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ČESKÉ REPUBLIKY

2017 STATUS REPORT ON TRAFFICKING IN HUMAN BEINGS IN THE CZECH REPUBLIC

Crime Prevention Department

Prague 2018

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INTRODUCTION

The Status Report on Trafficking in Human Beings in the Czech Republic is an informative document presented by the Ministry of the Interior of the Czech Republic (Moi) pursuant to Government Resolution No. 67 of 23 January 2008 on the National Strategy to Combat Trafficking in Human Beings 2008–2011. The present document is **the tenth consecutive status report on trafficking in human beings in the Czech Republic (CR)**.

The objective of status reports on trafficking in human beings in the CR is to provide detailed information about trafficking in human beings in the CR from 1 January to 31 December of the given year. The reports traditionally pay special attention to describing the situation in the CR. In this context, they marginally refer to selected activities taking place abroad that are connected to the CR.

The 2017 status report on trafficking in human beings in the CR (Report) continues to focus on trafficking in human beings (THB) as defined by Sec. 168 (2) of Act No. 40/2009 Coll., the Criminal Code, as amended (Criminal Code) – i.e. trafficking in persons above 18 years of age, offences committed on persons under 18 years of age, as per Sec. 168 (1) of the Criminal Code. As in previous years, the Report also focuses on phenomena closely related to THB.

With Government Resolution No. 360 of 27 April 2016 on the National Strategy to Combat Trafficking in Human Beings in the Czech Republic 2016–2019, the Government passed the **National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the Years 2016 to 2019** (Strategy) and tasked members of the government with implementing measures stemming from the Strategy and falling within their competencies. In addition, the Government tasked the minister of the interior to present a draft of the National Strategy to Combat Trafficking in Human Beings in the Czech Republic for the following period, along with an evaluation of the present Strategy, by 31 March 2020. Both the Strategy and the Report include a detailed assessment of the situation and of the state of implementation of individual measures.

The Report is drafted by the Crime Prevention Department of the Moi, mainly on the basis of information provided by members of the Inter-Ministerial Coordination Group for Combating Trafficking in Human Beings (Inter-Ministerial Coordination Group), as well as other national and international partners in the area of combating THB. This information helps the drafters of this Report to continuously monitor the state of THB, and particularly to carry out their role of National Rapporteur, i.e. an equivalent mechanism¹, in the area. **The drafters of this Report are grateful to their partners for their cooperation.**

¹ https://ec.europa.eu/anti-trafficking/national-rapporteurs_en

Notes on the text:

Gender equality: In the Report, the term “foreign national” designates both male and female foreigners, unless specified. The same applies to the terms “migrant”, “employee”, “citizen” or “national”, “worker” etc. and to terms designating nationality. The Report specifies gender in those cases where this was done by members of the Inter-Ministerial Coordination Group when submitting documents for this Report.

Proofreading: The present text has not been proofread.

1. OVERVIEW OF THE SITUATION

It can be stated that THB activity in the CR has remained comparable to the previous year. The state, structure, and dynamics of THB did not undergo any major changes in recent years.

Therefore, the **CR continues to be considered primarily a target and transit country**, nevertheless while also remaining a **source country**.

As compared to the previous year, no major changes occurred with regards to THB in 2017. Recorded cases **in the CR** show a continuation of **THB for the purposes of sexual and labour exploitation, with some cases of marriages of convenience**.

As in previous years, it can be stated that the situation with regards to illegal trafficking in human tissue and organs in the CR remains satisfactory. Available data shows that **these activities do not take place in the CR**.² The Ministry of Health attributes this to strict regulatory measures and highly dissuasive legal sanctions.

The evaluation of cases recorded by the Police of the Czech Republic (PCR) in 2017 show that **the use of violence**, serving as a means for the perpetrators to coerce victims and force their obedience, **remained marginal**. The perpetrators resort to deceit and abuse the distress, dependency, or other weakness of the victims. There is no doubt that this factor increases the latency of THB.

As regards **the source countries of victims** identified in the CR, in 2017, they remained the same as in previous years: **Romania, Bulgaria, Ukraine, and Slovakia**. However, in 2017 La Strada also provided services to victims from **Moldova, the Philippines, and Vietnam**. The Refugee Facilities Administration of the Mol reported a more frequent occurrence of victims from **Nigeria** (this trend was confirmed by NGOs working with victims of THB). Nevertheless, it must not be overlooked that **Czech nationals were also trafficked within the CR**. **The CR continues to be a source country particularly for the UK and Ireland**.

In 2017, **14 victims of THB were identified by the PCR**. A total of **24 possible victims** (identified by a cooperating NGO or by the PCR) from Moldova, Ukraine, Nigeria, the Philippines, Vietnam, Slovakia, and Czechia entered the **Programme on Support and Protection of Victims of Trafficking in Human Beings of the Mol** (Programme). Of those THB cases, 7 were for the purpose of sexual exploitation and 17 for the purpose of labour exploitation.

² In the CR, this criminal activity can be subsumed under the following provisions of the Criminal Code: Sec. 164 Unauthorised Removal of Tissue, Sec. 165 Illegal Handling of Tissue and Organs, Sec. 166 Removal of Tissue and/or Organs and Transplantation for a Fee, Sec. 167 Illegal Handling of Human Embryos and Human Genomes.

2. TRENDS IN TRAFFICKING IN HUMAN BEINGS

It continues to be true that the **most common form** of THB in the CR is **for the purpose of sexual and labour exploitation**. However, criminal proceedings, information ascertained by the PCR in the field, and international police and judicial cooperation in the course of 2017 confirmed an **increase in the number of cases in the CR where women from socially and educationally disadvantaged environments were targeted by perpetrators in order to be lured abroad, under the pretext of marriage, for the purposes of THB**.

These forced marriages are referred to as “marriages of convenience”, and constitute a new and alarming trend in the area of victim exploitation. Marriages are arranged particularly in the UK and Ireland, with the prospective husbands hailing most often from Bangladesh, Afghanistan, and Pakistan. This trend is thus closely linked to the movement and residency of third-country nationals in the EU.

In connection with the forthcoming ratification of the Istanbul Convention, it was necessary, in 2017, to focus on marriages of convenience in the sense of anchoring them as a specific crime within the Criminal Code.

Priority 4.1. Combating Labour Exploitation and Prosecuting Perpetrators focuses on labour exploitation, particularly Task No. 1 Analysis of Deficiencies in Labour and Criminal Legislation in Relation to their Influence on the Creation and Prosecution of Exploitable Working Conditions (the MLSA being responsible, with support from the Mol). In connection with addressing the security situation in some industrial zones and as a reaction to the unsatisfactory situation with regards to the employment of foreigners in these areas, the Mol drafted Measures to Address Security and Public Order in Industrial Zones and their Surroundings due to the Increased Employment of Foreigners, which was approved by the Government on 27 February 2017.

In 2017, during illegal employment inspections, labour inspectorates came across cases not only of “usual” illegal employment (i.e. labour without a necessary contract), but also many cases where employees were illegally posted in the CR by an employer headquartered in another EU Member State. Specifically, workers (mostly Ukrainian nationals) were posted by foreign employers (usually Polish, i.e. the workers had Polish visas) to companies in the CR, which then transferred these workers to other employers, thus creating a chain. In many cases, what transpired was that employers in the CR were trying to cover dependent labour of foreigners in the CR.

More and more often, labour inspectorates come across cases of **latent (fraudulent) employment by agencies**, which leads to the circumvention of legislation regulating employment agencies. The mandatory authorisation to broker employment (the “employment agency permit”) is circumvented by companies, which resort to contractor agreements and lease contracts instead. This leads to situations where employers needing to outsource production do not conclude contracts with employment agencies in order to hire temporary workers, but rent out part of their production facilities (e.g. one track line) to other companies on the basis of a contractor agreement to produce the very same product under the very same conditions. In addition, such conduct violates the prohibition of employment agencies to conclude contractor agreements with employers

(Sec. 307 (a) of the Labour Code), further weakening the rights of employees and creating exploitative conditions.

There was an **increase in the number of cases of employing persons from disadvantaged environments** (the homeless and other socially disadvantaged persons) in the UK. However, the activities which took place in the CR often lacked the characteristics of a crime (the use of violence, the threat of violence or other serious harm, the use of deceit or other abuse of distress or dependency), because the concerned persons were not previously aware of their future employment and living conditions in the UK.

Another continued trend was the abuse of social benefits and credit fraud in the UK. Perpetrators used of documents confiscated from victims for these purposes.

According to statistics collected by the Ministry of Justice, 9 persons were convicted in 2017, of which 3 were given suspended sentences and 6 unsuspended sentences. From a long-term perspective, the data shows that the ratio of suspended vs unsuspended sentences is shifting – **courts now more frequently issue unsuspended imprisonment sentences.**

In 2018, **attention will need to be focused on trafficking in children and adults for the purpose of committing crimes and begging**, as well as on cases of women being lured abroad for the purpose of marriages of convenience.

Trafficking and exploitation of Czech nationals in the UK can be expected to continue in 2018. This forced labour consists of luring people to the UK and Ireland under the pretext of good working conditions, or for the purpose of marriages of convenience.

As regards sexual exploitation, **an increase in the number of victims from Asia and Africa** is likely in 2018. As regards labour exploitation, given the state of the Czech labour market, an increased number of victims from third countries and EU Member States is also likely.

As regards THB, there are no indications of any forthcoming fundamental changes to its manner or form. It is expected that a high number of Romanian nationals will continue to be involved in this crime, not least because Romania is an EU Member State and its citizens enjoy free movement. Romania is a significant source country within the EU market.

3. CRIMINAL STATISTICS

3.1 Number of Detected Offences

Throughout the last ten years, the number of both detected and solved THB offences oscillated around ten cases per year. Statistics show that, while there was an ebb in the number of THB offences after 2000, since 2010 the number of both detected and solved offences has again started to increase. The only exception is 2015, when there was a slight drop in the number of solved offences (including those from previous years).

As compared to 2016, **the number of THB offences dropped in 2017.** However, the number of solved THB offences **rose** to equal the number of detected THB offences.

16 cases of THB were recorded by the PCR in the CR in 2017 (22 in 2016); 11 of those cases were solved (15 in 2016), as were 5 additional cases from the previous year (i.e. the total number of cases solved in 2017 was 16).

3.2. Perpetrators in Criminal Proceedings

The share of foreign perpetrators of THB has not changed. Most often, they are nationals of Romania and Slovakia. They are usually already settled in the CR and commit THB in cooperation with Czech nationals. It holds that the nationality or country of origin of the perpetrators is usually that of the nationality of victims of THB.

In 2017, the PCR investigated 24 persons (23 in 2016), of whom 3 were women and 21 were men (6 foreigners in total). Of these 24 persons, **9 were repeat offenders** (the same number as in 2016). As in 2016, most offenders were above 30 years of age (12 persons), there were 3 persons between 15 and 18 years of age, and 9 persons between 18 and 30 years of age. There were no persons under 15 years of age.

According to data collected by the Ministry of Justice, **9 THB offences were recorded in 2017** under Sec. 168 of the Criminal Code (there were 19 in 2016), and **9 persons were convicted** – 3 were issued suspended imprisonment sentences and 6 were issued unsuspended imprisonment sentences (1-5 years for 3 persons, and 5-15 years for 3 persons). None of the sentences was repealed.

In addition, Ministry of Justice statistics show that **5 victims were children**, i.e. under 18 years of age³ (see the Tables section).

3.3 Selected Case Studies

For a better understanding of the current modus operandi, a brief description of selected cases is provided below.

3.3.1 Sexual Exploitation

The Regional Police Directorate in Prague accused a man who deliberately arranged for and coerced persons under 18 years of age to prostitute themselves in private homes. The accused also forced his partner, using threats, violence, and other serious injuries, to prostitute herself. He threatened to take away her son and to kill her and her family members if she refused to do as he wanted. The victim was forced to prostitute herself in hour-hotels, erotic clubs and in private homes in Prague.

Within the homosexual community, a THB case was detected where perpetrators arranged for men between 18 and 25 years (young-looking) and persons under 18 years of age to provide sexual services for a fee, with the perpetrators taking a cut.

3.3.2 Labour and Other Forms of Exploitation

The Regional Police Directorate in Hradec Králové investigated a person suspected of having exploited 2 victims between 2012 and 2015. The suspect was to arrange

³ Sec. 126 of the Criminal Code – „A child is a person under the age of 18, unless the Criminal Code states otherwise.“

employment for the victims through an employment agency (standard working hours doing odd jobs such as cleaning etc.). During the specified time period, the suspect received the victims' wages and paid them a share averaging CZK 100/day. The case was not solved because the suspect died suddenly following a traffic accident.

3.4 Victims of THB

3.4.1 Victims in Criminal Proceedings

The information about victims of THB provided in this section comes mostly from the Police Statistical Crime Recording System. It should be noted that the term "victim" does not mean the damaged party, as stipulated by criminal law, but refers to a category created for the purposes of police statistics.⁴

According to police statistics, there were 14 victims of THB in 2017 (38 in 2016). Of these, 2 were under 15 years of age; the largest group was between 15 and 17 years of age – 8 victims; 2 victims were between 18 and 30 years of age; 2 victims were between 31 and 40 years of age.

As regards the number of victims detected in individual regions, police statistics show that there were 4 victims (women) in Prague, 3 (women) in the Ústecký region, 3 (2 men and 1 woman) in the Hradecký region, 2 (men) in the Jihomoravský region, and 2 (women) in the Plzeňský region.

3.4.2 Probable Victims of THB and the Programme on Support and Protection of Victims of Trafficking in Human Beings

In 2017, 24 probable victims of THB entered the Programme on Support and Protection of Victims of Trafficking in Human Beings of the Mol (Programme), which is intended for probable victims of THB above 18 years of age, i.e. for EU nationals trafficked in the CR, for third-country nationals trafficked in the CR or for Czech nationals trafficked in the CR or abroad. This constituted an increase by 10 persons as compared to 2016. The victims were nationals of Moldova (5), Ukraine (5), Nigeria (1), the Philippines (2), Vietnam (1), Slovakia (1), and Czechia (9). **There were 17 cases of labour exploitation and 7 cases of sexual exploitation.** The victims were aged between 20 and 53 years. For the first time since the creation of the Programme and the collection and evaluation of data within it, Czech nationals formed the most numerous group – 9 persons (4 men and 5 women, see Tables 4a and 4b in the Tables section).

The Programme statistics also show that the most common forms of THB in the CR were for the purpose of labour and sexual exploitation. Other forms of THB were not recorded within the Programme.

A total of 228 probable victims of THB have entered the Programme since 2003.

The Programme provides victims with housing, psychosocial services, healthcare, requalification courses, interpretation, legal assistance and the services of a lawyer. Emphasis is put on assistance when looking for employment.

⁴ Victims are recorded with regards to violent, vice, and selected property crimes (e.g. pick-pocketing).

All victims entered in the Programme agreed with providing information to the relevant departments of the PCR in order to investigate their cases.

In 2017, the Programme for Voluntary Returns, which is a part of the Programme, facilitated the voluntary return of 5 persons to their countries of origin (Moldova). Since 2003, a total of 101 voluntary returns have been carried out, of which 23 back to the CR.

3.5 Victims of THB and Social Services

The Czech social services system is regulated by Act No. 108/2006 Coll., on Social Services, as amended (Social Services Act). This act regulates the conditions for the provision of assistance and support to natural persons in adverse social situations by means of social services, the conditions for receiving care benefits, conditions for issuing licences to social service providers,⁵ and so forth.

In accordance with the Social Services Act, an organisation can only provide social services once it has registered with the relevant Regional Administration. The list of registered social service providers is publicly accessible via the Social Service Providers Register, which is available online at <https://iregistr.mpsv.cz/socreg/> (in Czech only).

Through a grant supporting the provision of social services (which are subjects registered under Sec. 78 of the Social Services Act), the MLSA continuously supports organisations providing social services specifically to victims of THB. Thus, it can be said that these organisations (La Strada, Diakonie) specialise in helping this target group. The grants provided to these organisations by the MLSA in 2017 is reflected in Table 6a in the Tables section. The table shows that, **in 2017**, these organisations received a total of **CZK 10 000 694**.

Furthermore, it is important to note that social services may be provided by other entities, not just NGOs. Although the majority of social services for victims of THB are provided by ecclesiastical and religious organisations and community-based organisations, some public service organisations established by regional municipal authorities, as well as others, are also involved.

4. RELATED CRIMES AND PHENOMENA

4.1 Prostitution

As THB for the purpose of sexual exploitation is closely linked to prostitution, the MoI also continuously monitors this phenomenon. In this context, pimping (an offence) is also monitored. The monitoring is based on several sources, particularly reports from the PCR and the Municipal Police, but a very important role is also played by the organisation Rozkoš bez rizika ("Bliss Without Risk", R-R), which specialises on the issue.

According to information from the PCR, prostitution has not undergone any significant changes. **In 2017, sexual services were typically provided in erotic nightclubs, in private homes or as part of escort services.** Street prostitution has been

⁵ Social services include social counselling, social care services, and social prevention services. Social services are provided as residential, outpatient, or outreach services.

continuously on the decrease and only occurs on a small scale in specific areas, and the social and educational background of street prostitutes are at their lowest. To a large extent, it is the riskiest form of prostitution because of the use of narcotic and psychotropic substances. The numbers of erotic nightclubs remain the same, although they continue to drop in border areas. On the other hand, sexual services rendered for a fee in private homes are either the same or slightly higher in number. The prices for services rendered in private homes were significantly lower than those in erotic nightclubs, which is a logical result of the comparison of the factors of direct operating costs and the number of clients.

Furthermore, police records confirm that most prostitution is voluntary. **In 2017, inspections detected Czech, Slovak, Romanian, Ukrainian, Belorussian, Nigerian, Serbian, Hungarian, and Polish women working as prostitutes.**

The sex business made use of mobile applications ensuring communication between clients and prostitutes. Mobile applications offer registration to clients, escorts, and erotic nightclubs.

Examples of street prostitution in some cities/regions: street prostitution in Brno was mostly organised by the Roma community. In Znojmo, prostitution is prohibited, and therefore thoroughly inspected by Municipal Police officers – street prostitution has mostly shifted to the international road E59 (in the direction of the border crossing with Austria – Hatě). Street prostitution in the Jihočeský region is concentrated in the border area of Dolní Dvořiště, Strážný, and České Velenice. Street prostitution in this region is decreasing, however street prostitutes can still be found on the main roads in border areas around Český Krumlov (the main road to Austria via road E55 and the road connecting Dolní Dvořiště and Vyšší Brod), in Prachatice (the main road to Germany from Vimperk to Strážný), and in Jindřichův Hradec (the main road to Austria in České Velenice).

As regards voluntary prostitution, i.e. the consensual rendering of sexual services for a fee, the NGO R-R has unique insight into the situation. Excerpts from the information R-R provided for this report can be found below.

In 2017, R-R made contact with over 2 000 persons rendering sexual services for a fee, and detected only one case of THB. The organisation was asked by a client to accompany her to court, where she was called as witness. In one case, R-R employees suspected possible THB, however the client denied this at every contact.

As regards the nationality of R-R's clients, they are most often Czech nationals (83 % of cases), followed by nationals of Slovakia, Ukraine, Romania, Nigeria, Hungary, and Venezuela.

In the long-term, the number of clients is increasing particularly in the Ústecký region (requests for R-R's services have doubled). For this reason, the number of field missions was increased in 2017. Very often, these cases concern street prostitution.

4.2 The Offence of Street Pimping

Police statistics indicate 60 detected cases of street pimping in 2017 under Sec. 189 of the Criminal Code, accounting for an 83 % increase as compared to 2016. In 2017,

52 cases were solved, with 42 persons investigated and prosecuted (see table 1d in the Tables section).

The Ministry of Justice reports that, **in 2017**, there was a drop in the number of detected cases of pimping as well as in the number of persons convicted for this offence, under Sec. 189 of the Criminal Code (formerly Sec. 204 of the old Criminal Code) as compared to 2016. Specifically, there were 23 offences and 23 convicted persons. The trend as regards sentences remained unchanged in 2017, with suspended sentences (23) exceeding the number of unsuspended sentences (0). Victims of pimping are most often women (13 persons), 3 of the victims were children (see table 2b in the Tables section).

4.3 Unauthorised Employment of Foreigners

The Criminal Code, which came into effect on 1 January 2010, introduced a new criminal offence – the unauthorised employment of foreigners (Sec. 342 of the Criminal Code). As compared to 2016, when 6 offences were detected, **2017 saw an increase to 10 offences of unauthorised employment of foreigners. Only 1 case was solved, 10 persons were prosecuted.** It is important, in connection with this offence, to mention that its application in practice is very limited, particularly for the reason that it is conditioned by the illegal residence of the foreigner in the CR or their not being in possession of a work permit if it is required by law, and is thus only applicable to third-country nationals.

Inspections and Other Activities of the Ministry of Labour and Social Affairs

Labour exploitation may be closely linked to unsuitable working conditions or illegal employment. The **Inter-Ministerial Authority for Combating Illegal Employment of Foreigners**, under the MLSA, is an important player (see more on its activities in the section on prevention) and serves as a platform for the coordination of all activities in this area. **Inspections by labour inspectorates** are very important, as they uncover breaches of employment regulations, labour inspectors being professionals in the so-called first line, as is indicated by the 2011/36/EU Directive.

In practice, the most important breaches of employment regulations that may be linked to THB are misdemeanours facilitating illegal employment.

Illegal workers are most frequently detected at the workplace in the construction, manufacturing, accommodation, catering, and hospitality sectors.

In 2017, the State Labour Inspectorate carried out 9 707 inspections focused on detecting illegal employment, **detecting 2 918 illegal workers.**

Of the total number of 2 918 illegal workers, 767 were Czech nationals, 234 were EU citizens, and 1 917 were foreigners – i.e. third-country nationals.

In 2017, during inspections aimed at detecting illegal employment, **labour inspectorates came across not only cases of “usual” illegal employment** (i.e. labour without a necessary contract), **but also many cases where employees were illegally posted in the CR** by an employer headquartered in another EU Member State. Specifically, workers (mostly Ukrainian nationals) were posted by foreign employers (usually Polish, i.e. the workers had Polish visas) to companies in the CR, which then

transferred these workers to other employers, thus creating a chain. In many cases, what transpired was that employers in the CR were trying to cover dependent labour of foreigners in the CR.

Apart from the main task to conduct inspections aimed at detecting illegal employment of Czechs and foreigners and illegal brokering of employment, the State Labour Inspectorate carried out 2 exceptional inspections. Their aim was to detect illegal employment of Czechs and foreigners in accommodation establishments and in pop-up stalls in shopping malls. **Furthermore, an information and prevention campaign was run in September 2017 concerning employees dispatched as truck drivers.** The campaign aimed to inform foreign employers of the obligation to have documents proving the existence of a work contract translated into Czech at the workplace.

In 2017, illegal labour inspectors participated at two exceptional inspections in cooperation with the Labour Relations and Conditions Inspection Unit. **One of these was aimed at the illegal employment of foreigners in Thai massage parlours in Prague, the Středočeský region, and in Rozvadov. In December 2017, an inspection aimed at brokering of employment without a required permit** (i.e. inspecting entities whose temporary permits to broker employment had expired due to non-payment of the deposit required upon registration).

In 2017, 570 entities were inspected during inspections of employment agencies. The most frequent breaches concerned the following: non-compliance with the legal requirements relating to the temporary assignment of an employee with a client, non-compliance with the legal conditions pertaining to the agreement between the agency and a client with regards to the temporary assignment of an employee, or non-compliance with all the prescribed requirements of the agreement, failure to ensure equal working and payment conditions of temporary (agency) and long-term employees. Furthermore, breaches of obligations in the area of payment of wages, breach of obligations to temporarily assign employees to work for a client based on a written agreement, and breach of the employer's duty to inform were detected.

5. TRAFFICKING IN PERSONS UNDER 18 YEARS OF AGE

Trafficking in persons under 18 years of age is one of the priorities of the National Strategy to Combat Trafficking in Human Beings in the Czech Republic 2016–2019, specifically mentioned in part 4.2 Combating Trafficking in Children.

Criminal statistics show that **out of 14 identified possible victims of THB, 10 were under 18 years of age** (2 were under 15 and 8 were between 15 and 17 years of age).

Apart from law enforcement authorities, the Authority for Social and Legal Protection of Children (ASLPC), which protects the rights and defends the interests of vulnerable children. From the point of view of the social and legal protection of children agenda, child THB victims can be viewed as endangered children at risk under Sec. 6 (e) of Act No. 359/1999 Coll., on Social and Legal Protection of Children, as amended (SLPC Act), i.e. as children on whom a criminal offence threatening their life, health, freedom, human dignity, moral development, or property was committed or is suspected to have

been committed. If the children in question, based on an evaluation of their situation, meet these criteria, then they belong among those children who are provided with SLP services.

In its Annual Report on Social and Legal Protection, the MLSA reports data on children who have been abused for the purpose of child prostitution or child pornography. However, these cases have not all been classified as THB. The Annual Report can be downloaded (in Czech) from the MLSA website (<https://www.mpsv.cz/cs/7260>).

Statistics show that **girls are more often abused for the purpose of child pornography and child prostitution than boys**. The group most at risk is between 6 – 15 years of age, with the abuse of girls within this age group being prevalent.

The manner in which the ASLPC works is as follows: If the case of an abused child is reported to the ASLPC, it is investigated in collaboration with law enforcement authorities and other experts in order to assess the child's and their family's situation. If it is concluded that the child really is a vulnerable victim under Sec. 6 of the SLPC Act, the ASLPC takes further steps, in collaboration with other relevant institutions (e.g. the PCR, the Public Prosecutor's Office, healthcare facilities) to resolve their situation.

Furthermore, where necessary ASLPC staff at regional offices are available to the children 24/7 so as to provide emergency services in cooperation with other relevant institutions. In order to efficiently address the situation and coordinate cooperation with all relevant partners, they convene case-specific conferences, where together with those of the child's next of kin who form their support network, as well as with other experts, the child's and their family's situation is assessed, further measures are planned, and steps are coordinated so as to lead to a true meeting of the vulnerable child's needs. Based on this work, ASLPC staff draft individual child protection plans, where they set goals and plan specific steps, indicating deadlines and responsibilities. The plan is consequently implemented by responsible persons and regularly reviewed.

ASLPC staff also, if necessary, provide professional psychological and therapeutic assistance, which is a standard form of help for children at risk. For this purpose, ASLPC staff at regional offices may use funds from a special purpose subsidy from the state budget, which is earmarked for the provision of SLP services, and is reallocated by the MLSA so that assistance provided to children is free of charge.

As of 1 January 2015, while providing social and legal protection, the ASLPC is furthermore obliged to meet quality standards set by Annex 1 to Decree No. 473/2012 Coll., on the Implementation of Certain Provisions of the SLPC Act. One of the requirements is that ASLPC staff must be specialists in the area of protection of tortured and abused children. These workers should not address the child's situation in isolation, but apply a multidisciplinary approach and actively develop cooperation with other institutions and connect the child's family to providers of specialised services. Moreover, they have a duty to continuously educate themselves in the area in accordance with their established career goals set out in their individual professional development plans.

In the context of standardisation, the ASLPC must implement preventive activities aimed at the timely resolution of a vulnerable child's situation, and to develop, for this purpose, multidisciplinary cooperation with other natural and legal persons, public

authorities – particularly local authorities – authorised, persons, providers of social services, representatives of schools and school facilities, the PCR, the Probation and Mediation Service, the courts, the Public Prosecutor’s Office, and healthcare providers, depending on local needs and conditions. It is their duty is to inform their clients of the available services and to motivate them to use other services leading to the solution of their difficult situation, or to provide these services.

Children who are not adequately cared for or who have been removed from their families for reasons of torture or abuse may, in the context of managing a crisis situation, be placed in a facility for children requiring immediate help, which function as providers of SLP under the SLPC Act 24 hours a day. Besides accommodation, meals, clothing, educational and leisure activities, these facilities provide the expert care of social workers and psychologists.

Within the SLP system, another form of assistance to children in dire circumstances who have found themselves without adequate care by parents or relatives is temporary foster care. It is provided by foster parents – professionals trained to provide this form of alternative family care. This form of assistance may be provided for 1 year at most. Its advantage is that the child is placed in a family environment rather than in a facility.

As early as in 2015, a new model of working with unaccompanied foreign minors was introduced, and the Diagnostic Facility of the Ministry of Education, Youth, and Sports – Facility for Foreign Children – became the methodological institution for other selected facilities. In the context of methodological management of these facilities and joint work on individual child development plans, information sharing and monitoring of the development of the child’s situation in relation to THB are very well established.

The Facility for Foreign Children collects information about presumed cases of THB from institutions that the child comes into contact with prior to their placement in the facility (PCR, ASLPC, courts), or after their placement in the facility (Embassies). On rare occasions, the child may share their story of their own accord. In cases where the PCR is not informed of the child’s situation and their possible trafficking, the Facility does so immediately after taking the child into care.

If, based on a court decision, the child is placed back into the care of their family, the Facility does not have the possibility or the authority to further monitor their situation. Most often, the child is returned to their country of origin and the Facility thus loses all competencies to gather further information.

If the child is placed into other facilities providing institutional care, the Facility for Foreign Children provides them with methodological support.

For 2017, the Facility for Foreign Children reports 35 unaccompanied minors in its care (in 2016 it was 51 unaccompanied minors, which accounted for a considerable drop in comparison to 2015, when there were 132 in the Facility’s care), **of whom 7 were under 15 years of age. There were 30 boys and 5 girls, of whom 7 were asylum seekers.** Most unaccompanied minors came from Afghanistan (14), Vietnam (4), Romania (3), Slovakia (3), and 2 each from Sudan, Iraq, and Ukraine, 1 each from Albania, Nigeria, Pakistan, Somalia, and Syria.

Child victims of THB may be included in the category of tortured, abused, and neglected children, and registered service providers play an important role in providing assistance to them. Every year, the MLSA issues a grant to support the provision of social services by such providers, regardless of their legal statute. The amount of the allocation is dependent on the state budget, in recent years it oscillated around CZK 8 billion. This grant is implemented on the basis of Sec. 104 of Act No. 108/2006 Coll., on Social Services, as amended.

Below is a brief description of selected cases which were dealt with by the Facility for Foreign Children in 2017 (information is generalised in order to protect the privacy of the children concerned).

Girl, 17 years, Nigeria

- At the Facility for Foreign Children between 5 April 2017 and 18 April 2017
- Transferred to a Refugee Facility in Zastávka u Brna due to having reached adulthood
- From her testimony: She had been raped in her country of origin, from where she was taken to Europe by a good friend, who was taking care of her the entire time. Like many of her compatriots who have arrived in the CR, she spent some time in Italy (her compatriots recounted that they were forced into prostitution in Italy and had come into contact with drugs – however this girl did not mention this, although it is possible that her story was similar).

Girl, 15 years, Romania

- At the Facility for Foreign Children between 14 June 2017 and 20 June 2017
- Left the Facility upon being placed in the care of her father
- From her testimony: She was apprehended due to suspicion for property crime – thefts in Jindřichův Hradec. Her mother had been denied residence in the CR for similar crimes. It is possible that she was part of organised criminal activity of Romanian family clans established in the CR and in other countries, which employ minors as pick-pockets because of milder sanctions in case of their detection. The girl had been placed in the Facility for Foreigners before, for similar reasons.

Boy, 17 years, Vietnam

- At the Facility for Foreign Children between 20 October 2017 and 20 December 2017
- Ran away from the Facility on 20 November 2017, with no news of the boy since then. The provisional measure expired on 20 December 2017.
- From his testimony: He lived in very dire conditions in his country of origin, making a living as an orphan by begging. Then a man offered to help him get to Europe, where he could lead a better life. The boy agreed and, while crossing the CR (he was aiming for Germany), was apprehended and sent to the Facility for Foreign Children. He tried to escape, but was apprehended by the German authorities and returned to the Facility. His next attempt at running away was successful. During his stay, the boy indicated that he was happy and that he would like to stay. Some Vietnamese people tried contacting him while he was at the Facility, claiming to be his relatives, but after being told that they will

be asked to present identification documents upon visiting the boy, they never called again. It is possible that the boy was brought to Europe as a cheap labour force, and was forced by his smugglers to leave the CR and run away to Germany.

6. SUPPORT FROM ASSISTING ORGANISATIONS

6.1 La Strada Czech Republic

6.1.1 Basic Information

La Strada Czech Republic has been active in the field of THB since 1995. It is the founding organisation of La Strada International⁶, with member organisations in seven European countries⁷. In the CR, La Strada is a member of the Consortium of Migrants Assisting Organisations and the Association of Sheltered Houses (SAD). The aim of the organisation is to contribute to the elimination of THB and human exploitation and to provide support and protection to exploited and trafficked persons, as well as to persons who are at risk of exploitation and trafficking.

La Strada provides social services the target group and dedicates itself to prevention and training. Through advocacy activities, it strives to bring about systemic or legislative changes with the aim of preventing THB and exploitation and to protect the rights and interests of the target group.

La Strada provides the following 4 types of social services for trafficked and exploited and trafficked persons:

- Professional social consultation – Sec. 37 of the Social Services Act⁸
- Emergency assistance – Sec. 60 of the Social Services Act
- Sheltered housing – Sec. 57 of the Social Services Act
- Telephone emergency assistance⁹

As regards prevention, dissemination of information leaflets, and mapping trends, the organisation is developing a specific work method to be used in the field. This activity has been drawing financial support from the MoI for several years. For more information about the organisation see <http://www.strada.cz/en>.

6.1.2 Services Provided

In 2017, La Strada recorded a drop in the number of clients from EU Member States and a rise in the number of clients from so-called third countries. The organisation thus provided social services to seven persons from the Philippines and one person from Nigeria.

⁶ See <http://lastradainternational.org/>.

⁷ These countries are Belarus, Bulgaria, Macedonia, Moldova, The Netherlands, Poland, and Ukraine.

⁸ Consultation is also provided to persons who have undergone or who find themselves in a situation similar to trafficking or exploitation, persons who are close to persons who have been or are trafficked or exploited, to persons who are looking for work or are travelling abroad, and other persons that are interested in information about avoiding the risks of human trafficking and exploitation.

⁹ Under the Social Services Act.

Several Czech men, who had been trafficked for the purpose of labour exploitation in the UK and who managed to escape or be rescued by the police, became clients of the organisation. There were some new cases of labour exploitation in the UK combined with forced criminality and begging.

In 2017, La Strada provided outpatient or residential social services to 63 clients. Compared to 2016, this accounts for a slight drop in the number of clients (in 2016 there were 84).

In practice, the services provided fall within two basic categories:

1. **Comprehensive Social Services** – consisting of professional social consultation, emergency assistance, residential or outpatient services, and sheltered housing. In cases where trafficked or exploited persons receive one or more of these services, it can be said that their situation requires a comprehensive approach. It is in such cases that comprehensive social services are provided. **These services were provided to 42 clients in 2017.** As regards their nationality, 15 were Czech nationals, 27 were foreigners – mostly from the Philippines (7). This constitutes a change as compared to the previous year, when nationals of Bulgaria and Romania constituted the most numerous group.

2. **Contact Consultancy** – this service is specifically intended for persons that need to consult a difficult situation within the registered expert social consultancy service and do not require or cannot for objective reasons benefit from other services in order to receive comprehensive social services. In practice, these clients receive a one-off (though sometimes repeated) consultancy in order to get their bearings. **This service was provided to 21 clients in 2017.**

6.1.3 Client Profile

In 2017, 42 persons (23 men and 19 women) received comprehensive social services provided by the organisation. Of these, 7 persons continued receiving services from the previous years (3 women and 4 men), and 35 persons (16 women and 19 men) were new clients of the organisation.

In 2017, comprehensive services provided by the organisation were received by female clients from the Czechia, Slovakia, Moldova, Ukraine, Nigeria, and the Philippines. Out of a total of 19 women, 9 were trafficked for the purpose of forced prostitution and 10 were trafficked for the purpose of forced labour and other forms of exploitation. 1 woman was trafficked for the purpose of marriage of convenience.

There was **an increase in the number of women from the Philippines**, who were trafficked into the CR **for the purpose of forced labour and forced prostitution.**

In 2017, the organisation's male clients were from Czechia, Slovakia, Bulgaria, Ukraine, the Philippines, Moldova, Romania, and Vietnam. They were trafficked mainly **for the purpose of forced labour and labour exploitation. There were three cases of forced criminal activity**, of which two cases involved thefts and begging and one labour in a cannabis greenhouse (this case is statistically recorded as a case of forced labour/labour exploitation, because the client did not know that the labour he was forced into was illegal).

In most cases, the hiring was done by employment agencies via internet adverts. In the remaining cases, the hiring was done by acquaintances or family members.

The most common means of coercion included threats, confiscation of documents, and restriction of personal freedom. They also included threats to abolish the residence permit and inciting fear of Czech law enforcement authorities. The dire circumstances of the victims and fear of fictitious debts were also exploited.

Trafficking in women for the **sex business** occurred **in three cases** related to **street prostitution in the CR, in three cases** related to **street prostitution in the UK, in one case in a nightclub and in one case in a massage parlour. Where forced labour was concerned, women were forced to work in agriculture**, particularly picking seasonal produce, **in factories, private homes** as housekeepers and nannies and in **massage parlours**.

As regards men trafficked into the UK, they were forced to clean offices or trains and buses, sort garbage on recycling lines, work in the alimentary sector or in private homes. The perpetrators also benefitted from welfare benefits which they procured using the victims' confiscated documents. **In the CR, men were forced to work in agriculture, on farms and in one case in a racing dog kennel. One Philippine man was forced to work in a hotel as a masseur. One Vietnamese man was forced to work in a cannabis greenhouse.**

In 2017, out of the total number of clients receiving comprehensive social services provided by the organisation, **31 cooperated with the police** (i.e. 75 % of all clients). Of these, 30 persons (16 women and 14 men) cooperated with the PCR, of whom 7 also cooperated with the UK police, and 1 person cooperated only with the UK police.

In 2017, field work focused both on traditionally visited locations (cleaning and other services, industry, and agriculture) and specific environments where, according to the organisation's experience, THB could be detected and victims identified. In 2017, therefore, **field work focused more on labour exploitation and THB in circuses and fairgrounds, the waste management sector, and massage parlours and so-called relaxation spa clubs.** A total of 880 persons from the target group were contacted, of whom 445 were women (50.6 %), and 163 persons close to the target group were contacted (persons from the target group's environment or with professional or personal ties to persons in the target group), of whom 77 were women (47.2 %).

Most of the contacted persons were from Ukraine, followed by Czechia, Bulgaria, Romania, the Philippines, Thailand, Slovakia, Moldova, and Vietnam. Furthermore, persons from Hungary, Poland, Kazakhstan, Uzbekistan, Spain, and some from Nigeria, Cameroon, Indonesia, and other countries were also contacted.

According to data from the field, the practices of some intermediaries connected to transport companies, who bring dozens of workers to the CR every day, mostly from Bulgaria and Romania, offering some of them work and leaving others with no means on the street, have become widespread recently. After less than a month of work, these intermediaries then release the remaining workers and, after deducting transport and accommodation costs, leave them with a salary of CZK 2000 – 3000 for 150 hours of work.

6.2 The Caritas of the Archdiocese of Prague – Magdala Programme and Prevention of THB Programme Provided by the Migration Centre of Caritas

6.2.1 Basic Information

The Caritas of the Archdiocese of Prague tackles THB within two programmes. The Magdala Programme focuses on helping female and child victims of THB or domestic violence. The Prevention of THB Programme provided by the Migration Centre of Caritas offers counselling and support to migrants and refugees.

The Magdala Project staff offer comprehensive services to victims of THB, including social and legal counselling, psychosocial counselling, assistance when dealing with government offices, direct help, and sheltered housing at hidden addresses. For more information see <http://praha.charita.cz/en>.

6.2.2 Services Provided

In 2017, the Magdala Project provided comprehensive services, including housing, entering the victim into the programme, and counselling, to 3 victims from Czechia and 1 from Slovakia. Other victims – 4 in 2017 – did not wish to be entered into the Programme, and the Caritas of the Archdiocese in Prague worked with a client who received social housing as well as Project Magdala services, while the perpetrator was being investigated. **In 2017, two clients were repatriated to the CR** and provided with comprehensive long-term services. **Other clients entered the Magdala Project after returning from Switzerland and France.** These victims were provided with long-term hidden housing, professional social counselling, socio-therapeutic counselling, and nutritional and mental assistance for the duration of their cooperation with the Magdala Project. **Thus, Caritas of the Archdiocese in Prague worked with 9 victims of THB in 2017.**

The Caritas Migration Advisory Centre provided services to 4 persons, who have been trafficked or exploited. Legal and social counselling was provided, in the form of preventative activities during detentions and field work. **In 2017, the centre staff provided services to persons from Belarus and Ukraine.** The staff met with persons for whom the illegal crossing of the border was organised, as well as illegal residency and employment.

6.3 Diaconia of the Evangelical Church of Czech Brethren

6.3.1 Basic Information

The Diaconia of the Evangelical Church of Czech Brethren (Diaconia) is the second largest NGO providing social services in the CR. It is a member of the Eurodiaconia (the European federation of organisations, institutions, and churches) and cooperates with partners across world. The Diaconia was established by the Evangelical Church of Czech Brethren.

The Diaconia has been involved in fighting THB since 2008 by means of its central project. Initially, the project focused on monitoring THB in the CR and creating a primary prevention programme with the aim of educating children about the risks of THB and commercial sexual exploitation. The outcomes of the project gradually led to the extension of the Diaconia's work to include trafficked persons. In this context, the "No Violence" project was created in 2009 under the auspices of the headquarters of the Diaconia, providing support and assistance to trafficked persons and persons at risk of being trafficked. Since 2012, the Centre of Western Bohemia (Diaconia West) also provides social services to trafficked persons. Since September 2017, the Diaconia is also present in Brno, where 1 field worker provides emergency assistance. For more information see <https://www.diakonie.cz/en>.

6.3.2 Services Provided

Diaconia continues to provide sheltered housing for men, couples, and women who have been trafficked and exploited on the labour market. In 2016, the shelter was moved to another appropriate location, making it possible to increase the number of beds from 9 to 13. The address of the shelter remains secret for the sake of client safety.

Since 2015, the organisation provides support through emergency outreach assistance, which reacts to the needs of clients in the field without their needing to be placed in a shelter. The service is intended for adults aged 18 and above who have been exploited for labour, have become victims of exploitation and/or trafficking, and those that are at risk of these phenomena. In particular, the service is intended for persons who cannot be provided with sheltered housing due to lack of beds and persons who are at acute risk of losing their homes and need assistance when exercising their rights in the area of labour law. Emergency outreach assistance is also provided in cooperation with the IOM, which organises voluntary returns of victims to their countries of origin.

In 2017, Diaconia created leaflets in 2 languages for organisations. In cooperation with a lawyer, it created labour law cards for clients and other interested parties containing all relevant information and serving a preventative role.

The sheltered housing service was provided to 40 persons, 16 women and 24 men, whose average age was 42 years. Most were from Bulgaria (27), followed by Romania (1) and one Ukrainian (1).

In 2017, the shelter workers carried out 72 outreach trips in the following regions: Praha (15), Středočeský (19), Pardubický (2), Královéhradecký (3), Liberecký (4), Ústecký (4), Karlovarský (2), Plzeňský (2), Vysočina (3), Jihomoravský (6), Moravskoslezský (8), and Olomoucký (4).

A total of 756 persons were contacted and 2 300 information leaflets distributed in the field. Since 2016, leaflets in several languages are distributed.

Emergency outreach assistance was provided to 88 clients, 38 women and 50 men, whose average age was 41 years. Most were from Bulgaria (76), followed by Slovakia (5), Romania (2), Czechia (2), Latvia (1), Poland (1), and Ukraine (1).

Diaconia staff are trying to tackle the problems of trafficked persons through a comprehensive approach, which includes assistance to victims in exercising their rights – obtaining documents, providing legal assistance, and where necessary providing assistance during criminal proceedings. Diaconia benefits from multiple source financing which includes subsidies from the MLSA, foreign church partners, and not least donations from natural and legal persons.

Outreach Programme of Diaconia West

Diaconia West in Plzeň is connected to Diaconia in Prague, which provides sheltered housing. Diaconia West provides extended services to foreigners residing in the CR who do not fall into the category of THB victims.

In 2017, services were provided to 99 clients falling within the category of THB victims, particularly from Plzeň, Přeštice, Horšovský Týn, Rokycany, Nýřany, Klatovy and Tachov. Unlike the previous year, the number of clients dropped slightly, but just like the previous year the organisation recorded a significant increase in the number of clients who, though not THB victims, had to deal with issues of legal migrants residing in the CR.

Unpaid wages, violations of labour regulations by employers, and giving clients information about the true nature of the labour market in the CR and about the legal regulations pertaining to residency of foreigners in the CR were the main topics of individual contacts with clients. In the vast majority of cases, these issues arose as a result of the fraudulent practices of employment agencies, which may have been directly linked to transporting people into the CR.

The service is effectively linked to all relevant NGOs in the region, as well as to state institutions that cooperate in the investigation of labour law offences (PCR, Alien Police, the Asylum and Migration Policy Department of the Mol, regional labour inspectorates, etc.).

6.4 The International Organisation for Migration

6.4.1 Basic Information

The IOM is an international organisation founded in 1951 and headquartered in Geneva. It counts 170 member states and over 440 offices across the world. The IOM tackles issues pertaining to migration – helping migrants and governments by supporting humane migration. It cooperates closely with a wide range of international and local NGOs. The IOM mission in Prague was established in 1998.

The IOM's Scope of Activities:

- Assistance during sudden migration waves
- Return and reintegration programmes
- Facilitating labour migration
- Health programmes
- Information and educational programmes
- Research on migration management and migration policy

- Training state administration and building capacities for the management of migration
- **Programmes aimed at combating and preventing THB**

6.4.2 Services Provided

As in 2017, the IOM did not have any active anti-trafficking projects in the CR. Nevertheless it continued to take part in joint activities, mainly in the area of voluntary returns and prevention, via training consular officers that have been nominated for new posts abroad.

The Programme for Voluntary Returns continued in 2017. The capacity of the IOM office had been significantly decreased, since 1 January 2018 it began implementing the Programme for Voluntary Returns from the Facilities for Foreigners of the MoI, which is why the numbers of migrants voluntarily returned by the IOM were low. **In 2017, 48 migrants were returned from the CR.**

As regards nationality, **most of those returned by the IOM were nationals of Ukraine and Vietnam**, with individuals from other countries, as well.

IOM Prague cooperates closely with all parties to the Programme in helping victims that wish to return to their countries of origin. The network of IOM offices across the world is informed about the Programme, which enables victims to return to the CR or to use funds to return home. The Programme, which is unique in Europe, received positive feedback during the meeting of directors of European IOM offices as providing opportunities for Czech victims. It is evident that the Programme deserves positive reviews in terms of sustainability.

In 2017, 5 THB victims were returned directly to their countries of origin.

7. FINANCIAL RESOURCES

7.1 Funding by the Ministry of the Interior

Contractual funding enables the awarding authority to keep precise records of rendered services, have immediate information about irregularities and enforce their elimination, and be more flexible when reacting to the needs of clients with regards to the services provided. The support of preventive activities is an important component of this work, and includes field work, awareness raising, and social counselling. In total, CZK 1 188 583.60 were provided in order to secure funding of the listed activities within the Programme in 2017.

7.2 Funding by the Ministry of Labour and Social Affairs

The MLSA continuously supports organisations providing social services predominantly to victims of THB through subsidies for the provision of social services (social services being subjects registered under Sec. 78 of the Social Services Act). It can thus be said that the organisations in question (La Strada, Diaconia) specialise in providing

services to the target group. See Table 6a in the Tables section for an overview of the funds provided to these organisations in 2017.

It should be noted that the MLSA subsidises a number of other organisations that by their very nature also provide support to victims of THB (and indicate these persons as one of their target groups), although they do not directly specialise in providing this service (see Table 6b for an overview of the number of these services).

Child victims of THB can be included in the category of tortured, abused, and neglected children, and the providers of registered services play an important role in helping this target group. Every year, the Ministry of Labour and Social Affairs issues subsidies for providers of social services, without regard to their legal status. The sum of the subsidies depends on the state budget, and in recent years has oscillated around CZK 8 billion. These subsidies are issued under Sec. 101 (a) and Sec. 104 of Act No. 108/2006 Coll., on Social Services, as amended.

7.3 Other Financial Resources

Further funding of the listed providers can come from the budgets of regions and/or municipalities, specific regional projects, the European Social Fund, independent foundations, partner organisations, international organisations (e.g. the OSCE), other international funds, embassies, etc. Last but not least, church-based NGOs in particular list donations from natural and legal persons as a source of funding.

8. PREVENTION AND TRAINING

The following chapters offer information about educational activities, research, awareness raising activities, campaigns, and coordination activities both at the national and international levels.

8.1 Training

In 2017, training activities related to THB continued to be organised in cooperation with government institutions and NGOs in the CR, but also with international partners. The aim was to provide information about the activities of the MoI pertaining to THB, the functioning and improvement of the Programme, possibilities for support and protection of THB victims and current trends in the area. One of the key topics was to provide information about the possibilities and methods of identifying potential victims by relevant professional groups, i.e. those that may come encounter potential THB victims in the course of their work.

Police Training

Every year, specialists from the National Centre against Organised Crime (NCOZ) lead training courses focused on THB when training police officers at the National Drug Squad of the Criminal Police and Investigation Service in Prague.

In 2017, an international seminar “Developing Skills and Capabilities to Combat Trafficking in Human Beings” took place at the UK Embassy in Vienna. The aim was information and knowledge sharing, victim profiling and responses, a case study of an

investigation at the European level, issues pertaining to Joint Investigation Teams, conducting financial investigations, and seizing proceeds from THB. The seminar was attended by specialists from the NCOZ and THB experts from the UK, Austria, Poland, Slovakia, as well as Europol and SELEC (South East European Law Enforcement Center).

In the course of 2017, experts from the NCOZ participated in several **expert and strategic meetings organised within the Trafficking in Human Beings EMPACT project**. The purpose of these meetings was to exchange information about THB, discuss the implementation of the Operational Action Plan for 2017, financial investigations of THB, and labour and sexual exploitation and sharing of best practices.

Within the PCR project “Financing the Implementation of the Priorities of the EU Policy Cycle for 2016 – 2017”, for which the PCR obtained funds from the National Programme of the Internal Security Fund, the following activities to combat THB were implemented: **a study visit of 4 NCOZ officers at a partner unit** within the Directorate for Combating Organised Crime, the THB Department, **in Romania, an international seminar on addressing the risks associated with THB** carried out by organised criminal groups in the CR and in Romania, and a **study visit of 4 NCOZ specialists in London**, where 4 meetings with representatives of 4 different police units were held, focusing on THB. Personal contacts were established, mutual awareness was strengthened, current trends were discussed, and police cooperation was fostered.

Judicial Training

Judicial training in the area of THB has a more than decade-long tradition, and is implemented mainly through regular activities of the Judicial Academy, which organises educational events for judges and state prosecutors. Training judicial and legal trainees by the Judicial Academy is not obligatory. Pursuant to Decree No. 303/2002 Coll., on the Selection, Adoption, and Training of Judicial and Legal Trainees, trainees are obliged to deepen their professional knowledge and skills, however this does not imply their duty to undergo specific training at the Judicial Academy as part of the traineeship. The decision regarding the participation of a judiciary trainee at any of the seminars organised by the Judicial Academy (and thus the subject of the event) lies entirely with the chair of the court. In order to implement the task set out by the National Strategy to Combat Trafficking in Human Beings (i.e. to include THB in the system of training for judges at the Judicial Academy), court chairs have been asked in 2016 to fulfil this obligation. In this context, it was recommended that judicial trainees attend educational events organised by the Judicial Academy and pertaining to THB.

In 2017, the Judicial Academy brought up the issue of THB during a seminar “Trafficking in Human Beings and Other Crimes against Freedom and the Rights to Protection of Person and Privacy”. It focused on current issues related to selected crimes under Title II. of the specific part of the Criminal Code: trafficking in human beings, hijacking, deprivation of liberty, extortion, restriction of personal freedom, oppression by the state prosecutor; experiences of the specialised unit of the PCR, case studies. The seminar also highlighted the current state of THB in Germany, the risks of illegal migration, organising and facilitating unauthorised crossing of the state borders during illegal migration, the risks of possible infiltration by terrorist groups or individuals, expert opinions

on THB cases, compensation for victims of THB, and the Council of Europe Convention against Trafficking in Human Beings.

Other Training Activities

As of 2010, the Ministry of Foreign Affairs has been implementing a new model of training consular officers based on an approved strategy of consular training. This training takes place at several levels. Basic consular training, so-called pre-departure training, takes the form of a three-week course with a fixed schedule, in which other government authorities are actively involved. Pre-departure consular training is completed by passing a final test, and all consular officers posted to Czech Embassies abroad must undergo it prior to their departure. The topic of THB is an integral part of this training.

One of the participating government authorities is the MoI, which is responsible for lectures pertaining to THB. As in previous years, lectures on this topic were prepared by MoI officials and IOM staff. The lectures focused on acquainting consular officers with the forms and manifestations of THB, possibilities of helping victims of THB, support systems for these victims, and ways of handling information and findings about trafficked persons. Consular officers were also informed about the possibilities of cooperation between their respective embassies and relevant organisations dealing with THB that could provide follow-up assistance to victims, where necessary.

8.2 Other Prevention Activities

Every year, extensive prevention and information activities pertaining to THB are carried out with the financial support of the MoI. These activities include social counselling to potential victims of THB and emergency assistance. During the past three years, outreach work by partner NGOs across the CR was successful in raising awareness about THB and about the Programme.

In order to support the networking of services provided to vulnerable children, i.e. also for child victims of THB, the MLSA started a project called “System Development and Support of Social and Legal Protection Instruments”, funded by the Operational Programme Employment with a total budget of CZK 326 million. The project is being implemented from 1 January 2016 until 30 June 2019.

1) Support and development of services in the area of social and legal protection of children. The aim is to support the networking of services provided to children and families working with the ASLPC, with an emphasis on structure, continuity, and interconnection of services and their preventative role, as well as on the definition and pilot runs of innovative and prevention services for families and children at risk, in order to ensure a timely resolution of their situation. Examples of good practices from abroad will be tested to see whether they would be applicable in the Czech environment. Within the network of services, interdisciplinary cooperation will be enhanced among all actors at the local level who are involved in addressing the situation of children at risk. Thus, it is not just the network of social services and services provided by persons authorised to ensure social and legal protection, but also closer links to healthcare, education, and security services that will be developed.

2) Lifelong education of employees of authorities ensuring social and legal protection of children and authorised persons. Timely and effective interventions when addressing the situations of child victims of THB depends to a large degree on the professionalism of workers within the system for caring for vulnerable children. It is the development of their competencies which is the focus of another key activity of the abovementioned programme of the MLSA.

3) Systemic support of social services in regions. This project was implemented by the MLSA in 2017 and focused mainly on the following:

- Increasing the professional competencies of social workers, this improving the quality of services these workers provide.

- Pilot runs of type positions of social workers (field social workers, social support coordinators) at regional offices. These social workers are responsible for actively searching for persons from socially disadvantaged environments or at risk of falling into such environments, and consequently to provide social services that lead to the social reintegration of these persons.

As mentioned above, in combating THB for the purpose of labour exploitation and eliminating situations that may lead to such exploitation, the Inter-Ministerial Group for Combating Illegal Employment is an important partner of the MLSA. The MLSA and the Inter-Ministerial Group for Combating Illegal Employment submit a summary report to the government every year. In mid-2017, the Summary Report for 2016 on the Activities Implemented by the Relevant Ministries in the Area of Combating Illegal Employment of Foreigners was submitted.

In the course of 2017, two regular meetings of the Inter-Ministerial Group for Combating Illegal Employment were held (the 41st and 42nd). At these meetings, information was provided about the inspections carried out by individual members (including outcomes), about legislation and trends in areas related to illegal employment, about the European Platform for tackling undeclared work, social security, and workers dispatched within the EU in the context of illegal employment, about the review of employers' obligations to provide information and possibilities of the government administration to share this information and use it in the area of combating THB.

Another area in which the MLSA was active was prevention of THB in the CR and abroad through raising public awareness about rights and obligations, risks, and possibilities of dealing with unfavourable life situations linked to employment in the CR (for foreign workers as well). This is done via web pages, such as the Integrated Portal of the MLSA, the web pages of the Labour Office, EURES (European Employment Services), the State Labour Inspectorate, the webpage www.cizinci.cz etc.

The webpage www.prace-v-cr.cz offers an interactive map of life situations created within the project "Foreigners – Counselling Development", provided by the Labour Office to foreigners and implemented via the Fund for Further Education, an organisation within the MLSA.

In order to ensure that foreigners are informed about their work rights and have basic knowledge about work relations, the State Labour Inspectorate posted leaflets in

Czech and in English on its website, in the section “Information Materials”, providing basic information about obstacles at work, equal treatment, posting workers, the creation and termination of work contracts, agreements outside the work contract, failure to pay a salary by an employer, work hours, entitlement to a holiday, entitlement to a reimbursement of travel expenses, reimbursement for work, protection of the rights, property, and interests of employees, agency employment, illegal work, but also about the competencies of labour inspectorates. Furthermore,

Furthermore, the webpages of the State Labour Inspectorate now include information about work and salary conditions of workers dispatched to CR, which have been translated into English, French, Polish, Ukrainian, German, Bulgarian, and Romanian. Within a special information and prevention campaign aimed at dispatched workers within the road transport industry, and an information brochure titled **“Information on the labour and wage conditions and terms for workers posted in the framework of the provision of services in the territory of the CR”** was issued, containing information on the provisions of Sec. 136 of the act on Employment, in 4 languages (Czech, English, French, German). In 2017, the State Labour Inspectorate also issued an information leaflet titled **“Posting Ukrainian Nationals to the CR for Work from Another EU Member State”** and a document titled **“Joint Position of Government Bodies on the Topic of Posting Third-Country Nationals to the CR by Employers Headquartered in Another EU Member State”**.

Prevention and education is an integral part of the State Labour Inspectorate and regional labour inspectorates. It is aimed at both employers and employees, and is implemented not only as part of inspections, but also via labour law consultancies which is regularly provided to the general public at regional labour inspectorates.

In 2017, inspectors of illegal employment – specialists in the area of employing foreigners – were offered a two-day expert seminar organised in cooperation with the Alien Police Service, the Czech Social Security Administration, and the Asylum and Migration Policy Department of the MoI. The seminar focused on the abuse and forgery of travel and residency documents, changes in the Act on Residency of Foreigners, and law enforcement in the area of social insurance in connection to employing foreigners. In addition to this seminar, other seminars were organised at regional labour inspectorates in cooperation with the Alien Police Service. These focused on informing all illegal employment inspectors about forged travel and residency documents.

The Facility for Foreign Children, as regards prevention of THB and exploitation, attributes importance to the language abilities of its clients and thus organises regular Czech language courses, which are complemented by discussions of related topics. Individual and group work with long-term clients focuses on prevention of risks stemming from the integration process. This is aided by many socialisation programmes. Furthermore, the Facility for Foreign Children provides therapy services, programmes to prepare those who are about to leave the facility, and other services tailored to the individual needs of the clients. In the context of risk prevention, including trafficking and exploitation, various seminars are organised and legal and social counselling is provided in cooperation with other organisations.

In 2017, La Strada focused its training activities on the following:

1. Training social workers in selected regions to identify trafficked persons. **Project: Increasing the Availability of Services for Women Trafficked for Prostitution Supported by the Office of the Government.** Within this project, an up-to-date analysis of THB for the purpose of sexual exploitation in the CR was elaborated.
2. Primary prevention at secondary schools in Prague. In 2017, 362 students took part in the project **Raising Youth Awareness to Prevent Trafficking in Human Beings Supported by the Prague Town Hall.**
3. **Trainings at refugee facilities and facilities for foreigners** – the employees of these facilities play a very important role in the timely identification of potentially trafficked persons, which is why the training also aimed at establishing cooperation with these employees.
4. **Lectures at healthcare facilities** – in the course of 2017, several seminars and lectures for employees of healthcare facilities took place, specifically at psychiatric hospitals and clinics where doctors were taught in particular how to identify trafficked persons.

In December 2017, La Strada launched a nationwide campaign aimed at THB and labour exploitation in construction, agriculture, and the sex business. Simultaneously, a campaign promoting the La Strada SOS Line was running. This campaign was supported by the MoI and the companies Leo Burnett, Philip Morris International, Národní kavárna and the Transport Company of Prague. The campaign involved the installation of almost 70 city lights in public transport (mainly at metro stations) with 7 topics, 4 of which touched upon THB in general and 3 targeted potentially trafficked persons. The same topics were posted inside buses and trams in Prague – a total of 2 720 A4 sized leaflets. The free newspaper “Metro” published three half-pages with the campaign topics, which should have reached 240 000 readers in the Prague and Středočeský regions.

On 12 November 2017, the play “Honey” premiered at Jatka78, a multifunctional arts space. The play is an untraditional take on a love story and is based on true events. As regards THB, it is a unique art project, since the story expressively and accurately portrays the relationship between a pimp (“loverboy”) and his victim. The play is unique in the CR – also in terms of blending Dejvické divadlo (Dejvice Theatre) with contemporary circus elements, as performed by Cirkus La Putyka. The project was financially supported by Prague 6, Prague, the Ministry of Culture, ČSOB, and private donors.

9. LEGISLATIVE CHANGES AND COURT DECISIONS REGARDING THB¹⁰

For the sake of greater clarity, this section distinguishes between national and international legislation.

9.1 National Legislation

With the adoption of Act No. 93/2017, amending Act No. 435/2004 Coll., on Employment, as amended, Act No. 251/2005 Coll., on Labour Inspection, as amended,

¹⁰ The information provided in this section is current as of 15 February 2018.

and Act No. 262/2006 Coll., Labour Act, as amended, **a new obligation was imposed on employers headquartered in another EU Member State, effective as of 1 April 2017.** Sec. 136 (1) of the Act on Employment, a legal or natural person, as an employer, is obliged to have copies of documents proving the existence of a work contract in their headquarters. As of 1 April 2017, under Sec. 136 (2) of the Act on Employment, this obligation also applies, within the CR, to employers headquartered in other EU Member States, who post their employees temporarily to the CR within the framework of transnational provision of services. The documents in question must be available in Czech.

With the adoption of Act No. 206/2017 Coll., amending Act No. 435/2004 Coll., on Employment, as amended, **fundamental changes were made in the area of procuring work by employment agencies, effective as of 29 July 2017. These changes concerned the tightening the conditions for issuing authorisations to procure work, adjusting sanctions, and setting clearer rules in relation to users of the agencies' services** (introducing their partial liability), who may determine the conditions under which the work provided by the agency will be carried out. In the context of this amendment, **the definition of obsolete procuring of employment was introduced** and sanctions defined for natural or legal persons who will resort to it. Obsolete procuring of employment has been defined as the activities of a legal or natural person that consist in renting out a workforce to another legal or natural person without complying with the conditions for procuring work, as laid down in the Act on Employment.

With the adoption of Act No. 222/2017 Coll., amending Act No. 326/1999 Coll., on Residency of Foreigners in the CR and on the Amendment of Some Other Acts, as amended, and other related acts, **some changes were made in the Act on Employment, effective as of 15 July 2017, regarding seasonal employment of foreigners. These changes are related to the transposition of the Directive 2014/36/EU of the European Parliament and of the Council** (on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers). **When a seasonal worker permit is issued, the regional labour inspectorate grants the foreigner written information about the rights and obligations of seasonal workers, including information about the steps to be taken when reporting the breach of labour law regulations by an employer.** This measure should lead to a better protection of seasonal workers – foreigners, who may not be aware of their rights and obligations during their brief stay in the CR and may thus constitute a vulnerable group.

In addition to the Directive, a new obligation was introduced – make public and offer vacancies intended for inclusion into the central register of vacancies intended also for employee/Blue Card holders.

Further reasons for the non-inclusion/exclusion of vacancies intended for inclusion into the central register of vacancies intended also for employee/Blue Card holders were set, leading to better protection of potential employees. The reasons are the following:

- The employer's property was declared bankrupt by a final decision of the court.
- In the last three months, the employer was issued a fine exceeding CZK 50 000 for violating an obligation arising from labour law regulations or for violating an

obligation arising from other regulations whose observance is overseen by the State Labour Inspectorate or local labour inspectorates.

A new obligation was introduced – to submit a work contract, or a contract about a future work contract (where parties pledge to conclude a work contract within an agreed time) when applying for a work permit. From the effective date of this amendment, it is impossible to issue a work permit on the basis of an agreement to perform a task.

In 2017, the transposition of Directive 2015/565/EU, amending Directive **2006/86/ES**, as regards certain technical requirements for the coding of human tissues and cells and **2015/566/EU**, implementing Directive 2004/23/EC, as regards the procedures for verifying the equivalent standards of quality and safety of imported tissues and cells. **The transposition regulation is Act No. 296/2008 Coll.**, on Ensuring the Quality and Safety of Human Tissues and Cells Intended for Human Use, **Decree No. 422/2008 Coll.**, on laying down detailed requirements for ensuring the quality and safety of human tissues and cells intended for human use, and **Act No. 285/2002 Coll.**, on Donation, Removal, and Transplantation of Tissues and Cells. Both EU Directives have thus been fully transposed into Czech legislation.

9.2 International Legislation

On 1 July 2017, the Council of Europe Convention on Action against Trafficking in Human Beings came into effect in the CR (published under Ref. No. 33/2017 Coll.). The primary objective of this Convention is to strengthen the protection afforded by the so-called Palermo Protocol (Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime) and thus raise the protection standards it lays down by amending the prevention and suppression of THB, the protection of human rights of the victims and the support of international cooperation in combating THB. The scope of the Convention covers all forms of THB (national, international, linked to organised crime or not). The Convention also provides for a monitoring mechanism to ensure that the Contracting Parties implement its provisions effectively.

On 21 September 2017, the Council of Europe Convention against Trafficking in Human Organs was ratified, and **entered into force in the CR on 1 March 2018**. This Convention focuses on criminal law issues related to trafficking in human organs, the protection of the rights of victims of trafficking in human organs, and promoting cooperation at the national and international level. In particular, the Convention calls for criminal sanctions to be imposed on the whole range of activities related to the illegal trafficking with human organs. Thus, the Convention, inter alia, establishes the obligation for member states to ensure that the deliberate removal of a human organ from the body of a living or deceased donor is punishable if done without the free, informed, and specific consent of the living or deceased donor, or if, in the case of a deceased donor, the removal is not permitted by national legislation; or if a living donor or a third party received or were offered financial gain or an comparable advantage in exchange for the removal of an organ; or if a third party received or was offered financial gain or a comparable advantage in exchange for the removal of an organ from a deceased donor.

9.3 Court Decisions

The structure of these reports has changed little in the last 10 years. A large part is traditionally dedicated to investigating and prosecuting THB and the care provided to victims of THB. Until now, however, there was not enough material to analyse court decisions. In March 2018, based on an agreement between the MoI and the Ministry of Justice, the MoI was sent 7 convictions of THB that became legally enforceable in 2017.

In 2017, 9 persons were sentenced for 9 THB offences under Sec. 168 of the Criminal Code. As regards regional distribution, these cases fell within the competency of 3 regional courts: in Hradec Králové, in Brno, and in Ústí nad Labem. Whilst in the case of the regional courts in Brno and in Ústí nad Labem this fact could be explained by a higher concentration of socially disadvantaged communities and prostitution (although, particularly in traditional border regions, prostitution is on the decline), the case of the regional court in Hradec Králové is more surprising, and is probably the result of thorough work by law enforcement authorities with regards to THB cases.

Two illustrative cases are described below, showing a clear difference in the degree of harmfulness, i.e. the nature and severity of the THB offence. At the same time, some information justifying the type and severity of the sentences is also provided.

The first case, the offenders and victims are young girls. As per the explicit statement of the court, the minor offender did not benefit from her actions, but “only lured” two young girls into prostitution. The offence lasted a very short time, a matter of days. Both of these facts have been taken into account in deciding the type and severity of the sentence.

In contrast, the second case is much more serious. Two adult offenders trafficked minor girls that had run away from a youth facility, exploiting their difficult situations solely for the purpose of gaining profit.

Both abovementioned cases represent THB for the purpose of sexual exploitation (under sec. 168 (1) and (2) (a) of the Criminal Code). The second most common form of THB in the CR is THB for the purpose of labour exploitation (under Sec. 168 (1) and (2) (d) of the Criminal Code). Thus, it is useful to note one case, called “Personal Servant” (4T 2/2016, regional court in Hradec Králové). In this case, a Czech man, a partner and for some manager of several companies focused on the management of websites and Facebook pages, graphic design, etc., exploited another man, also a partner manager in the same companies. His means of coercion was, in particular, the abuse of the submissive position of the victim, his distress and dependence, fictitious financial obligations with no legal basis, threats of court orders, inappropriate punishments, and tasks contrary to human dignity. This case is different in the context of typical “labour exploitation” cases, nevertheless it is given space within the “Joint Position of Government Bodies on the Topic of Posting Third-Country Nationals to the CR by Employers Headquartered in Another EU Member State”¹¹, and is therefore not elaborated on here.

¹¹ MV-110751-1/OBP-2017, available (in Czech) at <http://www.mvcr.cz/clanek/obchod-s-lidmi-dokumenty-924305.aspx>.

9.3.1 Case No. 1 – 2 TM 3/2017 (Regional Court in Brno)

Victim: Two young girls, citizens of the CR, both on the run from a youth facility.

Offender: A young girl, also on the run from a youth facility.

Coercive Means: No coercion or abuse of a submissive position, dependency, or distress was used. The minor offender was not even accused of profiting from the prostitution of two young girls, or of forcing them into prostitution in any way. What she was accused of was “simply” of luring the two young victims into prostitution.

Modus Operandi: In the course of one week in August 2015, the young offender arranged for the sexual intercourse in exchange for payment of two at the time minor victims in Karviná, where the three were staying at the time after running away from a youth facility. The purpose was to prostitute the victims in order to obtain financial gain for the victims and for herself. The offender negotiated everything through Facebook and WhatsApp, or by telephone with unidentified men of Arab ethnicity, mainly thanks to the fact that she was the only one of the three to speak some English and Arabic. The offender was conscious of the fact that the victims had not yet reached the age of 18, and has therefore lured a child into being used by another for sexual intercourse, and has done so with the intention of the others being used for prostitution, by which act she committed THB under Sec. 168 (1) (a), (3) (d) of the Criminal Code. The offender was sentenced under Act No. 218/2003 Coll., on the Responsibility of Youths for Illegal Actions and on Court Decisions on Matters Pertaining to Youths and on the Amendment of Some Acts, as amended (Act on Youth Justice).

Duration of Investigation: Unidentified days in the course of one week in August in 2015.

Punishment: One year suspended custodial sentence with a probation period of 18 months. During the probation period, the court ordered an educational measure – the supervision of a probation officer.

Selected Parts of the Justification of the Sentence Issued: The minor offender faced a 1 – 5 year imprisonment sentence under Sec. 168 (3) of the Criminal Code after moderation under Sec. 31 (1) of the Act on Youth Justice. An extenuating circumstance was that the offender had not, despite the abovementioned case, been punished or investigated for a misdemeanour and has up until then led an orderly life (Sec. 41 (o) of the Criminal Code). Another extenuating circumstance was that she largely admitted to the crime and assisted in explaining her conduct (Sec. 41 (l) of the Criminal Code), and was sorry for her actions (Sec. 41 (n) of the Criminal Code). The court found no aggravating circumstances. In this situation, when the actions of the offender had no lasting negative consequences for the victims or for society, the court considered it appropriate to issue the lowest imprisonment sentence possible, i.e. 1 year, with the expectation that even this measure will have an educational effect on the offender and will discourage her from committing further offences. Also for this reason, the sentence was suspended for an appropriate period of 18 months. At the same time, the court considered it necessary to impose an educational measure for the period of the probation, in accordance with Sec. 15 (1) and (2) (a) of the Act on Youth Justice, i.e. the supervision of a probation officer. The offender was soon to reach maturity and thus leave the youth facility, allowing the

probation officer to monitor and check her behaviour during the probation period and to guide and assist her in her personal and professional life with the aim of ensuring that she continues to lead an orderly life.

In the context of the sometimes criticised excessive length of criminal proceedings, it is necessary to note that the abovementioned case was the only one out of 7 where the offender did not file for an appeal. The fact that convicted offenders usually file for both ordinary and extraordinary remedies may also be an indicator of their not considering their actions to be serious and the issued sentence as appropriate. Nevertheless, in most of the analysed cases, the courts of appeal confirmed the issued sentences.

9.3.2 Case No. 2 - 39 T 5/2017 (Regional Court in Brno)

Victim: Three young girls, Czech citizens, on the run from a youth facility.

Offenders: Woman and man, Czech citizens.

Means of Coercion: The girls stated that they had not left the apartment of the offenders earlier because they were afraid that the offenders would look for them and hurt their families. However, they admitted that no one threatened them throughout their stay and that it was just a feeling. They were not physically attacked in any way by the offenders, no one shouted at them. The police checked the apartment twice while some of the girls were staying there. The female offender hid the girls in the cellar, which was located under the main room and served as a kitchen – the entrance to the cellar was hidden under the linoleum floor.

Modus operandi: The offenders met the girls, who were on the run from a youth facility, in different ways. They met one of them at the train station, another through mutual acquaintances. The offenders abused the girls' difficult situation, offering them housing and meals in their then home in Brno, although they knew the girls were under-age and on the run. In return, the offenders demanded that the girls prostitute themselves in the CR and in Austria. The offenders drove the girls to Austria, to an undefined location close to the Prater, where the girls were forced into prostitution. Due to girls' inability to communicate in a foreign language, the female offender equipped them with papers stating the prices for individual sexual services and stating basic phrases so that the girls could communicate without knowing any German. The girls had to give all their earnings to the female offender, who then used the money for her own purposes with the male offender. Both offenders furthermore took photos of two of the underage girls naked and in various suggestive positions. The female offender then uploaded these photos to the website www.amateri.com, where they were available to all those looking for sexual services on the site. Last but not least, the offenders jeopardised the moral upbringing of children by enabling them to lead immoral lives, obtain means in a reprehensible way, and committed these crimes for reprehensible motives.

Duration of Exploitation: Approximately one month in each case.

Punishment: The female offender was sentenced pursuant to Sec. 168 (1) (a) and (3) (d) of the Criminal Code, under Sec. 201 (1) (b) and (c) and (3) (a) of the Criminal Code - endangering the moral upbringing of a child, and Sec. 192 (3) and (4) (b) of the Criminal

Code - producing and other handling of child pornography, to 8 years imprisonment in a guarded prison; furthermore, her mobile phone and CZK 59 000 in cash were forfeited. The man was sentenced to 8 years imprisonment in a guarded prison. Furthermore, his mobile phone was forfeited.

Selected Parts of the Justification of the Sentence Issued: The court decided primarily, but not exclusively, based on the testimony of the victims. IT admits that, as is stated above, the victims were particularly problematic persons showing educational difficulties, using drugs, running away from facilities, and prostituting themselves. After examining all the evidence, the court has no doubts as to the fact that the offenders' activities showed no signs of direct violence or significant psychological pressure, and that the girls prostituted themselves voluntarily to a certain extent, this being a means to procure a living, a roof over their heads, and a small income. However, this in no way diminishes the state's obligation to provide protection to even such problematic persons, particularly when offenders abuse their low age, i.e. under 18 years, when an individual has not yet developed the intellectual abilities and moral maturity to recognise damaging behaviour, be it towards others or towards themselves, as well as an adult. It is necessary to state that all the victims testified spontaneously during preliminary proceedings, being able to recall the circumstances of the case, filling each other's gaps and giving such details that the court has no reason to doubt their credibility. This is not diminished by the fact that some of them continue to prostitute themselves.

The victims, just as the witness, have provided such details that the court has unequivocally concluded that their testimony cannot be in any way an attempt at testifying purposefully against the offenders (e.g. details regarding the prostitution, the prices, information about the police controls carried out in the CR and in Austria).

It is equally unimportant whether the object of the offence, i.e. g a child, views prostitution as voluntary, which was the case of some of the girls – they were aware of what they were doing and most probably approached their activities as an easy and quick source of income – since the offence is targeted at a person who is not, due to their age, yet able to make adequate decisions and to perceive the reality and their behaviour in a manner as complex as an adult is. With this very behaviour, the offenders were endangering the moral upbringing of the victims, who should be viewed as children, by enabling them to lead immoral lives and procure earnings for another by reprehensible means, and committed the crime for reprehensible motives (Sec. 201 (1) (b) and (c) and (3) (a) of the Criminal Code). As was stated, the offenders specifically targeted minors who were on the run from youth facilities and had no financial means to feed themselves and no housing. What is more, the offenders continued to house the girls after a search warrant was issued for them, and made them believe that an immoral and idle life enabled on to make easy money.

It is necessary to state that the court did not find any attenuating circumstances on the part of the female offender. On the contrary, an aggravating circumstance was that several offences had been committed, two of which against several victims. The court therefore concluded that it was appropriate to issue a sentence slightly below half of the statutory sentence, there having been no attenuating circumstances.

As was already mentioned, the court took into account the two specificities of the case when determining the sentence. Namely, the fact that there was a certain volition in the way the victims approached the crimes to which they were subjected, i.e. without being forced into it in any way physically or psychologically, and the fact that the child pornography was produced using persons who wanted to prostitute themselves and were close to reaching 18 years of age. Furthermore, the photographs do not show the faces of the two victims, who even physically show more pronounced maturity than is the norm in similar cases. The offence was thus different from similar offences targeted against much younger individuals.

Equally, there were aggravating circumstances in the case of the male offender for having committed several offences against several persons. Although the male offender did not commit the crime of producing and other handling of child pornography, he had a richer criminal past, for which the court, in the absence of significant attenuating circumstances, and taking into account the specificities of the case as was explained with relation to the female offender, concluded that it is appropriate to issue a sentence of 8 years of imprisonment.

Both offenders filed an appeal against the decision, disputing the allegation of guilt and the sentence. The Court of Appeal and the Supreme Court in Olomouc dismissed the appeal as unfounded under Sec. 256 of the Criminal Procedure Code (3 To 120/2017).

10. PARTNERSHIPS

10.1 Partnerships in the Czech Republic

This chapter gives examples of cooperation at the strategic and operative levels.

The minister of the interior, as the person responsible for the coordination of activities to combat THB at the national level, chairs the **Inter-Ministerial Coordination Group for Combating Trafficking in Human Beings (IMCG)**. Apart from evaluating the tasks stemming from the National Strategy to Combat Trafficking in Human Beings in the CR 2016–2019, the group focused on presenting the activities of member organisations since the last meeting and sharing news from abroad. The IMCG also monitored new trends and formulated appropriate measures in combating them. The IMCG is the only body in the area of THB where representatives of relevant bodies meet regularly with representatives of NGOs and the IOM.

Cooperation between relevant units of the PCR and NGOs and the IOM Prague continued in 2017. It mainly concerned cases where an identified victims was entered into the Programme. In such cases, specific steps to ensure the smooth progress of criminal proceedings were taken in cooperation with concrete employees of NGOs. As in previous years, ad hoc meetings were called when necessary to agree on future cooperation. In addition, information was exchanged at coordination meetings of the Crime Prevention Department of the Mol.

In 2017, the **Decree of the Police President (No. 201/2017) on activities in the area of THB transferred the main responsibility for the methodology of THB from the Office of the Criminal Police and Investigation Service to the NCOZ.** This decree also

founded the cooperation between relevant regional units or the **NCOZ** and liaison officers for minorities. The main reason for this was the detection and investigation of a substantial number of cases related to the Roma community and socially disadvantaged environments.

10.2 International Cooperation

The list of activities in this chapter cannot be taken as exhaustive and complete. Representatives of the MoI (and the PCR) take part in a number of platforms within the EU as well as in meetings that stem from the membership of the CR in international organisations and other bi- and multilateral or regional partnerships. Furthermore, representatives of the MoI and other ministries attended conferences, exchanged information, and cooperated at the strategic and operative level, received international delegations to discuss THB, and so forth.

Based on a requirement stemming from the Council of Europe Convention against Trafficking in Human Organs, signed by the CR last year in Santiago de Compostela, the Ministry of Health appointed a national contact person for coordinating the fight against trafficking in human organs. Several multilateral meetings were held with national contact persons from other countries. In December 2017, the Czech representative actively participated at the European meeting of national contact persons at the Council of Europe headquarters in Strasbourg, where the activities of the contact persons in individual countries were being evaluated and further steps discussed.

In 2017, **experts from the NCOZ participated in several expert and strategic meetings of the EMPACT THB project**, which implemented one of the priorities of the EU Policy Cycle to combat organised and serious international crime (2014–2017). The aim of these meetings was to exchange information about THB, discuss the further implementation of the Action Plan for 2017, and discuss financial investigations of THB as well as labour and sexual exploitation, and exchange best practices. Combating THB is one of the priorities of the next EU Policy Cycle for 2018–2021, in which the CR continues to participate.

At the end of June 2017, experts from the NCOZ participated in the **so-called Joint Action Days** organised within the EU Policy Cycle as part of the EMPACT Illegal Migration and EMPACT THB projects. The Joint Action Days focused on sexual exploitation linked to prostitution.

As in previous years, the **informal group of national rapporteurs and equivalent mechanisms on THB** met twice in Brussels, with representatives from the MoI present. The first block was dedicated to sharing information about the development of THB and on applied measures to combat it. Representatives of Member States shared the latest trends, preventive steps, their observations and experiences. The second block began with a presentation about the system of estimating the number of undeclared victims of THB and a discussion about its applicability in practice. Consequently, information about the links between THB and drug crime was provided, based on evidence provided by Member States. The third block began with an introduction of the Communication from the

Commission to the European Parliament and the Council Reporting on the follow-up to the EU Strategy towards the Eradication of trafficking in human beings and identifying further concrete actions – a set of new priorities with a list of specific measures to strengthen the ongoing activities to combat THB.

11. PRIORITIES

11.1 Evaluation of the Priorities for 2017

Given that the Strategy was approved in mid-2016, no partial priorities were set for 2017. The Strategy defined 13 tasks, including specific activities within each task. The activities of all relevant actors in 2017 stemmed from these tasks. In spite of this, it is necessary to state that attention was focused on labour exploitation and so-called marriages of convenience.

In 2017, the Mol cooperated with the national rapporteur for THB, the abuse of women and children, illegal migration, and the protection of victims of THB of the Supreme Public Prosecutor's Office and with the NCOZ of the PCR to formulate a joint position on the interpretation of concepts related to labour exploitation. This position is available on the Mol website (in Czech only, <http://www.mvcr.cz/clanek/obchod-s-lidmi-dokumenty-924305.aspx>).

Task No. 7 – Update the manual of the PCR on THB, stemming from the Strategy, was completed. The updated manual is available on the Mol website (in Czech only, <http://www.mvcr.cz/clanek/obchod-s-lidmi-dokumenty-924305.aspx>).

Following the update of the manual, another task from the Strategy was completed at the end of 2017, Task No. 13 Establish cooperation with actors operating in socially disadvantaged environments.

In addition, Task No. 8 – Ensure the continuous education of police specialists within the Programme on Support and Protection of Victims of THB. A representative of the Mol also took part in the seminars, acquainting the attendees with the Programme.

11.2 Priorities for 2018

The priority for 2018 is to intensify efforts to combat child trafficking.

TABLES

1. STATISTICS OF THE POLICE OF THE CZECH REPUBLIC

1a – DETECTED, INVESTIGATED, AND PROSECUTED THB CRIMES IN THE CR BETWEEN 2010 AND 2017 (UNDER SEC. 168 OF THE CRIMINAL CODE)									
		2010	2011	2012	2013	2014	2015	2016	2017
Total crimes detected		24	19	24	18	20	18	22	16

Of which:	Cleared	13	11	18	11	14	7	15	11
	Additionally cleared	4	6	4	5	5	2	2	5
Crimes committed									
	Under the influence (of drugs or alcohol)	1	0	0	0	0	2	0	0
	Of which under the influence of alcohol	0	0	0	0	0	2	0	0
	By repeat offenders	11	10	3	11	8	3	7	8
	By minors (under 15)	0	0	1	0	0	1	0	0
	By minors (15 – 18)	2	0	6	0	4	1	7	1
Total investigated and prosecuted persons		35	29	22	25	16	12	23	24
Of whom:	Repeat offenders	12	9	5	10	6	2	9	9
	Minors (under 15)	0	0	0	0	0	1	0	0
	Minors (15 – 18)	1	0	1	0	3	1	3	3
	18 – 30 years	9	7	13	10	4	1	9	9
	30 and above	25	22	8	15	8	9	11	12
	Men	27	20	15	20	8	6	17	21
	Women	8	9	7	5	8	6	6	3
	Czechs	21	22	19	23	13	8	22	18
	Foreigners	14	7	3	2	3	4	1	16
Committed in a organised criminal group									
Of which:	Detected	10	5	6	3	2	3	0	4
	Cleared	3	5	4	4	0	2	0	2
	Persons investigated	14	27	8	18	0	5	0	9
	men	11	18	6	14	0	3	0	9
	women	3	9	2	4	0	2	0	0
	Czechs	4	15	7	16	0	1	0	3
	foreigners	10	12	1	2	0	4	0	6
	Aged							0	
	under 15	0	0	0	0	0	0	0	0
	15-18 years	0	0	0	0	0	0	0	0
	18-30 years	4	6	2	9	0	0	0	6
	above 30 years	10	21	6	9	0	0	0	3

**1b – VICTIMS OF THB (UNDER SEC. 168 OF THE CRIMINAL CODE) IN THE CR
BETWEEN 2011 AND 2017**

Year/Age	Men	Women	No. of Persons in groups	Total
2011	0	11	40	51
under 15		5		
15-17		4		
18-30		2		
2012	3	11	38	52
under 15	2	6		
15-17	1	4		
18-30		1		
2013	1	5	51	57
under 15		2		
15-17	1	2		
31-40		1		
2014	3	9	55	67
under 15		2		
15-17		4		
18-30		1		
31-40	1	1		
61 and above	2			
unknown		1		
2015	7	4	39	50
under 15	1	1		
15-17	4	1		
18-30	2	1		
31-40	0	1		
2016	1	37		38
under 15	1	2		
15-17	0	6		
18-30	0	28		
31-40	0	1		
2017	4	10	0	14
under 15	0	2	0	2
15-17	0	8	0	8
18-30	2	0	0	2
31-40	2	0	0	2

1c – VICTIMS OF THB (UNDER SEC. 168 OF THE CRIMINAL CODE)

IN 2017 BY REGION			
	Men	Women	Total
Praha	0	4	4
Ústecký	0	3	3
Hradecký	2	1	3
Jihomoravský	2	0	2
Plzeňský	0	2	2
Total	4	10	14

1d - PIMPING (UNDER SEC. 204 OF THE OLD CRIMINAL CODE, SEC. 189 OF THE CRIMINAL CODE)														
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Detected	83	123	85	46	52	37	33	44	42	52	57	50	36	60
Cleared	83	119	79	39	43	28	26	32	36	46	49	50	33	52
Investigated and prosecuted persons	105	119	98	66	88	35	28	61	46	44	72	63	35	42

1e – UNAUTHORISED EMPLOYMENT OF FOREIGNERS BETWEEN 2010 AND 2016 (SEC 342 OF THE CRIMINAL CODE)								
Year	2010	2011	2012	2013	2014	2015	2016	2017
Detected	3	4	3	2	3	3	6	10
Cleared in total	0	0	2	3	2	2	2	1
Investigated and prosecuted persons	0	0	2	12	3	2	2	10

2. STATISTICS OF THE MINISTRY OF JUSTICE

2a – NUMBER OF PERSONS CONVICTED AND SENTENCES ISSUED FOR THB (SEC. 168 OF THE CRIMINAL CODE AND SEC. 232A OF THE OLD CRIMINAL CODE)														
Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Persons convicted	12	20	2	4	3	1	10	19	11	19	6	19	8	9
Unsuspended sentences	3	8	0	3	3	0	9	18	10	17	4	12	6	6
Suspended sentences	9	12	2	1	0	1	1	1	1	2	1	7	2	3

2b – NUMBER OF PERSONS CONVICTED FOR SELECTED OFFENCES IN 2017

Year 2017		Sec.164	Sec.165	Sec.166	Sec.167	Sec.168	Sec.189	Sec.190	Sec.342	
Total no. of offences		0	0	0	0	9	21	0	0	
Total no. of convicted persons		0	0	0	0	9	21	0	0	
Victim	Child	0	0	0	0	5	1	0	0	
	Woman	0	0	0	0	0	13	0	0	
Sentence	Suspended	0	0	0	0	3	21	0	0	
	Unsuspended	0	0	0	0	6	0	0	0	
	< 1 year	0	0	0	0	0	0	0	0	
		1 - 5 years	0	0	0	0	3	0	0	0
		5 - 15 years	0	0	0	0	3	0	0	0
Absolved sentence		0	0	0	0	0	0	0	0	

Act No. 40/2009 Coll., Criminal Code, as amended

Sec. 164 – Unauthorised Removal of Tissue

Sec. 165 – Illegal Handling of Tissue and Organs

Sec. 166 – Removal of Tissue and/or Organs and Transplantation for a Fee

Sec. 167 – Illegal Handling of Human Embryos and Human Genomes

Sec. 168 – Trafficking in Human Beings

Sec. 189 – Pimping

Sec. 190 – Prostitution Endangering the Moral Upbringing of Children

Sec. 342 – Unauthorised Employment of Foreigners

2c – PERSONS CONVICTED UNDER ACT NO. 140/1961, CRIMINAL CODE

Year 2017		Sec.204	Sec.209a	Sec.216a	Sec.232a	
Total no. of offences		2	0	0	0	
Total no. of convicted persons		2	0	0	0	
Victim	Child	2	0	0	0	
	Woman	0	0	0	0	
Sentence	Suspended	2	0	0	0	
	Unsuspended	0	0	0	0	
	< 1 year	0	0	0	0	
		1 - 5 years	0	0	0	0
		5 - 15 years	0	0	0	0
Absolved sentence		0	0	0	0	

3. TRAFFICKING IN MINORS UNDER 18 YEARS OF AGE (STATISTICS OF THE POLICE OF THE CZECH REPUBLIC, THE MINISTRY OF JUSTICE, AND THE MLSA)

3a – VICTIMS OF THB UNDER 18 – BY AGE (PCR STATISTICS)		
0 -15 years	15-18 years	Total no. of victims
2	8	10

3b – NUMBER OF PROJECTS SUPPORTED FROM THE GRANT “FAMILY AND CHILDREN’S RIGHTS” AND THE ALLOCATION FOR 2017 (MINISTRY OF LABOUR AND SOCIAL AFFAIRS STATISTICS)	
Area	No. of projects
Prevention activities supporting families	192
Support of work with children and families in the area of social and legal protection of children	81
Total	273
Total allocation within the grant	96 500 000

3c – NUMBER OF CHILDREN POTENTIALLY TRAFFICKED IN 2017 (FACILITY FOR FOREIGN CHILDREN STATISTICS)	
Total	35
Boys	30
Girls	5
Under 15	7
Above 15	28
Asylum seekers	7
Country of origin	
Afghanistan	14
Albania	1
Iraq	2
Nigeria	1
Pakistan	1
Romania	3
Slovakia	3
Somalia	1
Sudan	2
Syria	1
Ukraine	2
Vietnam	4
Reason for termination of stay at facility	
Escape	9
Transfer to another facility in the CR	5
Transfer to another facility outside the CR	6
Transfer into family care (outside the CR)	0
Remain at the facility	15
Average length of stay	154 days

4. MINISTRY OF THE INTERIOR AND IOM STATISTICS

4a - PROGRAMME – NUMBERS AND COUNTRIES OF ORIGIN (MOI STATISTICS)																
Year	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	TOTAL
Country of origin																
Czech Republic		2	3	4	5	4	3	3	2		2	1	2	2	9	42
Slovakia		3		1	1	1	1				6	1	1	2	1	18
Moldova	3								1						5	9
Ukraine		1	6	3	3	7	8		1				1	2	5	37
Bulgaria		2	4		1				1			2		1		11
Vietnam	1		3	3	2			1	1		1				1	13
Romania				3		6					14	39		7		69
Macedonia					2											2
Russia	1	1			3	1										6
Kyrgyzstan		1			1	1										3
Latvia		1	1													2
Uzbekistan						1										1
Brazil						3										3
Thailand							1									1
Honduras								2								2
Nigeria								1	2						1	4
Sri Lanka									1							1
Philippines										1					2	3
Unknown									1							1
Total	5	11	17	14	18	24	13	7	10	1	23	43	4	14	24	228

4b - PROGRAMME – FORMS OF EXPLOITATION OF THB VICTIMS IN 2017 AND BY GENDER (MOI STATISTICS)

THB for the purpose of labour exploitation	THB for the purpose of sexual exploitation	Men	Women
17	7	12	12

4c – PROGRAMME OF VOLUNTARY RETURNS (IOM Prague)

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
No. of returned persons	617	297	315	312	399	214	-	224	214	202	223	146	175	200	207	48*

* As of 1 January 2017, the Mol began implementing the programme of voluntary returns from its facility, which is why the numbers of those returned by the IOM low.

4d – PROGRAMME OF VOLUNTARY RETURNS – THB VICTIMS RETURNED FROM OR TO THE CR IN 2017 (IMO PRAGUE STATISTICS)

Nationality	Men	Women	Total
Moldova	3	2	5

5. STATISTICS PERTAINING TO UNAUTHORISED EMPLOYMENT OF FOREIGNERS (MLSA STATISTICS)

5a – NUMBER OF INSPECTIONS AND ILLEGAL WORKERS DETECTED (MLSA STATISTICS)

Year	No. of inspections	No. of illegal workers detected			
		Czechs	EU nationals	Foreigners	Total
2012	35 557	2 675	430	1 471	4 576
2013	36 101	1 394	295	1 481	3 170
2014	15 911	1 238	184	650	2 072
2015	9 583	1 913	294	858	3 065
2016	9 308	760	193	1 337	2 290
2017	9 707	767	234	1 917	2 918

**5b – NUMBER AND AMOUNT OF FINES ISSUED NON-COMPLIANCE
WITH THE ACT ON EMPLOYMENT IN 2017
(MLSA STATISTICS)¹²**

Legal basis of fine	No. of issued fines	Amount of imposed fines
Sec.139 (1) (c) - misdemeanour, illegal work by a natural person under Sec. 5 (e)	2	4 000
Sec.139 (1) (d) - misdemeanour, enabling illegal work under Sec. 5 (e) (1) or (2)	1	5 000
Sec.140 (1) (c) - misdemeanour, enabling illegal work under Sec. 5 (e) (1) or (2)	424	82 431 000
Sec.140 (1) (e) - misdemeanour, enabling illegal work under Sec. 5 (e) (3) – foreigner without a residence permit	35	3 225 000
Sec.140 (1) (b) - misdemeanour, procuring employment without a permit or other breach of employment procurement regulations	108	16 300 000
Sec.140 (1) (d) - misdemeanour, failure to comply with reporting obligations or not keeping records required by law	531	9 270 500

6. FUNDING OF NGOS BY THE MINISTRY OF LABOUR AND SOCIAL AFFAIRS

**6a- MLSA GRANTS TO ORGANISATIONS PROVIDING SERVICES TO THB VICTIMS
IN 2017¹³**

Diaconia – Centre for National Programmes and Services	3 200 128
Shelter houses	1 972 903
Emergency Assistance	1 227 225
La Strada Czech Republic	6 800 566
Shelter houses	2 148 230
Emergency assistance	2 205 020
Professional social counselling	1 637 840
Emergency aid via telephone	809 476
Total	10 000 694

¹² These are all fines that have been issued between 1 January and 31 DEcember 2017, i.e. partly for misdemeanours committed in the previous year.

¹³ The MLSA administers the the register of social service providers. This register indicates the number of organisations providing social services to date, but does not provide an overview of all the services that have been provided over a certain period. The information in the table is current as of 25 February 2018.

6b – NUMBER OF SOCIAL SERVICES THAT INDICATED VICTIMS OF THB AS THEIR TARGET GROUP AND THAT PROVIDED SERVICES TO MINORS UNDER 18 IN 2017

Type of social service	No. of services	Of which services that were rendered to persons under 18
Shelter houses	19	14
Emergency assistance	5	2
Low-threshold facilities for children and minors	0	0
Professional social counselling	39	5
Social activation services for families w/children	2	1
Social rehabilitation	2	2
Emergency assistance via telephone	10	5
Field programmes	8	7
Sum	85	36

LIST OF ACRONYMS AND ABBREVIATIONS

ASLPC	Authority for Social and Legal Protection of Children
CR	Czech Republic
Diaconia	Diaconia of the Evangelical Church of Czech Brethren
EU	European Union
IOM	International Organisation for Migration
IMCG	Inter-Ministerial Coordination Group for Combating THB
MLSA	Ministry of Labour and Social Affairs
MoI	Ministry of the Interior
NCOZ	National Centre against Organised Crime
NGO	Non-governmental organisation
OSCE	Organisation for Security and Cooperation in Europe
Programme	Programme in Support and Protection to Victims of Human Trafficking
THB	Trafficking in human beings

LEGAL REGULATIONS

Act on the Residency of Foreign Nationals	Act No. 326/1999 Coll., on the Residency of Foreign Nationals and on the Amendment of Some Other Acts, as amended
EU Directive on THB	Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 002/629/JHA
Old Criminal Code	Act No. 140/1961 Coll., the Criminal Code, as amended
Criminal Procedure Code	Act No. 141/1961 Coll., the Criminal Procedure Code, as amended
Criminal Code	Act No. 40/2009 Coll., the Criminal Code, as amended
Social Services Act	Act No. 108/2006 Coll., on Social Services, as amended
Act on Employment	Act No. 435/2004 Coll., on Employment, as amended
ECPHR	European Convention on Protection of Human Rights
ASLPC Act	Act No. 359/1999 Coll., on social and legal protection of children

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*Ministry of the Interior of the Czech Republic
Crime Prevention Department
Nad Štolou 3, 170 34 Praha 7*

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