

Towards a post-2016 EU Strategy to eradicate trafficking in human beings for sexual exploitation

As members of the EU Civil Society Platform against Trafficking in Human Beings, we welcome the consultation process launched by the European Commission to gather civil society's feedback on the top priorities that need to be addressed in the new EU Strategy on trafficking, and on the specific actions that should be further developed according to the current Strategy 2012-2016.

Our organisations and networks include organisations advocating for women's human rights and gender equality, frontline organisations supporting mainly women and girl victims of sex trafficking and prostitution, and human rights groups promoting the empowerment of migrant women and young women.

Our organisations are part of and support the [Brussels' Call 'Together for a Europe free from prostitution'](#). We campaign to raise awareness on the reality of prostitution and sex trafficking and to contribute to the achievement of abolitionist policies on prostitution in order to combat sex trafficking and to realise women's and girls' human rights.

Our main focus is on trafficking for sexual exploitation, which is the most prominent form of trafficking in the EU. The overwhelming majority of victims of sex trafficking are women and girls. We strongly believe that strong EU action focusing on sex trafficking would substantially contribute to ending this pervasive violation of human rights and would send a clear message that human beings are not for sale.

"They say that slavery has disappeared from European civilisation. This is incorrect. It still exists, but now it weighs only on women, and it is called prostitution."
Victor Hugo, 1862

We commend the work of the EU Anti-Trafficking Coordinator since taking up her post in 2011. Under her leadership, over the last 5 years, the EU has delivered strong messages with regards to the reality of sex trafficking, its highly gendered nature, and the links between sex trafficking and prostitution.

Despite these developments, we see no substantial progress towards the elimination of the pervasive phenomenon of trafficking in human beings and no real determination, from the EU and its member states, for change. This is why we call on the European Commission to focus its work, in the framework of its new anti-trafficking Strategy, on the following three aspects: fostering a **real end to the demand** that drives sex trafficking and prostitution; pushing for the **adoption of codes of conduct** preventing the purchase of sex by EU officials and promoting the adoption of such codes of conduct by the European Business Coalition against trafficking in human beings; and supporting the development of **sustainable alternatives and exit programmes** for victims of sex trafficking and persons wishing to exit prostitution, everywhere in the EU.

Moreover, we urge for the following actions, included in the current Strategy, to be further developed and strengthened: Developing **effective prevention campaigns** and actions in partnership with civil society organisations; Strengthening **funding opportunities** for civil society organisations assisting victims of sex trafficking and those involved in prostitution; Ensuring the **exchange of good practices** at the meetings of the EU Civil Society Platform against trafficking in human beings.

To bring concrete change and ensure that no one in the EU is left behind, the European Commission must adopt and implement an EU Strategy on trafficking which puts equality between women and men, dignity and solidarity at its core.

Here are our proposals to make it happen.

Fostering a real end to the demand that drives sex trafficking and prostitution

Under Article 18(1) of the EU Directive on human trafficking, Member States are obligated “to take appropriate measures to discourage and reduce the demand that fosters all forms of exploitation related to trafficking in human beings.”

For our organisations, there is no doubt that **prostitution and sex trafficking are intrinsically linked**: “Prostitution is the place where sex trafficking happens, it is the reason why sex trafficking happens” (Rachel Moran, sex trade survivor).

There is also no doubt that trafficking and prostitution are benefit-driven activities. According to the UNODC, the European market of sexual exploitation amounts to US\$3 billion per year. Like for any other business, **demand is at the core of the system**: it perpetuates it and makes it lucrative. If there were no men to buy sex, there would be no prostitution and therefore no trafficking for sexual exploitation; pimps and traffickers would turn to a more profitable industry. **If we want to follow the money, then we need to address the role of sex buyers.**

There is increasing evidence that the so-called ‘Nordic model’, through the criminalisation of the purchase of sex, contributes to deterring trafficking and organised crime. Evaluations in Sweden and Norway have demonstrated that tackling the demand for prostitution is the most strategic and efficient way to reduce sex trafficking, but also to change mentalities and reduce violence against women.

Addressing the demand is a central provision of the EU Directive: it is a key legislative tool to disrupt a system which exploits the most vulnerable in Europe, starting with women and children.

In several answers to Members of the European Parliament, the European Commission has acknowledged the intrinsic links between prostitution, trafficking and organized crime. In an intervention in the European Parliament (EP) in January 2014, Europol explained that trafficking in human beings, and especially in women and girls, has increased in the countries where prostitution markets have been legalised. A 2013 study of 150 countries, conducted by economists from the UK and Germany, found that “the scale effect of legalised prostitution leads to an expansion of the prostitution market, increasing human trafficking.”

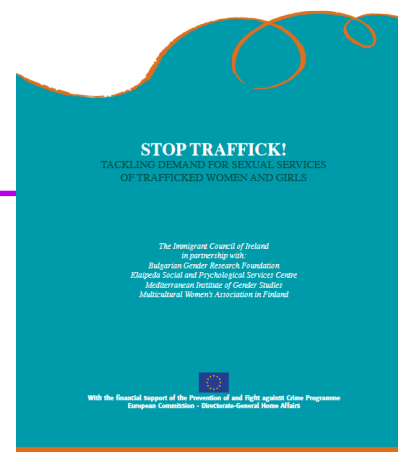
As reported in the Study on Gender Dimensions of trafficking in human beings: *“demand reduction is a strategy to prevent trafficking by reducing the economic attraction of the institutions into which people may be coerced by traffickers. In the case of trafficking for purposes of sexual exploitation, the most important institution is prostitution”.*

Challenging the demand for prostitution should also be a priority for the EU according to its core value of equality between women and men, enshrined in the Charter of Fundamental Rights of the EU. The EP resolution on “Prostitution, sexual exploitation and its impact on gender equality”, adopted in February 2014 and supported by a large cross-party majority, acknowledges that “prostitution is a cause and a consequence of gender inequality, which it aggravates further” and therefore considers that “one way of combating the trafficking of women and under-age females for sexual exploitation and improving gender equality is the model implemented in Sweden, Iceland and Norway (the so-called Nordic model), and currently under consideration in several European countries, where the purchase of sexual services constitutes the criminal act, not the services of the prostituted persons.”

During the 8th EU Anti-trafficking Day in October 2015, several high level decision-makers mentioned the Nordic model as a policy response to sex trafficking and to the normalization of violence against women through prostitution. Since then, France has adopted an abolitionist law which supports persons in prostitution (and doesn’t criminalise them), criminalises all forms of pimping and procuring as well as sex buyers, and proposes

Several EU Member States have enacted laws criminalising buying sex with a victim of trafficking (or procurement). However, these laws appear to be difficult to enforce, do not have a meaningful deterrent effect on buyers, and do not send the unequivocal message that women and girls (and men and boys) should not be bought and sold for sex. In several of these countries, it has been recommended to extend the bans to fully criminalise the purchase of sex.





Stop traffick! Tackling demand for sexual services of trafficked women and girls (2014)

A study of the Immigrant Council of Ireland, in partnership with Bulgarian Gender Research Foundation, Klaipeda Social and Psychological Services Centre (Lithuania), Mediterranean Institute of Gender Studies (Cyprus), Multicultural Women's Association in Finland

The research informs strategies to reduce demand for the services of trafficked women and girls in the five participating countries.

Data show that: buyers were overwhelmingly male; the majority of buyers were over 25 years of age, except in Lithuania where the majority were under 25; the majority of buyers were in a relationship, with the exception of Lithuania where the majority were single; the vast majority of buyers had incomes of more than €20,000; buyers predominantly lived in cities.

The findings from the in-depth interviews in Bulgaria and Lithuania suggest that, irrespective of a buyers' knowledge of human trafficking as a crime and as a phenomenon, **it is unlikely they will consider the possibility that a seller may be a victim of trafficking when purchasing sex**. Similarly, knowledge of existing laws specifically targeting buyers of sexual services from trafficking victims appear to have no impact on buyers' consideration of human trafficking in the act of purchasing of sex.

Research findings show there are a multitude of motivations driving the purchase of sex, **many buyers are motivated by 'control'** – in particular, the control over a sexual encounter arising from its purchase. Other motivations include having variety, both in terms of the seller and the acts purchased.

The findings provide strong evidence of the buyers' assessments of **what constitute effective deterrents**. Public exposure in the local media and/or internet, letters of disclosure sent to a buyer's family and imprisonment are all identified by buyers as having a strong deterrent quality. Considering that having educational classes has been found to have no deterrent quality by almost all buyers, it is unlikely that an approach based on such classes will help deter demand.

Find out more: <http://www.stoptraffick.ie/wp-content/uploads/2013/03/STOP-TRAFFICK-full-report.pdf>

Pushing for the adoption of codes of conduct preventing the purchase of sex by EU officials and promoting the adoption of such codes of conduct by the European Business Coalition against trafficking in human beings

The recent flows of refugees to and throughout Europe have highlighted the lack of interest and understanding for the specific situation of women and girls on the move by decision-makers and the media. The vast majority of women and girls migrating throughout Europe are fleeing conflict and male violence, and are looking for a safe environment. However, they face different forms of male violence on their journey and see their human rights violated in Europe, according to the findings of EWL project #womensvoices. Their situation puts them in a state of higher vulnerability to male violence: on the way and in the centres, they face rape, sexual assault, sexual harassment, sexual exploitation from different perpetrators; they have to resort to prostitution in order to get access to food, housing or transport; they face domestic violence; girls are being sold for marriage or trafficked for sexual exploitation...

For humanitarian and conflict cases, the UN has developed codes of conduct to make sure that its staff is not perpetrating and/or fostering sexual exploitation and sex trafficking. Since 2003, it is prohibited for all UN staff to purchase sex, as a measure to prevent sexual exploitation and protect the most vulnerable – mainly women and girls. **It is high time for the EU to enact a similar code of conduct**, for all situations which involve EU staff (not only in crisis management or humanitarian situation). By implementing ethical guidelines against sex purchases and sexual exploitation, the EU shows that it respects and takes an active part in realising the common goal of safeguarding human rights. Such measure would be in line with the Strategy's call for training for those who work in the field, namely the judiciary and cross-border law enforcement, but also asylum and humanitarian staff.

The UN Code of Conduct

Secretary-General's Bulletin - Special measures for protection from sexual exploitation and sexual abuse

In order to further protect the most vulnerable populations, especially women and children, the following specific standards which reiterate existing general obligations under the United Nations Staff Regulations and Rules, are promulgated:

- *Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal;*
- *Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence;*
- ***Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance.***

Moreover, according to the current EU Strategy, the European Commission is committed to working together with a **European Business Coalition** to “develop models and guidelines on reducing the demand for services provided by victims of trafficking in human beings, in particularly in high-risk areas, including the sex industry, agriculture, construction and tourism”.

The anti-trafficking Directive creates legal obligations of businesses, namely the liability and sanctioning of legal persons for trafficking in human beings offenses (Article 5). In order to prevent cases of trafficking by businesses, and to contribute to demand reduction, we believe that businesses should proactively develop actions. We support the Commission's vision that corporations can be involved in the counter-trafficking and women's rights work. **By implementing ethical guidelines against sex purchases and sexual exploitation, companies show that**

they respect and take an active part in realising the common goal of safeguarding human rights. Ethical guidelines improve the work environment within the organisation and reduce the risk of corruption, at the same time as it contributes to a more gender equal world.

Sectors like hotel business, transport, tourism, are key sectors as they might be in contact with the systems of trafficking. We call on the EC to foster cooperation with those sectors, in order to have them actively cooperate to the struggle against prostitution and trafficking in human beings. Crucially, there must also be mechanisms in place to ensure the implementation of these codes of conduct and to hold those who do not abide by them to account.

We strongly urge for the new EU Strategy on trafficking in human beings to include a commitment to enact a Code of Conduct prohibiting all EU staff from purchasing sex, and to ensure that members of the European Business Coalition against trafficking in human beings pass and enforce similar Codes of Conduct.



Corporate Compass – policy on sexual exploitation

A project by the Swedish Women's Lobby

One third of all sex purchases occur in connection to business trips abroad.

The project *Corporate Compass* encourages corporations to implement **ethical guidelines to counter sexual exploitation** in protection of human rights as well as the protection of their employees.

Find out more: <http://www.rattriktning.se/home/>

Hotels against trafficking

A project by Realstars (Sweden)

Sex trafficking in hotels is a well-known problem in most countries. The hotels can address this human rights issue and be part of a solution and a win-win situation. The message “This is a Fair Sex Hotel” manifests that **the hotel does not turn a blind eye to prostitution**. Communication also helps the hotel to position itself on the market and tell the world about its commitment to social responsibility.

Find out more: <http://realstars.eu/en/csr/hotels/>



BUSINESS AGAINST TRAFFICKING

Supporting the development of sustainable alternatives and exit programmes for victims of sex trafficking and persons wishing to exit prostitution, everywhere in the EU

The EU Strategy commits to the delivery of information on the rights of victims: rights to assistance and health care, to a residence permit, labour rights, rights regarding access to justice and to a lawyer, and information on the possibilities of claiming compensation. Besides information on victims' rights, protection and assistance should be part of a comprehensive support strategy and should be delivered everywhere in the EU with a gender perspective.

Protection and assistance are central tenets of the EU Strategy. The European Parliament, in its resolution of 12 May 2016 on the implementation of the anti-trafficking Directive, lists a series of services that need to be provided to all victims irrespective of their legal status and based on non-discrimination. **The EP also highlights the specificity of sex trafficking and its intrinsic links with prostitution, therefore calling for specific protection and assistance measures.** The Members of the EP call in particular for "protection measures offered to victims of trafficking for sexual exploitation to be extended, in order to minimise harm, prevent re-trafficking and secondary victimisation and cater in every case for individual needs" (para 77), as well as for "exit programmes and schemes to empower and protect the rights of those in prostitution and reduce their vulnerability to exploitation" (para 51).

Our organisations have a clear view on the protection and assistance needs of victims of prostitution and sex trafficking: protecting and assisting victims of prostitution and trafficking for sexual exploitation includes **providing them with viable alternatives to prostitution** so that they are not at risk of being re-trafficked or re-exploited.

Healing from sexual exploitation is for many people a long process which requires various areas of assistance – which can include psychological counselling, assistance with housing, employment, support to end drug and alcohol addiction – and requires **adequate and sustained resourcing**.

French law aiming to reinforce the fight against the system of prostitution and to support prostituted persons – 13 April 2016

Chapter II: Protection of victims of prostitution and creation of a pathway for exiting prostitution and for social and professional insertion

"A pathway for exiting prostitution and for social and professional insertion is proposed to all victims of prostitution, procuring and trafficking in human beings for sexual exploitation. It is defined according to the care, professional and social needs of the person, in order to help her/him access to alternatives to prostitution. It is elaborated and implemented together with the person by an association."

Find out more:

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032396046&fastPos=1&fastReqId=956317464&categorieLien=id&oldAction=rechTexte>

The Nordic Baltic Network (see below) has developed a series of guiding principles and standards to assist women victims of trafficking for sexual exploitation. We urge the Commission to use them for its work. Here are some of these key standards for the implementation of exit programmes and sustainable alternatives for victims of prostitution and sex trafficking:

- It's essential that women's organisations, with experience working with women victims of sexual abuse and violence, participate in the identification process of victims, and in the establishment of services.

- Frontline staff (judges, municipality workers, medical staff, police, social workers...) must be trained on violence against women and sex trafficking, as well as gender equality, and referral mechanisms should be developed and coordinated.
- Assistance and individual care should encompass: safe housing, food and clothing, health services including access to sexual and reproductive health, legal services, social and psychological support, money for activities, training and education possibilities, employment assistance, support in dealing with authorities.
- Access to justice must be ensured, and victims of prostitution and sex trafficking should be entitled to compensation.
- Returns of foreign women victims of trafficking must be voluntary.

We strongly urge for the new strategy to include a provision mandating EU member states – regardless of their legal approach to prostitution – to provide exiting services for persons in prostitution and victims of sex trafficking, and for the EC to set aside funding to NGOs for this purpose.

The Nordic Baltic pilot project – a regional model of cooperation

A project coordinated by the European Women's Lobby (2005-2008)

The project included partners from all the Nordic and Baltic countries (Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway, and Sweden) working together to develop the best possible models for support to women victims of trafficking (VOTs), based on a victim-centered approach that first and foremost looks to the interests and needs of women VOTs.

It aimed to develop a regional program designed to provide for the legal, social economic, medical and psychological care, safety and protection of the victims of trafficking in the countries of destination, as well as facilitate the safe return and integration of victims of trafficking, who want to return to their country or origin, ensuring that the women have access to necessary services to support their rehabilitation. Another aim of the project was to strengthen the gender equality perspective in policies, programmes and work against trafficking - and in particular in victim support.

Find out more: <http://nordicbaltic-assistwomen.net/>



Human trafficking: from exiting to insertion

A project by Amicale du Nid (France) and Gender Alternatives (GAF Bulgaria)

This project studies victims' paths to identify obstacles to their emancipation, and possible leverages to better help them exit sexual exploitation and achieve social insertion.

What is at stake for an exit programm?

- **Specialised support** : the study, based on what victims tell us demonstrates that thinking, talking, understanding, expressing shame, guilt, identifying themselves as a victim, existing differently, working, if possible making a complaint, getting a regular administrative status, making plans ... are many steps that are possible when you are accompanied by trained professionals who understand what you have been through.
- **Adequate public policies** : all the women showed in their stories that their dependency to their exploiter was maintained by some public policies that did not allow them to get through their situation, because they were women, foreigners, without papers...

Find more : <http://www.amicaledunid.org/index.php/projet-traite-des-etres-humains>

Developing effective prevention campaigns and actions in partnership with civil society organisations

“Eradication of trafficking in human beings can only be achieved if the crime is prevented from happening in the first place by using all available tools at EU and national level”, according to the EC report on the progress made in the fight against trafficking in human beings (2016).

Effective prevention campaigns target the root of the problem, namely the demand that fuels exploitation. Because of the inextricable link between sex trafficking and prostitution, and of the nature of demand (see above the outcomes of the study Stop Traffick!), **such campaigns must aim to deter men from buying sex in general**, not only when trafficking is involved.

Many campaigns targeting the demand have already been implemented in several countries, at different levels (from local to national). We urge the Commission to take inspiration from these examples, such as the ones presented on the next page.

The demand for prostitution is a shared phenomenon in all EU countries, and an effective campaign should therefore be EU-wide, providing a clear message about the links between buying sex and fostering an exploitative system, as well as about the gendered dimension of prostitution and sex trafficking which are obstacles to the realisation of equality between women and men. **Any EU-wide campaign on preventing trafficking should have the goal of equality between women and men at its core.**

“Whereas societal tolerance of gender inequality and violence against women and girls and the lack of public awareness of the issues surrounding THB perpetuate a permissive environment for THB”

EP resolution of 12 May 2016 on the implementation of the anti-trafficking Directive

Civil society organisations working for years on the issue of sex trafficking, with victims and/or those paying to use victims, and those made up of survivors themselves, hold a wealth of knowledge about what works and what doesn’t when it comes to preventing exploitation. The Commission must take advantage of this knowledge and experience to develop effective prevention campaigns. At the same time, it must allocate adequate resourcing for such organisations to develop their own campaigns.

Particular attention should be given to women and girls asylum seekers, refugees and migrants, including unaccompanied girls. Our organisations want to highlight once more the reality of the system of prostitution: a system which makes the most of all discrimination and inequalities by exploiting the most vulnerable, starting with women and girls, from minorities or migrant background, and from poorer regions. Prevention campaigns should also send a strong message about the human rights of migrant and refugee women and girls, according to the demands of the migrant women’s organisations (see below the vision of the European Network of Migrant Women).

We strongly urge for the new Strategy to develop prevention campaigns that target the demand for paid sex – and thereby for victims of sex trafficking – and to meaningfully involve civil society organisations – including those which are survivor-led – in the development of these campaigns.

European Network of Migrant Women

Statement of ex-Chair Nusha Yonkova at EWL event on the reality of prostitution, October 2013

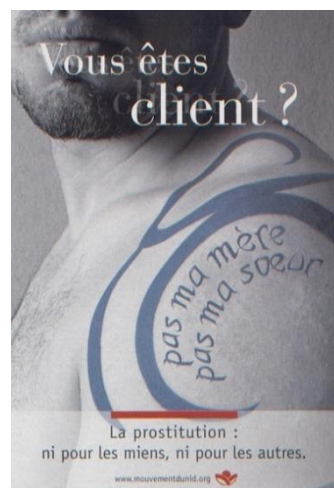
*The prevalence of migrant women in prostitution in most EU member states is an established fact today. Women living in poor economic conditions are deceived by an optimistic picture of income that can be earned in the sex industry. Many are also targeted and recruited by agencies. The legalised prostitution markets in several European countries are magnets for criminal organizers, ready to ship women from the poor ghettos of Eastern Europe or even from Africa. These facts compel us to discuss prostitution with clear references to migration and migrant women. These facts also invite questions: **in times of economic crisis with high unemployment, with thriving racist attitudes, and cherished immigration/mobility restrictions, why such tolerance to the sex industry as some sort of a bizarre labour market for migrant women? Do we really want to see a work authorisation for migrants to sell sex as nearly the only available 'occupation' for them?***

We do not accept prostitution as a real and acceptable alternative to employment of migrants in Europe. We urge the European Parliament, the European Commission and the Member States to tackle the demand for prostitution and sex trafficking strongly and unconditionally, in order to avoid turning migrant women into the new poor cohort of marginalised women satisfying the needs of a minority of entitled men in Europe.

Find out more: <http://www.migrantwomennetwork.org/>



Examples of prevention campaigns



Strengthening funding opportunities for civil society organisations assisting victims of sex trafficking and prostitution

As highlighted in the Commission's report on the progress made in the fight against trafficking, "in the majority of Member States, practical assistance for victims is not provided by the state or local authorities, but by non-governmental organisations. It is therefore important that funding is secured for these organisations, allowing them to provide efficient and sustainable short- and long-term assistance to victims of trafficking".

Generally, civil society organisations working with victims of sex trafficking and those involved in prostitution need adequate and sustained resourcing. Funding for such work is difficult to obtain in many EU Member States and from international bodies and donors, whilst **it should be an issue of due diligence for governments as part of their duty to protect and assist victims**, while at the same time developing state-run services themselves. However, funding to civil society becomes even more crucial in the absence of direct state support to victims of trafficking.

The links between prostitution and trafficking should be recognised to allow such funding to be provided for civil society organisations assisting victims of prostitution and sex trafficking.

We strongly urge the new strategy to ensure significant funding for civil society organisations providing assistance to victims of sex trafficking and persons in prostitution.

Policy responses to human trafficking in Hungary

A study of the Hungarian Women's Lobby, produced in the framework of the "Reaction to Backlash" project supported by Open Society Foundations

Thanks to funding by OSF, the Hungarian Women's Lobby got the opportunity to produce a scientific and evidence-based research on the implementation of the EU Directive on trafficking in Hungary. The outcomes of the analysis show that the current system in Hungary contributes to the re-victimisation of victims: children are being imprisoned for being exploited in prostitution, women in prostitution can become offenders. Funding is crucial for NGOs to be able to bring their perspective on policy developments.

Find out more: <http://noierdek.hu/2/>

Ensuring exchange of good practices at EU Civil Society Platform against trafficking in human beings meetings

The EU Civil Society Platform against trafficking has been an invaluable forum for EU organisations to obtain information into the work of the Commission around human trafficking, to directly feed into that work, and to exchange information with one another, including through the in-person meetings and the e-platform. Being able to exchange good practices with organisations working across the EU is extremely useful; the meetings of the Platform should provide space for organisations to propose exchange of good practices. For this reason, we urge for the new EU strategy to include this as one of its measures in relation to the Platform.

We urge the new Strategy include the continuation of the EU Civil Society Platform against trafficking in human beings and its in-person meetings, and to include as an aim for the Platform to foster the exchange of good practices between Platform members.

Signatories:

- European Women's Lobby
- Equality Now
- CAP International
- European Network of Migrant Women
- Coalition against Trafficking in Women
- Herzwirk, Austria
- Conseil des Femmes Francophones de Belgique, Belgium
- Nederlandstalige Vrouwenraad, Belgium
- Centre for Women War Victims-ROSA, Croatia
- PETRA Network for Prevention and Elimination of Trafficking in Women, Croatia
- Women's Network of Croatia
- Mediterranean Institute of Gender Studies (MIGS), Cyprus
- 8. marts-initiativet (March 8 Initiative), Denmark
- Coalition of Finnish Women's Associations NYTKIS, Finland
- Coordination française pour le Lobby européen des femmes, France
- Fondation Scelles, France
- L'Amicale du Nid, France
- Mouvement du Nid, France
- Ligue du Droit International des Femmes, France
- Solwodi, Germany
- Kofra München, Germany
- Abolition 2014, Germany
- Initiative Stop Sexkauf, Germany
- Maisha African Women, Germany
- Hungarian Women's Lobby (Magyar Női Érdekérvényesítő Szövetség), Hungary
- Immigrant Council of Ireland
- Doras Luimní, Ireland
- Ruhama, Ireland
- MARTA Resource Centre for Women, Latvia
- Klaipeda Social and Psychological Services Center, Lithuania
- Caritas Lithuania
- Network of East-West Women, Poland
- Médicos del Mundo Spain
- Comisión para la Investigación de Malos Tratos a Mujeres, Spain
- Swedish Women's Lobby, Sweden
- Unizon, Sweden
- RealStars, Sweden