



IOM Kingston staff show support for World Day Against Trafficking in Persons (WDATIP) © IOM 2015

### Trafficking in Persons

Article 3 of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the UN Convention Against Transnational Organized Crime, defines trafficking in persons as: *“The recruitment, transportation, transfer, harbouring or receipt of persons, by means of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the receiving or giving of payment...to a person having control over another person, for the purpose of exploitation.”*

Often referred to as human trafficking or modern day slavery, trafficking in persons is the third largest international crime industry (behind illegal drugs and arms trafficking). It reportedly generates a profit of \$32 billion every year. Of that number, \$15.5 billion is made in industrialized countries. Sadly, due to lack of awareness, desires to improve

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one’s life and lack of opportunities, millions of persons worldwide fall victim to trafficking annually. These individuals are victims of severe human rights violations.

The numbers of estimated victims of trafficking are constantly on the rise. Organized criminal groups are earning billions of dollars in profits from trafficking and exploiting people. Trafficked persons are, more often than not, victims to

abuse such as rape, torture, debt bondage, unlawful confinement and threats against their family or other persons close to them as well as other forms of physical, sexual and psychological violence. The demand for cheap labour and sexual services together with a lack of opportunity, resources and social standing are the root causes that contribute to trafficking in persons.

For over a decade, the International Organization for Migration (IOM) has been working with governments in the Caribbean to build the capacity of stakeholders to effectively identify, protect, and assist victims, investigate cases and prosecute offenders. To date, IOM has trained over 3,000 stakeholders in the English-speaking Caribbean, provided technical assistants to Governments to guide the formalization of anti-trafficking Task Forces, assisted with the drafting of anti-trafficking legislations and National Action Plans and provided Direct Assistance to victims of trafficking identified within the region.

IOM takes a comprehensive approach in its response to trafficking in persons. The Organization works in partnership with governmental institutions and NGOs to implement a wide range of activities aimed at strengthening national and regional counter trafficking efforts.

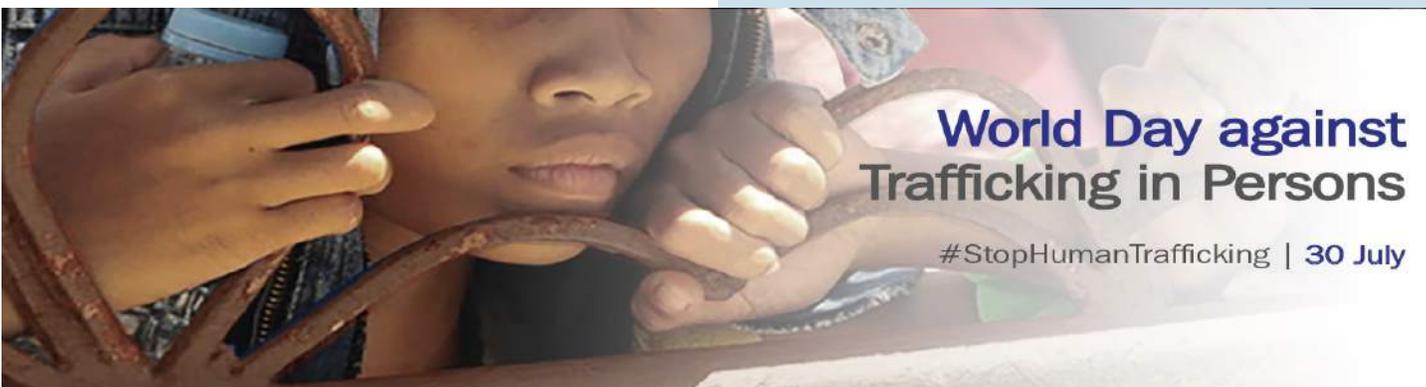
- Respect for human rights
- Physical, mental and social well-being of the individual and his or her community
- Sustainability through institutional capacity building of governments and civil society



It's really unconscionable that more than 20 million people in our world are victims of trafficking. If you think about it, that's the same as metropolitan populations of both London and Cairo together, almost 21 million people living in slavery, unable to escape to escape the metaphorical and very often literally chains that imprisons them. Most people think slavery was abolished in the last century, but unfortunately it is still very much with us....IOM assists 1 in 7 trafficking victims identified worldwide, we help them to freedom and a chance at a new life



**Excerpt from IOM's Message on World day  
Against Trafficking in Persons  
Video Message from William Lacy Swing, DGIOM**





**Imagine a world  
where.....**

- There are ethical recruitment practices
- Reduced labour trafficking
- Increased worker productivity

Well imagine no more, let us introduce you to the International Recruitment Integrity System (IRIS)

### **WHAT IS IRIS?**

The International Recruitment System (IRIS) is a consortium of international stakeholders committed to fair recruitment and selection of migrant workers.

### **WHAT ARE THE BENEFITS?**

IRIS is an international voluntary “fair recruitment” framework that will benefit all stakeholders in the labour migration process.

- **Labour Migrants** – assured that they have a genuine job offer; reduced risk of exploitation, labour trafficking and unfair labour practices
- **Employers** – better job matching and brand protection
- **Recruitment Industry** – reduced cases of labour trafficking and the promotion of fair competition amongst ethical practitioners
- **Governments** – reduction in the number of trafficked and exploited workers

### **HOW DOES IT WORK?**

The process is a voluntary one and recruitment agents can become IRIS members through an accreditation process.

**Participation** - Employers can also become members by attesting that they only utilize the services of IRIS-accredited recruiters.

**Internet portal** – reliable information is disseminated utilizing the portal.

**Public Members List** – members are able to publicize their ethical recruitment practices through the use of the IRIS log

**Reporting Complaints** – the mechanism allows workers, employers and other stakeholders to report unethical or criminal recruitment practices

**Compliance** – IRIS members are required to submit assessments to ensure that they are adhering to the code of conduct.

**Partnerships** – IRIS works with a number of key international stakeholders

As the leading inter-governmental organization in the field of Migration, IOM is dedicated to promoting humane and orderly migration for the benefit of all. It is in keeping with this mandate that IOM Kingston wishes to garner government support to establish the IRIS platform in Jamaica. This is primarily because experience shows that countries with protection schemes have high success rates as it pertains to the investigation of trafficking and the conviction of the traffickers.

## Here's to IRIS in Jamaica!



### Mapping Jamaica's Diaspora Towards National Development



It has long been established that diasporas' play a key role in the development of their home countries. Although diaspora contributions are often linked to remittances, they have also been integral in providing support through philanthropic contributions, direct investments, human capital transfer, and social remittances including knowledge transfer. Migration and Development is one of four broad areas in which the International Organization for Migration (IOM) works. Linked to this particular area, IOM created the 3E's strategy which is to Enable, Empower and Engage diaspora communities as agents for development. As a result, IOM often collaborates with governments to harness the potential of diaspora engagement strategies towards national development. A recent initiative of note is the Mapping Jamaica's Diaspora project funded by the IOM Development Fund (IDF). The project undertaken over a 20 month period from December 2014 to July 2015 was implemented by IOM in partnership with the Government of Jamaica (GOJ).

Jamaica's diaspora is amongst the largest in the world and is estimated to be approximately three million people. Over the years the Government has increasingly recognized the benefits of engaging its Diaspora. This has been demonstrated through the establishment of various Government led mechanisms, such as the Biennial Diaspora Conference and the creation of a Diaspora Advisory Board. More recently, in 2012 the GOJ began the task of developing a national Diaspora Policy. As a part of the Government's engagement strategy and at the request of the Jamaican Diaspora, they believed it was prudent to obtain information on Jamaicans residing overseas that can assist with national development. Although steps were taken in the past to create a Diaspora database under the EC-UN Joint Migration and Development Initiative (JMDI), the project which was implemented between 2009 and 2011 focused primarily on the Diaspora in the United Kingdom. The Mapping Jamaica's Diaspora Project was the first initiative of its kind for Jamaica seeking to survey the Diaspora globally primarily facilitated through the projects website. Given the experience of IOM in conducting similar exercise globally, IOM was seen by the Government as the obvious partner and so began the development of The Mapping Jamaica's Diaspora project with the goal to establish a database of Jamaicans overseas.

Officially launched in Jamaica last year on 10 June 2015, the Mapping Jamaica's Diaspora project sought information from the Diaspora through an online survey accessible through the project website [www.mapjadiaspora.iom.int](http://www.mapjadiaspora.iom.int). The survey aimed to determine members of the Diaspora's location, interests, skills, and willingness to contribute to Jamaica's development. It also provided persons with a platform to express the needs, concerns and any issues they have in both their host and home countries. Outside of Jamaica project launches were held in the Cayman Islands and three main Diaspora host countries specifically; the United Kingdom, Canada and United States of America. Town hall meetings were also held in the southern U.S.A. These meetings provided Jamaicans overseas with the opportunity ask questions regarding the

project and also enabled Government representatives to directly respond to any concerns they had regarding their home country. All events were attended by the Hon. Arnaldo Brown, Minister of State, Foreign Affairs and Foreign Trade with responsibility for Diaspora affairs and IOM representatives. Over the project period 2,165 surveys were submitted. Responses were received from 59 countries, proving the online



Jamaicans in Florida completing the offline survey form at Colors of the Caribbean arts festival

platform was effective at enabling Jamaicans worldwide to participate in the initiative. A final report providing a general overview of the survey findings received during the project will be published in the upcoming months. Results from the survey will further guide the government's engagement of the Diaspora and strengthen partnerships ensuring a mutually beneficial relationship between Jamaica and its Diaspora. The government will also be able to determine the availability of skills within the diaspora relevant to specific industries.

Mapping Jamaica's Diaspora was a timely initiative, especially in light of the highly anticipated development of a Logistics Hub. It has been noted that there is a shortage of relevant local skills, as such identifying persons with maritime industry, logistics, shipping, and engineering experience is vital for the successful development of this sector. This sector and other priority development areas identified by the Government over the long term will benefit from engagement of Jamaicans overseas. Results obtained during the projects lifespan provide an opportunity to develop other Diaspora engagement initiatives such as temporary return of qualified nationals. Although the IDF funded project has come to an end, the Government will continue the mapping exercise via their online platform. Over the long term IOM will continue to support the Government of Jamaica as it seeks to build a strong partnership with its Diaspora for the development of the country.

Look out for our next newsletter for details on an exciting new Diaspora initiative that will directly impact development, as we work with the Government to link Jamaicans globally for growth and prosperity.

### IOM's -REINTEGRATION PROGRAMME OFFERS RETURNEE NEW LIFE LINE IN KINGSTON JAMAICA

When Thomas Richards was told that he had to leave the United Kingdom in 2014, he was devastated. He never felt he could ever adjust to life in Jamaica, having lived in England for approximately twelve years.

According to Thomas this was a reality he had to accept, since he was the one who had put himself in this position with his indiscretion. His imminent return to Jamaica was real. His thoughts rushed back to the doom and gloom stories he had had received from Jamaica over the years and he wondered to himself how he was going to manage emotionally and financially when he returned, given the fact that he had to leave his family behind.

Prior to his impending return to Jamaica, Thomas had a lot of time to think. He thought to himself that he had to find a way to survive in Jamaica and to try and eke out a living to support himself and his family. On the other hand Thomas also recalled that there was a stigma and scepticism placed on nationals who returned to Jamaica without anything to show for the time spent overseas. He worried that this negativity could probably impact his chances of finding a job. It was during this contemplative period in that Thomas came across literature on the United Kingdom's Facilitated Return Scheme (FRS) and signed up for it. Under the FRS programme returnees voluntarily return home and receive financial assistance from IOM to assist with reintegration. IOM operates several programmes globally where migrants who return home are offered assistance to smooth the reintegration process and put them on the road to self-sufficiency minimizing potential vulnerabilities.



“How am I going to manage financially?”

“Will the Stigma that is attached to my return in Jamaica affect my chances of getting a job”

Thomas returned to Jamaica in March 2014 under the FRS programme and used the funds received from the programme to open a Barber Shop. The decision to open the shop came naturally since he was always the barber to his friends and family. It was while in the UK that Thomas learnt the rudiments of effective customer service. This skill proved to be the driving force behind Thomas' successful business lending credence to the maxim that behind every dark cloud is a silver lining.

When asked how the business was doing he stated that it was going well he however noted that the Jamaican customer is very hard to please so he has to try extra hard to fulfil their expectations. But it was the mention of his family that evoked an emotional response from the father of three. He noted with sadness that he misses his family and that it was particularly difficult to live without his children because he was very close to them. He lamented that the children often beg him to return "home", which really breaks his heart because he knows that that this is impossible. He however finds comfort in the fact that he can speak to them regularly and still continues to assist in their upbringing, albeit from a distance.

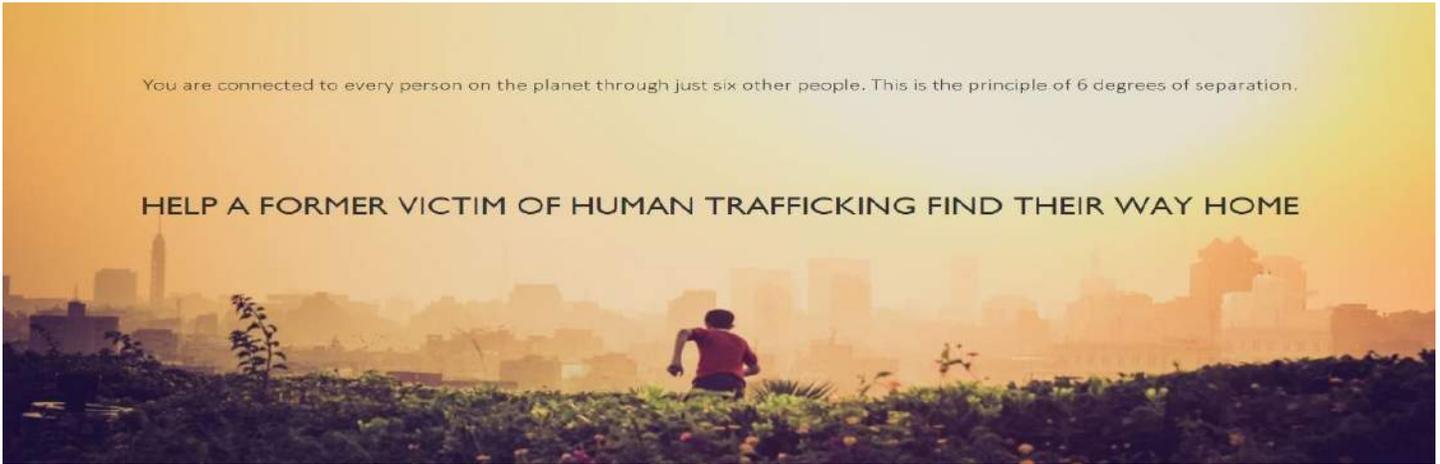
"Jamaicans are very hard to please  
so you got to put hard work in."

"My children ask me to come  
back home because they miss me"

Thomas is thankful for the assistance given under the FRS programme and encourages all those who get this assistance to make it work for them. He pointed out that he is readjusting to life in his homeland and that the experiences gained in England has strengthened his resolve to work even harder. He considers his business to be very successful and has plans for expansion.

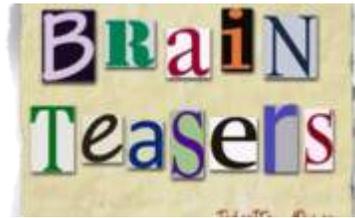
You are connected to every person on the planet through just six other people. This is the principle of 6 degrees of separation.

HELP A FORMER VICTIM OF HUMAN TRAFFICKING FIND THEIR WAY HOME



## DID YOU KNOW??

- IOM is the lead intergovernmental organization in the field of migration.
- IOM assists 1 in 7 survivors of trafficking identified worldwide through its counter – trafficking programmes and projects.
- IOM has assisted 4,250 trafficked persons so far in 2015, over 70,000 in the last 20 years.
- Most cases of trafficking in persons remain unknown. Only 0.4% of all estimated victims are identified.
- Jamaica is the first country in the English speaking Caribbean to enact legislation to criminalize trafficking in persons.
- Trafficking individuals for the purpose of labour exploitation is a feature of many economic sectors, particularly those requiring manual labour such as agriculture, construction, domestic work, fisheries and mining.
- Ghana, Nigeria and Senegal are the main origin, transit and destination countries of women and children trafficked to Europe, the Gulf States and internally to other African countries in Southern Africa.
- In the Caribbean, IOM with funding from the US Department of State implemented a capacity building regional project to combat human trafficking in Antigua and Barbuda, Aruba, Jamaica, St. Vincent and the Grenadines and Trinidad and Tobago.
- IOM has trained over 2,500 stakeholders in the Caribbean. Increasing their capacity to counter human trafficking



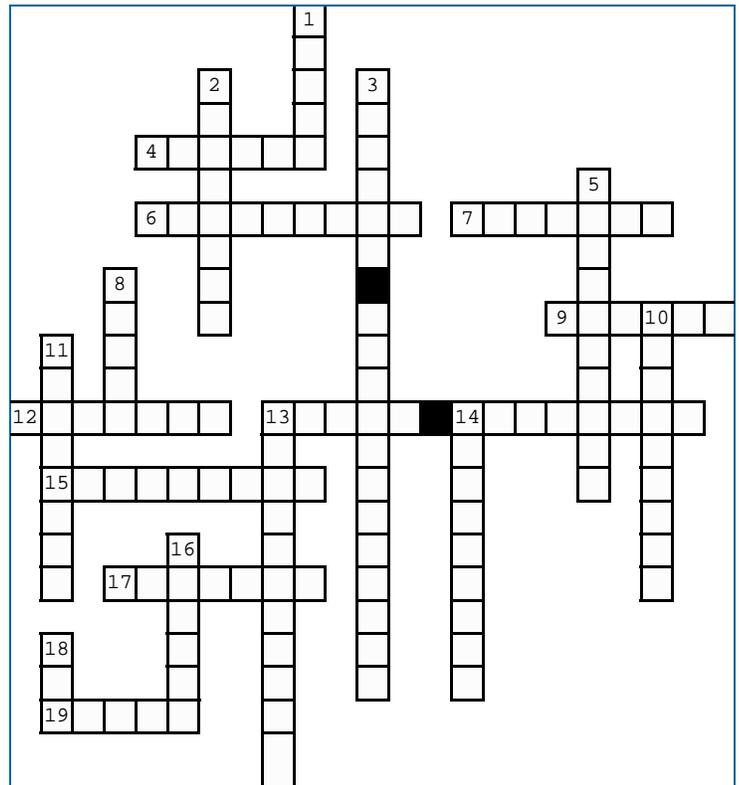
### Labour in - Labour out

	True	False
IOM works solely with governmental partner's	<input type="checkbox"/>	<input type="checkbox"/>
Responding to displaced migrants, facilitating migration and reducing	<input type="checkbox"/>	<input type="checkbox"/>
Forced migration are key activities of IOM		
IOM was a key partner in the development of Jamaica's International Migration and Development Policy	<input type="checkbox"/>	<input type="checkbox"/>
Labour migration is a key thematic area of the policy	<input type="checkbox"/>	<input type="checkbox"/>
IOM in conjunction with the European Union developed Jamaica's first Migration Profile.	<input type="checkbox"/>	<input type="checkbox"/>
The Migration Profile is not the first of its kind in the English Speaking Caribbean	<input type="checkbox"/>	<input type="checkbox"/>
IOM Kingston launched a public awareness campaign to protect vulnerable migrants in 2013	<input type="checkbox"/>	<input type="checkbox"/>

### WDATIP

#### Down

1. A set amount of money or work that must be earned /completed by a trafficking victim each day/night.
2. Combating human trafficking has become an increasingly important \_\_\_\_\_ for many governments around the world.
3. One of the more common forms of trafficking.
5. An important part of the process of rehabilitation and reintegration of the victim.
8. This entity plays a key role in disseminating information through campaigns.
10. Through \_\_\_\_\_ campaigns individuals are provided with the necessary information to make informed decisions.
11. The process of marking or carving on a victim to indicate ownership.
13. This is essential among countries and international law enforcement to effectively combat human trafficking.
14. An organized way of irregularly entering another country and violating that state's laws.
16. One of the two major forms of trafficking identified in the Caribbean.
18. An intergovernmental body committed to the principle that humane and orderly migration benefits migrants and society.



#### Across

4. Victims of human trafficking must overcome this during the process of reintegration.
6. A vibrant and diverse region with dynamic migrant flows; serving as origin, transit and destination for irregular migrants and victims of trafficking.
7. One of the leading causes of human trafficking.
9. A group vulnerable to human trafficking due to gender based violence, discrimination and sexual exploitation.
12. The first country in the English speaking Caribbean to enact legislation to criminalize trafficking in persons.
13. Minors forced to act as combatants.
15. Recruitment of persons is often done through \_\_\_\_\_.
17. Trafficking in persons is often described as a modern-day \_\_\_\_\_.
19. Any person under the age of 18.

### Migration Management

WORD SEARCH:	B	L	P	N	H	T	A	R	A	M	V	A	S	K	F	L
	R	A	L	N	U	G	I	L	L	A	G	T	G	O	T	O
ACCREDITATION	E	V	A	A	C	C	R	E	D	I	T	A	T	I	O	N
HUMANE	I	F	C	A	B	L	S	A	A	T	A	R	O	U	S	T
LABOUR	N	U	E	E	L	O	S	R	T	A	A	B	D	H	E	V
MIGRATION	T	Z	M	R	E	G	U	L	A	T	I	O	N	U	P	E
ORDERLY	E	J	E	U	U	N	P	R	O	O	V	E	O	M	R	L
PLACEMENT	G	W	N	G	T	O	P	W	U	B	E	I	I	A	O	O
PROTECTION	R	R	T	M	N	T	O	I	T	E	M	N	T	N	T	R
RECRUITMENT	A	S	S	E	C	U	R	I	T	Y	Y	G	A	E	E	D
REGULATION	T	N	T	N	E	M	T	I	U	R	C	E	R	P	C	I
REINTEGRATION	I	U	O	R	D	E	R	L	Y	H	I	N	G	A	T	L
SECURITY	O	A	J	I	S	T	I	A	O	V	L	S	I	T	I	O
SUPPORT	N	R	T	O	M	A	H	M	K	U	M	V	M	C	O	V
TRAFFICKING	U	T	R	A	F	F	I	C	K	I	N	G	L	M	N	E



#### Answers for Puzzles

True or False : **F, T, T, T, F, F, T**

#### WADTP

**DOWN:** 1. quota, 2. priority, 3. sexual exploitation, 5. protection, 8. media, 10. awareness, 11. branding, 13. cooperation, 14. smuggling, 16. labour, 18. IOM

**ACROSS:** 4. stigma, 6. Caribbean, 7. poverty, 9. female, 12. Jamaica, 13. child soldiers, 15. deception, 17. slavery, 19. minor