Ending Human Trafficking in Partnership with the Business Community
What is human trafficking?

HUMAN TRAFFICKING

Action

Recruitment or transporting a person.

Purpose

Exploitation – forced labour, slavery, sexual exploitation.

Means

Violence, coercion, abduction, deception.
Trafficking for labor exploitation

• More than 2.4 million persons are in forced labor as a result of human trafficking. (ILO 2005)

• Annual profit from human trafficking is at least US$ 32 billion. (ILO 2005)

• „Opportunity cost“ of coercion to the workers affected by such abusive practices, in terms of lost earnings, is US$ 20 billion. (ILO 2009)
The cycle of supply and demand

**Push factors:** Demand for cheap labour force, gaps in labour and migration laws, travel made easy.

- Those who indirectly benefit from products and services produced: Consumers
- Those who directly benefit from the exploitation of trafficked worker:
  - Factory owner
  - Recruiter
  - Employer

**Pull factors:** unemployment, poverty, corruption, gender/ethnic/social discrimination

 Trafficked women, men, girls and boys
Women: particularly affected

- Perceived to be suitable for work in labor intensive production with low wages and hazardous working conditions.

- Growing demand for foreign women, including demand for domestic and care-giving work.

- Demand for foreign brides.

- Demand for women in growing multi-billion sex and entertainment industry.
Why businesses should be concerned?

- Nursing Care
- Domestic work
- Cleaning services
- Sex industry
- Agricultural plantation
- Extraction
- Construction
- Food Processing/packaging
- Tourism/Hotels
- Restaurants
- Construction
How human trafficking affect businesses?

- Traffickers
  - Sub-contractors
  - Recruitment agencies

- Traffickers
  - Use products & services for illicit purposes
  - Airlines, shipping, financial facilities

- Unfair competition
  - Distorted economic market

- Costs
  - Ex. labour code violations, lawsuits

- Reputation

- Sales

- Profits

- Reputation
- Costs
- Sales
- Profits
Global campaign with business community launched in 2006, in Athens:

- To partner with businesses to eliminate human trafficking worldwide.

- To assist businesses in implementing internal and external programs to reduce human trafficking and to increase awareness.
## Benefits of acting against human trafficking

1. To prevent loses by successfully managing risks and reputation.

2. To respect fair and just labour practices that contribute to a healthy labour force and improve productivity.

3. To protect global supply chains.

4. To comply to national and international law.

5. To fulfil consumer expectations that production respects social and human rights criteria.

6. To build strong relationships with consumers, investors, governmental authorities and local communities.
Action at the workplace

PREVENTION

IDENTIFICATION

REMEDIAL MEASURES
Prevention

1. Adopt or revise company policy
2. Adopt or revise code of conduct for employees & sub-contractors
3. Sign agreements or include clause in contracts with sub-contractors & suppliers
4. Sensitize & train Managers, Employees, Sub-contractors
5. Assess risks with partners, i.e. civil society organizations
6. Set up monitoring mechanisms
7. Share experiences & good practices
1. Train staff in identification skills

2. Create a reporting mechanism

3. Request audits and inspections

**RED FLAG SIGNS**
- Signs of violence against the worker.
- Debts to pay transport and fees to be able to migrate and work.
- False promises about types and terms of work.
- Lack of freedom of movement or confinement in the working place.
- Withholding of passports.
- Withholding of wages.
- Excessive overtime.
- Threats to worker and family.
- Impossibility to leave the job.

Vulnerable groups: migrants, minorities, illiterate & poor workers, temporary workers, women and children.
Remedial measures:

1. **Victim assistance**
   - Provision of shelter, legal, medical, psychological aid in collaboration with social services.

2. **Work opportunities**
   - Ensuring work alternatives, access to victim re-integration programme, skills development & job training opportunities.
Action in the community and society

- Participate in community efforts to address human trafficking
  - Awareness raising campaigns
  - Prevention & victim reintegration programmes
  - Building shelters, helplines

- Empower population at risk
  - Training & skill formation programmes, traineeship in company
  - Support education programmes