ENDING MODERN SLAVERY:
A RESOURCE GUIDE FOR BUSINESS
WHY A RESOURCE MANUAL?

The purpose of this manual is to complete the e-learning toolkit by providing relevant information on slavery to business professionals at every level.

The toolkit is divided into two modules:

▪ **Module 1: Understanding Modern Slavery**

This module explains the foundation of the problem of modern slavery and why the private sector has to be involved.

▪ **Module 2: Modern Slavery and the Private Sector: Issues and Emerging Responses**

This module explores and explains risks related to modern slavery in a number of industries and contexts. It also helps participants understand how to mitigate risk and effectively combat slavery.

Our goal is to educate and inform employees about modern slavery, including the risks to business, encourage them to take action against modern slavery, and help galvanize internal support to address modern slavery beyond compliance teams.
MODULE 1
UNDERSTANDING MODERN SLAVERY
MODULE 1: UNDERSTANDING MODERN SLAVERY

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Most people think slavery was abolished hundreds of years ago, and yet it is estimated that there are 45.8 million people in slavery right now. 45.8 million men, women and children enslaved. This means there are more slaves than there are Canadians. In fact, there are more slaves today than any other time in history.

Each year, over 9 million new people enter slavery. That’s 25,000 new victims every day, 1,000 per hour, one new slave every four seconds. To put this into perspective, between 1450 and the year 1900, a 450-year period, 11.3 million slaves were taken from Africa to North and South America and Europe, which is only a portion of the number of victims enslaved today.

Indeed, slavery is present in all parts of the world. The highest concentration of slaves, an estimated 66% or 30 million people, are in Asia. And over half of all modern slaves are thought to be in five countries: India, China, Pakistan, Bangladesh and Uzbekistan (58 percent), where many of the world’s products are manufactured. Victims of slavery can be found in factories, construction sites, on fishing vessels and sex venues, being forced to work for little or no pay, deprived of their freedom, and often subjected to unimaginable suffering.

While most people think that modern slavery is primarily women and girls being forced into prostitution, this represents only about a quarter of total cases. The remaining 75 percent are in what is termed forced labor, the vast majority of which are associated with manufacturing supply chains for products we as consumers use every day. It might be a young boy forced onto a fishing boat to work 18 hours a day for years without coming to port or a sweat shop worker who toils 17 hours a day making jeans without a day off or any pay. Unwittingly we are wearing clothes, eating food, and using cosmetics that may well be tainted by this exploitation.

Hidden from view, modern slavery represents one of the biggest human rights violations of our time. Businesses have a duty to look deep into their supply chains and ensure they are not facilitators of this injustice. The business sector is critical to freeing millions from slavery and preventing any more men, women and children being enslaved.
Until recently the topic of modern day slavery was considered a public-sector issue. Governments, NGOs and the United Nations tried to address the problem with limited involvement from the private sector. Over time however, there has been a realization that businesses are pivotal to the solution. Three factors contributed to this shift.

Firstly, the international community working to tackle human trafficking had not come close to finding lasting solutions. According to the 2016 Trafficking in Persons Report, only 78,000 of the estimated 45.8 million slaves globally were rescued last year, meaning less than 0.2 percent of victims were being identified and helped each year. The public sector recognized that it could not solve a problem of such scale alone.

Secondly, with 75 percent of the slaves in forced labor and 60 percent of them associated with manufacturing supply chains, it is clear that the private sector has a key role to play, both in unearthing and eradicating slavery.

Finally, according to the United Nations, the profits generated from this illicit trade are estimated to exceed 150 billion US$ annually. If any of this illegal money makes its way into regulated banks, it is considered money laundering. Banks, therefore have a critical interest and important role in seeing slavery abolished once and for all.
As a result of a renewed recognition of the important role business needs to play in tackling slavery, four trends have emerged:

1. **Legislation related to modern slavery has increased.** The California Transparency in Supply Chains Act and UK Modern Slavery Act require companies to report what they are doing to address modern slavery, with additional laws in Europe that will include penalties and fines now being considered.

2. **There are a number of class-action lawsuits being filed against major companies who are accused of supporting slavery conditions in the fisheries and cocoa industries, in an attempt to leverage their clout to root out slavery.**

3. **Media interest related to slavery has risen significantly over the past three years, with stories and articles almost doubling year by year.**

4. **The amount of funding available for NGOs campaigning on the issue, and public naming and shaming those implicated, has grown significantly.**

The private sector must take this issue more seriously, both from a moral perspective and for the business risk it poses. Slavery is potentially in supply chains in every sector. No industry is exempt.

The companies who fail to address modern slavery place themselves in grave risk of potentially plummeting profits, loss of customers and damaged reputation. But most importantly, businesses have a critical role to play in freeing millions from slavery and preventing any more men, women and children being enslaved.
UNIT 3
WHAT MAKES UP MODERN SLAVERY

Modern slavery does not happen like the slavery of history in which people were forcefully rounded up, chained, and sold like commodities. The core elements of modern slavery are found in the recruitment process and the techniques used to hold victims in place.

The most common method used to recruit modern slavery victims is deception. A recruiter gains a person’s trust or the trust of a parent, then offers false promises of good employment. They might offer a young, vulnerable person facing hardship the chance to significantly improve his life and that of his family. While the opportunity might sound risky or “too good to be true,” such offers can be too tempting. In many cases, the victim has no idea of the terrible price he will pay until it’s too late.

While some victims are abducted, this tactic is less common. Transporting an unwilling person can be risky if the victim acts out or tries to run. It is much easier to transport someone who s being deceived because they go willingly.

Once a person is in a modern slavery worksite, perpetrators use one or more methods to keep him there. Creating debt is a key tactic. Traffickers charge excessive recruitment fees that require victims to borrow money, or provide cash advances to the victim or the family, which must be “worked off.” The victim is held until the debt is completely paid. Often the lender uses false accounting, invents additional debt, or charges excessive interest so the victim never knows when the debt will be considered paid.

Physical and emotional abuse is another effective way to hold a victim. This ranges from shouting at or insulting victims, to beatings, torture and rape. In extreme cases, a victim who rebels might be murdered to send a strong message to the others.

Sometimes simply making threats of violence against a victim or his family members is enough. A victim might be told that if they don’t do the required work, their mother or father back home will be beaten.

Another method is to withhold pay. Many victims remain in their exploitative situation for months or even years waiting for money that is promised to them to avoid returning home empty-handed. Often this payment never comes.
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In some cases, oppressive or illegitimate contracts are used to justify forced labour. Often these fraudulent agreements are signed by victims who can’t read or presented in a foreign language they don’t understand. Victims are told that if they leave, penalties or fines will follow.

Finally, the last approach is to physically prevent the victim from leaving. This can be in the form of physical confinement or confiscation of travel and identification documents. An example of this can be found on fishing boats where the victim is confined to the boat for years at a time.

While the techniques used in modern slavery might differ from the past, the outcome is the same – the victims lose their freedom and basic human rights.
**UNIT 4**

**MODERN SLAVERY: DEFINITIONS**

One of the major challenges, for legislators, government agencies, companies, NGOs and individuals working to eradicate and raise awareness of “modern slavery” is the myriad of different terms and definitions used to describe the problem.

Let’s try to clear the confusion by analyzing some of the most common terms together.

In recent years, the term “modern slavery” has been used, most notably in the 2015 UN Global Goals for Sustainable Development 8.7 as an umbrella statement to encompass a wide range of exploitative working conditions.

The term modern is used to differentiate from traditional forms of slavery where people were forcefully abducted and taken to other parts of the world to work as slaves. Modern slavery is far broader and incorporates situations where deception and threats are used to keep people in jobs.

Human trafficking focuses on the movement of a person from their community into a forced labour situation. Similar to the movement of a commodity like drugs or arms, human trafficking is the movement of people, in some cases against their will, in other cases through deception.

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### MODERN SLAVERY: DEFINITIONS

- **HUMAN TRAFFICKING**
  - An act (1) carried out by a third party, through different means (2), for the purpose of exploitation (3).
  - For children under age 18 it is sufficient to demonstrate the act of moving a child for the purpose of exploitation.

- **FORCED LABOUR**
  - All work or service which is extracted from any person under the menace of any penalty and for which the person has not offered themselves voluntarily.

- **BONDED LABOUR AND CONTRACT SLAVERY**
  - Bonded labour begins when a worker borrows money from an employer and commits themselves to work for the employer in return.
  - Contract slavery involves deceiving or illegal contracts signed by victims who cannot understand them, and used to justify forced labour.

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#### DEFINITIONS

**HUMAN TRAFFICKING**

- **Act of:**
  - Recruitment
  - Transportation
  - Transfer
  - Harbouning
  - Receipt

- **By means of:**
  - Threat
  - Force or coercion
  - Abduction
  - Fraud
  - Deception
  - Abuse of power
  - Abuse of vulnerability

- **For the purpose of:**
  - Exploitation
  - Slavery or similar practices
  - Servitude
  - Prostitution
  - Removal of organs
  - Forced labour and service

**FORCED LABOUR**

- **Threat of penalty**
  - Physical and/or sexual violence
  - Imprisonment or physical confinement
  - Withholding of wages, unreasonable fees or financial penalties
  - Withholding of identity documents
  - Unfair dismissal or exclusion from future employment
  - Deprivation of food or shelter
  - Exclusion from community, social life or denunciation to community/family
  - Intimidation and other threats

**BONDED LABOUR AND CONTRACT SLAVERY**

- **Common features of Bonded Labour**
  - The employer manipulates interest rates or charges excessive rates.
  - The employer imposes high charges for food, accommodation, transportation, or tools.
  - The employer charges workers for shortfalls in business output or days missed due to worker sickness.

**Common features of Contract Slavery**

- Contracts are in a language the victim does not understand.
- Contracts are presented to victims who cannot read.
- Victim is told fines and penalties will follow if he breaks the contract.
Forced labour focuses on work that is involuntary and imposed upon a person with the threat of some kind of penalty if they try to leave. In this case, the definition emphasizes the worksite and conditions that maintain a person in place. Forced labour affects millions of men, women and children around the world and is most frequently found in labour intensive or under-regulated industries, such as: manufacturing, agriculture, fishing; domestic work; construction, and mining. As an example, many migrants from less developed countries are lured with false promises and tricked into working in manufacturing sweat shops in Southeast Asia. To prevent them from running off, threats of violence are made against them and their family.

Forced labour can take many forms. One form is bonded labour, that is the enslavement of people for unpaid debts and is one of the most common forms of contemporary forced labour. For example, a person is told that he can earn good money working in a garment factory. Prior to accepting the job, a sum of money is offered to his family as an up-front payment without a clear understanding of the terms and conditions. Once the worker is in place, he is told that he cannot leave the job until he pays off a debt that is often many times higher than the original amount.

Another form is contract slavery, that uses false or deceptive contracts to justify or explain forced labor. In this case, a person signs a contract in a language they cannot read or as an illiterate person they are forced to sign a contract that is not explained to them. Despite the illegality of this process, the worker is threatened if they try to leave or break this fraudulent contract.

For conceptual clarity, it is essential that we understand the definitions and how they apply to the problem.
UNIT 5

MODERN SLAVERY: TESTIMONIALS

Modern Slavery goes far beyond women and girls who are forced into prostitution. Men, women, and children are stolen, deceived, or seduced into job opportunities that do not exist; instead, they become slaves. One of the best ways to quickly understand modern-day slavery is to listen to their stories. From these profiles, one can see that there are several characteristics that are common in modern slavery: the use of fraud or deception to trick a person into an exploitative labor situation; debt, violence, or threats to hold the person in place; and the lack of any payment in exchange for services provided. The person loses control of his or her life and toils in a form of slavery.

FORCED LABOUR - FISHING BOAT CASE:

“I was only 16 years old when I was forced onto that fishing boat. I was told that the job was easy and that I’d be paid a good wage. But instead, I ended up working 18 hours a day, every day. For food, we ate nothing but fish and rice twice a day. If I got sick or injured, I worked. I had seen others who had fallen ill and the captain simply threw them over the side. I still remember their pleas for help as the ocean carried them away to their deaths. I was beaten if I didn’t work hard enough, or even if I did. Days often went by with only a few hours of sleep. I was so tired… sometimes I felt I’d go crazy. To keep me working, they would force me to take powerful drugs that destroyed my body. When I finally returned to port after four years at sea, I was not given any pay. The captain told me that I was an illegal migrant so he didn’t have to give me anything. Having no way to communicate with my family while I was away, my mother and father assumed I was dead. Since they moved away, I don’t know where to find them. When I was a slave on that boat, why did no one come help me? Where was everyone?”

Nguyen, Vietnamese victim exploited in Thailand.
FORCED LABOUR – SWEAT SHOP:

“When I was 16 years old, I heard that many spinning mills in a big city in my region offered work. My family was very poor and I wanted to help, so I went there. I didn’t know which one had work, so I just chose one. The man who managed the mill said I could have a job. We negotiated a salary of US$50 a month. He said that I had to live in the factory site. There was no contract for me to sign but for me this was a huge amount of money so I accepted and started working immediately. After working 18 hours a day for the first month, I went to him and asked for my pay. He smiled and laughed before saying, “I am sorry, I forgot to mention to you that it costs me US$54 a month to keep you here and I am only paying you US$50. So, you owe me money! Until you pay it back, you cannot leave this place.” With armed security guards, barbed wire, and high walls, I couldn’t escape. For three years, I was not able to leave. I could not contact my family. The more I worked, the more debt I owed. With so much work with nothing in return, my heart was filled with hopelessness and despair. If that fire hadn’t brought the authorities, I would never have been able to leave. I lost three years of my life. Gone… stolen from me. Something I can never get back again.”

Sarya, Indian victim exploited in India.

FORCED LABOUR – PLANTATION:

“Back home, a recruitment agent offered me a job in a palm oil plantation in Malaysia. He told me that with the high wages I would earn, I could easily pay back the US$1,500 recruitment fee needed to buy this job. While I knew the work was illegal, because I needed the money, I accepted. My nightmare began from the first day of my journey. To get to the plantation, I endured three weeks in a crowded boat with little food and water. Once we landed, we spent another week walking through the jungle. I saw people die from heat exhaustion, or beatings from the smugglers. After arriving at the plantation, I had to sleep on the warehouse floor. I was forced to work 16 hours a day, seven days a week and use dangerous pesticides without any safety equipment. My boss deducted most of my wage for no reason and I ended up never earning any money. After seven months, I developed severe respiratory problems that I still have today. When the traffickers realized I was too sick to work, they called my family in and told them “If you want your son to come home alive, pay us or we will feed him to the tigers.” My father sold a piece of land and paid the smugglers US$2,000 through an agent in Bangladesh. While I managed to get home, my family was left with nothing. If I knew all of this would happen, I never would have left home.”

Reza, Bangladeshi victim exploited in Malaysia.