

EMPLOYEE TRAINING GUIDE: RAISING AWARENESS ABOUT HUMAN TRAFFICKING



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1. INTRODUCTION

1A. Welcome

This training guide is based on the online training tool [Human Trafficking Awareness Course](#), developed by Not For Sale and the Samilia Foundation in consultation with Delhaize Group and with financial support from the European Commission. The online course and this guide are part of a project that seeks to develop a set of tools for companies looking to address the issue of human trafficking. You can access all the tools at: businessagainstsavery.org.

This training material is primarily designed to educate corporate employees about human trafficking. The training does not target a specific employee group or industry, but is intended to raise awareness about trafficking on a broad scale. Hence, other groups in society looking to learn more about this complex issue can easily use this training guide as well. The guide can be used as reading material on its own, or serve as the base for interactive workshops and group discussions. If you use it as training material, feel free to add a chapter about what you and your company do, or plan to do, to fight human trafficking.

The training guide is composed of three chapters, each focusing on answering three key questions: *what is human trafficking*, *why does human trafficking exist*, and, *how can we fight human trafficking*. Each chapter is divided into regular and optional sub-sections, which allow you to go into more detail in certain areas. Optional sections are marked with Roman numerals. The course starts and ends with two short questionnaires, intended to support the learning process and identify any gaps in the understanding of human trafficking. At the end of the course, a summary is provided, as well as suggestions on resources for continued learning.

Thank you for your interest to learn more about human trafficking. We hope you finish this course feeling empowered to help create a world where no one is for sale.

1B. Questionnaire: What do you know about human trafficking?

Before taking the training, we encourage you to fill out a short questionnaire to find out what you already know about human trafficking (please see Appendix A). At the end of the course you will have the opportunity to fill out the same questionnaire a second time, to assess what you learned and where there are opportunities for further learning.

2. WHAT IS HUMAN TRAFFICKING?

2A. Definition of human trafficking

Slavery still exists. Today, it goes by the name “human trafficking.” It is all around us—in the cities where we live, and in the purchases we make. Millions of people like you and me are being exploited—forced to pick the cacao for our chocolate; to mine the metal for our phones; and to sell their bodies for sex.

Human trafficking is the exploitation of individuals who are forced or manipulated to work for someone else’s benefit. It is a grave violation of human rights and a serious crime. Victims of human trafficking often suffer horrifically and are not compensated for their work or the exploitation of their bodies.

Three key elements define human trafficking: an **act** by a trafficker, such as recruitment or transport of a victim; a **means** to control the victim, such as force, threat or manipulation; and lastly, a **purpose**, which is the exploitation of the victim for the benefit of another.

ACT + MEANS + PURPOSE = HUMAN TRAFFICKING

People often confuse human smuggling and human trafficking. While smuggling requires the crossing of borders, human trafficking can happen within the same country, city or even neighborhood. Additionally, while trafficking victims are exploited and enslaved, a person being smuggled generally cooperates to attempt illegal entry to another country.

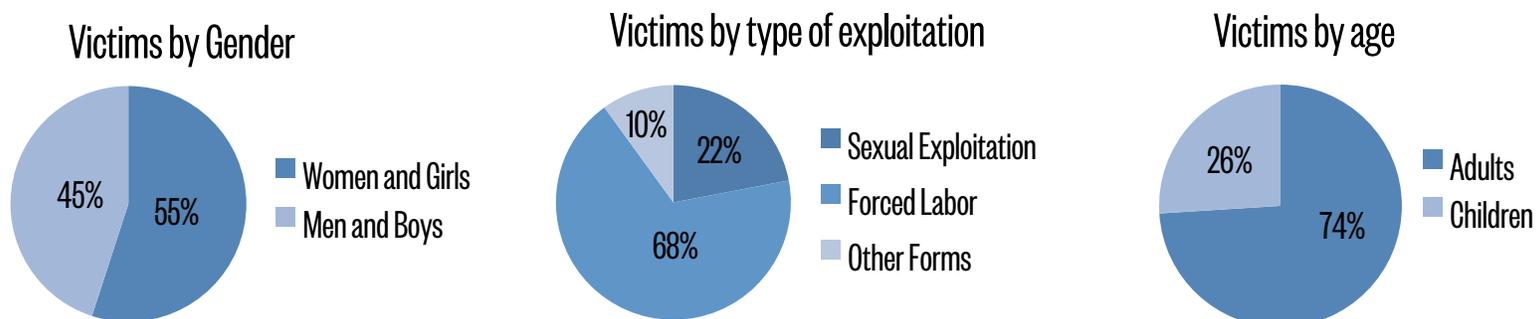
There are more people enslaved today than at any other point in history. Human trafficking is a hidden crime and victims are often hard to detect. While it is difficult to know exactly how many people are affected, an estimated 30 million people are currently victims of human trafficking. The majority of these victims are women and girls.

To learn more about the official definition of human trafficking from the Council of Europe, please see Appendix B.

2ii. Prevalence

There are an estimated 30 million victims of human trafficking in the world today.¹ However, due to the hidden nature of the crime, it is hard to know exactly how many people are affected.

Below are global estimates from the International Labour Organization (ILO) on the breakdown of victims by gender, type of exploitation, and age²:



In the European Union (statistics are based on registered human trafficking cases between 2010 - 2012)³:

- **65%** of human trafficking victims came from a member state of the EU.
- Of the human trafficking cases registered, **67%** were **women**, **13%** were **girls** under the age of 18, **17%** were **men**, and **3%** were **boys** under the age of 18.
- **69%** were victims of **sexual exploitation**, **19%** were **forced labor** victims, and **12%** were victims of **other forms** of human trafficking (including forced begging and removal of organs).
- **8,551** traffickers were **prosecuted**; only **44%** (**3,786**) were **convicted**.
- The top five countries of origin of trafficking victims within the EU: **Poland, Hungary, Romania, Bulgaria, and the Netherlands**.

¹Estimates of the number of human trafficking victims range from 21 million (ILO) to 36 million (Walk Free) people. The wide range illustrates the difficulty of knowing exactly how many people are affected, and is a consequence of the hidden nature of the crime. ILO: <http://www.ilo.org/global/topics/forced-labour/lang-en/index.htm> Walk Free: <http://www.walkfree.org/>

²http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_243391.pdf

³http://ec.europa.eu/dgs/home-affairs/e-library/docs/infographics/thb/thb_en.pdf

2B. Different forms of human trafficking

There are several different forms of human trafficking, but the two most common are sex trafficking and labor trafficking.

Victims of labor trafficking are commonly deceived or forced into jobs where they are paid little to nothing. These victims are often bonded to their traffickers through debt they have accrued during the recruitment process. This debt increases over time, with excessive interest rates and wages too low to pay the debt off. This makes it nearly impossible for exploited workers to get out of bondage. Traffickers may also confiscate workers IDs, or threaten to report illegal workers to prevent them from leaving. For example, this type of exploitation is common in the manufacturing, agriculture, and, tourism industries. Next, listen to Mark's story. Mark is a victim of labor trafficking forced to work throughout Europe: [Mark's Story](#).

Victims of sex trafficking are forced or manipulated to work in the commercial sex trade. The majority of victims are women and girls trapped working for the financial gain of a pimp. In many cases this may even be the victim's boyfriend. Sex trafficking can be very hard to identify. Often, victims appear to be working of their own will, but are actually being monitored by traffickers who will punish the victims for acts they deem unfavorable. Please take a moment to listen to Teodora's story – she is a victim of sex trafficking from Romania forced to work in prostitution in Belgium: [Teodora's Story](#).

Forced begging, domestic servitude, forced marriage, harvesting and selling of organs, and forced criminal activity are also common forms of human trafficking. Victims of all forms share one common experience: the loss of freedom.

The testimonials you have heard are true stories and true realities. If you want to learn more about other forms of human trafficking, please see the next section on “More about other forms of human trafficking”.

2iii. More about other forms of human trafficking

- **Domestic servitude:** Forcing an individual to work within another person's home in order to complete domestic work. Movement is often restricted and the individual is compensated very little or nothing at all.⁴ Listen to Agnès' story – she is a survivor of domestic servitude from the Ivory Coast, forced to work without pay in France: [Agnès' Story](#).
- **Forced marriage:** Forcing an individual into a marriage against his/her will. This most commonly happens to young girls.⁵
- **Forced begging:** Exploitation of an individual through begging.⁶ This is currently a growing issue across Europe, where for example children are being forced to beg on their own or together with their parents. People with disabilities are also commonly exploited.
- **Organ harvesting:** The removing and selling of body organs of another individual without their consent.
- **Forced criminal activity:** Exploitation of an individual through criminal activities, such as drug trafficking, terrorism, theft and fraud.⁷ Listen to Cristina's story – she is a survivor of human trafficking from Romania forced to steal by her husband in Spain and Belgium: [Cristina's Story](#).

⁴<http://www.osce.org/secretariat/75804?download=true>

⁵http://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session21/A-HRC-21-41_en.pdf

⁶https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/trafficking_in_human_beings_-_dghome-eurostat_en_1.pdf

⁷https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/trafficking_in_human_beings_-_dghome-eurostat_en_1.pdf

3. WHY DOES HUMAN TRAFFICKING EXIST?

3A. The business of human trafficking

The main driver for human trafficking is demand – demand for cheap products and inexpensive labor, and demand for sexual services. This creates a lucrative market opportunity for traffickers and makes trafficking one of the most profitable illicit activities globally. According to the ILO, human trafficking generates over \$150 billion in illegal profits every year⁸.



Forced labor and child labor are common in many industries. Suppliers and corporations cut production costs by demanding cheap labor, often exposing workers to poor and dangerous conditions. Due to the complex nature of global supply chains, many companies don't know the origin of the components or ingredients in their products. This makes it difficult to guard against forced labor in their supply chains and easy for labor exploitation to remain hidden. Later on, we will take a closer look at what companies and consumers can do to reduce the demand for inexpensive labor and mitigate risks for labor exploitation.

3B. Vulnerability

Human trafficking can happen to anyone, anywhere. However, there are certain risk factors that make individuals more vulnerable to exploitation. These include: gender, age, and socioeconomic class, as well as exposure to armed conflicts, political and religious intolerance, and failure to recognize children's rights.

Statistics show that women and children living in poverty are most vulnerable to exploitation. Desperate to escape poverty, individuals are often forced to take risks and are vulnerable to false promises of lucrative jobs from traffickers. Armed conflicts and political or religious intolerance also increase the vulnerability of minority groups who do not share the views of the group in power. In countries where children's rights are not protected, children are more vulnerable to exploitation, such as forced marriage and domestic servitude.

However, it is important to remember that human trafficking can happen to people outside these risk groups. All it takes to increase someone's vulnerability is a change in life circumstances, such as losing a job. If you are interested in learning more about the profile of a trafficker, please see the next section on "Traffickers".

⁸<http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

3i. Traffickers

Who are the traffickers?

- **Acquaintances:** Traffickers are often acquainted with their victims prior to their exploitation – they can be relatives, a partner, or a family friend. Because of this familiarity, victims often initially trust their traffickers and believe they are trying to help them find a good job.
- **Labor recruiters:** Traffickers can operate as labor recruiters, luring victims into a situation of debt bondage by falsely promising a well-paid job.
- **Criminal groups:** Traffickers are often part of criminal groups, who engage in other criminal activities besides trafficking.
- **Internet or social media connections:** Traffickers increasingly use the internet for recruitment of victims and advertisement of their services.⁹

Between 2010 and 2012, over 70% of traffickers in the EU were male. However, there are a growing number of female traffickers.¹⁰

Traffickers use various means to control their victim and prevent him/her from escaping, including threat, force and debt. These means can also be aimed at the victim’s family, making it difficult for the victim to seek help or try to escape.

To the right is an infographic describing the most common way individuals find themselves trafficked, based on research conducted across Not For Sale’s international projects.



⁹http://ec.europa.eu/dgs/home-affairs/e-library/multimedia/infographics/index_en.htm#0801262488c18d4a/c_

¹⁰http://ec.europa.eu/dgs/home-affairs/e-library/multimedia/infographics/index_en.htm#0801262488c18d4a/c_

4. HOW CAN WE FIGHT HUMAN TRAFFICKING?

4A. Survivors' recovery

While rescue from human trafficking is the endpoint of a survivor's exploitation, it is merely the starting point of a long process of recovery. An effective recovery process restores and empowers survivors and prevents them from falling back into exploitation. The needs and pace of recovery are unique for each person, though the process toward empowerment generally follows the below three steps:

1 PROVIDE SAFETY & STABILITY

The first step is to help create a safe and stable environment for the victim. This often entails meeting basic needs such as safe housing, health care, trauma counseling and legal services.

2 PROVIDE LIFE SKILLS & JOB TRAINING

Once the healing process is underway, survivors must be equipped with tools, such as education and job training, to empower them to find employment.

3 CREATE DIGNIFIED WORK & SUSTAINABLE FUTURES

The final step is connecting survivors to job opportunities to enable long-term self-sufficiency and reduce vulnerability to re-victimization. Without a job and stable income, survivors may fall back into poverty, and be exploited by traffickers. Businesses offering training and employment to survivors are critical to the success of this last step.

4i. Warning signs of human trafficking

Human trafficking is often hidden and difficult to detect. However, there are a few warning signs or red flags that could indicate that someone is a victim of trafficking. It is important to note, however, that no one indicator is proof of human trafficking.

Signs that may indicate that a person is trapped in human trafficking:

- Restricted or controlled movement
- Someone else is speaking on his/her behalf

- Unable to pay off a large debt to his/her employer
- Fearful/anxious behavior
- Signs of physical abuse
- Not in control of his/her own money or passport
- Few or no personal belongings
- Confusion around where he/she is staying
- He/she is living with his/her employer or at the worksite
- Limited or no social interactions
- Working excessively long hours^{11 12}

Note: This section is for your information and reflection only, we do not encourage you to search for signs of human trafficking in order to try rescue a victim. Should you suspect a case of human trafficking, call the local police to report your concerns. Do not intervene to rescue a victim yourself, as this can put you, the potential victim and people around you in danger.

4B. What you can do

There are a few simple, yet important, things you can do in your daily life to help end human trafficking. The first is to raise awareness. You are now more knowledgeable about the reality of this issue. Keep learning about human trafficking and share what you know with friends and family. Talk to your co-workers about what you and your company can do to engage further. Follow the news and spread the word on social media.

The second thing you can do is support organizations working to address human trafficking. You can, for example, donate, participate in awareness campaigns, or volunteer your time and professional experience.

Last, but not least, you can use your power as a consumer to reduce the demand for inexpensive workers at risk of exploitation. Watch *The Story Behind the Barcode* to learn more about how labor abuses are hidden in complex supply chains: [The Story Behind the Barcode](#).

Support companies making an effort to protect workers. Choose products that have been audited and certified based on fair labor standards, such as Fairtrade International,

¹¹<http://www.polarisproject.org/human-trafficking/recognizing-the-signs>

¹²<https://www.dhs.gov/sites/default/files/publications/blue-campaign/bc-inf-ht101-blue-campaign-human-trafficking-101.pdf>

Fair Trade USA, Fair for Life, Rainforest Alliance, and UTZ. No system is perfect but these certifications are making strides in the right direction. You can also visit websites that provide information on how brands and products are linked to potential labor abuses. If you are interested in learning more, please pay a visit to the next section on consumer responsibility. You can also find links to various websites and tools in the Resource Section (please see Appendix D).

4ii. Consumer responsibility

Consumers play a crucial role in disrupting the demand for products made by people working under poor and abusive conditions, such as forced and child labor. By choosing products from responsible brands, consumers have the opportunity to encourage companies to invest in responsible supply chain practices. By guarding against labor abuses in supply chains and ensuring suppliers pay a living wage, companies have the opportunity to help transform impoverished workers from vulnerable to empowered.

What can you do to be a responsible consumer?

- **Learn about the brands you shop from:** See the Resource Section (Appendix D) for links to groups providing information on how different brands and products relate to forced labor. Choose to support brands that invest in protecting worker rights.
- **Choose certified products:** Several certification systems audit manufacturers and farmers based on labor rights criteria, such as Fairtrade International, Fair Trade USA, Fair for Life, Rainforest Alliance and UTZ. Learn more about these certifications via links in the Resource Section (Appendix D).
- **Ask about the origin of products:** Ask companies how products are made and where they are from to encourage increased transparency.
- **Stay up to date and share what you know:** Follow news and social media on efforts to address labor abuses and share what you learn!

4C. What your company can do

Companies like yours can play a crucial role in the fight against human trafficking. For example, they can provide opportunities for skills training and employment for survivors. This is a vital part of ensuring that men and women can find decent jobs and avoid falling back into exploitation. Not For Sale and the Samilia Foundation have developed social inclusion programs to facilitate the employment of survivors and support companies in that process.

Companies can also increase their efforts to guard against labor abuses in global supply chains. By ensuring that workers at all levels of production are paid a living wage, companies can reduce the risk of workers falling into exploitation. Several tools guide companies on the implementation of responsible supply chain practices, such as guidelines from the UN Global Compact. To learn more about how companies can work in this area, and about legislation on the topic, please see the following sections.

Companies have a unique opportunity to educate people about human trafficking. Offering this training course to employees is a great way of raising awareness internally. Organizing awareness campaigns to target customers, or communicating about human trafficking through products and packaging, are other useful tools for raising awareness.

The fight against human trafficking is demanding. It is crucial that businesses and non-profits join forces to leverage their respective strengths. Together we can find sustainable solutions to ensure that no man, woman or child is ever exploited or enslaved.

4iii. Supply chain responsibility

As global producers, companies often interact with a large number of suppliers and workers worldwide. Because of this, businesses can play a vital role in fighting human trafficking by guarding against labor abuses in their supply chains and ensuring workers receive a living wage. Companies have a unique opportunity to help transform impoverished workers from vulnerable to empowered, thus reducing their risk of falling victim to human trafficking and exploitation.

What can businesses do to guard against labor abuses in supply chains?

- **Policies:** Develop and implement policies that ensure fair treatment of workers and safe labor conditions, such as a Code of Conduct and Sourcing Guidelines. It is important that the code is implemented on multiple levels of the supply chain, including the raw materials level.

- **Traceability & transparency:** Map the supply chain from the raw materials level to final stage manufacturing, and conduct a risk analysis based on supplier location and type of good(s) sourced. Be transparent and share this information with consumers.
- **Monitoring & training:** Monitor how well the code of conduct has been implemented by unannounced supplier audits and off-site worker interviews. Train supplier management to identify situations of forced and child labor.
- **Worker rights & living wage:** Help protect worker rights by implementing a grievance mechanism for workers to report complaints anonymously. Encourage suppliers to pay a living wage – links to more information and guides on fair wages in the Resource Section (Appendix D).

4iv. Legislation

The European Commission, the United Nations, and various governments have looked at the role of the private sector in addressing human trafficking. As a result, several legal frameworks and guiding instruments that enhance corporate responsibility to fully respect human rights have been established.

The UK Modern Slavery Bill and the California Transparency in Supply Chains Act are two examples of groundbreaking laws urging the private sector to address the risk of human trafficking in global supply chains.

Article 5 of the European Commission New Directive on Human Trafficking and the United Nations Guiding Principles on Business and Human Rights are two instruments guiding companies to address human trafficking. Companies are required to apply the Guiding Principles to reduce the risk that their operations or supply chains support human trafficking.

To learn more about businesses role in fighting human trafficking, please watch the following message from Myria Vassiliadou, European Commission Anti-Trafficking Coordinator: [Interview with Myria Vassiliadou](#).

You can find more information about the legal frameworks and guidelines mentioned above in the Resource Section (Appendix D).

5. SUMMARY & NEXT STEPS

5A. Summary

Before completing the course and filling out the second questionnaire, let's quickly recap what we have discussed today.

What is human trafficking?

Human trafficking is a form of slavery – it is the exploitation of a person, by force or coercion, for someone else's benefit. The most common forms are sex trafficking and labor trafficking, and it's estimated that 30 million people are victims of human trafficking today.

Why does human trafficking exist?

Human trafficking exists because there is a demand for sexual services and inexpensive labor, creating a financial incentive for traffickers. Anyone can be a victim of trafficking, though women and children living in poverty are the most vulnerable.

What can be done to find a solution to human trafficking?

Non-profit organizations, companies and individuals all play important roles in ending human trafficking. Non-profits can support survivors through their recovery process toward empowerment and self-sufficiency. Companies can offer training and employment to survivors, educate consumers and employees about the issue, and protect workers in their supply chains. Individuals can support the work of nonprofits, raise awareness among family and friends, and use their purchasing power to demand responsibly produced goods. The best way to fight human trafficking is to join forces and work together.

5B. Questionnaire: What did you learn about human trafficking?

Thank you for taking this course! We hope you found learning about human trafficking valuable. We encourage you to complete the initial questionnaire a second time to assess what you learned and to identify opportunities for further learning (please see Appendix C). Remember to check out the Resource Section (Appendix D) before you leave for suggestions on how to stay up to date on the issue and shop responsibly. Please share what you have learned today with people around you, and help us create a world where no one is for sale.

APPENDIX A

Questionnaire - What do you know about human trafficking?

1: What is human trafficking? *(Please choose all that apply)*

- A) Illegal migration
- B) A form of prostitution
- C) Exploitation of a person for the benefit of someone else
- D) None of the above

2: Which of the following are forms of human trafficking? *(Please choose all that apply)*

- A) Forced labor
- B) Street begging
- C) Debt bondage
- D) None of the above

3: What is the estimated number of trafficking victims worldwide today? *(Please choose one)*

- A) Around 30 million
- B) Around 5 million
- C) Around 60 million
- D) I don't know

4: What is the biggest risk factor for vulnerability to human trafficking? *(Please choose one)*

- A) Armed conflict
- B) Gender
- C) Poverty
- D) I don't know

5: Which of the following are drivers of human trafficking? *(Please choose all that apply)*

- A) Demand for sexual services
- B) Demand for inexpensive labor
- C) Opportunity for traffickers to make money
- D) None of the above

6: What is the most crucial step in a survivor's recovery to help prevent her/him from falling back into trafficking? *(Please choose one)*

- A) Long-term employment
- B) Counseling
- C) Legal support
- D) I don't know

7: What can you do in your everyday life to help fight human trafficking? *(Please choose all that apply)*

- A) Raise awareness about human trafficking
- B) Intervene to help rescue a trafficking victim
- C) Choose products from brands making an effort to protect workers in their supply chains
- D) None of the above

8: Do you have any ideas for ways your company could engage in the fight against human trafficking? If so, please list them here.

APPENDIX B

More on the definition of human trafficking

Below is the definition of human trafficking as stated by the Council of Europe Convention on Action against Trafficking in Human Beings:

a) "Trafficking in human beings" shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;

b) The consent of a victim of "trafficking in human beings" to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;

c) The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered "trafficking in human beings" even if this does not involve any of the means set forth in subparagraph (a) of this article;

d) "Child" shall mean any person under eighteen years of age;

e) "Victim" shall mean any natural person who is subject to trafficking in human beings as defined in this article.¹³

¹³https://www.coe.int/t/dghl/monitoring/trafficking/Docs/Convntn/CETS197_en.asp

APPENDIX C

Questionnaire - What did you learn about human trafficking?

1: What is human trafficking? *(Please choose all that apply)*

- A) Illegal migration
- B) A form of prostitution
- C) Exploitation of a person for the benefit of someone else
- D) None of the above

Correct answer: C

Explanation: *Human trafficking is the exploitation of a person for the benefit of someone else. Prostitution can be a form of human trafficking in cases where a man or woman is forced or tricked into prostitution for the benefit of another person. Illegal migration is not a form of human trafficking, unless the person migrating is being forced against his or her will and is further exploited for the benefit of another individual.*

2: Which of the following are forms of human trafficking? *(Please choose all that apply)*

- A) Forced labor
- B) Street begging
- C) Debt bondage
- D) None of the above

Correct answer: A & C

Explanation: *Forced labor and debt bondage are common forms of human trafficking. Street begging can be a form of human trafficking in cases where a person is being forced or tricked into begging for someone else's financial benefit.*

3: What is the estimated number of trafficking victims worldwide today? *(Please choose one)*

- A) Around 30 million
- B) Around 5 million
- C) Around 60 million
- D) I don't know

Correct answer: A

Explanation: *It is estimated that 30 million people worldwide are currently affected by human trafficking. However, as human trafficking is a hidden crime, it is hard to know exactly how many people are affected and experts suspect that the actual number is much higher.*

4: What is the biggest risk factor for vulnerability to human trafficking? (Please choose one)

- A) Armed conflict
- B) Gender
- C) Poverty
- D) I don't know**

Correct answer: C

Explanation: *Poverty is the most common factor for vulnerability to human trafficking, as it pushes men and women to take risky job opportunities with a greater likelihood of facing exploitation. While it is not the number one risk factor, women and girls, as well as people affected by armed conflicts, are among the groups most vulnerable to human trafficking.*

5: Which of the following are drivers of human trafficking? (Please choose all that apply)

- A) Demand for sexual services
- B) Demand for inexpensive labor
- C) Opportunity for traffickers to make money
- D) None of the above

Correct answer: A, B & C

Explanation: *Demand for sexual services and inexpensive labor create an opportunity for traffickers to make money, and are, consequently, all drivers of human trafficking.*

6: What is the most crucial step in a survivor's recovery to help prevent her/him from falling back into trafficking? (Please choose one)

- A) Long-term employment
- B) Counseling
- C) Legal support
- D) I don't know

Correct answer: A

Explanation: *Finding long-term employment is the most crucial step for survivors of human trafficking, reducing the likelihood that they fall back into exploitation. Legal support and counseling are also often important steps, though they more often form an important foundation earlier in the recovery process by preparing survivors for employment and long-term self-sufficiency.*

7: What can you do in your everyday life to help fight human trafficking? (Please choose all that apply)

- A) Raise awareness about human trafficking
- B) Intervene to help rescue a trafficking victim
- C) Choose products from brands making an effort to protect workers in their supply chains
- D) None of the above

Correct answer: A & C

Explanation: *You can support the fight against human trafficking by raising awareness about the issue and support companies that work to protect workers in global supply chains. Do not intervene to try rescue someone you suspect of being a victim of trafficking or confront a trafficker, as this can put you, the potential victim and the people around you in danger. If you suspect a case of human trafficking is taking place, call the local police for help.*

8: Do you have any additional ideas for ways your company could engage in the fight against human trafficking? If so, please list them here.

APPENDIX D

Additional Resources

Learn more about human trafficking:

Links:

- [European Commission](#)
- [United Nations](#)
- [International Labour Organization](#)
- [Publication](#) from the European Commission
- [2015 Annual Report on Human Trafficking](#) from Myria (the Federal Migration Center and Independent National Rapporteur on Trafficking in Human Beings, Belgium) (*French*)

Books:

- [Not For Sale](#) (David Batstone)
- [I Kidnap Girls: Stealing from Traffickers, Restoring their Victims](#) (Pamela Ravan-Pyne & Iana Matei)
- [L'esclavage sexuel: un déficit à l'Europe](#) (Matiada Ngalikpima) (*French*)
- [Un visa pour l'enfer](#) (Célie de Lavarène) (*French*)
- [La Belgique en sous sol](#) (F. Loore et JY Tistaert) (*French*)

Support organizations:

- [Not For Sale](#)
- [Samilia Foundation](#)

Be a responsible consumer:

Information about companies and products:

- [Free2Work](#) (Not For Sale): Learn about the risk of child and forced labor in the supply chains of your favorite brands.
- Free2Work Industry Trends Reports (Not For Sale, The International Labor Rights Forum, Baptist World Aid Australia): Rankings of brands on their efforts to guard against child and forced labor in their supply chains, as well as best practice highlights from leading companies:
 - [Apparel Industry Trends 2015](#)
 - [Electronics Industry Trends 2014](#)
 - [Coffee Industry Trends 2014](#)
 - [Apparel Industry Trends 2012](#)

- [List of Goods Produced by Child Labor or Forced Labor](#) (U.S. Department of Labor)
- [ach ACT](#) (*French*)
- [Behind the Brands](#) (Oxfam)
- [Ethical Consumer Guide](#) (Shop Ethical!)
- [Tailored Wages](#) (Clean Clothes Campaign)
- [Brand Performance Check System](#) (Fair Wear Foundation)
- [Fair Wage Guide](#) (Good World Solutions)
- [World Map of Living Wages](#) (Wage Indicator Foundation)

Certifications addressing worker rights:

- [Fairtrade International](#)
- [Fair Trade USA](#)
- [Fair for Life](#)
- [Rainforest Alliance](#)
- [UTZ](#)

Laws and guidelines on corporate responsibility to address human trafficking:

- [United Nations Guiding Principles on Business and Human Rights](#)
- [Directive 2011/36/EU of the European Parliament and of the Council](#)
- [UK Modern Slavery Act 2015](#)
- [California Transparency in Supply Chains Act](#)
- [Business Social Compliance Initiative](#)
- [Social Accountability International](#)



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ORGANIZATIONS: Not For Sale & The Samilia Foundation

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NOT FOR SALE

Not For Sale works to protect people and communities from human trafficking. The organization manages projects in Europe, Asia, and the US focused on job-readiness training for survivors and protection of children. Not For Sale collaborates with companies to address trafficking through innovative business solutions. Learn more at notforsalecampaign.org.



The Samilia Foundation is based in Brussels and specifically targets sexual and economic exploitation through awareness raising in Belgium and through education and prevention programs in countries of origin of victims in Western Africa and Eastern Europe. Samilia also develops social inclusion programs for survivors in partnership with the private sector. To learn more, visit samilia.org.