

# Guidelines for the Social Inclusion of Survivors of Human Trafficking



**NOT FOR SALE**



*Samilia*  
FOUNDATION



Co-funded by the  
Prevention of and  
Fight against Crime  
Programme of the  
European Union

These Guidelines for the Social Inclusion of Survivors of Human Trafficking were developed as part of the Business Against Slavery project, initiated by the Samilia Foundation and Not For Sale with financial support from the European Commission. The project seeks to develop a set of tools for businesses looking to address the issues of human trafficking. You can access all the tools on:

[www.businessagainstsavery.org](http://www.businessagainstsavery.org)

The present Guidelines are based on the experience of various NGOs and businesses that have been through the experience of integrating survivors of human trafficking in the workplace. At the infancy of a generalised process for this integration one may still derive guidelines to overcome the lack of awareness and complexity of the task. These Guidelines aim to ensure building up safe long-term working conditions for survivors of human trafficking in offering great potential for a win-win benefits with NGOs and business. Necessary steps are to be put into place. These Guidelines were developed with that objective.

## BACKGROUND

The social inclusion of survivors of human trafficking differs from the inclusion of other population due to the very harsh experiences and level of various traumas victims have experienced, which have an impact on how they relate to others and how they view themselves. Most victims of trafficking will have suffered one or more traumatic events and will have adopted psychological tactics to cope with the effects of these events. Traumatic experiences suffered by victims of trafficking in persons are often complex, multiple and can occur over a long period of time. For many individuals who are trafficked, abuse or other trauma-inducing events may have even started long before the trafficking process.

No two victims of trafficking are the same and the impact trafficking has upon each individual varies. Each person must therefore be treated as an individual and on his or her own merit<sup>1</sup>.

Even though finding a decent job is the crucial step towards stepping back into society and avoiding being re-trafficked, it is not such an easy step to take for survivors. It is usually only after a path of psychological and legal support that survivors can start facing looking for employment opportunities. For a survivor of human trafficking, successful reintegration and long-term protection against future exploitation is contingent on the ability to secure and maintain opportunities for economic empowerment.

<sup>1</sup> [https://www.unodc.org/documents/human-trafficking/TIP\\_module3\\_Ebook.pdf](https://www.unodc.org/documents/human-trafficking/TIP_module3_Ebook.pdf)

## WHO IS CONCERNED?

### EMPLOYERS

Businesses willing to engage and employ survivors of human trafficking need to be aware and keep an open mind on the difficulties survivors may face working in a new unfamiliar environment as they have acquired coping mechanisms that may not fit or be understood in a workplace. It is important to develop an understanding of some of the potentially avoiding and highly sensitive behaviours survivors may adopt. Training of staff (HR) is strongly advised to make the social inclusion of survivors of trafficking within the company a success.

### NGOs

Wishing to support NGOs in their search of a job. It is a long process that requires time, patience and trust building from all sides.

### Some steps are necessary to ensure successful integration:

#### 1. BUSINESS - NGO COLLABORATION:

First of all, there must be open mutual collaboration and good communication between businesses and NGOs willing to support survivors in their process of job placement.

#### 2. TRANSPARENCY:

A clear set of goals, understanding and transparency regarding the skills of the individual are necessary in order to find a job that fits his or her capacities and matches expectations.

#### 3. TRAINING:

Both NGOs and Businesses need to receive training from each other, be open to learning from each other.

#### 4. ENGAGING SURVIVORS IN THE PROCESS:

NGOs and businesses should include the survivor in the process of recruitment in design and delivery.

Difficult cases may arise at some point, which is why it is important for businesses to build on success stories in order to encourage staff to overcome problems when they arise.

### Limitations:

Considering the recent and limited experience in the field of social inclusion of survivors of human trafficking, much remains to be done and explored. These guidelines are a first step towards providing some recommendations in making the integration of survivors of human trafficking a success for all parties involved. The present guidelines are therefore likely to evolve in the course of the coming years based on the feedback from the experience of those willing to implement such programmes for the benefit of all.

### Recommendations for NGOs for the development of social inclusion programmes of survivors of human trafficking:

Make a strong and comprehensive mission statement with top management championing the programme and clear internal communication to HR teams to support the integration programmes

Ensure beneficiaries are in safe housing conditions

Foresee adequate resourcing and budgeting for multi-annual programmes in order to avoid cuts and therefore avoid the risk of stopping follow up of social inclusion programmes

Motivate beneficiaries, find out what they are looking for in life, help them be future focused

Allow bottom-up, person-centred approach, each person being different and reacting differently to various situations  
Integrate life skills training in every skills training programme

Integrate potential employers in the life skills training of beneficiaries

Provide training to future employers for them to understand the specificities of integrating victims of human trafficking and ensure successful integration

Provide on going support to both beneficiaries and businesses for at least 6 months to a year

Designate a mentor within the social team for each beneficiary

Have an understanding of the business world and receive training if need be

Develop, whenever possible, self sustainable projects with a social business running alongside the training programme in order to ensure financial support

Lobby to get governments to make social reintegration of survivors of THB a priority and fund such programmes at least in terms of safe housing and covering all basic needs

Integrate business models that work and integrate business people on board

Ensure confidentiality and help survivors feel safe

### Recommendations for businesses for direct employment of survivors of human trafficking:

Make a strong and comprehensive mission statement with NGOs supporting survivors and clear internal communication with HR teams to support the integration programmes

Allow bottom-up, person-centred approach, each person being different and reacting differently to various situations

Receive training from NGOs supporting survivors to be equipped and understand the process of recovery of a survivor or human trafficking and the impact a trafficking experience may have on a person

Developing a system of encouragement

Celebrate success

Take part in life skills training programme of survivors

Designate an employer mentor for each beneficiary to ensure individual support and trust building in order to build a buddy system to help enhance self esteem

Hold regular meetings between NGO and Company mentors during at least 6 months to a year involving survivors

Start with a few « easier cases » to ensure success stories in order for staff to be resilient with the will to continue the process when a potential difficult case comes up

Ensure confidentiality of the survivor's story at all levels of employment

### Other forms of support and social inclusion:

Businesses can support the social inclusion of victims of human trafficking in various ways; direct employment opportunities is one but not all victims are ready to step into a company and work day to day with colleagues from all walks of life. Sometimes survivors feel safer in developing skills and working with other survivors in a « protected » environment. Here are some ways in which businesses can get involved and bring change for survivors, increasing their chances of a better life and of finding a decent job:

**1. Training opportunities for survivors to build up skills for better job opportunities,** which can be either in the form of internships or in offering specific classes within skills training programmes of survivors (such as computer skills, language skills, marketing, accounting, selling skills, online training, how to work in a company...)

**2. Support social enterprises employing survivors, which can be:**

Buying products made by the social enterprise

Offering support in finding appropriate selling channels

Offering marketing/strategy/accounting/legal support

Co-developing products

Offering advertising opportunities of products within the company and its network

Offering employees the opportunity to develop actions to fund-raise for the social enterprise or participate in events organised by the social enterprise

Offering sourcing material for product development

Offering equipment for the functioning of the social enterprise

Offering direct financial support

## CONCLUSION

### KEY ELEMENTS FOR A SUCCESSFUL SOCIAL INCLUSION OF SURVIVORS WITHIN THE WORKPLACE:

● **Engaging survivors of human trafficking in the process:** the key is improving understanding of survivors, building trust, focusing on relationship building, developing needs based practices and active involvement of both NGOs and businesses in design and delivery.

● **On-going support during project implementation:** focus on progression rather than achievement; maintaining aspirations; celebrating success and systematic involvement of all parties in delivery and feedback on what can be done better;

● **Long-term support to both employers and employees;** developing progression paths for employees and a system of encouragement;

The road to finding a place back into society through a decent job, meaning a living wage and a friendly supportive environment to thrive in, is a challenge for survivors of human trafficking. The more survivors will be equipped with both professional and social skills, the higher chance they will have to feel empowered and reach success. If employers and NGOs work hand in hand in respect and understanding of and of each other, they will grant survivors with a real opportunity to fit in and thrive. The employment of survivors of human trafficking takes compassion, understanding and resilience. But it is the key for them to really make it back.

Human trafficking is a plague and has an impact on society as a whole, its social cost is very high for everyone and helping survivors find a decent job is a way to get them to financial autonomy for themselves and potentially their children.

In some countries like the UK, businesses can benefit from cost-effective recruitment opportunities for people with disadvantaged backgrounds, which helps integrate them. NGOs and businesses should join hands to lobby for more opportunities of this kind for survivors of human trafficking.

## A WORD ON THE BENEFITS FOR BUSINESSES TO TAKE A CLOSER LOOK AT HUMAN TRAFFICKING ISSUES AND INTEGRATE SURVIVORS IN THE WORKPLACE:

### EXTERNAL BENEFITS

#### Reputation

Today corporate image is very much linked to supply chain and the respect of human rights from raw material to final product. It is therefore important to build an image that reflects such reality in a world governed by the media and social medias in particular. Supply chain transparency is a subject often mentioned in the press and is starting to be part of CSR policies and therefore an interest not only in terms of sustainability but also in terms of image and marketing. A scandal linked to slavery issues in the supply chains can do real damage on a business reputation.

#### Be part of taskforce to build a positive image and expertise: The Business Coalition Against Trafficking

The European Commission is working towards promoting the establishment of a Private Sector Platform, setting up a "Business Coalition Against Trafficking" which aims at gathering "Private Sector good players" pioneering in the field of transparency in supply chains and therefore in the abolition of human trafficking. Building on expertise and knowledge will enhance positive impact for the company.

Trafficking in human beings is specifically prohibited by Article 5 of the Charter of Fundamental Rights of the European Union. In 2016, the Commission intends to work together with the Coalition to develop models and guidelines on reducing the demand for services provided by victims of trafficking in human beings, in particular in high-risk areas, including the sex industry, agriculture, construction and tourism<sup>1</sup>.

**Be innovative** Go beyond signing codes of conducts; the integration of social inclusion programmes of survivors of human trafficking can only be beneficial for business and society as a whole, it's new and needed. It shows business commitment to values customers ask to see.

#### Supply chain legal requirements and regulation compliance

An increasing number of laws are being voted to promote transparency in supply chains and to protect workers at risk, to name a few:

- The article 5 of the Directive of the European Parliament and Council establishes the liability of legal persons, a first step towards responsibility in supply chains<sup>2</sup>.
- The UK Modern Slavery Act : The Act includes the Transparency in Supply Chains Clause, which as of October 2015 requires any company with a turnover of more than £36 million that "supplies goods and services" and "carries on a business, or part of a business, in any part of the UK" to publish an annual slavery and human trafficking statement. In this statement, the company needs to publicly disclose the steps, if any, taken to ensure slavery and human trafficking are not taking place in any of its supply chains or in any part of its own business. This disclosure law encourages covered companies to incorporate anti-slavery measures into their compliance programs. Annual statements must be approved by the board and signed by a director.

#### Consumer trends demanding more transparency in Supply Chains

More and more customers are interested and sensitive to knowing where their purchases come from but also in which conditions they have been made or sourced. Companies should make sure to be ahead of competition and be proactive rather than reactive in sourcing and producing ethically from raw material to end product.

### INTERNAL BENEFITS

#### Ethical values

Make your employees proud to work for you because of the values you defend and respect. Each business should be attentive to its internal image and communication, it will increase reliability of employees, will to work and long term commitment.

#### Attract new talents – millennials

A recent survey confirmed that over half of workers aspired to find a job where they can have a positive impact and would accept a lower salary if they are offered a job that does so. A decade ago companies considered their charitable activities as 'add ons' to their business. Today, it's proving to be a differentiator in the talent race<sup>1</sup>.

#### Human/soft skills development – talent management

Integrating survivors in the workplace can also be an opportunity to develop skills, personal and professional development for employee volunteers.

#### Diversity – employment

Integrating social inclusion programmes for survivors of human trafficking enhances diversity policies and increases understanding of a broad social issue that is of concern to all of us, in particular to businesses managing global supply chains.

#### Be part of a taskforce

Rather than having to adapt once laws, regulations and consumer lobbies give you no other choice, being part of a taskforce and building knowledge on the topic of human trafficking and offering opportunities to survivors will enhance quality and image of the business both internally and externally.

1 - [http://ec.europa.eu/home-affairs/doc\\_centre/crime/docs/trafficking\\_in\\_human\\_beings\\_eradication-2012\\_2016\\_en.pdf](http://ec.europa.eu/home-affairs/doc_centre/crime/docs/trafficking_in_human_beings_eradication-2012_2016_en.pdf)

2 - <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32011L0036&from=GA>

1 - <https://www.theguardian.com/global-development-professionals-network/2013/oct/15/child-labour-supply-chain-australia>



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](http://samilia.org)

**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 [notforsale-campaign.org](http://notforsale-campaign.org).



Co-funded by the  
Prevention of and  
Fight against Crime  
Programme of the  
European Union

**August 2016**

**AUTHOR:**

Sylvie Bianchi

**ORGANIZATIONS:**

The Samilia Foundation  
& Not For Sale

**CO-FUNDED BY:**

The Prevention of and Fight against  
Crime Programme of the European  
Union