

THE ELKES  
FOUNDATION

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# **FREEDOM FROM SLAVERY**

FORUM

**OCTOBER 28-29, 2016**

## **Final Report**

Prepared by Free the Slaves

December 2016

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## Executive Summary

The Freedom from Slavery Forum was designed to provide a place for leaders of the global anti-human trafficking and anti-slavery movement to come together, share and discuss best practices and lessons learned, identify gaps in the field, brainstorm new ideas, and build relationships with one another. Additionally, the Forum is meant to educate the public about this issue.

Accordingly, the 2016 Forum was a two day event comprised of private meetings among anti-slavery experts, followed by a public panel discussion on the ways the electronics and fishing industries deal with issues of slavery and trafficking in their supply chains.

The Forum, an annual event in its fourth year, was designed with input from participants of the 2015 Forum along with the guidance of an Advisory Committee representing participating organizations. Four primary themes were prioritized for the 2016 Forum in order to make the agenda manageable; each theme had an associated working group of Forum participants who met throughout the spring, summer, and fall to design their topic's session and prepare presentations on their group's findings.

Forty-six leaders representing forty-five different organizations attended the Forum to discuss the state of the anti-trafficking field as well as four major, thematic priorities:

- The State of the Field: This group provided Forum attendees with an overview of major accomplishments, challenges, opportunities, innovations, research, and policy changes over the past year (see Appendix C). The group asked Forum attendees to share information about their organizations from the past year, and twenty-eight organizations participated in the survey, including NGOs based in Romania, Brazil, Nepal, Canada, India, Cambodia, the US, Ghana, Syria, the UK, the Philippines, Haiti, and the DRC. After presenting an overview of the survey results, the group led breakout sessions on the following topics: slavery and trafficking research and data; the global public policy landscape and corporate supply chains; compensation for trafficking victims; grassroots activities to address forced labor; and survivor restoration and leadership.
- Professional Standards and Norms: In the months leading up to the Forum, members of this group conducted surveys with 11 different organizations offering community-based care services in the US, Ghana, and Cambodia. This work built off of the research done by the 2015 Professional Standards and Norms Working Group, which used similar methods to examine shelter-based aftercare models. The group presented their survey results at the Forum, and stressed the need for further analysis in order to develop proper standards for community-based care. Hoping to gather more information over the coming year, the group provided each participant with a copy of the survey that they may complete and send back to the group in the coming months (see Appendix D).
- Evidence and Measurement: This group provided an overview of the state of data collection and sharing in the anti-slavery movement by allowing each of their group members to briefly discuss their organization's use monitoring and evaluation practices. The group's presentations focused on the ways in which risk and protective factors affect data collection, identifying a wide range of factors including age, intergenerational trauma, drug addiction, lack of education, lack of knowledge of rights, and lack of community support, to name a few.
- Global Professional Society: The final group presented on the idea of creating a professional society for the anti-slavery field. The group proposed the society be a member-driven, knowledge organization with the mission of furthering the field, the interests and values of its

members, and the public interest. The group presented their initial thoughts on how such a society would be formed before inviting feedback from all participants on the following topics: needs and gaps, organizational mission, membership and finances, and next steps for launching. Ultimately, in the open discussion, the Forum's participants agreed next steps should include identifying the true purpose of the society and a value proposition for members. It was proposed that a Global Professional Society Working Group be established for the next Forum in order to move progress forward during 2017.

The Forum concluded with a public presentation that sought to open dialogue between civil society leaders and business leaders also concerned about the issues of slavery, particularly in supply chains. Annukka Dickens of HP's Global Supply Chain Responsibility team and John Connelly of the National Fisheries Institute spoke on a panel moderated by Good Weave's Nina Smith for the public portion of the Forum. The discussion focused on the ways in which the electronic and fishing industries deal with issues of slavery and trafficking in supply chains. It provided the audience with an opportunity to learn about how NGOs, governments, and multilateral bodies can effectively and constructively work with the private sector to reach the shared goal of slavery eradication.

Participants' evaluations of the Forum gave it a 4.5 out of 5 overall, including content, logistics, and venue. There was a clear acknowledgement that no other convening of this size or geographic representation exists in the movement. There was a marked interest in continuing to hold the Forum in 2017 and beyond, with consideration given to how to make more inclusive and representative while still maintaining its productivity.

The 2016 Freedom from Slavery Forum was sponsored by the Elkes Foundation, with additional assistance from The Freedom Fund. Their generosity is gratefully acknowledged.

## Introduction

The 2016 Freedom from Slavery Forum marked the fourth time this annual event has been held, and the third time that it has had this format. The 2016 Forum was sponsored by the Elkes Foundation, with additional support from the Freedom Fund. The Forum took place on October 28 and 29, 2016, at the Bechtel Conference Center at Stanford University, with the support of Stanford's WSD HANDA Center for Human Rights and International Justice. The two-day event included off-the-record sessions for leaders of anti-slavery organizations, with one evening dedicated to an open event for interested members of the public.

### Mission

The ongoing mission of the Freedom from Slavery Forum is to catalyze the anti-slavery and anti-human trafficking field and increase the collective impact of the movement. The Forum is designed to create a collegial space where anti-slavery leaders can coalesce, create partnerships, discuss promising practices, and develop a shared agenda for action. In 2016, over 40 leaders from around the world participated in the Forum. Participants built relationships and prioritized action in areas such as standards and norms, monitoring and evaluation, and the future of the field.

### 2016 Freedom from Slavery Forum Goals

Based on the priorities identified at the 2015 Forum, the 2016 Forum focused on three specific goals in order to keep the conversation focused, manageable, and productive. The goals for the 2016 Forum were as follows:

1. To advance the discovery and prioritization of promising practices by identifying evidence of what works and gaps in knowledge
2. To advance the development of standards for community-based care programs
3. To set a series of goals and priorities toward the creation of a global professional society for the field

### Background

Following the 2014 and 2015 Forum's models, an Advisory Committee was formed to provide the Freedom from Slavery Forum secretariat, Free the Slaves, with input on the coordination of the event and agenda topics. The final agenda (Appendix A) included four sessions, as well as an evening public event featuring Annukka Dickens of HP's Global Supply Chain Responsibility team and John Connelly of the National Fisheries Institute.

The Advisory Committee was comprised of the following members:

- Bhanuja Sharan Lal, Mana Sansadhan Evam Mahila Vikas Sansthan (MSEMVS)
- Kay Buck, Coalition to Abolish Slavery and Trafficking
- Jessie Brunner, The WSD HANDA Center for Human Rights and International Justice, Stanford
- Katherine Jolluck, The WSD HANDA Center for Human Rights and International Justice, Stanford
- Maurice Middleberg, Free the Slaves
- Nina Smith, GoodWeave
- Holly Burkhalter, International Justice Mission

A number of Forum participants also contributed to working groups that met throughout the spring, summer, and fall in preparation for the event. These four, themed working groups were developed based on the 2015 Forum priorities. The working groups were guided by the following leaders:

- **State of the Field:** Holly Burkhalter, International Justice Mission

- **Professional Standards and Norms:** Helen Sworn, Chab Dai and Maria Trujillo, Colorado Department of Public Safety
- **Evidence and Measurement:** Cathy Zimmerman, London School of Hygiene and Tropical Medicine
- **Global Professional Society:** Duncan Jepson, Liberty Asia

## Session 1: Opening and Introductions

**Objective:** Participants are mentally and emotionally prepared to work productively together for the weekend

**Purpose:** Get reacquainted, review schedule, and share mutual expectations

## Session 2: The State of the Field

**Objective:** Participants share a sense of where the anti-slavery movement is in its evolution and how the Forum fits into the movement

**Purpose:** Learn about and further analyze happenings in the field from this past year

Holly Burkhalter of International Justice Mission led the State of the Field Working Group, which included Sean MacDonald of Verite, Brad Myles of Polaris, Patricia Jurewicz of Responsible Sourcing Network, Martina Vandenberg of the Human Trafficking Pro Bono Legal Center, Andrew Wallis of Unseen, and Katherine Jolluck of Stanford’s WSD HANDA Center for Human Rights and International Justice. The group opened their session with an overview of the State of the Field document they had produced in the months leading up to the Forum. The group asked Forum attendees to share their highs and lows of the past year, including major wins, losses, opportunities, innovations, research, and policy changes in a survey. Twenty-eight Forum attendees participate in the survey, including NGOs based in Romania, Brazil, Nepal, Canada, India, Cambodia, the US, Ghana, Syria, the UK, the Philippines, Haiti, and the DRC (see Appendix C).

After introducing and offering a brief overview of the State of the Field document, participants were invited to join breakout groups led by members of the State of the Field Working Group. Upon returning to the plenary session, the breakout groups reported back the following conclusions:

- *Global Supply Chains:* Recent legislation and policy changes regarding transparency in supply chains aim to increase accountability for all different types of businesses but there remains difficulty in regulating businesses that are not integrated into global supply chains. Further, the increase in transparency provisions requires new approaches to enforcement, a topic on which leaders in the anti-slavery field should be prepared to offer advice to governments. Additionally, participants recognized that communication between corporations and civil society may benefit from an increased balance between human rights arguments and economic incentives.
- *Research and Data:* While the past year has seen new and innovative research methodologies employed by various players in the field, Forum participants recognized a need for further collaboration on methodology in order to create more opportunities for engagement with one another. The group acknowledged the importance of large-scale research, but also agreed that granular research, which can be more easily used at the local level, should be a priority moving forward.

- *Grassroots Activities to Address Forced Labor*: Forum participants discussed the challenges of grassroots engagement and education when certain tools like technology may not always be applicable. The creation of manuals and field guides that discuss best practices of grassroots activities and offer guidance for capacity building workshops will be important in the coming years. The group also discussed the necessity of utilizing the expertise of workers to hold employers and corporations accountable through programs designed to protect rights and identify abuses.
- *Survivor Compensation*: Forum participants unanimously agreed that survivors should be compensated, but recognized that due to either a lack of legal access or lack of follow-through on the part of governing bodies, survivors often do not receive the payment they are due. Access to pro bono lawyers has been one of the greatest challenges for frontline organizations attempting to assist survivors seeking compensation.
- *Survivor Restoration and Leadership*: One of the main factors hindering survivor restoration and leadership has been the severe lack of funding for these topics. The group agreed that, moving forward, priority should be placed on funding long-term services such as vocational training and transitional housing. Additionally, the group discussed the fact that the field must be sensitive to the economic and psychological progression of survivors, as well as cultural norms, as they emerge as leaders in the anti-slavery field.

### Session 3: Professional Standards and Norms

**Objective:** Participants gain a new understanding of standards and norms in community-based care programs

**Purpose:** Advance the process of developing industry-wide standards of care

The Professional Standards and Norms Working Group, led by Helen Sworn of Chab Dai and Maria Trujillo of the Colorado Department of Public Safety, conducted research on community-based care services and practices during the months leading up to the Forum. The group, which also included Glowen Kyei-Mensah of Participatory Development Associates and Stephanie Molen of the Coalition to Abolish Slavery and Trafficking, surveyed eleven different organizations providing community-based care in the US, Ghana, and Cambodia. These surveys looked at organizations' existing frameworks, policies, and protocols to understand the standards, practices, and processes used to provide community-based care services to survivors of human trafficking. Through structural analysis of this information, the group was able to investigate a wide range of service and care provision categories, including healthcare, education, legal assistance, and organization and staff competencies. All research was compiled into a report (see Appendix D), and was briefly presented at the beginning of the session.

After the presentation, Forum participants then broke into smaller groups to reflect on the following questions:

1. Why have most community-based programs only started more recently? What have been the catalysts?
2. Is it more difficult to obtain funding for community-based programs versus shelter services? If so, why?
3. What type of interaction is happening between community-based and shelter-based models? Are there positive interactions? Are there referrals between programs?
4. Why are the client demographics so different between community-based and shelter-based programs both within client demographics and types of trafficking?

5. What research do we already have on community-based care? Should there be standards for community-based programming in the same way there are for shelter programs? How are these programs contextualized and monitored?

Upon returning to the plenary session, Forum participants presented the ideas discussed during the breakout session. Key themes that emerged from this discussion included the following:

- Community-based care programs and services can offer assistance to survivors that shelter-based care cannot. For instance, recent data suggests that community-based care programs may be less susceptible to corruption than shelters. Additionally, there is mounting evidence of trauma linked to institutions over time, but community-based care programs have the potential to evade such issues while offering survivors more control over their rehabilitation process.
- Community-based care programs often present funding challenges because governments tend to lean more toward traditional practices, which often take the form of shelter-based models.
- Interactions between community-based and shelter-based care programs vary based on location. In some places, shelters are accustomed to triaging into community-based systems. However, in other places, those in favor of community-based programs avoid shelter-based services all together.
- Shelter-based care programs tend to be less demographically comprehensive than community-based care programs in that they typically cater to particular types of clients (e.g. women, children, etc.). Generally speaking, it is typical to see community-based care programs put in place to support labor trafficking survivors, while shelters more often tend to serve survivors of sex trafficking.
- At this point, it is not realistic to have comprehensive standards for community-based care programs because there are still so many gaps in the field's understanding of such services. Standards are and will be difficult to establish given the fact that programs often need to tailor themselves to serving slavery survivors from particular sectors in order to provide proper care.

## Session 5: Evidence and Measurement

**Objective:** Participants have a shared understanding of what is working in the anti-slavery movement and what we need to learn

**Purpose:** Share evidence from meta-analysis, analyze the rigor of the evidence, and prioritize evidence-gathering priorities

The Evidence and Measurement Working Group, led by Cathy Zimmerman of the London School of Hygiene and Tropical Medicine, focused their session on risk and protective factors that affect evidence and measurement. Each group member gave a short presentation during the plenary session:

- A public health and prevention lens: What do we know and what should we know about determinants of human trafficking and extreme exploitation? (Cathy Zimmerman, LSHTM)
  - This presentation included 1) a review of theory to inform prevention interventions; 2) an analysis of thematic literature on risk and protective factors associated with human trafficking; 3) a systematic review of evaluations of safer migration interventions.
- Surveying the field: What can be learned from human trafficking prevalence surveys? (Jessie Brunner, HANDA Center for Human Rights and International Justice, Stanford)
  - This presentation examined trends in prevalence survey design, content, and implementation by examining surveys about risk and protective factors and identifying commonalities across surveys. The presentation aimed to inform best practices and

consistency on such instruments to allow for better data comparison and potential aggregation.

- What does an evidence-based approach to ending slavery look like? (Kate Kennedy, Freedom Fund)
  - This presentation explained why the Freedom Fund thinks evidence is fundamental, worthy of time and investment, and essential to the organizations work. It outlined a concrete example of this topic by demonstrating how the Freedom Fund used LSHTM evidence review to shape the organization's migration program in Ethiopia.
- National Academy of Medicine Workshop in Brief: An overview of descriptive, rational, and causal research, and future directions
  - This presentation focused on the recent National Academy of Medicine's workshop on child and forced labor, which was sponsored by the Department of Labor's ILAB. It also included a review of literature on descriptive, relational, and causal research, as well as future directions for child and forced labor, concluding with a review of experts' opinions on these themes.
- Victim of trafficking case data: Moving towards an open data model (Mathieu Luciano, International Organization for Migration)
  - This presentation explained how the IOM uses data to fight against modern-day slavery through the development of its Human Trafficking Data Portal. Two key challenges of working with victim case data were discussed: 1) assessing how representative data on identified populations are of the wider global trends and 2) dealing with the fact that since nearly all cases within the dataset are identified victims of trafficking, the dataset does not yet present much variation on the dependent variable. The presentation explained that these two challenges suggest that data on identified victims may have the most potential for impact when combined with other types of data.
- Risk and protective factors: What can we learn from existing evaluations and statistical modeling? (Fiona David, Walk Free Foundation)
  - This presentation argued that the questions asked by a team in an evaluation are just as important as the rigor or methodology that goes into the data they collect. Based on a review of 168 evaluations, this presentation provided a snapshot of the state of evaluation today with a particular focus on the issue of whether evaluations are asking the right questions. It also briefly described an approach to modeling vulnerability, which is developed through statistical testing and expert input and seeks to assist researchers to move beyond comparisons of countries based on geography or economics to a more nuanced understanding of risk.

After the working group members gave their presentations, Forum participants broke into smaller groups to discuss and identify risk and protective factors. The list produced from this exercise included factors such as age, intergenerational trauma, drug addiction, lack of education, lack of knowledge of rights, information on migration routes, degree of sector regulation, and community support, to name a few.

At the end of the session, group leader Cathy Zimmerman provided a recap of its main goals. She explained that the anti-slavery and anti-trafficking field needs to shift evidence and measurement thinking to focus more on prevention. Through articulating risk factors in change pathways, the field can better measure the impact of interventions. The field may benefit from following the example of other areas of study where theories of change have shifted to a focus on prevention. Violence against women

research, for example, has moved toward prevention frameworks in recent years and has been quite successful in seeing risk factors decrease while protective factors increase.

## Session 6: Global Professional Society

**Objective:** Participants have a shared understanding of the reasoning for a global professional society, as well as an understanding of what such a society would look like

**Purpose:** Identify ways to move forward toward the creation of a global professional society for the anti-trafficking field

The Global Professional Society Working Group was composed of Duncan Jepson (Liberty Asia), Anuradha Dugal (Canadian Women’s Foundation), Naseem Kourosh (U.S. Baha’i Office of Public Affairs), Katherine Jolluck (WSD HANDA Center for Human Rights and International Justice), and Maurice Middleberg (Free the Slaves). In the months leading up to the Forum this group prepared a presentation about what the creation of a professional society for the anti-slavery field would require. Their presentation identified the following information as important considerations:

- It should hold the mission of furthering the anti-slavery field as a whole by advancing the interests and values of the members.
- It should be a member-driven knowledge organization composed of individual members.
- It must acknowledge the diversity of the field; there are a large number of individual people and organizations engaged in anti-slavery work around the world. Multiple stakeholders from government, civil society, corporate, and other backgrounds are engaged with the issue.
- It should recognize that a high level of knowledge and skill is required to implement programs to combat slavery effectively and make meaningful policy change recommendations. The field contains an evolving and growing body of knowledge, but it is still dealing with significant gaps. For this reason, the organization should encourage rigorous data collection practices and acknowledge that research and education programs at colleges and universities can make valuable contributions to this end.

After identifying these key considerations, the working group members then led breakout sessions on the following topics:

- **Needs and Gaps:** Identify needs that are not currently being met by existing groups
  - This group argued that a real gap in the field is the existence of a comprehensive database with information on all of the stakeholders working on anti-trafficking and anti-slavery initiatives. They proposed that this professional society could potentially fill this gap by creating an expert database with all member organizations and their work mapped out. This would ideally help member organizations coordinate efforts in campaigns for global awareness and potentially collaborate in seeking funding.
- **Mission:** Articulate the mission for an anti-slavery professional society
  - This group stressed the importance of a professional society identifying activities that drive all member organizations toward best practices. The mission, the group argued, should be to create a learning community for idea exchanges; promote data-driven, evidence-based models; and advocate for the end of slavery around the world. The group also felt that this professional society should be consciously geared toward serving civil society organizations.
- **Membership and Finances:** Identify potential membership eligibility criteria and propose ideas to finance and fund an anti-slavery professional society

- This group proposed the idea of creating “membership tiers” so that both individuals and organizations could register as members of the professional society. Regarding financing, the group felt that if fees were to be charged and membership tiers were going to be instituted, there would need to be a sliding scale to ensure that individuals pay less than whole organizations. Ultimately though, the group argued that regardless of whether or not membership fees are charged, the professional society will need to secure grants and donations in order to function.
- Launching and Next Steps: Articulate appropriate organizational structure and define key actions near term to help launch an anti-slavery professional society
  - The final group stressed the importance of identifying a mandate for such a professional society before any other steps can be taken. The group explained that once a clear purpose and value proposition for members have been articulated, the general structure of the organization could begin to be crafted.

## Looking Ahead and Closing Remarks

As the Forum approached its conclusion, participants took time to conceptualize actions for the coming year. James Cockayne of the United Nations University led a brief discussion on ways in which civil society organizations might engage the UN in 2017. Dr. Cockayne articulated seven current happenings at the United Nations that will provide opportunity for civil society organizations to influence this field over the next ten to fifteen years:

1. There are currently a number of member states discussing the issues of slavery and human trafficking in the public arena. The UK, for example, has just recently pledge to give roughly £33 million from the country’s aid budget to the anti-slavery field.<sup>1</sup>
2. On January 1, 2017 Antonio Guterres will take office as the new United Nations Secretary General. Guterres has a history of fighting slavery and human trafficking from his time leading UNHCR<sup>2</sup>, and he has already publicly stated his interest in making slavery and human trafficking a priority as Secretary General.
3. Sustainable Development Goal 8.7 is focused on ending forced labor, modern slavery, human trafficking, and child labor in all its forms, including the worst forms of child labor.<sup>3</sup> To further these goals, the International Labor Organization has created Alliance 8.7. The mission of the Alliance is to “combat slavery by focusing an accelerating timelines, conducting research and sharing knowledge, driving innovation, and increasing and leveraging resources.”<sup>4</sup>
  - a. In November 2017 the IV Global Conference on Child Labor will take place in Buenos Aires, Argentina. A proposal has been made to widen the scope of the conference’s agenda to include all issues discussed in SDG 8.7 (forced labor of adults in addition to all forms of child labor).<sup>5</sup>

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<sup>1</sup> Defeating modern slavery: Theresa May article. (2016, July 31). Retrieved December 2016, from <https://www.gov.uk/government/speeches/defeating-modern-slavery-theresa-may-article>

<sup>2</sup> UN High Commissioner for Refugees Antonio Guterres: Remarks at the European Parliament. (2010, April 28). Retrieved December 2016, from <http://www.unhcr.org/cgi-bin/texis/vtx/search?page=search&skip=333&docid=4bed0af39&query=trafficking>

<sup>3</sup> Sustainable Development Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. (2016). Retrieved December 2016, from <https://sustainabledevelopment.un.org/sdg8>

<sup>4</sup> Alliance 8.7. (2016). Retrieved December 2016, from [www.alliance87.org](http://www.alliance87.org)

<sup>5</sup> Preparations for the IV Global Conference on Child Labour Report. (2016, October 4). Retrieved December 2016, from [http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_532236.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_532236.pdf)

4. The UN General Assembly's Global Plan of Action to Combat Trafficking in Persons<sup>6</sup> will be reviewed in 2017.
5. There is currently a push for the United Nations Security Council to adopt its first ever resolution on human trafficking in conflict zones.<sup>7</sup>
6. In November 2016 the International Labor Organization issued a new protocol and recommendation on forced labor.<sup>8</sup>
7. The number one political priority over the next two years will be the negotiation of a new Global Compact on Migration<sup>9</sup>. This will be the first international document on migration of its kind and should consider voices from the anti-slavery field.

In an effort to encourage engagement with the UN and actions on these seven matters, participants agreed that a future Forum working group should be focused on this work. In particular, a working group dedicated to Alliance 8.7 was proposed for the 2017 Forum. Such a working group could be responsible for keeping the rest of the Forum participants apprised of productive new ways to engage the initiative over the 2017 year, as well as presenting a plan of action at the 2017 Forum.

Other actionable next steps included the following key ideas:

- New working groups will be established for the 2017 Forum, with changes to the current format. Participants agreed that in addition to sessions on the State of the Field, Research and Data, and the Global Professional Society, they would also like to dedicate time to discussions about public policy and advocacy in the coming year.
- The issue of participant inclusion was discussed at length, and 2016 attendees agreed that they would like to see more diversity at the 2017 Forum. In particular, the Forum should seek to include representatives from a wider variety of disciplines and geographic locations, as well as increase survivor representation.
- Communication between Forum participants will be increased during the months leading up to the 2017 Forum with the addition of a Freedom from Slavery Forum website featuring portal access for participants.

## Public Event

### Event Summary

Annukka Dickens of HP's Global Supply Chain Responsibility team and John Connelly of the National Fisheries Institute discussed the ways in which their industries deal with issues of slavery and trafficking in supply chains. This discussion intended to provide the audience with an opportunity to learn about how NGOs, governments, and multilateral bodies can effectively and constructively work with the

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<sup>6</sup> United Nations Global Plan of Action to Combat Trafficking in Persons. (2010, August 12). Retrieved December 2016, from [https://www.unodc.org/documents/human-trafficking/United\\_Nations\\_Global\\_Plan\\_of\\_Action\\_to\\_Combat\\_Trafficking\\_in\\_Persons.pdf](https://www.unodc.org/documents/human-trafficking/United_Nations_Global_Plan_of_Action_to_Combat_Trafficking_in_Persons.pdf)

<sup>7</sup> Fighting Human Trafficking in Conflict: 10 Ideas for Action by the United Nations Security Council. (2016, September). Retrieved December 2016, from [https://collections.unu.edu/eserv/UNU:5780/UNUReport\\_Pages.pdf](https://collections.unu.edu/eserv/UNU:5780/UNUReport_Pages.pdf)

<sup>8</sup> ILO Standards on Forced Labour: The New Protocol and Recommendation at a Glance. (2016, November). Retrieved December 2016, from [http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_508317.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_508317.pdf)

<sup>9</sup> UN Prepares for Migration, Refugee Negotiations. (2016, November 11). Retrieved December 2016, from <http://sdg.iisd.org/news/un-prepares-for-migration-refugee-negotiations/>

private sector to reach the shared goal of slavery eradication. Nina Smith of GoodWeave moderated this discussion. (For the full Event Description, see Appendix E).

#### Speaker Bios

**Annukka Dickens** leads HP's Global Supply Chain Responsibility team. She is responsible for driving the overall vision and strategy of the company supply chain social responsibility program, including supplier environmental performance and fair and ethical treatment of workers. She manages end-to-end supplier assessments, auditing, continuous improvement processes and capability-building programs. HP's supply chain responsibility program is recognized as industry leading built on principles of respecting human rights, empowering workers and improving supplier environmental performance across one of the largest supply chains in the IT industry. Annukka joined HP's Sustainability function in 2000 and during this time she has lived and worked in 4 different continents leading social and environmental responsibility compliance, market access, customer and partner engagement programs impacting supply chain operations, product design, packaging and product recycling. Annukka has wide ranging experience in working with multi-stakeholder groups, including government, industry and civil society, addressing broad sustainability issues in the electronics industry. Annukka serves in the Advisory Board for Social Accountability International (SAI). SAI is an international non-governmental, multi-stakeholder organization dedicated to improving workplaces and communities by developing and implementing socially responsible standards. Annukka was born in Finland and now lives in California, US. She holds an Environmental Engineering (BEng.) degree from Finland and a Master of Science (MSc) degree in Environmental Strategy from the University of Surrey in the UK.

**John Connelly** became the President of the National Fisheries Institute in 2003. NFI is America's leading trade association advocating for the fish and seafood community, representing the fish and seafood commerce chain – from “water to table.” NFI lobbies Congress and regulatory agencies, serves as the seafood community's spokesperson with the media, and provides technical advice to its members. He served as Chairman of International Coalition of Fisheries Associations and helped found the International Coalition of Aquaculture Associations. He also serves on the Marine Stewardship Council and the International Seafood Sustainability Foundation, the global tuna industry's sustainability organization. Connelly is the Treasurer of ALLFISH, a public-private partnership with The World Bank. Before joining NFI, Connelly held business leadership and advocacy positions at the American Chemistry Council, the chemical industry's \$110 million trade association. Connelly graduated from The College of the Holy Cross (History). He earned a Masters in Business Administration at night from George Mason University.

## Appendix A

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## Objectives & Agenda

### **Freedom from Slavery Forum: Mission**

The ongoing mission of the Freedom from Slavery Forum is to catalyze the anti-slavery and anti-human trafficking field and increase the collective impact of the movement. This is achieved by inviting key, high-level players in the field to come together and share and discuss best practices, lessons learned, and new ideas, as well as build relationships with each other.

### **The 2016 Freedom from Slavery Forum has three specific goals:**

- To advance the discovery and prioritization of promising practices by identifying evidence of what works and gaps in knowledge
- To advance the development of standards for community based care programs
- To set a series of goals and priorities toward the creation of a global professional society for the field

### **FRIDAY, OCT. 28 – State of the Field; Professional Standards and Norms**

8:15am	<b>Shuttle departs</b> Sheraton Palo Alto Hotel
8:30am	<b>Breakfast</b>
9:00am	<b>Session 1: Opening and Introductions</b>  <b>Objective:</b> Participants are mentally and emotionally prepared to work productively together for the weekend <b>Purpose:</b> Get reacquainted, review schedule, and share mutual expectations
9:30am	<b>Session 2A: The State of the Field</b>  <b>Objective:</b> Participants share a sense of where the anti-slavery movement is in its evolution and how the Forum fits into the movement <b>Purpose:</b> Learn about and further analyze happenings in the field from this past year
10:45am	<b>Break</b>

- 11:00am      **Session 2B: The State of the Field (continued)**
- 12:15pm      **Lunch & Networking**
- 2:15pm      **Session 3A: Professional Standards and Norms**
- Objective:** Participants gain a new understanding of standards and norms in community-based care programs  
**Purpose:** Advance the process of developing industry-wide standards of care
- 3:30pm      **Break**
- 3:45pm      **Session 3B: Professional Standards and Norms (continued)**
- 4:30pm      Day 1 Evaluations
- 5:00pm      **Shuttle departs** for Sheraton Palo Alto Hotel

- 6:30pm      **Dinner at Il Fornaio**

**SATURDAY, OCT. 29 – Evidence and Measurement; Global Professional Society**

- 8:15am      **Shuttle departs** Sheraton Palo Alto Hotel
- 8:30am      **Breakfast**
- 9:00am      **Session 4: Day 2 Launch**
- 9:20am      **Session 5A: Evidence and Measurement**
- Objective:** Participants have a shared understanding of what is working in the anti-slavery movement and what we need to learn  
**Purpose:** Share evidence from meta-analysis, analyze the rigor of the evidence, and prioritize evidence-gathering priorities
- 10:30am      **Break**
- 10:45am      **Session 5B: Evidence and Measurement (continued)**
- 12:00pm      **Lunch & Networking**

- 2:00pm      **Session 6A: Global Professional Society**
- Objective:** Participants have a shared understanding of the reasoning for a global professional society, as well as an understanding of what such a society would look like  
**Purpose:** Identify ways to move forward toward the creation of a global professional society for the anti-trafficking field
- 3:00pm      **Break**
- 3:15pm      **Session 6B: Global Professional Society (continued)**
- 4:00pm      **Looking Ahead and Closing Remarks**
- 5:00pm      **Day 2 Evaluations**
- 

- 5:30pm      **Public Event + Reception**
- Join us as a panel of private sector leaders discuss the ways in which their industries deal with issues of slavery and trafficking in supply chains. This discussion is intended to provide the audience with an opportunity to learn about how NGOs, governments, and multilateral bodies can effectively and constructively work with the private sector to reach the shared goal of slavery eradication. Nina Smith of GoodWeave will moderate this discussion.
- 

- 7:15pm      **Shuttle departs** for Sheraton Palo Alto Hotel

## Appendix B

### Registered Participants (Alphabetical by Organization)

Organization	Name
A21	Kristen Morse
The Antislavery Group	Brooke Hathaway DeSantis
Asia Foundaiton	Ellen Boccuzzi
Baha'is of the United States	Naseem Kourosh
Bay Area Anti-Trafficking Coalition	Brian Wo
Beyond Borders	David Diggs
Canadian Women's Foundation	Anurada Dugal
Catholic Bishops	Hillary Chester
Centro de los Derechos del Migrante	Rachel Micah-Jones
Chab Dai	Helen Sworn
Coalition of Immokalee Workers	Noelle Damico
Coalition to Abolish Slavery and Trafficking	Stephanie Molen
CO Dept. of Public Saftey, Office of Victim Programs	Maria Trujillo
Comissao Pastoral da Terra	Xavier Plassat
ECPAT International	Dorothy Rozga
Elkes Foundation	Dan Elkes
Facilitator, Scintilla Consulting	Katie Stauss
Free the Slaves	Maurice Middleberg
Freedom Fund	Kate Kennedy
Futures Without Violence	Esta Soler
GoodWeave	Nina Smith
Hagar International	Micaela Cronin
HANDA Center, Stanford University	Jessie Brunner
HANDA Center, Stanford University	Katherine Jolluck
HEAL Trafficking	Hanni Stoklosa
International Justice Mission	Holly Burkhalter
International Organization for Migration	Mathieu Luciano
London School of Hygiene and Tropical Medicine	Cathy Zimmerman
M.V. Foundation	Venkat Reddy
MSEMVS	Bhanuja Sharan Lal
Open Door Foundation	Monica Boseff
Participatory Development Associates	Glowen Kyei-Mensah
Passover Project	Debra Orenstein

O.L. Pathy Foundation	Liz Salett
Polaris	Brad Myles
Pro Bono Human Trafficking Legal Center	Martina Vandenberg
Responsible Sourcing Network	Patricia Jurewicz
Solidarity Center	Neha Misra
South Bay Area Trafficking Coalition	Sharan Dhanoa
Thorn	Julie Cordua
United Nations University	James Cockayne
Unseen	Andrew Wallis
Verite	Shawn MacDonald
WalkFree.org   Audacity Factory	Joe Schmidt
Walk Free Foundation	Fiona David
World Vision	Matt Stephens

### Registered Participants (Alphabetical by First Name)

Name	Organization
Andrew Wallis	Unseen
Anurada Dugal	Canadian Women's Foundation
Bhanuja Sharan Lal	MSEMVS
Brad Myles	Polaris
Brian Wo	Bay Area Anti-Trafficking Coalition
Brooke Hathaway DeSantis	The Antislavery Group
Cathy Zimmerman	London School of Hygiene and Tropical Medicine
Dan Elkes	Elkes Foundation
David Diggs	Beyond Borders
Debra Orenstein	Passover Project
Dorothy Rozga	ECPAT International
Ellen Boccuzzi	Asia Foundaiton
Esta Soler	Futures Without Violence
Fiona David	Walk Free Foundation
Glown Kyei-Mensah	Participatory Development Associates
Hanni Stoklosa	HEAL Trafficking
Helen Sworn	Chab Dai
Hillary Chester	Catholic Bishops
Holly Burkhalter	International Justice Mission
James Cockayne	United Nations University
Jessie Brunner	HANDA Center, Stanford University
Joe Schmidt	WalkFree.org   Audacity Factory

Julie Cordua	Thorn
Kate Kennedy	Freedom Fund
Katherine Jolluck	HANDA Center, Stanford University
Katie Stauss	Facilitator, Scintilla Consulting
Kristen Morse	A21
Liz Salett	Pathy Foundation
Maria Trujillo	CO Dept. of Public Safety, Office of Victim Programs
Martina Vandenberg	Pro Bono Human Trafficking Legal Center
Mathieu Luciano	International Organization for Migration
Matt Stephens	World Vision
Maurice Middleberg	Free the Slaves
Micaela Cronin	Hagar International
Monica Boseff	Open Door Foundation
Naseem Kourosh	Baha'is of the United States
Neha Misra	Solidarity Center
Nina Smith	GoodWeave
Noelle Damico	Coalition of Immokalee Workers
Patricia Jurewicz	Responsible Sourcing Network
Rachel Micah-Jones	Centro de los Derechos del Migrante
Sharan Dhanoa	South Bay Area Trafficking Coalition
Shawn MacDonald	Verite
Stephanie Molen	Coalition to Abolish Slavery and Trafficking
Venkat Reddy	M.V. Foundation
Xavier Plassat	Comissao Pastoral da Terra

## Appendix C

### **State of the Field Snapshot** Freedom from Slavery Forum October 28-29, 2016

In preparation for the 2016 Freedom from Slavery Forum, the State of the Field Working Group asked Forum attendees to share their highs and lows of the past year, including major wins, losses, opportunities, innovations, research, and policy changes in a simple survey. The State of the Field Working Group has compiled the responses into the following, a snapshot of the anti-slavery field over the past year. Twenty-eight Forum members participated in the survey, including NGO's based in Romania, Brazil, Nepal, Canada, India, Cambodia, the US, Ghana, Syria, UK, the Philippines, Haiti, and DRC.

We are grateful to all who participated and look forward to our discussion together in Palo Alto in October. We would like to particularly thank Allie Gardner of Free the Slaves, whose assistance has been uncommonly helpful.

Members of the State of the Field Working Group include Holly Burkhalter (IJM), Brad Myles (Polaris), Martina Vandenberg (Human Trafficking Pro Bono Legal Center), Katherine Jolluck (Stanford University), Patricia Jurewicz (Responsible Sourcing Network), Andrew Wallis (Unseen), and Shawn MacDonald (Verite.)

**2016 Snapshot:** As you can see in the contributions from Forum participants below, the year since our organizations last met at the Freedom from Slavery Forum has been a momentous one for our field. Some respondents identified themselves, others did not. We have maintained the bulk of the contributions, editing lightly only when there appeared to be duplication or redundancy. Several respondents to the survey made reference to an on-going controversy, especially in the U.S., about the decriminalization of commercial sex work/prostitution. The issue gained attention when Amnesty International adopted a position in favor of legalization, and an article in the New York Times covered the issue prominently with a strong pro-legalization perspective. Some forum participants viewed these developments positively, other forum participants saw these developments as presenting a challenge to the anti-trafficking movement. We did not include such references to the decriminalization controversy in this document (other than one mention of the AI position) because they did not appear to reflect the individual organization's own work on slavery/trafficking. Moreover, we did not think that this "state of the field" document was an appropriate vehicle for an ideological debate on the pros and cons of decriminalization. We did want Forum participants to be aware of several groups' interest in the controversy, however, in the event that they might like to pursue the discussion informally at our upcoming conference.

For ease in perusing a very lengthy document, we broke the contributions into topics and sub-divided by country. The topics appear centered on the page in bold; the countries are in bold on the left margin within each topic.

We encourage you to read the document before the conference to facilitate conversation there. You will be as inspired as we are by the good work in our field. We look forward to our discussion about the State of the Anti-Slavery Field on October 28.

## Supply Chains:

### Global:

- Forced labor in supply chains is getting unprecedented attention in media, from corporations, NGOs, consumers, and governments. There seems to be growing interest and energy around "slave free" supply chains; some problematic industries are receiving scrutiny through media, i.e. fishing, agricultural processing.
- Strategic Litigation emerged as a cutting edge strategy to hold traffickers accountable for forced labor in supply chains. Law suits filed under the Trafficking Victims' Protection Reauthorization Act in federal courts in the U.S., Canada, and the U.K. named corporate defendants allegedly using forced labor to produce or harvest goods.
- RSN launched Yarn Ethically and Sustainably Sourced (YESS) to help companies identify and eliminate cotton harvested with forced labor from their products. Know the Chain launched its pilot benchmark and ICT industry analysis establishing the first corporate anti-slavery benchmarks.
- Because of the UK Modern Slavery Act and the California Supply Chain and Transparency Act, companies are asking more questions and looking at where they are at risk and have exposure to human trafficking and modern slavery. New technologies and approaches are being developed to offer greater transparency and accountability into supply chains.

### US:

- The implementation of the Federal Acquisition Regulations (FAR) for U.S. government contractors prompted many companies to audit their suppliers. Unfortunately, many of these audits, done cheaply and ineffectively, served as mere window dressing. Some commentators quipped that the new compliance plan requirements had spawned an "auditing industrial complex."

### UK:

- TISCRpt.org a central registry for Company Modern Slavery Reports (Modern Slavery Act) becoming the global repository of company statements about supply chains.

## Legislation/policy:

### Brazil:

- In the context of the current political crisis, there is an increasing risk of serious regression in the antislavery policy, especially regarding the progressive legal definition of "conditions analogous to slavery" (art 149 of Penal Code from which conservative sectors intend to exclude any reference to degrading working conditions or exhaustive workday) and the effectiveness of important legal instruments such as the Dirty List (embargoed 2 years ago by the Supreme Court and still unpublished) or the Mobile Group of Inspection (at risk of sub-funding).

### Europe:

- Stronger focus on government procurement in Europe following (to some extent) in wake of US's FAR regulations. Danger of backsliding due to unintended consequences of poor enforcement and chilling effect of litigation.

### U.S.

- The increased attention to trade and TIP issues is a win, as is the removal of the consumptive demand exception from the Tariff Act in the U.S.
- Advocacy groups report success in improving legal protections for domestic workers at the state level through the NDWA's Bill of Rights campaigns. Advocates have focused on enforcement of these rights in the states where new legislation has been won. The au pair industry has lobbied hard against the National Domestic Workers Alliance (NDWA) advances, using their powerful lobbying influence to undercut the scope of these domestic worker protections.

- U.S. efforts are gearing up to draft the TVPRA of 2017 and introduce an initial version, assuming that the bill won't pass and gain more traction until next year's Congress in 2017.
- State and federal legislative efforts began to successfully address vacatur of convictions for trafficking victims prosecuted for crimes their traffickers forced them to commit. Vacating convictions efforts gained ground in various U.S. states; advocates also pressed for a Federal Vacatur bill for trafficking victims seeking to vacate federal convictions for crimes committed while trafficked.
- Changes in U.S. law now require the federal government to use funds seized and forfeited from traffickers to pay mandatory restitution to victims.
- Over the past year the US State Department has implemented a registration program to monitor the conditions of employment of domestic workers of diplomats. However, they have not engaged with workers or the NGO community and the program is limited in effectiveness and scope. One major challenge is changing the culture of this agency toward transparency and communication with workers and NGOs.
- Getting Congress to reauthorize the Runaway Homeless Youth Act which authorizes grant programs that provide critical services to homeless and runaway youth. RHYA provides three different grants to communities so they can reach out to homeless youth on the streets, provide emergency housing with crisis intervention, basic life necessities, family interventions, and when necessary, longer-term housing options, including Maternity Group Homes.
- Advocates continued drawing parallels between the Foreign Corrupt Practices Act, U.S. anti-bribery legislation, and the Trafficking Victims Protection Act. Experts noted that companies launched robust anti-bribery compliance programs only after the Department of Justice ramped up the number of prosecutions brought against perpetrators. Similarly, advocates in the U.S. called on the Department of Justice to increase prosecutions across the globe, relying on extraterritorial jurisdiction included in the trafficking statute.

**Haiti:**

- National Committee for the Fight Against Human Trafficking created by presidential decree and members appointed

**India:**

- In 2015, the government of India proposed to amend the Child Labour (Prohibition and Regulation) Act, 1986 by adding a proviso No.5 that justifies children's help to his/her family after or before school hours, helps his family in fields, home-based work, forest gathering or where there is subordinate relationship of labour or work which are outsourced and carried out at home. This provision may lead to child trafficking or children being engaged as bonded labour on the pretext of home based work.
- 2013 Criminal Law was amended in India and "Trafficking in Person" is now being defined in broad perspective which combines with all form of slavery. The Govt. enforcement agencies may use this section. Anti Trafficking Law is also being amended in India. The Ministry of Labour & Employment, Govt. of India modified old scheme and now it is known as "Central Sector Scheme" for rehabilitation of bonded labourers. It will be a milestone to in rehabilitation of the bonded labourers.

**Nepal:**

- Anti-slavery provisions adopted in the new Nepal Constitution

**Canada:**

- Canada's federal government is currently launching a national inquiry into Murdered and Missing Indigenous Women, a subject that has been linked many times with trafficking for sexual exploitation. This will uncover many connections in how to disrupt trafficking and also unveil better understanding of the root causes.

- There will soon be an Ontario provincial government framework coming out, informed by the women' sector and main organizations in the province working on the issue.
- On the federal level, Public Safety Canada is finishing up its five- year federal plan and are in conversation as to what next plan will look like, what the focus will be and where they can best lend their support.

**Philippines:**

- In coordination with Department of Labor and Employment, Visayan forum was able to formulate protective policies for deep sea fishing in terms of working condition.
- The U.S. Congress designated \$3 million in foreign assistance to address on-line sexual exploitation of children in the Philippines. The funds were included in the 2016 Omnibus Appropriations Act. The State Department Trafficking in Persons Office is competing the funds.

**Survivor restoration and leadership:**

**U.S.:**

- The Obama Administration implemented a national survivor advisory council, appointing trafficking survivor-leaders to the council to advise on policy and anti-trafficking programs.
- Vacating convictions efforts to help survivors vacate or expunge their criminal records made considerable progress in 2016, and a new project with the American Bar Association collaborating with Legal Aid of NYC is taking this effort to a more national scale.
- No Trafficking Ahead offered a media empowerment retreat for survivors was held to provide tools for survivor leadership and engagement with media and the public. A total of 24 survivors from across California attended.

**Romania:**

- Open Door mentioned the relapse of some of its survivors, about their 10th month into the program, regardless of the progress they are making, and the visible steps towards sentencing the traffickers.
- Open Door's vision and dream of a transition house, a place that will enhance the efforts of our survivors towards complete independence, is on its way of becoming reality. We have the land and the foundation, and are in the process of raising a building with studio apartments where our survivors will move to for 1 year, still monitored by us, counselled and helped in specific ways, on their transition to total independence.

**Philippines:**

- International Justice Mission (IJM) is transitioning to work in the Philippines exclusively on rescue and restoration of victims of on-line child sexual exploitation and prosecution of perpetrators. Aftercare and restoration for these victims is very complex: they are much younger than minors in brothels, many are boys, and parents or other family members are usually the perpetrators.
- Visayan Forum provided shelter, trauma, healing and psychological welfare services, and access to education, individual empowerment, skills training and enhancement, legal assistance and reintegration services to 1,595 victims of trafficking and slavery.
- Visayan Forum provided protective information to 7,997 vulnerable migrants. 311 women and children who survived various forms of modern slavery in the country and abroad were provided with immediate psychological services, legal and medical assistance and access to basic services. 1,949 migrant workers were protected through the pre-employment orientations and continued dialogue with the workers and their employers. Accommodating 60 person at a time in the shelter for transformational care and assistance. Upon reintegration, 40 survivors were assisted in accessing financial assistance and livelihood start up.

**Global:**

- IJM has created an instrument to assess the experience and efficacy of aftercare for survivors of sex trafficking, labor trafficking, and on-line sexual exploitation of children. The Aftercare Successful Outcomes (ASO) form has been implemented in 12 different countries around the world and has been tested and internally validated. IJM is now in the process of securing external validation of the ASO. The validated tool will be publicly released in Q1, 2017.
- Free the Slaves carried out training in India, DRC and Haiti to train lay group facilitators for survivor support groups.

#### **Grassroots advocacy:**

##### **Ghana:**

- The NGO Coalition on the Rights of the Child has developed a mechanism for coordinating advocacy efforts by grassroots organizations. A national multi-stakeholder committee is drafting a National Plan of Action Against Human Trafficking and another is developing a Standard Operating Procedure for handling trafficking cases.

##### **DRC:**

- COSCAE, the advocacy coalition for North Kivu, is now firmly established as an independent legal organization and is developing an action plan for regional activities. A South Kivu coalition is now beginning to emerge. Religious leaders trained and action plans developed.

##### **U.S.:**

- The Workgroup No Traffick Ahead used Superbowl 50 to bring individuals and agencies from all of the San Francisco Bay Area counties to the table and provided opportunities to work collectively on numerous projects, including work with survivors, engagement with media, public outreach, training of the hospitality industry and more. No Traffick Ahead membership grew to 67 agencies across nine counties, including national groups such as Polaris, Thorn and the NFL.
- A billboard campaign that was displayed at the time of the Superbowl in three major counties included four images depicting different types of trafficking individuals may encounter in everyday life. Images were posted on transit shelters, buses, toilet kiosks, and social media, resulting in a total of 20,758,091 impressions.
- A local government resolution developed by the San Francisco Mayor's office focused on training the hospitality industry and government agencies to recognize and combat trafficking. NTA replicated this resolution and had 25 local governments sign on prior to the Super Bowl.
- NTA created a website for regional resources reflecting collective impact ([www.notraffickahead.org](http://www.notraffickahead.org)).
- Walk Free/Audacity Factory: In 2016, the leadership of the Walk Free movement was handed over to U.S.-based Audacity Factory, an accelerator and collaborative focused on ending modern slavery. Through initiatives like EndCrowd, a platform to leverage crowdfunding to promote anti-slavery campaigns, Audacity Factory is working to build a global community that has a shared vision of ending modern slavery. The project at hand is to concept, develop, and deploy this digital community using collaboration, technology, and marketing. Collaboration brings together partner nonprofits with programs fighting slavery on the ground, around the world, WalkFree.org's brand and assets, including a digital following over 8 million people and Audacity Factory's in-house expertise and deployment of digital and social marketing best practices. Leveraging those assets, we will engage with the community members online with tools to fundraise, advocate, and volunteer in both physical and digital capacities. These tools will move members through a continuum of engagement we call "apathy to abolition." This involves taking individuals from a position of low-engagement, low-knowledge to one that is progressively higher and deeper, ultimately increasing their advocacy and ownership within the movement.

**India:**

- We have conducted extensive campaign against domestic child labour in Hyderabad. Several activists visited the individual houses, colonies and apartment associations for creating awareness against employment of domestic child labour. This resulted in many families and associations to talk about the ill effects of employment of domestic child labour and about the legal laws and punishments related to the same.

**Brazil:**

- We see an increased interest in addressing demand for sex trafficking among many demographics right now. Along those lines, we are working with a number of entities in the area of illicit massage businesses.

**Global:**

- Walk Free/Audacity Factory: In 2016, the leadership of the movement was handed over to U.S.-based Audacity Factory, an accelerator and collaborative focused on ending modern slavery. Through initiatives like EndCrowd, a platform to leverage crowdfunding to promote anti-slavery campaigns, Audacity Factory has successfully partnered with some of the world's top anti-slavery organizations. Our biggest push for the last year was the launch of the Generation Freedom campaign that has brought together more than 100 organizations and hundreds of thousands of individuals to push for a dramatic scaling in funding for anti-trafficking efforts.

**Philippines:**

- Visayan Forum (VF) is in partnership with the Philippine Center of Islam and democracy. In this partnership we trained hundreds of women educators and religious leaders in the province of Tawi – Tawi (Southern part of Mindanao) which is also known as an exit point and transit hot spot for cross border trafficking.
- In capacity building, VF has trained over 100 institutional partners, composed of local government officials, law enforcers, service providers, prosecutors, and leaders of various civil society organizations.
- Awareness raising amongst the young through the IFight Movement. 342 schools and communities across the country and 16 Ambassadors.
- In partnership with the Inter-Agency Council Against Trafficking and the Embassy of the Kingdom of The Netherlands, we gathered and built the capacities of over 270 IFight core leaders from Luzon, Visayas, and Mindanao.

**Research and Data:****Global:**

- The Global Modern Slavery Directory now has over 2000 NGOs represented coming from 173 countries, the vast majority of which are service providers for victims.
- Polaris and the International Organization for Migration (IOM) are working on a global data-sharing initiative to merge trend analysis from Polaris' data set of human trafficking cases in the U.S. through the national hotline with IOM's data set of thousands of case records from their 100+ offices. Working level efforts to align these two data sets happened throughout 2016, and Polaris/IOM are looking to announce this project more publicly in Fall 2016 or Spring/Summer 2017.
- Thomson Reuters launched a Global Slavery Platform for data-sharing on global intelligence, and they are in the early stages of building this and soliciting advice from advisors. Marianne Voss has been hired to work on this.
- Last 2 December 2015, United Nations University (UNU) and The Freedom Fund published two reports, 1) calling for greater, more joined-up effort within the UN to fight slavery, human

trafficking and forced labour [as a way to unlock development potential and resources](#); and 2) [to promote international accountability](#).

- In May 2016 UNU published a [Special Issue of the Journal of International Criminal Justice](#), focused entirely on how international criminal justice can be used to tackle slavery crimes. The journal issue was launched at the UN by the ICC Prosecutor. [She publicly committed to work to fight slavery](#). UNU is involved in some follow-up.
- At the request of the UK and others, in late June 2016 UNU held a workshop for over 100 experts from around the world on how to strengthen international response to human trafficking in conflict. This produced a [report](#) which was launched at the UN on 8 September 2016 (just 10 days ago.) Coverage of this report has appeared on platforms with a total reach of 1.8 billion people.
- WHO released guidelines for health care of trafficking victims
- Free the Slaves will soon release a new edition of its *Rebuilding Lives* manual, which provides practical guidance on care for trafficking survivors
- FTS publications on civil society collaboration in South Asia, literature review on sex trafficking and humanitarian response action research report.
- Free the Slaves testing survivor registry to track progress of survivors
- Free the Slaves Child Rights Model evaluated.
- UN Gift, IOM, and London School of Hygiene and Tropical Medicine issued *Caring for Trafficked Persons; Guidance for Health Providers*. Cathy Zimmerman, a Freedom from Slavery Forum participant, played the lead role on this important resource. [http://publications.iom.int/system/files/pdf/ct\\_handbook.pdf](http://publications.iom.int/system/files/pdf/ct_handbook.pdf)

#### U.S.:

- Positive/innovation: the U.S. Department of Health and Human Services' efforts to standardize some data points for victims and survivors' served in US across many sectors.
- A national study of federal trafficking criminal cases brought in the U.S. indicated that mandatory restitution was ordered only in 36% of cases. The Human Trafficking Pro Bono Legal Center, which issued the report, determined that the least likely victims in the U.S. to receive restitution were child victims of sex trafficking.
- An analysis of all federal trafficking criminal cases brought in the U.S. since 2009 highlighted a troubling trend: the trafficking of individuals with disabilities. In some cases, traffickers actively recruited victims with disabilities in order to steal their federal benefits. In addition, traffickers held victims in forced labor and/or forced prostitution. The Human Trafficking Pro Bono Legal Center issued a fact sheet and conducted outreach to disability rights organizations to alert advocates to this trend.
- Analyzing a data set of 25,000 cases of human trafficking in the U.S. based on national hotline data, Polaris data analysts created a typology of the 25 main types of human trafficking in the U.S. Most every single call that comes into the national hotline in the U.S. can be classified by this typology of 25 types. This "typology of sub-types of trafficking" concept is now also being suggested and explored in Mexico and Canada.
- No Trafficking Ahead (NTA) created an online survey and are conducting interviews to collect information regarding efforts surrounding the Super Bowl and assessments of their effectiveness. We have had significant challenges getting data from law enforcement agencies, which have the greatest amount of data. Part of the difficulty comes from fatigue following the event; law enforcement engaged in operations for three weeks before the Super Bowl. Additionally, several of the officers/agents left their positions soon afterwards. With other organizations, we are encountering an incentive problem: many agencies felt an incentive for collaboration and input based on the event, but that is now missing.

- NTA created a database of over 250 items of media coverage of the issue of the Super Bowl and human trafficking during the two months before and during the event.

#### **India:**

- IJM and our local Indian partners conducted two state-wide baseline prevalence studies in India for forced labor slavery, one in Tamil Nadu in 2015 and one in Karnataka in 2016. IJM has also completed prevalence studies of sex trafficking in Mumbai and Kolkata. Those publications will be released in Q4, 2016.
- FXB Center, Harvard University, released evaluation of community-based slavery eradication program implemented by MSEMVS in Uttar Pradesh and Bihar, India (MSEMVS is a principal partner of FTS)

#### **Philippines:**

- IJM issued final studies of child sex trafficking prevalence in the Philippines showing substantial reduction in presence of minors within commercial sex industry.
- Visayan Forum: Landscape analysis of the rights of fishing industry workers, research on the vulnerabilities to trafficking and abuse amongst Filipino Household service workers in Hong Kong and Singapore. Research and information on several trends concerning victimization of males and age of first trafficking, which potentially can change the landscape of anti-trafficking interventions. Integrating human rights and human trafficking in the Madrasah Learning System (Traditional Islamic education).

#### **Ghana:**

- IJM completed a major report on child labor slavery in the fishing industry on Lake Volta in Ghana which will be released in 2016, Q4.

#### **Haiti:**

- UNICEF released its national study of restavek (child domestic servitude)

#### **DRC:**

- State Department funded independent evaluation of FTS program in North and South Kivu (DRC)

### **Innovation:**

#### **Global:**

- On 16 December 2015, the UN Security Council (UNSC) held its first ever debate on human trafficking in conflict. This included addresses by [Ms Nadia Murad Basee Taha](#) a Yazidi survivor of sexual slavery, and [Mr Nick Grono of The Freedom Fund](#). The UNSC adopted a [presidential statement](#) that calls for states and the UN to take various steps to strengthen efforts to fight human trafficking in conflict, and asked the UN Secretary-General for a report within one year.
- In early 2016, numerous events were held by different states at the UN, to keep the focus on slavery, human trafficking and forced labour. A diverse group of states has become very involved, from Belarus to the US, from Liechtenstein to the Philippines to the Vatican. United Nations University has been actively involved in promoting these efforts.
- UNU is also working with roughly 25 other organizations to develop a new initiative, which will focus on finding and scaling up innovative interventions to tackle slavery, in 4 areas: 1) data integration; 2) the investment case; 3) strategic communication; and 4) fighting impunity.
- Innovative use of litigation to combat trafficking has taken hold in the U.S. and around the globe. Justice without Borders, an NGO in Asia, brought cases to recover damages for trafficking victims and exploited workers in that region. Leigh Day, a large law firm in the U.K. successfully litigated a forced labor case involving egg farms. In the U.S. the number of civil cases more than doubled, with 175 civil trafficking cases filed since 2003. In the absence of criminal prosecution, civil litigation may be the only option for trafficking survivors to have a day in court. Innovative litigation also created deterrents to increase risks for would-be traffickers.

- Positive wins/innovation: human trafficking is being "inserted" into relevant/related ministries to greater degree in the global Catholic Church, rather than being seen as a highly specialized service area, i.e ministries/social welfare for at risk populations like seafarers, street children, those engaged in prostitution, migrant workers, refugees.
- A21: We're excited by the adoption of our Spotlight investigations tool that aids in child sex trafficking investigations. Beyond the results of the tools itself, it has shown us a model for how to drive technology innovation in this space and engage law enforcement in a new way that will aid in rapid adoption and implementation of new tools.
- Use of technology to increase reporting of problems still has a lot of potential and a long way to go. Lots of interest/demand for supply chain reform but not good capacity or clear pathways.
- Amnesty International issued a global policy document urging decriminalization of sex work, calling the policy "the culmination of extensive worldwide consultations, a considered review of substantive evidence and international human rights standards and first-hand research, carried out over more than two years."
- GoodWeave is expanding into several new sectors, including brick making, apparel and home textiles, as well setting up a new capacity building division to partner with select organizations to implement our methodologies. We have also launched a digital platform that brings a new level of transparency to supply chains down to the most hidden, exploited workers.

#### **Cambodia:**

- Over the past year we have been improved our collaboration with local Cambodian Police in both rural and urban areas. By supporting police in rural communities we empower them to be leaders and key points of contact for cases of exploitation.
- IJM phased out of its anti-sex trafficking casework in Cambodia in January 2016. A prevalence study showed that commercial sexual exploitation of minors in Cambodia's major cities had dropped to less than 2 percent. There continue to be cases of trafficked minors, but the authorities are reliably responding to reports and investigating them professionally. IJM staff in Cambodia have transitioned to our new project in Cambodia: cross-border labor trafficking.

#### **Canada:**

- The first grantee program in Canada was launched that wholly addressing the trafficking of women and girls, with a cohesive shared vision of what constitutes trafficking for the purposes of sexual exploitation in Canada.
- We are seeing many innovations from the grantees drawn in this cohort/program. For example, one project is investigating interconnectedness between trafficking within domestic workers and also potential coercion and manipulation of these same workers into providing sexual services. We are also looking at trafficking through the trajectory of women coming to Canada with refugee status, as well as the vulnerability of these populations.
- We are also seeing Interconnectedness among grantees working with diverse populations (e.g., indigenous women / migrant women / youth) both grantees and we are seeing common threads between the trafficking trajectory of these diverse groups and the ways in which they can be supported to rebuild their lives. We hope to continue to build a better understanding of ways trafficking manifests and how different groups use trafficking to describe diverse experiences (forced marriage, missing and murdered indigenous women)

#### **Romania:**

- Open Door Foundation also started working with cases of Filipino women trafficked in Romania for domestic work, a very new trend, unfortunately, among the forms of trafficking in Romania.

#### **Syria:**

- Syrian Refugee Crisis: This past year A21 has had the opportunity to contribute to bringing human trafficking prevention and relief aid to refugees who are caught up in the Syrian Refugee

Crisis. In the area of prevention, we have set up posters, maps, and handed out flyers warning people of the dangers they are facing and giving them information on how to protect themselves and their families. Most recently, we have developed a refugee children's book that illustrates to children the risks of trafficking. In the near future, we hope to expand our efforts of working with refugees who are survivors of human trafficking throughout Western and Eastern Europe as well as the Middle East.

**UK:**

- UK Modern Slavery Helpline and Resource Centre (launching Oct 2016) with major commercial partners delivering increased innovation and analytics plus survivor support.

**Philippines:**

- Visayan Forum has partnered with local and international organization in its fight against human trafficking and modern slavery. Just very recently, through the partnership with Thomson Reuters Foundation and global law firms like Linklasters LLC in examining legal frameworks in different countries on the rights of fish workers in response to the issue of slavery at sea.
- VF has a community prevention program, and in 2015, we launched Mrs. Fighter, I brand home products manufactured by members of the "Bantay Komunidad" (BK) – An anti-trafficking and abuse community watch group). This is a community enterprise where they were able to market the products to individual neighbors, or as a group to supermarkets and organizations. With this approach, the mothers in the community were able to increase their income which helped them ensure that their children are sent to school or that there is food in the table.

**Brazil:**

- Several organizations are coming together to discuss innovative solutions for breaking the so called "cycle of enslavement" (those workers rescued from slavery are taken back to the same previous vulnerable context and have few chance, if any, to escape to new enslavement; complementary, those employers responsible for their enslavement have no sufficient sanction so as to deter relapsing). Recently, with support of ILO Program in Brazil, was created a National Institute for Integrated Actions which may support innovative initiatives in this area.

**Asia:**

- Recently Liberty Asia and Chab Dai launched Freedom Collaborative. Freedom Collaborative is an online platform that seeks to integrate every facet of the counter-trafficking movement, enabling advocates, practitioners, policymakers and researchers to contribute to and draw from its collective knowledge base. Through use of the platform's Freedom Library, international Freedom Registry, and a collaborative interactive map, all those interested in the cause can communicate, exchange resources and collaborate in real time. This has already lead to several cases of international referrals in facilitating repatriation for trafficking cases, including women trafficked to China as brides. [www.freedomcollaborative.org](http://www.freedomcollaborative.org)

**U.S.:**

- No Traffick Ahead created a framework for regional outreach to hotels and a mapping system to reflect these efforts on the NTA website. It also supported a project to create and distribute hotel tent cards providing information and resources on human trafficking to hotel guests and potential victims.
- No Traffick Ahead produced three free online trainings about labor and sex trafficking targeting employees/managers at hotels and at restaurants, and the general public. These MOOCs resulted from a collaboration with several organizations, and will be hosted by Stanford University's Online Courses.
- Polaris is working on two national initiatives in the U.S. designed to combat two national sub-types of sex trafficking - one focused on trafficking in illicit massage businesses, and the other focused on the Sex Trafficking of Women and Girls from Mexico and Latin America to the U.S.

**Haiti:**

- Beyond Borders and Free the Slaves created the Unified Program to End Child Slavery in Haiti, which pools the resources and efforts of the two organizations.

**Nepal:**

- FTS assisted in design and execution of anti-trafficking training of humanitarian responder in aftermath of earthquake.

**India:**

- Group wedding of five couples used as strategy by FTS to avoid debt bondage due to high costs of weddings and dowries.

**Opportunities:****Global:**

- UN University anticipates significant movement when the UN Security Council again debates human trafficking in conflict in December 2016. UNU will be working with members of the Council in the lead up to the debate.
- Alliance 8.7 coming out of SDGs should increase focus on child labor and forced labor, and this year's Intl. Day on Child Labour theme on supply chains may open more doors for private sector engagement and partnership
- Creating a transition memorandum for the Presidential Candidates so to inform them of the state of play and set forth an agenda with outlines a future free from human slavery.
- I believe the fight for greater resources and sufficient political will is among the most important opportunities facing the field. With more and more attorneys willing to litigate forced labor cases, the potential for strategic litigation to combat trafficking is immense.
- Continuing to add more organizations to the Global Modern Slavery Directory with the hopes of reaching nearly 3000 organizations in the Directory

**Romania:**

- Open Door Foundation listed the opportunity of partnerships with large corporations, in the form of donations, job opportunities, and raising awareness on the issue of trafficking.

**U.S.:**

- End Modern Slavery Initiative (EMSI): Likely passage of legislation authorizing \$250 million from the USG over next 7 years will be a huge contribution to the field. Emergence of SFRC Chairman Corker as an anti-slavery champion an important development.

**Challenges:****Brazil:**

- Out of these immediate challenges, we need, more deeply, to address with more effectivity the issue of "how to break the cycle of enslavement", by offering opportunities for those rescued from slavery or at risk of enslavement or of risky migration. This means build a set of programs (addressing vulnerability at a community level and individual level as well: access to land, vocational training, etc). What needs to be reinforced and preserved is the strong cooperation existing between sectors of the State, Public Prosecutors, ILO, Civil Society organizations, including corporate bodies.

**Global:**

- Lack of prosecutions: According to the Department of State, there were only 10,051 prosecutions in the world in 2014. Increases reported in the State Department TIP report in 2016 reflect first time reporting by a number of countries, rather than a spike in the number of cases brought.

- A major challenge for the movement this year is the regression in support for and initiatives to address forced labor and other forms of trafficking for labor exploitation. Attention seems to have shifted back to a "sex trafficking only" focus in the U.S. and abroad.
- Solutions are beginning to emerge in combatting the crime and funding (both public and private) is paltry. There needs to be a dramatic rethinking of the scale of resources and infrastructure that needs to be made available to combat this problem.

#### **U.S.:**

- The U.S. government failed to bring forced labor cases. According to reporting from the federal government, prosecutors brought only 9 forced labor cases in the entire country in FY2015.
- The lack of shelter for trafficking victims, particularly for male victims and those identifying as LGBT, continued to hamper recovery for these individuals.
- The lack of integrity in the TIP report for two years running is a loss and a challenge. Politicized TIP upgrades for Malaysia, Thailand, and others eroded JTIP prestige.
- Low numbers of victims are being identified in the U.S., especially foreign-national victims, labor cases; low number of these kinds of cases are being investigated/prosecuted.

#### **Romania:**

- Another major issue is the lack of accurate information offered to the victims by the National Agency Against Human Trafficking, in regards to the appropriate services that are available for them.
- One of the major things noticed in our context in Romania and Europe during this past year was the high increase in child trafficking, regardless of its forms (though the highest percentage is still for sexual exploitation).
- Our major challenge are the finances. Trying to raise support for the current shelter, as well trying to raise the money to open the children's shelter.
- Challenge to implement protection provisions as indicated in the national laws.

#### **Canada:**

- A main concern is that data are not always dependable as they are created within a certain context and may not be able transferable to other contexts (e.g. # of indigenous women trafficked, # of convictions, # involved in sex trafficking etc.) This needs to be addressed in Canada with a cohesive and centralized data collection process.
- Finding funders who specially want to do this work – we are competing among a small pool for very limited funds from private donors, and this is a challenge. There are almost no government funds
- As frequently is the case, there is high turn-over in staff in this sector – either in police / government / social services sector etc. This makes it difficult to keep connected across the country with different agencies, but also to refer women and girls to appropriate services and make sure they are supported and accompanied in safety to different services.

#### **Ghana:**

- Ghana Government highly resistant to apprehending and prosecuting perpetrators of child labor slavery. There were virtually no trafficking convictions within the past year. In recognition of the lack of progress, Ghana remained on the State Department TIP Report's Tier2 Watch list for the second consecutive year.
- Legislative work in Washington on both domestic and international slavery became a vehicle for abortion controversy, complicating passage of JVTa and EMSI considerably. Huge backlash against EMSI from anti-abortion groups, led by Heritage Foundation.

#### **India:**

- Mobilising communities especially the urban middle class on the issues of slavery.
- Low levels of funding (government and non-government) remains a challenge as always.

- Failure of anti-poverty program in India make the prevention and protection a big challenge to combat slavery; delayed in justice system; lack of political will to end slavery at province level; lack of sensitivity among Govt. officials about slavery issue.

**Cambodia:**

- There has been an overall general government clampdown on human rights workers and advocates, to the extent of jailing advocates and restricting demonstrations and meetings. Lately, there has been a growing migration and trafficking into the Middle East region.

**UK:**

- Sector wide in the UK a continued inability to work collaboratively to maximise impact and effective use of resources.
- BREXIT for UK and EU could potentially have impact on victims.

**Philippines:**

- Slow progress Policy and legislation amongst politician and government officials.
- Fund raising to sustain the existing programs
- Difficulty in adjusting to the new government
- New political climate in the country
- Attacks from the traffickers and their cohorts

**Successes**

**India:**

- Several children from the State of Bihar were employed in bangle making units of Hyderabad. These children were made to work from 14 to 18 hours per day in horrible conditions. The children were freed and rehabilitated. Rescued several bonded labour children employed in cotton seed fields of Mahabubnagar district.
- MSEMVS have liberated more than 600 individuals from different forms of slavery including men, women and children.
- In March, IJM and our Indian government partners facilitated our largest rescue of bonded laborers from a brick kiln in Chennai – 564 men, women and children. The rescue was the second operation on the kiln; in 2011, IJM and the authorities rescued 511 people from bonded labor but the owners were not prosecuted. They simply replaced one group of bonded laborers with another. All of the individuals were from the state of Odisha; IJM returned them to their home villages, secured government benefits, and enrolled them in a 2-year rehabilitation program.

**Cambodia:**

- IJM closed out its 12-year child sex trafficking program in Cambodia and transitioned its casework there to labor trafficking. Child sex trafficking has decreased dramatically in Cambodia though there are still incidents. IJM was able to end its support for rescue, apprehension, and perpetrator accountability because Cambodian law enforcement is reliably and professionally responding to new cases as they arise.

**Central America:**

- Wins: rapid response teams for assistance created in some Central American countries

**U.S.:**

- New Office on Trafficking in Persons (OTIP) created within the U.S. Department of Health and Human Services (HHS).
- Polaris: In calendar year 2015, the U.S. national hotline received over 3,500 calls directly from survivors, which includes calls from 1,600 unique survivors. These are the highest rates to date of survivors directly reaching out to the U.S. national hotline for help and support.

- In the largest human trafficking litigation victory in history, the Southern Poverty Law Center obtained a \$20 million settlement in a case against Signal International for forced labor. The case, originally brought by 400 skilled male welders trafficked to the U.S. from India, ended with the company declaring bankruptcy. The Southern Poverty Law Center brought more than a dozen pro bono law firms on board to litigate multiple cases against the corporation.
- In a very significant case brought by bakery workers in the U.S., the court awarded more than \$15 million to the workers. The skilled bakery workers, trafficked from the Philippines, alleged that they were held in forced labor in Los Angeles.

**Romania:**

- Open Door Foundation’s greatest win was hiring one of our former residents as part of our team. And there are two more whom we would hire on the spot, upon opening the children's shelter.

**Global:**

- The mainstream refugee world (in protection, resettlement, advocacy) is recognizing the prevalence of human trafficking within these flows/populations and are organizing to be more responsive.
- FTS: 1,106 people liberated from slavery; 511 survivors considered “fully reintegrated” post liberation (2015 year-end data.)
- FTS: Application of Community Maturity Tool to measure community resistance to slavery expanded: 176 communities deemed “fully mature” (i.e., sustainably resistant to slavery); another 511 scored as making significant gains.

**Philippines:**

- The Philippines was upgraded to Tier 1 in the annual State Department Trafficking in Persons Report, in recognition of strong and consistent action by the Philippines Government to take effective action against traffickers.

**Canada:**

- Being able to successfully launch and fund the first grantee program in Canada wholly addressing the trafficking of women and girls, with a cohesive shared vision of what constitutes trafficking for the purposes of sexual exploitation in Canada.
- National convening – we were able to hold a meeting last March in Partnership with Public Safety Canada, to bring together stakeholders from Police services, Government, Service sector, health, law, academia etc to discuss the state of the field in Canada around several main themes – the report from PSC can be found here <http://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/2016-ntnl-frn-hmn-trffckng-smmry/index-en.aspx> . We are following up this year with knowledge mobilization, deepening conversation and online engagement on these same themes, depending on interest and participation from mainly service providers.

## Appendix D

### Standards & Norms Working Group Freedom from Slavery Forum 2016

#### **Objective**

In 2015, the Standards & Norm Working Group conducted a desk review of existing documents (frameworks, policies, protocols, etc.) that outline standards, practices and/or other processes for organizations that provide services to survivors of human trafficking (both sex and labor). A structural analysis of these documents using a basic matrix framework ascertained the level and depth of information these documents provided on a wide range of service and care provision categories, such as health care, education, legal assistance, and organization and staff competencies. The analysis was presented to participants of the 2015 Freedom from Slavery Forum for a discussion around recommendations for broad scale adoption of a set of common standards of care in the anti-trafficking field.

The analysis in 2015 was limited to shelter-based aftercare models. In 2016, the working group decided to expand their work in this area to include the growing area of community-based aftercare models that are being used to provide services to human trafficking survivors. Since community-based aftercare services are still a new and evolving service model, the literature was scarce to non-existent. As a result, a new methodology was utilized to understand how community-based service provision was taking place.

#### **Methodology and NGO Respondent Demographics**

Due to the scarcity of documents that outline standards, practices and protocols for organizations that utilize a community-based aftercare model, the working group shifted its methodology to a survey administered to community based aftercare service providers. The working group adapted the basic matrix framework established in 2015 into a set of quantitative and qualitative survey questions addressing the same range of service and care provisions (see the full survey in Appendix A). Due to time and resource constraints involved in utilizing a survey methodology, the survey was administered to 11 organizations that managed community-based aftercare programs for human trafficking survivors.

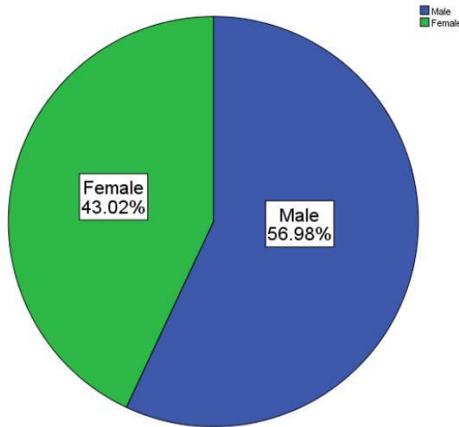
The survey was administered using two main collection mechanisms: self-administration and information interviews. A total of 11 organizations surveyed in 2016 were implementing community-based aftercare services in the United States (3), Cambodia (4) and Ghana (4).

The vast majority of community-based programs were established between the years 2013 - 2014 (7 programs). The other four programs were established in 1998, 2003, 2005, and 2006.

## Survey Results

### Client Demographics - Gender

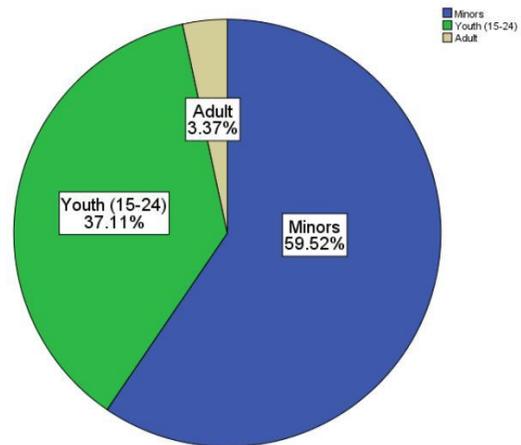
Of the 11 organizations surveyed, 3 provided services to female clients only, 5 had the capacity to



provide services for both male and female client and 3 organizations were able to provide services to male, female and transgender clients. Out of the organizations who indicated that they have worked with male and female clients, all but one had more male clients than female. The graph to the left indicates the aggregate client breakdown amongst the 11 organizations surveyed. Only one organization reported having served a transgender client.

### Client Demographics – Age

The survey asked organizations to indicate client demographics by age within four categories: minor, youth (ages 15-24), adults and elderly (60+). Only one organization indicated that they had the capacity to serve all age groups but had not yet served any clients from the elderly age group. The graph to the right indicates the aggregate client demographics by age.



### Client Demographics – Types of Trafficking and Country of Origin

Each organization was asked if their program provided services to clients who experienced sex trafficking, labor trafficking or both. Of the organizations surveyed, 3 served only survivors of sex trafficking, 3 served only survivors of labor trafficking, and 4 served survivors of both sex and labor trafficking, while one organization did not specify.

The survey also asked each organization if they served domestic or international clients. Five of the organizations worked only with domestic clients, 5 worked with both domestic and international clients and 1 organization did not specify.

### Referring Agencies

Respondents specified where they received referrals from for their services to survivors of human trafficking. Referring agencies included:

- Governmental (9);
- Law Enforcement (7);
- NGOs (10);

- Other: Hotline, existing clients, community members, legal agencies, school teachers, Churches, Hospitals, international partners/NGOs.

## **Services Provided**

### *Trainings Provided*

One key-defining element of community-based aftercare programs is the quick integration of survivors into the community. As such, the working group believed it was critical to understand how programs prepare community partners for properly engaging with survivors. The survey asked respondents what specific trainings and/or activities they provide to communities, foster families and/or community leaders to prepare them to receive and care for survivors. The top responses shared by organizations surveyed were:

- Awareness, identification, & sensitization: 8;
- Counseling services and training: 4;
- Child protection: 5;
- Economic empowerment of victims: 4; o  
Victim rights: 4;
- “Catch-all” training program on human trafficking survivor needs: 4;
- Other trainings mentioned: Working with victims of trauma, providing formal education, service provider networks, life skills, parenting skills, training for law enforcement and government agencies, conflict management and working with female and/or male survivors

### *Assessing a Client for Community-Based Care*

Based on the working group’s own experience with and expertise on community-based aftercare programs, there was an overall recognition that not every survivor will be successful in such a program. Therefore, the survey asked the organization respondents how they assess whether the client should or has the ability to be in the care of a community-based program as opposed to a residential facility. The top responses from organizations were:

- Community-based caregiver’s ability to support client (safety, economic stability, caregiving skills, etc.): 6;
- Client’s health: 5;
- Clients with severe mental or physical needs may need to be referred to a shelter program but only as a last resort: 2;
- Client risk assessment: 4;
- Community assessment of ability to host clients: 4;
- Other assessments mentioned by NGOs: Danger to self and/or others; clients needs, wants, and/or goals; client’s educational level; and working specifically with the referring NGO about what would be best for the client.

*Comments:*

*Organizations stated the need to address each client on a case-by-case basis and acknowledged that original service plans (or acceptance into a community-based program) could change especially when decisions were made during emergency intakes.*

*One organization discussed the importance of conducting Strength Assessments, i.e. what strengths does the client naturally possess, with a reinforcement of the client’s positive attributes.*

*One organization mentioned that there was a lack of social workers and counselors within communities, putting a higher level of responsibility on the organization. This could be one potential challenge for community-based aftercare programs.*

**Emergency Service Provision: First 24-72hrs of Receiving a Client**

To maintain consistency across the research conducted in 2015 and 2016, the survey utilized a similar line of questioning with regard to service provision as it was outlined in the previous basic matrix framework. The service provision section was divided into two subdivisions: Emergency service provision (i.e. first 24-72 hours) and long-term/ongoing service provision.

The following grid illustrates the type of emergency services each organization provided. It was also important for the working group to understand if the service was provided directly by the agency, not provided at all or if there was a referral process for the service. This aspect is illustrated on the grid by utilizing the column headings of “provided,” “not provided,” and “refers out.” One NGO indicated that they were not a “first response” program and therefore provided no response to this section.

Service	Provided	Not Provided	Refers Out	Comment
Safety Plan	11	0	0	One NGO specifically mentioned safe transportation.
Housing	8	2	1	One NGO in the US puts women in domestic violence shelters and men into paid motel rooms or homeless shelters. The “not provided” NGOs represent a victim community center and a counseling NGO.
Guardianship	7	4	0	75% of the NGOs who don’t provide services for locating guardianship are in the US. One NGO states they rarely work with minors, but when they do, this aspect of service is under the control of Child Protective Services.
Healthcare	9	0	2	
Translation Services	10	1	0	
Food, Clothing, Other Basic Needs	10	1	0	The NGO that does not provide this is a counseling NGO and receives clients referred from other agencies that cover this service.

*Comments:*

*In general, the standards documents analyzed 2015 that focused on shelter care models did not outline specific details about secure safety and emergency services. In comparison, the community-based care programs surveyed did have a high-level focus on these key aspects. One organization stated that after taking clients out of their dangerous situation they work directly with the client on developing a case management and safety plan.*

**Long-Term Services Provided to Clients**

The following grid outlines the long-term/ongoing services that community-based aftercare programs provide.

Service	Provided	Not Provided	Refers Out	Comment
Safety Plan	11	0	1	NGO makes sure that clients have access to other community services that will secure their safety even after their case is closed.
Housing	8	1	3	
Child Care	5	1	3	
Transportation	8	3	1	
Victim Advocacy	10	1	1	
Life Skills	8	1	3	Some NGOs mentioned how this is foundational in their project
Mental Health Services	3	0	9	
Physical Health Services	2	0	10	
Formal Education	6	2	4	
Job Training and Placement	5	0	7	
Micro-Financing	4	0	8	
Legal Assistance	3	2	7	

*Comments:*

*All NGOs either provided or referred their clients to other service providers in relation to safety, mental health services, physical health services, job skill training and placement, and micro financing. This is a positive aspect of the community-based aftercare model in regards to the focus on sustainable re-integration of a client back into a community.*

**How do Services Change for a Client as Time Progresses?**

Given the strong emphasis of community re-integration and self-sufficiency within community-based aftercare programs, it was important for the working group to understand how service provision might change as a client progresses over time through the program.

The survey asked how service provision might change at three key junctures: 1-3 months, 6 months and 1+ year(s). A strong theme that emerged from this line of questioning was the customization of service plans to meet the individual and specific needs of each client.

Therefore, the service needs and progress through a program will depend on both the individual and the organization. For example, a client may engage with the organization's services for only 3 months or more than a year.

- 1-3 month period:

During this period, the focus was largely on crisis management and stabilization, which included securing housing, employment and transportation. Once a client was stabilized, programs would generally shift their focus to developing long-term goals and begin to build out their 'service plan'. At this critical stage there is a high level of monitoring where regular assessments are conducted with the client.

- 6 month period:

Many of the organizations surveyed indicated a shift of the level of services during this period. To illustrate this point, one organization stated that if a case is still open after six months then a serious reassessment of the case is conducted, suggesting an expectation that significant progress with clients should be reached by this point in service provision. After six months most organizations tend to reduce monitoring and child survivors are reintegrated back with their families or long-term foster care is found.

- 1+ year(s) period:

The monitoring of clients is reduced greatly at this point of service provision. One program surveyed discussed the provision of a hostel-based economic empowerment and high skilled job placement program that is a 2 to 3-year program. Therefore, after a couple of months there is a transition of services as their clients become fully independent. It was noted by several organizations that international clients may still need stabilization at this point in service provision as they may still be awaiting proper legal documentation (such as legal status in a country, birth certificates, passports, etc.), making it difficult to transition to complete self-sufficiency.

*Comments:*

*Organizations responded strongly that they should not be providing constant services over a long period of time. Some NGOs may continue 'checking-in' on their clients from time-to-time but this seemed more informal and not connected to a specific further need of services.*

## **Exit Strategy**

For any program, be it a shelter model or community-based model, having a realistic exit strategy for each client is an important aspect of a client's service plan as the ultimate goal is client self-sufficiency. Therefore, the survey asked each organization to describe their typical exit strategy for their clients. The organizations surveyed highlighted the following indicators as necessary before closing the case with the client:

- The client is stable, secure and has access to: job, housing, transport, education, health (medical and mental) care, etc.
- The client is connected to support networks and systems to support emotional sustainability and has access to resources.

- The organization works with caregivers/family to ensure they are able to receive and successfully support the client.
- The organization works to find permanent housing for minors and youth. In the following order of preference:
  1. Family tracing, followed by family reunification and family support;
  2. Kinship care;
  3. Long-term foster care / domestic adoption (no child is placed with a foreigner)
  4. Group home residential care

*Comments:*

*One organization commented that 90% of their cases are closed after four to six sessions with the organization. Sessions are conducted with the family and are generally one hour in length.*

**Clients with Chronic Mental or Physical Health Needs**

Survey participants were asked what protocols are in place when working with clients with chronic mental or physical health needs. Many organizations indicated that they conduct an internal assessment regarding such needs and when necessary move towards having a professional assessment conducted (if this competency is not available within the agency). Once assessments are conducted, clients are often referred out for more professional and ongoing service provision. One organization indicated that all accommodation is secured and found to be sustainable before a case is closed through:

- Victim advocacy organizations;
- Government services;
- Hospitals and private practices;
- Employers.

In the case of placement of children with chronic mental or physical health needs with emergency foster families, more support is provided by the organization. After which, permanent foster families are found who are able to appropriately meet all the needs of the child before they are re-integrated into that family.

**Protocols for Various Gender Identities and Sexual Orientations**

Seven out of the 11 organizations surveyed answered this question with a ‘no’, ‘haven’t come across this’, or ‘N/A’. Only one NGO specifically mentioned building their networks so these needs can be met if and when a client expresses wanting additional support/resources in the areas of Sexual Orientation/Gender Identity.

*Comments:*

*Networking, trainings, awareness-building, and non-discrimination practices/protocols are important in order to care for this particular populations.*

**Referring Client to Other Community-Based Organizations**

There is a broad understanding within the anti-trafficking field that no single agency is able to provide all the services a client may need, and that it is both important and necessary to partner with other

agencies to meet all the needs of a client. Therefore, the survey asked a series of questions regarding how referrals are made to outside agencies and what protocols or vetting procedures are in place in order to make good referrals on behalf of their clients. The following vetting procedures were discussed by those surveyed:

- Utilize programs that have gone through the proper licensing channels and have proper documentation issued by the government, law enforcement, and/or other NGOs;
- Word-of-mouth with trusted community partners, meetings, site visits, research background of potential partners;
- Partner NGOs host trainings for one another;
- The use of signed contracts between two-or-more entities outlining responsibilities and expectations;
- Performance/Output research and credibility.

## **Organizational Management**

### Program Staffing

- Skills looked for when hiring new staff:
  - Education and/or work experience; o Bilingual;
  - Team player;
  - No criminal record;
  - Masters in social work or law.
- Further comments from organizations on staff skills:
  - The importance of staff being compassionate but also able to professionally separate themselves from the client to remain resilient against manipulation by clients, ‘failure’ in sustainable services, permeation of crisis and trauma from client to staff (secondary trauma).
  - One emergency foster-home organization likes to hire new or inexperienced people in the field so they can be taught the way they operate alternative aftercare to avoid biases of ‘how things should be done’. This is intentional to encourage the use of a different paradigm of aftercare for survivors of abuse opposed to the typical shelter aftercare model that is prevalent in the country where they work. Additionally, this organization moves people throughout jobs within the organization so their staff are more well-rounded in their training and knowledge of foster-care for abuse survivors.
  - All organizations surveyed said that they require their staff to continue their education through school, workshops, training sessions, certification courses, etc.

### Staff to Client Ratio

- One organization stated they have one staff for every 43 clients.
- Two organizations said they have one staff for every 20-22 clients.
- Seven organizations stated they have one staff for every 15 clients or less.

#### *Comment:*

*Since these organizations have such a high focus on individualized and customized service plans, there appears to be a push for smaller caseloads. By keeping staff to client ratios low, organizations can focus on having more quality outcomes for clients.*

## Protecting Staff from Mental and Physical Harm

Organizations mentioned the following strategies for staff-care and protection:

- De-escalation techniques training;
- Regular 'check-ins' or bringing in external counselors for staff;
- Support healthcare of staff through: insurance, paying bills, screenings;
- Training about vicarious trauma;
- Team retreats and team-building exercises;
- Meetings with clients either in public settings or at the office where the staff aren't alone.

## Internal Policies and Procedures

The survey involved a series of questions aiming to understand the internal policies and procedures of each organization. Questions covered policies that are in place, program evaluation, financial management and case management. The following are the questions and answers that cover this topic:

Question 1: Do you have an organizational Child Protection Policy in Place?

Nine organizations indicated they did have an organizational child protection policy in place. Two organizations (both from the US) indicated that they did not have this policy in place but no further information was given as to why.

Question 2: Do you have an external party evaluate your program?

Five of the organizations stated they did utilize an external party for program evaluation while six agencies indicated they did not.

Question 3: Do you have a financial management system in place for auditing, and donor reporting purposes?

The overwhelming majority of organizations (10) stated they did have a financial management system in place. Only one agency indicated no to the question.

Question 4: What does your case management system look like?

Some organizations indicated they are solely paper based while others utilize a mix of both digital and physical data management and filing systems. Organizations stated that clients have individual files where the client is at the center of service plans that outline self-determined goals, utilizing a collaborative process in identifying strategies to actualize those goals.

Organizations who work with foster families stated they also keep individual files of the foster families as well. Organizations also indicated the use of a multi -agency approach for their case management, allowing for a diversity of services. Through this approach the client becomes more integrated into the community and not reliant on one agency in one location.

At the conclusion of the survey, organizations were asked to note which aspects of the program they found most successful and which aspects they felt needed improvement.

Successful Aspects of Program	Needs Improvement
<ul style="list-style-type: none"> <li>• Skilled Staff;</li> <li>• Client-centered;</li> <li>• Multi-agency approach; <ul style="list-style-type: none"> <li>- Strong partner programs that provide top-notch services.</li> </ul> </li> <li>• Engagement in capacity-building programs;</li> <li>• Strong management team;</li> <li>• Project maintains a “lean” budget; <ul style="list-style-type: none"> <li>- Successfully meet basic needs of clients without being excessive or it feeling like a “hand-out”</li> </ul> </li> <li>• Detailed research and planning to define a project’s structure, objectives, processes, and goals before opening doors.</li> </ul>	<ul style="list-style-type: none"> <li>• Acquiring funding and diversification of funding;</li> <li>• Making people aware of the community-based aftercare model;</li> <li>• Expansion of community and NGO collaboration in order to meet more diverse service needs;</li> <li>• Stronger Board of Directors to promote more engagement in project;</li> <li>• Database and client information centralization;</li> <li>• Budget management;</li> <li>• Staff training;</li> <li>• Various project infrastructure needs (i.e. security, transportation, building improvements).</li> </ul>

**Case Examples of Assistance Received From Community-based Aftercare Programs**

*\*Note: Names changed throughout to ensure client anonymity*

**Case Example 1:**

Vanessa was trafficked through a fraudulent marriage where she was imprisoned and subjected to labor exploitation. After he escape, Vanessa was referred to an organization who was able to secured short-term shelter, and assigned her a case manager who spoke Spanish, the same language Vanessa spoke. The organization provided her with a monthly stipend for food and other costs, and her case manager helped Vanessa become comfortable with accessing public transportation, accompanying her until she became confident enough to travel alone. As Vanessa's English speaking proficiency was limited, the organization collaborated with a culturally relevant agency to provide additional services for Vanessa, including linking her with a family who worked with the agency and was able to provide Vanessa with a room to rent. The organization and agency collaborated to set up an MOU with the family establishing the living arrangements and rent to be paid by the organization. Vanessa found a job at a restaurant and the organization helped her to find and pay for English lessons. After finishing the English course, Vanessa expressed interest in starting her own business, so the organization linked her to a free computer business course to assist her in this respect. Recently, Vanessa was able to obtain legal immigration status in the US, and her community-based services were transferred to another community based program that could provide longer-term services.

**Case Study 2:**

Just after turning 18, Sara was offered a job as a nanny in the US, which turned into labor trafficked situation where she was forced to work for very little pay with no way to return to Indonesia. Eventually, she was able to escape her situation and referred to an NGO who provided her with both legal and social services. While an attorney worked to help Sara file for immigration relief, a case manager helped connect her to various services such as health insurance, medical and dental care, and housing programs. Additionally, the case manager advocated for Sara to receive victim compensation

benefits which were leveraged to pay medical bills and counseling services. The organization provided support when Sara went to court and encouraged her to pursue vocational training and employment opportunities in line with her interests and passions. This led to Sara's decision to return to school to earn a college degree. The NGO helped Sara find and obtain scholarships to supplement her financial aid and access programs at the community college that provided support and tutoring. Sara received legal immigration status (T-visa), and one year later was granted legal permanent residence status. Sara has been referred to the NGO's Survivor Leadership Program.

### **Case Study 3:**

A 12-year-old boy named Jake is living with an emergency foster family found by an NGO after the orphanage he was living in for 5 years was shut down for abuse and neglect. NGO Social workers were able to trace his close relatives, including his mother. His family wanted him to return to them so they can care for him. There was a school close to the family's house and their community was a relatively safe one. Although his family did not have a lot of money, they could still provide for his needs. He soon went home to live with his family, and they were all very excited.

### **Case Study 4:**

One teenage girl participated in an NGO's hostel program and was able to obtain her Grade 9 certificate while participating in the program. This resulted in her ability to attend an external vocational training school that specializes in hospitality training. She successfully graduated from this program and successfully obtained a job working the front desk of a 5-star hotel. This allowed her to move out of the NGO's hostel program. She is now going to university to earn her BA in Hotel Management and Tourism.

## **Alternative Aftercare Program Survey**

### **Statement of Intention:**

This research is for a working paper for the annual Freedom from Slavery Forum. Last year, 2015, a team of researchers studied various international and national, standards and protocols, NGO programs, and advisory toolkits surrounding the shelter-based aftercare of human trafficking survivors. Following this study, this team has shifted its focus for this year's FFS Forum to understand Alternative Aftercare programs, standards, and norms. It is then the goal of this working paper team to move forward for next year's conference understanding a comparison between these two paradigms of after-care, and develop recommendations for best practices when it comes to the Aftercare of Human Trafficking Survivors.

### **Statement of Confidentiality and Respect of Information Disclosed:**

All information given in this survey by participating parties will not be disclosed beyond the team of researchers working on this specific Freedom from Slavery Forum Standards and Norms Working Paper, unless given specific authorization by the responding party. This survey is to be seen as only a way of gathering information, aggregating non-identifiable data, identify trends, and potential gaps surrounding Alternative Care programs, and thus, not as one of 'grading' specific programs. The responding party holds all power in their willingness to complete or not complete this survey, and may choose to not answer question(s) they do not wish to answer. The researchers ask the participants to be wholly honest with their answers in this survey, as dishonest answers may inhibit the researchers' ability to successfully identify and report, information, trends, and gap areas. Thank you for your participation.

Name of Organization:  
Project Name:  
Year Project was Established:  
Country(ies) Project is in:  
Statements of Mission and/or Vision:

**Client Demographics**

Statement of Primary Target Group:  
Total Number of Clients Since program establishment:  
Total number of Current Clients being served:

What is your client breakdown by Gender? *(Provide whole numbers not percentages):*  
Male                  Female                  Transgender Female                  Transgender Male  
No or Undisclosed Gender Identification

What is your client breakdown by Age Group? *(Provide whole numbers not percentages):*  
Minors                  Youth (15-24)                  Adult                  Elderly (60+)

How many of the clients you serve are domestic (from the country your program primarily resides) or international? *(Provide whole numbers not percentages):*  
Domestic                  International

How many of your clients are victims of sex trafficking, labor trafficking or both? *(Provide whole numbers not percentages):*  
Sex Trafficking                  Labor Trafficking                  Both

Typically from whom (entities) do you receive your client referrals?

**Services Provided**

What specific trainings and/or activities do you provide to the communities/foster families/community leaders, etc. to prepare intake and care of your survivors?

How do you assess if the client should/has the ability to be in care of a community based program as opposed to a residential facility?

What actions do you undertake within the first 24-72 hours after you receive a client? Do you have defined emergency protocols?

- Safety Plan?
- Housing?
- Guardianship?
- Healthcare?
- Translation Services?
- Food, Clothing, Other Basic Needs?

What services do you provide for your longer-term clients? If applicable, please provide an example of how these services are executed. If you do not provide the services directly please write “refer for service” or write N/A if that service is not provided.

- Safety Plan:
- Housing:
- Child Care:

- Transportation:
- Legal Assistance:
- Victim Advocacy:
- Life Skills Education:
- Health (Mental and Physical):
- Formal Academic Education:
- Job or Vocational Training and Employment Placement:
- Micro-Finance:

**How do these services change as time progresses?**

- 1-3 months?
- 6 months?
- 1+ year(s)?

**What is your typical “exit strategy” with a client?**

**What are your protocols when working with clients with chronic mental or physical health needs?**

**Do you have any alternative protocols for persons who are of a diversity of Sexual Orientations and/or Gender Identities?**

**What entity/services do you refer your clients to, when they require services that you do not provide? What are your protocols in vetting potential partnerships? (i.e. vocational training, job placement, health services, etc.)**

**Can you share a story about a typical client that comes through your program, and how they benefitted from the services you provide?**

### **Organizational Management**

**When hiring new staff, what skills do you look for in candidates?**

**Do you require staff to attend conferences & workshops to continue their education?**

**What is your Staff/Client Ratio?**

**What protections do you have for caring for your staff from mental and physical harm?**

**Do you have a Child Protection Policy in place?**

**What does your Case Management System look like?**

**Do you have an external party conduct evaluations of your program?**

**Do you have a financial management system in place for auditing, and donor reporting purposes?**

**What are some aspects of managing your project do you find successful and highly competent?**

**What are some aspects of managing your project do you find that could be improved?**

## Appendix E

### Business Leaders Discuss Combating Slavery In Fishing And Electronics

Written by Jonny Bywater for the Free the Slaves Blog  
November 1, 2016

Fishing and electronics are two of the most visible industries where modern slavery is affecting product supply chains. That's why forward-thinking associations and corporations are looking for ways to protect their businesses by finding ways to remove the taint of trafficking.

For fishing, the effort goes beyond individual companies and focuses on entire countries, according to John Connelly, president of America's leading fishing and seafood trade association, the National Fisheries Institute.

"We want to help the government of the country, help them understand the reputational risk [of trafficking]," he said. "Their country is being damned, not just their company."

For electronics, says HP Director of Global Supply Chain Responsibility Annukka Dickens, it's a matter of being responsive to customer concern.

"Consumers are increasingly becoming interested in not only the quality and environmental aspect of their products, but more so the social," she said.

Connelly and Dickens were the keynote public speakers at this year's Freedom from Slavery Forum at Stanford University last week. The forum's ongoing mission is to catalyze the anti-slavery and anti-human trafficking field, and increase the collective impact of the movement. This is achieved by inviting key, high-level players to come together to share and discuss best practices, lessons learned and new ideas — as well as by building relationships with each other.

As previous forums have discussed, the scale of modern global supply chains makes tracking with 100 percent accuracy challenging. But the Fisheries Institute and HP are developing innovative attempts to do so.

"There is now a need for boats to provide pictures of those going out and those returning in order to track crew members," Connelly said. Creating photographic evidence of who is on board a ship can deter human trafficking.

The country of production is one of the first two areas HP assesses when dealing with "social challenges" in its supply chain, said Dickens. "The social performance of suppliers is now a multiplier as opposed to a category in the 'equation' of tracking performance," she said. This shift puts greater weight on ethical sourcing.

From a societal standpoint, Connelly explained that to accelerate progress, the human rights movement needs to work more closely with environmentalists. Environmental groups typically are much more active as fishing watchdogs, he noted, and so an "increase in the presence of social ones in this space

needs to occur,” he said. The involvement of nonprofit groups is vital, as they are “often providing services such as reputable hotlines that government agencies cannot.”

Dickens also noted that training sessions provided to foreign business leaders by HP are important, but “inadequate legal protection is fundamentally the biggest issue these workers have,” she said. “The issue of forced labor slavery needs to be realized on a micro-level with all employees.”

The panel discussion was moderated by Nina Smith, the founding chief executive officer of GoodWeave International. She has developed initiatives for market engagement, standard-setting, product certification, inspection and monitoring of informal supply chains, removal and rehabilitation of child laborers, and a range of worker protection programs.