

FREEDOM FROM SLAVERY FORUM

2023 GLOBAL FORUM REPORT



**TIME TO ACT: GALVANIZING AROUND A SURVIVOR-
CENTERED ANTI-MODERN SLAVERY MOVEMENT**

May 7-10, 2023
Punta Cana, Dominican Republic

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EXECUTIVE STATEMENT

Dear Colleagues and Stakeholders,

I am delighted to extend my heartfelt appreciation and congratulations to each participant for the resounding success of the Global Freedom from Slavery Forum held in May 2023 in Punta Cana, Dominican Republic. The enthusiasm and momentum created by the Regional Forums were key to the increased participation at the Global Forum.

This year's Global Forum brought together key actors, including survivors, government officials, CSOs, academics, media, funders, and observers from around the world. This event not only served as a crucial platform for addressing the critical issue of modern slavery but also marked a significant milestone in our commitment to centering the movement around survivors.

The theme of the Forum, "Time to Act: Galvanizing Around a Survivor-Centered Anti-Modern Slavery Movement," was carefully chosen to underscore the importance of amplifying the voices, experiences, and needs of those with lived experience of modern slavery. It was essential to create a safe and inclusive space where survivors could share their insights and perspectives, empowering them to play a much-needed crucial role in shaping the strategies and solutions to combat forced labor, modern slavery, human trafficking, and child labor.

By centering the movement around survivors, we assert their leadership at local and global levels. Throughout the event, we learned about what works, working in partnership, and collaborating.

I extend my heartfelt gratitude to survivor leaders who participated in the Forum for their invaluable contribution, guidance, and leadership.

Moreover, I express my gratitude to the FTS team, the Forum global committee, and sub-committees for their support and leadership, to our sponsors and partners, whose generous support made this event possible, and to all presenters and speakers.

As we move forward, let us remain steadfast in our commitment to eradicating modern slavery in our local communities and globally by centering the movement around survivors. There is no doubt that the best and most effective solutions to combating modern slavery are the ones that come from those with lived experience.

I am hopeful that we will continue to learn, work together, and create more space for effective solutions to eradicate forced labor, modern slavery, human trafficking, and child labor. I look forward to seeing you in the Regional Forums next year.

Sincerely,



Bukeni Waruzi, Executive Director of Free the Slaves



INTRODUCTION



The Freedom from Slavery Forum was started in 2013 by Daniel Elkes with the intention of bolstering the grassroots anti-slavery movement. It was designed as a space for global leaders of the anti-modern slavery movement to come together to shape strategies for strengthening the movement and increasing its impact. Through fostering discussions between different stakeholders from all areas of the movement, collaboration, and leadership are improved.

This year, the theme was **"Time to Act: Galvanizing Around a Survivor-Centered Anti-Modern Slavery Movement,"** which comes at an

important turning point, with survivors moving to their rightful position at the forefront of the movement. The 10th anniversary of the Forum brought together the largest group of stakeholders that ever attended a Freedom from Slavery Forum.

The 2023 Global Forum came at a time when modern slavery has increased around the world, and the contributing factors are exacerbating the scale of the problem. According to global estimates, nearly 50 million people were living in modern slavery in 2021. [1] Of these people, nearly 28 million were in forced labor. While these figures do not tell the whole story, they help us get a sense of the scale of the problem and call for us as a movement to respond with urgency.

In the days following the celebratory welcome reception on May 7th, participants attended several panels, workshops, and side events to discuss best practices and lessons learned for an effective survivor-led anti-modern slavery movement, how to tackle and dismantle the global economic model that fuels modern slavery, and how to raise awareness and effectively unite and elevate our voices.

Furthermore, participants were encouraged to network, share information and knowledge and thrive for the establishment of partnerships that can last beyond the Forum. Bringing together such a diverse group of stakeholders is one of the unique aspects of the Freedom from Slavery Forum.



[1] Walk Free Global Slavery Index 2023

Another extraordinary feature of the Forum is its collaborative approach. While Free the Slaves serves as the Secretariat, it is not the sole actor. On the contrary, numerous organizations and individuals got involved in the planning of the Forum.

Free the Slaves recognizes that the Forum is a neutral space, and while it is part of the anti-modern slavery movement, it is not the movement. Therefore, a central point to its continuation is to allow different perspectives to be heard and included in the discussions. Furthermore, Free the Slaves is dependent on partnering with other organizations within the space to give the Forum meaning.

Thus, the agenda was developed in collaboration with 19 individuals and the adept staff of the organizer Free the Slaves. They were divided into three committees - the Global Committee, the Workshop Committee, and the Side Event Committee.

The Global Committee was made up of leaders of the anti-modern slavery movement. Their responsibility was to draft the agenda and establish the plenaries, raise funds for the Forum, spread the word and increase participation, and ensure the integrity of the Forum's discussion points with the rest of the movement in an attempt to establish a coherent and united narrative.

We would like to express our deepest gratitude to all members of the Global Committee, without whom the Forum would not have been as successful as it was.

GLOBAL COMMITTEE

- **Dr. Andrew Catford**, Global CEO of Hagar International, Australia
- **Dr. Minh Dang**, Executive Director of Survivor Alliance, USA
- **Jacob Flårdh**, Chairman of Child 10 Foundation, Sweden
- **Me Andrews Kananga**, Executive Director of the Legal Aid Forum, Rwanda
- **Mara Vanderslice Kelly**, Executive Director of the United Way Center to Combat Human Trafficking
- **Lisa Kristine**, Photographer, Activist, Speaker, Researcher, and Founder of the Human Thread Foundation
- **Shawn MacDonald**, CEO of Verité, USA
- **Awah Francisca Mbuli**, Executive Director of Survivors' Network, Cameroon
- **Sophie Otiende**, CEO of Global Fund to End Modern Slavery, Kenya
- **Ambassador John Richmond**, U.S. Ambassador (ret.), USA
- **Phillippe Sion**, Managing Director of Humanity United, USA
- **Andrew Wallis OBE**, Founder and CEO of Unseen, UK
- **Bukeni Waruzi**, Executive Director of Free the Slaves, USA





The Workshop and Side Event Committees also contributed to the Forum's agenda. After establishing the criteria for the application and selection process, the members analyzed each application and carefully selected a group of presenters whose proposal was in line with each day's focus and brought valuable information to the attendees.

Thank you to all members of the committees who dedicated their time and feedback to the establishment of the agenda!

SIDE EVENTS

- **Joanna Ewart-James**, Executive Director of Freedom United, UK
- **Dr. Njeri Kagotho**, Associate Professor at Ohio State University, USA
- **Diep Vuong**, President of the Pacific Links Foundation, Vietnam
- **Dr. Katarina Schwarz**, Associate Professor of the Rights Lab, University of Nottingham, UK
- **Adrian Alexander**, Advocacy and Movement Building Country Manager of Free the Slaves, Trinidad and Tobago
- **Kuldeep Chauhan**, Asia Regional Director of Free the Slaves, India
- **Aline Gaju**, Communications Officer of Legal Aid Forum, Rwanda

WORKSHOPS

- **Ioana Bauer**, Chairwoman of the Board of eLiberare, Romania
- **Melissa Yao**, Executive Director of the National Trafficking Sheltered Alliance, USA
- **Evelyn Chumbow**, Board of Directors of the Human Trafficking Legal Center, USA
- **Dr. Sharvari Karandikar**, Associate Professor at Ohio State University, USA
- **Jodom Mwebi**, East and Central Africa Coordinator of Free the Slaves, Kenya
- **Rasha Al Manha**, MENA Regional Director of Free the Slaves, Jordan
- **Leonie Mutoni**, Programs Director of Legal Aid Forum, Rwanda

Lastly, an enormous thank you to the Free the Slaves team led by **Giselle Balfour** and **Kiki Lindenau**. Their dedication and resilience ensured that the logistics of the Forum were in place and the participants were informed before, during, and after the event. Thank you!

DAY ONE

Time	
7:30 a.m.	Registrations and Room Open
8:00 a.m.	Keynote Speech - Rushan Abbas, Campaign for Uyghurs
8:20 a.m.	<p>Panel: <i>Survivor-Centered Movement: Practices and Lessons for an Effective Anti-Modern Slavery Movement</i></p> <ul style="list-style-type: none"> • Moderator: Rima Kalush, Migrant-Rights.org • Sophie Otiende, GFEMS • Tegan Hare, US JTIP • Minh Dang, Survivor Alliance • Benu Maya Gurung, Alliance Against Trafficking in Women and Children in Nepal • Diahann Gordon Harrison, National Rapporteur on Trafficking in Persons and Children's Advocate of Jamaica
10:00 a.m.	<p>COFFEE BREAK</p> <ul style="list-style-type: none"> • <i>Exhibition Booths</i>
10:30 a.m.	<p>Side Events</p> <ul style="list-style-type: none"> • A1: Meaningful Survivor Engagement - GFEMS, Freedom United • A2: Achieving Target 8.7 - The Pathfinder Country Framework - Alliance 8.7, Free the Slaves, Hagar International
12:00 p.m.	<p>LUNCH BREAK</p> <ul style="list-style-type: none"> • <i>Exhibition Booths</i>
2:00 p.m.	<p>Side Events</p> <ul style="list-style-type: none"> • B1: Creating Pathways to Employment and Leadership for Survivors in the Anti-Trafficking Field - United Way, Survivor Alliance, Rising Worldwide, Marriott International • B2: Cross Collaboration of Survivor-Led Organizations with Non-Survivor-Led Organizations - United Justice and Awaken
3:00 p.m.	<p>COFFEE BREAK</p> <ul style="list-style-type: none"> • <i>Exhibition Booths</i>
3:30 .m.	<p>Workshops</p> <ul style="list-style-type: none"> • A1: Opening the Door - Redefining Trauma-Informed Practices in Housing for Survivors - Freedom Network USA • A2: Designing a Participatory Action Anti-Trafficking Research Study - Polaris Project
5:00 p.m.	End of Day

DAY ONE

CHALLENGES IDENTIFIED

The following challenges were identified throughout all conversations held on the first day.

Challenges to Survivor Engagement and Leadership

The Forum's theme reflected a common sentiment within the anti-modern slavery movement, which was repeatedly shared on the first Forum day - that the current anti-modern slavery movement is not supportive of survivors becoming leaders in- and outside of the space. The belief is that organizational structures make it difficult for survivors to rise to the top. If an executive role within the movement cannot be taken over by a survivor at some point, there is a clear problem. Furthermore, it must be considered that some survivors may lack formal education and have not undergone the same training as others in the movement. Thus, if survivors do not understand the system we are working in, how can they be at the center of it?

Survivors Being Reduced to Their Lived Experiences

It was criticized that the sector often reduces survivors to their lived experiences, ignoring their skills and dreams outside of that. Furthermore, organizations often require survivors to meet certain criteria to be considered as staff or beneficiaries. Therefore, survivors need to adjust their personalities to fit in. The movement must shift to support survivors as their authentic selves and see them as people first.



[Tokenism is] a superficial effort to include survivors in their work. - Amie Rainfish, Human Trafficking Field Consultant

Unethical Engagement

Survivors in the movement condemned current practices that require survivors to lose their dignity and prove their worth before being respected as a leader in the space. Rather than welcoming survivors into the space, many have struggled to feel accepted, and numerous survivor leaders have left the movement due to unethical and disrespectful treatment.

Tokenism

Another practice that undermines the leadership of survivors in the space is tokenism. Rather than truly engaging survivors with the intention of supporting and empowering them, tokenism harms survivors by using them to tick a box. One may even compare it to the activity of trafficking in the sense that both leverage human beings to increase income, based on the principle of demand. Tokenism, thus, is often retraumatizing for survivors. Unfortunately, it still occurs far too often in the movement.

Racism

Additionally, survivors of color have to battle racism in the movement. The BIPOC community is not as engaged in the movement due to barriers to entry and systemic racism. This leads to an underrepresentation of marginalized communities in solution-finding processes, even though the problem disproportionately affects them.

Further Challenges

There are a number of additional challenges that also affect the livelihoods of survivors after they leave their trafficking situation. Among these are difficulties in securing visas and housing, stigma, issues with reintegration and rehabilitation, poverty, trauma, and problems that arise from the existence of a potential criminal record.



Mandatory Practices in Housing

Too many shelters and housing providers rely on screenings to allow a survivor of human trafficking access to their facilities. Some may include detoxes, engaging in religious activities, drug testing, sobriety, and physical or mental health screenings. Furthermore, curfews are often in

place. While some practices may be necessary to ensure the safety of staff and survivors, these must have voluntary aspects to them. Having suffered through a trafficking situation in which the choice was taken from victims and survivors, mandatory practices can be retraumatizing.

Retraumatization in Court

A similar problem occurs when human trafficking victims and survivors go through court cases. Especially in situations in which there are children between a victim and their trafficker, the court process can cause further harm as judges are often not trauma-informed. Thus, the judicial system can exercise similar control over the victims through their children as the traffickers did. It is not uncommon for victims to go through custody battles with their traffickers. This can lead to the victims having to pay child support to their traffickers and minors losing their children to their abusers. Traffickers can weaponize the victim's trauma against them, and judges will contribute to the harm - often unknowingly.

Inequitable Resourcing of Sector

A further challenge that was discussed during the first day of the Forum is the inequality in the availability and distribution of resources. Funding is often based on evidence, creating a huge



We don't create room to imagine together of what things could be. - **Sophie Otiende, CEO of GFEMS**

Brands like Nike, Adidas, Volkswagen, Zara, Hugo Boss, and many, many more are using illegal forced labor and not only making all of us complicit but also turning you and me and all of us into enablers of this genocide. -

Rushan Abbas, Founder and Executive Director of Campaign For Uyghurs

challenge for survivor-led or grassroots organizations that cannot (yet) prove that they can manage funds. Therefore, larger and more experienced organizations receive the funding even though smaller and community-based organizations may have a greater impact.

Another problem that is more concrete and doesn't concern the entirety of the movement refers to the

Genocide on Uyghur People

Horrible abuses of human rights are taking place in China. Among others, the Chinese government is placing Uyghur people in concentration camps, indoctrinating and torturing them, conducting forced marriages, child abduction, human trafficking, modern slavery, organ harvesting, rape, and using women's bodies as the battleground of the ongoing genocide.

The people's bodies are exploited in any way possible to create profit for the Chinese government. And the biggest problem: the world is silent.

The Uyghur people are not the only ones forced to produce goods that are consumed by a large portion of the world. Today, almost 20 major industries in our global supply chains and more than 80 global brands are tainted with slave labor. The goods in question include cotton for clothing,

agricultural products, parts used in the automobile industry, solar panels, and heavy batteries used in the production of electric cars. Considering that China is by far the largest exporter of cotton, it is almost certain that modern slaves were involved in the production of cotton goods. More than 80% of Chinese cotton comes from the Uyghur region.

As consumers, we all contribute to the exploitation of workers. By supporting brands such as Nike, Adidas, Zara, Volkswagen, and Hugo Boss, consumers are indirectly enabling the continuation of the genocide against the Uyghurs. To maximize our short-term benefit, we continue living our lives in ignorance, which in turn contributes to the exploitation, torture, and killing of thousands of people. One of the biggest problems today is that we live in a world in which slavery is an accepted evil in our society. This needs to change.



DAY ONE

RECOMMENDATIONS

Based on the conversations held in the sessions on Day One, the following recommendations are a collection of all points made throughout the day. The recommendations do not correspond to individual sessions but rather present a summary of the most important advice of the day,

Paradigmatic Shift of the Movement

Before individual issues within the movement can be fixed, attention must be paid to the system in which it operates. If the system is not fixed, the things within the system cannot be fixed. Therefore, all stakeholders must come together to overcome biases and establish a set of principles that can guide a system change. These principles must hold people accountable for the harm they caused and can unite the movement. Furthermore, the principles must run like a common thread through all aspects of the movement - fundraising, programming, networking, collaborations, etc.

[Rather than an outcome of the movement,] think of healing and justice as a framework that underpins every single thing that we do. - Sophie Otiende, CEO of GFEMS

Culture Change

To shift the paradigm of the movement, we must undergo a culture change. We must let survivors speak for themselves rather than having someone speak for them. Furthermore, we need to provide opportunities for survivors to be whatever they want in the movement. We must realize that the system of oppression exists in and around all of us and must be overcome. The movement must create room for differences.



Different narratives, different languages, and different experiences. Moreover, we need to be intentional and seek feedback along the way. Lastly, stakeholders must seek out methods to compensate survivors for their work in the movement.

Furthermore, it became clear through various conversations that patience is one of the most important elements in the movement. It is crucial to be patient when working with survivors to establish trust. Furthermore, building survivor-centered and trauma-informed interventions and



When we don't have to have a panel on meaningful survivor engagement is when we are engaging survivors meaningfully. - **Wade Arvizu, Senior Programs Specialist - Lived Experience Engagement at GFEMS**

programs takes time. Leaders and funders must understand that in order to conduct ethical operations, patience is of utmost importance.

Effective Survivor Engagement

All stakeholders of the anti-modern slavery movement must go beyond having survivors in the room and start including them in each step of their work. Existing barriers to survivors' full participation in decision-making must be broken down.

It is crucial that survivors are provided with support throughout their journey, not just in the beginning. This may include psychological support or counseling but should be in line with the individual's needs and wants.

Furthermore, survivors and allies must unlearn and learn about trauma and create trauma-informed approaches in all aspects of the movement. Thereby, it is critical to challenge oneself continuously.

Empower Survivors to Become Leaders

Allies must give survivors space to become leaders within their organizations. Rather than as

[Effective survivor engagement] looks like (...) more survivors speaking on behalf of themselves, not others. - **Mahendra Pandey, Senior Manager at Humanity United**

beneficiaries, survivors should be seen as colleagues and leaders. It is important that while we recognize the challenges survivors may have, we treat them as people and allow them to explore their capacities and skills.

Survivors must be allowed to come into the space as they are and don't have to change to be listened to.

Invest in Survivors

It is crucial that survivors are not seen as experts in human trafficking simply because of their lived experience. Becoming an expert requires years of training and skills that survivors may not have. However, all stakeholders in the movement can invest in survivors to become experts. Considering that survivors may not have literary or technological skills, they must be picked up where they are at. This may mean training in email writing, public speaking, organizational structure, or training in specific aspects of their interest.

Furthermore, the skills don't have to be exclusively useful for the movement. Survivors may aspire to careers outside of the movement, and allies should support them to gain skills in whatever they are passionate about. One way to achieve this is to partner with corporations or larger organizations that can help facilitate work for survivors. This can help survivors get jobs simply because they have the skills, not because they are survivors.

Survivors Supporting Survivors

While it is non-negotiable that allies continue improving their engagement with survivors, it is also important that survivors of human trafficking stick together, support each other, and learn from each other. Thus, survivors who have been in the movement for a longer time were called upon to remember where they started and support new survivors in the movement rather than judging them. Remembering where one started can go a long way to ensure new survivors feel welcome and are given the space they need to feel included and heard. This is especially important because each individual's healing journey is different, and every survivor is at a different stage. What may be triggering for one may be healing for someone else.



We may be all in the same movement, but we're not all on the same journey. - **Kathy Givens, Executive Director of Twelve 11 Partners**

Inclusivity and Diversity

The movement can become more inclusive and diverse by supporting each other despite different opinions and perspectives. We need to make a conscious effort to work against the underrepresentation of BIPOC and other marginalized communities and ensure their voices are heard. Furthermore, it was suggested that different forms of trafficking, i.e., sex and labor trafficking, are differentiated. By avoiding generalization, it can be ensured that survivors can speak for themselves rather than people with different experiences speaking for them.



Furthermore, it is important that the stage of the movement is not dominated by the same survivors but that a diverse group of new survivors is given the opportunity to voice their opinions in order to avoid repetition and miss out on a learning opportunity.

Considering the number of children who are affected by human trafficking, one recommendation was to bring children to the table. This could take place through a children's advocate, children's groups, or community leaders who can bring forward the children's concerns or give them access to speak their minds, e.g., in churches.

Consider Language

It is no secret that in language lies much power. It was thus suggested to create room for people to speak in their native languages and thus feel more empowered. Furthermore, this will allow individuals, and especially survivors, to bring up certain issues they may not have been able to voice in the dominant language.

Moreover, stakeholders in the movement need to consider the fact that survivors may not be aware of all the terminology used, especially when they

first join the movement. Therefore, all jargon should be explained, and simple language should be used to ensure all parties can comprehend the conversations.

Lastly, participants were reminded to use dignified language. Using, for example, the term low-skilled workers may make people who fall into that category feel insecure and can retraumatize them. Moreover, it is always important that language is specific to the context it is used in. Concepts have different meanings in different parts of the world and ignoring this can lead to misunderstandings.

Furthermore, it is important that survivors are never asked to tell their story, the initiative should come from them. At the same time, should a survivor want to tell their story, stakeholders must create a safe space in which they can do so and refrain from discouraging them.

Foster Collaboration

One of the most effective ways to work against human trafficking is to work together. Throughout the first Forum day, several modes of collaboration were discussed.



Ethical Storytelling

Part of ethically and effectively engaging with survivors is to ensure that stories are told in an ethical way that contributes to a truthful reflection of human trafficking and does not cause further trauma to the survivor in question. The most important aspect here is never to tell someone's story but to let the person tell it themselves.

Considering that much of storytelling today happens in writing, it was recommended that survivors be taught how to write their own stories rather than having someone write them for them.

Collaboration Between Survivor-Led and Non-Survivor-Led Organizations

A great way to foster collaboration and engage survivors is for survivor-led and non-survivor-led organizations to work together. Often, in such a combination, larger organizations can provide resources, while smaller survivor-led organizations can offer their unique expertise.

Investing in these types of collaborations can create relational connections and friendships. Having relationships where both parties can make mistakes and learn from each other is thus mutually beneficial.

We need to focus more on building genuine real relationships and friendships with each other. -

Christina Rangel, Founder and Executive Director of Justice United

Collaboration with the Private Sector

In addition to collaborations with the private sector to seek employment opportunities for survivors outside the movement, working with companies is a crucial next step for the movement. Thereby, larger organizations can play a facilitating role in connecting community-based organizations with corporations to maximize impact. Furthermore, while too often not the case, we should not assume that every company is only interested in collaborating to improve their reputation but want to actively engage with stakeholders and help solve the problem of human trafficking.

Bring Human Trafficking to the Global Political Agenda

An important step to eradicating modern slavery and human trafficking lies in the will of politicians to work against the human rights abuse. Currently, the topic is not getting the global attention it deserves and requires. However, stakeholders must increasingly convince governments all over the world to do their part in tackling modern slavery. We must demand that governments stop importing goods tainted with slave labor and pass legislation with specific language about the workers. Furthermore, and related to this, we need to make it universally unacceptable for companies to be associated with slave labor. It should be a terrible stain on any company's reputation.

One way to make progress in this field is to use other issues and tie in human trafficking. Agenda

items that include women's and girls' rights, migration issues, workers' rights, etc., can all be used to bring attention to the issue of human trafficking. Furthermore, stakeholders should approach several Ministries that are responsible for issues related to human trafficking, such as the Ministry of Family, Ministry of Social Affairs, or Ministry of Gender. Bringing up the issue of human trafficking in as many instances as possible will increase the attention paid to it.

Shifting Power and Resources

An important recommendation to change the system is the shifting of resources. Donors, in particular, need to shift where their money goes and who makes these decisions. Therefore, it is crucial to have survivors in donor positions and allow for trust-based philanthropy to take over.



Research has proven that taking a leap of faith and funding programs or organizations that may not yet have the evidence to prove the effectiveness of their interventions.

Furthermore, we need to move away from the idea of resources as only financial resources. Change is generated through relationships, not money. Therefore, we need to consider the people who are in the movement and what they bring to the table and maximize the impact that can be established out of that. Furthermore, the conversation needs to move away from returns on investment. Human trafficking is not a matter of numbers and statistics, it is a human issue, and that should be at the very forefront.

Related to the notion of shifting resources is that of shifting power. Thereby it is important to note that shifting power does not mean allies who have worked hard to have an impact in this space have to move. Rather, we need to make space for survivors to be at the table and share the power with them.

Here, power sharing is not just about funding. Power sharing is also the sharing of knowledge, the sharing of resources, and the sharing of connections.



We need equality, we need equity, we need shared power because in a collaborative way, we'll be able to achieve a good impact. - **Malaika Oringo, Founding Director of Footprint to Freedom**



Provide Housing Choices

Housing is one of the first needs of a survivor immediately after they leave their trafficking situation. Stakeholders in the movement should partner with each other and incorporate hotels, etc., to offer emergency housing. Furthermore, it was recommended that survivors should have a choice in the decision on housing. Being put into a house may assimilate their trafficking situation and cause further trauma. Similarly, for victims and survivors of domestic servitude, house chores may be very triggering and traumatizing.

Invest in Mental Health

Considering the nature of the work in the anti-modern slavery movement, focusing on our mental health is crucial. Thereby, ongoing support for survivors that exceeds the period after their trafficking experience is central. Furthermore, organizations should put structures in place that allow for support and mental rest. Our work can be very challenging and take a toll on our mental health, so prioritizing our well-being serves as a base of everything else we do. This applies to survivors and allies who all pour their heart and soul into this work.

DAY ONE

BEST PRACTICES

While the first Forum day highlighted the many problems that persist in this space and came together to discuss innovative and effective recommendations for solutions, some initiatives of our time have proven to foster promising change and allow us to learn from their success.



Alliance 8.7

Alliance 8.7 was founded to bring about an effective way of bringing stakeholders together to accelerate actions for SDG 8.7. It thus aims to strengthen engagement and coordination at the global, regional, and national levels to drive progress. The strategy is centered around acceleration, innovation, leveraging resources, conducting research, and sharing knowledge.

Today, the Alliance brings together more than 500 partners, including governments, workers and employers, organizations, civil society, and survivor networks, and academic and business networks.

Countries can apply to become Pathfinder Countries if they commit to developing and adopting legislation, national action plans, or policies on child labor, forced labor, modern slavery, and/or human trafficking.

The Global Coordinating Group of the Alliance then reviews the application and decides on the

country's request to become a Pathfinder Country. Once joined, the countries are expected to convene strategic planning workshops with the outcome of a roadmap that sets out priorities, key actions, responsibilities, timelines, and budgets. Pathfinder countries can count on the support of other members of the Alliance in this process.

The recent adoption of the Accountability Framework adds legitimacy to the Alliance and provides clear guidance on what it means to be a Pathfinder Country.

The strength of the network lies in the diversity of the partners and their commitment to exploring new ways of cooperation. The initiative thus shows a great example of how different stakeholders can come together to unite their voices and coordinate anti-trafficking efforts effectively. Furthermore, the provision of a global platform is helpful for the entire movement.

Furthermore, Alliance 8.7 has increased its efforts to include survivors in the conversation, such as through a survivor engagement action group. The action group advises the Global Coordinating Group on policies and implementation and thus helps steer the direction of the Alliance. Members are currently working on including survivors in other action groups as well to ensure survivor voices are sufficiently represented and to benefit from their unique perspectives.



Pembroke Fellowship

The Pembroke Fellowship is a great example of how to collaborate with each other and provide survivors with skills to blossom in the anti-modern slavery space.

Named after late survivor leader Deborah Pembroke, Survivor Alliance and United Way Worldwide provide survivors of human trafficking and those with lived experience a fellowship at an anti-trafficking organization within the United States.

At the same time, the program equips organizational partners with the tools needed to really create a trauma-informed and inclusive workplace.

While the program was developed with the intention of offering survivors an initial point of entry into the anti-modern slavery sector, they are in no way forced to stay. Rather, they are encouraged to follow their passions. During the fellowship, survivors benefit from a sustainable salary, access to health benefits, and the opportunity to build a career.

Rising United Leadership Program

The Rising United Leadership Program (RULP) is an economic empowerment and professional development program co-created by Rising Worldwide and United Way Worldwide. The program provides professional development and economic opportunities to people with lived experience of human trafficking while also

educating organizational partners and the public about the issue and how to combat it.

RULP focuses on helping participants increase their entrepreneurial skills and grow their own consulting practices. Thus, they receive professional development training, leadership training, mentorship, ongoing economic opportunities, and a self-care stipend, among other benefits. Furthermore, they engage in various paid projects, such as teaching United Way’s anti-human trafficking curriculum and engaging in consulting projects for partner organizations and companies under the guidance of United Way. Such opportunities allow the participants to put into practice all that they learn through the program’s training components, expand their resumes and networks, and ultimately grow their own consulting practices and entrepreneurial ventures.



U.S. Advisory Council on Human Trafficking

Another great example of successful collaboration between survivors and non-survivors is the U.S. Advisory Council on Human Trafficking, established in 2015. More specifically, this initiative showcases a successful collaboration between people with lived experience and governments.

Survivor leaders are appointed for a two-year

term to advise the United States on their federal anti-human trafficking efforts. Their feedback helps improve and refine the government's policies and programs and ensures they are survivor-centered.

In 2022, US legislation made the Council a permanent fixture to advise the federal government, which allowed for another great practice to emerge. Thus, survivors in the Council are now paid for their efforts.

Several other actors, including the OSCE and the Albanian government, have adopted similar structures, showcasing the success of the initiative.

National Survivor Survey (NSS)

The National Survivor Study was initiated by Polaris out of a need for better data from the field. The study is unique in the way it was designed and conducted from start to finish in close collaboration with survivors. Therefore, it challenges the social sciences approach of conducting research on communities as opposed to with communities.

The approach is visualized in Figure 1. Survivors were involved in developing the research question, which led to the study considering how survivors' livelihood is negatively affected after leaving their trafficking experience.



Figure 1: National Survivor Study (NSS) Framework

Furthermore, survivors advised on the formulation of the survey questions and reviewed the questions themselves to ensure they did not cause further harm or were triggering or retraumatizing. After the completion of the data collection process, survivors continued being engaged in the analysis of the results.

Additionally, all participants were paid for their participation and could have their names added to the project to ensure their work could benefit their careers.

Polaris was able to report on several positive outcomes of the collaborative approach. Thus, working with a diverse group of survivors allowed for the minimization of biases. Furthermore, the participating survivors shared that the survey had been healing for them. This approach to research thus opens a new way to support survivors in their journey.

Lastly, Polaris realized the importance of taking time to build trust. The leader of the project listened to what the survivors needed and advocated for more time and money, despite having years of research experience herself. This shows the importance of funders trusting the organization and process.

The study's results can be found [here](#).



If you don't build respect and trust first, people will go somewhere else. - **Wade Arvizu, Senior Programs Specialist** - Lived Experience Engagement at **GFEMS**



DAY TWO

Time

7:30 a.m. Registrations and Room Open

8:00 a.m. **Keynote Speech** - Ambassador John Richmond, U.S. Ambassador (ret.)

8:20 a.m. **Panel: *Demand-Driven Forced Labor: Tackling and Dismantling the Global Economic Model that Fuels Modern Slavery***

- Moderator: Dr. Shawn MacDonald, Verité
- Cristiana Luis, MUDHA
- Mahendra Pandey, Humanity United
- Andrew Wallis, Unseen
- Cynthia Whittenburg, National Customs Brokers and Forwarders Association of America Educational Institute

10:00 a.m. **COFFEE BREAK**

- *Exhibition Booths*

10:30 a.m. **Side Events**

- **C1:** Advancing Corporate Accountability to Address State-Imposed Uyghur Forced Labor - Coalition to End Forced Labour in the Uyghur Region
- **C2:** Survivor-Centered Interventions and Tools - EverFree and Rahab's Daughters

12:00 p.m. **LUNCH BREAK**

- *Exhibition Booths*

1:00 p.m. **Side Events**

- **D1:** Global Slavery Index Preview - Walk Free
- **D2:** Discussion on Movement Narrative - Free the Slaves

2:00 p.m. **Side Events**

- **E1:** Putting Traffickers Out of Business - Alana Wheeler and Dr. Justine Pierre
- **E2:** The Role of Government in Combatting Modern Slavery - Case Studies from Senegal and Sierra Leone - Center on Human Trafficking Research & Outreach

3:00 p.m. **COFFEE BREAK**

- *Exhibition Booths*

3:30 p.m. **Workshops**

- **B1:** Behind the Passion - Fundación para la democracia
- **B2:** Effective Global Strategies on Combating Trafficking for the Purpose of Sexual Exploitation - eLibrerare

5:00 p.m. End of Day

DAY TWO

CHALLENGES IDENTIFIED

The following challenges were identified throughout all conversations held on the second day.

Exploitative Business Practices

Unfortunately, our current economic system encourages business practices that focus on the cheap production of goods which leads to exploitation in many different sectors. Rather than seeing the human aspect of it, stealing wages, not compensating people fairly, and putting workers through degrading living and working conditions are considered business decisions that are made every day. Business people do not enslave people intending to enslave people but rather obey the business rules that their competitors are obeying. To avoid a competitive disadvantage, exploiting human beings for business has become almost inevitable.



Production of Goods Relies on Forced Labor

This becomes evident when we consider how many industries today rely on forced labor - pharmaceuticals, metals, machinery, garments, automobiles, aerospace, solar panels, and agriculture, to name a few. Studies show that 20% of the world's cotton produce is manufactured with forced labor somewhere in the supply chains. This means that one in five garment items is tainted with modern slavery!

If you wear clothes, you eat food, and you use consumer electronics, you are probably connected to 40 or 60 people in situations of forced labor without doing anything. - Andrew Wallis, CEO of Unseen

Consumers Contribute to the Problem

Forced Labor is a crime that is absolutely driven by the demand for cheap labor, cheap services, and cheap goods. Therefore, we as consumers are a part of the problem each time we buy cheap goods or access cheap services. This may refer to fast fashion purchases, fruits, and vegetables, or solar panels. At this point, it is almost guaranteed that solar panels are produced with forced labor, considering that about 50% of the material, polysilicon, used comes from the Xinjiang region in China, where the Chinese government exploits Uyghurs.

State-Imposed Forced Labor

When we think of forced labor, we often think about private companies, but governments can be and are involved as well. Two examples that are currently relevant are the forced labor of Uyghurs by the Chinese government and the exploitation of migrant workers for the 2022 World Cup in Qatar.

The Chinese government exploits Uyghurs in the Xinjiang region in the name of terrorism and combatting Muslim extremism in the region.



The Chinese government has seized on isolated instances of violence or unrest in the region to label all Uyghurs as terrorists. - Jewher Ilham, Forced Labor Project Coordinator at Worker Rights Consortium

Furthermore, the region is of geopolitical importance to the state; abundant natural resources such as uranium, gold, and gas can be found. Furthermore, 84% of the crops and production in China are produced in that region, making 22% of the global cutoff. The government claims that the capture of Uyghur individuals serves educational purposes, but evidence shows the transportation from camps to factories. If the claim of the Chinese government that this was for job creation was true, why is there no documentation on it?

The preparations for the World Cup in Qatar serve as a second example of state-imposed forced labor. The involvement of migrant workers in the construction of stadiums and accommodations in Qatar reflects the cultural assumption that migrant workers do not deserve to be treated as human beings. However, this cannot be an excuse for governments to exploit human beings.

Vulnerabilities of Migrants

The exploitation in Qatar points us to another persisting problem - the exacerbated vulnerability of migrants. Studies show that migrant workers are eight times more likely to be in forced labor than other kinds of workers. Furthermore, the adult migrant population is three times more likely to be exploited than the non-migrant population.

Many of them, especially young men, experience social pressure from their communities to work abroad and return with large sums of money. However, the reality often looks very different.

Many get stuck in debt bondage or get sick or even die because of the horrendous living and working conditions they have to endure. Due to the dependence on employment for visas, many exploited migrant workers are afraid to tell their stories and have no way out. Those who manage to make it back home are often repudiated by their disappointed families, setting them up for further challenges.





Interconnectedness of Human Trafficking Means a Lack of Focus

It is commonly known that the issue of human trafficking is extremely complicated and interconnected with a variety of other factors - poverty, discrimination, conflict, etc. However, the issue's complexity may interrupt the movement's message and hinder our way forward. The lack of focus on human trafficking itself in lieu of trafficking-adjacent issues makes it difficult to solve the problem.

Related to this is the financial aspect. Unfortunately, the small pool of resources available to anti-modern slavery stakeholders is too often spent without ample focus. Rather than tackling the issue of human trafficking, the budget goes towards issues of migration or refugees, even though there are significantly larger budgets for these matters.

Each year, the fight against human trafficking gets less than 300 million [US Dollars]. If we spend our limited human trafficking money on important refugee, refugee care, and safe migration, when there are larger buckets of money for that problem, we dilute our resources that we could invest directly in stopping traffickers and caring for survivors. - Amb. John Richmond, U.S. Ambassador (ret.)

Climate Change and Modern Slavery

One example that was addressed during the Forum was the interconnectedness of climate change and modern slavery. It has become well-known that climate change and its consequences make already vulnerable populations more vulnerable. Furthermore, studies have shown that certain industries are both drivers of climate change and forced labor. Taking the example of the deforestation of the Amazon, the perpetrators are heavily contributing to climate change while relying on forced labor in their production. It is important that stakeholders of the movement focus on the aspect of modern slavery in this equation rather than that of climate change. Collaboration as a recommendation will be taken up in the next section of the report.

Challenges in Conducting Field Work

During the Forum, several challenges that field workers have to endure were discussed. Thus, language appears to be the biggest difficulty when working in foreign countries. Having to rely on interpreters and being unable to speak to the people directly makes it difficult to establish trust and a connection and may lead to misunderstandings. Furthermore, cultural differences present a challenge to many field workers from different backgrounds, as well as possible time differences. Considering the importance of working with partners on the ground, participants reported on the challenges of finding allies without preexisting networks.

Moreover, a lack of funding for field work remains a considerable problem, as well as complications with sending money abroad.

Lastly, the mental toll field work takes cannot be underestimated. While field workers try their best not to revictimize the people they work with, one has to understand the burden of seeing or learning about other people's suffering and knowing that one is unable to solve the problem. It is thus important that victims and field workers receive psychological assistance for their (secondary) traumas.



Insufficient Government Responses

The current actions of governments are not enough to address the issue, particularly within the framework of the crises that have been occurring over the last few years. Evidence shows that there is even a backward slide in terms of government responses. Current events imply competing priorities which suggests that

modern slavery has not received the attention it requires.

Particularly G20 countries are driving demand for at-risk products. This is where consumerism becomes a problem and catalyze of exploitation.



[Governments are] currently not doing enough across the board and certainly not doing enough to engage with businesses to make sure that they're not importing goods at high risk of forced labor. - Katharine Bryant, Head of Policy and Programs at Walk Free

Furthermore, governments need to look at their own supply chains and ensure that everyone working therein is compensated fairly. Based on their findings, attendees of the Forum suggested that one in three workers in forced labor may work in government supply chains.

Unsuccessful Survivor Engagement in Governments

It has been widely established that the involvement of survivors in government institutions and processes regarding human trafficking is crucial. Nevertheless, this often fails to exceed performative aspects and has no real substance. While survivors are invited to the table, there continues to be a lack of genuine listening and understanding. Furthermore, following through by way of implementing recommendations is often ignored.

DAY TWO

RECOMMENDATIONS

Based on the conversations held in the sessions on Day Two, the following recommendations are a collection of all points made throughout the day. The recommendations do not correspond to individual sessions but rather present a summary of the most important advice of the day,



We see proven solutions, solutions that work in our context. We figure out how to scale them and transform them into models that we can then use on a larger scale that hopefully will lead to procedural adaptation, which then can also create legislative change. - Ioana Bauer, Chairwoman of eLibrerare

Change the Economic Model of Business

Considering that current business practices are often unethical and exploitative, the system in which they operate needs to be changed. It was recommended that a social metric needs to be introduced in addition to the existing profit model. Thus, companies should benefit from doing the right thing and conducting their business in an ethical and fair way.

An ILO study explored the consequences of businesses adhering to its principles of decent work and paying workers living wages. As an outcome, they found that it would add a mere 20 cents to a pair of jeans which is an increase in cost that the industries can absorb without problems. On a positive note, the study showed that this change would stop child labor, given that women would be able to support their families. Children could then go to school, which uplifts

them economically and provides them with a better future. Moreover, quality and production would increase, as well as the affected communities' resilience.

However, we need to realize that companies are heavily reliant on their competitor's actions. Thus, we need to focus on companies one by one and convince them to change their business practices.



Foster Collaboration of All Sorts

One of the most important recurring recommendations is to invest in collaborations across and beyond the anti-modern slavery sector. The next page presents specific recommendations on how to come together.

Coalition-Building

One way to collaborate within the sector is to build coalitions. Bringing together organizations with different focuses can strengthen a united voice on a particular issue. Thereby, it is important to focus solely on the objective of the coalition and avoid including related issues to prevent getting sidetracked. Leaders of the coalition should establish non-negotiables that members subscribe to. Furthermore, coalitions don't have to be permanent. Temporary collaboration on certain issues can be extremely effective and ensure effective use of resources. Moreover, it was suggested to report on lessons learned during the process, which can be shared with other stakeholders and improve coalition-building.

Collaboration with Governments

Another important way for civil society organizations to increase their impact is to collaborate with governments and decision-makers. Here, it is crucial to consider the position of government officials: they are not experts in the field, they need to see a reflection of the issue with their own cause, and their main focus is a short-term benefit for themselves that will allow for their re-election. Therefore, jargon and acronyms should be avoided, and we should focus on practical steps that they can take, which will help not only to eradicate modern slavery but put them in a good light as well. Furthermore, the reliance on data and numbers in politics cannot be

underestimated, which makes it crucial to avoid relying on emotions and exaggeration.

A second way to collaborate with governments is to offer training and raise awareness on the issue. Hereby, it needs to be considered that politicians usually serve terms, and new individuals will need to be trained after starting a new position. Here, CSOs can play a crucial role as a mediator between governments and survivors.

In certain cases, it may make sense to collaborate with local or regional authorities rather than national governments.

Lastly, an effective way to influence decision-making is to move individuals from civil society and coalitions into government positions.



Collaboration in Research

Research presents another field in which collaboration is key. Ideally, research projects in other countries than the conducting institution's base calls for collaboration with local and regional partners. They can ensure that local knowledge

and culture are incorporated and play an integral part in conducting research ethically. Especially when conducting research on certain communities, it is nonnegotiable that members of these communities are included in all steps of the research project. This may include preparations, implementation, and the analysis of findings. Furthermore, regional partners can help to shift priorities according to local needs and ensure that the findings fuel effective changes.

Collaboration Between National Customs Institutions

It was also suggested that national customs institutions work together by sharing information about imported products that are found to have been produced with forced labor. This can prevent producers from simply shifting the countries to which they import and continue generating income. A second way to achieve this is to introduce a Single Global Standard to combat forced labor in supply chains. This would imply that production would have to change since there are no further markets open to receiving the products.



Collaboration with Other Movements

Participants during the Forum also suggested pursuing collaboration and partnerships outside of the movement. Taking into consideration the interconnectedness of modern slavery with other issues, working with and learning from other movements is a logical step forward. This will also allow for budgets to be allocated more effectively and may even open doors for further resources. Movements may include but are not limited to those regarding climate change, Black Lives Matter, gender, and refugee rights.

Educate Consumers

Keeping in mind the role consumers play in the exploitation of workers in supply chains all over the world, it is important to get them involved in the movement. Many are unaware of the consequences of their actions and the demand for cheap labor, goods, and services.

We need to break our own personal addiction to cheap goods, services, and labor. - Andrew Wallis, CEO of Unseen

There are several ways in which consumers and the general public can be educated and get involved. Awareness-raising campaigns about the production of their favorite goods are an effective first starting point. Once aware of the issues, consumers can write to CEOs and demand information on supply chains and encourage them to comply with human rights practices.

Another idea to raise awareness was through exhibitions. This offers ground for collaboration between organizations as well as they can display exhibitions in their respective countries and thus, reach more people.

Improve Legislation

Stakeholders in the movement need to advocate for laws that are not just promising on paper but actually work. Some suggestions revolve around import stops in case of having detected modern slavery in supply chains, mandating all companies to report all incidents of modern slavery they find, due diligence laws, and more laws on regulation. We need to consider that businesses often only understand an issue's urgency when its legislation will hurt their practices more if they don't change their ways than if they change their ways.

Therefore, legislation needs to be able to convince companies to change their business practices. Furthermore, the power governments hold may not be underestimated. Their reluctance to purchase goods with modern slavery can convince private companies to follow, which will have an impact on imports.

Invest in Technology and Data

While technology can exacerbate modern slavery in the online world, we can also use it. It was suggested to use blockchain to follow financial pathways that may lead to traffickers.



We don't need fancy technology, we need collaboration, and we need just a little bit of open source and understanding. -

Sharmila Wijeyakumar,
Co-Founder and COO of
Rahab's Daughters



One example of successful use of technology that was presented during the Forum is an app that uses phone calls and locations from advertisements put up online that sell children on the dark net. The app then points to where human trafficking may be happening and has allowed several rings of trafficking to be disrupted. Furthermore, investigators can use further data to make educated guesses. If an individual orders 60,000 condoms, 21,000 cups of mouthwash, and 50,000 gallons of lubricant, this may very well point to a trafficking situation. Thus, it is necessary to turn available data into actionable intelligence with a high degree of certainty.

Focus on Next Achievable Goal

In order for the anti-modern slavery movement to move forward, it is important that we come up with and focus on the next achievable goal and overcome our differences. Movements may lack consensus but can still have a common goal. To create this goal, we need to start working better together and overcome differences in theories of change, tactics, and strategies. Movements are

about addition, not subtraction. Rather than pushing people out because they may have different views on certain aspects, we want to try to add people. By focusing on one issue of human trafficking rather than the entire web of interconnected issues, action is more probable. Having concrete steps forward will also convince decision-makers to support the cause.

The person who agrees with you 80% of the time is a friend and ally, not a 20% traitor. - Amb. John Richmond, U.S. Ambassador (ret.)

Increase Focus on Labor Trafficking

Currently, the movement focuses a lot on sex trafficking, whereby labor trafficking is left behind. Considering how many people in the world are trapped in situations of forced labor, we must engage this conversation more. At the same time, we need to remember that there is no hierarchy of trauma and evil, and an increased focus on labor trafficking must not make survivors of different forms of exploitation fight for attention and resources.

Encourage and Support Workers' Unions

Workers' Unions can lead to better conditions, higher pay, higher productivity, and less forced labor. Furthermore, workers therein are aware of their rights and have negotiation power. Civil society can play an integral part in educating workers about their rights, training workers' unions, providing information, and sharing knowledge.



DAY TWO

BEST PRACTICES

The second Forum day also provided participants with a range of successful interventions from which we can all learn. Below are some success stories worth sharing.

Coalition to End Forced Labour in the Uyghur Region

A great example of a successful coalition is the Coalition to End Forced Labour in the Uyghur Region. The coalition now consists of 180 organizations with more than 450 endorsers in 45 countries, with the single goal of ending forced labor in the Xinjiang region. It is made up of civil society organizations, trade unions, student groups, churches, and other religious groups, among others.

All stakeholders working towards eradicating forced labor in the region are allowed to join, even if their work includes other aspects. This is a great example of adding rather than subtracting members. Furthermore, the members meet regularly to share information and data and ensure their individual strategies are aligned to have a unified voice. A steering committee leads the coalition's efforts. The coalition has managed to collaborate on a unified call to action, including advocacy for a single global standard for imports. The stakeholders also advocate for due diligence and ensure each company can participate with the technology available today. Furthermore, it has been successful in changing laws in Europe and the United States.

End Uyghur Forced Labour



GLOBAL SLAVERY INDEX

Global Slavery Index

The annual Global Slavery Index (GSI) provides national figures of prevalence, government response, and vulnerability. The report presents a deep dive and analysis into what causes modern slavery, what some of the trends are, and what we expect the responses to be. The three key questions are 1) How big is the problem? 2) What makes people vulnerable? And 3) What is the government doing to respond? The report then answers these three key questions for approximately 160 countries within the index.

The report is produced by Walk Free in partnership with the International Labor Organization and the International Organization for Migration. In 2022, it was published for the 5th time. Each year, a sector is highlighted, and modern slavery therein is explored in depth.

Walk Free ensures accurate representation by conducting many different surveys and comparing the responses. Thus, there is a minimum of 1000 survey responses per country. Furthermore, they also consider the experience of family members. This way, the original number of 110,000 primary respondents rose to over 600,000 responses, including family members.

The index also incorporates individual-level risk factors such as age, gender, education level, marital status, employment status, and income. These risk factors are then computed in a statistical model which provides an estimated risk at the country levels.

Furthermore, the organization collaborates with survivor-led organizations throughout the process. The result is published as a free advocacy tool that is open to all stakeholders in the movement and beyond.

The 2023 Global Slavery Index can be found [here](#).



[National Trafficking Sheltered Alliance on Effective Collaboration](#)

The National Trafficking Sheltered Alliance was established out of the need to share resources and knowledge between service providers that saw survivors going back to their old life after leaving their programs. Having started with 18 US-based organizations in 2016, the alliance now has over 160 members in the country.

Melissa Yao, the Executive Director, shared some risks to collaborative efforts. Namely, anyone starting a coalition must be prepared for early momentum and early enthusiasm to die quickly. Furthermore, one must be aware of a possible mission shift. An alliance brings people to a table for a very specific reason, but they all have their different priorities, and they're going to voice their priorities. It is thus crucial to stay focused. Furthermore, she recommended staying mindful of people's or organizational preferences or biases.

However, Melissa Yao also shared some successful strategies from which the movement can learn. Above all, open communication about thoughts and needs is key to any successful collaboration. Moreover, she recommended to identify five ways to help the partners because then you can ask them to help you when you need help.

Don't ask too much of the people at your table, but ask enough. - Melissa Yao, Executive Director of the National Trafficking Sheltered Alliance

[Freedom Greenlight](#)

The EverFree Freedom Greenlight is a strengths-based tool that allows survivors to assess and prioritize their greatest needs. It was developed based on an existing methodology called the Poverty Stoplight and adjusted to fit the context of human trafficking.

There are 49 actionable global indicators, validated by survivors, categorized in six dimensions. Survivors take the assessment and learn about their strengths and their challenges. This helps the program team working with the survivor to understand better what is most important to them

and what's going to help them progress toward a life of freedom.

EverFree drew upon three sources of information to develop the tool. The first was to look at existing tools and literature. The second was to develop the tool and strengthen the indicators with the global research cohort. And the third was through local adaptation workshops with grassroots organizations. This ensures that the tool is culturally relevant and that the language is simple and understandable.

Having been developed in close collaboration with several survivors, the tool is a great example of reflecting survivor needs. Furthermore, it shows that using technology does not have to be complicated to be effective.

Below is an example of a stoplight indicator through which survivors express their needs (Figure 2). A lifemap then gives an overview of the individual's strengths and challenges (Figure 3) on the basis of which individual support can be given.



Figure 2: Stoplight Indicator Freedom Greenlight Example



Figure 3: Lifemap Freedom Greenlight Example

DAY THREE

Time

7:30 a.m. Registrations and Room Open

8:00 a.m. **Keynote Speech** - Awah Francisca Mbuli, Survivors' Network

8:20 a.m. **Panel: Awareness Raising for Ending Modern Slavery: Effective Mobilization and Elevating of our Voices**

- Moderator: Maryana Munyendo, Missing Child Kenya
- Jose Alfaro, Lived Experience Expert
- Lisa Kristine, Photographer, Human Thread Foundation
- Malaika Oringo, Footprint to Freedom
- Brook Parker-Bello, More Too Life

10:00 a.m. **COFFEE BREAK**

- Exhibition Booths

10:30 a.m. **Side Events**

- **F1:** Cultural Values and the Legitimation of Modern Slavery - Group Grenelle, Survivors' Network, The Abolition Institute
- **F2:** Resourcing Survivor Leadership - Freedom Fund, Rahab Uganda, GFEMS, and Walk Free

12:00 p.m. **LUNCH BREAK**

- Exhibition Booths

2:00 p.m. **Side Events**

- **G1:** Our Trauma, Our Wellness, Our Success - Finding Your Light Foundation Inc. and Rafael Bautista
- **G2:** Legislating Against Slavery - What Makes Effective Anti-Slavery Law and How Can We Get There? - University of Nottingham Rights Lab

3:00 p.m. **COFFEE BREAK**

- Exhibition Booths

3:30 p.m. **Workshops**

- **C1:** LGBTIQ+ Victims of Trafficking in Persons - Caribe Afirmativo
- **C2:** Building Meaningful Partnerships - Learning from Collaboration Between Government and Leaders with Lived Experience of Human Trafficking

5:00 p.m. Conclusion of the Forum

DAY THREE

CHALLENGES IDENTIFIED

The following challenges were identified throughout all conversations held on the second day.

Vulnerabilities of LGBTQIA+ Communities

It is not a secret that LGBTQIA+ communities all over the world are struggling. Homophobia is led by fear and the belief that anything other than heterosexuality is abnormal. This leaves members of the LGBTQIA+ community feeling left alone and invisible, in addition to being discriminated against. This invisibility makes them more vulnerable to traffickers who intentionally target the more vulnerable. Some youth may get kicked out of their homes due to their sexuality and can easily fall victim to trafficking. Furthermore, biases within systems make it harder for queer victims to be identified and helped. Members of the LGTBQ+ community who are in mobility processes without documentation are particularly susceptible to trafficking. Especially since law enforcement representatives have been reported to ignore queer victims and often shame them instead.

Moreover, it has been commonly accepted that race and sexuality can create vulnerabilities, but the intersection of the two has been largely ignored. The lack of systematized and published evidence specifically on the LGBTIQ+ community perpetuates the invisibility and vulnerability of this population group. Therefore, programming and interventions are often not inclusive of non-white members of the LGBTQIA+ community, even though they are vulnerable to a greater extent.

Lack of Focus on the Male Population

While the majority of trafficking victims are women and girls, we often forget about the men and boys that are exploited all over the world, which has terrible consequences.

Often, when we look at statistics and numbers, we try to put all of our attention on the areas where we feel that statistically, those numbers are higher, and we tend to forget about those where there aren't numbers. However, these are not numbers; they are people.

Furthermore, gender norms often hold men and boys off from coming forward. This means that the actual number of male victims is probably substantially higher than we know.



Challenging Cultural Values

Cultural values are difficult to navigate. When considering cultures other than one's own, criticism can easily come across as wrong, even when well-intentioned. Cultural values can be problematic because what is normal in society is perceived as the right thing to do and often left unquestioned. Many rely on old traditions that no longer serve their purpose in modern societies.

Stigmatization

Around the world, the stigmatization of being exploited is a huge challenge to the eradication of human trafficking and a barrier to reintegration. When individuals travel to a foreign country, it is expected of them to stay, make money, get their citizenship in that city and in that country, and even get over their families so that they can come live abroad with them. If these individuals then fall victim to human trafficking and return empty-handed, their families and communities stigmatize them. Furthermore, they are vulnerable to being re-trafficked in a second attempt to make their families proud. The stigmatization is even worse for sex trafficking, as this is a taboo in many societies.

Religious Values

In addition to cultural values, religious values can hinder the eradication of modern slavery. It can easily be politicized and used to control people. Thus, it is not rare that those in power use religion to convince people that it is a higher power's will to keep certain people in slavery, legitimizing their actions.

Some country-specific challenges were also discussed.



A lot of African families see the outcome. They don't want to look deep into the source. -

**Awah Francisca Mbuli,
Founder and Executive
Director of Survivors'
Network**

Institutionalized Slavery in Mauritania

While slavery was abolished in Mauritania in 2007 and upgraded to a crime against humanity in 2015, it is still very much embedded in the country's cultural values. Thus, owning slaves is seen as a presentation of power and status - the more slaves a family owns, the higher their prestige.

For generations, slaves have existed in Mauritania's society that sees the Arab population as more powerful and the Black population as less powerful and often racially discriminated against. Furthermore, slavery perpetuates itself from generation to generation. Slaves are born into slavery based on their heritage and cannot get out of it - even if, legally, slavery no longer exists. But culturally, Arab Mauritians see themselves as owners of the slaves, and the slaves may not see themselves as worth more, not knowing anything else in their lives and their ancestors' lives.

This dilemma shows that the societal aspect of slavery in Mauritania is far more difficult and complicated than the legislative aspect.

Glamorization in Cameroon

Another example of cultural values that present a challenge to eradicating modern slavery is the glamorization of working (abroad) in Cameroon.

Many see it as a goal to move to a bigger city or even a foreign country to work there. This is because those who do so present themselves as having a fantastic time online and stay silent about any possible exploitation. This, in turn, makes other young people and their families want to chase that same dream, and they may end up in a similar situation of exploitation.

What is problematic is that people in Cameroon often only see the outcome - money - and don't ask questions about the means to get there. Parents don't ask their children about their working conditions, and children are too afraid to come forward in case of exploitation out of fear of being judged and even excluded.



Trauma

Any person that went through any form of abuse or exploitation would have been traumatized by that experience. People with trauma are far more likely to commit suicide, abuse alcohol and other drugs, and have job problems. What we see in a



person is often just the tip of the iceberg, not everything going on underneath. This, and a lack of acknowledgment of trauma make it difficult for traumatized people to function in their daily lives and make the healing journey more challenging.

Division and Exploitation Within the Movement

Unfortunately, the anti-modern slavery movement is still ridden with deep divisions on specific topics and on who should and should not be part of the movement. This makes our work less effective.

Furthermore, survivors don't always feel safe in the movement. Many have criticized power dynamics similar to that in their trafficking situation, which is retraumatizing. Furthermore, individuals and organizations have been blamed for using the movement for their own gain and benefit.

Lastly, the constant comparison of individual traumas needs to stop. Judging one experience to be worse than another is invalidating and can cause serious harm to survivors. Allies need to do better to avoid re-exploitation in the movement.

DAY THREE

RECOMMENDATIONS

Based on the conversations held in the sessions on Day Three, the following recommendations are a collection of all points made throughout the day. The recommendations do not correspond to individual sessions but rather present a summary of the most important advice of the day,

Specific Policies and Programs for LGBTIQ+ Persons

Because of the differentiated impact on members of the collective, it is necessary for governments to implement policies and programs focused specifically on this population. An approach different from the cis-heterosexual view of crime is necessary.

Furthermore, existing shelters are mostly managed from a heteronormative approach. It is necessary to provide specialized attention with an understanding of the particularities of sexual diversity.

Lastly, it is necessary to promote alliances with border organizations and shelters to identify risks for the LGBTIQ+ community at the borders.

Resource Survivor Leadership

Allies and funders must commit resources to the development of survivors to become survivor leaders in the space. Thus, physical spaces for capacity-building must be created. Capacity-building thus goes beyond skill-building and includes supporting survivors to enlarge their emotional capacity, psychological capacity, the capacity to shoulder responsibility, and to show individual change and transformation.



We know that movements led by people who are most affected by injustice are the ones that are most likely to create deep and sustained change. - **Claire Falconer, Head of Global Initiatives and Movement Building at the Freedom Fund**

Considering the limitation of resources and the desire to make survivors (financially) independent, resources must be invested to set survivors up for an independent life.

Furthermore, it must be ensured that all programs are trauma-informed. A large portion of funding should go to organizations that are embedded within their communities. Furthermore, non-financial resources must be invested in training survivors to follow their passions and give them the skills they need to lead the movement. Exposing survivors to various aspects of the movement can help them find their interests, and establishing networks can allow for employment opportunities to arise. Thus, it is important that conferences like the Forum are supported by donors.

Lastly, allies need to move away from the notion that any kind of help will do because they are survivors. Instead, quality must be ensured, and any service offered must be in the interest of the individual survivor. Thus, not every survivor wants to start their own business, and this cannot be a one-size-fits-all way of responding.

Training From and By Survivors

Considering the unique perspective survivors bring to the movement, it was recommended that the vast majority of training should be conducted by them. Naturally, survivors may have to gain expertise before being able to train others, but having gone through a trafficking experience and being aware of vulnerabilities, their experience is indispensable.

These training sessions - developed and delivered by survivors - should be mandatory for anyone starting the movement or switching jobs. Furthermore, the training should be made available to the public.



Educate and Empower Rather Than Just Provide Services

While the provision of services is essential to the healing process of survivors, stakeholders must go beyond to get survivors out of the cycle of exploitation.

Here, the most important thing is to listen and try to understand and act in the survivor's best interest even if we don't understand. Furthermore, survivors should be taught self-awareness, impulse, and emotion control and find an outlet to cope with negative emotions. Allies must allow survivors to criticize and voice feedback when they feel mistreated in any situation.

We need to come together and focus on systemic change for prevention but also create systemic change to help support everyone within this movement. - **Rafael Bautista, Independent Survivor Consultant**

Focus on Societal Changes

Legislative changes constitute one part of the fight against modern slavery and human trafficking. However, even after these are successful, society may not yet reflect the changes. Thus, actors must focus on societal changes and inform communities that what they are going through is not normal and not good. It is helpful to sensitize them to know how to prevent themselves or to prevent their communities from being trafficked. Furthermore, those who benefit from slavery must be educated as well. Lastly, it is important to work against the stigmatization of modern slavery and human trafficking to aid the reintegration of survivors.

Take Accountability

Allies need to start taking accountability for their mistakes and apologize. We are all human, and making mistakes is unavoidable, but we can control how we react to them. Furthermore, individual survivors may get triggered by certain things that allies deem uneventful. It is important to apologize and provide support for the survivors, even if the action was not intentional.

Moreover, stakeholders in the movement must realize that some interventions may not work the way we want them to. We then need to admit mishaps and be flexible to re-strategize.

Bring Local Abolitionists to the Global Stage

Being an advocate can be extremely dangerous in many countries of the world due to the government or other actors wanting to silence the respective individuals. Stakeholders within the anti-modern slavery movement can help by elevating local abolitionists' voices to the global stage. This will make it more difficult for local actors to arrest or harm the individuals, given that they have international backing. Therefore, they can continue advocating against modern slavery in their home country without fear or with less fear of repercussions.

Use Photography in Addition to Data

It is known that photography transcends language and can express what words cannot. It was thus suggested to include humanitarian photography in advocacy and policy work. This refers to the type of photography that conveys and chronicles emotions and stirs visual stories about social issues and challenges, such as modern slavery and human trafficking.



Humanity has to be free. If one person is still in bondage, it's me that the entire humanity is still in bondage. It is our collective responsibility to fight together. - **Awah Francisca Mbuli, Founder and Executive Director of Survivors' Network**



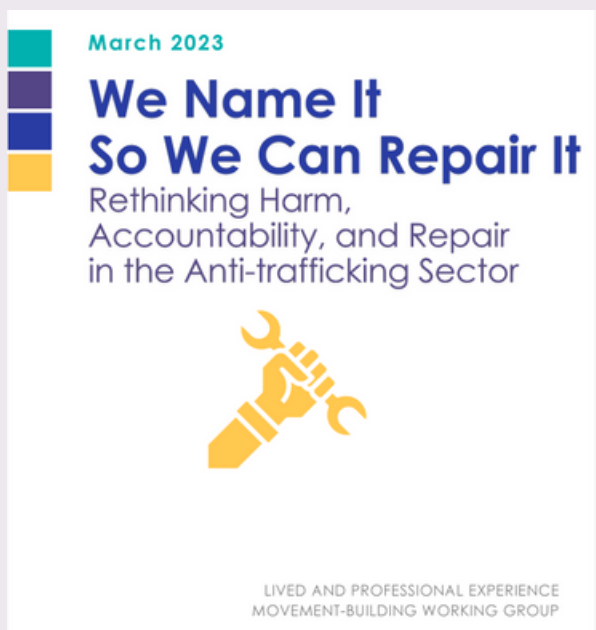
DAY THREE

BEST PRACTICES

Conversations during the last Forum day gave insight into some successful practices within the movement too. Participants are encouraged to take a look at the initiatives below.

[Lived and Professional Experience Movement-Building Working Group Report](#)

Survivors came together to create a great report on "Rethinking Harm, Accountability, and Repair in the Anti-Trafficking Sector." While the report was written from and for a US perspective, the recommendations given may be helpful to stakeholders from all over the world. The survivor leaders involved in the process have mentored other survivors in their leadership journey, making the report an asset to survivors and allies. The project was supported by National Survivor Alliance and Humanity United. The full report can be found [here](#), and the Executive Summary is [here](#).



[Allies' Statement](#)

Based on this report, allies came together and created a commitment pledge to follow the recommendations given therein in the United States. Allies vow to continue the discussion, invest in training, share the report with other allies, and employ survivors, among other pledges. Furthermore, they invited and encouraged other allies in the space to join them by signing the statement. This can be done [here](#).

[Survivor Leadership Fund](#)

The Survivor Leadership Fund was established by Freedom Fund in 2021 with the intention of applying trust-based funding principles to make unrestricted grants to survivor-led organizations. The application process is straightforward, and the organization has taken further measures to remove as many barriers to access as possible. Thus, the material is translated, and interviews are conducted with interpreters or the respective language in each round of applications. Therefore, the Survivor Leadership Fund is a great example of how to shift power to those most impacted by modern slavery. Each grant is up to \$20,000, and the recipients are trusted to know best how to use the money. So far, the fund has been granted to 57 organizations in Kenya, Uganda, Brazil, Bolivia, Peru, Thailand, Indonesia, and Malaysia. More information can be found [here](#).

ANTISLAVERY IN DOMESTIC LEGISLATION

[Antislavery in Domestic Legislation Database - University of Nottingham Rights Lab](#)

A database established by the University of Nottingham Rights Lab tracks 193 countries' domestic legislation related to the prohibition of broadly defined modern slavery practices, which includes slavery, servitude, forced or compulsory labor, and trafficking in persons. The database shows if and how these practices have been prohibited in domestic legislation. Thus, more than 700 domestic statutes and over 4000 individual provisions were analyzed.

To expand the database, the Rights Lab is now interested in bringing in different aspects of the law to find out what needs to be done in addition to criminalizing behavior related to slavery. Furthermore, the researchers are considering what the processes of reviewing and evaluating reforming laws look like, how those can be made more effective, and how survivors' voices, perspectives, and expertise can be effectively built into those processes.

The database can be used as an advocacy tool by all stakeholders and is freely available [here](#).

[African Survivor Coalition](#)

Many solutions to modern slavery are Western-based and thus lack cultural adaptation and relevance. The African Survivor Coalition aims to close this gap and amplify the African survivor narrative on human trafficking response. The coalition is made up of survivor leaders from the continent who serve as a resource of information for allies' research, initiatives, policy-making, projects, and others. Furthermore, they help to amplify survivors' voices in the region and empower them to become leaders in the space. The African Survivor Coalition presents a great example of survivors empowering each other and collaborating, as well as giving allies an opportunity to bring survivor voices into their interventions.



MAIN OUTCOMES AND PRIORITIES

A number of challenges and recommendations were discussed at the Global Freedom from Slavery Forum 2023. However, some may have priority over others to ensure we are ethically engaging survivors and making progress in the eradication of modern slavery and human trafficking.

We Need to Shift the Movement's Culture

To see improvement in engaging survivors ethically and bringing them to the forefront of the anti-modern slavery movement, we need to change the system in which we operate. This includes letting survivors speak for themselves, accepting and engaging differences, practicing patience, as well as empowering and investing in survivors. It is crucial that survivors are taught skills in a field that they are interested in pursuing, be it in or outside of the movement. We need to come together and overcome different perspectives and focus on the thing that unites us - our goal to eradicate modern slavery and

To create and sustain change in those systems of oppression that enables slavery, our priority has to be investing in the lived experience of leadership, which means shifting power and resources to people with lived experience. - Claire Falconer, Head of Global Initiatives and Movement Building at the Freedom Fund

human trafficking. Furthermore, resources and power must be shifted toward survivors. Trust-based funding to survivor-led and grassroots organizations is crucial to the success of the movement.

We Need to Resource Survivor Leadership

Allies and funders must commit resources to the development of survivors to become survivor leaders in the space. To achieve this, we need to invest in survivors to further their skills, overcome their trauma, build their networks, take on leadership, and pursue their passions in and outside of the movement. Here, it is important to remember that all survivors are individuals with individual needs and wants, and a one-size-fits-all solution does not work.

Funders must shift to trust-based funding models and invest in survivor-led organizations. Allies must employ survivors within their organization. Another option is to employ survivor consultants for certain projects. Here, we need to remember that building trust is a crucial first step to meaningful partnerships. And trust may take time.



We Need to Collaborate

Another imperative step we need to take is to improve and increase collaboration within and outside of the movement. We must collaborate with survivors on all issues of modern slavery and come together to share resources and knowledge wherever possible. We need to stop seeing other stakeholders as competitors and start seeing them as allies in the fight against modern slavery. Furthermore, we should seek collaboration with the private sector, governments, and other movements. Considering the intersection of human trafficking with other issues, partnering with the movements against climate change, gender issues, and migration, for example, can be mutually beneficial. This will also allow for resources to be used more efficiently. Furthermore, trust is a central point in establishing long-term partnerships that will allow for change to happen.

We Need to Make Business More Ethical

The Forum conversations revealed that the current business model focused on cheap goods and services drives forced labor and exploitation.

Therefore, we need to push for change. Companies should be incentivized to conduct ethical business and punished for not adhering to standards. Furthermore, a large portion is the education of consumers. Many are not aware of their involvement in forced labor through their consumption habits. However, with one in five garments stained with forced labor, each person plays a role in achieving change. We should educate and encourage our supporters to question and change their consumption patterns and get them involved in the movement by advocating for more ethical and sustainable business practices.

Considering the current movement toward sustainable energies, we need to pay special attention to solar panels being produced with slave labor. We need to ensure that sustainability and ethical business can coexist.

We Need to Stop the Genocide Against the Uyghurs

We need to come together to speak out about the atrocities by the Chinese government against the Uyghur population in the Xinjiang region. We must push companies to stop importing products

from the region and show the Chinese government that genocide will not be tolerated by the international community. Furthermore, we must raise awareness on the issue and ensure that more people know and care about the human rights abuses.

We Need to Make the Movement More Accessible and Diverse

Many people have become part of the movement, and our goal should be continuously growing our membership. In order for this to happen, we need to make the movement more accessible and encourage diversity. Thus, any information material must become available in simple language, various languages, and for people with disabilities. Furthermore, we must engage with our differences and invite people with different opinions to join, rather than forcing everyone to agree on all aspects of the anti-modern slavery movement. We must remember that power lies in numbers; the more voices we can add, the louder we will be.

We Need to Focus

The issue of modern slavery and human trafficking, as well as the diverse perspectives within the movement, are very complicated. Thus, in order to create real change, we must focus. We need to come together to create consensus and establish a common goal rather than working all over the place. We need concrete steps forward and be supportive of each other despite our differences. To achieve this, we must learn to listen and try to understand better and see the other as our ally rather than competition. By setting concrete goals, we can focus our collective attention on the respective matter before moving on to the next.

In an attempt to unify the movement's narrative, Free the Slaves and our partners have started a conversation. All participants are encouraged to continue the discussion. For more information, please reach out to [Giselle Balfour](#).



EVALUATION AND NEXT STEPS

Participation

A total of 187 individuals representing 121 organizations from 35 countries came together in Punta Cana, Dominican Republic, for the Global Freedom from Slavery Forum. This is the highest number of participants since the Forum was established ten years ago. Those countries with the highest representation were the United States (88), Dominican Republic (15), Kenya (10), the United Kingdom (8), Trinidad and Tobago (7), Haiti, Jamaica, and Canada (each 5). Figure 4 below provides a visual representation.

Survivor Engagement

Considering the theme of the Forum and the anticipated direction of the movement, the inclusion and engagement of survivors were central to the Forum. Hence, the Forum sponsored 24 survivors from all world regions to join the Forum. Unfortunately, two of them could not make it due to visa constraints. Furthermore, the Freedom Fund sponsored additional survivors, while several other survivor individuals participated at their own cost. Thus, to our knowledge, the Forum had a minimum of 40 survivors. It must be considered that some may not have openly identified as such.

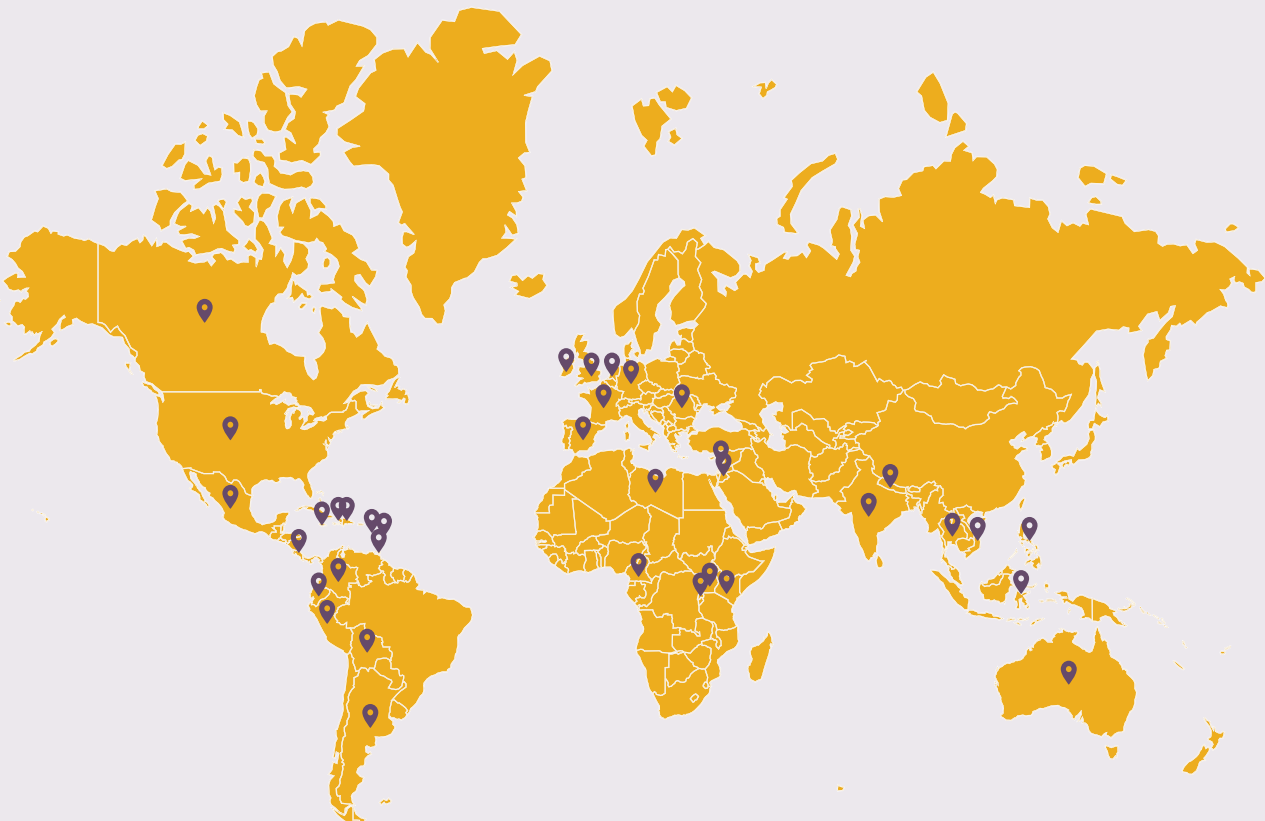


Figure 4: Participants from 35 countries

This suggests that at least 21.3% of all participants had some form of lived experience. While this number can and should steadily be increased, this is a start.

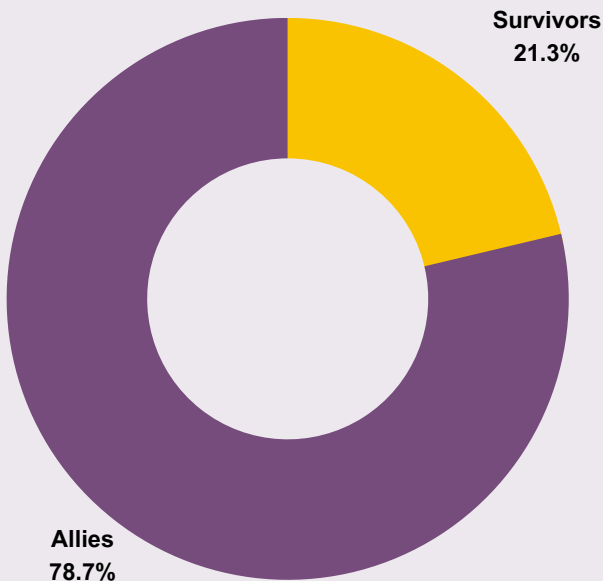


Figure 5: Survivor Participation

However, survivor engagement goes further than bringing survivors to the table. It is important to give them the space to express themselves. Considering that six out of eight sessions on the first day had at least one survivor as a speaker, this comes to 75%. On the second day, four out of ten sessions were co-led by survivors, making it 40% of the whole day. The last day had seven out of eight sessions of the final day with survivor involvement, equal to 87.5%. Furthermore, the closing summaries each day were given by survivors. Lastly, one of the two hosts was a survivor of human trafficking.

Therefore, 67.5% of all sessions were led or co-led by survivors.

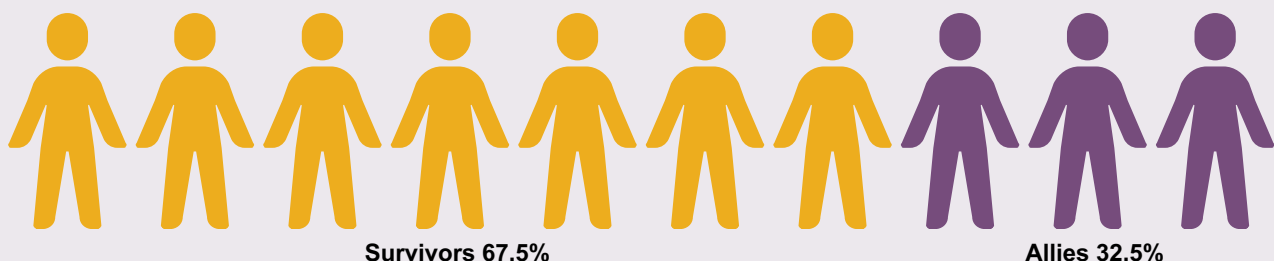


Figure 5: Survivors Leading or Co-Leading Sessions during the Forum



Evaluation

An evaluation form was sent to all participants to receive necessary feedback, which can be implemented in future Forums. A total of 23 people evaluated the Forum either through the app or the website. Overall, the participants were very content with the logistical organization of the Forum.

Several positive responses were given to the long answer questions about the content and future actions. Numerous participants were most thankful for the connections with stakeholders from all around the world and survivor leaders. Many participants shared positive experiences about considerations for future collaborations. Some were given guidance on how to further their careers. Furthermore, meeting so many people post-Covid was significant for various participants. One of the participants described the experience as significantly “healing.” Moreover, participants were very appreciative of the numerous survivors present at the Forum.

One question asked participants what they understood under a “survivor-centered movement.” Here are their responses:

What does a survivor-centered movement mean to you?



Not just bringing survivors to the space but actually hearing and learning from survivors.



Motivating survivor advocates to lead in the fight against modern-day slavery passionately.



Ensuring that survivors, their voices, and their well-being are put first.



It means that those of us who are allies need to do better. We need to take more risks. Ultimately, it is we who sit in positions of privilege, and we need to put ourselves on the line more to support this type of movement.



It means to work for survivors, to allow them to guide the movement, and to be at their service. It also means to follow the survivors' lead once we have equipped them with the necessary tools and resources to be the person they wish to be.



Survivor-centered movement means engagement and participation of survivors in the movement as well as all the program implements from right based approach and human rights perspective.



Provide survivors with interventions and tools to turn the page and begin another chapter.

Furthermore, related to John Richmond's keynote speech on the second day, participants were asked what they believed was the next achievable goal for the movement. Here are some suggestions:

What is the next achievable goal for the movement?



Listening is the start, then action, then implementation.



Reduce demand for slave-tainted goods. As a movement, we can unanimously convince the world to abolish goods and demand supply chain transparency of each corporation we support.



Really, really, really focus on the dwindling prosecution rate of traffickers. While prosecutors share an understanding that victim testimonies are unreliable and traumatizing, they may not be equipped with tools to gather actionable evidence of other forms. However, with the tools and intelligence available through publicly-available data and many public-private partnerships that mandate private organizations to share data, we are missing opportunities for dismantling trafficking networks.



We need to strengthen collaborative work, NGOs are still too atomized.



Improving the role of governments to be proactive in combatting modern slavery.

Next Steps

During the Forum, the creation process of a cohesive narrative for the anti-modern slavery movement was started, and the foundation was laid. The conversation around this will continue between stakeholders and survivors in the movement. It is important to be noted that all individuals are invited to join the conversation. Furthermore, we need to acknowledge different perspectives within the movement and that it will be impossible to unite all voices. However, we can focus on our common goal to eradicate modern slavery and human trafficking.

Furthermore, we hope participants will benefit from connections and partnerships formed at the Forum. Lastly, we expect stakeholders to implement new and improved ways of engaging and empowering survivors efficiently and investing in their skills in and outside of the movement.

The 2022/23 Freedom from Slavery Forum series concluded with the Global Forum. However, the team has already started the preparations for a new series of Regional Forums in 2024 for Africa, Asia, the Caribbean, Europe, Latin America, the Middle East and North Africa, and North America. Furthermore, the next Global Forum will take place in 2025.

We encourage all partners to join the Forums and welcome any help with fundraising and funding.

Check out our [website](#) and follow us on Twitter at [@FFS Forum](#) to keep up with each of the Forums.

In an attempt to unify the movement's narrative, Free the Slaves and our partners have started a conversation. All participants are encouraged to continue the discussion. For more information, please reach out to [Bukeni Waruzi](#).

**Regional Forums
to take place in
2024!**

**Global Forum to
take place in
2025!**



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