

Modern Slavery Typologies

for Financial Services Providers

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The 'Modern Slavery Typologies' Project

The purpose of this project

This project aims to equip financial service professionals with an understanding of the trends and typologies that are present in modern slavery. This will enhance their ability to assess and mitigate risk within their client portfolios, and identify red flags for better monitoring and reporting of suspicious activity.

There is a range of methods that financial institutions can employ in order to contribute to the fight against modern slavery. These include training frontline staff to recognise the signs of a trafficked person in a face-to-face encounter, identifying suspicious activity when the individual visits their branch, or identifying the physical signs of abuse that could indicate a person has been trafficked and is under duress.

Furthermore, financial institutions can consider the industries, business types, and locations that are particularly high risk with regards to modern slavery activity. By understanding the typical profile of businesses and institutions that are 'high risk', the financial service provider can adjust its risk appetite to avoid funding or supporting illicit activity.

In addition, certain transactional activity carried out by individuals or businesses may indicate illegal activity. Financial institutions have a wealth of transactional data at their disposal, but it is important for those assessing this data to understand the patterns that could indicate modern slavery activity.

Finally, modern slavery is a highly lucrative crime for the criminals involved. According to the International Labor Organization (ILO), profits from slavery-related crimes amount to US\$150 billion yearly. As with all proceeds derived from illegal activity, this money must be laundered in order to conceal its origins and integrate the funds into the financial system. Unfortunately, legitimate financial institutions are unknowingly used to launder funds generated from modern slavery. It is important, therefore, that those working in financial institutions at all levels understand how to identify money laundering red flags.

This project breaks down modern slavery into a range of typologies. Sources for typologies do exist, but there is currently no central repository of typologies that goes beyond sex trafficking to cover a wide range of labour trafficking. Although each case is different, there are a number of trends that can be identified, the understanding of which will assist financial service professionals in the fight against modern slavery and the resulting money laundering activity. The visualisation of these typologies, to show both the typical journey of the victims and the associated flows of money will assist financial institutions in identifying high-risk clients and suspicious activity, in order to be better equipped to mitigate money laundering risks associated with modern slavery in their client base.

Why use typologies?

Investigators use typologies to map criminal activities. This allows them to identify the various parties involved in a crime, such as the perpetrators, victims, and enablers, and map all parties' connections to each other. There are many benefits to financial service professionals of using typologies as a visual representation of modern slavery:

- The trafficking of one victim may involve multiple perpetrators, as victims are often passed from one trafficker to another as they make their journey from their origin to destination locations. For example, in many cases the victim is recruited by an individual in their source country before being sold to a trafficker in their destination. In visualising this, it is possible to better identify the parties involved.
- Typologies allow for the identification of seemingly innocent behaviours that in isolation do not suggest criminal activity, but within the wider context of a typology mapping may act as red flags to modern slavery.
- Typology graphs can act as an easy reference point in training sessions, breaking a very complex subject down into visual parts to assist learning and understanding.
- Financial crime identification often depends on the ability of a relationship manager or front-line worker to identify unusual or suspicious activity. The use of typologies gives them an easy reference point when considering the financial crime risk within their portfolios of clients.
- Account activity reviews are a tool used by banking professionals to identify financial crime activity. Typologies allow for more targeted account activity reviews, as the reviewer can see the red flags in transaction activity that may indicate modern slavery.



How to use this tool?

We have broken 'modern slavery' down into common industries in which it can be found. This is not an exhaustive list, and we continue to work on developing new typology graphics for your reference.

Each typology has the following elements:

- **Industry overview** – This is a summary of this particular industry's exposure to human trafficking. It includes industry trends, and a description of the modern slavery activity generally found in the industry.
- **The case** – We start by outlining a typical case study of modern slavery for this industry. No one modern slavery case is the same, but by analysing specific cases we have identified common themes. This case study, therefore, is an amalgamation of many, and reflects common themes that we have identified.
- **The flow of people** – The case is broken down into visual typologies of the flow of people and the flow of money. The flow of people shows the journey of victims, and their interaction with different individuals through the recruitment, transportation, harbouring and coercion stages.
- **The flow of money** – This shows a range of typical transactions that one may see as part of the trafficked victim's journey. Many of these transactions may seem innocent in isolation, but understanding these transaction patterns as a whole, and in context, allow for a greater understanding of the transaction profile of a person or business involved in trafficking.
- **Questions and actions for banks** – These are the questions that financial service professionals can ask when considering modern slavery in this industry. These may relate to customer activity, the types of customers in a portfolio, and the risks attributed to certain industries and business types.
- **Modern slavery red flags** – This identifies the points at which one may be able to identify modern slavery activity.
- **Questions and actions for banks** – These are the questions about the flow of money that financial service professionals can ask when considering modern slavery in this industry. These can relate to account activities of the parties involved, or the potential money laundering of illicit funds generated through modern slavery activity.

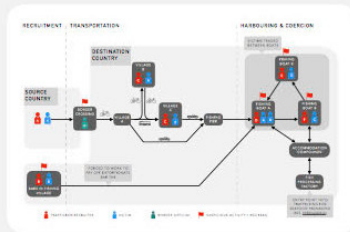
Summary of this particular industry's exposure to human trafficking

INDUSTRY OVERVIEW

THE CASE

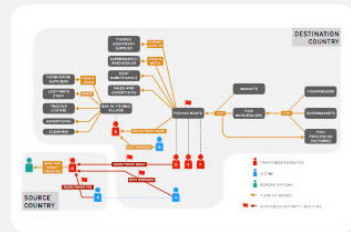
Narrative of a typical case study of human trafficking for this industry

FLOW OF PEOPLE



Shows the journey of victim, and their interaction with different individuals at different stages

FLOW OF MONEY



Shows a range of typical transactions that one may see as part of the trafficked victim's journey

The Red Flags — People & Places

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The Red Flags — Flow of Money

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Identifies the points at which one may be able to identify human trafficking activity.

Questions & Actions for Banks

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Questions that financial service professionals can ask when considering human trafficking in this industry

Questions & Actions for Banks

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How to use this tool?

This tool can be used in a variety of ways:

- As a training resource for staff, who can build workshops around the case studies and discuss how best to identify and mitigate the risk of modern slavery in their client portfolios.
- As a way of increasing awareness of modern slavery by circulating it with the relevant industries. Many hold the misconception that modern slavery only relates to sex trafficking, but there are many types of trafficking affecting a wide array of industries across the globe.
- As a reference point when considering the risk posed by clients at on-boarding and account review, to ensure the right questions are being asked for certain industries when carrying out due diligence.
- As an aid to identifying unusual or illicit activity within the flow of money when carrying out account activity reviews.



Modern slavery: terms and definitions

In this manual, the term ‘modern slavery’ will be used to encompass a broad range of definitions including human trafficking and forced labour. Also, this terminology choice is in line with one of the leading pieces of legislation in the field: the UK Modern Slavery Act.

Within the past five years, the topic of modern slavery has been combined with this traditional concept of forced labour to expand the range of different potential scenarios. ‘Human trafficking’, as a concept, includes forced labour as an outcome, but goes further by placing much of the emphasis on the movement of a person into an exploitative situation. For example, the trafficking definition focuses on ‘the act of recruitment, transportation, transfer, harbouring, or receipt, by means of threat, use of force or coercion, abduction, fraud, deception, abuse of power, and abuse of vulnerability.’ Thus, what happens before the exploitation begins has major emphasis.

Since 1926, the definition of traditional slavery has remained relatively unchanged. Slavery is defined as ‘the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised’. In this case, the emphasis is placed on the ownership and loss of control of a person’s life. In addition to these distinctions, there are more refined definitions that focus on variations of forced labour, such as ‘contract slavery’ or ‘bonded labour’. ‘Contract slavery’ refers to the use of false or deceptive contracts that guarantee employment. With ‘bonded labour’, a person becomes the property of another person, to work for them as collateral against a loan. These debts are often enforced by the threat or use of physical violence against the victim and/or his family network.

Since 2014, ‘modern slavery’ has been used as an umbrella term to include nearly all the definitions listed above within one combined heading. The adjective ‘modern’ identifies slavery as a crime for which the implications have not changed, but which has adapted to modern times in certain ways.

1. RECRUITMENT PROCESS



DECEPTION

A recruiter gains a person's trust or the trust of a parent, then offers false promises of good employment.



ABDUCTION

Forcefully transport victims from one place to another. This tactic is more risky, hence less common.



DIRECT SELLING OF A PERSON

Victims are sold by family members or trusted persons to criminals. They are brought to an exploitative site and delivered to exploiters in exchange of cash.



Common traits of modern slavery cases

The core elements of modern slavery are found in the recruitment process and the techniques used to hold victims in place. The elements are deception, abduction, debt, physical and emotional abuse, threats, withholding of wages, limitation of movement and use of unfavourable or illegal contracts.

The most common method used to recruit modern slavery victims is **deception**. Recruiters gain the trust of victims or their family members, then offer false promises of good employment. They often offer young, vulnerable people facing hardship the chance to improve their lives and the lives of their families. While these opportunities might sound risky or too good to be true, they can be too tempting. In many cases, the victims have no idea of the terrible price they will pay until it's too late.

While some victims are **abducted**, this tactic is less common. Transporting an unwilling person can be risky if the victim acts out or tries to run. It is much easier to transport someone who is being deceived because they go willingly. Once a person is in a modern slavery worksite, perpetrators use one or more methods to keep him there.

Creating **debt** is a key tactic. Traffickers charge excessive recruitment fees that require victims to borrow money, or provide cash advances to the victim or the family, which must be worked off. The victim is held until the debt is completely paid. Often the lender uses false accounting, invents additional debt, or charges excessive interest so the victim never knows when the debt will be considered paid.

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

Sometimes, simply making **threats** of violence against victims or their family members is enough. Victims might be told that if they don't do the required work, their mother or father back home will be beaten.

Another method is to **withhold pay**. Many victims remain in their exploitative situation for months or even years waiting for money that is promised to them to avoid returning home empty-handed. Often, this payment never comes.

In some cases, oppressive or illegitimate **contracts are used** to justify forced labour. Often, these fraudulent agreements are signed by victims who can't read or presented in a foreign language they don't understand. Victims are told that if they leave, penalties of fines will follow.

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

2. TECHNIQUES TO KEEP VICTIM IN PLACE

DEBT

Traffickers charge excessive recruitment fees that require victims to borrow money, or provide cash advances to the victim or the family. The victim is held until the debt is completely paid.



WITHHOLDING OF PAY

Many victims remain in their exploitative situation for months or even years waiting for money that is promised to them to avoid returning home empty-handed.



ISOLATION AND CONFINEMENT

Physical confinement or confiscation of travel and identification documents.



THREATS OF VIOLENCE

Can be directed towards a victim or his family members.



OPPRESSIVE OR ILLEGITIMATE CONTRACTS

Often these fraudulent agreements are signed by victims who can't read, or presented in a foreign language they don't understand.



PHYSICAL AND EMOTIONAL ABUSE

Shouting at or insulting victims, beatings, torture and rape. In extreme cases, murder.

Forced Prostitution

Industry overview

Sex trafficking is a form of modern slavery that exists globally.

Sex traffickers use violence, threats, lies, debt bondage, and other forms of coercion to compel adults and children to engage in commercial sex acts against their will. Under US federal law, any minor under the age of 18 years induced into commercial sex is a victim of sex trafficking – regardless of whether or not the trafficker used force, fraud, or coercion.

The situations that sex trafficking victims face vary dramatically. Many victims become romantically involved with someone who then forces or manipulates them into prostitution. Others are lured with false promises of a job, such as modelling or dancing. Some are forced to sell sex by their parents or other family members. They may be involved in a trafficking situation for a few days or weeks, or may remain in the same trafficking situation for years.

Vulnerable people are frequently targeted by traffickers, including runaway and homeless youths, as well as victims of domestic violence, sexual assault, war or social discrimination.

Sex trafficking occurs in a range of venues including fake massage businesses, via online ads or escort services, in residential brothels, on the street, at truck stops, or in hotels.



The case

Trafficker A knows Victim A and is a friend of her family. He is also an acquaintance of Victim A's current employer. Victim A has been struggling to make ends meet, she has a family to support and her current job is not generating enough income to do so. When Trafficker A approaches Victim A with an offer of a job abroad, working as a waitress in a restaurant in the capital city of a nearby country, she is delighted at the prospect of making money to send back to their family. Victim A sends money to Trafficker A as a recruitment fee, securing the new job in the city.

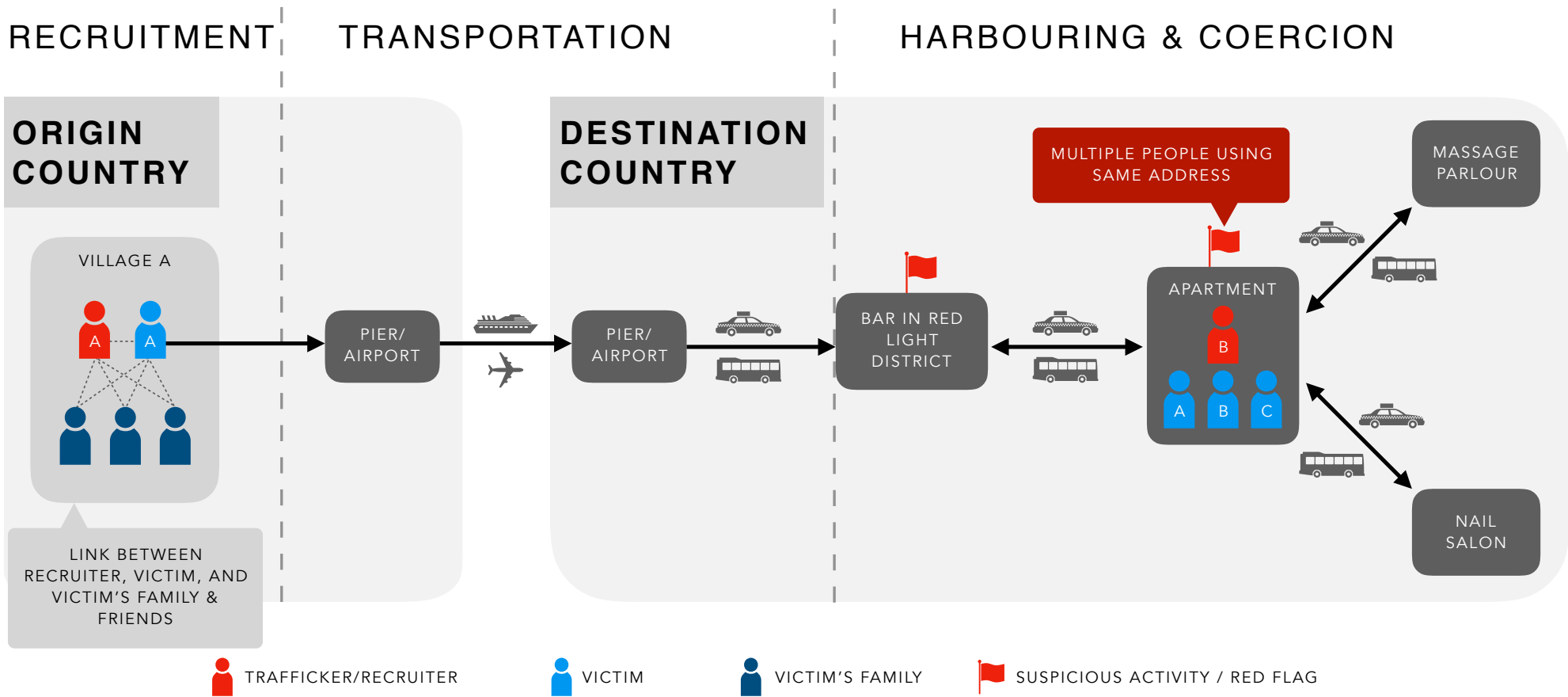
Victim A travels willingly to the new city to start the new job. She is travelling illegally across the border but Trafficker A has paid for the costs involved in the transportation, such as tickets and false immigration documents. Victim A is closely accompanied by Trafficker A throughout the journey, kept in close sight and told to keep her head down to avoid detection. Once Victim A reaches the new destination, she is met by Trafficker B. Trafficker A leaves to return home, with a commission payment made in exchange for Victim A. Victim A is taken by these unfamiliar people into the city, and her passport and identification documents are taken from her.

Victim A is driven to an apartment and taken inside where there seems to be numerous other people living. When she enquires about the living arrangement, she is told that the rent for the accommodation will be taken out of her monthly wages. She is then informed of how much she owes the traffickers for arranging her transportation across the border, which is far more than she can afford as she has already spent all of her savings on the recruitment fee paid to Trafficker A. She is told that she must pay this back, and that her employers will hold onto her passport until she has done so. She is afraid because she has travelled to the country illegally and if she were to be found by the authorities she will likely be imprisoned.

Victim A is told that she must pay her debts off by working in the local bar in the red light district of the city. This is not the waitressing job that she was expecting, but she agrees. Once she begins work she realises that she is expected to provide sexual services to the clients at the bar, and her employers threaten her with violence if she does not provide the services that the clients are expecting. She begins providing sexual services for the clients, giving the money that she receives to her employers to pay off her debts. Her employers tell her that she must not complain or run away, and that they have contact with Trafficker A in her home country, who can tell her family and friends about the kind of work she is really doing. She begins to use the drugs that her employers give her, often being forced to take them with paying clients, which further increases the hold of her traffickers on her and further increases her debts.

She lives in an apartment with others who have been trafficked into the city for sex work, just as she has. Some of them work in local massage parlours, where they are required to have sex with clients. Others work in nail salons that act as a front for brothels. They are kept in the apartment when not working, beaten and threatened with exposure to the authorities for their illegal status unless they keep working.

The flow of people



Modern slavery red flags: people and places

- Business that operate in the red light district of a city – particularly bars, massage parlours and nail salons.
- Bars, massage parlours and nail salons that recruit individuals from overseas – particularly from disadvantaged communities.
- Many individuals residing in the same address, which may act as a harbouring location.

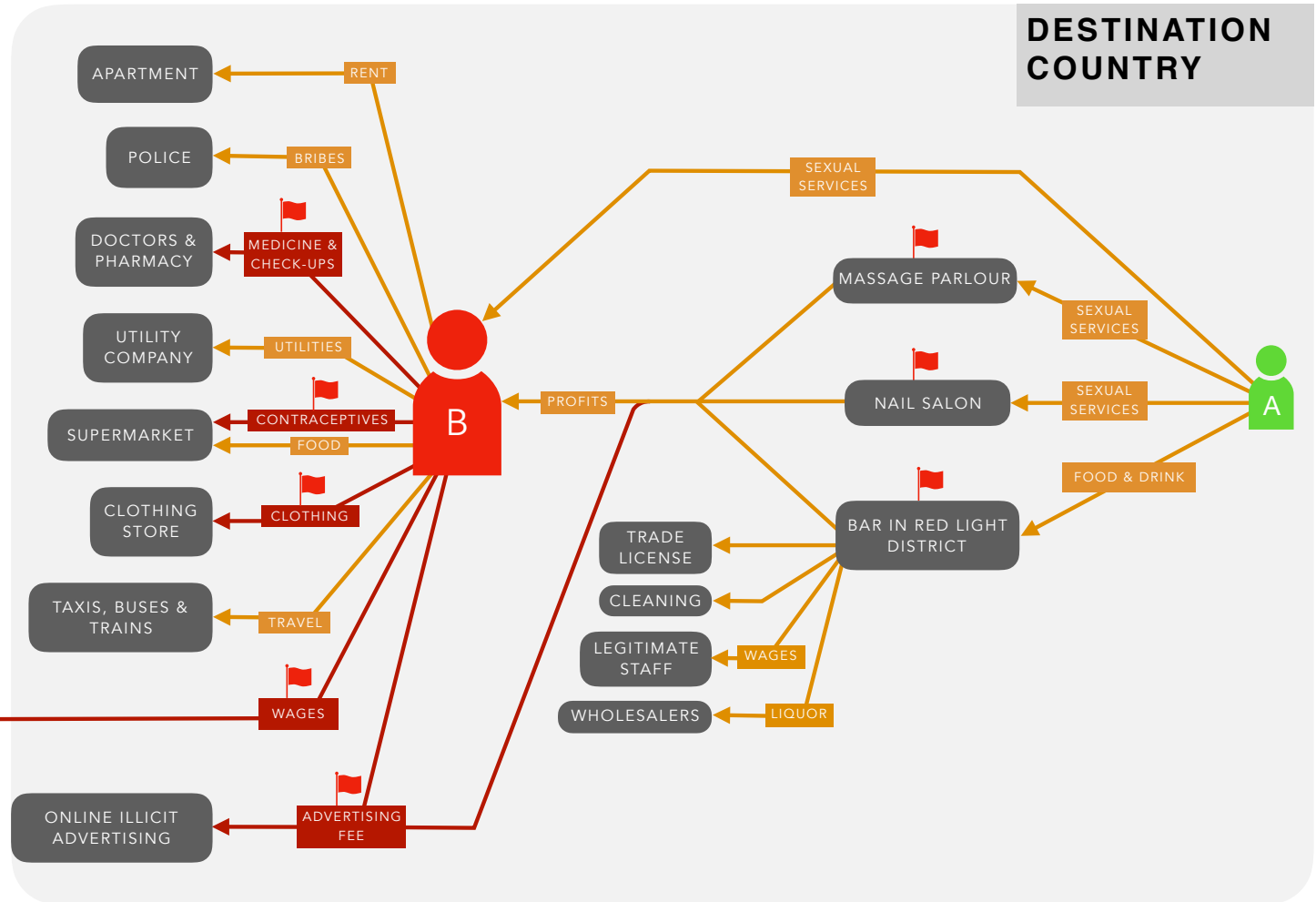
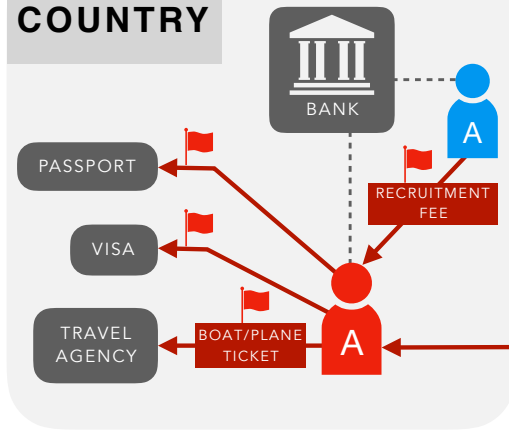
Questions and actions for banks

- Do any customers have links to a red light district? If so, is there any evidence that they could be selling sexual services?
- Has a site visit been carried out? Does the bar/massage parlour/nail salon appear to be carrying out legitimate services as they claim?
- Are there multiple individuals living at the same address? If so, does this make sense? Could this be a potential harbouring location for victims of trafficking?
- When customers come into a branch to handle banking matters, do they seem to be under duress?
- When a customer visits the branch, are they accompanied by another person who would seem to be holding control over them? Is there any physical sign of abuse?
- If a site visit is carried out, are there areas that are off-limits? Do staff members show signs of fear or stress?

The flow of money



ORIGIN COUNTRY



Modern slavery red flags: the flow of money

- A recruiter purchases visas, passports, and transportation tickets for third parties.
- The victim pays a fee to the recruiter for a promised job overseas.
- A recruiter is paid by a trafficker in the destination country for providing the victims.
- The trafficker in the destination country has outgoings of medical care, such as contraception and sexual health services, as well as expenses such as clothing and makeup that are higher than expected for an individual.
- The traffickers/bar/massage parlour/nail salon pays for advertises online the sexual services provided by the victims under their control.
- Transactions are made outside of the usual operating hours of the business.

Questions and actions for banks

- If a cross-border transaction is made, can the source and recipient of the funds be identified? Is there any reason to suspect links to a red light district?
- Can any payments for advertising of sexual services, such as those to illicit websites, be identified?
- Does the everyday transaction profile of the customer make sense?
- Are there any patterns to suggest that the customer is buying quantities of contraception, sexual health products, clothes and make-up for others? If so, is there a legitimate reason for this?
- Sexual services are mostly paid for in cash as the activity is usually illegal. This cash is then laundered through legitimate businesses. Therefore, do the cash deposits of the bar/massage parlour/nail salon make sense considering the usual revenue of the business?
- Is the bar/massage parlour/nail salon making transactions outside of usual working hours? Can these transactions be justified or could they be an indicator of illicit activity?

Fishing

Industry overview

Employment in the fishing sector is highly dependent on the local context, the size of the vessel, and the type of fishing undertaken. Fishers employed on larger boats may have relatively formal employment agreements with the captain of the vessel or fleet ownership, but contracts are rare. Workers may be recruited through formal or informal labour recruiters to whom they owe debt for their job placement. Often, workers recruited through brokers will have no advanced knowledge of their actual employer. On small boats, employment relationships are predominantly casual.

Further complicating the employment relationship, payment on both large and small fishing vessels is often based on the traditional 'share' system in which worker pay is based on an allotment of net proceeds from the catch after expenses for output (food, fuel, etc.) are deducted. Under this system, workers are considered 'partners' in the fishing venture rather than employees, and are therefore denied legal protections available to other classes of workers. The 'share' system also means that crew members share financial risk with owners. If a voyage does not clear a profit, workers may not be compensated, leaving them vulnerable to debt.

In some cases, a worker's family may also take loans from the boat owners while the fisher is at sea. These loans are deducted from the fisher's pay at high interest. Rates of abuse are high on fishing vessels. The captain or boss has a large financial stake in a profitable voyage, incentivising abusive management practices including actual or threatened physical abuse (hitting, violence with weapons, denial of rest), verbal abuse (yelling, threats), and other forms of intimidation. Workers aboard fishing vessels are isolated, particularly on larger vessels that can stay at sea for extended periods of time, leaving them with limited means of escape or venues to report abuse. Fishing operations take place across national and maritime boundaries, leaving workers under the legal jurisdiction of the country in which the vessel is flagged. In cases where the vessel is using a flag of convenience, workers have severely limited legal protection.





The case

Victim A is keen to find work in a neighbouring country, and meets Trafficker A who promises to procure a good job in a factory and travel arrangements for a fee. Victim A agrees to travel with Trafficker A to the neighbouring country to start the new job. They cross the border illegally, where Trafficker A bribes the border officials to allow them into the country. Once they arrive in the destination country, they are taken to Village A, where Victim A is moved into a larger bus before being driven to Village B. Here, they meet Trafficker B who makes payment for Victim A and also brings more workers onto the bus. They are driven to a fishing pier after making multiple stops at other villages and houses to collect more workers, who are a mixture of migrants like Victim A and local workers.

When they get to the pier, they are forced to board a fishing vessel. Anybody who complains or contests this is threatened with violence. The traffickers threaten to harm the victims, or members of their families back in their home country, they warn the victims that any attempt at escape will result in arrest by the authorities if they are not caught by the traffickers first.

Once the fishing vessel is in open seas, they are forced to work 20 hours a day. Rest is infrequent and the work is heavily manual and arduous. Any attempt at rebellion or complaint is met with violent beatings. In some instances, the traffickers on board the boats have murdered members of the crew, disposing of their bodies overboard or on local islands. Members of the crew who get ill as a result of their maltreatment are further punished. If crews become depleted due to death or illness, smaller boats service the fishing vessels, picking up fresh victims from the pier and bringing them to work. Moreover, bigger vessels approach the ship in regular intervals and collect the produce that has been caught. This way, each fishing vessel can stay out at sea for months without coming in to port.

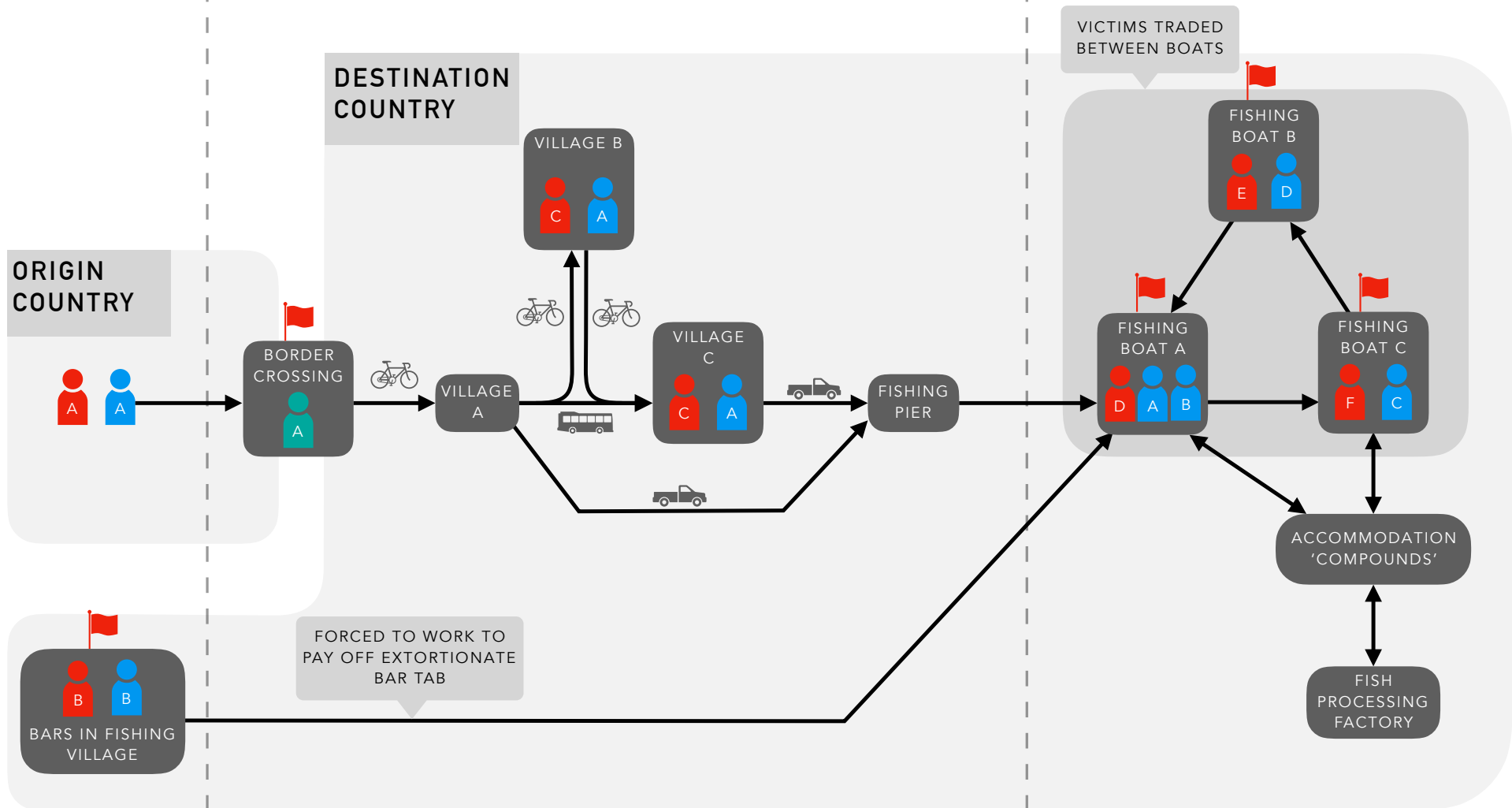
The victims on board may be joined by others that have been recruited from the local fishing village. Victim B, for example, was visiting a local bar in the village when he was drugged. He woke up to an impossibly large bar tab, and was told that the only way he could repay this debt would be to work on a local fishing vessel. The owner of the bar collected a fee from the traffickers for the recruitment of this crew member.

The flow of people

RECRUITMENT

TRANSPORTATION

HARBOURING & COERCION



■ TRAFFICKER/RECRUITER
 ■ VICTIM
 ■ BORDER OFFICIAL
 ■ SUSPICIOUS ACTIVITY / RED FLAG

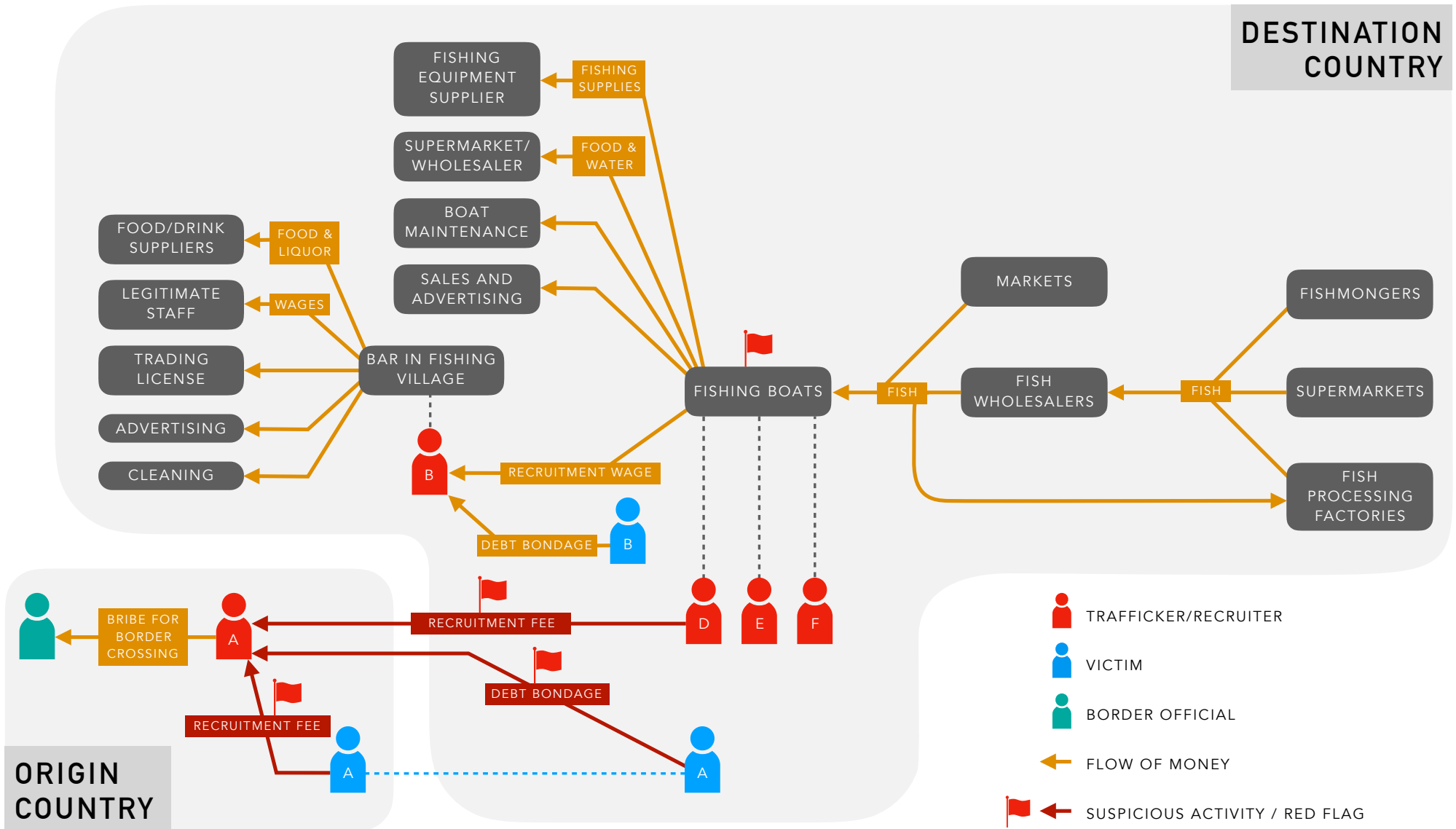
Modern slavery red flags: people and places

- A recruiter who has links to the fishing industry works in a nearby country to gather workers for low-skilled manual labour.
- Workers travel illegally across borders, stopping at various villages to pick up others.
- Bars in fishing villages have connections with local illicit fishing companies or vessels.
- Fishing vessels spend an unusually long time at sea, indicating that their workers are not getting time off.
- Fishing vessels are unlicensed or have connections with individuals or companies known to be engaged in unlicensed practices.

Questions and actions for banks

- If a customer is a fishing company, does it have the relevant local licences?
- If the customer has fishing vessels in its supply chain, do its suppliers hold the relevant licences? Have any of its suppliers been involved in illicit activity before?
- Does the fishing company have policies in place to ensure that workers are receiving proper treatment (e.g. medical care, time off)?
- What is the declared activity of the fishing vessel? Does it spend an inordinate amount of time at sea?
- What is the output ratio of the fishing company? Is this unusually high compared to similar vessels?
- Is the company able to give a breakdown of its staff (by age, sex, experience...)?

The flow of money



Modern slavery red flags: the flow of money

- The overseas recruiter is sent funds to pay 'wages', as well as to pay for any costs incurred in transporting the victims to the pier.
- The trafficked victims pay a recruitment fee to the trafficker with the hope of securing a new job.
- The fishing vessel does not have the wage outgoings to reflect the crew numbers required, indicating that the crew on board are not being paid adequately.
- The medical costs of the fishing vessel are unusually low.

Questions and actions for banks

- Do the fishing vessel's outgoing staff costs reflect the size of the crew? If costs are unusually low this could indicate debt bondage, or that the crew are not being paid adequately.
- Are the owners of the fishing vessel making cross-border payments to recruiters overseas? Can these payments be justified and do these recruiters have an illicit reputation?
- Is there a lack of outgoing costs to pay for medical expenses, suggesting that staff are not being cared for correctly?
- Does the fishing vessel employ individuals who are in any way indebted to themselves or to local businesses?
- Are there indications of cost cutting activity that seem to reduce labour costs below attainable levels?



Construction

Industry overview

Construction workers perform extremely physical work, often outdoors. Workers can be exposed to adverse weather conditions. In developed countries, a construction worker is three to four times more likely to die on the job than workers in other sectors; in developing countries, this likelihood increases to three to six times more likely.

Because there are no formal training requirements for construction labourers, these low-skilled jobs are paid lower wages than more high-skilled construction sector jobs such as plumbers, electricians, and engineers. These workers can be intimidated by the fact that they can be quickly replaced if they express grievances. Temporary or casual workers, including day labourers, are a particularly vulnerable group. Incomes of temporary construction workers can be highly variable and seasonal.

Migrant workers make up a significant proportion of the workforce on most construction sites and are particularly vulnerable to labour exploitation and human trafficking. Migrant workers often work informally and they face the same risks as many low-skilled migrant workers, including low wages and the lack of social and/or legal protections. Lack of visa portability - or Visa sponsorship systems like the 'Kafala', confiscation of passports, and high recruitment fees are some of the numerous risks that make migrant construction workers highly vulnerable to human trafficking.

The case

Victim A is recruited by a local agent looking for general labour workers for a large-scale construction project in a nearby country. Victim A is a low-skilled manual labourer, and he gets paid very little for work in his home country. The promise of months of guaranteed work, with food and accommodation provided, is very attractive, so Victim A quits his job and agrees to work for the new construction agent.

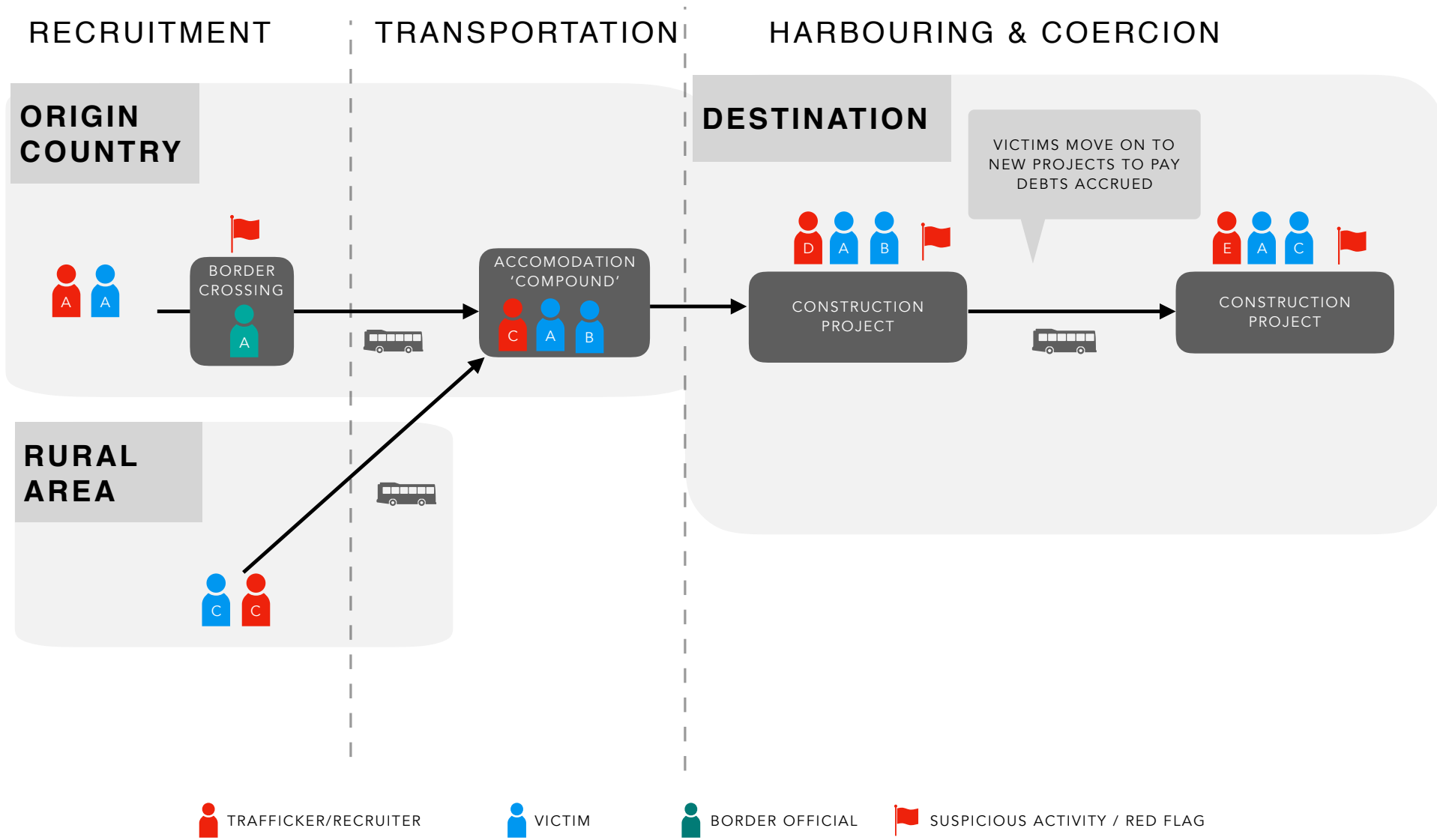
Victim A travels with a group of other migrant workers who will also be working on the construction project. When they arrive at the site, their passports/identity documents are taken from them for safekeeping and they are instructed to sign a contract detailing the conditions of their employment. They are to live in shared accommodation while the project is underway, and will receive payment for their work once the project is completed.

The working conditions on the construction site are incredibly hazardous, without proper health and safety regulations in place. If any of the workers get injured they are dismissed from the construction site without pay. They are picked up each morning by buses that bring them from the shared housing to the site, and expected to work 17 hours a day. They are not given sufficient food or water, and many get sick and some die as a result of the terrible working conditions. The accommodation in which they are living is overcrowded and unhygienic. Victim A withstands these conditions, partially out of fear, as his passport and ID card were taken away, and leaving the site could result in being arrested for working illegally in the country. Also, he has been promised good payment at the end of the project, so he continues in anticipation of bringing money back to his family.

However, when the project comes to an end and the workers are expecting to be paid, he doesn't receive the promised money. He is told instead that he owes a considerable amount to the construction agency for providing food, accommodation and medical expenses. He is unable to terminate his employment with the company until these debts have been paid, and he can't afford to return to his home country. Victim A had also borrowed money from a local loan shark to pay for the initial recruitment fee, so his family is in danger if he cannot bring home enough money to repay it. Stuck in this cycle of debt, Victim A has no choice but to agree to work on further construction projects.



The flow of people



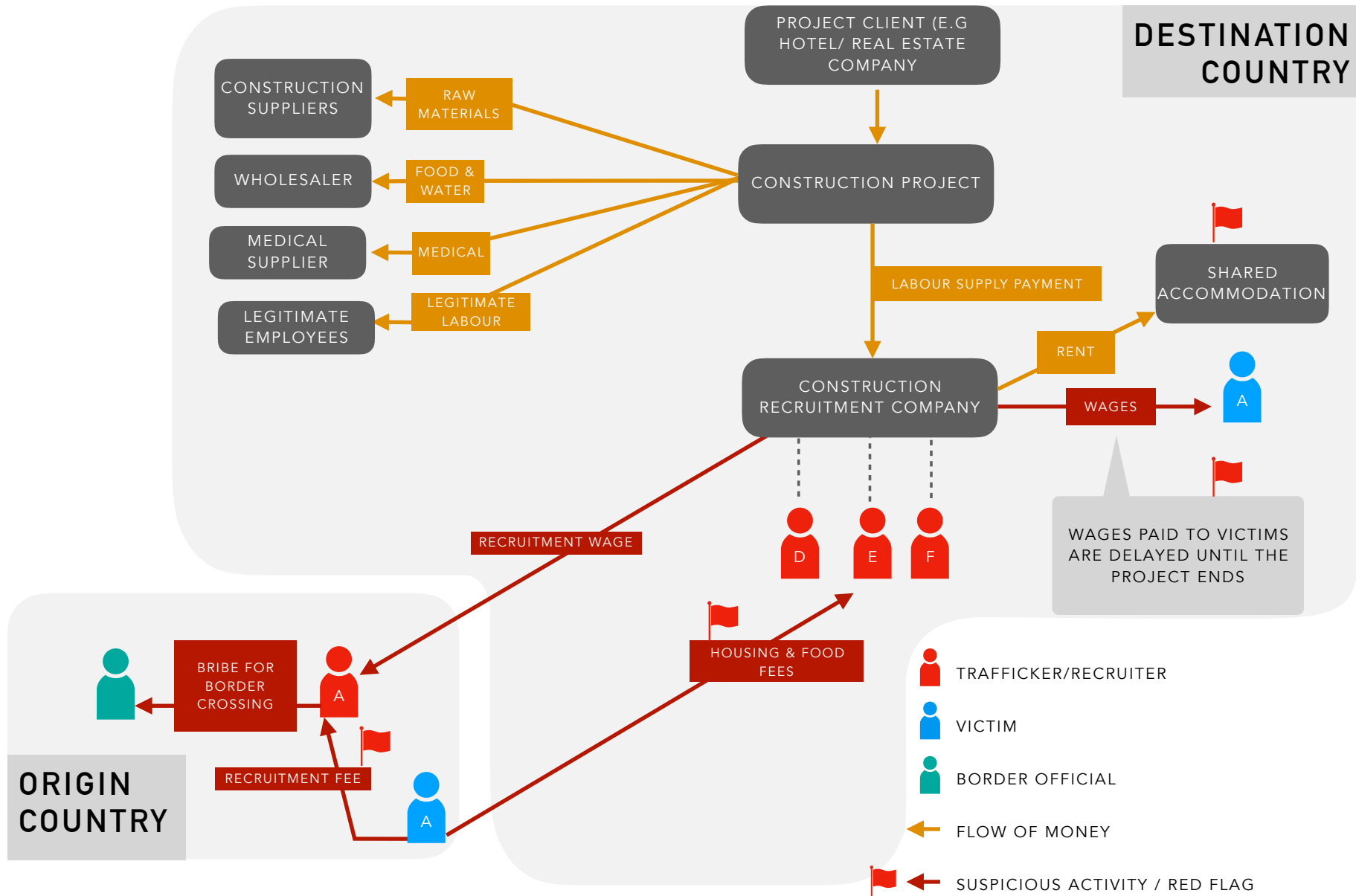
Modern slavery red flags: people and places

- Construction projects that outsource labour supply to agencies rather than directly employing workers, giving limited oversight to the contracts that those workers have with the agency employing them.
- Construction agencies that recruit high volumes of migrant workers.
- Employment contracts that withhold wage payment.
- Construction projects that are inaccessible to the public, so signs of abuse or unsafe working conditions may be hidden.
- Many workers are housed in one location, and driven each day to and from the construction site.
- Construction projects that promise short timeframes with cheap labour, suggesting that the labour used may be overworked and underpaid.

Questions and actions for banks

- If a customer is engaged in construction projects, do they outsource labour supply to employment agencies?
- If the client uses agencies to source their labour, have they conducted due diligence to ensure that the workers employed by these agencies have legitimate and fair contracts?
- During a site visit, can any signs be seen of a dangerous working environment, such as workers not wearing the appropriate protective gear, with injuries, or appearing unwashed and fatigued?

The flow of money



Modern slavery red flags: the flow of money

- Wages are withheld until the end of the project.
- Recruiters receive fees paid by workers in order to secure work on a project.
- The labour costs of the project are low in relation to the number of employees.

Questions and actions for banks

- Do the wage costs make sense considering the scale of the construction project?
- Do the wage costs seem unusually low compared to those of similar projects in similar locations?
- Does the number of workers make sense considering the time frame of the project?
- If the customer is a recruitment agency, does it take fees for its services from workers?
- Are construction agents sending money to overseas recruiters to pay them for sourcing labour?

Domestic Servitude

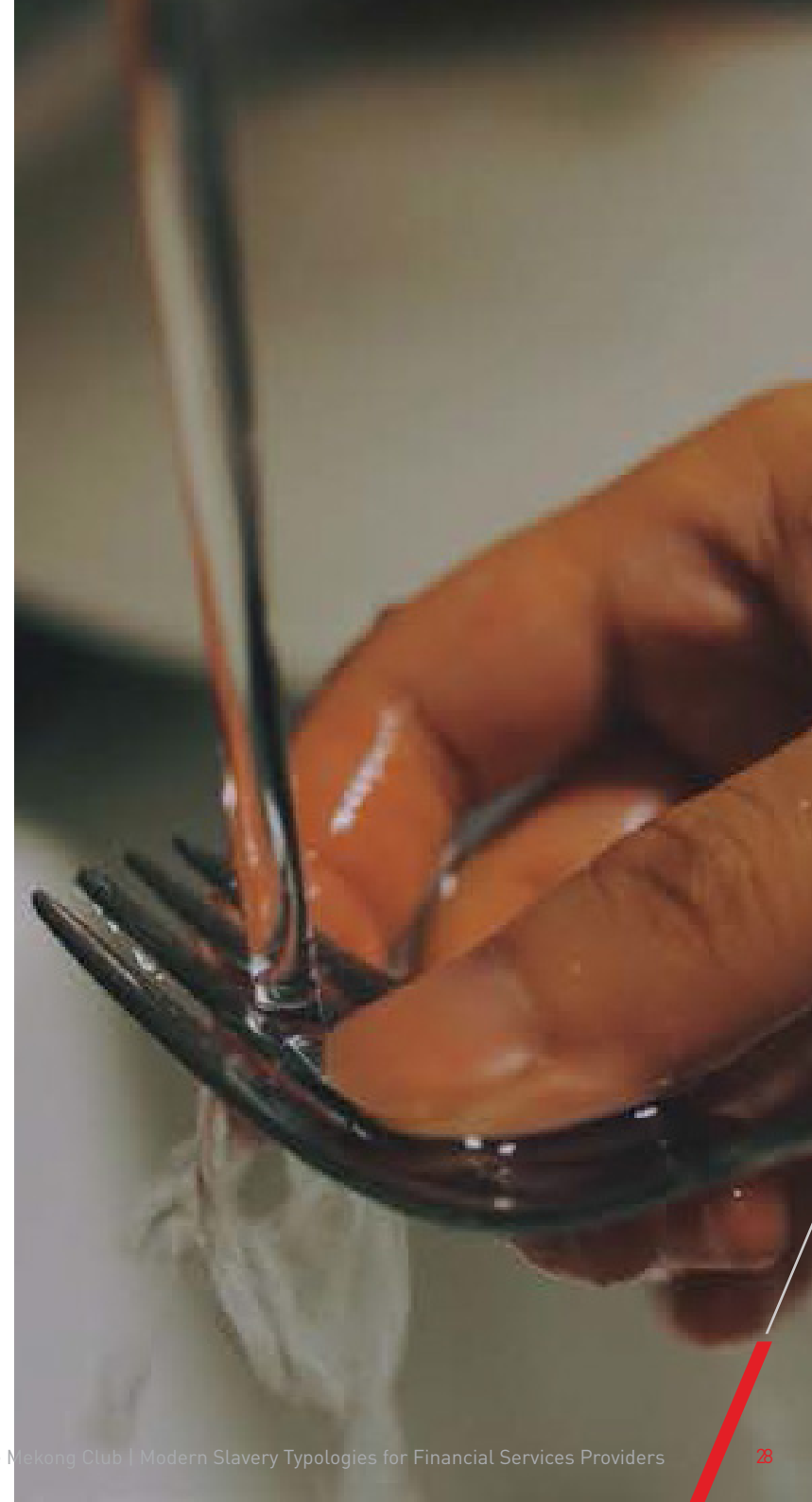
Industry overview

Domestic work is a sector that is particularly vulnerable to exploitation because of the circumstances of working inside a private household often combined with a lack of legal protection. Domestic workers perform a range of tasks in private homes such as cooking, cleaning, laundry, taking care of children and the elderly, and running errands. Some domestic workers also must live in their employers' homes and are often considered 'on call' to undertake work for their employer 24 hours a day.

The pay is often very low, with wage payments frequently delayed. Some domestic workers may not be paid at all or only receive 'payment in kind' such as food or accommodation. For some domestic workers, the circumstances and conditions of their work amount to slavery. This happens when employers stop domestic workers from leaving the house, don't pay wages, use violence or threats, withhold their identity documents, limit their contact with family and force them to work.

The ILO estimates that at least 52.6 million men and women worldwide are domestic workers, in addition to 7.4 million children below the age of 15. Women and girls make up the overwhelming majority of domestic workers. The ILO estimates that more girls under the age of 16 work in domestic service than in any other category of child labour. Some domestic workers are migrant workers from other countries or regions, mainly moving from rural areas to the city. For many, domestic work is one of the very few options available to enable them to provide for themselves and their families. Domestic work is poorly regulated and undervalued. In many countries, domestic workers are not considered employees but rather as informal 'help', and they are excluded from national labour regulations.

Often, they do not enjoy the same protections as other workers, such as legal contracts, minimum pay, holidays, health care, social security and maternity benefits. In countries where domestic workers are covered by national labour laws, enforcement is poor and these protections have not been translated into practice.



The case

Victim A has a three children and two elderly parents to support. Many people in her hometown have moved to a wealthy city in a nearby country to work as domestic helpers. They regularly send money back to their families, and can make much more as foreign domestic helpers than they ever could back home. Victim A decides to follow this route when she is approached by a local recruiter looking for a personal helper for a wealthy family. The recruiter demands a fee in order to secure Victim A's contract and transportation to her new home. Victim A is told that she will be living with the family for which she will be working, and that this is common practice for other helpers. Victim A agrees to these terms and pays the fee to the recruiter before making the journey to begin working as a domestic helper.

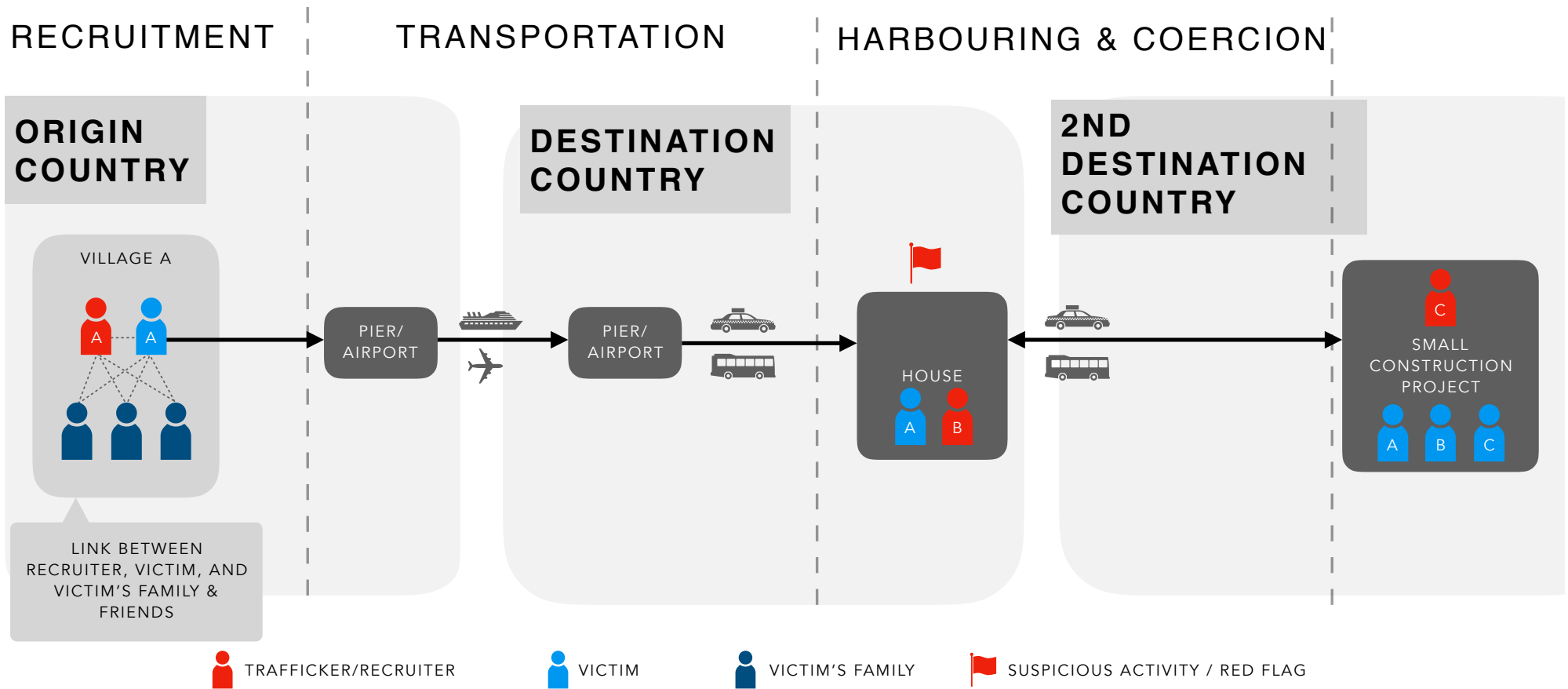
When Victim A arrives at her destination, she is taken out of the city to a house in a rural part of the country. She is unfamiliar with these new surroundings, so quickly loses track of how to get back to the city or where she is being taken. Victim A begins working long days cleaning, cooking, and carrying out heavy manual labour for her new employers. As she is living with her employers, she is on-call 24 hours a day with no days off or personal time allowed. Victim A does not speak the local language, and has been told that she will be arrested if she tries to leave the house as local law enforcement is very harsh on illegal immigrants. Victim A is paid a small amount of cash each week, and must buy her own food with it. Sometimes the money doesn't come and she must go without food. The only time she is allowed to leave the house is when she is driven to carry out manual labour for other local employers, sometimes crossing the border into nearby countries.

During one of these trips, she is asked to sleep with of the employers. Her refusal triggers beatings and threats which force her to accept. From that moment onwards, sexual abuse becomes routine.

Victim A is trapped in debt bondage, ashamed, and with no local knowledge to find a way out, and fearful of the consequences for herself and her family if she tries to make an escape.



The flow of people



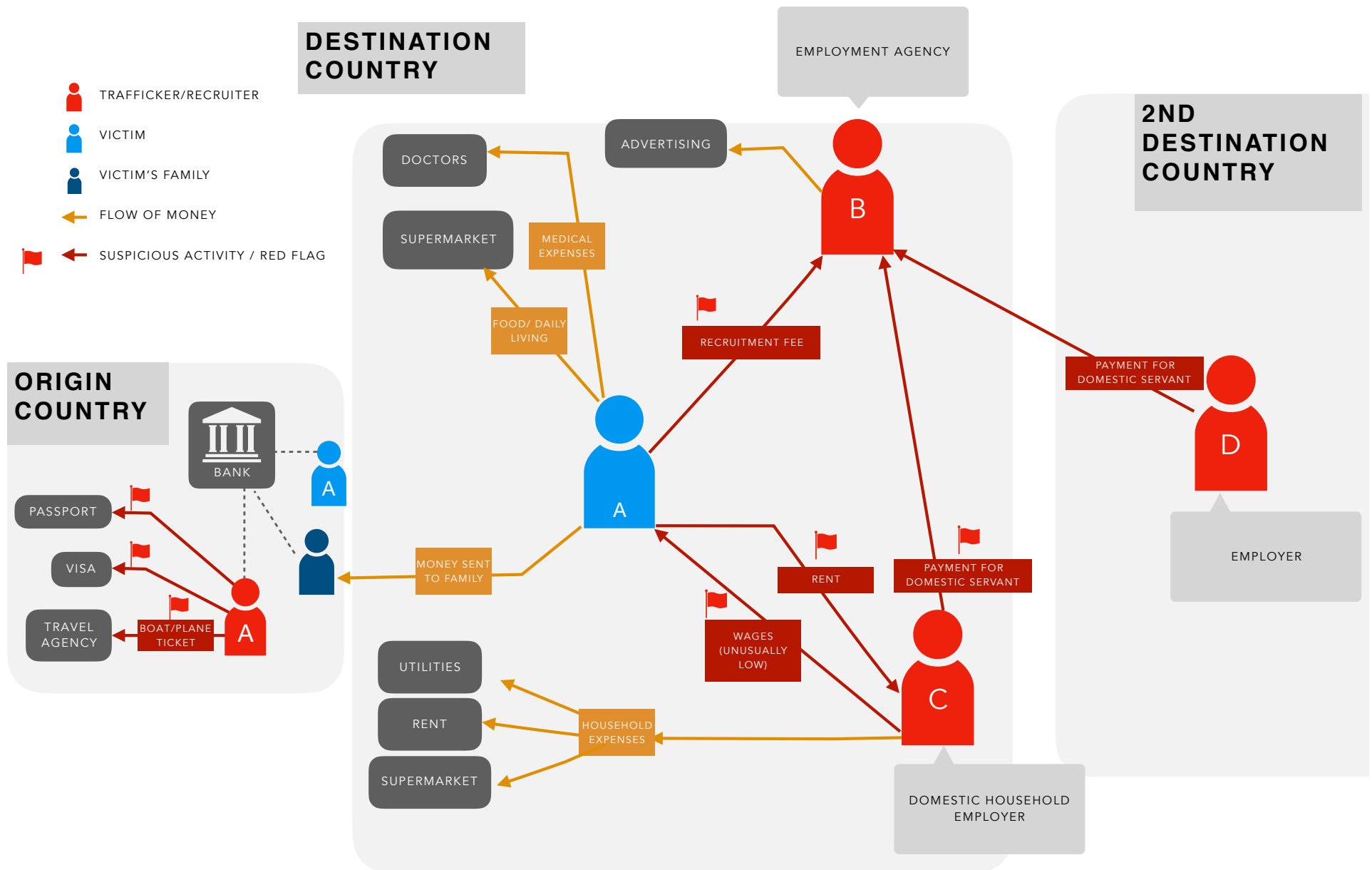
Modern slavery red flags: people and places

- Domestic workers enter the country with illegitimate recruitment agencies and forged documentation, or without an agency at all.
- Workers are transported around the country or cross-border to carry out manual labour for a network of employers.
- Recruitment agencies do not carry out proper due diligence on the employers that the domestic helpers will be working for.
- Recruitment agencies fail to keep a record of the well-being of their workers.
- Workers suffer from injuries suggesting that they are being forced to carry out duties over and above that of a normal domestic helper, such as construction or hard manual labour.

Questions and actions for banks

- When visiting the bank to open a local account, the domestic helper may be accompanied by a translator. Does this individual appear to have control of the helper's personal documents?
- Does the helper appear to be under duress, or show any physical signs of abuse?
- Is a domestic helper recruitment agency associated with negative news or previous lawsuits to suggest that it is not legitimate?
- Does the recruitment agency have policies in place to ensure that it keeps track of its employees' destinations and ensure that its workers' contracts are fair, without demanding large debt repayments from wages?

The flow of money



Modern slavery red flags: the flow of money

- A worker pays a recruiter a fee in her home country to secure work as a domestic helper abroad.
- Recruitment agencies withhold wages from workers in order to pay off debts incurred during the recruitment and transportation stages.

Questions and actions for banks

- Do recruitment agencies charge new workers fees that are in line with local laws and of an appropriate level?
- Do the recruitment fees taken fall in line with the size and scale of the business?
- Is a domestic worker's incoming salary in line with the local laws? Are there large payments returning to their employers?
- Is an individual receiving payments from different sources to which they have no clear connection, especially those in or coming from a country where there are many trafficked persons? Could these payments be recruitment fees to assist with finding work?
- Does an individual make unusually frequent journeys to and from nearby foreign destinations that are high risk source countries? These journeys may be detected through purchases of foreign currency, visas or tickets.

Manufacturing: Textile and Apparel

Industry overview

Textile and apparel production is one of the largest industries in the world. It has relatively low barriers to entry as it is not highly capital intensive and primarily utilizes low-skilled workers. Furthermore, production can easily be shifted from country to country in pursuit of lower production costs, creating downward pressure on wages and working conditions. For many workers, employment in the textile and apparel sector offers a first opportunity to gain employment in the formal economy, which is typically higher paid and more stable than the informal sector or agriculture. However, wages and working conditions are often sub-standard or exploitative, and there are low levels of unionisation.

Workers in the textile and apparel manufacturing sector face a wide variety of labour violations including withholding and deduction of wages, forced overtime, and verbal, physical, and sexual harassment. The necessity of meeting tight buyer deadlines often places excessive pressure on workers, and those who protest may be fired and blacklisted from the industry. Workers may work up to 18 hour days, seven days a week in advance of a deadline. In some cases, they may rely on overtime pay to earn a living wage. However, many factories do not adequately compensate workers for overtime, and often underpay wages by taking advantage of unrealistic quota systems or by falsifying overtime records.

In many countries, the textile and apparel production sectors are highly dependent on migrants, both internal and international. Brands attempting to cut transport costs and shorten lead times move their production bases closer to retail markets, using migrant labour to keep costs low. The high levels of sub-contracting have led factories to rely on highly flexible pools of casual, contract labour hired through agents. Many migrant workers enter the this sector with recruitment fee debt to labour brokers. Other indicators of human trafficking, including document retention and mandatory 'runaway' insurance (the practice of requiring workers to lodge deposits) are common. Migrant workers may have contracts with a recruiter, outsourcing agent, and factory management, each with different terms and conditions. This obscures the employment relationship and employer accountability, opening the door to abuses.





The case

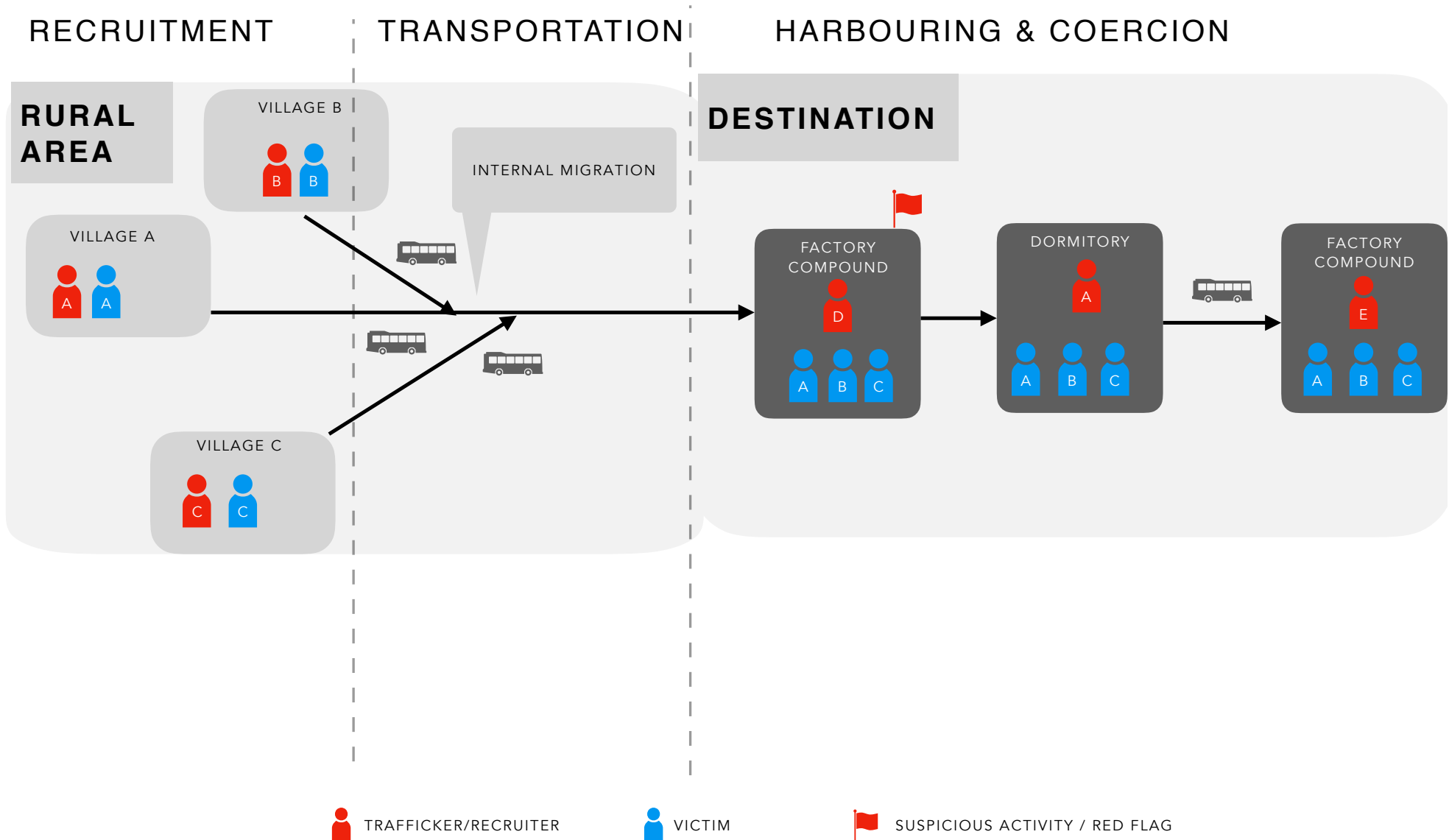
Victim A, who lives in a poor rural village, is approached by a recruiter who is looking for people to work in a garment factory in a nearby city. For a fee, the recruiter promises a guaranteed job and all of the necessary transportation costs such as train tickets, food, and accommodation. Victim A will receive a small working allowance over the two-year contract and then a lump sum upon completion, with certain expenses such as rent being deducted from this payment. As Victim A needs money to support her family, and is unable to find such reliable work in her home village, she agrees to take the job in the garment factory.

Victim A lies about her age to secure the job, saying that she is older than 16, as required by law. She then pays the recruitment fee, and makes the journey to the factory compound with many others who have also secured jobs there. When she arrives, her identification documents are confiscated and she is put to work on the factory floor. The conditions in the factory are unhygienic and cramped with poor lighting and old manual machinery. She works for many hours a day sewing garments by hand. The workers are given daily quotas of orders that are impossibly high, and they are told that their pay will be docked for every hour extra that they take to fulfil each order. They are frequently unable to complete these quotas, and so lose a proportion of their daily pay as a result. In order to avoid this, they work as many hours in the day as they can. If they are caught sleeping or spending too long away from their workstation, they are beaten and denied food for the day. If they get sick and are unable to work, they are not paid for the time that they have missed.

The factory is secured and surrounded by security fences, so it is very difficult to escape. The employers also threaten the workers, saying those who are caught trying to escape will be beaten and their families at home will be punished.

The garments that are made in this factory are sold to fashion wholesalers as well as large fashion retail brands. Many of these companies have not carried out sufficient due diligence on their supply chain, and may be unaware of the conditions in the factory.

The flow of people



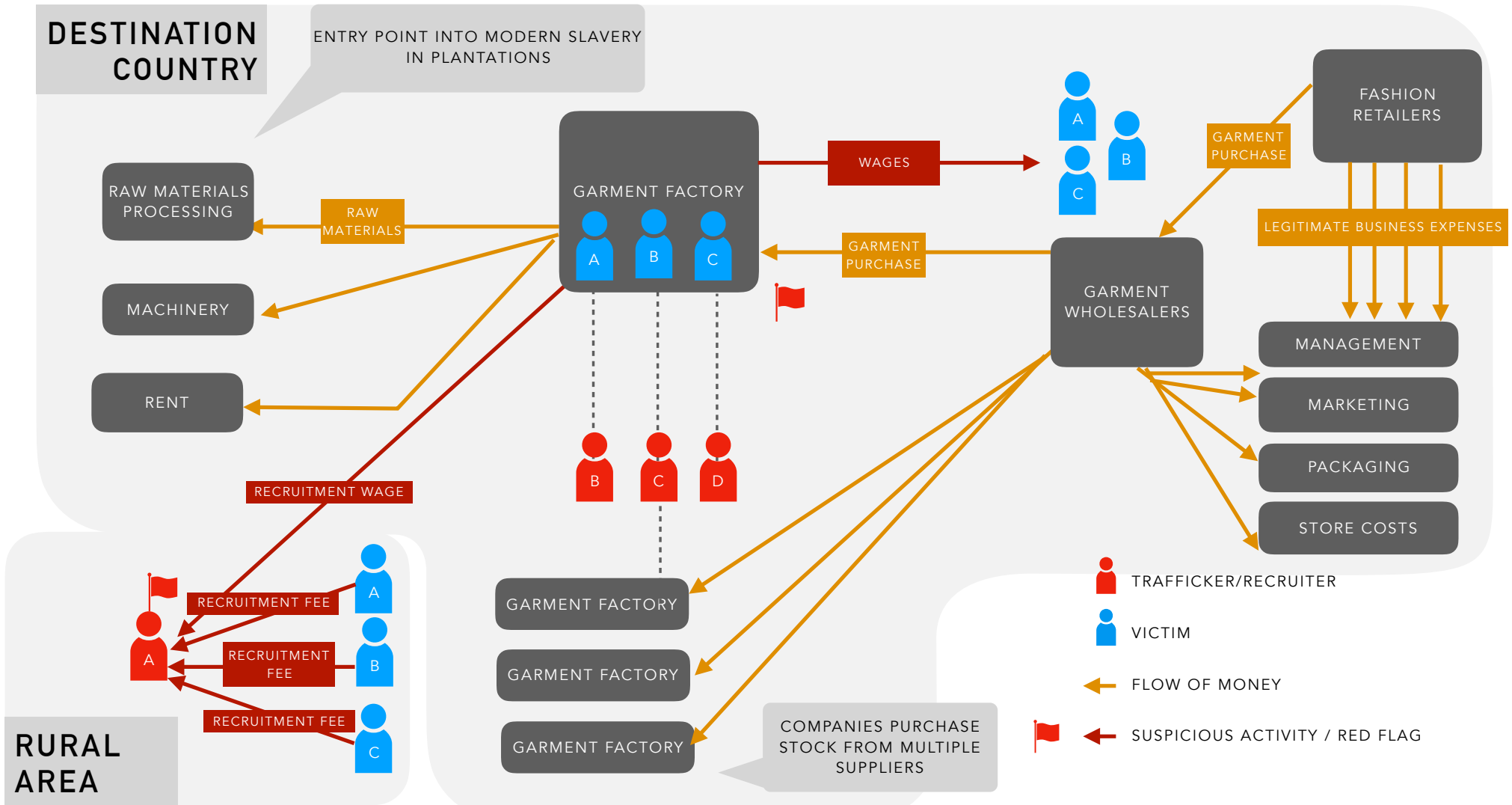
Modern slavery red flags: people and places

- Workers are sourced from poor and rural areas and taken to work in garment factories.
- Workers are housed in the factory compound, or driven to and from shared housing each day to ensure that they do not leave the control of the factory.
- Child labour is often used as it is cheaper, and can be readily available in areas with little other work or education opportunities.

Questions and actions for banks

- Do customers involved in the fashion/garment industry have a good understanding of their supply chains? Can they confidently articulate the source of the garments that they are selling, and can they confidently state that this source did not involve forced labour?
- Is the garment manufacturing company situated in a country or area that is considered high risk for cheap and exploitative labour practices?
- Have they conducted proper audit on their Tier 1 & 2 suppliers?
- Does the garment manufacturing company have clear policies on labour conditions, including checks to ensure that they are not hiring underage workers?
- Has the relationship manager been on a site visit to the garment manufacturing company? If so, are the factory conditions safe? Are there any signs of imprisonment of workers such as barbed wire around perimeters?
- Are customers involved in the fashion industry or their suppliers associated with negative news articles or court cases concerning modern slavery offences? If so, have these issues been addressed?
- Is the customer unusually defensive about allowing the relationship manager to conduct a site visit? Do they insist on meeting at a head office rather than the factory premises?
- Do the processing rates and output make sense considering the number of employees?
- Are medical costs or accident/ illness rates unusually low?

The flow of money



Modern slavery red flags: the flow of money

- In order to secure a job, workers are expected to pay a recruitment fee, which may be paid upfront or come out of their future wages.
- Companies source their stock from many different factories, without a good understanding of their supply chain or where their money is ending up.
- Outgoing wage costs are unusually low considering the number of employees, indicating that the factory workers are not being paid a fair wage or the factory is withholding wages.

Questions and actions for banks

- Are garment manufacturers offering legitimate employment terms to their workers? Is there any evidence of withholding wages?
- Are the wage costs for the garment factory unusually low considering the size of its output?
- Are costs for other employee expenses such as healthcare, food, insurance unusually low for a factory of this scale?
- Is the stock that fashion retailers are buying from their suppliers unusually cheap? If so, how are they able to source such cheap stock? Are they confident that this is from a legitimate source?

Agriculture: Plantations

Industry overview

For the purposes of this report, ‘agriculture’ is defined as the growing of crops and the rearing of livestock for food and other uses.

Due to the extent of smallholder farms around the world, much of agricultural labour takes place in the informal economy, which tends to be less regulated. Even on commercial farms, agricultural labour is often excluded from labour protections afforded to other sectors. Wages tend to be lower than in other sectors, and are often paid on a piece-rate or quota basis. Piece-rate wages (paid by volume, weight or amount of product harvested) create a risk that workers will be poorly paid, possibly under the legal minimum wage. Furthermore, farmers face price volatility – particularly in relation to commodity crop prices – and, in some years, may operate on extremely slim or even negative profit margins. This creates a cycle of debt, making farmers more likely to rely on unpaid family labour, including child labour.

Vulnerability to forced and child labour can be linked to land rights and land share agreements. Subsistence farmers who have been forced off of their land by land grabs are especially vulnerable to becoming victims of labour exploitation and human trafficking. For example, subsistence farmers may sell their land due to coercion and deceit, including false promises of permanent jobs, and so become completely dependent upon the new plantations for employment.

The workforce is generally low-skilled, with the majority of production or line positions requiring little formal education. Due to the low-skilled nature of work and low barriers to entry, many jobs in the sector are held by vulnerable populations including minority and migrant workers. Women in agriculture often face high levels of sexual abuse and harassment. As in other sectors, including agriculture more broadly, migrant workers are vulnerable to a constellation of indicators of trafficking. They may have debt linked to their recruitment process, or their visa status may tie them to a single employer. Undocumented migrants may be susceptible to intimidation and threats of deportation. While specific data is not disaggregated from broader data on workers in all types of manufacturing, many jobs in the food processing sector are temporary, casual, part-time or contracted, and workers often lack social protections afforded to workers in other sectors. Many of these temporary workers are hired through third-party staffing agencies, and thus often lack a direct employment relationship with their worksite.

The crop cycle timeline can increase the vulnerability of agricultural migrant workers to human trafficking. Farmers who hire migrant workers, whether international or domestic, may not pay them until their crops are sold at harvest. This delayed payment limits workers’ ability to leave if the working conditions deteriorate. For example, some workers are not paid until the end of the season and are told that if they leave or do not harvest adequate amounts, they will be denied their pay for the entire season. These workers may be more likely to solicit loans from their employer or other money lenders to cover their living expenses, leaving them vulnerable to debt bondage.



The case

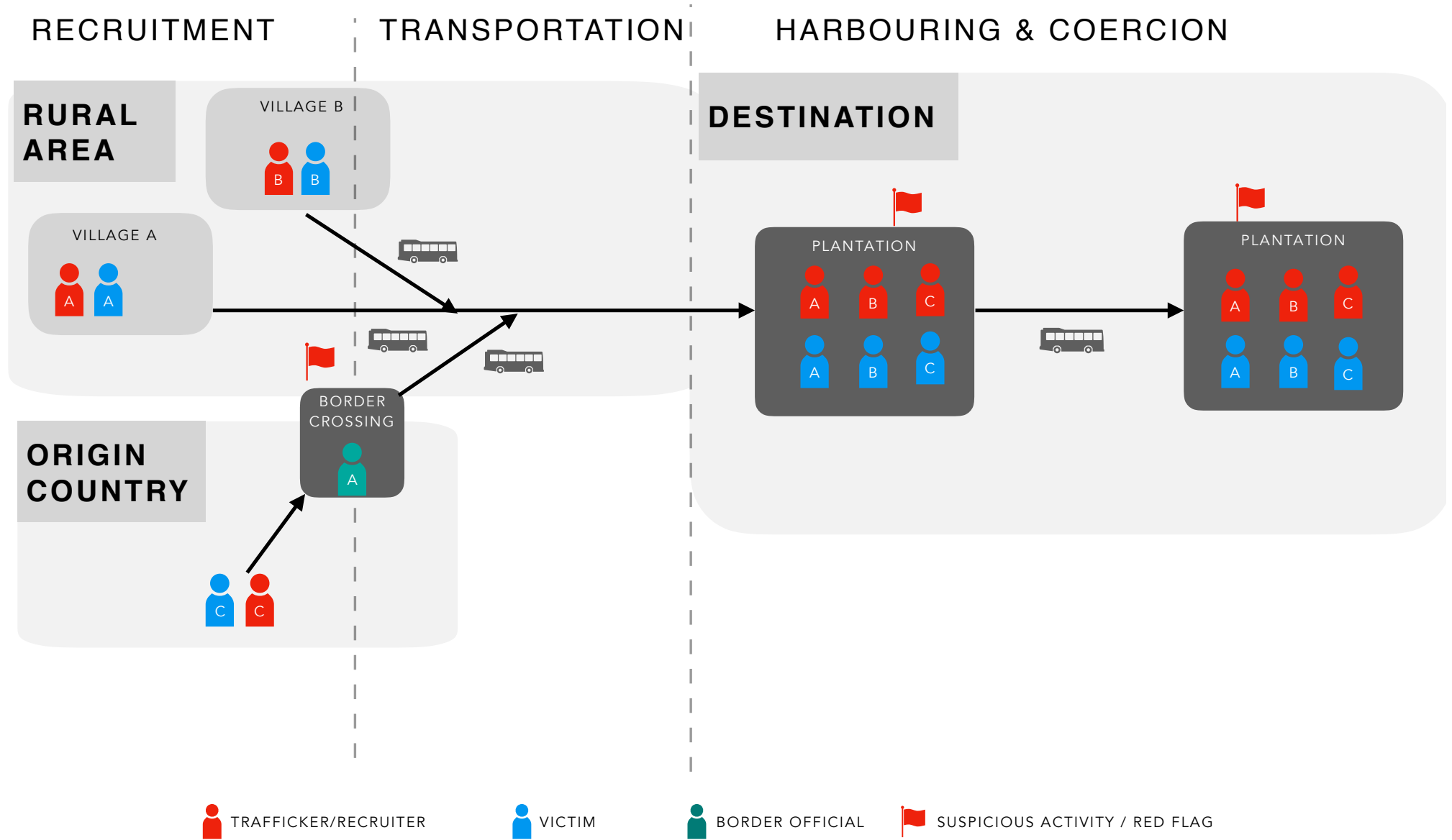
Victim A lives in a poor rural area as part of a large family that struggles to make ends meet. One day, a labour broker for a large plantation owner visits the village and offers Victim A's family money if they allow her to be taken to a plantation to work. The broker promises that she will be given food, accommodation and a wage for the manual labour carried out during her time on the plantation, which will last the harvest. Victim A's family agree to these terms, as they are desperately in need of money and understand that there is little work to be found in their village. Victim A is taken on a bus, filled with many others from nearby villages, and driven miles across the country before arriving at the plantation. There are many other people that have been brought to work on the plantation, some of which come from rural areas too, and others that are migrant workers recruited as they entered the country.

The labour broker who hired Victim A is paid by the plantation owners to provide sufficient labour to ensure that the allocated quota for the harvest is fulfilled. Therefore, in order to earn a large fee, the labour broker must ensure that as much work is done on the plantation for as little cost as possible.

Victim A is put to work with the others, carrying out gruelling manual labour on the plantation, working up to 17 hour days with little rest. She is forced to sleep on the plantation in a camp that houses all of the plantation workers together. Food rations are scarce, and although their health was checked upon arrival to ensure that they would be strong enough to work, some workers fall sick due to the terrible working conditions. They are not allowed to leave the plantation to go to hospital, as they must work to fulfil the quota.

Victim A is far from home, and unable to afford to travel back. She can't escape the plantation because there are guards patrolling throughout the day and night. She is threatened with beatings when she doesn't work hard, and her broker will take the majority of the earnings over the harvest – even if the impossibly high quota is fulfilled. When the time comes for her to move, she is sold to a new broker, taken to a new plantation and put to work again.

The flow of people



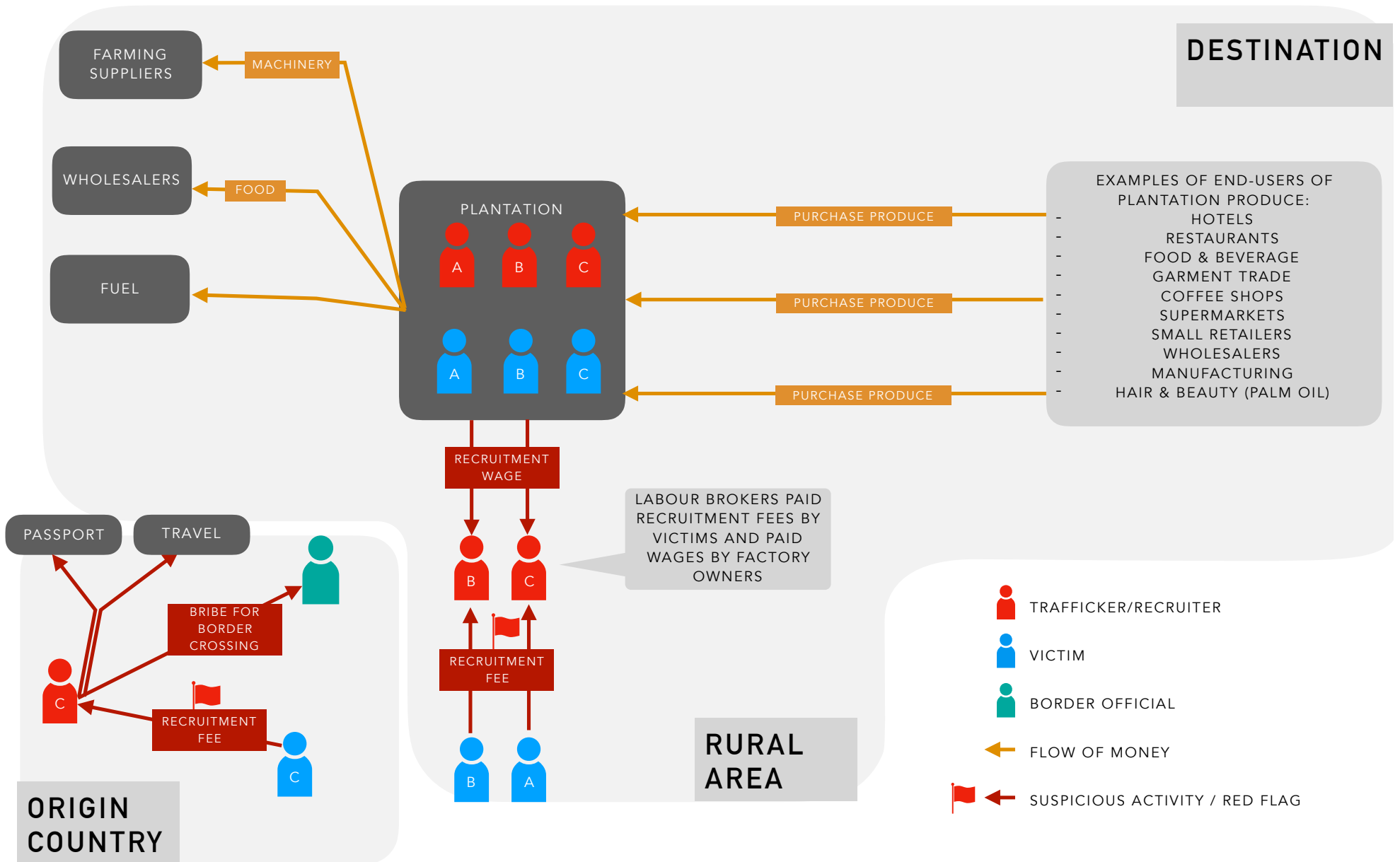
Modern slavery red flags: people and places

- Workers for plantations are recruited from poor rural areas or from migrant populations.
- Plantations are inaccessible, with high levels of security to stop workers from escaping.
- Workers are held on plantations for long periods of time, possibly living there in camps.
- Labour brokers are used to recruit workers for the plantations, and may work under contracts whereby they are rewarded for cheap labour and a high output.

Questions and actions for banks

- Have you been able to visit the plantation site? If so, are there signs of maltreatment of the workers?
- Do the workers appear to be housed on the plantation with limits to their movements?
- Does your customer have any risk of illegitimate plantations in its supply chain? High risk industries may include wholesalers, food processing, garment manufacturing, hospitality, and food and beverage retailers.
- If there is a risk of illegitimacy in the supply chain, has the proper due diligence been carried out by the business to ensure that their produce has been ethically sourced?
- Does the output of the plantation make sense considering the number of employees?

The flow of money



Modern slavery red flags: the flow of money

- Workers may be sourced from an illegal migrant population who have transacted with traffickers to ensure passage. These traffickers may have links to local plantations and act as labour brokers.
- Workers pay recruitment fees in order to secure a job.
- Brokers contracts and plantation processes encourage the practice of employing cheap labour that will yield a high output. Brokers are often rewarded for filling high quotas at low prices.
- A customer's business or supply chain is situated in a high-risk country for modern slavery in plantations.

Questions and actions for banks

- Does a plantation owner have a proper understanding of the labour practices occurring in its premises? If it uses labour brokers to source workers can it be confident that wages are reaching workers correctly?
- Are outgoing wage costs unusually low considering the number of people that work on the plantation?
- If a customer has a plantation in its supply chain, can it be confident that produce is sourced ethically and is free from modern slavery? Are the relevant licenses are in place? Are payments for produce ending up in illegitimate hands?

An Overview of the Mekong Club

The vision of the Mekong Club is to harness the power of the private sector to change business practices in a way that will significantly reduce modern slavery. We aim to act as a catalyst for this change – engaging, inspiring and supporting the private sector to take the lead in the fight against this crime.

We have two major objectives:

- To increase understanding and awareness of modern slavery throughout the international business community.
- To identify practical ways to address modern slavery

To meet these objectives, we use **four strategic pillars**:

1) Mekong Club Association: The Mekong Club uses an association model to bring together four industry-specific working groups that meet on a quarterly basis:

- Banking and Finance
- Footwear and Apparel
- Hospitality
- Retail

This model was set up to encourage like-minded companies to come together as a community to share their experiences and work together in a safe environment. During these working group meetings, participating members are able to review available information, identify industry priorities, and provide suggestions on what can be done to add practical value to the response.

2) Development of Tools: Between working group meetings, the Mekong Club takes the recommendations made by its members and operationalises them with the help of technical advisors/experts in the field (toolkits, training programs, data updates, etc.). Once developed and tested, these tools are used by members to improve their response to modern slavery. The materials are also made available to our industry partners, thus increasing their reach and usefulness. Here are some of the tools that are currently offered:

- An automated risk assessment tool to help companies assess risk of forced labour related to commodities and countries.
- A resource guide for the banking industry.
- A training program for relationship managers.
- A multi-language e-learning tool comprised of videos and infographics.
- A repository of best practices from companies in various sectors.

3) Awareness Raising and Advocacy: Increasing awareness of the issue through the use of training has always been a core component of the Mekong Club's strategy. Our training programs have the following objectives:

- To create a general understanding of the issue.
- To help companies understand the potential vulnerability to their business.
- To desensitize the private sector.
- To encourage companies to join the fight to solve the problem.

4) Leadership: Using ambassadors from the business world, the Mekong Club aims to increase the influence of the private sector in stepping up and taking a leadership role in the fight against modern slavery. These individuals, who are leaders in their respective fields, are made available to mentor individual companies. They aim to identify gaps in knowledge and actions related to modern slavery, offer useful recommendations and then encourage private sector partners to take a more active role.

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A dark blue background features a thin red line that starts from the bottom left and trends upwards towards the top right. Overlaid on this line is a large, stylized red letter 'M'. The 'M' is composed of several thick, solid red strokes, with a central vertical stroke and two diagonal strokes on either side that meet at the top. The red line passes through the middle of the 'M', continuing its upward trajectory.

M