

Details of indicators for labour exploitation

INDICATORS OF DECEPTIVE RECRUITMENT

Indicators	Explanation
Deceived about access to education opportunities	Recruitment through deception about the access to educational opportunities means false promises made to either the individual or when, involving a minor, the parent and/or guardian about the possibility to enrol in education and/ or study opportunities. False promises may be made about educational opportunities when also combined with an offer of work.
Deceived about conditions of work	This indicator conveys false promises about the hours and/or number of days to be worked and/or the working environment
Deceived about content or legality of work contract	Recruitment through deception about the content or legality of the work contract includes either the offering of an unlawful contract which fails to respect national labour laws, or that the contract is not signed/ issued/ respected in the destination place/ country
Deceived about family reunification	Recruitment through deception about family reunification conveys that the individual was falsely promised about the opportunity of visits either to and/or from family members and relatives whilst in the place/country of destination , or the individual was falsely promised to be reunited with his/her family and/or relatives
Deceived about housing and living conditions	This indicator reveals the nature of deception about housing and living conditions. It includes that the individual was deceived about his/her freedom to choose the location, type of lodgings or deceived to the quality of the lodgings, in particular the lack of privacy. It also includes deception as to freedom of movement, or restrictions on freedom of movement. It also includes deception regarding the right to access health care.
Deceived about legal documentation or obtaining of legal migration status	Deception about legal documentation or legal migration status conveys that the individual was deceived as to their not having legal status in the place/ country of destination despite having paid for such documentation and/or having been promised legal status. This includes both residency and working permits.
Deceived about the nature of the job, location or employer	This indicator reveals the deception about the nature of the job, location, or employer that the individual was promised. It includes cases where the legality of the job promised is compromised; for example, in such cases where the job instead turns out to be illegal, or the individual is instead forced to undertake illicit activities. It also includes situations where the individual is forced to provide sexual services.
Deceived about travel and recruitment conditions	Deception about travel and recruitment conditions conveys that the individual was deceived about the cost, legality or conditions during recruitment, transfer or transportation. It also includes that the individual was dependent during and/or had lack of autonomy and control of the travel process (obtaining travel and/or identity documents, visa; route; means of transport)
Deceived about wages/earnings	This indicator reveals the nature of deception concerning the right to keep to wages and/or the amount that the individual is paid. It also includes excessive deductions of wages for food or lodgings, or monetary penalties for fraudulent reasons.
Deceived through promises of marriage or adoption	This indicator reveals that the individual was recruited through deception of false promises of marriage or adoption and instead was forced to work.

INDICATORS OF COERCIVE RECRUITMENT

Indicators	Explanation
Abduction, forced marriage, forced adoption or selling of victim	This indicator of coercion during recruitment, transfer, or transportation reveals that the individual was either abducted, sold, or recruited through forced marriage or forced adoption. The important criterion is the notion of forced recruitment against the individual's will.
Confiscation of documents	Coercion at the point of recruitment, transfer, or transportation through the means of confiscation of documents relating to both identity and/ or travel documents (Visa, tickets).
Debt bondage	Debts during recruitment, transfer, or transportation relate to the concept of forced recruitment as a form of debt reduction; debts accrued for recruitment and transportation resulting in debt bondage at destination; debts claimed to have been accrued by relatives; debts from previous trafficking experience of the victim or of one relative. Debts can also be compounded as a result of debt manipulation, including through the enforcement of excessive interest rate or through an unlawful agreement where a debt is reduced/ deducted in exchange for work.
Isolation, confinement or surveillance	This indicator relates to issues of isolation, confinement or surveillance during recruitment, transfer, or transportation. This conveys the notion of the individual either being totally confined during recruitment, transportation or transfer, or with limited or no freedom of movement. For example, the individual may have been held in locked premises by his/her trafficker. The individual may have also been deliberately isolated by his/her trafficker. The individual may have also been under surveillance.
Threat of denunciation to authorities	Threat of denunciation to the authorities is also a coercive means used during recruitment, transfer and/or transportation. The threat can also be one of deportation.
Threats of violence against victim	Coercion by threat of violence against the individual includes the threat of sexual violence and/or the threat of physical violence and/or the threat not to see parents/family members/ relatives again.
Threats to inform family, community or public	Threats to inform the family, community or public through blackmailing the individual is also a coercive means used during recruitment, transfer, or transportation.
Violence on family (threatened or actual)	This indicator reveals coercion at recruitment, transfer, or transportation through violence on the family, and is either actual violence on the family or by threat. Violence, threatened or actual, includes abduction of children, physical violence, psychological violence, or sexual violence against the family.
Violence on victims	Coercion at the point of recruitment, transfer, or transportation can also involve violence against the individual. The nature of the violent mean used can include sexual violence, physical violence, psychological violence, denial of food and/or drink, denial of right to access health care, forced intake of drugs and/or alcohol, and forced provision of sexual services to either the recruiter or forced prostitution to third persons.
Withholding of money	Coercion at the point of recruitment, transfer, or transportation can also involve the partial or complete withholding or money from the individual. Left without any money, the individual often has no choice but to accept the conditions imposed by the recruiter.

INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY

Indicators	Explanation
Abuse of cultural/religious beliefs	This indicator highlights that an individual may have been recruited by abuse of his/her cultural and/or religious beliefs. Belonging to a minority religious group or following minority cultural practices often, for example, renders a person vulnerable.
Abuse of difficult family situation	Recruitment by abuse of vulnerability because of a difficult family situation means that the family is/ would be fully dependent on the earnings of the individual, thus rendering the individual vulnerable.
Abuse of illegal status	This indicator relates to recruitment by abuse of vulnerability with respect to the illegal status of the individual. Being in an irregular/ illegal situation immediately renders a person vulnerable.
Abuse of lack of education (language)	Recruitment by abuse of lack of education (language) refers to instances when the individual doesn't speak the language, or has a limited education, rendering him/her vulnerable.
Abuse of lack of information	Recruitment by abuse of lack of information in addition refers to instances where the individual is not fully aware of the situation due to a lack of information. Exploiters prey on such vulnerabilities by providing false information, particularly in relation to living and working conditions at destination, preventing individuals from making informed decisions.
Control of exploiters	Control exercised directly by exploiters is also an abusive mean, rendering individuals vulnerable at the point of recruitment. This includes the operation of a criminal group in the place of origin, an economic or social dependency on the recruiter, a pre-existing relationship between the individual and the recruiter, or instances where the individual already lives in a situation of forced migration.
Difficulties in the past	This indicator relates to vulnerabilities at recruitment because of difficulties in the past, including previous trafficking, previous failed migration, physical, emotional or sexual abuse, or living in an emergency or post-conflict setting.
Difficulty to organise the travel	Recruiters may also abuse an individual's inability or difficulty to organise their own travel. This includes cases where the individual is unable to obtain his/her own travel documents and needs to enlist the assistance of a third person. It also includes cases where individuals do not have access to relevant information, for example due to language barriers, thus preventing organization of the travel.
Economic reasons	Economic reasons that may render an individual vulnerable at the point of recruitment include being poor (and including in the case of economic migration, lack of funds for a return ticket), having debts, being responsible for dependents (ie: family members, relatives), or lack of employment opportunities in the place or origin.
False information about law, attitude of authorities	An indicator of abuse of vulnerability at the point of recruitment is the provision of false information about the law or the attitude of the authorities.
False information about successful migration	An indicator of abuse of vulnerability at the point of recruitment in destination is, in addition, the provision of false information about successful migration. Wherein false information is provided, a person may be forced or enticed to migrate where they would not otherwise have done so, or under conditions that might not have otherwise been accepted.
Family situation	The family situation of the individual at recruitment may render that person vulnerable. This includes cases where individuals live in physically, emotionally or psychologically abusive family set-ups

	(including poor relations within the family unit), or where family members are being threatened or blackmailed. In the case of minors, additional vulnerabilities include the death/ sickness/ lack of one or both parents, or being a child of labour migrants (left behind in the place of origin).
General context	The general context which might render an individual vulnerable at the point of recruitment includes the environmental, social, cultural, or political climate in the place of origin. This also includes, for example, emergency or post-conflict settings.
Personal situation	Personal characteristics that might render one vulnerable at the point of recruitment include belonging to a group which is discriminated against or does not have equal rights in society (sex, refugee/asylum seeker, ethnicity, disabled, orphan, homeless, being part of a religious minority etc...).
Psychological and emotional dependency	An indicator of recruitment by abuse of vulnerability relates to cases where the individual has an emotional, psychological or mental dependency which is exploited by the recruiter. This includes, for example, women recruited through the “lover boy” technique, or cases where the recruiter befriended the individual. This also includes cases where the individual receives pressure from family members/ relatives, or may be forced to lie to the authorities.
Relationship with authorities/legal status	This indicator relates to vulnerability at the point of recruitment with regard to the individual’s relationship with the authorities and/ or their legal status. This includes cases where the individual is in an irregular situation without legal documents, is currently involved in illegal activities in the place of origin, or does not go to the authorities to disclose his/her vulnerable situation because of a lack of trust/ fear of the authorities.

INDICATORS OF EXPLOITATION

Indicators	Explanation
Bad living conditions	Exploitation can include exploitation through bad living conditions. This includes being denied freedom of choice as to the location or living conditions, or being forced to live in overcrowded conditions, in unhealthy or unsanitary conditions, or being forced to live in conditions where there is limited or no right to privacy. This can also include exploitation through being rendered homeless and being forced to live on the street.
Excessive working days or hours	This indicator reveals the nature of the exploitation through being forced to work excessive hours and/or days. This includes the concept of forced overtime, being denied breaks, being denied free time, having to take over the shifts/ working hours of colleagues, or being on call 24 hours a day, 7 days a week. It also includes heavy/ excessive workloads or excessive quotas of productivity vis-à-vis the working hours.
Hazardous work	Being forced to undertake hazardous work is also an indicator of exploitation. Hazardous work relates to either the nature of the task to be performed (working in hazardous conditions without protection, being forced to provide sexual services without condoms, work too difficult for the person to undertake, work too difficult for a minor to undertake); a hazardous working environment (extreme heat, extreme cold); or hazardous travel to the place of work. This can also include degrading work which is humiliating or dirty.

Low or no salary	Low or no salary is an indicator of a form of exploitation. No salary relates to cases where the individual is completely denied of his/her salary. This also includes cases where the individual instead receives payment in “goods”/ “in-kind” payment. Low salary refers to cases where the individual received less than the agreed upon salary (ie: deceived about wages) or where s/he is paid less than the minimum wage.
No access to education	Exploitation can also include being denied the right to access education and/or study opportunities.
No respect of labour laws or contract signed	No respect of/ non-compliance to labour laws or of the contract signed is also an indicator of exploitation. This includes cases where the individual was forced to work without a contract, where there was no respect to the contract signed, where the contract provided was unlawful, or where the recruitment of the individual was illegal. It also refers to the nature and conditions of the work such as deception about the nature of the job; deception about the employer; deception about the possibility to work; deception about the number of working hours (whether excessive or restrictive); deception about the working conditions; or exploitative, precarious or illegal working conditions. Exploitation through no respect of/ non-compliance to labour laws or of the contract signed also refers to payment issues for example in cases where the individual is paid less than regular employees, or where the payments are in cash only when other workers are paid in cheques/bank transfer.
No social protection (contract, social insurance, etc.)	This indicator reveals the nature of the exploitation through the denial of the right to access social protection in terms of social insurance, contract etc... This also includes denied sick leave (ie: being forced to work whilst sick), and in the case of females being forced to work whilst pregnant or whilst menstruating.
Very bad working conditions	An indicator of very bad working conditions conveys the nature of the exploitation in being forced to accept unacceptable working conditions, or being forced to work in permanently changing locations.
Wage manipulation	Exploitation through wage manipulation includes the payment of wages to a middleman, the payment of wages to a family member, the issuance of fines, or excessive deductions for food and lodgings. It also includes manipulation of wages in the sense that the individual is not able to exercise control and free disposition of his/her wages.

INDICATORS OF COERCION AT DESTINATION

Indicators	Explanation
Forced into illicit/criminal activities	This indicator refers to illicit or criminal activities that the individual was forced to undertake or forced to be involved in at destination (for example, begging, stealing etc...)
Forced tasks or clients	Forced tasks or clients at destination refers to cases where the individual is for example forced to take on duties that s/he did not previously agree to. This includes being forced to care for dependents (eg: children), being forced to serve others (eg: older children, parents, clients), or being forced to earn a minimum amount of money per day. In addition, and in the case of sexual exploitation, this includes being forced to provide all types of sexual services, or being forced to provide sexual services in locations not agreed upon.
Forced to act against peers	Being forced to undertake activities against one's peers is also an indicator of exploitation. This includes cases where the individual is forced to use violence against others, is forced to exercise control over others, is forced to threaten others, or is forced to witness the punishment of others. It also includes cases where the individual is forced to recruit other persons into the trafficking process, often to take over his/her place.
Forced to lie to authorities, family, etc.	Individuals are also forced to lie to the authorities, their family and others at destination. This includes being forced to change one's identity through a change of name and/or appearance. It also includes being forced to open fraudulent bank accounts in someone else's name.
Confiscation of documents	Confiscation of documents is an indicator of coercion at destination. This includes the confiscation of any or all of the individual's identity and travel documents (for example, passport, identity card etc...). Individual's who have their identity and/or travel documents forcibly removed from their person are rendered highly vulnerable.
Debt bondage	Debt bondage at destination includes debts accrued during recruitment, transfer or transportation; debts from previous trafficking experience; or any additional debts incurred at destination. Debts can also be compounded as a result of debt manipulation, including through the enforcement of excessive interest rate or through an unlawful agreement where a debt is reduced/ deducted in exchange for work.
Isolation, confinement or surveillance	Isolation, confinement or surveillance of the individual are indicators of coercive means used to the control the individual at destination. . Isolation includes partial or restricted freedom to communicate with others (for example through restricted or denied access to telephones), separation from one's family or friends, and/ or being forced to work or reside in a location with limited public access. Confinement includes the holding a person against his/her will (ie: held in a locked environment either at work, whilst being transported to work, or at his/her place of residence), or limited freedom of movement. In addition, the individual may also be under constant or partial surveillance.
Threat of denunciation to authorities	Threat of denunciation to the authorities is also a coercive means used at destination. Traffickers often threaten an individual with denunciation to the authorities because of the individual's irregular/ illegal status at destination due to their lack of legal identity and/or travel documents. Such threats also include deportation with non-payment of wages.

Threat to impose even worse working conditions	This indicator reveals coercion at destination through the threat to impose even worse working conditions, or a threat to be placed under constant control. This includes the threat to force the victim to undertake activities against his/her will (for example, being forced to provide sexual services).
Threats of violence against victim	An indication of threats of violence against the individual at destination can similarly be viewed as coercive means used to control the individual. This includes the threat of sexual violence, the threat of physical violence, sequestration, or the threat of being evicted from his/her place of residence/ accommodation.
Threats to inform family, community or public	Threats to inform the family, community or public through blackmailing the individual is also an indicator of coercive means used at destination.
Under strong influence	Situations of being under the strong influence of a third person often render victims vulnerable and dependent at destination. Such an indicator of coercion includes cases where the individual does not have legal identity and/or travel documents; is forced to remain with the same employer; is forced to undertake additional activities to increase wages (ie; prostitution); is forced to remain in the same situation due to pressure from family members/relatives; is forced to remain in the same situation due to cultural and religious practices; or is forced to endure restrictions on his/her movements. An additional indication of coercion includes dependency due to a lack of information (the individual is not aware that their situation is exploitative), or the receiving of false information (about attitudes of the authorities, about family visits etc...).
Violence on family (threatened or actual)	This indicator denotes coercion at destination through violence on the family, actual or by threat. Violence, threatened or actual, includes the abduction or forced adoption of children, physical violence (including the threat of death), or psychological violence.
Violence on victims	Exploitation at destination often includes violence against the individual: including sexual violence, physical violence, psychological violence (forced to witness a group rape or punishment of others), forced abortion, denial of food and/or drink, denial of right to access health care, forced intake of drugs and/or alcohol, torture, and forced provision of sexual services to either the recruiter or forced prostitution to third persons.
Withholding of wages	Exploitation through withholding of wages refers to the complete withholding of all wages, or the retention of wages as a means to force the individual to remain working under the same conditions until the exploiter accepts to give the due wages. Wherein payments are instead paid to a family member/ relative this refers to the non-payment of all wages to the respective family member/ relative.

INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION

Indicators	Explanation
Dependency on exploiters	An indicator of vulnerability at destination is that of dependency on exploiters. This includes dependency on the exploiter for daily life, movement, and contacts with the outside. This dependency may be increased when the exploiter is knowledgeable of the individual's background (place of residency prior to trafficking, family, friends).
Difficulties in the past	This indicator reveals the nature of vulnerabilities at destination from difficulties in the past, including previous trafficking or sexual abuse.
Difficulty to live in an unknown area	Difficulty to live in an unknown area relates to instances where the individual doesn't speak the language, or has a lack of knowledge or understanding about the social and/or cultural context, rendering him/her vulnerable at destination.
Economic reasons	Economic reasons that may render an individual vulnerable at destination include being poor, having debts, and being responsible for dependents (ie: family members, relatives).
Family situation	This indicator relates to vulnerabilities at destination because of the family situation. This includes being accompanied by dependents (ie: family members, relatives) at destination, having little or no contact with family members/ relatives, or in coming from a problematic family background (alcohol, violence etc..).
Personal characteristics	Personal characteristics that might render one vulnerable at destination include belonging to a group which is discriminated against or does not have equal rights in the place of destination (sex, refugee/asylum seeker, ethnicity, disabled, orphan, homeless, being part of a religious minority etc...).
Relationship with authorities/legal status	This indicator relates to vulnerability in destination relating to the individual's relationship with the authorities and/ or their legal status. This includes cases where the individual is in an irregular situation without legal documents, is forced to undertake illegal activities, or does not go to the authorities to disclose his/her exploitative situation because of a lack of trust/ fear of the authorities.