



UN HOUSE SCOTLAND

OPTIONS FOR MULTI-SECTORAL ENGAGEMENT ON HUMAN TRAFFICKING AND MODERN SLAVERY IN SCOTLAND:

Summary of the proceedings from

'SEE ME, FREE ME' CONFERENCE ON HUMAN TRAFFICKING AND MODERN SLAVERY IN SCOTLAND

Edinburgh, 23 March 2018

CONFERENCE REPORT

SEE ME FREE ME

Human Trafficking & Modern Slavery in Scotland
RAISING AWARENESS | STRENGTHENING COLLABORATION | BREAKING THE CHAINS



COLLABORATIVE PARTNERS:



AUTHORS: ROBERT FORSTER AND JOANNA HARLOS

LAYOUT: FEDERICO AEDO



TABLE OF CONTENTS

4 **I. BACKGROUND AND OBJECTIVES**

5 **II. HUMAN TRAFFICKING: SCOPE OF
THE PROBLEM**

8 **III. AREAS FOR ADVANCEMENT OF
MULTI-SECTORAL ENGAGEMENT
ON HTMS POLICY**

- (1) IDENTIFICATION
- (2) REHABILITATION/SURVIVOR CARE
- (3) PREVENTION
- (4) AWARENESS
- (5) ACCOUNTABILITY
- (6) ENFORCEMENT
- (7) MONITORING AND EVALUATION

18 **ACKNOWLEDGMENTS**

19 **REFERENCE LIST**



I. BACKGROUND AND OBJECTIVES

Eleven speakers from diverse backgrounds including government, policy, business, academia, criminal justice, civil society, and the religious and scientific establishments met at Scottish Parliament, at the 'See Me, Free Me' conference. The conference was organised by United Nations House Scotland (UNHS) in cooperation with the **Liberation Kilt Company**¹.

The objectives of the conference were to:

- Promote the United Nations Sustainable Goals, with emphasis on **target 8.7**, namely to end modern slavery, forced labour and child labour, and secure its prohibition.

- Spread awareness of **Human Trafficking and Modern Slavery (HTMS)** in Scotland and provide actionable advice on how to combat the issue in their own communities.

- Promote, build, and foster collaboration between the three sectors (private, public and third sector) to secure an end to human trafficking and modern slavery.



8 DECENT WORK AND ECONOMIC GROWTH



**TARGET 8-7
END MODERN SLAVERY,
TRAFFICKING AND
CHILD LABOUR**

GLOBAL GOALS
#TARGETS4ACTION



INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY

II. HUMAN TRAFFICKING: SCOPE OF THE PROBLEM

Human trafficking is defined as an act of recruitment, transportation, harbouring or transfer of people by coercive, deceptive or forceful means for the purpose of exploitation, also called modern slavery².

HTMS entails a variety of criminal activities that include trafficking for the purpose of forced labour, domestic servitude, sham marriages, sexual exploitation, and organ trafficking, among others³.

HTMS is a major violation of human rights and contrary to the United Nations (UN) Universal Declaration of Human Rights (1948).



HTMS IN THE WORLD

- Human trafficking is a global issue that features at different intensities and levels of visibility in different societies. Over 40 million people globally are subject to modern slavery⁴. HTMS is the second fastest growing criminal enterprise in the world, worth over \$150 billion annually⁵.
- Profitability generated by HTMS contrasts with insufficient funds dedicated to preventing and combat it. The Organisation for Economic Co-operation and Development (OECD) which includes some of the most developed economies in the world, only allocated \$150 million to combat the crime in 2016.
- Driving demand for low cost products and availability of a cheap labour force in the most deprived parts of the world has brought down the cost of slaves in the 21st- century from around US\$1800 at the height of the Transatlantic slave trade in the 1600s to \$50 today. Moreover, conflict and climate change contributed to over 65.6 million displaced persons worldwide, providing a glut in the availability of potential victims⁶.
- In addition to human suffering, human trafficking is also a major contributor to environmental degradation through the un-regulated and dangerous labour undertaken by trafficked persons in mining, logging, fishing, masonry, and other industries⁷.
- The vulnerability of exposed populations depends on factors including irregular immigration status, gender, economic status and familial relations.

40 MILLION PEOPLE
GLOBALLY ARE SUBJECT TO
MODERN SLAVERY



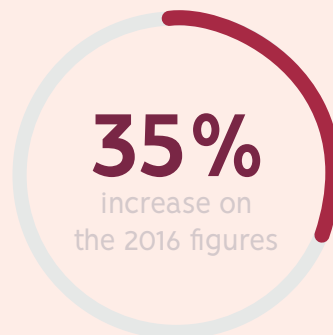
\$150 BILLION ANUALLY,
IS THE SECOND FASTEST GROWING
CRIMINAL ENTERPRISE IN THE WORLD





HTMS IN THE UK

- In the UK, the Home Office estimates that 10,000 – 13,000 persons were enslaved in 2016.
- The UK Government's framework for identifying victims of human trafficking or modern slavery known as National Referral Mechanism (NRM) identified 5,145 potential victims of HTMS in 2017 – a 35% increase on the 2016 figures.



HTMS IN SCOTLAND

- In Scotland in 2017, a total of 213 persons were victims of human trafficking, up from 150 in 2016 and 99 in 2013⁸.
- 32 different nationalities were identified among the victims of trafficking in Scotland; 43% of all reported victims originated from Vietnam⁹.
- Human trafficking remains the second most lucrative illegal enterprise in Scotland, after drug trafficking.
- Scotland's economic sectors including agriculture, construction, hospitality and services including nail bars and car washes are at high risk of exposure to trafficking and exploitation





III. AREAS FOR ADVANCEMENT OF MULTI-SECTORAL ENGAGEMENT ON HTMS POLICY

Throughout the conference, speakers and participants highlighted specific issues in existing regulation and suggested potential policy options to enhance existing efforts against human trafficking on the national and local levels. Seven areas were highlighted: (1) Identification; (2) Rehabilitation / survivor care; (3) Prevention; (4) Awareness; (5) Accountability; (6) Enforcement and (7) Monitoring and Evaluation. Suggested options are not necessarily exclusive to these sectors or areas.

The core theme touched on by all speakers was the international yet local nature of HTMS and the need for further cooperation between communities and local, regional and national governments, communities and law enforcement, and between different law enforcement entities domestically and internationally.

(1) IDENTIFICATION

(2) REHABILITATION / SURVIVOR CARE

(3) PREVENTION

(4) AWARENESS

(5) ACCOUNTABILITY

(6) ENFORCEMENT

(7) MONITORING AND EVALUATION

1 IDENTIFICATION

Victims of trafficking are difficult to identify. At times, trafficked persons are unaware that they have been subject to HTMS. The public struggles to recognise red flags that may indicate exploitation. Recognition of the signs of human trafficking are essential for effective community and state responses. Suggestions for the improvement of identification could be facilitated by:



FOR PUBLIC AND THIRD SECTOR:

- Continue initiatives to map high-risk industries and sectors.
- Raise awareness among members of the public of the risks and indicators of HTMS in their local environments, including identifiers of high risk populations.



FOR PRIVATE SECTOR:

- Train staff, especially those working with customers in high risk industries such as banks, hotels, and transport providers, to identify warning signs of HTMS.



**“CONTINUOUS
ENGAGEMENT WITH
PUBLIC SERVICES
MAY EXACERBATE
PSYCHOLOGICAL TRAUMA”**

2 REHABILITATION / SURVIVOR CARE

Police are usually the first point of contact for survivors of HTMS. Nonetheless, care and support programmes may be offered through neutral parties such as the Trafficking Awareness Raising Alliance (TARA) in addition to public services (National Health Service (NHS)). Many survivors are reluctant to talk or are distrustful, potentially mistaking support services for traffickers, while continuous engagement with public services may exacerbate psychological trauma.¹⁰



FOR PUBLIC, PRIVATE AND THIRD SECTOR:

- Encourage rehabilitation and reintegration schemes in public and private sector including programmes offering development of employment skill sets, language proficiency, and other essential services.
- Establish a national matching system to pair victims with suitable opportunities provided through these schemes: pre-employment training, banking, childcare and other services.¹¹



FOR PUBLIC AND THIRD SECTOR:

- Improve the National Referral Mechanism (NRM) pipeline to ease access of referred persons to support services.¹²
- Clarify existing services and their structure.
- Emphasise the importance of adopting gendered and/or child-friendly approaches.
- Minimise risks to survivors including the prevention of re-trafficking.¹³



FOR PRIVATE SECTOR:

- Devise and sponsor survivors support schemes in their respective sectors to facilitate access to financial services, childcare, and sustainable employment opportunities, such as the Bright Future scheme.
- Facilitate and promote cross-sectoral knowledge sharing on successful schemes supporting survivors of HTMS.

3 PREVENTION

Preventing instead of ‘fire-fighting’ HTMS should be at the core of all anti-trafficking strategies. Stopping perpetrators from recruiting victims in the first place could not only prevent devastating experience of exploitation, but also lower the cost of fighting the crime in the long term. Suggestions for improving prevention efforts could be strengthened by:



FOR PUBLIC AND THIRD SECTOR:



- Maintain HTMS on the policy, political and community agendas through lobbying and the appointment of HTMS ‘champions’ in relevant organisations, including local councils.
- Support the adoption of ‘slavery-free pledges’ on the community level to replicate the success of Nottingham – the UK’s first slavery free city.
- Challenge harmful cultural practices such as forced marriage.¹⁴ Challenge culture of purchasing habits and promote products and services not tainted by HTMS.¹⁵
- Perform outreach to potential high-risk communities abroad through faith-based and non-governmental organisations. Non-state organisations may have greater access to at risk communities and individuals.¹⁶
- Dedicate funding streams to trafficking prevention, potentially sourced from money confiscated from traffickers.



FOR PRIVATE SECTOR:

- Provide financial support to non-governmental organisations working towards eradication of main drivers of exploitation in Scotland and abroad.
- Contribute its unique expertise and knowledge to innovate technological solutions to prevent trafficking and exploitation.

4 AWARENESS

HTMS is a crime ‘hidden in plain sight’. The level of public awareness of the prevalence of HTMS is low: in one survey conducted by the Scottish Government only 14% of respondents identified human trafficking as an issue in Scotland, and only 5% thought it took place in their local community¹⁷. Suggestions for increasing awareness included:



FOR PUBLIC AND THIRD SECTOR:



- Develop public-third sector partnerships, including faith communities and non-governmental organisations, in contributing to the creation and distribution of information of HTMS.
- Launch anti-HTMS campaigns targeting audiences less aware of the issue.
- Adopt methods from successful community awareness programmes, such as in Wales,¹⁸ and re-formulate to other contexts.
- Host HTMS awareness events and initiatives at primary and secondary schools to raise awareness among young people.
- Organise regular conferences at Scottish universities to engage the academic community in the fight against HTMS.
- Adopt alternative means of spreading awareness utilizing educational curricula, art installations,¹⁹ in addition to more traditional approaches such as television, radio and internet adverts.



FOR PRIVATE SECTOR:

- Run in-house events to raise awareness of HTMS and its impact on companies as well as in the economic sectors they operate.
- Develop in-house expertise and referral mechanisms to effectively flag suspicious behaviours and trends to law enforcement and relevant external stakeholders.
- Sponsor awareness campaigns facilitated by public and third sector.



**“34% OF UK
BUSINESSES HAVE NOT ADHERED
TO THE MODERN SLAVERY ACT”**

5 ACCOUNTABILITY

According to the national statistics, 34% of UK businesses coming under the provisions have not adhered to the Modern Slavery Act in "failing to outline the actions they are taking to combat slavery in their supply chains."²⁰ Suggested actions to facilitate accountability include:



FOR PUBLIC SECTOR:

- Implement better systems of monitoring company adherence to the 2015 Human Trafficking and Exploitation (Scotland) and the UK 2015 Modern Slavery Act (MSA). Currently no system in place for monitoring Section 55 of the MSA (2015).²¹
- Undertake initiatives to support businesses in meeting legal requirements.



FOR PRIVATE SECTOR:

- Audit of high-risk departments and sectors and facilitation of internal regulations concerning inspection and auditing of supply chains.²² Expand co-operation with suppliers to ensure legal standards are met.
- Encourage top-down adherence to legal requirements.
- Facilitate the creation of company 'champions' to promote awareness and actions tackling HTMS.
- Encourage ethical procurement through initiatives such as Sedex, a non-profit membership organisation promoting slavery-free business model.²³



FOR THIRD SECTOR:

- Raise instances of private sector violations of legal requirements – 'naming and shaming'.

6 ENFORCEMENT

Even with the creation of specialised units, such as Scotland's National Human Trafficking Unit, law enforcement in Scotland and the wider UK are unable to counter HTMS without effective cross-sectoral, community and international partnerships.²⁴ Moreover, despite the seriousness of the crime, law enforcement responses are not equally applied across communities in the UK.²⁵ Suggestions for strengthening law enforcement responses include:



FOR PUBLIC SECTOR:

- Prioritise and provide greater human and financial resources to law enforcement to tackle HTMS.
- Provide regular training to officers on HTMS identification.
- Enhancing the inter-agency intelligence system, the duty of notification and providing for a multi-agency approach.²⁶
- Prepare for the impact of Brexit: ensure continued access to existing mechanisms established via the EU and OECD frameworks.²⁷
- Improve methods to assess the rate of re-trafficking of HTMS survivors and solutions to prevent it.
- Continue programmes of multi-agency cooperation to combat HTMS.



FOR PRIVATE SECTOR:

- Build effective relationships and cross-sectoral bodies between private sector companies and law enforcement to share knowledge and expertise and to identify victims and perpetrators.

7 MONITORING AND EVALUATION

The overall understanding of HTMS prevalence and trends remains insufficient, not only in Scotland but also globally. Current statistics, such as the NRM framework do not indicate the full scale of the problem, mainly due to its voluntary participation and qualification requirements. Suggestions to improve data collection across a broader scope of affected industries included:



FOR PUBLIC SECTOR:

- Encourage knowledge sharing of effective public, private and third sector practices into new areas.
- Improve systematic data collection beyond law enforcement to improve measurement of HTMS prevalence in Scotland and the wider UK. Data collection should focus on services that may have contact with survivors/perpetrators, including public bodies such as the NHS as well as private entities.

RAISING AWARENESS – STRENGTHENING COLLABORATION – BREAKING THE CHAINS

ACKNOWLEDGMENTS

We wish to thank the parliamentary sponsors of the event: **CHRISTINA MCKELVIE MSP** and **ASH DENHAM MSP**. Our special thanks go to the conference speakers: **Bronagh Andrew**, **Kevin Bales CMG**, **Rt Rev Dr Derek Browning**, **Ash Denham MSP**, **Dr Alison Gardner**, **Jonathan Groom**, **Dr Lucina Hackman**, **Stuart Houston**, **Peter Hope-Jones**, **Kevin Hyland OBE**, **Alison McGregor**, and **Alison Scowen**, as well as all those that raised essential suggestions and ideas via the Rapid Reflection Model and during the Question and Answer sessions. Special thanks to the Scottish Parliament for hosting the event. We wish to thank David Robson from the Scottish Government for his assistance and advise in using the Rapid Reflection Model and Peter Hope-Jones for his support in the run-up to the event. Additional thanks go to Dr Gari Donn and Joanna Harlos, and United Nations House Scotland team for their work in facilitating the conference, especially to Sabrina Thulander for managing the online presence of the conference and associated initiatives, and Simen Jordsmyr Holm and Samantha Ku for their efforts on the Rapid Reflection Model. A special thanks the UNHS team for their efforts in organizing the conference: Anna Binning, Laura Bolder, Coline Constantin, Sophie Cordery, Robert Forster, Sabrina Galella, Tom Hickey, Lipa Hussain, Haley Jones, Tina Korittke, Claire LeBlanc, Christina Mckay, Lisa Metz, Eilidh Murrin, Toluwa Oyeleye, and Faraz Sheikh.

The contents of this policy note is in no way representative of the opinions or beliefs of the invited speakers or the Scottish Government. We extend our thanks to reviewers. Any mistakes are the responsibility of the authors.

Suggested citation:

R Forster and J Harlos. (2018) 'Options for Multi-Sectoral Engagement on Human Trafficking and Modern Slavery in Scotland: Summary of proceedings from the 'See Me, Free Me' Conference, Edinburgh, 23 March 2018', United Nations House Scotland. Edinburgh. June.

REFERENCE LIST

- 1 To watch the speakers at the See Me, Free Me Conference, please visit the United Nations House Scotland Facebook page here: <https://bit.ly/2sq4Xcc>
- 2 Also see. 'Modern Slavery: A Council Guide', Local Government Association (LGA). London. (December 2017), p. 6.
- 3 C. Cooper, O. Hesketh, N. Ellis and A. Fair. 'A Typology of Modern Slavery Offences in the UK'. Research Report 93. London. Home Office. (October 2017), pp. iii-iv; LGA 2017, pp. 6-7
- 4 Global Slavery Index 2016 Report, p. 51.
- 5 Presentation by K. Bales delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 6 K. Bales. 'Connecting Slavery and Environmental Destruction' in Global Slavery Index 2016 Report, p. 16.
- 7 Presentation by P. Hope-Jones. 'Let's Stop Human Trafficking' delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 8 Presentation by S. Houston. 'Human Trafficking: A Multi-Agency Response' delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 9 Presentation by B. Andrew. 'Hidden in Plain Sight: Identifying and Supporting Victims of Trafficking', delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 10 Presentation by A. Scowen, 'The role of the Private sector in the Fight against Modern Trafficking and Human Slavery' delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 11 Presentation by K. Hyland OBE. Independent Anti-Slavery Commissioner, delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 12 Houston 2018.
- 13 Presentation by A. Gardener, 'Building Slavery-Free Communities' delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 14 Hope-Jones 2018.
- 15 Presentation by D. Browning delivered at the See Me, Free Me conference, Edinburgh, 23 March 2018.
- 16 Hope-Jones 2018.
- 17 Scowen 2018.
- 18 See, for example, South Wales Police. 'National Crime Agency's 'Invisible People' exhibition comes to Cardiff', 23 February 2018, <https://bit.ly/2xkp1Qs>
- 19 M Bulman. 'More than a Third of UK Businesses are failing to Combat Modern Slavery, A Study Shows', The Independent, 5 September 2017. Available at: <https://ind.pn/2LyH3L3>
- 20 Scowen 2018.
- 21 Ibid.
- 22 See <https://www.sedexglobal.com/>
- 23 Gardener 2018; Houston 2018.
- 24 'Stolen freedom: the policing response to modern slavery and human trafficking', Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). October 2017. Available at: <https://www.justiceinspectorates.gov.uk/hmicfrs/wp-content/uploads/stolen-freedom-the-policing-response-to-modern-slavery-and-human-trafficking.pdf>
- 25 Hyland 2018.
- 26 Hyland 2018.



UN House Scotland
4 Hunter Square
EH1 1QW
Office: 0131 220 6870
www.unhscotland.org.uk

ROBERT FORSTER
r.a.forster@hotmail.co.nz

JOANNA HARLOS
joanna.harlos@unhscotland.org.uk