

THE MODERN SLAVERY AND LABOUR EXPLOITATION ADVISORY GROUP

NEWSLETTER

FOR WORLD DAY AGAINST TRAFFICKING IN PERSONS

30 JULY 2023



WE WANT TO KNOW THAT OUR ACTIONS ARE CONTRIBUTING TO A FAIR WORLD
WHERE PEOPLE ARE TREATED WITH RESPECT AND DIGNITY

EDITORIAL

LEFT BEHIND

RUTH DEARNLEY OBE (CHIEF EXECUTIVE OFFICER
STOP THE TRAFFIK GROUP)

Someone told me that global disruption is fifty times greater than five years ago.

How we each interpret this may vary but fundamentally it makes sense.

We only have to look at the last few years to scribble an immediate list of disrupters: a global pandemic, Russian invasion of Ukraine, global energy disruption & economic turmoil, the Türkiye/Syria earthquake, and some quite seismic political philosophical shifts, to see that large scale change isn't a one-off, but the tectonic plates of change are shifting at a rate to call it 'normal'.

There is now an assumed naivety for any leader to produce a five or even three year plan without a sense that the world can change at any moment, and therefore so must any long-term plan.

Whether we are involved in leading a country or village, global or local, business or not-for-profit or managing our own lives and those we care for, the ability to be agile and pivot is not an extra, but essential.



So what does this mean for our global fight to prevent HTMS? (Human Trafficking Modern Slavery)

Disruption, whether local or global, feeds the already profitable traffickers' business model. Traffickers thrive on human vulnerability, and one of the consequences of this greater global disruption is that the gap between those who have the resources to cope with such continuous change and those who don't is widening fast. Whether living amongst the rubble of an earthquake zone or fleeing a war zone, leaving the safety of home to risk everything to find work, many people are in danger of being left behind.

If the world is more disrupted, we have to find new ways of working.

If global disruption is the norm, then we must ask if our global systems and processes have the agility to survive, let alone thrive. Whether it's supply chain management, policy creation, confiscation of dirty money, effective scaled sharing data, developing generative AI for good, the building of resilient communities, or safeguarding of vulnerable people, all these demand systems need to be able to pivot to react to challenge and ideally predict and prevent harm.

I have met so many passionate and skilled people all over the world who are committed to fighting this complex crime, but we have to face up to the reality that headlines are dominated by our shared failure to intervene in this crime, increasing numbers falling victim, escalating profits for perpetrators, and claims of growing apathy and lack of urgency to respond.

As traffickers continue to innovate, we risk being left behind.

Since 2005 my life's mission and work has been to STOP THE TRAFFIK (STT), founding

the charity with its mission to disrupt, predict and prevent this global crime. We had to be 'disruptive innovators' and develop solutions that utilised technology's power, which has been our work and pioneering leadership. One recent study revealed that the potential profit of exploiting one woman for a year was calculated as \$130,000 with the cost of risk of only \$66.85.

Our only hope is to find a way of reversing this equation.

We can't stop what we can't see. In order to know we are turning the tide, we have to make this crime more transparent. We know traffickers' can move their money with impunity, recruit the people they need with ease and keep demand for the services high. For us to become a threat we need to challenge their market, undermine all 3 levers, recruitment, money and demand.

To do this, we have to share what we know and build a real-time picture of the market which delivers actionable insight and demands us to engage, with no-one holding back. It is often

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quoted if you can get 10% engagement of potential audience, you can reach the tipping pointer change.

Technology is the tool in our hands that has allowed us to make good progress. We have the capabilities to collect diverse data sets, store them securely and analyse to produce insights that we continue to share with everyone who can take action.

STT has built remarkable partnerships across digital platforms so we can target specific vulnerable communities' 'at scale'. [Campaigns](#)

Russia invaded Ukraine and STT knew we needed to respond with urgent speed to disrupt the ability of traffickers to organise themselves to exploit this mass movement of people vulnerable to their deceptions, lies and promises. Since March 2022, STT has reached over 5 million women and families as they fled Ukraine in 2022, moving across Europe, and we have responded and adapted as we've tracked multiple routes in and out of Ukraine. We have been led by data insight and shared. [Ukraine Key Judgements](#)

STT can demonstrate that we have undermined traffickers' ability to recruit, move the money and grow demand. As I write this article, we face a further catastrophic disruption due to the disastrous bursting of Ukraine's Nova Kakhovka dam. STT and its networks, once again, can pivot responding immediately because traffickers' don't wait in the aftermath of an emergency.

Our intention is to deliver interventions that rely on building diverse actor, sustainable networks focused on taking action, harnessing the data led approach. Networks that trust each other and trust the insight. This solution has at its heart

trust, focus and sharing relevant information into a trusted secure data hub.

This is a different way of working.

It relies on sharing what we know and embeds our critical ability to respond to any escalation of global disruption. Ultimately it means we can stay ready and be ready in any region, along any trafficking route or target any hotspot to activate.

We have to shut the window of opportunity for traffickers and the power of the mobile in everyone's hand, gives people the vital information so that no-one is left behind.

Nearly two decades on and I am hopeful. But we must be honest with ourselves. We can't just keep doing what we've always done. The future demands us to do differently.

In a new era of global disruption, we need to be disruptive innovators. We need to move faster, share always, collaborate not replicate and fund what works and who shares. This is a different way of working, and is already having a global impact.

We can't let traffickers take the future technology tools and innovate ahead of us.

If we innovate to disrupt, change our behaviour to being led by shared insight, be data driven, tech enabled and operate across trusted networks, then it is possible to leave no-one behind.

It needs you. Don't be left behind, join us and lead the way.

Let our shared legacy be that we did innovate, disrupt and STOP THE TRAFFIK.



anglican+
movement
DIOCESE OF WELLINGTON

REV. CHRIS FRAZER
DEACON FOR SOCIAL JUSTICE, THE ANGLICAN
DIOCESE OF WELLINGTON, CHAIR OF THE
MODERN SLAVERY AND LABOUR EXPLOITATION
ADVISORY GROUP

*In the shelter of each other
the people live
~ Irish proverb*

This year's "Reach every victim of trafficking, leave no one behind", UN theme for the global day against trafficking in persons, speaks loudly of inclusion. It is a clarion call for action. Action that seeks to address, and seek effective remedies for the increasing incidences of trafficking and labour exploitation that is blighting our country today.

As I am writing this I see an article from Stuff posted a few hours ago. The article highlights a rapidly-growing immigration scam targeting overseas workers who pay considerable sums of money to come to New Zealand, only to find themselves out of a job once they've arrived. Whilst not all such scams fit within the definition of trafficking, they are non-the-less deliberate acts of deception and exploitation with workers left traumatised and destitute.

One of the migrant workers stated starkly that,

“The dreams we had before coming to New Zealand are all now destroyed. We can’t eat, we can’t sleep, we are in tears whenever we think about it, we don’t know how we can continue to survive. We have suicidal thoughts constantly. Sometimes we think it would be better to jump into the sea.”¹

This year’s theme “Leave no one behind” is the central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs)

In the context of trafficking in persons, leaving people behind means,

- failing to end the exploitation of trafficking victims,
- failing to support victim-survivors once they are free from their traffickers, and
- leaving identifiable groups vulnerable to traffickers.²

However its important to also view this theme through a wider more encompassing lens, for as is pointed out on the UN page;

The campaign for World Day Against Trafficking in Persons 2023 aims to raise awareness of disturbing developments and trends identified

by [UNODC](#) and calls on governments, law enforcement, public services, and civil society to assess and enhance their efforts to strengthen prevention, identify and support victims, and end impunity.

Global crises, conflicts, and the climate emergency are escalating trafficking risks. Displacement and socio-economic inequalities are impacting millions of people worldwide, leaving them vulnerable to exploitation by traffickers. Those who lack legal status, live in poverty, have limited access to education, healthcare, or decent work, face discrimination, violence, or abuse, or come from marginalized communities are often the primary targets of traffickers.

The Irish proverb, in the shelter of each other the people live, is a reminder that we are all interconnected within the world we share together. there is no I in this world, only WE. Nothing exists in isolation.

Edward Lorenz, a mathematician and meteorologist, was one of the first proponents of the Chaos Theory when he used the term ‘the Butterfly Effect’ to describe how tiny variations can cause a significant change in weather patterns. The butterfly effect term, when used in chaos theory, Lorenz purported, may see the wing movements of a butterfly exert a major impact on weather systems, potentially powerful enough to cause



¹ <https://www.stuff.co.nz/national/crime/132417389/held-to-ransom-immigration-boss-targets-growing-migrant-scam-hundreds-affected>

² <https://www.unodc.org/unodc/en/endht/index.html>

tornadoes half way round the world. The Butterfly Effect theory suggests that everything and everyone is connected in some way. And that is so true!

What we do and how we act here, right where we live, can make a difference far, far away. It may sound like a cliché, but decisions we make in our everyday living does indeed impact on people living in other parts of the world—for good and for bad. But by intelligently, compassionately and consistently harnessing our influence as consumers and contributors to help bring about greater fairness for others, we can have a positive impact. The greatest circle of influence is you and me.

There is a Zulu proverb called Ubuntu that says:

*“I am a person through other people.
My humanity is tied to yours.”*

Archbishop Desmond Tutu explained it this way:

*“One of the sayings in our country
is Ubuntu – the essence
of being human.”*



LEAVE NO ONE BEHIND: A LOFTY AND FORMIDABLE GOAL

CHRISTINA STRINGER

CENTRE FOR RESEARCH ON MODERN SLAVERY, UNIVERSITY OF AUCKLAND BUSINESS SCHOOL

The 2023 theme for the United Nation's World Day Against Trafficking in Person's titled "reach every victim of trafficking, leave no one behind" is a ambitious and formidable goal, yet undeniably the right goal to pursue.



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Let's not be under any illusion as to the difficulty in reaching every victim of trafficking. Modern slavery is everywhere, both in plain sight within our communities as well as hidden out of sight, for instance, in brick kilns in Southeast Asia, abroad fishing vessels operating on the high seas, and within the cobalt mines in Africa.

The global prevalence of modern slavery is deeply concerning, with an estimated 49.6 million people affected. According to the 2023 *Global Estimates of Modern Slavery* published by the International Labour Organization, Walk Free Foundation and the International Organization for Migration approximately 17.3 million individuals are victims of forced labour in the private sector. Among the victims of forced labour, approximately one-fifth are trapped in situations of debt bondage. These individuals are predominantly found in mining, agriculture and construction, but also other industries.

An individual may find themselves trapped in debt bondage due to exorbitant recruitment fees or a sudden job loss. A particularly challenging form of debt-bondage occurs where an individual is trapped in a cycle across generations. Victims of bonded labour may be isolated in areas far from government intervention or governments may simply lack the interest or choose not to intervene. Inter-generational debt-bondage is a particularly challenging form of slavery to address and one that further exacerbates an individual's vulnerabilities.

In his book *Cobalt Red: How the Blood of the Congo Powers our Lives*, Siddharth Kara details large-scale exploitation, including that of children, in artisanal mines in the Democratic Republic of Congo. Here individuals endure inhumane working conditions mining for cobalt, a mineral used in rechargeable battery global supply chains. Kara says "Declarations by multinational

corporations that the rights and dignity of every worker in their supply chains are protected and preserved seem more disingenuous than ever". Elsewhere, he describes the bottom of the cobalt supply chain "as a horror show".

When contemplating the cobalt miners immense suffering, I am reminded of the poignant opening song from *Les Misérables*. In that song, the prisoners sing "look down, look down. You'll always be a slave. Look down, look down. You're standing in your grave".

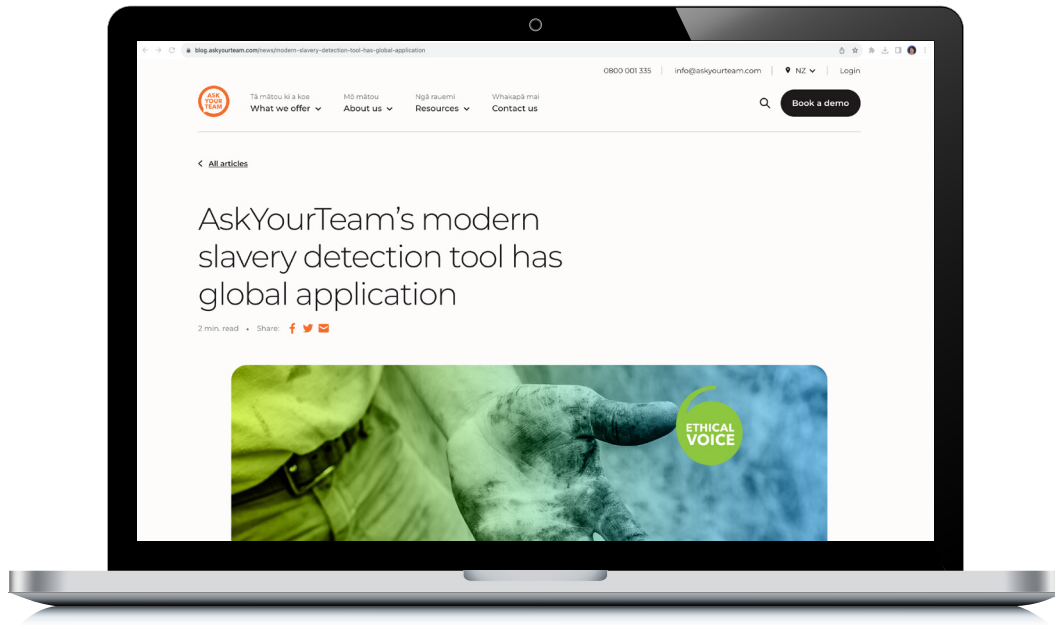
The complex and interconnected nature of global supply chains poses an enormous challenge in tracking the multitude of suppliers and their

labour conditions, particularly when it comes to identifying slavery in tainted supply chains. The question arises: How frequently are the products we consume produced by those working under conditions of immeasurable suffering? The answer remains elusive.

The United Nations has issued a challenge that calls for collective action. Meeting this challenge requires increased efforts from government, businesses and NGOs, all of whom play vital roles in addressing the issue of modern slavery. The task is one we must approach without discrimination. The scale of the task is formible but together we can make a difference.



Brick kilns in Southeast Asia



ETHICAL VOICE – LEAVES NO-ONE BEHIND

ASK YOUR TEAM

Nearly 50 million people globally are estimated to live in situations of modern slavery on any given day, and the number of people affected is increasing, up by 10 million since 2017¹.

Time is rapidly running out to meet the UN's sustainable development goal of completely eradicating modern slavery by 2030. The goal is lofty and ambitious, yet the tools predominantly in use to surface these crimes are fundamentally flawed. Current self-regulation and social auditing practices only look at a proportion of the workforce, at a point in time. They are not

designed to pick everything up and never will, and don't adequately serve the people they are meant to protect. What's more, the ability to identify and remedy key issues and prevent further harm is extremely limited. Surely it is impossible to draw conclusions about the safety, welfare, and wellbeing of workers from a system that only examines the very tip of the iceberg?

The only way to know for sure about the welfare of **all** workers is to ask every single one. Anonymously. Only then can employers, legislators, NGOs, membership organisations,

1 Walk Free – Forced Labour and Forced Marriage

and a raft of other stakeholders be truly confident about the size of the issue, and where action needs to be taken.

[AskYourTeam](#) has developed [Ethical Voice](#), a worker feedback system that gives every worker a safe, anonymous voice to give an honest view about their working conditions. Because all workers are involved, rather than a sample, employers can pinpoint exactly where the issues are, and understand whether they are dealing with systemic breaches or toxic pockets. Armed with detailed insights, efforts can be focused on the things that will drive the biggest improvements.

Developed in New Zealand with the strong support of New Zealand Apples and Pears, Ethical Voice is already making a difference in horticulture, a sector that employs significant numbers of migrant workers. Media articles on migrant worker issues in the sector were broad brush, suggesting industry-wide failings. Ethical Voice indicated pockets, rather than systemic human rights issues, and were able to correct and clarify media commentary. That being said, there is no acceptable level of breaches for worker wellbeing. Without a tool that captures insights from everyone, there's a risk that exploitation of vulnerable workers will go undetected, and good employers will go unrewarded.

AskYourTeam has worked with MBIE – New Zealand's Ministry for Business Innovation and Employment – to measure worker wellbeing and inform policy improvements that will protect migrant workers and enhance the Recognised Seasonal Employer scheme.

Using the Ethical Voice tool, we have previously uncovered a range of issues from pockets of abuse, to identifying small changes that could make workers feel safer in their accommodation environments. The really encouraging thing is that responsible employers who've taken part in Ethical Voice have been able to identify and then act on the issues raised, thereby minimising risks and improving their workplaces.

We are encouraged that Australasian corporates are beginning to adopt Ethical Voice to bring increased focus to worker wellbeing and surety to their supply chains. Giving every worker a safe and anonymous way to voice their feedback is the first step to safeguarding system wide worker wellbeing and ensuring no-one gets left behind. But to really make a difference this topic must be higher on the agenda of everyone from customers, to captains of industry, to legislators and regulators.

Tackling the problem head-on with a collaborative approach is the only way to make meaningful progress in shifting the current paradigm. With Ethical Voice giving every worker a voice throughout at-risk industries and supply chains, we believe it is a key component of an integrated approach that can mitigate risks of trafficking and exploitation.



COFFEE FOR THE COMMON GOOD

REV. PAUL AND REV. ANA FLETCHER, CO-FOUNDERS, COMMON GOOD COFFEE

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In late 2022, Joyya opened a new building in Dhuliyán, West Bengal. It's a place for the whole community where children and women can begin to dream and work towards a better future for themselves and their families.

Dhuliyán is an area that has historically been preyed upon by traffickers. It's been a long held aspiration for Joyya to have a larger presence in this area, so that it can be part of strengthening the community's resilience and creating a different narrative. We, at Common Good Coffee, exist to support Joyya in its mission.

Joyya's mission is to spark a movement of transformative neighbourhoods in places of extreme poverty and modern slavery. It has done this for over 20 years through a multifaceted

approach to community development. Joyya's business arm offers meaningful employment with extra benefits so that people are empowered to make dignified choices for themselves and their families. It currently employs around 180 people. Joyya's social arm enables communities to determine what changes they want to see and provides the support to do it through health, housing, legal, vocational training, education, and social and recreation services. In the past year, 119,000 hours of services have been delivered. Joyya's workers are a part of these communities. They live, work and play together. This third relational 'engine' recognises that poverty is not just economic, that relationships and interconnectedness have the power to bring real meaning and joy to lives.



This approach has enabled Joyya to be responsive to the needs of the communities it is part of. For example, two of Joyya's communities are based near Kolkata's red light areas. The K2K programme helps Nepali women wanting to exit the sex trade to return home and start a new life free from exploitation. Building trust and learning to hope for a different life can take a long time. To date, Joyya has helped 14 Nepali women return to Nepal.

Joyya truly models this year's theme of "reach every victim, leave no one behind" in the way that they are part of building strong, resilient communities where people are able to make choices for their future whilst journeying with survivors of modern slavery towards wholeness and healing.

Common Good Coffee supports Joyya by redistributing \$5 from every kilo of coffee sold to help spark good. Our team in Aotearoa is passionate about Joyya's work. Most of us have had long standing relationships with Joyya or have been involved with other organisations, like International Justice Mission. We've seen first hand the impact of modern slavery and labour exploitation but also the difference that an organisation like Joyya can make.

We also know that so many other places in the world are vulnerable to modern slavery and labour exploitation. It's the reason we only use Fair Trade certified coffee. We want our own supply chain to be free from modern slavery and labour exploitation. We strongly support introducing Modern Slavery legislation in Aotearoa that addresses this issue. We also believe that empowering local communities is one of the most effective ways to build resilience, improve labour conditions, and decrease poverty. Our Fair Trade coffee, sourced through Trade Aid, is another way that we are able to contribute to this as a business.

To date more than \$200,000 has been redistributed to Joyya through people across Aotearoa changing to Common Good Coffee. Their small change enables big impact in the neighbourhoods where Joyya is present. It's proof that through their everyday choices ordinary people, organisations and businesses can be part of eradicating modern slavery and labour exploitation.

www.commongoodcoffee.nz

www.joyya.com



AT WHAT POINT IS IT CONSIDERED “SLAVERY”?

ELEANOR PARKES

EXECUTIVE DIRECTOR OF ECPAT CHILD ALERT

“Modern-day slavery” brings to mind sex trafficking, labour exploitation, and some of the most severe abuses of a children’s rights, but increasingly we’ve been hearing about cases of financial sextortion, sugar dating gone wrong, ‘survival sex’, complex gang arrangements, and intimate partner violence, that have a number of slavery-like components.

At its core, slavery is the use and control of one person’s body, by another. Definitions of slavery almost always include some form of control, lack of freedom, and a transaction.

These same dynamics can be seen in many abusive, yet not uncommon, situations in New Zealand:

- The 15 year old girl who sometimes has sex with her boyfriend’s friends, at his insistence, because she can’t contribute to the rent. She is expected to provide sexual activities for a range of different men, without warning, on the whim of her older boyfriend who is showing off to his friends, or clearing his debts. She may not consider herself to be a victim, and may claim agency as she is ‘choosing’ to be there instead of in a dangerous home situation, but it is apparent who is in control in this situation, and this wouldn’t fit most people’s definition of freedom.

- A teenage boy paying off a stranger who keeps threatening to share his intimate photos online. If the 'sextorted' teen manages to pay the \$200 he's likely to find himself in a longer-term blackmail situation, having thousands of dollars extorted over a period of time. Who has the control and freedom in this situation? Financial sextortion has risen dramatically in New Zealand over the past year and has on at least one occasion ended in suicide.

There is a feeling by some that "slavery" as a term should be reserved for the worst (and thus most traumatic) cases that exhibit these features. While it is true that slavery of any kind would be traumatic, this is not helpful when it comes to defining or categorising what we might term slavery. Trauma is not an event. It's a response to an event. So it is not for someone else to weigh, judge or make assumptions about the impact of that event or the level of trauma experienced. This comparison of severity of abuse risks minimising someone's experience.

What we do know is that stress and trauma become toxic when experienced alone, or when they are ongoing. The situations described above include both of these features.

While "slavery" is a strong term, what we see more often is the application of terms that are far too soft. "Child pornography" and "child prostitution" certainly don't convey the true nature and severity of these types of abuse. We then see this play out in courts, with appropriate legislation overlooked for convictions that don't do justice to the abuse. This week a man in Christchurch was convicted of assisting a minor into sex work; He had arranged for men to visit

a 16-year-old girl's hotel room and pay her for sexual activities, from which he then took a cut. If that does not sound concerning to you, note that she describes her emotional state at that time as being one of a 'broken person, nothing to lose, suicidal, a 'walking body'. With that being her level of vulnerability, she was not 'assisted' into sex work, and this language does no justice to her situation, this was exploitation, and it ticks all the boxes of sex trafficking and modern-day slavery.

We don't need to be able to draw a clear line about what counts as slavery, and what does not quite reach that threshold. All types of abuse require our attention, and we know that gateway abuse takes many forms. We know that children who do not have safe home environments are at greater risk of future exploitation. We know that when there is already abuse within a family, added financial pressure can then escalate things to highly exploitative situations, as seen following New Zealand's lockdowns. We know that if someone's relationship with their body changes after being raped, then they are more likely to engage in survival sex. It is not the severity of abuse that makes it "slavery", it is that you're under the control of someone who curtails your freedom to make decisions about your own body.

Modern-day slavery can be insidious - it doesn't always match the picture of slavery that our minds default to first. Someone is enslaved when their rights, dignity, and self-determination are taken away by someone exploiting them, and sexual exploitation of children and young people is one of the most insidious forms of modern-day slavery New Zealand faces.



WHO IS A 'VICTIM' OF HUMAN TRAFFICKING? THE IMPORTANCE OF REPRESENTATION.

GRACE MORTON, ADVOCACY ANALYST FOR CARITAS AOTEAROA NEW ZEALAND

How do we choose to talk about people who are trafficked? Do we refer to them as victims, survivors, people with agency and dignity, or vulnerable people in need of rescue? In our efforts to advocate against human trafficking, it is important to be aware that the words and images that we use hold power, as we are providing others with a representation of the people who are trafficked. Because human trafficking is a pervasive crime that takes a variety of forms and impacts millions of people worldwide, the challenge to reach every victim and leave no one behind leads to the question: who are the people being represented as victims of human trafficking, and who are the people being excluded?

It is time we move on from spreading narratives that sensationalise people who are trafficked and create narrow representations of human trafficking. A stereotypical depiction of people who are trafficked that continues to appear is the portrayal of 'vulnerable' women and girls in foreign countries who have been transported across borders to be exploited for sex. Commonly shared images include women in shadows or dark rooms, tied up and gagged, or looking out barred windows. Such representations of human trafficking sensationalise and exploit people's trauma, creating a generalisation of experiences that

are not representative of the many forms that trafficking takes.

In recent years we have been made aware of exploitation in Aotearoa New Zealand in industries such as agriculture, fishing, and construction, and the people in these situations and their experiences often do not match the stereotypical 'human trafficking victim' image. Representations of human trafficking shape people's understanding of trafficking, and this in turn can impact the support that is offered to people who are trafficked. If only one experience and one definition of a victim of human

trafficking is being represented and reinforced to the public, who is speaking up for people that are trafficked whose experiences do not fit into this mould? How will they find support if no one associates their experiences with trafficking?

During the time I have been involved in advocacy around human trafficking and exploitation, it has been encouraging to see increased efforts to raise awareness around the different types and experiences of human trafficking, through the hard work of many individuals and groups. We can hope that the typical image of a 'victim' of human trafficking has begun to shift. However, there remains much room for improvement in how we talk about people who are trafficked.

We still see narratives that promote shock around the fact that people in Aotearoa New Zealand are trafficked by others. Phrases that imply such disbelief, such as 'human trafficking even happens here,' feature too commonly in resources about human trafficking. By continuing to perpetuate the idea that it is rare and shocking for people in Aotearoa New Zealand to be trafficked, we make it harder for systems to be put in place that support those who are harmed and bring justice to perpetrators of human trafficking.

Leaving no one behind means challenging stereotypes of who might be considered a victim of human trafficking, and this is something that all of us can do. Pope Francis declared on human trafficking that "whoever uses human persons in this way and exploits them, even if indirectly, becomes an accomplice of injustice". Reaching every person who is trafficked is not just a task for governments, law enforcement, or survivor support organisations, but a responsibility for each of us in the ways we talk about human trafficking.

SURVIVOR STORY

"I wrote this on my 34th birthday this year. There was a time when I didn't know if I would make it to my 30th birthday, and now as each year passes, I feel a little less like I'm living on borrowed time. The weight of the gratitude I feel each day to be alive is too much to quantify in words. That's how it is when you survive being trafficked, an outcome many, I imagine, have dreamed of but so few have experienced. Sometimes I pinch myself. Sometimes I look up and ask the universe or God if somehow a mistake was made, and eventually my luck will run out.

I don't say this to garner pity; I just want to express what it is like from the position of a victim who wasn't left behind. That is why it is so important to intervene early on to give victims the best chance of survival and the opportunity to live their best lives. I may always live with traces of survivor's guilt, but the main thing is that I get to live and feel what it means to thrive. I wish this for every other trafficking victim, that they may one day call themselves survivors and know a life worth living too."

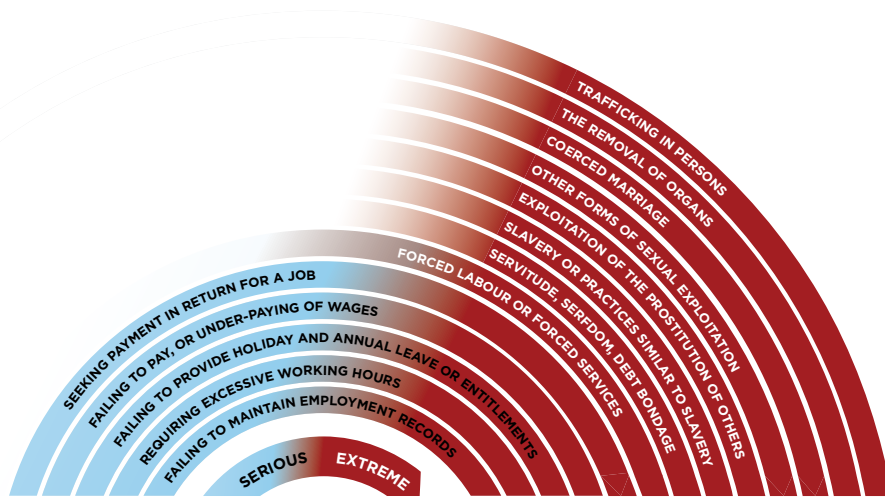
Synteche
(Child Trafficking Survivor Advocate)

What is exploitation?

Exploitation takes many forms. It can generally be seen as behaviour that causes, or increases the risk of, material harm to the economic, social, physical or emotional wellbeing of a person.

The range of breaches and offences associated with exploitation can be seen as occurring on a continuum from serious to extreme. On the serious end, it can include requiring employees to pay for their job; under- or non-payment of wages; or excessive work hours. At the most extreme end, it can include sexual exploitation, forced labour and people trafficking.

Exploitation can take place both within and outside a workplace setting.



What does worker exploitation look like?

A person may be a victim of worker exploitation if:



- They don't have a written employment agreement (employment contract)
- Their employer makes them work more hours than their visa allows
- Their employer forces them to do work that is not part of their job, such as clean their home



- They are asked by their boss to say they have worked less hours than they have
- They are made to work an excessive number of hours, with no breaks
- They have no time off from work



- They have to pay a fee to get their job
- They have to give back part or all of their wages to their employer
- They are paid too little or nothing at all for their work
- They are not paid for all hours of work
- They are not paid for public holidays or annual leave
- Their employer provides them with accommodation as part of their wages/ salary, but makes them pay more for it than they should be by law. Find out more about: [Working for accommodation \[PDF 476KB\]](#)



- Their employer keeps their passport
- Their employer threatens to call Immigration New Zealand to end their work visa



- Their employer threatens to harm them or their family if they don't cooperate
- Their employer makes any unwelcome sexual gestures towards them



- They cannot leave their workplace because the doors and windows are locked
- They must ask for permission to eat, sleep, or go to the toilet

What is people trafficking?

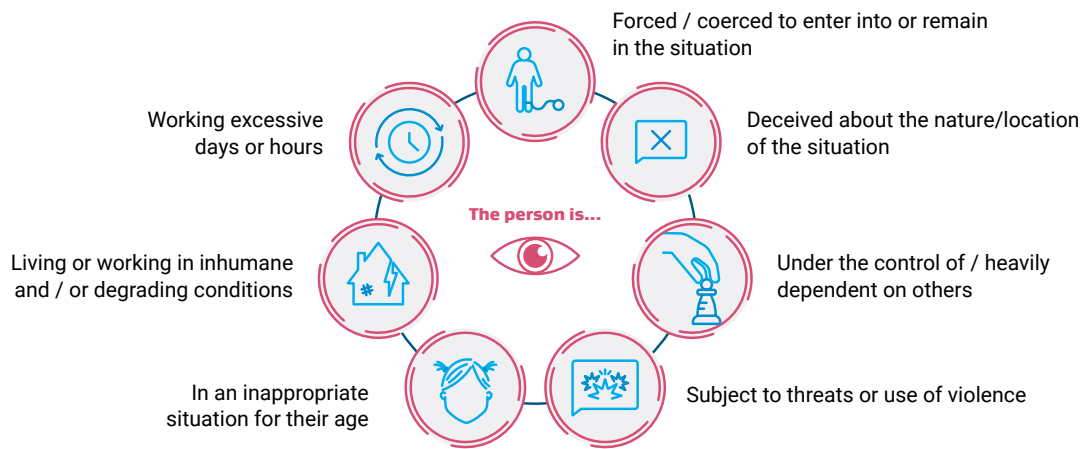
People trafficking is the recruitment, transportation, transfer, harbouring or receipt of a person, using coercion or deception, for the purpose of exploitation. People trafficking doesn't have to involve crossing a border and often happens entirely within a country. Both migrants and citizens/residents can be impacted.

There are three elements to people trafficking: Act, Means and Purpose.

Act (what is done)	Means (how it is done)	Purpose (why it is done)
<ul style="list-style-type: none"> Recruitment; Transportation; Transfer; Harbouring; or Receipt of persons 	<ul style="list-style-type: none"> Threat or use of force Coercion Deception Abduction Fraud Abuse of power Abuse of position of vulnerability 	<ul style="list-style-type: none"> Forced labour or services Slavery or similar practices Prostitution Servitude Exploitation of others

What does people trafficking look like?

Some of the more extreme indicators of exploitation may indicate that someone has been trafficked, but it is unlikely that a person will know or allege that they have been trafficked. A person may need help if they are:



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Who can I contact?

It is important that suspected cases of exploitation and people trafficking are reported, so that affected individuals can be helped and offenders can be held accountable.

If you suspect someone is a victim of people trafficking, contact the New Zealand Police:

- Call 105 or 111 (in an emergency)
- Go online to [105.police.govt.nz](https://www.105.police.govt.nz)

If you suspect someone has been exploited at work, contact MBIE:

- Call 0800 20 00 88 or fill out a form at www.employment.govt.nz/migrantexploitation

If you want to remain anonymous and suspect someone has been trafficked or exploited at work:

- Call CrimeStoppers 0800 555 111
- Go online to www.crimestoppers-nz.org



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