
Labor Trafficking Resource Guide



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About the Guide

Framework's *Labor Trafficking Resource Guide* is for those who are interested in learning about labor trafficking from various dimensions. Updated on a regular basis, this resource guide ranges from informational materials on data and research to legal frameworks tools for guidance on conducting outreach. If you are interested in contributing websites, reports, video links, or other materials to expand the resource guide, please email Framework.TA@rescue.org.



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International Context

- **International Labour Organization (ILO)**
The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection, and strengthen dialogue on work-related issues. The ILO website includes data, reports, global information and articles useful and related to labor trafficking.
- **Multilateral Framework on Labour Migration (ILO, 2016)**
Non-binding principles and guidelines for a rights-based approach to labour migration
- **Palermo Protocol (UN Human Rights Office of the High Commissioner, 2000)**
Adopted in 2000, the first global, legally binding instrument with an agreed definition of trafficking in persons; increased awareness surrounding the problem of human trafficking and gave the international community standards by which nations could more effectively address human trafficking

U.S. Landscape

Legal Framework

- **U.S. Laws on Trafficking in Persons (Office to Monitor and Combat Trafficking in Persons, U.S. Department of State)**
- **Dodd-Frank Act (Congress.gov, 2010)**
Related to conflict mineral and human rights reporting along with corporate supply chains
- **Strengthening Protections Against Trafficking in Persons in Federal Contracts | Executive Order 13627 (The White House, 2012)**
Enhances and offers additional language related to contractors that are prohibited from conducting human trafficking related activities
- **Trade and Facilitation and Trade Enforcement Act (Congress.gov, 2015)**
Comprehensive authorization with the overall objective to ensure a fair and competitive trade environment. Among other components, this act supports the modernization processes of global supply chains.



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Key Federal Agencies

- **U.S. Department of Health and Human Services (HHS), Office on Trafficking in Persons (OTIP)**

The Office on Trafficking in Persons (OTIP) is responsible for the development of anti-trafficking strategies, policies, and programs to prevent human trafficking, build health and human service capacity to respond to human trafficking, increase victim identification and access to services, and strengthen health and well-being outcomes of trafficking survivors. OTIP funds the National Human Trafficking Hotline and victim assistance grants, issues Certification and Child Eligibility Letters, and offers training and support to the field. Learn more about OTIP's efforts to address human trafficking [here](#).

- **U.S. Department of Justice (DOJ)**

The Department's anti-trafficking efforts involve numerous components engaged investigations, prosecutions, services for victims, trainings, enforcement and outreach initiatives to strengthen anti-trafficking partnerships, innovative prevention efforts, capacity-building programs that advance survivor-centered anti-trafficking strategies, and grant funding to state, local, and tribal authorities and to non-governmental organizations (NGOs). Learn more about what each of the components of DOJ are doing to address human trafficking [here](#).

- **Attorney General's Trafficking in Persons Report**

This annual report describes the U.S. Government's comprehensive campaign to combat human trafficking including efforts to carry out the 3Ps strategy to (1) protect victims by providing benefits and services; (2) investigate and prosecute human trafficking crimes; and (3) prevent further trafficking-related crimes.

- **Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States (2013-2017)**

A coordinated effort of the President's Interagency Task Force to Monitor and Combat Trafficking in Persons that incorporates input from survivors and other experts in the field. The plan identifies core values related to trafficking victims' services and key areas for improving service delivery, and lays out four goals, eight objectives, and contains more than 250 associated action items for victim service improvements to be achieved during a five-year period.



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- **U.S. Department of Labor**

Has an important role to play in combating trafficking in persons through civil enforcement of federal labor laws, research and funding for grants overseas, and employment and training expertise. Through the Wage and Hour Division's civil enforcement, in particular, DOL partners with federal law enforcement agencies around the identification and referral of potential instances of trafficking in persons and the calculation of restitution amounts for victims.

- Wages and Fair Labor Standards Act
- Violations and Enforcement Data Tool
- Wage and Hour Division
- Occupational Safety and Health Administration (OSHA)
- Private Homes and Domestic Service Employment Under the FLSA

- **U.S. Department of Homeland Security**

Responsible for investigating human trafficking, arresting traffickers and protecting victims. DHS initiates hundreds of investigations and makes numerous arrests every year, using a victim-centered approach. DHS also processes immigration relief through Continued Presence (CP), T visas, and U visas to victims of human trafficking and other designated crimes.

- **Blue Campaign**
National public awareness campaign designed to educate the public, law enforcement and other industry partners to recognize the indicators of human trafficking, and how to appropriately respond to possible cases.

- **U.S. Department of State, Office to Monitor and Combat Trafficking in Persons**

The TIP Office leads the Department's global efforts to combat human trafficking through the prosecution of traffickers, the protection of victims, and the prevention of human trafficking by: objectively analyzing government efforts and identifying global trends, engaging in and supporting strategic bilateral and multilateral diplomacy, targeting foreign assistance to build sustainable capacity of governments and civil society, advancing the coordination of federal anti-trafficking policies across agencies, managing and leveraging operational resources to achieve strategic priorities, and engaging and partnering with civil society, the private sector, and the public to advance the fight against human trafficking.



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- **TIP Report** (U.S. Department of State, 2021)
U.S. Government's principal diplomatic tool to engage foreign governments on human trafficking. It is also the world's most comprehensive resource of governmental anti-trafficking efforts and reflects the U.S. Government's commitment to global leadership on this key human rights and law enforcement issue.

NGO Resources

- **Coalition to Abolish Slavery & Trafficking (CAST)**
CAST provides a variety of [trainings](#) to law enforcement, service providers, government agencies, health care partners, law firms, corporations, faith-based organizations and community groups, and offers free support to attorneys and social service providers assisting trafficking survivors with legal needs through its OVC-funded [training and technical assistance program](#).
- **Framework: Tools to Combat Labor Trafficking (International Rescue Committee)**
Labor-trafficking-focused training and technical assistance project funded by the Office for Victims of Crime that works to support starting and seasoned service providers and their partners to identify and serve labor trafficking survivors. Framework offers live events, individual consultations and trainings, tip sheets, videos, and a monthly newsletter.
 - Resource Library
 - Individualized Assistance
 - Online Trainings
- **Freedom Network USA**
Nation's largest coalition working to ensure that trafficked persons have access to justice, safety, and opportunity. The network is comprised of trafficking survivors, legal and social service providers, researchers, advocacy organizations, and expert consultants.
 - Advocacy Efforts
 - Freedom Network Training Institute
 - Housing Project
 - Policy and Position Papers
 - Survivor Reentry Project



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- **Promoting Employment Opportunities for Survivors of Trafficking (PEOST) Training and Technical Assistance Project (Futures Without Violence)**

In cooperation with the Office for Victims of Crime (OVC), PEOST aims to increase access to quality educational and employment opportunities for survivors of human trafficking. In partnership with a working group of experts with both lived and professional experience, training and technical assistance is provided to victim service providers, with a special emphasis on current OVC human trafficking grantees, as well as workforce development programs.

- **Polaris**

Operates the National Human Trafficking Hotline; uses data to inform how trafficking is identified, how victims and survivors are assisted, and how communities, businesses and governments can prevent human trafficking by transforming the underlying inequities and oppressions that make it possible.

- **National Human Trafficking Hotline**

Connects victims and survivors of sex and labor trafficking with services and supports. The Trafficking Hotline also receives tips about potential situations of sex and labor trafficking and facilitates reporting that information to the appropriate authorities in certain cases. The toll-free phone and SMS text lines and live online chat function are available 24 hours a day, 7 days a week, 365 days a year. Help is available in English or Spanish, or in more than 200 additional languages through an on-call interpreter.

- **Typology of Modern Slavery: Defining Sex and Labor Trafficking in the United States** (Polaris, 2017)

Analysis of 25 types of human trafficking—examining the unique strategies for recruiting and controlling victims, and concealing the crime

- **Project Trust**

Project TRUST is a national training and technical assistance program funded by the Office for Victims of Crime that supports agencies as they integrate a trauma-informed approach. Project TRUST offers regular peer-to-peer engagement events, specialized webinars, individualized training and technical assistance and a resource library.



Labor Trafficking Training

- **Faces of Human Trafficking: An Introduction to Labor Trafficking (OVC)**
Seven-minute video that provides an overview of labor trafficking. It features survivors and professionals—including law enforcement, judges, social service, legal and health care providers—who share information on victim indicators, ways victims are often identified, how professionals may come into contact with victims of labor trafficking, and industries where labor trafficking is more common.
- **Framework Resource Library**
Event recordings and summary sheets, case study videos, discussion guides, and more to support service providers and their community partners to identify and serve labor trafficking survivors

Data and Research

- No Way to Treat a Guest: Why the H-2A Agricultural Visa Program Fails U.S. and Foreign Workers (Farmworker Justice)
- U. S. Department of Agriculture Agricultural Census (USDA, 2017)
- Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States (Urban Institute, 2014)
- Labor and Sex Trafficking Among Homeless Youth: A Ten-City Study Full Report (Dr. Laura Murphy, 2016)
- Trafficking and Exploitative Labor Among Homeless Youth in New Orleans (Murphy et al., 2015)
- The Louisiana Human Trafficking Report (DCFS, 2021)
- Domestic Workers Chartbook (Economic Policy Institute, 2020)
- Human Trafficking at Home (Polaris, 2019)
- 2019 U.S. National Human Trafficking Hotline Statistics (Polaris, 2019)



Private Sector

- **Slavery Footprint**
This website allows you to consider “how many slaves work for you” based on your lifestyle.
- **Resources for Employers**
 - **Tips for Employing Domestic Workers (Polaris)**
A list of do’s and don’ts to ensure you are treating those who live and work in your home with the respect they deserve and according to the rights afforded them by law
 - **FRDM**
Business software to find and fix risks in supply chains
 - **Responsible Sourcing Tool**
Website to help companies, federal contractors, federal procurement and contracting professionals, advocates, investors, and others understand and prevent risks of human trafficking in supply chains.
- **Corporate Anti-Trafficking Initiatives**
 - **Apple**
The company’s 2020 annual statement addresses their efforts to eradicate slavery and human trafficking from their supply chains for tangible goods offered for sale.
 - **Coca Cola**
This report describes the results of a 2016 study focusing on the Coca-Cola Company sugar supply chain in Swaziland. It addresses the presence and risks of child labor and forced labor among other violations in the supply chain.
 - **Global Business Coalition Against Human Trafficking (GBCAT)**
GBCAT’s website describes how businesses have developed tools to address human trafficking and offers businesses resources to prevent the crime from taking place in their place of employment and suppliers.



Case Studies

- **Framework Case Studies**

Brief animated videos highlighting various aspects of labor trafficking to inform outreach, service delivery, and partnerships. Practice identifying vulnerabilities and indicators and learn about familial trafficking, trafficking in travelling sales, recruitment practices, effective messaging, and tips for engaging with clients.

- **Reporting Undercover: Labor Trafficking and the Underground Chinese Restaurant Network (Amelia Pang, 2016)**

In this investigative piece from Amelia Pang, a journalist who posed as a Chinese immigrant looking for work as a busgirl, Pang details her journey from contacting an employment agency to traveling to the job site to the working conditions in the restaurant.

- **Mars, Nestle and Hershey to Face Child Slavery Lawsuit in U.S. (The Guardian, 2021)**

This article discusses companies like Nestlé, Cargill, Barry Callebaut, Mars, Olam, Hershey and Mondelēz that have been named as defendants in a lawsuit by the human rights firm International Rights Advocates (IRA) on behalf of eight former enslaved children who say they were forced to work without pay on cocoa plantations. This is the first time that a class action of this kind has been filed against the cocoa industry in a US court.

- **Dilemma and Case Studies on Human Trafficking (Human Rights and Business Dilemmas Forum, 2021)**

This site offers an introduction to and analysis of human trafficking; including real-world scenarios and case studies, examination of emerging economy contexts, and exploration of the specific business risks posed by the dilemma.

- **Human Rights, Labour and Social Sustainability Case Studies (UN Global Compact)**

This website addresses and offers material on how businesses have to address any negative human rights impacts related to their business. They must also abide by international standards and avoid causing or contributing to adverse human rights impacts through their activities and relationships.



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- **Hawaii Farms Settle in Thai Workers' Lawsuit (KITV, 2014)**
This video is a news clip reporting on the settlement of the trafficking case that exploited hundreds of Thai workers. The lawsuit included the company Global Horizon and Hawaii farms.
- **Global Horizons Lawsuit (Business & Human Rights Resource Centre, 2011)**
This article describes the lawsuit brought by the US Equal Employment Opportunity Commission against Global Horizons. In this case, the contractor was ordered to pay millions for the treatment of the Thai workers.
- **Federal Agency Files Large Human-Trafficking Suit (CNN, 2011)**
This article also describes the Global Horizons lawsuit and the labor trafficking case involving hundreds of Thai workers.
- **Eight Uzbekistan Nationals Among 12 Charged with Racketeering, Human Trafficking, Immigration Violations (FBI Kansas City Division, 2009)**
This press release is related to a labor trafficking case in the hospitality industry taking place in 14 different states and the charges brought against those committing the crimes.

Labor Trafficking Outreach

- **Conducting Outreach to Labor Trafficking Victims (NHTRC)**
Brief introduction to labor trafficking and suggestions for organizations seeking to reach potential labor trafficking victims
- **Monica Khant: How My Immigrant Heritage Allowed Me to Ignore Labor Trafficking (TEDx, 2019)**
Consider this TEDx Talk as you create outreach materials. During the first five minutes of this video, Monica Khant discusses how she was oblivious to labor trafficking in the restaurant she worked in as a young adult due to her immigrant heritage and background.
- **Trafficking Is Also Hidden in Our Favorite Restaurant's Kitchen (Polaris, 2020)**
This blog post explores vulnerabilities that workers on H-2B visas may face in the restaurant industry and ways to reach this population.



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- **Look Beneath the Surface Social Media Images (OTIP, 2020)**
Sample outreach materials that can be shared on Facebook, Twitter, and other social media platforms and public spaces.
- **Human Trafficking Outreach Toolkit (U.S. Committee for Refugees and Immigrants, 2020)**
Background information on trauma-informed outreach and methods to increase outreach effectiveness and inclusivity.
- **Labor Trafficking Outreach Planning Discussion Guide (Framework, 2021)**
The Labor Trafficking Outreach Planning Discussion Guide is intended for use by anti-trafficking programs, task forces, or other community partners interested in developing or enhancing their labor trafficking outreach strategy. The guide provides insights and examples to help 1) determine your target population(s), 2) make an outreach plan, 3) implement your outreach plan, and 4) set your outreach program up for sustained success.
- **Labor Trafficking Outreach Event Summary Sheets (Framework, 2021)**
Brief highlights and main takeaways from Framework events focused on increasing labor trafficking identification through outreach. Learn about survivor perspectives and special considerations related to particular industries and populations.

Resources for Victims, Potential Victims, and Survivors

- **Contratados**
Workers' rights initiative to investigate and uncover the actors and processes in low-wage labor recruitment along the Mexico-U.S. migrant stream. The website enables workers to read employer and recruiter reviews, write their own review, and learn about their rights and how to prevent and report abuses.
- **National Human Trafficking Hotline**
Connects victims and survivors of sex and labor trafficking with services and supports. The Trafficking Hotline also receives tips about potential situations of sex and labor trafficking and facilitates reporting that information to the appropriate authorities in certain cases. The toll-free phone and SMS text lines and live online chat function are available 24 hours a day, 7 days a week, 365 days a year. Help is available in English or Spanish, or in more than 200 additional languages through an on-call interpreter.