



# Migrant Help

## Modern Slavery In The UK

Rabiya Ravat, Director of MSVC & VPRS Services





Our vision is for a global society that protects victims of exploitation and displacement, treats them with respect and enables them to thrive as individuals.





Question: What is your organisation doing to combat Modern Slavery?



# Worldwide Modern Slavery

## Statistics

Source:

International

Labour

Organisation

**40,3**  
million  
victims  
are trapped  
in  
modern-day  
slavery

**24,9**  
million victims  
were exploited for  
labour

**71%**  
of victims are  
women and girls

**75%**  
of victims are aged  
18 or over

**15,4**  
million victims  
were in forced  
marriage

**29%**  
of victims are men  
and boys

**25%**  
of victims are  
underaged

**37%**  
victims of trafficking  
in forced  
marriage  
and

There are **5,4**  
victims of modern slavery for  
every **1,000**  
people in the world

**19%**  
victims of forced  
sexual  
exploitation

**21%**  
victims of sexual  
exploitation  
were  
children

**64%**  
of reported cases  
where subject to  
**labour  
exploitation**

**16%**  
were in forced  
labour imposed by  
state authorities



# UK Modern Slavery Statistics

## Statistics

Source: National Crime Agency

**77%**

of reported cases were men

**23%**

of reported cases were women

Albanian, UK and Vietnamese nationals are the most commonly reported potential victims

**12,727**

potential victims were referred to the HO in 2021

**43%**

of reported cases were children

**50%**

of reported cases were subject to

**labour exploitation**

**47%**

of potential victims claimed exploitation in the UK

**12,665**

reasonable grounds and

**2,866**

conclusive grounds decisions were made this year

**90%**

of reasonable grounds and

**91%**

of conclusive grounds decisions were positive

**31%**

claimed exploitation was overseas



# Legal Obligations/ Frameworks

- Council of Europe Convention on Action against Trafficking in Human Beings
- DIRECTIVE 2011/36/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL - on preventing and combating trafficking in human beings and protecting its victims
- Modern Slavery Act 2015 (\*England and Wales; separate legislation for Scotland and NI)





# Definition: Modern Slavery

## **Modern Slavery Act 2015 – 1) Slavery, servitude and forced or compulsory labour**

A person commits an offence if –

- (a) The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the person is held in slavery or servitude, or
- (b) The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

# Definition: Human Trafficking

## Palermo Protocol: Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children

**Article 3 of the Palermo Protocol defines human trafficking as:**

‘Trafficking in persons’ shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

‘Exploitation’ shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.





# Definition: Human Trafficking

- **The Act:** recruitment, transportation, transfer, harbouring or receipt of persons
- **The Means:** threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person
- **The Purpose:** the definition of exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude, or the removal of organs



# Types of Exploitation

1

**SEXUAL** – This is when someone is deceived, coerced or forced to take part in sexual activity.

2

**LABOUR** – This refers to situations where people are coerced to work for little or no remuneration, often under threat of punishment.

3

**DOMESTIC SERVITUDE** – restrictions on the domestic worker's movement, and they are forced to work long hours for little pay.

4

**OTHER** – Forced Marriage, Forced Criminality, Organ Harvesting.



# The National Referral Mechanism

The National Referral Mechanism (NRM) is a framework for identifying victims of Modern Slavery and ensuring they receive the appropriate protection and support. The NRM is also the mechanism through which the Modern Slavery Human Trafficking Unit (MSHTU) collects data about victims. This information contributes to building a clearer picture about the scope of Modern Slavery in the UK.

The NRM was introduced in 2009 to meet the UK's obligations under the Council of European Convention on Action against Trafficking in Human Beings.

## Why refer into the NRM?

Referring a PVoT into the NRM encourages the sharing of information between agencies and can help to ensure an appropriate safeguarding response.

It also helps the UK to collect evidence and build an understanding of the patterns of trafficking. This helps to shape policy and can aid police investigations.



# Indicators of Modern Slavery

General Indicators	
Signs of physical or psychological abuse or trauma	Money is deducted from salary for food or accommodation
Appears agitated or fearful	Limited contact with family
Signs of malnourishment	Doesn't know home or work address
Poor physical hygiene, poor dental care	Perception of being bonded by debt
Mistrustful of authorities	Being placed in a dependency situation
May look unkempt and unsuitably clothed	Threat of being handed over to authorities
The person acts as if instructed by another	Lack of access to medical care
Injuries apparently a result of assault or controlling measures	Limited access to bathroom or hygiene facilities
Evidence of control over movement	Limited social contact
Found in or connected to a location likely to be used for exploitation	No identification documents- Passport or documents held by someone else
Restriction of movement and confinement to the workplace or to a limited area	Threats against the individual or their family members

# Indicators of Modern Slavery

Indicators of Sexual Exploitation	Indicators of Labour Exploitation	Indicators of Domestic Servitude
Signs of physical abuse and/or sexual violence	Signs of physical/psychological harm	Forced to carry out domestic tasks
Sleeping at premises where they work	Transported to-from work	Restriction of movement
Tattoos or 'ownership' marks	Accompanied to appointments	Restriction on communications
Movement between known brothels/saunas	Do not have a legitimate work contract or access to their earnings	Lacks of belongings or any personal items
Limited and sexualised clothing	ID is held by another individual	Signs of physical/emotional abuse
Forced, intimidated or coerced into providing services of a sexual nature	Appear fearful, confused, agitated	Works excessively long hours
Limited language and sexualised vocabulary	Restriction of movement	Restriction of movement
Multiple unrelated foreign female nationals residing in same location	Imposed place of accommodation	No access to private space
May appear fearful and anxious	Lack of protective clothing or equipment	Poor/cheap clothing in relation to companions
Movements are controlled/monitored	Poor/non-existent H&S	Deprived of basic necessities
May be transported to-from locations	Work long hours	





# Transparency in Supply Chains

The Government introduced a provision in the Modern Slavery Act 2015 (a requirement under Section 54 (Transparency in Supply Chains), which requires certain businesses to produce a statement setting out the steps they have taken to ensure there is no modern slavery in their own business and their supply chains.

If an organisation has taken no steps to do this, their statement should say so. The measure is designed to create a level playing field between those business whose turnover is over a certain threshold, which act responsibly and those that need to change their policies and practices.



# Transparency in Supply Chains

Any organisation in any part of a group structure will be required to comply with the provision and produce a statement if they:

- are a body corporate or a partnership wherever incorporated;
- carry on a business, or part of a business, in the UK;
- supply goods or services; and
- have an annual turnover of £36m or more



# Transparency in Supply Chains Failure to Comply

**LEGAL** – If a business fails to produce a slavery and human trafficking statement for a particular financial year the Secretary of State may seek an injunction through the High Court(or, in Scotland civil proceedings for specific performance of a statutory duty under section 45 of the Court of Session Act 1988) requiring the Organisation to comply.

**FINANCIAL** – If the organisation fails to comply with their injunction, they will be in contempt of a court order, which is punishable by an unlimited fine.

**REPUTATION** –a failure to comply with the provision, or a statement may damage the reputation of the business – consideration of how this may impact stakeholders/investors/consumers.

**Human – Impact to human life.**





# TRANSPARENCY





# Next Steps and Actions

1

**Modern Slavery  
Policy & Plan**

2

**Use of Experts**

3

**Modern Slavery  
Risk Assessments**

4

**Due Diligence –  
policies &  
Procedures**

5

**Compliance –  
Audit and  
Assessment**

6

**Employee and  
Supplier Code of  
Conduct**

7

**Education &  
Training**

8

**Responsible  
Recruitment**

9

**Best practice and  
Victim Centred  
Approach**

# Next Steps and Actions – Collaboration, Partnerships and Resources

A close-up photograph of a person's hands typing on a silver laptop keyboard. The laptop is open, and the screen is visible. The background is a soft, out-of-focus purple and white gradient.

- **Modern Slavery Human Trafficking Unit (NCA)**
- **Modern Slavery Helpline – 24/7 advice line for potential victims, public, businesses, and statutory services**
- **Stronger2gether – Nfp providing businesses with training, resources and collaborative programmes**
- **Scotland Against Modern Slavery (SAMS)**
- **Independent Anti Slavery Commissioners Office**
- **Gov.uk - Guidance for Businesses**
- **Regional & National Modern Slavery Partnerships/Networks**
- **Corporate Social Responsibility - NGO's & Charities**



# Thanks



Do you have any questions?

[info@migranthehelpuk.org](mailto:info@migranthehelpuk.org)

[www.migranthehelpuk.org](http://www.migranthehelpuk.org)

Free asylum helpline: 0808 8010 503

Head office: 01304 203 977

