

INTERACTIVE MAP FOR BUSINESS OF ANTI-HUMAN TRAFFICKING ORGANISATIONS - MAP DATA ANALYSIS

Introduction and methodology

According to the International Labour Organisation, 16 million people around the world are being exploited in the private sector in conditions of forced labour ([ILO, 2017](#)). While there is a plethora of multi-stakeholder initiatives, including government agencies, charities and civil society organizations, working on human trafficking topics, there has been limited understanding of which entities can enhance business' understanding of the topic, as well as support in business' efforts to address risks associated with human trafficking and modern slavery.

To fill this gap, the [Global Business Coalition Against Human Trafficking \(GBCAT\)](#), the [Responsible and Ethical Private Sector Coalition against Trafficking \(RESPECT\) Initiative](#),¹ and the [United Nations Global Compact \(UNGC\)](#) through its [Action Platform on Decent Work in Global Supply Chains](#), together with the support from the [Alliance 8.7](#), [BSR](#), and the [International Labour Organization's Global Business Network on Forced Labour](#), launched the **Interactive Map for Business of Anti-Human Trafficking Organisations** in May 2018. The Map has also been updated with new features and initiatives, with support from the [Child Labour Platform](#) and the Laudes Foundation in 2019 and 2020, respectively.

The Interactive Map for Business of Anti-Trafficking Organisations ("Map") is the first resource of its kind which outlines global and local initiatives and organisations ("entities") that business can partner with on its anti-trafficking efforts. The Map also shows the entities empowering survivors of human trafficking by providing vocational training or employment opportunities.

While the Map serves primarily as a resource for companies, it can also be used by other stakeholders wishing to understand which entities have an anti-trafficking focus and are working with the private sector. This helps to reduce duplicative efforts among organizations and enhance synergies.

The entities included in the Map have been compiled on a continuous basis since April 2017, and based on desk-based research, surveys and interviews conducted with anti-trafficking experts, businesses, and representatives of selected entities listed on the Map. Listed entities were also contacted in the last quarter of 2020 and asked to verify the accuracy of the information listed. More than a quarter of the contacted entities responded to the request and confirmed or sent updated language in November 2020. This verification process will be conducted regularly. The typology used to categorize entities on the Map is described in Annex I and II.

This report presents an analysis of the data gathered from the Interactive Map between April 2017 and December 2020. It offers insights into trends involving entities working with the private sector to counter human trafficking, and identifies gaps where further collaboration is needed from a geographic, sectoral and service-focus perspective.

Challenges, limitations, and mitigation

We have encountered the following challenges during the mapping exercise, and undertaken the mitigating steps set out below:

- (a) *Outdated and unclear information*: there is a lack of updated information on several entities, both from the compiled datasets, sources and online. Websites often lack most up-to-date information on initiatives and work, which may deter businesses from engaging in partnership. We have therefore contacted all listed

¹ Founding organisations were Babson College's Initiative on Human Trafficking and Modern Slavery, the Global Initiative Against Transnational Organized Crime and the International Organization for Migration (IOM). As of July 2019, the Global Initiative is continuing the hosting of the RESPECT initiative and its activities, such as being the research lead of the [Tech Against Trafficking Initiative](#) and expanding the [Map](#).

organisations for the missing and additional data in the last quarter of 2020. More than a quarter of the contacted organisations responded to the request and confirmed / sent their edits in November 2020.

- (b) *Unclear relevance of entities to businesses*: services and support provided by anti-trafficking organisations are not always articulated in a way that speaks clearly to companies and which makes the case for business partnerships clear, particularly in the case of grassroots organisations. We have therefore added the information on how the entities have been engaging with business in their descriptions, as well as contacted all listed organisations for data verification.
- (c) *Short lifespan of some entities*: during several map updates, we removed several entities because they no longer exist and/or have been merged with the others. The coronavirus pandemic has also contributed to the closing of some entities, as we received feedback from our outreach activities.²
- (d) *Linguistic limitation*: the main avenues for identifying entities - desk research, outreach activities, surveys, and interviews with stakeholders- were conducted in English, Spanish, and French. Consequently, entities with information in languages other than these three may have been missed. To remedy this, we have conducted several [global outreach activities](#) and contacted stakeholders in countries where these three languages are not dominant to identify additional entities to be considered. Nevertheless, we acknowledge that the list is not an exhaustive list of entities working with business against trafficking, and therefore would welcome additional submissions [here](#).

Key findings

- **Over four-fifths** of the identified entities **address forced labour and labour exploitation**, which corresponds with business' main interests in preventing and countering human trafficking, specifically labour exploitation in the supply chains.
- There is **a lack of entities addressing recruitment** issues.
- Around **28 percent** of entities **work directly with survivors** in terms of providing training and job placements.
- **The majority** of 206 listed entities have a **cross-industry focus** (60 percent).
- **40 percent** of the identified entities have a **global** rather than country or region-specific focus.

Recommendations and opportunities for further collaboration and research

- Anti-trafficking stakeholders and organisations are recommended that they (i) keep their initiative and/or organisation's **information up-to-date**, and (ii) **clearly articulate** how they support and engage with the private sector, including by presenting case studies and providing examples of training support or business partnerships.
- Given that the private sector is well placed to provide survivors with employment opportunities, stakeholder groups including civil society organisations and governments are encouraged to increasingly **partner with businesses to support survivors** in their reintegration phase. Businesses could consider setting up a survivor employment scheme or offering long-term employment opportunities to survivors of human trafficking.³
- Emerging and future efforts are encouraged to **focus more on under-represented sectors, especially on ICT and finance**, in which businesses are uniquely placed to counter trafficking, given their expertise and through the services and goods which they offer.
- Stakeholders are recommended to focus emerging and future efforts in collaborating with the private sector against human trafficking **on the under-represented regions**, namely the Middle East, Africa, Latin America and the Caribbean.
- More research is needed to **evaluate the impact and effectiveness** of 'globally-oriented' entities, as compared to their regional counterparts.

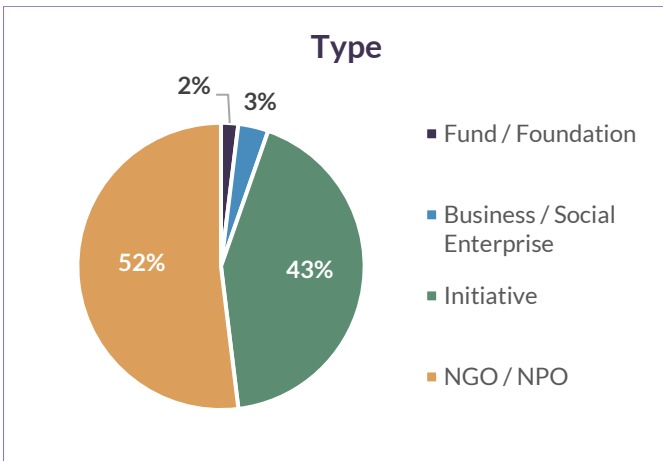
² See the report 'Aggravating circumstances: How coronavirus impacts human trafficking' for more information on how the pandemic has impacted anti-human trafficking stakeholders and their responses and efforts, including the private sector: <https://globalinitiative.net/analysis/human-trafficking-covid-impact/>.

³ See the report 'Empowerment and Employment of Survivors of Human Trafficking: A Business Guide' for more information on how companies can provide skills development and safe and long-term employment opportunities to survivors of human trafficking. <https://www.bsr.org/en/our-insights/report-view/a-business-guide-empowerment-employment-of-survivors-of-human-trafficking>

Mapping analysis

General overview

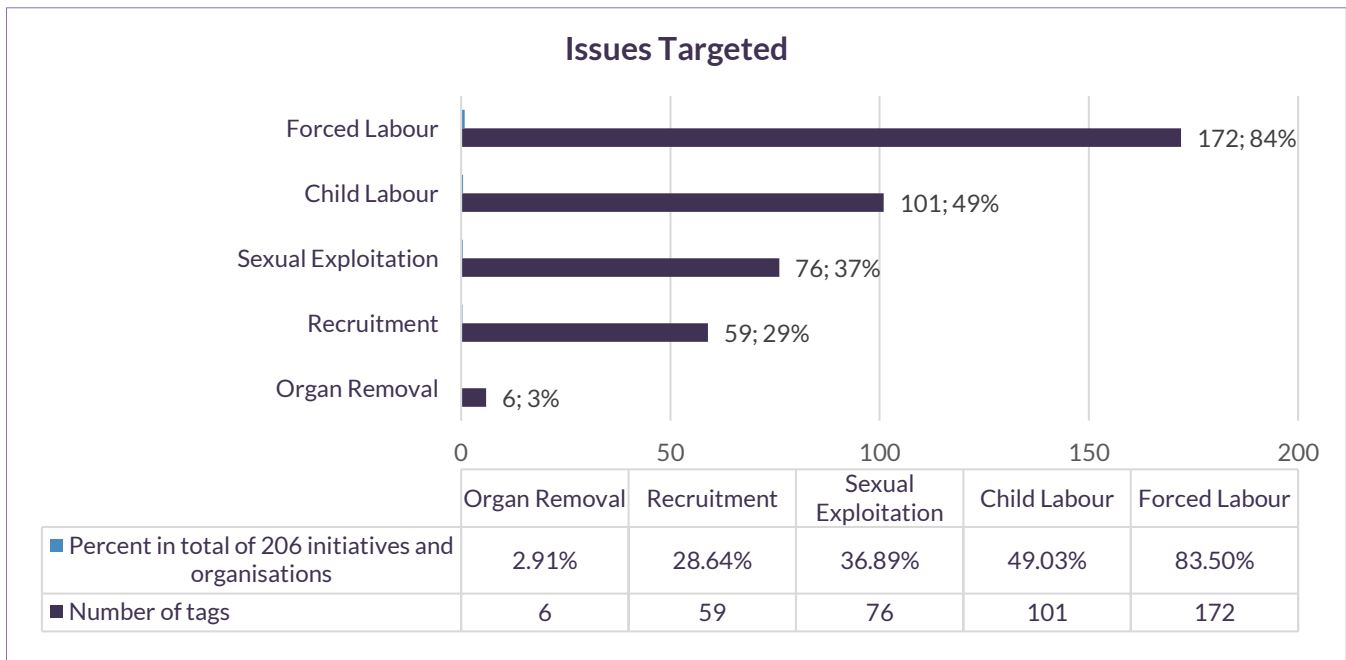
As of December 2020, the Map listed a total of 206 entities. Over half are non-governmental / non-profit organisations. Initiatives (such as partnerships, alliances, coalitions, networks, forums, working groups / task forces, and campaigns) are the second most represented category, at 43 percent. Businesses and social enterprises (employing survivors of human trafficking) only constitute 3.4 percent of listed entities. This low representation is because the sub-category 'business / social enterprise' was only introduced in late 2020 (meaning few organisations were identified and compiled).



Type	Number of initiatives / organisations	Percent
Fund / Foundation	4	1.94%
Business / Social Enterprise	7	3.40%
Initiative	88	42.72%
NGO / NPO	107	51.94%
TOTAL	206	100.00

Issues targeted, purpose and services provided

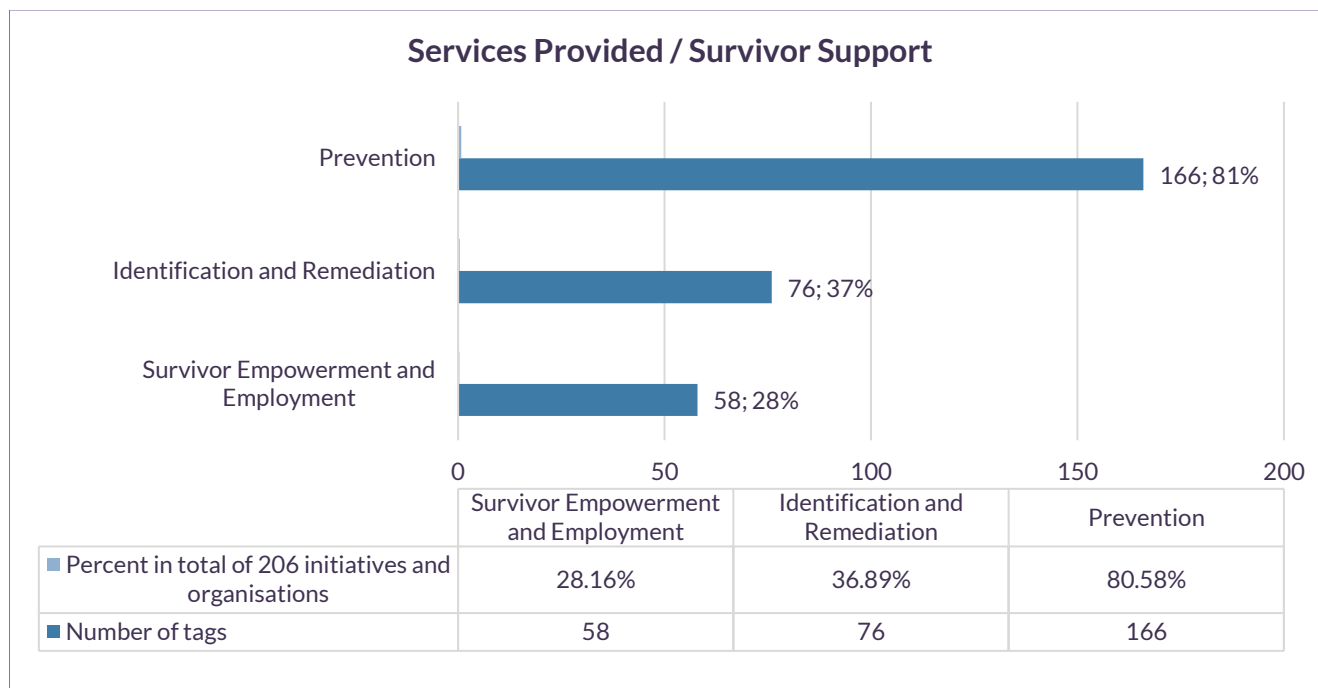
Analysing the human trafficking forms and related issues which the identified entities focus on reveals that **over four-fifths of the identified entities address forced labour and labour exploitation.**



The dominance of the Map’s entities focusing on labour exploitation corresponds with a well-known risk among business concerning labour exploitation in supply chains, which is not sector specific. This is different for example

compared with organ trafficking and sexual exploitation, which are the main concerns of a limited number of sectors, including healthcare, tourism and hospitality – please also see the entities’ sectoral and geographical focus section below).

There are **few entities addressing recruitment** issues, including abusive and fraudulent recruitment practices which lead to increased vulnerability and labour exploitation, especially in global supply chains (UNODC, 2015). Only around one quarter of entities focus on recruitment-related issues, as opposed to over one third focusing on sex trafficking and sexual exploitation.



Of the 206 listed entities, over four-fifths (81 percent) work to prevent human trafficking, and just over one third aim to identify and remediate human trafficking cases. Only over a quarter work directly with survivors to provide access to vocational training and job placement. It is also worth noting that, the majority of entities, 129 out of 206 or 63 percent of all entities, focus only on one survivor support aspect / service (for example, on only the ‘prevention’ aspect). The remaining 37 percent of entities either work on two or three support categories.

The current focus of organisations working with the private sector is on **prevention** of human trafficking in company operations and global supply chains. This might be due to the recent introduction of human rights and due diligence legislations, including the California Transparency in Supply Chains Act 2010, UK Modern Slavery Act 2015, French Corporate Duty of Vigilance Law 2017, and Australian Modern Slavery Act 2018,⁴ which urges businesses to step up preventive measures and efforts. Furthermore, the ‘prevention’ aspect encompasses a range of services, from programmes to addressing root causes of modern slavery to training and human rights due diligence, thus resulting in many entities captured in the category.

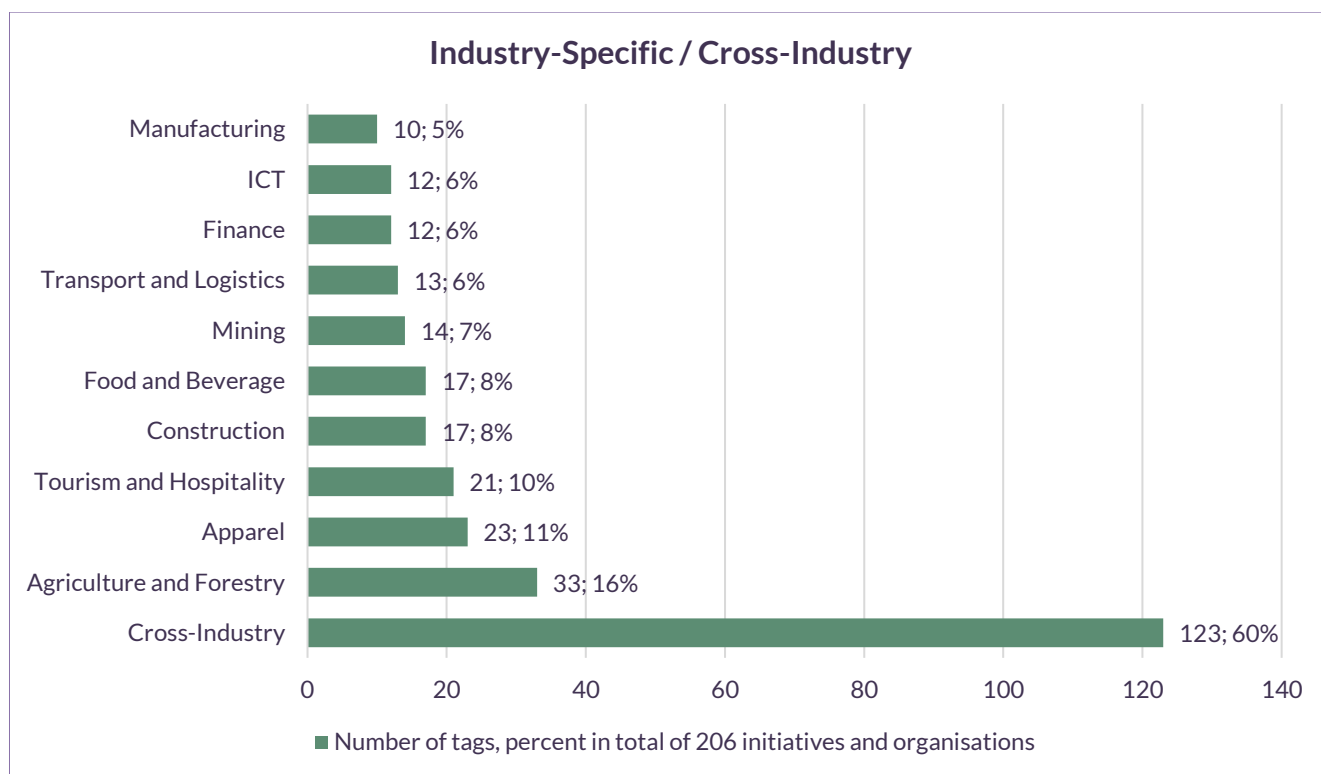
Although focusing on the prevention of human trafficking in general and in the global supply chains is a welcoming trend, supporting survivors through access to vocational training and good jobs will reduce the likelihood of re-exploitation and enable survivors to achieve financial security and long-term stability. As businesses offer quality

⁴ See the RESPECT Resource Centre for more business-related legislations on human trafficking and modern slavery: https://respect.international/article_type/legislation/

training and stable jobs, they are well placed to provide survivors with jobs. Stakeholder groups including civil society organisations which support survivors and governments are **encouraged to increasingly partner with businesses to support survivors** in their recovery.

Sectoral and geographical focus

The majority of 206 listed entities have a cross-industry focus.⁵ Agriculture and forestry, apparel, and tourism and hospitality sectors are the top three industries targeted by entities partnering with businesses (at 16, 11 and 10 percent respectively). Notably few entities address human trafficking in manufacturing,⁶ ICT, finance, and transportation sectors (at or below 6 percent of the 206 initiatives and organisation).



While having a cross-industry focus has the advantages of cross-sectoral learning and flexibility, emerging and future efforts in engaging the private sector in the fight against trafficking, especially in the global supply chains, are recommended to **focus more on these under-represented sectors, especially on ICT and finance**, in which businesses are uniquely placed to counter trafficking, given their expertise and through the services and goods which they offer.

⁵ An initiative / organisation can be tagged with several industries, depending on their sector focus(es). Furthermore, 'cross-Industry' is tagged when an initiative / organisation focuses on more than three industries, or when they do not have a specific industry focus.

⁶ To avoid potential overlaps with other sectors such as agriculture, apparel, food and beverage, manufacturing refers to the fabrication, processing, preparation, and production of goods in which raw materials are transformed into finished products (for example machines, household appliances, office supplies, plastic products, musical instruments, chemicals, etc.). This category excludes goods which can be classified with other industries such as foods, textiles, paper etc.

For example, the financial institutions play an important role in identifying illicit financial flows related to human trafficking, in facilitating the understanding of such patterns, risk indicators, and red flags. Similarly, information and communications technology (ICT) companies play pivotal roles in preventing the misuse of their technologies and services, such as social media platforms, video conferencing, data storage and cloud applications, by proactively investing in, developing, and implementing safeguarding mechanisms such as content moderators and policing algorithms in their online platforms and services.

In terms of geography, *the majority (40 percent) of entities identified have a global focus.*⁷ The question of whether entities should have a wide, global reach and scope or instead, focus efforts and resources on a specific region remains unanswered. Consequently, we recommend further research on evaluating the impact and effectiveness of ‘globally oriented’ entities, as compared to regional ones.

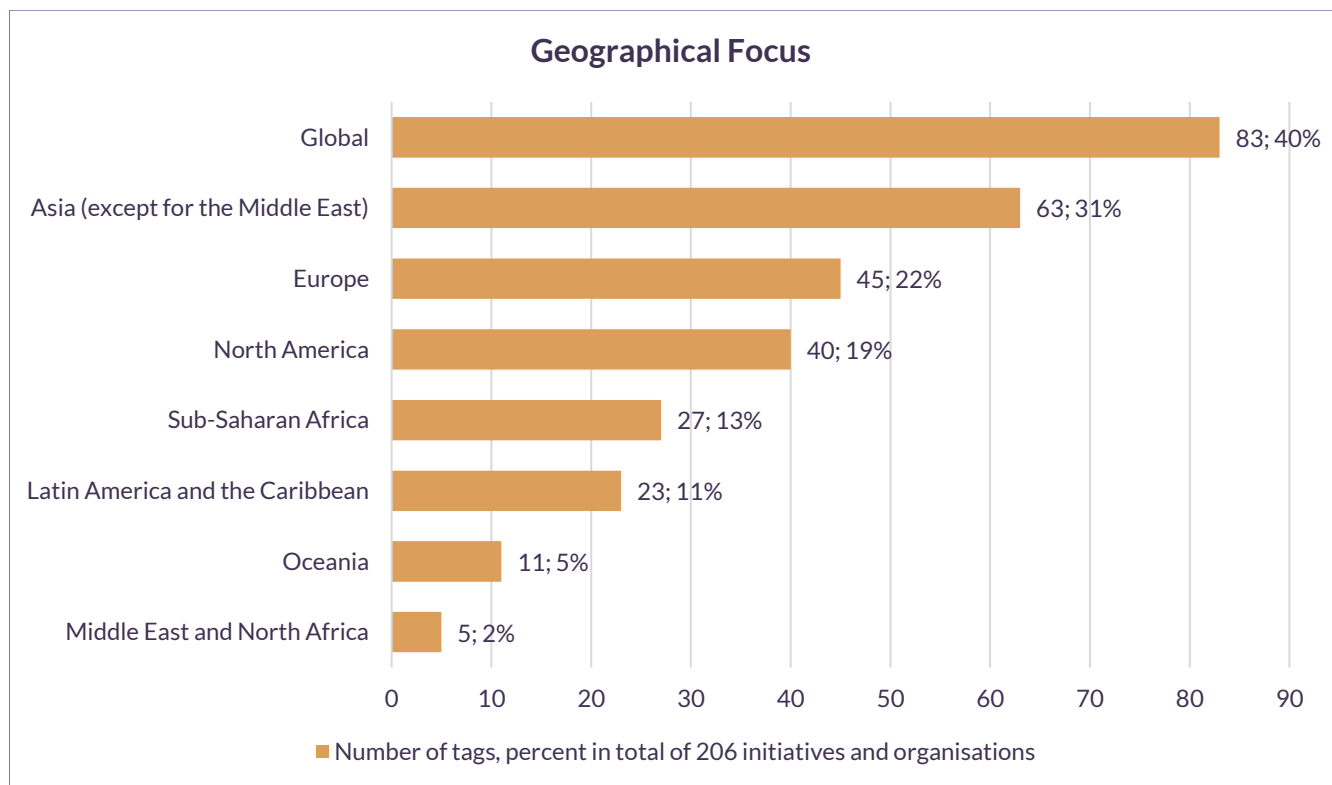
Industry-specific / Cross-Industry	Number of entries tagged	Percent in total of 206 entries
Agriculture and Forestry	33	16%
Apparel	23	11.17%
Construction	17	8.25%
Finance	12	5.83%
Food and Beverage	17	8.25%
ICT	12	5.83%
Manufacturing	10	4.85%
Mining	14	6.80%
Tourism and Hospitality	21	10.19%
Transport and Logistics	13	6.31%
Cross-Industry	123	59.71%

Geographical Focus	Number of entries tagged	Percent in total of 206 entries
Middle East and North Africa	5	2.43%
Oceania	11	5.34%
Latin America & Caribbean	23	11.17%
Sub-Saharan Africa	27	13.11%
North America	40	19.42%
Europe	45	21.84%
Asia	63	30.58%
Global	83	40.29%

There is a strong concentration of entities focusing on the Global North (with the exception of Asia), specifically on Europe and North America, which account for about 41 percent of all listed entities, despite the fact that some human trafficking forms and issues are estimated to have higher prevalence rates in the Global South, such as child labour and forced labour in Sub-Saharan Africa ([ILO, 2017](#)).

⁷ An initiative / organisation can be tagged with several regions, depending on their geographical focus(es). Furthermore, ‘global’ is tagged when an initiative / organisation focuses on more than three regions, or when they do not have a specific regional focus.

However, this might also be partly due to the linguistic limitation in identifying entities working in these areas as mentioned above. Nevertheless, stakeholders are recommended to **focus emerging and future efforts** in collaborating with the private sector against human trafficking **on these under-represented regions**, specifically on the Middle East, Africa, Latin America and the Caribbean.



Please refer to **Annex III** for further detailed statistics on the global mapping of anti-human trafficking entities engaging with the private sector, including:

- a. Issues targeted and services provided across types and organisational status of entities,
- b. Sectoral, geographical focus, and services provided across human trafficking forms of focus,
- c. Sectoral, geographical focus, and human trafficking work focus across services provided,
- d. Sectoral focus across regions.

Annex

I. TYPOLOGY

1. Type

The Map includes entities which **partner with the private sector to combat human trafficking**. The types of entities covered on the Map are:

- Non-governmental organisations (NGOs) / not-for-profit organisations (NPOs)
- Funds / foundations
- Business / social enterprises (especially those employing survivors of human trafficking)
- Initiatives (including partnerships, alliances, coalitions, networks, forums, working groups / task forces, and campaigns)

2. Geography

Entities are categorised based on the geographic region (e.g. Asia, Europe) of their activities, rather than where their headquarters may be located. Entities which do not specify a geographic region for their work are listed as global, as are those which work in three or more geographic regions (the latter listing in addition to their focus region(s)).

3. Industry

Entities are categorised by an industry focus, if any. Entities which do not specify an industry focus are listed as 'cross-industry', as are those which focus on three or more industries (the latter in addition to their focus sector(s)).

4. Services Provided

Entities are categorised based on services they provide to companies. The categories of services are defined as follows:

- **Prevention:** Guidance to companies on what human trafficking is, its common indicators, which individuals are most susceptible, and how human trafficking relates to a business' operations, products, and services, and/or supply chain. Services may also include supporting the implementation of a company's policies to address human trafficking.
- **Identification and remediation:** Support to companies that may identify individuals who are victims of human trafficking and guidance to companies on how to support survivors after they leave a trafficking situation, including through the provision of essential services.
- **Empowerment and employment:** Guidance to companies which proactively aim to support survivors of human trafficking by providing access to vocational training and/or jobs.

Entities which provide more than one type of service (e.g. prevention, identification and remediation), are noted as such.

5. Issue:

The Map applies the following definitions:

Issues Targeted	Description	Reference
Child Labour	<i>Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: (i) is mentally, physically, socially or morally dangerous and harmful to children; and/or (ii) interferes with their schooling by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.</i>	ILO

	<p>“Child” shall mean any person under eighteen years of age, though the law on the age threshold for child labour varies from country to country.</p>	
Recruitment	<p>In line with the definition in the Trafficking in Persons Protocol, behaviour of recruiters and recruitment agencies can constitute the crime of trafficking in persons <i>if they recruit a person through fraud, deception, abduction, etc. for the purpose of exploitation</i>. Recruitment agencies could also be part of complex organized criminal groups involved in human trafficking, knowing that the victims were going to be exploited. In such cases, their behaviour would fulfil the elements of the definition of trafficking in persons (irrespective of whether or not the actual exploitation takes place: recruitment through the use of means listed in the trafficking definition for the intended exploitation is sufficient to establish the crime of trafficking in persons).</p>	<p>Role of Recruitment Fees, Abusive and Fraudulent Recruitment Practices of Recruitment Agencies - UNODC</p> <p>General principles and operational guidelines for fair recruitment - ILO</p>
Forced Labour / Labour Exploitation	<p>The UN Palermo protocol defines “trafficking in persons” for labour exploitation as 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, <i>for the purpose of exploitation in terms of forced labour or services, slavery or practices similar to slavery, servitude</i>.</p> <p>The ILO Forced Labour Convention 29 also defines forced labour as <i>all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily</i>.</p>	<p>UN Palermo protocol</p> <p>ILO Forced Labour Convention, 1930 (No. 29)</p>
Sexual Exploitation / Sex Trafficking	<p>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, <i>for the purpose of exploitation in terms of the prostitution of others or other forms of sexual exploitation</i>.</p>	<p>UN Palermo protocol</p>
Organ Removal	<p>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. <i>Exploitation includes the removal of organs</i>.</p> <p>“Human organ” shall mean a differentiated part of the human body, formed by different tissues, that maintains its structure, vascularisation and capacity to develop physiological functions with a significant level of autonomy. A part of an organ is also considered to be an organ if its function is to be used for the same purpose as the entire organ in the human body, maintaining the requirements of structure and vascularisation. Illegal removal of human organs from living or deceased donors:</p>	<p>UN Palermo protocol</p> <p>Council of Europe Convention against Trafficking in Human Organs</p>

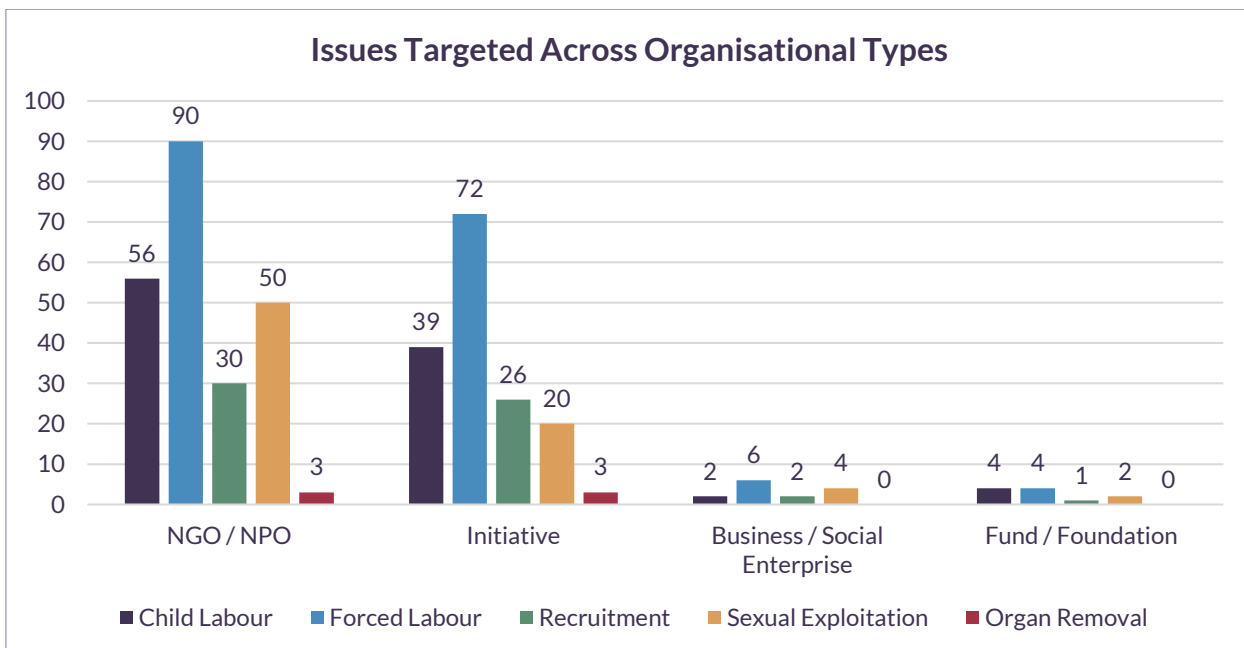
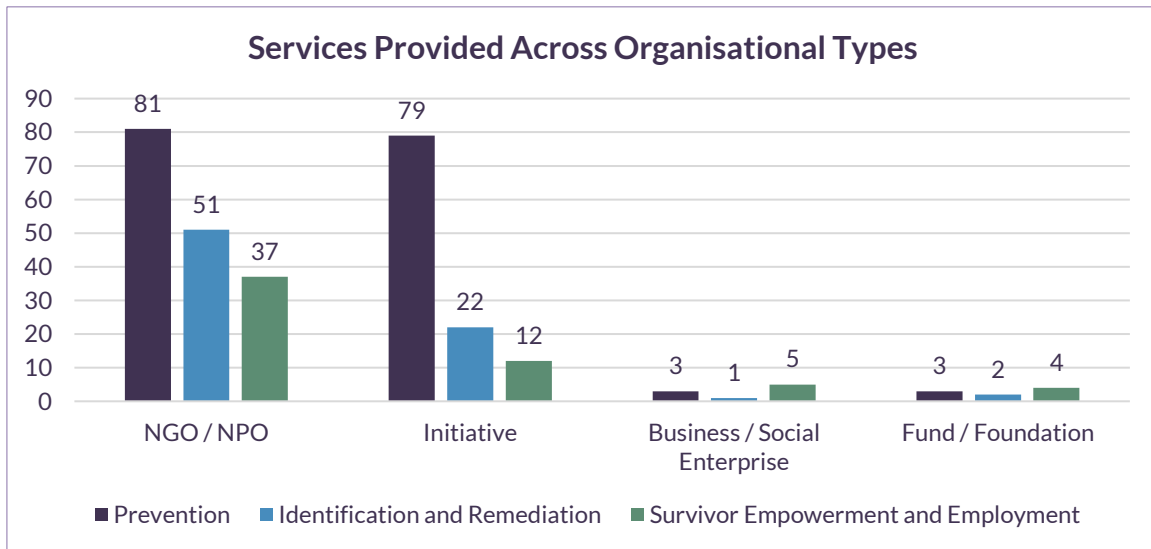
	<p>i. where the removal is performed without the free, informed, and specific consent of the living or deceased donor, or, in the case of the deceased donor, without the removal being authorised under its domestic law</p> <p>ii. where, in exchange for the removal of organs, the living donor, or a third party, receives a financial gain or comparable advantage</p> <p>iii. where in exchange for the removal of organs from a deceased donor, a third party receives a financial gain or comparable advantage.</p>	
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II. MAPPING CATEGORIES OF ENTITIES

- Name (text)
- Type
 - Initiative
 - Partnership / alliance / coalition
 - Network / forum
 - Working group / task force
 - Campaign (consumer info and awareness)
 - Non-governmental organisations (NGOs) / not-for-profit organisations (NPOs)
 - Funds / foundations
 - Business / social enterprises
- Organiser (text) ('N/A' if organisation)
- Industry-specific / Cross-industry
 - Agriculture and forestry
 - Apparel
 - Construction and security services
 - Financial sector
 - Food and beverage - processing and packaging
 - ICT
 - Manufacturing
 - Mining
 - Tourism, hospitality, and recreational services
 - Transportation and logistics
 - Cross-industry
- Geographical focus
 - Asia
 - Europe
 - Latin America and the Caribbean
 - Middle East and North Africa (MENA)
 - North America
 - Oceania
 - Sub-Saharan Africa
 - Global
- Issue targeted
 - Child labour
 - Forced labour / labour exploitation
 - Organ trafficking / removal
 - Recruitment
 - Sex trafficking / sexual exploitation
- Services provided
 - Prevention
 - Identification and Remediation
 - Survivor Empowerment and Employment
- Description (narrative)
- Focus areas (bullet points of workstreams)
- Public outputs (bullet points of public deliverables)
- Website (URL)
- Contact (email / URL)

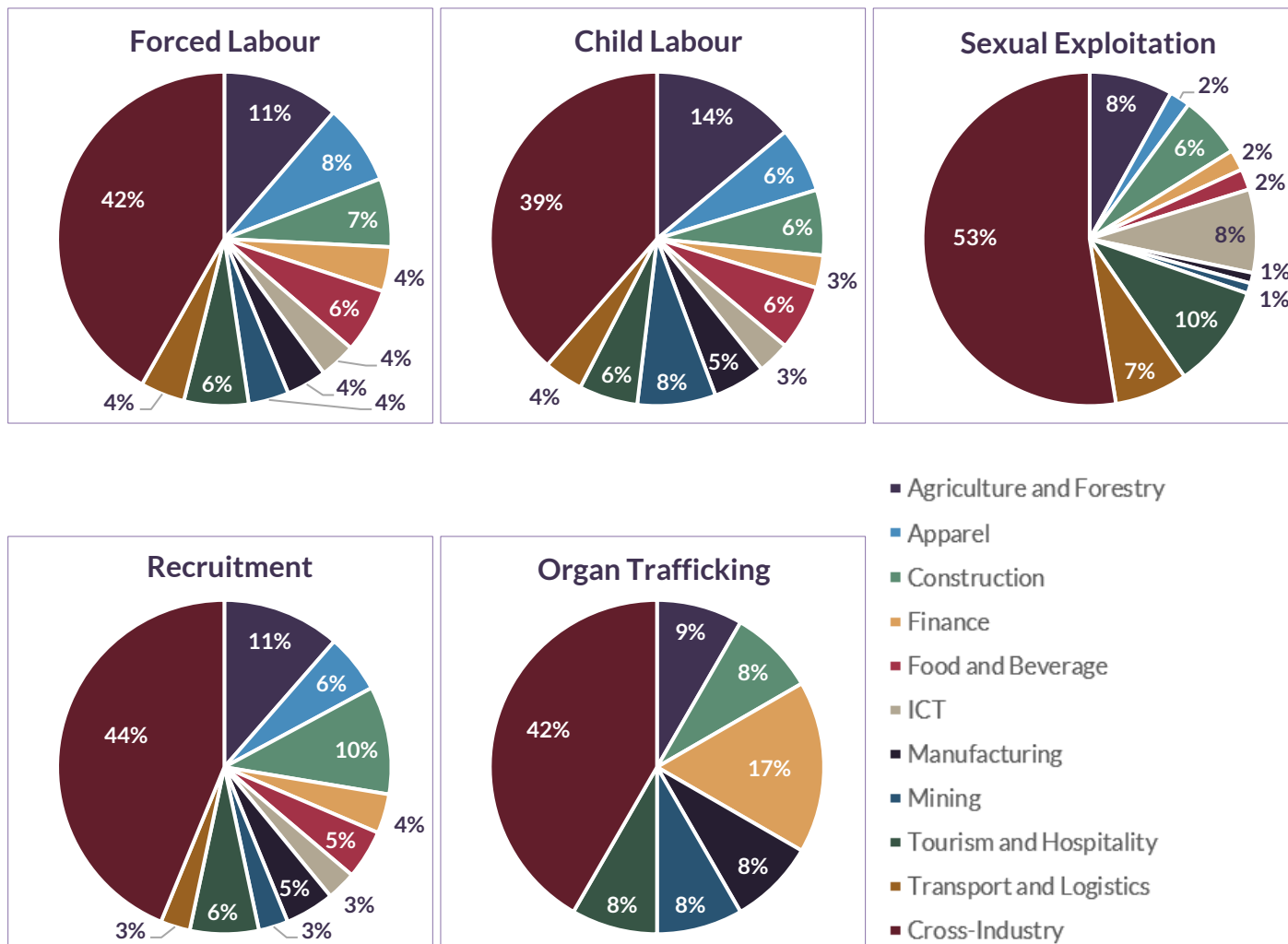
III. DETAILED STATISTICS ON THE MAPPING OF ANTI-HUMAN TRAFFICKING ENTITIES

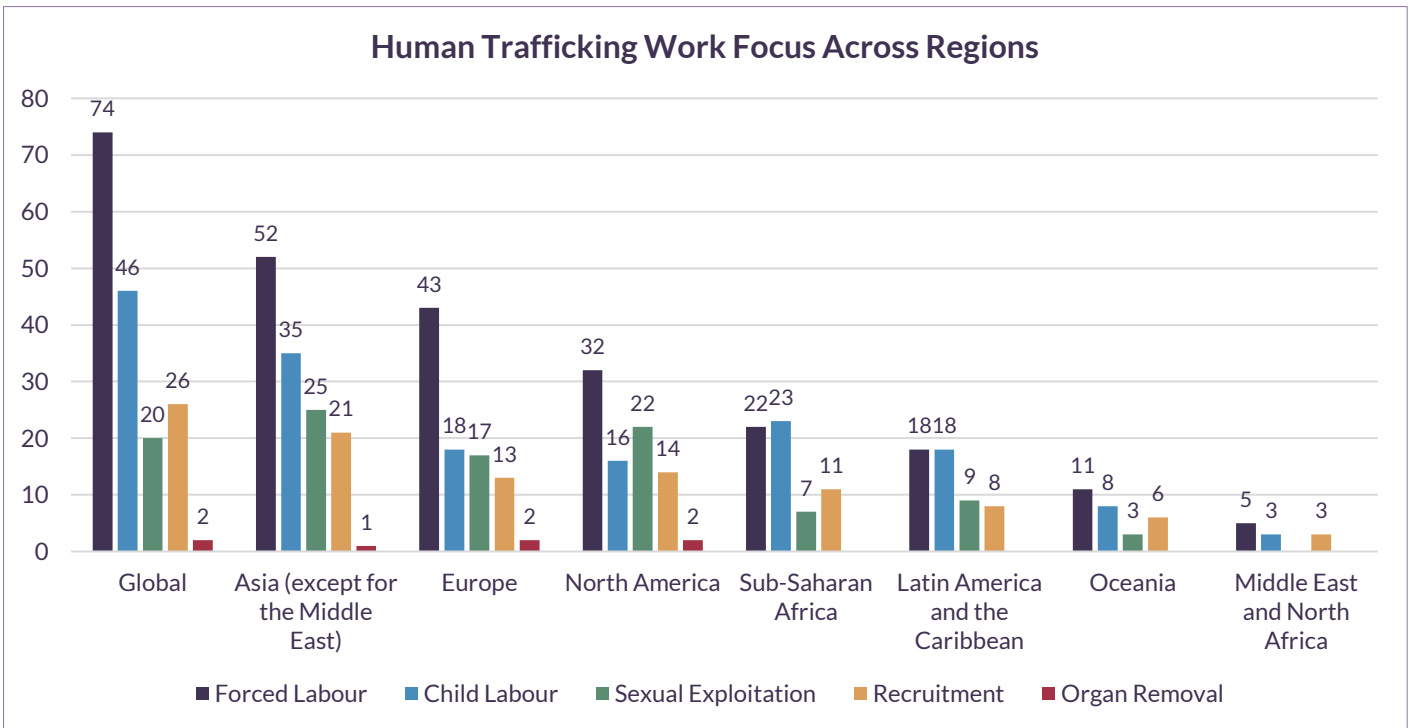
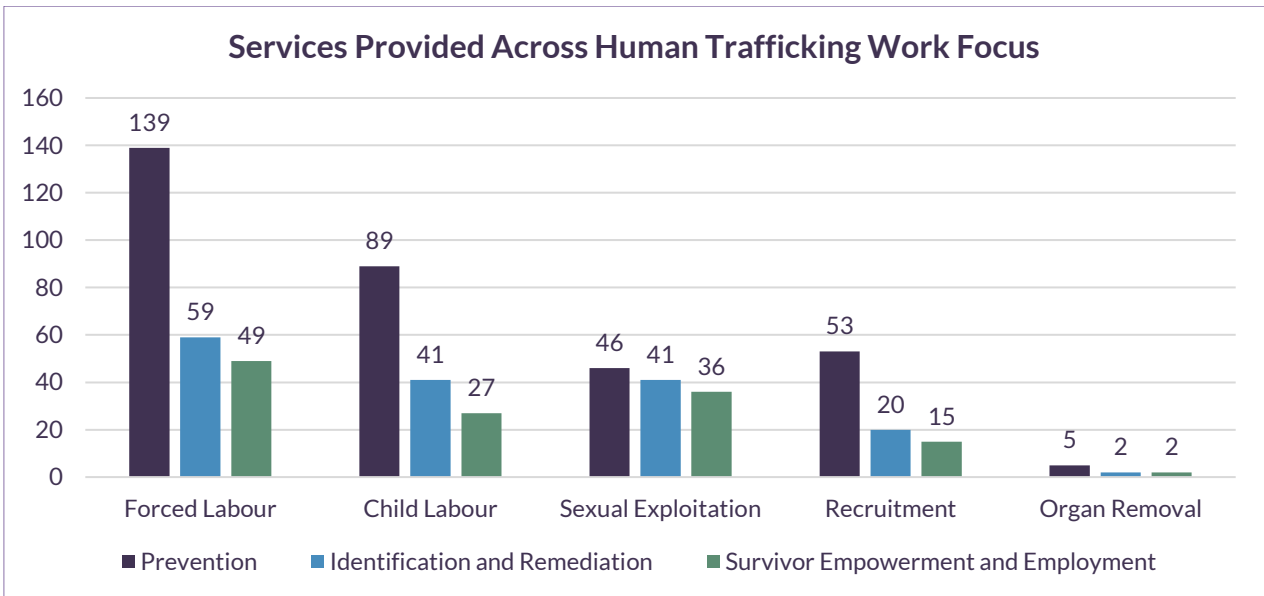
A. Issues Targeted and Services Provided Across Types and Organisational Status of Entities



B. Sectoral, Geographical Focus, and Services Provided Across Human Trafficking Forms of Focus

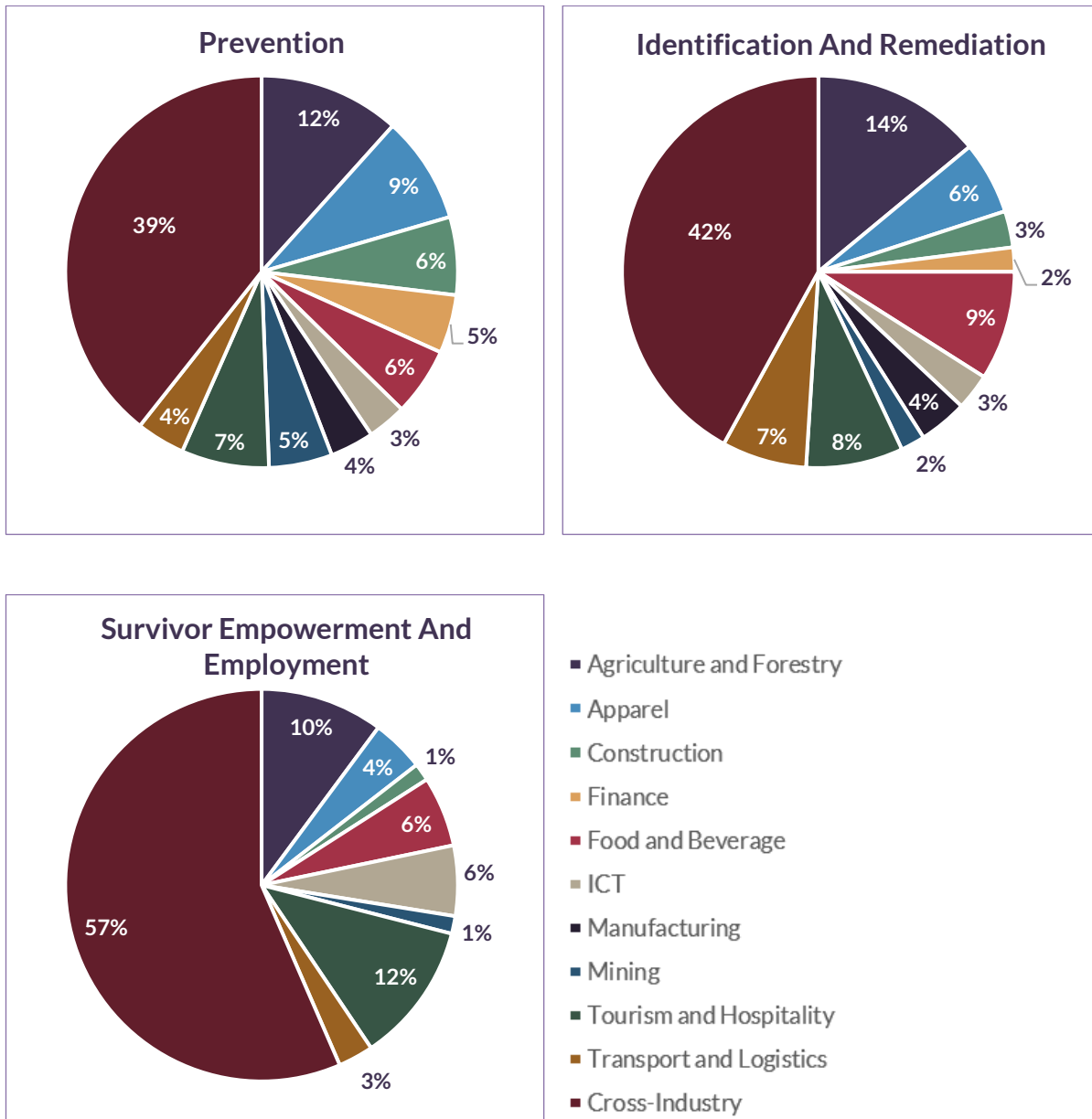
Sectoral Focus of Entities Working to Address Different Human Trafficking Forms and Issues



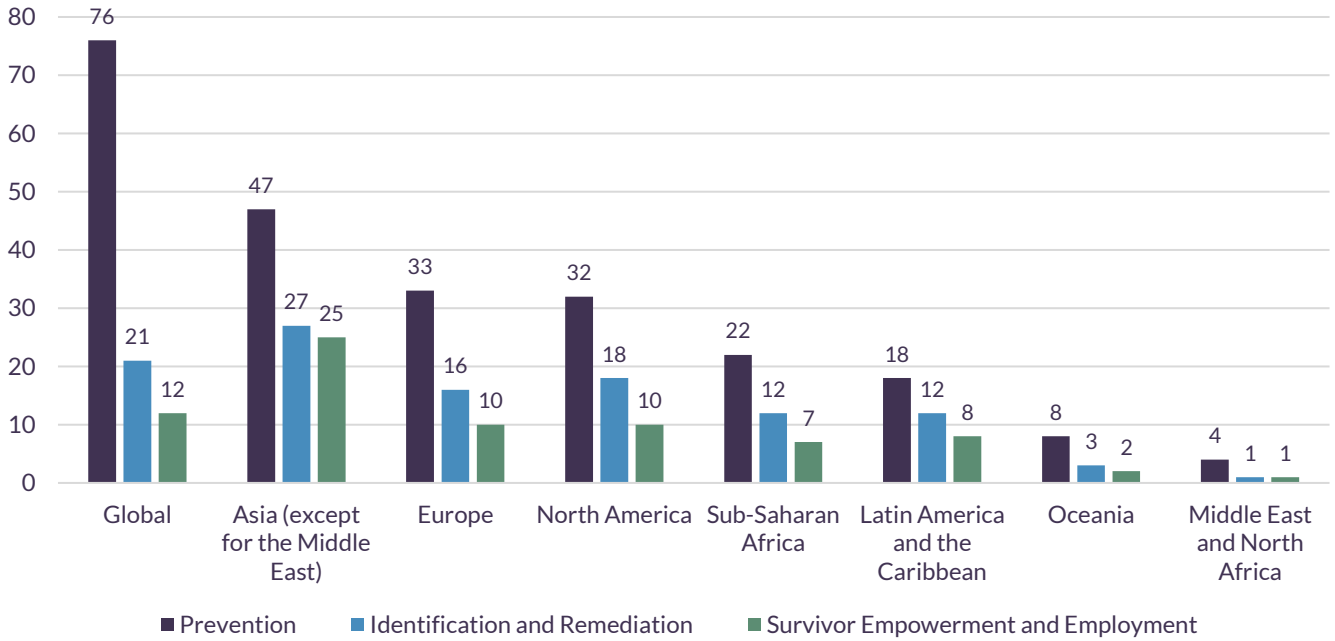


C. Sectoral, Geographical Focus, and Human Trafficking Work Focus Across Services Provided

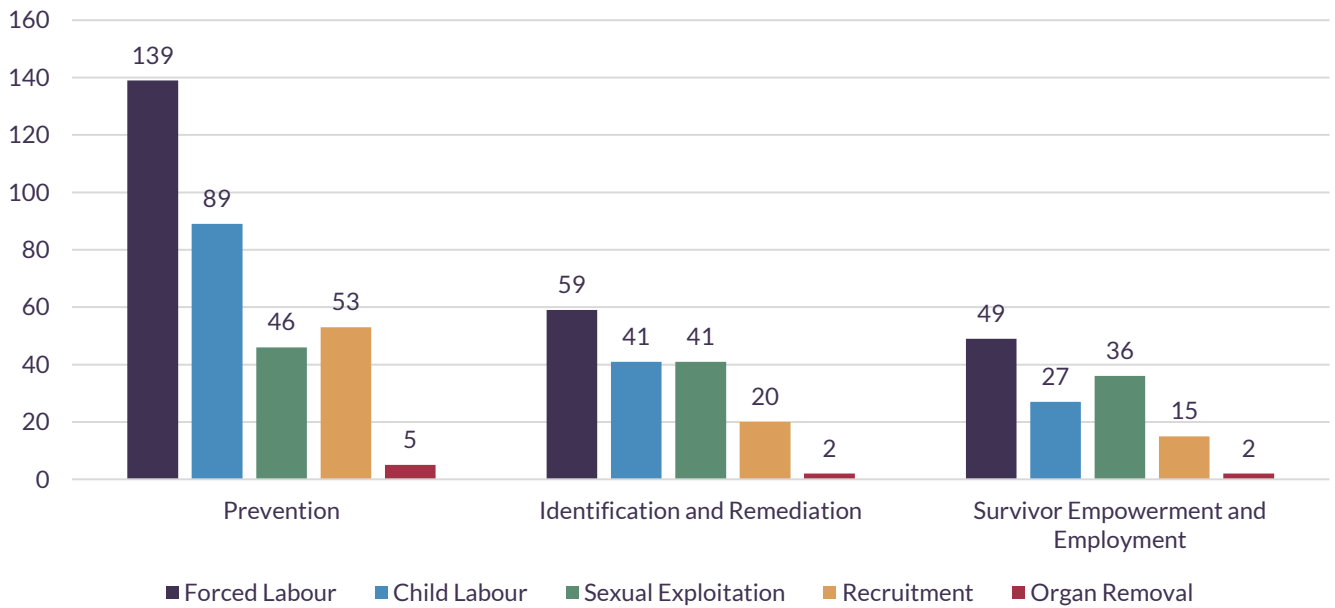
Sectoral Focus Across Services Provided



Services Provided Across Regions



Human Trafficking Work Focus Across Services Provided



D. Sectoral Focus Across Regions

Sectoral Focus of Entities per Region

