

Modern Slavery & Human Trafficking

A Guide for the UK Aviation Industry

**MODERN
SLAVERY**



*This booklet was compiled as part of the UK Modern Slavery Training
Delivery Group Initiatives.*

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Foreword

The UK is a country of destination with thousands of victims of Modern Slavery arriving from other countries only to be exploited by criminals. Slavery takes many different forms and affects adults, children, men and women.

With over 66% of all trafficking victims being transported across at least one international border (UNODC 2014), the aviation industry is a prime vector in the movement of victims. Used in conjunction with other forms of transport, it offers a great many possibilities and routes, making it difficult for authorities to monitor and analyse activity.



The disorientating itineraries offered by air transport are used to ensure that victims are taken far from home so that they are not sure where they are. This, along with forced entry into unfamiliar cultures, increases the confusion of the victim, rendering them helpless, unlikely to seek help and more deeply reliant on the traffickers.

Aviation also poses one of the greatest opportunities for spotting the signs of this terrible crime, especially in an on-board environment and this booklet has been designed to aid those working in this industry, both in airports and in the

air, to do just that. This document gives an overview on what Modern Slavery and Human Trafficking is, advice on how to spot the signs and indications about what to do to report suspicions.

Aviation is the business of freedom. Airlines connect businesses to markets, reunite families and friends, and facilitate tourism and cultural exchange. Unfortunately, the global air transport system can also be exploited by criminals for the illegal trafficking of men, women and children.

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Chair of the UK Modern Slavery Training Delivery Group

Purpose of this Booklet

This guidance has been produced as part of a UK Modern Slavery Training Group awareness campaign. This information can assist anyone who believes an individual may have been, or is at risk of, being trafficked and or exploited.

What is Modern Slavery?

Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims. Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking. There were an estimated 40 million people in slavery globally in 2016 and 10,000 – 13,000 potential victims in the UK, however many victims are not identified or reported.

Slavery is a global crime, quickly becoming the fastest growing enterprise for criminal organisations. It can take place anywhere at any time, either locally, nationally or internationally.

*According to the ILO¹ at any given time in **2016**, an estimated 40.3 million **people** are in modern **slavery**. Exploitation can occur in many forms, and can include people being forced to work for little or no pay. However currently there are four broad ways in which perpetrators may seek to exploit victims. In each case the victim may or may not have been moved (trafficked), either from another country, or within the UK, in order to be exploited.*

¹ International Labour Organisation

Labour exploitation

Labour exploitation usually involves unacceptably low pay, poor working conditions or excessive wage deductions, but is not solely about this. In order to constitute modern slavery there will also be some form of coercion meaning that victims cannot freely leave for other employment or exercise choice over their own situation. Where the perpetrator is taking advantage of a child or vulnerable person, an offence can be committed without the element of coercion.

Domestic servitude

Domestic servitude typically involves victims working in a private family home where they are ill treated, humiliated, subjected to unbearable conditions or working hours or made to work for little or no pay. The victim could be used in this way by their own family members or partner. Again, it is very difficult for them to leave, for example because of threats, the perpetrator holding their passport, or using a position of power over the victim.

Sexual exploitation

Victims are coerced into sex work or sexually abusive situations. This includes child sexual exploitation. Victims may be brought to the UK on the promise of legitimate employment, or moved around the UK to be sexually exploited. In some cases they may know they will be involved in sex work, but are forced into a type or frequency they did not agree to. Victims are more commonly female but can also be male.

Criminal exploitation

Criminal exploitation is the exploitation of a person to commit a crime for someone else's gain. For example victims could be coerced into shoplifting, pick-pocketing, entering into a sham marriage, benefit fraud, begging or drug cultivation such as cannabis farming.

Forced removal and trafficking of human organs is an additional category of modern slavery that occurs globally.

What is Human Trafficking?

Human trafficking involves the recruitment or movement of people, by the use of threat, force, fraud, or the abuse of vulnerability, for exploitation.

Three Basic Parts

An Action: of a person being recruited, transported, transferred, harboured or received.

A Means: controlling a person through the use or threat of force, coercion, abduction, fraud, deception, abuse of power, a position of vulnerability. This may also include the giving or receiving of payments or benefits.

The Purpose: exploitation - which includes, but is not limited to: slavery, forced labour or services, servitude, forced criminality, sexual exploitation or the removal of organs / tissues.

Victims under traffickers' control are often moved to a location where they will be exploited. There are various barriers which prevent victims from seeking help and attracting attention. These include lack of language skills or other basic knowledge of rights or they may not see themselves as victims and fear authorities.

Victims may be trafficked by just one person or several traffickers. Victims may be resold for other forms of servitude exploitation.

Exploitation may be hidden but often people are exploited in plain sight.

Victims come from a variety of backgrounds – they may be UK citizens, EU migrants or from outside of the European Union.

Modern Slavery Legislation

The Modern Slavery Act 2015 highlights all the offences referred to above. The victim's immigration status or entitlement to work in the UK has no bearing on Modern Slavery offences in England and Wales (and Human Trafficking and related offences in Scotland and Northern Ireland).

Palermo Protocol

The **Palermo protocols** are three protocols that were adopted by the United Nations to supplement the 2000 Convention against Transnational Organised Crime (the Palermo Convention).

- * Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children; and
- * Protocol against the Smuggling of Migrants by Land, Sea and Air.
- * Protocol against the Illicit Manufacturing and Trafficking in Firearms, Their Parts and Components and Ammunition

They fall within the jurisdiction of the United Nations Office on Drugs and Crime (UNODC).

Transparency in the Supply Chain

The Modern Slavery Act 2015 issued the need for a Transparency in the Supply Chain initiative.

The initiative requires all organizations' with a turnover over of 36 Million or more to produce a statement on Modern Slavery. The purpose of the statement is to raise awareness of potential weaknesses and vulnerabilities within the supply chain where exploitation may take place.

Many Public and Private sector bodies may have safeguarding policies to help protect against Modern Slavery in the supply chain. These policies should be easily accessed.

Those within the aviation industry are strongly encouraged to sign up to the 'Code of Practice – Ethical Employment in Supply Chains'. For more information see: www.gov.wales/code-of-practice.

Spotting the Signs

There are many signs of Modern Slavery and Human Trafficking. Not all the indicators will be immediately apparent nor will they apply to every case.

Victims may be reluctant to tell their story because of fear of reprisal, of not being believed, a sense of shame about letting themselves be treated in this way, or because they are not aware of their rights and the treatment they are entitled to receive.

There is no limit to the number of signs that a victim of trafficking could demonstrate. One or a combination of factors could suggest a person is a potential victim, so **each case should be considered on an individual basis.**

If you are with an individual whom you suspect may be a victim of modern slavery you should seek assistance for that potentially vulnerable person.



The Indicators

General signs to look out for within airports include:

- Individuals not in possession of their own travel documents or carry counterfeit or forged documents
- They may have little or no luggage to check in or a few items in plastic bags
- Avoids eye contact
- A group of people being checked in by one member of the group, especially if the group consists of poorly dressed women or children and the person checking them in is not familiar with their names
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Individuals who are never allowed to be alone and acts as if under instruction- accompanied even to the toilet
- Will be watched over in the departure lounge and unable to move about freely
- Inappropriate clothes – particularly if travelling with someone dressed much better or dressed unsuitably for the climate.
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Might be treated in a demeaning or aggressive manner
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls

Role Specific Signs of a Victim

There are a range of individuals in many roles at airports who may observe signs of abuse and exploitation. The following section gives an indication of the signs individuals in certain roles may see:

Transport Services

Taxi / Shuttle Staff

- They may have little or no luggage or a few items in plastic bags
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Might be treated in a demeaning or aggressive manner
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness

Transit desk staff

- Individuals not in possession of their own travel documents
- They be carrying just a few items in plastic bags
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls

Security Personell

To include (security screening, security patrol, cargo and aircraft security, document check, customs and immigration).

- Individuals not in possession of their own travel documents
- They may have little or no luggage or a few items in plastic bags
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Individuals with signs of physical abuse or restraint
- Have suspicious tattoos or branding, especially on women or girls
- To have metal objects e.g: spoons in underwear as a signal for help.



Immigration and Customs Teams

- Individuals not in possession of their own travel documents
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Have very little knowledge or limited information about a new job or people to meet
- Gives rehearsed answers
- Another person answering questions on the individuals behalf and not allowing them to speak
- Overt sexual behavior towards officers when questioned



Cleaning staff

- Individuals who are never allowed to be alone - accompanied even to the toilet
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Will be watched over in the departure lounge and unable to move about freely
- A note may be left behind in the toilet informing someone that they are being trafficked.
- Behaviour at odds with other passengers

Gate staff

- Individuals not in possession of their own travel documents
- They may have little or no luggage or a few items in plastic bags
- A group of people being checked in by one member of the group, especially if the group consists of poorly dressed women or children and the person checking them in is not familiar with their names
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Individuals who are never allowed to be alone - accompanied even to the toilet
- Will be watched over in the departure lounge and unable to move about freely
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Might be treated in a demeaning or aggressive manner
- Show signs of fear, anxiety, tension, submission, or nervousness
- Children may appear to not be closely bonded with adults they are travelling with
- Behaviour at odds with other passengers

Airport Services

Ticket Desk Staff

- Individuals not in possession of their own travel documents
- They may have little or no luggage to check in or a few items in plastic bags
- A group of people being checked in by one member of the group, especially if the group consists of poorly dressed women or children and the person checking them in is not familiar with their names
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls
- Children may appear to not be closely bonded with adults they are travelling with

Lounge staff

- They may just be carrying a few items in plastic bags
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene. They may eat as though starving. Other people may bring them food.
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Individuals who are never allowed to be alone - accompanied even to the toilet
- Inappropriate clothes – particularly if travelling with someone dressed much better

- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Might be treated in a demeaning or aggressive manner
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls

Arrival / Welcome staff

- They may have little or no luggage or a few items in plastic bags
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or females)
- Has no knowledge of current and/or past whereabouts
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls
- Is arriving excited about a new job but unsure who they are meeting

Information Desk Staff

- Individuals who do not seem to have their own money
- Showing indications of being drugged or excessively tired.
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Show signs of fear, anxiety, tension, submission, or nervousness

Food outlets

- Individuals who do not seem to have their own money
- Others may order for them.
- May eat as though starving.
- Individuals with signs of physical abuse or restraint
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or Females)
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls

Retail and Duty Free

- They may have little or no luggage or a few items in plastic bags
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Individuals who are never allowed to be alone - accompanied even to the toilet
- Will be watched over in the departure lounge and unable to move about freely
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older 'boyfriend' or in the company of older males (or females)
- Might be treated in a demeaning or aggressive manner
- Behaviour at odds with other passengers



Ramp Staff

- They may have little or no luggage or just be carrying a few items in plastic bags
- Individuals with signs of physical abuse or restraint or closely watched over
- Individuals showing signs of malnourishment or poor hygiene,
- Showing indications of being drugged or excessively tired.
- Signs of untreated illness or injuries
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older ‘boyfriend’ or in the company of older males (or Females)
- Might be treated in a demeaning or aggressive manner
- Show signs of fear, anxiety, tension, submission, or nervousness
- Have suspicious tattoos or branding, especially on women or girls

Car Hire

- Individuals who do not seem to have their own money
- Showing indications of being drugged or excessively tired.
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older ‘boyfriend’ or in the company of older males (or Females)
- Show signs of fear, anxiety, tension, submission, or nervousness

Bureau de Change

- Individuals who do not seem to have their own money
- Showing indications of being drugged or excessively tired.
- Inappropriate clothes – particularly if travelling with someone dressed much better
- Appear to be with a significantly older ‘boyfriend’ or in the company of older males (or Females)
- Show signs of fear, anxiety, tension, submission, or nervousness

Signs for cabin crew to look out:

- Individuals not in possession of their own travel documents
- Individuals travelling in large groups, especially women or children, who are accompanied by only one or two men who hold all the documents including passports
- Those travelling in a 'family' unit but the members do not seem close and may not know each others' names
- Individuals who will not make eye contact with crew, speak or move freely around the aircraft
- Individuals who will not order their own food and will have others speak for them at all times
- Will carry few, if any, possessions and these likely to be in plastic bags
- Individuals who are never allowed to be alone - accompanied even to the toilet
- Individuals who look malnourished or who eat airline food as though starving
- Inappropriate clothes for the climate or location – particularly if travelling with someone dressed much better
- Unusually submissive to their travel companion
- Individuals sporting a tattoo
- Individuals who are generally afraid
- Individuals with injuries consistent with abuse
- May appear disorientated or drugged while on the aircraft
- Individuals who do not know where they are or where they are going
- Have suspicious tattoos or branding, especially on women or girls
- Individuals who give evasive answers
- Stories may appear scripted or rehearsed.
- Pre filled landing cards may be used for the victims.
- Those who talk of travelling to a new and exciting life – especially when they are being picked up from the airport by employers they have not met before
- Check toilets after a potential victim you suspect as they may have left a note for you to find/ read
- Behaviour at odds with other passengers

Passenger Awareness

Detecting human trafficking requires the cooperation of all employees involved with the facilitation of passengers through the airport terminals, onto the aircraft and in flight. However, raising general awareness of the nature, scale and consequences of human trafficking is also important. Airlines and aviation companies that interface with passengers and the general public have numerous opportunities to facilitate awareness raising. For example, airlines may wish to highlight the issue and their how they are responding to it in articles in their inflight magazine, inflight entertainment systems, on their websites or via media and social media. Airports also have the opportunity to use flight information display screens and other high profile sites within public areas of terminal buildings to highlight the issue. There are many excellent sources of information, including statistics and communications collateral that can either be used “as is” or can be used as a basis for the development of company-specific campaigns. An excellent source of such materials is the United Nations Office on Drugs and Crime (UNODC) with its [Blue Heart Campaign](#).

With the scope to engage the aviation community, IATA has initiated the #Eyesopen campaign supported by a short animated film. The film is designed to highlight the ways in which traffickers misuse commercial. It is part of a toolkit of awareness raising, guidance and training materials that are available for use by airlines and aviation companies. Links to resources are shown **below**.

Training: International Air Transport Association (IATA)

The role of aviation in the fight against human trafficking

A resolution denouncing human trafficking was passed at the last IATA Annual General Meeting. The resolution also reaffirms airlines' commitment to a number of actions to fight human trafficking:

- Sharing of best practices
- Staff training - https://www.iata.org/iata/Human_Trafficking/index.html
- Reporting

Once trained, airline, airport, ground handling, security screening and customs staff can provide an important source of intelligence to prevent human trafficking. They can recognize signs of potential trafficking situations and report their observations to the authorities both at airports and during flights. See press release and resolution text: [Airlines Denounce Human Trafficking and Commit to Action](#)

New: guidelines for airlines: [Guidance on Human Trafficking](#) (pdf)

Participate! #Eyesopen campaign to end human trafficking

The #eyesopen campaign is meant to facilitate discussions between passengers, airlines and governments. Follow the campaign on social media using the [#eyesopen](#) on #HumanTrafficking hashtags.

- Share the [infographic](#) (pdf)
- Share the video on any media
 - English: view: [Eyes open against human trafficking](#) - [download high resolution](#) (zip)
 - Spanish: view: [Ojos abiertos contra la trata de personas](#) - [download high resolution](#) (zip)
 - Portuguese: view: [Olhos abertos contra o tráfico de seres humanos](#) - [download high resolution](#) (zip)

Reporting in the UK

The Police – 101, or in an emergency 999

UK Modern Slavery Helpline – (+44) 08000121700
www.modernslaveryhelpline.org/report/

Crimestoppers – Anonymously report
(+44) 0800 555 111
www.crimestoppers-uk.orgg/give-information

Further Advice and Guidance

Modern Slavery and Human Trafficking Unit

www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre

Telephone: (+44) **0844 778 2406** (24 hour advice and support)

The Salvation Army

UK charity providing support and advice. Key contact for victims in England and Wales.

www.salvationarmy.org.uk

Telephone: (+44) **0300 303 8151** (24 hour referral line)

NSPCC Child Trafficking Advice Centre

www.nspcc.org.uk/Inform/research/ctail/ctail_wda84866.html#how

Telephone: (+44) **0808 800 5000**

Email: help@nspcc.org.uk

Further Advice and Guidance

Gangmasters and Labour Abuse Authority

Responsible for investigating labour exploitation and modern slavery offences.

www.gla.gov.uk

Telephone: (+44) **0115 959 7052** (Intelligence team)

Email: intelligence@gla.gsi.gov.uk

UK Border Force

Border Force is a law enforcement command within the Home Office. Border Force secure the UK border by carrying out immigration and customs controls for people and goods entering the UK.

In an emergency, **dial 999** and ask for the police.

Modern Slavery Helpline

<https://www.modernslaveryhelpline.org/>

Modern Slavery Helpline number 08000 121 700

Northern Ireland Government

<https://www.nidirect.gov.uk/articles/human-trafficking>

Welsh Government

Wales.gov.uk/anti-slavery

Scottish Government

<https://beta.gov.scot/policies/human-trafficking/>

International Air Transport Association

www.iata.org/human-trafficking

Please note that the contacts in this booklet are not exhaustive.

**IF YOU THINK SOMEONE MAY BE A VICTIM OF MODERN SLAVERY
CALL THE 24/7 MODERN SLAVERY HELPLINE ON**

08000 121 700

**WORKING TOWARDS
A WORLD WITHOUT SLAVERY**



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The very Last Trace of a Human Trafficking Victim

Tell-tale signs include:

Talk of travelling to a new and exciting job

Inappropriate clothing

Unusually submissive to the person accompanying them

Unaware of where they are / where they are going

***Never allowed to be alone
Signs of physical abuse***

Fearful of authority

Seem undernourished



Modern Slavery Helpline

08000 121 700

**MODERN
SLAVERY**

