

Annex I:

ILO indicators of human trafficking for forced labour used in the FLEX and FMF research project **Assessment of the risks of human trafficking for forced labour on the UK Seasonal Workers Pilot**

	STAGE	FL INDICATOR	QUESTION TOPICS
UNFREE RECRUITMENT: At least one for a) involuntary and b) penalty and at least one strong	Involuntary: strong	Recruitment linked to debt (advance or loan)	Debt: type; sources
		Deception about the nature of the work	Understanding of work prior to travel; information prior to travelling to Scotland (accommodation, job role and responsibilities)
	Involuntary: medium	Deceptive recruitment (working conditions, content or legality of employment contract, housing and living conditions, legal documentation or acquisition of legal migrant status, job location or employer, wages)	Information prior to travelling to Scotland (accommodation, job role and responsibilities)
WORK AND LIFE UNDER DURESS: At least one for a) involuntary and b) penalty and at least one strong	Involuntary: strong	Forced overtime (beyond legal limits)	Number of weekly working hours; consent to work more than 48 hours per week; pay rate for working more than 48 hours per week; workload
		Limited freedom of movement and communication	Privacy in accommodation; permission to have visitors
		Degrading living conditions	Accommodation: conditions, safety
	Involuntary: medium	Inflated indebtedness (inflated prices)	Accommodation: costs
		Forced engagement in illicit activities	Access to proper equipment and clothing; dangerous or unsafe work
		Multiple dependency on employer (jobs for relatives, housing)	Accommodation: provided by employer
	Penalty: strong	Denunciation to authorities	Threats of deportation
		Confiscation of identity papers or travel documents	ID confiscation
		Isolation	Transport provided by employer
		Sexual violence / Physical violence	Sexual harassment; threats of physical
		Constant surveillance	Accommodation: privacy
		Withholding of assets (cash or other)	Deductions; ability to take time off; sick pay
	Penalty: medium	Withholding of wages	Underpayment; non-payment; late payment; underpayment of the minimum wage; piece units expected; ability to meet target
Dismissal		Threat of loss of work	
IMPOSSIBILITY OF LEAVING AN EMPLOYER: At least one for a) involuntary; b) penalty and at least one strong	Involuntary: strong	Financial penalties	Deductions
		Forced to work for indeterminate period in order to repay outstanding debt or wage advance	Travel costs
		Reduced freedom to terminate labour contract after training or other benefit paid for by employer	Refused departure
	Penalty: strong	No freedom to resign in accordance with legal requirements.	Refused departure
		Denunciation to authorities	Threats of deportation
		Confiscation of identity papers or travel documents	ID confiscation
		Sexual violence / Physical violence / punishment	Sexual harassment; threats of physical violence
	Penalty: medium	Withholding of wages	Underpayment; non-payment; late payment; underpayment of the minimum wage; piece units expected; ability to meet target
		Dismissal	Threats of loss of work
		Financial penalties	Deductions

The indicators used in this framework have been taken from the ILO guide, *Hard to see, harder to count: Survey guidelines to estimate forced labour of adults and children* (2012).