

Human Trafficking Indicators

(Source: National referral mechanism for potential adult victims of trafficking)

General Indicators

- Distrustful of authorities
- Expression of fear or anxiety
- Signs of psychological trauma (including post traumatic stress disorder)
- The person acts as if instructed by another
- Injuries apparently a result of assault or controlling measures
- Evidence of control over movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Passport or documents held by someone else
- Lack of access to medical care
- Limited social contact
- Limited contact with family
- Doesn't know home or work address
- Perception of being bonded by debt
- Money is deducted from salary for food or accommodation
- Threat of being handed over to authorities
- Threats against the individual or their family members
- Being placed in a dependency situation
- No or limited access to bathroom or hygiene facilities

Indicators of forced labour

- Employer or manager unable to produce documents required when employing migrant labour
- Employer or manager unable to provide record of wages paid to workers
- Poor or non-existent health and safety equipment or no health and safety notices
- Any other evidence of labour laws being breached
- No or limited access to earnings or labour contract
- Excessive wage reductions
- Dependence on employer for a number of services for example work, transport and accommodation
- Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay
- Imposed place of accommodation

Indicators of domestic servitude

- Living with and working for a family in a private home
- Not eating with the rest of the family or being given only leftovers to eat
- No proper sleeping place or sleeping in shared space for example the living room
- No private space
- Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
- Employer reports them as a missing person
- Employer accuses person of theft or other crime related to the escape
- Never leaving the house without employer

Indicators of sexual exploitation

- Advertises for sexual services offering women from particular ethnic or national groups
- Sleeping on work premises
- Movement of women between brothels or working in alternate locations
- Women with very limited amounts of clothing or a large proportion of their clothing is 'sexual'
- Only being able to speak sexual words in local language or language of client group
- Having tattoos or other marks indicating 'ownership' by their exploiters
- Person forced, intimidated or coerced into providing services of a sexual nature
- Person subjected to crimes such as abduction, assault or rape
- Someone other than the potential victim receives the money from clients
- Health symptoms (including sexual health issues)
- Signs of ritual abuse and witchcraft (juju)
- Substance misuse