

Factsheets: **Key Human Trafficking messages per theme**

Certain standard themes are very suitable for including information about human trafficking. We have incorporated these themes in fact sheets, intended for staff and volunteers working with (former) asylum seekers from the age of 12. You can use these fact sheets during personal conversations or group presentations on one of the following themes:

1. General Safety
2. Sex education, healthy relationships and online safety
3. Working in the Netherlands
4. Future orientation and irregular stay

Discussing human trafficking can be complicated and requires culture-sensitivity. Please refer to chapter 2 for tips about conducting conversations.

The fact sheets can also be downloaded and printed from **www.mensenhandelacademy.nl/asielketen/toolkit**. Here you will also find the original Dutch text and supporting materials.

This document is part of the 'Toolkit for discussing human trafficking/ exploitation with (former) asylum seekers', a joint publication by the Netherlands Red Cross, Central Agency for the Reception of Asylum Seekers (COA), Dutch Refugee Council, Nidos and CoMensha.
For more information:
www.mensenhandelacademy.nl/asielketen/toolkit



01 General Safety

See explanation in paragraph 3.2

Relevant key messages

- Do you feel unsafe? **Ask your contact person for help.** Unaccompanied asylum-seeking children (UASC) can always seek out their mentor and Nidos guardian. Your safety comes first, the information is **treated confidentially** as much as possible.
- Exploitation takes place when someone earns money **by forcing** someone else to do things under **bad circumstances**. This force can be subtle, like deception, threats or a debt which needs to be repaid. People therefore do not always see themselves as victims of exploitation.
- **Exploitation is forbidden.** Exploiting others is a punishable offence.
- There are **many types** of exploitation: examples include being forced to work in i.e. catering or horticulture, prostitution or begging. We also refer to exploitation when someone is forced to engage in criminal acts (such as stealing or selling drugs), to sell his or her organs, or to work in a household under very bad conditions.
- Someone may seem friendly at first, but then quickly change attitude. If someone **uses the relationship** to put pressure on you to do things you really do not want to do and subsequently profits from this, then that may be exploitation.
- Exploitation **also occurs in the Netherlands** and it can literally happen to anyone: men, women and children.
- People who do not know the Netherlands well are at **greater risk**, because they do not speak the language, do not have a social network and are looking for ways to earn an income.
- People are sometimes offered help to travel to another country without the right papers (**people smuggling**), but the ultimate intention is actually for them to be exploited over there.
- Have you **spotted warning signs, or are you concerned** about someone? Discuss it with a contact person.
- 1-1-2 is the European **emergency number** for life-threatening situations. No rush: call the police via 0900-8844.
- Victims of a crime (such as exploitation) are entitled to **protection from the police and assistance from a lawyer**. The lawyer is usually free of charge.

Recognise the warning signs!

For example:

- >> An offer for work sounds too good to be true.
- >> Someone is being secretive about the content of the work or the place you are going to.
- >> Someone tries to scare you (e.g. for the police) or threatens you.
- >> Someone tries to stop you talking to other people.
- >> Someone has not returned your passport.
- >> Someone else manages your money, you have to hand over your income to someone else, or you have to pay off a debt.
- >> Someone asks you to do things you really do not want to do.

Take precautions!

For example:

- >> Meet in a public place when you are going to meet someone for the first time.
- >> Make sure you know where you are and pass the address on to someone you trust.
- >> Discuss any doubts with someone you trust. You can turn to a contact person with any questions or problems.
- >> Do not hand over your passport.
- >> Leave or ask for help if you feel unsafe or uncomfortable.
- >> Organisations you can turn to for help and advice are CoMensha or (in case of labour exploitation) FairWork.



02

Sex education, healthy relationships and online safety

See explanation in paragraph 3.3

Relevant key messages

- Exploitation takes place when someone **earns money** by forcing someone else to do things under bad circumstances. This force can be subtle, like deception, threats or a debt which needs to be repaid. People therefore do not always see themselves as victims of exploitation.
- **Exploitation is forbidden.** Exploiting others is a punishable offence.
- Exploitation **occurs in the Netherlands too** and it can literally happen to anyone.
- Prostitution is permitted in the Netherlands **under certain conditions**. But people who force others to work in prostitution, or who incite minors to do so, are punishable.
- No one is allowed to **force** you into a relationship or to have sex. You can always say no.
- Someone may seem friendly at first and give you lots of attention, but may actually have **bad intentions**. If someone puts pressure on you to do things you do not want to do, such as have sex with someone, and is benefiting from this, then this might be exploitation. Even if this happens within a relationship.
- Be careful with sharing **nude images** of yourself. It is very common for people to be blackmailed as a result of naughty images which were only intended for a boy- or girlfriend. Ask for help, possibly from your contact person, if someone tries to put pressure on you like this.
- If an adult makes a **minor** do wrong things, it is usually not the minor's fault.
- Do you feel unsafe? Are you forced to do things you do not want to do? **Ask your contact person for help**. Your safety comes first and information is treated confidentially as much as possible.



Young people are more vulnerable to sexual exploitation and therefore receive extra protection. Example: anyone below the age of 21 is not allowed to work in the sex industry.

Recognise the warning signs!

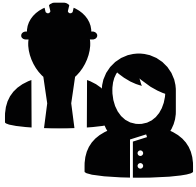
For example:

- >> Someone tries to scare you (e.g. for the police) or threatens you.
- >> Someone asks you to do things you really do not want to do.
- >> Someone is being secretive about the content of the work or the place you are going to.
- >> Someone tries to stop you talking to other people.
- >> Someone has not returned your passport.
- >> Someone else manages your money, you have to give your income to someone else, or you have to pay off a debt.
- >> The working or living conditions are unsafe or bad.

Take precautions!

For example:

- >> Meet in a public place when you are going to meet someone for the first time.
- >> Make sure you know where you are and pass the address on to someone you trust.
- >> Make sure you know how to use social media safely and pay attention to who you are talking to.
- >> Discuss any doubts with someone you trust. You can turn to a contact person with any questions or problems.
- >> Do not hand over your passport.
- >> Leave or ask for help if you feel unsafe or uncomfortable.



03 Working in the Netherlands

See explanation in paragraph 3.4

Relevant key messages

- Exploitation takes place when someone earns money **by forcing** someone else to do things under bad circumstances. This force can be subtle, like deception, threats or a debt which needs to be repaid. People therefore do not always see themselves as victims of exploitation.
- **Exploitation is forbidden.** Exploiting others is a punishable offence.
- There are **many types of exploitation**: examples include being forced to work in the catering industry or horticulture.
- Exploitation **also occurs in the Netherlands** and it can literally happen to anyone. As a migrant you will run an increased risk of violation of your labour rights and labour exploitation, because you are new to the country.
- You have **the same labour rights** as Dutch citizens, even if you do not have a residence permit. The minimum wage in the Netherlands is 9 euro per hour for adults aged 22 and above. The minimum wage is lower for younger people.
- Take precautions against labour exploitation.
- Know your rights! You may be used to less protection, but the **Dutch standards** apply in the Netherlands. A combination of violations of your rights can be seen as labour exploitation.
- Is your employer treating you badly, are you not getting paid enough and are you being threatened so you will not leave? Know where you can go if your **worker's rights have been violated**. Confide in a contact person.



Know your labour rights! For example: the minimum wage in the Netherlands; a working week of a maximum of 45 hours; right to holidays / days off; right to a holiday allowance; right to sick leave.

Know when your employer is mistreating you!

For example:

- >> Being paid too little or deferred pay.
- >> Working (extremely) long days.
- >> No breaks / days off / holidays.
- >> No protective clothing.
- >> Having to perform hazardous / unhealthy work.
- >> Threat or use of verbal / physical violence or blackmail or coercion.
- >> Being paid informally, not being insured against accidents.
- >> Living on the company premises, or being poorly accommodated in some other way.

Take precautions!

For example:

- >> Take someone with you when you are meeting a potential employer for the first time.
- >> Make sure someone you trust knows where you are.
- >> Make sure a work contract is in place and have your own copy in a language you understand.
- >> Keep track of the hours you have worked, keep documentation about work arrangements and take photos or videos of the working conditions. This will ensure you have the appropriate evidence to still get what you are entitled to (even if you do not have a contract!) at a later stage.
- >> Organisations you can turn to for help and advice are CoMensha or (in case of labour exploitation) FairWork.



Even if the working conditions are not yet serious enough to be seen as exploitation, it can still be useful to ask for help.

For example, if the employer does not comply with payment agreements. FairWork can help to recover any outstanding wages.



Minors receive even more protection! You can work for up to 40 hours from the age of 16. You cannot work night shifts or carry out dangerous work if you are under the age of 18.



04 Future orientation and irregular stay

See explanation in paragraph 3.5

Relevant key messages

- Exploitation takes place when someone earns money **by forcing** someone else to do things under bad circumstances. This force can be subtle, like deception, threats or a debt which needs to be repaid. People therefore do not always see themselves as victims of exploitation.
- **Exploitation is forbidden.** Exploiting others is a punishable offence.
- Exploitation **also occurs in the Netherlands** and it can literally happen to anyone. You will particularly run a risk of exploitation if you do not get a residence permit, as you can end up in a vulnerable position when you decide to travel on, or when you are looking for a job.
- You have the **same labour rights** as Dutch citizens, even if you do not have a residence permit. The minimum wage in the Netherlands is 9 euro per hour for adults aged 22 and above. The minimum wage is lower for younger people.
- Is your employer treating you badly, are you not getting paid enough and are you being threatened so you will not leave? **Confide in a contact person.** Or approach an organisation which can help you, such as CoMensha or (in case of labour exploitation) FairWork.
- Travelling on: People are sometimes offered help to travel to another country without the right papers (**people smuggling**), but the ultimate intention is actually for them to be exploited over there.
- Prostitution is permitted in the Netherlands **under certain conditions**. But people who force others to work in prostitution, or who incite minors to do so, are punishable.
- People without residence permits also **have the right to report a crime** to the police without being detained. It is advisable to take someone with you when you go to the police. You can also report a crime anonymously.
- People who are victims of a crime (such as exploitation) are entitled to protection from the **police and assistance from a lawyer**. The lawyer is usually free of charge.
- The European **emergency number** is 1-1-2. No rush: call the police via 0900-8844.

Recognise the warning signs!

For example:

- >> Someone is being secretive about the content of the work or the place you are going to.
- >> Someone has not returned your passport.
- >> Someone tries to scare you (e.g. for the police) or threatens you.

Know when your employer is mistreating you!

For example:

- >> Being paid too little or deferred pay.
- >> Working (extremely) long days.
- >> The working or living conditions are unsafe or bad.
- >> Threat or use of verbal / physical violence or blackmail or coercion.

Take precautions!

For example:

- >> Take someone with you when you are meeting a potential employer for the first time.
- >> Make sure someone you trust knows where you are.
- >> Do not hand over your passport.
- >> Keep track of the hours you have worked, keep documentation about work arrangements and take photos or videos of the working conditions. This will ensure you have the appropriate evidence to still get what you are entitled to (even if you do not have a contract!) at a later stage.
- >> Take contact details with you for organisations you can turn to for help and advice, like CoMensha or (in case of labour exploitation) FairWork.



Even if you do not have a residence permit, you still have certain human rights. These include labour rights like the minimum wage in the Netherlands and the right to report a crime to the police. See www.basicrights.nl for more information about these rights and organisations which can help.