

Global Business Coalition Against Human Trafficking (GBCAT)

Introduction and Overview of 2018 Scope of Work

BSR Collaborative Initiatives

May 2018

www.gbcat.org



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The Business of a Better World

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BSR Collaborative Initiatives

Global Business Coalition Against Human Trafficking (GBCAT)

Advancing cross-industry progress to end human trafficking



Our Mission

Our mission is to harness the power of global business across sectors to reduce the number of modern slavery victims and support survivors through collaboration, guidance, and shared resources.

www.gbcatt.org

Why Join?

- **Empower human trafficking survivors** by participating in skills-building programs for survivors to obtain sustainable employment
- **Build supply chain capacity** through access to tools and resources, primarily tailored to SMEs
- **Collaborate with peers** in a safe space to develop solutions to human trafficking

Workstreams

- **Support Survivors** of human trafficking through job skills training and access to opportunities in business
- **Build Capacity for SMEs** in high-risk supply chains to build capacity to address and reduce human trafficking
- **Provide Navigation and Guidance** to global businesses on existing human trafficking tools, trainings and organizations

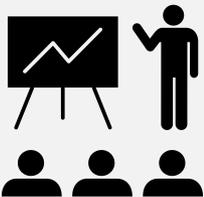
GBCAT Three Focus Areas

In February 2018, GBCAT members and advisors agreed on the following three areas of focus. This followed extensive research into existing initiatives to ensure that we are not “reinventing the wheel” or overlapping with existing groups.



SME Capacity Building

Build capacity among **SMEs** to prevent and eradicate modern slavery and participate in responsible global supply chains



Survivor Empowerment & Employment

Enable businesses to support **survivors** through access to job skills training and employment opportunities



Navigate Existing Resources

Provide **guidance** for businesses of all sizes to navigate the landscape of anti-slavery tools, training, and organizations

GBCAT Members & Advisors



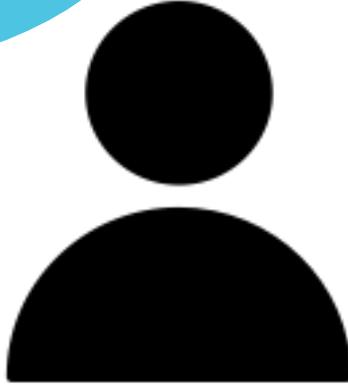
boost engagement, LLC

GBCAT Advisors

1. **David Arkless**, Founder and Chairman of Arklight Consulting and Former President of Corporate and Government Affairs, Manpower Inc.
2. **Mark Devadason**, BSR Senior Advisor and Director, Mekong Club
3. **Amb. Mark Lagon**, Chief Policy Officer, Friends of the Global Fight Against AIDS, Tuberculosis, and Malaria
4. **Theresa Loar**, BSR Senior Advisor and Former Senior Vice President of Global Corporate Affairs, CH2M
5. **Robert Rigby-Hall**, Former Chief Human Resources Officer, NXP Semiconductor

Why focus on human trafficking with SMEs

Problem: SMEs lack tailored resources to help them understand and implement anti-modern slavery management systems, and yet they are a major source of risk.



Some of the greatest risks of human trafficking lie with SMEs

There is a low level of awareness among the SME community on the topic of human trafficking

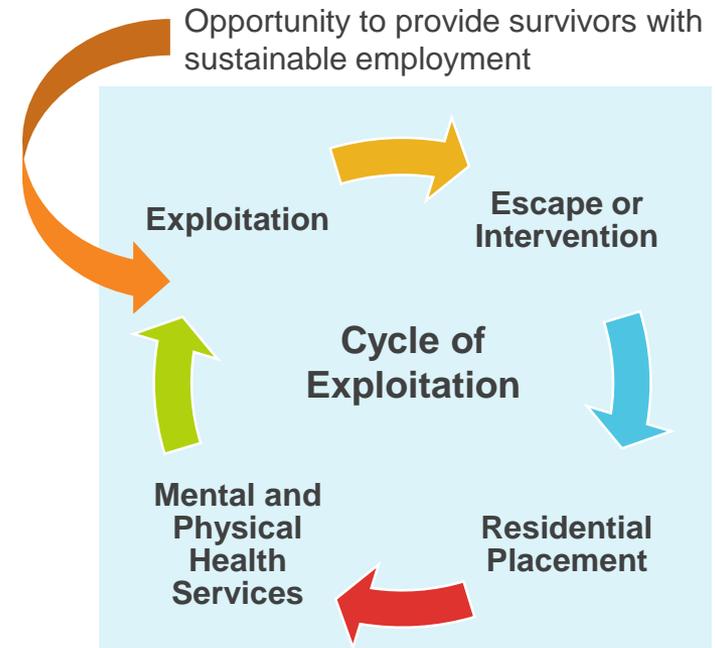
The majority of tools developed on human trafficking are intended for global companies

Why prioritize survivor empowerment?

Survivors of human trafficking are more susceptible to fall back into exploitation if there are limited economic opportunities available.

GBCAT is well-placed to contribute to survivor empowerment through employment opportunities:

- 1. GBCAT companies:** GBCAT members could provide employment opportunities to trafficking survivors through their own operations
- 2. GBCAT suppliers:** As many operate global supply chains, GBCAT members could encourage their suppliers to hire trafficking survivors ← [link to SME workstream](#)
- 3. Other companies:** GBCAT members could help identify other companies that would be interested in providing employment to trafficking survivors



Survivor Empowerment Landscape

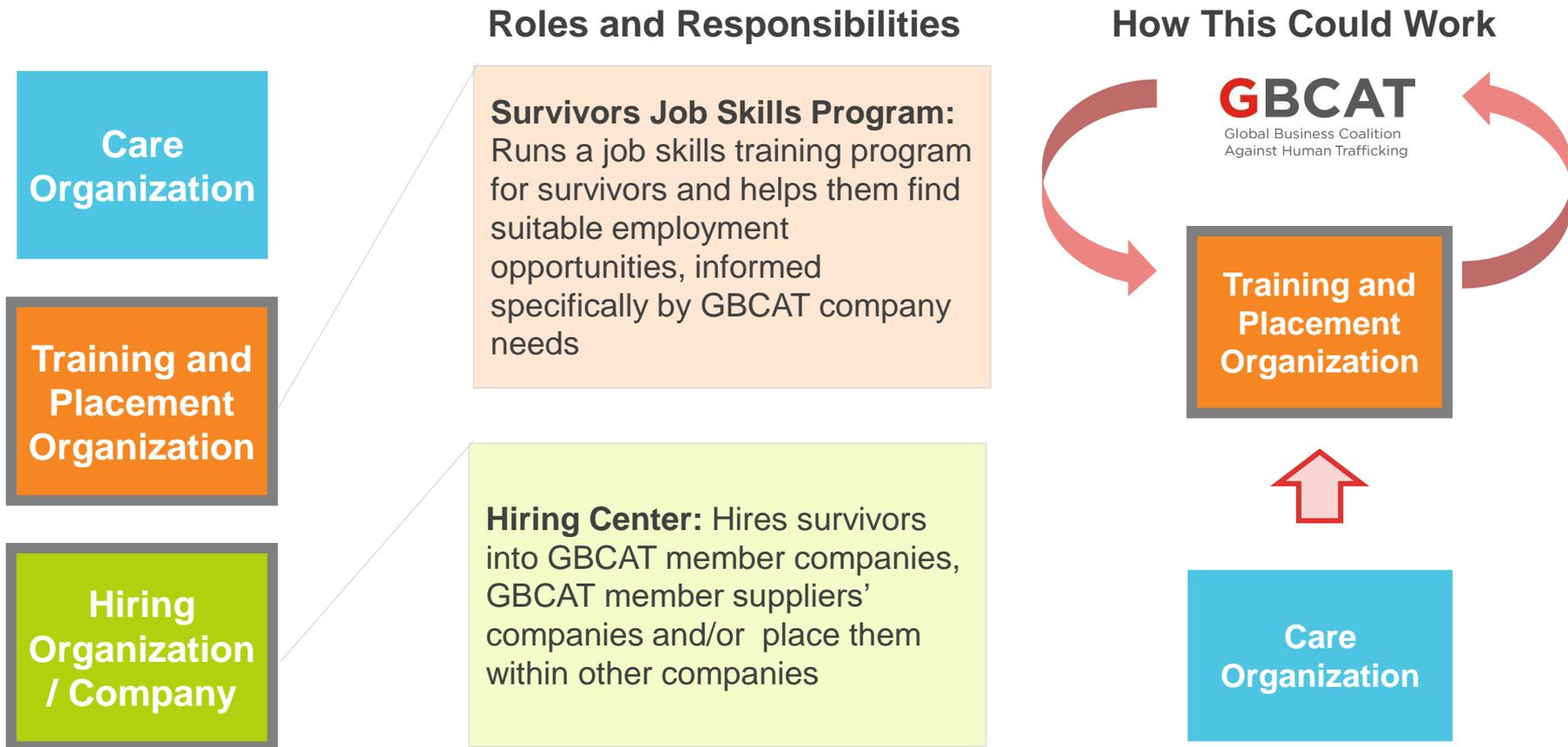
We placed the organizations we researched into these three bucket types.

	Organizational Scope	Sample Organizations	Likely Role for GBCAT
<h2>Care Organizations</h2>	<ul style="list-style-type: none"> Provides shelter, medical, emotional and financial support to survivors Identifies survivors interested and suitable for employment 	<ul style="list-style-type: none"> Coalition to Abolish Slavery and Trafficking (CAST) Justice & Care 	<ul style="list-style-type: none"> Likely not the right fit for our expertise <div style="text-align: center; font-size: 2em; color: #C00000;">✘</div>
<h2>Training and Placement Organizations</h2>	<ul style="list-style-type: none"> Trains survivors with job skills and companies on working with survivors Connects survivors to companies where they can be employed 	<ul style="list-style-type: none"> Annie Cannons Bright Future* BEST Market Project Youth Career Initiative 	<ul style="list-style-type: none"> Excellent opportunity to partner with exiting skills training org <div style="text-align: center; font-size: 2em; color: #C00000;">  </div>
<h2>Hiring Organization/ Companies</h2>	<ul style="list-style-type: none"> Employs survivors of human trafficking 	<ul style="list-style-type: none"> Bright Future The Market Project 	<ul style="list-style-type: none"> This could be where GBCAT has highest impact <div style="text-align: center; font-size: 2em; color: #C00000;">  </div>

*Some organizations play multiple roles. For example, they could provide housing to survivors and also offer skills-based training.

Training, Placement and Hiring

Under this model, GBCAT could establish a program to train survivors, place them into companies and also hire them into GBCAT member companies.



Considerations: Working with Survivors

Based on research and interviews, there are a number of considerations we should consider when working with survivors of human trafficking.



Profile of Survivors

- Legal status
- Work authorization
- Command of local language
- Emotionally stable and interested to take on job



Jobs and Wages

- Job should be competitive and in line with other positions at the company (i.e. not part of a quota for hiring)
- Should pay above minimum wage for sustained employment



Trauma-Informed Workplace

- Consider appropriateness of responsibilities (i.e. those that will not initiate trauma)
- Protect anonymity of survivor
- Educate employees on topic



Ongoing Support

- Social services organizations should continue to provide support to survivors on the job
- Company should assign manager to help survivor on the job

Navigation & Guidance for Business

In May 2018, GBCAT and a group of collaborating organizations launched an interactive map for business to navigate stakeholders and initiatives working with business against modern slavery.

The interface features a navigation bar at the top with the text "BEGIN BY SELECTING A LOCATION »" and several location filters: OCEANIA, LATIN AMERICA AND THE CARIBBEAN, EUROPE, SUB-SAHARAN AFRICA, GLOBAL (selected), MIDDLE EAST AND NORTH AFRICA, ASIA, and NORTH AMERICA.

Below the navigation bar is a network diagram with three main categories:

- INDUSTRY:** Informal Sector, Finance, Construction, Mining, General, Garments, Tourism and Healthcare, Manufacturing, Agriculture and Forestry, Telecom, and Transportation and Logistics.
- TYPE:** Initiative (selected), NGO / NPO, and Fund / Foundation.
- ISSUE:** Human Trafficking / Forced Labour, Child Labour, Decent Work / Supply Chain, Recruitment, Human Trafficking / Sexual Exploitation, and Human Trafficking / Organ Removal.

On the right side, a panel displays "YOUR SELECTION HAS: 23 MATCHES" and "Results tagged with global". Below this, a list of 11 matches is provided:

- Alliance 8.7
- Anti-Slavery International
- Child Labour Platform
- CIBJO, the World Jewellery Confederation and The World Jewellery Confederation Education Foundation (WJCEF)
- Decent Work in Global Supply Chains
- Fair Recruitment Initiative
- Global Business Coalition Against Human Trafficking (GBCAT)
- Global Business Network on Forced Labour and Human Trafficking
- Humanity United
- International Code of Conduct for Private Security Providers' Association (ICoCA)
- International Tourism Partnership

At the bottom, logos for partner organizations are displayed: GBCAT, The Global Initiative Against Transnational Organized Crime, Babson, and IOM. A footer note states: "This tool is made available by a consortium of:"

Engagement in GBCAT

In-person Meetings	Member Calls	Webinars	Workstream meetings
 <p>2 in-person meetings per year with Steering Committee and GBCAT Secretariat</p> <p>Group discussion, progress updates from members and potentially a guest speaker</p>	 <p>Ad hoc calls with GBCAT members organized by the GBCAT Secretariat</p> <p>Ensure alignment, continue momentum and share resources</p>	 <p>Ad-hoc webinars for GBCAT members organized by the GBCAT Secretariat</p> <p>Provide updates on key developments in HT space</p>	 <p>Led by GBCAT members with support from the GBCAT Secretariat</p> <p>Develop plan to implement deliverable for each workstream</p>

GBCAT Workplan for 2018

	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
1. Set multi-year strategy											
2. Launch re-designed website and logo											
3. Publish HT Stakeholder Mapping report and launch web portal											
4. Kick-off 2018 Workstreams											
A. SME Platform Online platform to build capacity among global SMEs											
B. Survivor Empowerment NGO partnership to provide sustainable jobs to HT survivors											
C. Resource Navigation Guidance to understand HT tools and resources											

Why Join?

- ✓ **Survivor Impact:** Participate in skills building programs for survivors of human trafficking to obtain sustainable employment
- ✓ **SME Capacity Building:** Build supply chain capacity by gaining access to tools primarily tailored to SMEs, and aligned with the UN Guiding Principles on Business and Human Rights
- ✓ **Peer Learning:** Collaborate with peers in a safe space to develop solutions to combat human trafficking
- ✓ **Awareness raising on Human Trafficking:** Contribute to awareness raising of human trafficking through participation in public webinars, research, and events
- ✓ **Resource Navigation:** Guide businesses and other stakeholders to meaningful resources to navigate the landscape of human trafficking tools, trainings, and organizations
- ✓ **Public Recognition:** Lead corporate leaders in the global fight against human trafficking, as envisioned in Alliance 8.7 and the Sustainable Development Goals

Secretariat Leads from BSR



Peter Nestor

Director, Human Rights

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Peter leads BSR's consulting and collaborative initiative efforts on [human rights](#), including BSR's cross-industry [Human Rights Working Group](#). He has supported companies through a range of human rights consulting projects, with expertise in the extractives, food and agriculture, and financial services industries. Peter's engagements include conducting human rights impact assessments, developing human rights policies and strategies, and implementing field-level projects involving internal capacity-building, stakeholder and rights-holder engagement, and internal human rights management system development.

Prior to joining BSR, Peter was an attorney at an international law firm based in the United States. Peter holds a J.D. from the University of Washington and a B.A. in Political Science from Middlebury College, and speaks Mandarin Chinese and English.



Shubha Chandra

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Shubha supports BSR's consulting and collaboration efforts on [human rights](#), including the cross-industry [Human Rights Working Group](#).

Prior to joining BSR, Shubha managed the human rights program at the United Nations Global Compact. In this role, she worked closely with companies across sectors to demystify the business case for human rights and develop guidance on various human rights topics. She also served as legal counsel for the organization under its chief legal officer. Shubha holds a J.D. from New York Law School and a B.A. in International Affairs from George Washington University.

BSR Human Rights Team Leads

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BSR is a global nonprofit organization that works with its network of more than 250 member companies to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.



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