

## **Annex 2: Indicators of human trafficking for the purpose of labour exploitation**

### **Multiple dependence**

- An employee does not have a home of his own in the Netherlands and sleeps at the place of work;
- An employee has debts (whether or not with the employer);
- The employer is in possession of the employee's identity papers;
- Truck system:
  - compulsory paid transport from the home country to the Netherlands or commuter travel or bicycle rental (at high prices)
  - compulsory purchase of food and/or shopping (at high prices);
- The employee is given either no contract or a contract only in a foreign language;
- The employee works unlawfully under an assumed identity;
- The employer forbids the employee to register in the municipal personal records database (*GBA*);

### **Strict curtailing of the employee's basic freedoms**

- The employee cannot or may not have any contact with the outside world;
- The employee is not allowed to receive any medical healthcare;
- The employee has no access to his own earnings;

### **Deception**

- The employee is given different work from what he was promised;
- The employee receives less pay than promised;
- The employee has two separate contracts, one in the country of origin and one in the Netherlands;
- The employer deducts a health insurance premium from the pay without the employee being insured;
- The employer deducts social security premiums from the pay, without the employment being reported to the UWV Werkbedrijf (the work placement branch of the Employee Insurance Agency);

### **Extremely poor working conditions**

- The employee works under dangerous or unhealthy conditions;
- The employee performs extremely physically demanding work;
- The employee works extremely long working days or weeks;
- The employer gives the employee poor quality food and accommodation;
- Accidents are not reported to Inspectorate Ministry of Sociale Affairs and Employment (former Labour Inspectorate), the employee is sent straight home after an accident;

### **Extremely poor employment conditions**

- The employee is paid less than the statutory minimum wage;
- The salary is not paid or is only paid in part;
- Payment of the salary is postponed;
- Part of the salary has to be repaid in the home country;
- Unpaid hours or days are worked;
- A disproportionate amount of the salary is withheld for food and accommodation;
- Pay based on group performance;
- Underpayment via piece rate (18 hours worked, 8 hours paid);
- Disproportionate fines for minor infringements (such as watching TV or smoking);
- Excessive non-competition clauses with big fines laid down in contracts;

### **Threats and violence**

- Use of verbal and physical violence;
- Threatening/blackmailing of the employee or his loved ones.