

The UK Modern Slavery Act and its implications for Human Rights in Tourism

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About ABTA



ABTA's vision is to build confidence at the heart of travel – confidence for companies to trade and invest; confidence for customers to book; and confidence that the industry is building a sustainable future



- C.1,200 Members, 4500 locations
- £37billion+ annually
- Over 80% of foreign package holidays are sold by ABTA Members.



How we promote sustainable travel



MEMBERS

- Legal and regulatory compliance
- Brand and values management
- Improved customer experience



DESTINATIONS

- Brand and value management
- Destinations appeal
- Investment and PR opportunities



CUSTOMERS

- Improved customer experience
- Getting the right messaging





Modern Slavery Act 2015

- All companies with a turnover of over £36 million
- Both operations and the supply chain
- 'slavery, servitude and forced or compulsory labour' and 'human trafficking'



What is Forced Labour?

ILO estimates there are **21 million people worldwide** in forced labour, defined as “work or service extracted under threat of a penalty and for which the person has not offered him or herself voluntarily”.

ILO indicators of forced labour

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime



What is Trafficking?

This is the ACT of recruitment, transportation, transfer, harbouring or receipt of persons, by the MEANS of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the PURPOSE of exploitation.

ACT	MEANS	PURPOSE
Recruitment	Threat or use of force	Exploitation including,
Transport	Coercion	Prostitution of others
Transfer	Abduction	Sexual exploitation
Harbouring	Fraud	Forced labour
Receipt of persons	Deception	Slavery or similar practices
	Abuse of power or vulnerability	Removal of organs
	Giving payments or benefits	Other types of exploitation
= TRAFFICKING		





THREE PILLARS of the UN GUIDING PRINCIPLES

HUMAN RIGHTS

PROTECT

STATE

duty to
protect

RESPECT

CORPORATE

responsibility
to respect

REMEDY

VICTIMS

access to
effective remedy

Source: Shift



What should companies do?

1 Commit

2 Assess

3 Act

4 Remedy

5 Monitor

6 Communicate



Support from ABTA



Guidance, events and support



Travelife sustainability certification for accommodation



Staff training including Every Child, Everywhere

Member examples



SAGA

- Risk assessment
- Supplier questionnaire
- Travelife
- Whistleblowing policy
- E-learning





- Supplier Code of Ethics and Conduct
- Risk matrix for suppliers
- Travelife – all own brand hotels by 2020
- Internal code of conduct and staff training
- Speaking out policy





- Supplier Code of Conduct (inc goods)
- Travelife and Sedex
- Risk assessment and how addresses specific risks:
 - child sexual exploitation
 - child trafficking and orphanages
 - migrant labour
- Employee Code of Conduct and training
- KPIs





- Recruitment processes
- Risk assessment
- Responsible supplier policy
- Travelife and Sedex
- Staff training
- Whistle blowing policy: Call it out



Implications for Human Rights

Modern Slavery Act is causing:

- Increased risk assessment
- Improved standards in supply chain
- Improved policies and procedures
- Increased staff awareness of forced labour and trafficking
- Impact outside the UK

