# PROMISING PRACTICES: WHAT WORKS?

## A REVIEW OF INTERVENTIONS TO COMBAT MODERN DAY SLAVERY

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**STRONG WOMEN**

"There were no facilities at the kiln, so we used to go out to the field, and from there we were picked up. We were taken and locked in a small room, they removed all our clothes and unspeakable things happened. They demanded sexual favours whenever they felt like it. Our young girls were also vulnerable to this. It was a 24/7 fear for us that they would come and pick us out and do what they pleased with us.

Now we are in control. We finally have safety and security, not only for ourselves - but for all our children." Varanasi, India.

*Photo credit, Grace Forrest*

# PROMISING PRACTICES: WHAT WORKS?
## A REVIEW OF INTERVENTIONS TO COMBAT MODERN DAY SLAVERY

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> IT IS WIDELY ACCEPTED THAT EVALUATIONS ARE VITAL TO UNDERSTANDING THE EFFECTIVENESS OF PROJECTS WHICH AIM TO PREVENT OR MINIMISE HARMS CONNECTED WITH MODERN SLAVERY.

## EXECUTIVE SUMMARY

Evaluation of projects and interventions designed to prevent or address the harm connected with modern slavery is a critical step on the road toward identifying "what works". Reviews of evaluations already undertaken offer an opportunity to take stock of the state of the evaluation field – what has been evaluated and what has not - but also to identify and examine results emerging from existing evaluation work. From these evaluations we are able to better understand what has already been tried and tested and shown to be effective or ineffective, what we do not know, and what remains unclear.

The Promising Practices Database, created by the Walk Free Foundation, collates impact and programmatic evaluations of anti-slavery and counter trafficking programming. Each evaluation is categorized by country, region, type of modern slavery, and impact of the evaluation. The Database was developed so that project developers, researchers, and academics could quickly identify relevant evaluation work that had already been completed, but also seek to better understand what works – and what does not— through a simple search by country, target population, type or sector of slavery, or type of intervention.

An analysis of the content of the
**Promising Practices Database confirms the following:**

**1.**
While there is no handbook or set of instructions for how to combat modern slavery, there is useful knowledge that can be drawn on from the various evaluations completed for anti-slavery, counter trafficking and related projects. While the evidence base is patchy, we are not starting from ground zero. There are 179 evaluations in the *Database*, and this number will continue to grow over time. Programs are being assessed and data is being collected. Any new project or intervention should therefore begin with a review of what has been tried before and lessons learnt.

**2.**
There is a need to improve the quality of underlying program design – a clear theory of change and a clearly articulated relationship between the objectives being sought and the activities being implemented are fundamental to evaluate the effectiveness and impact of a project. In the evaluations reviewed, too often it was apparent that the project objectives were unclear or unrealistic for the timeframes of the project or intervention, meaning no conclusion on effectiveness could be reached.

**3.**
Project evaluation should be integrated into project development by using a cyclical approach to project design. If project design does not build on prior learnings, and if relevant data is not collected during project implementation, it will later become very difficult to accurately assess effectiveness or impact.

**4.**
There is a need to differentiate between different types and qualities of evaluations. Was the evaluation independently conducted or not? What were the data sources and methodology used to reach the conclusions stated in the evaluation? Too often, 'evaluations' are opaque, coming to a stated conclusion that the project was effective without clear evidence. A clearer articulation of methods of analysis will allow more transparent conclusions to be drawn.

**5.**
To date, few evaluations attempt to measure the impact of the program on modern slavery itself, be it by decreasing the number of people enslaved, or changing the behaviours that allow slavery to occur. The majority of evaluations evaluated the progress of the program (the achievement of activities or outputs) or the outcomes of the program (achievement of objectives or overall outcomes). While this reveals the difficulties in designing an anti-slavery programs that show direct impact, it also points to a gap in the field, and the need for more rigorous evaluations in order to test the effect of anti-slavery and counter trafficking programming.

We recognize that simply transferring a successful project from one location to another may not lead to similar results and that project developers and practitioners need to take account of the specifics of the context and society in which they work. Nonetheless, there are useful lessons to be drawn from prior efforts to respond to modern slavery. Our intention is to continue building and adding to the *Database*. Although we have identified clear gaps in project implementation and analysis, the picture created by the *Database* is a promising one - programs are being assessed and data is being collected. The next step is to fill gaps in coverage and to improve the robustness of evaluation methodology. From here, we can begin to identify what works to eradicate modern slavery.

> This community was in transition from slavery to freedom in a stone cutting district of Varanasi. The members of this community did not want to be interviewed as they were concerned by potential repurcussions from authorities, but were happy for photos to be taken.

*Photo credit, Grace Forrest*

# INTRODUCTION

The importance of evaluation to understanding the impact and effectiveness of projects designed to prevent or address the harm connected with modern slavery is widely accepted.[1] Reviews of evaluations already undertaken offers an opportunity to both take stock of the state of the evaluation field – what has been evaluated and what has not? - but also to identify and examine results emerging from evaluation work that has already been undertaken. From these existing evaluations we are able to identify what we know, what do not yet know, and what remains unclear.

In an effort to increase the effectiveness and efficiency of projects combating modern slavery, the *Promising Practices Database* was created by the Walk Free Foundation. The *Database* collates impact and programmatic evaluations of anti-slavery and counter trafficking programming and categorises these by terms such as country, region, type of modern slavery, and impact of the evaluation. The *Database* was developed so that project developers, researchers, and academics could quickly identify relevant evaluation work that had already been undertaken, but also seek to better understand what works – and what does not— through a simple search by country, target population, type or sector of slavery, or type of intervention. The theory is that we can learn from the evaluations already undertaken, even if the learning is 'there is a lot we don't know'.

To date, the *Database* contains 179 evaluations from the modern slavery and associated sectors. Within the *Database*, each evaluation is categorised based on the type of modern slavery, sector (or industry), type of activity, and program results. From this categorisation, we have mapped existing evaluations, identifying where they have been conducted, and whether there are any areas where further evaluation work is necessary. We have also been able to draw some general conclusions about the current state of monitoring and evaluation in the anti-slavery and counter trafficking field. Following this overview paper are a set of policy papers that dive into different sectors or interventions targeting modern slavery, where we have made observations about which practices have been proven to work, which look promising, and which are ineffective.

This paper sets out the theory and purpose of the *Database*; an overview of the process for developing the *Database*; and identifies key lessons for modern slavery programming and evaluations. For more detailed analysis of certain sectors or interventions, please refer to corresponding policy briefs on case management initiatives, labour monitoring systems, and conditional and non-conditional cash transfers, among others.

# A NOTE ON DEFINITIONS

For the purposes of this research, the term 'modern slavery' is used. Modern slavery is an umbrella term which describes different forms of exploitation such as human trafficking, forced labour, debt bondage, forced or servile marriage, and the sale or exploitation of children.

## 1. THEORY AND PURPOSE OF THE PROMISING PRACTICES TOOLKIT

As noted in many fora, one of the critical challenges of responding to modern slavery is knowing 'what works'. For example, does providing training to law enforcement officers increase the number of arrests of traffickers and identification of victims? What works to reduce vulnerability of certain populations, such as migrant workers and refugees? Are victim support programs meeting the needs of their client groups? While there are many critical questions, there are few agreed answers.

While the number of evaluations conducted is limited, it is also true that many programs in the field have evaluation requirements attached to them as part of funding agreements or organisational policy. Starting from this observation, this study seeks to compile as many published and unpublished evaluations from academic and grey literature, classify and categorise them in ways that facilitate analysis, and then map the evaluations to identify sectors where evaluations have been conducted and to identify gaps in the evidence. Following this, we undertook a series of a literature reviews to develop policy briefs to dive into the learnings of evaluations of specific interventions.

## 2. METHODOLOGY

### SEARCHES

Starting from the perspective that evaluations of anti-slavery and counter trafficking programming have been conducted over the past 15 to 20 years, a standard set of search terms were developed, which were then used to conduct systematic searches of academic and grey literature. The team conducted internet searches, searches of relevant international organisation websites or databases, and searches of academic databases to find examples of evaluations. These search terms primarily included truncated terms used to describe modern slavery, for example, "traffic*" + "evaluation", or "debt bondage" + "evaluation" or "forced marriage" + "evaluation". However, due to limited number of quality evaluations conducted, we decided to expand our research to related social issues. These included safer and labour migration programs, initiatives focusing on child labour or child/ early marriage, interventions which targeted harmful traditional practices, like Female Genital Mutilation/ Cutting (FGM/C), and programs which worked with sex workers or refugees or IDPs. These were included to broaden the number of evaluations from which lessons could be drawn, and were selected based on the assumption that a program to promote safe migration, or to tackle child labour would have lessons for slavery related phenomena, such as human trafficking and the worst forms of child labour. Search terms are set out in Appendix 1.

## INCLUSION IN THE DATABASE

After identifying potentially relevant evaluations, members of the team reviewed the titles and/or abstract to determine if the evaluation should be included in the *Database.* Using standardised inclusion criteria (Appendix 2), evaluations were included if the title or abstract identified that the report, website or document was an evaluation of a program or activity, that it had an explicit methodology of how the evaluation was conducted, and it referenced some form of modern slavery or related social issue (see Appendix 1 for list of related social issues). Every evaluation in the *Database* was checked by a second person to verify the decision to include or exclude.

## TAXONOMY AND DATABASE

Once the *Database* was cleaned of duplications or evaluations that fell outside the inclusion criteria, the team created a classification taxonomy, reflecting key categories used to analyse the evaluation literature. These include the following, which are set out in more detail at Appendix 3:

» Type of modern slavery

» Sector of exploitation

» Target population/ project beneficiaries

» Country/ region

» Type of program and activities

» Program objectives

» Evaluation author- independent versus self/internal?

» Evaluation methodology- qualitative or experimental?

» Evaluation findings

» Did the program meet its objectives/outcomes?

Endnote[2] was used to store and house the evaluations and their categories. A sample of evaluations were categorised by the whole team to test and finalise the category descriptions. Each evaluation was then categorised by two separate members of the team to ensure consistency.

## METHOD OF ANALYSIS

Following identification, inclusion and categorisation the team conducted a thematic analysis of the evaluations to identify key trends and gaps, and to form the basis of the more detailed policy papers. Thematic analysis was chosen to analyse the data due to the flexibility of the process (Patton, 2002) which was considered the most appropriate and efficient to analyse the large volume of data collected in the *Database* and to facilitate integration of similar lessons learned across the different projects.

## LIMITATIONS OF THIS STUDY

Despite best efforts to conduct systematic searches and include all relevant evaluations in the *Database* it is very possible that some evaluations have been missed: for example, those evaluations which are housed on individual NGO websites, or are not publicly available or shared by partner organisations. The findings below and policy papers are also dependent on the quality of the identified evaluations. The variable quality of these evaluations was apparent early on in the process: often program descriptions were unclear and did not list specific objectives that the program aimed to achieve. It was therefore impossible to identify if these had or had not been met. Where no project documents were annexed to the evaluation, there was also no way to verify that the project description in the program was accurate. When no reasonable inference was possible from the evaluation, references were tagged as 'unclear' according to the definitions included under Appendix 3. Other limitations included accessing full copies of evaluation reports rather than publicly available short summaries. Future iterations of this work should also focus upon incorporating projects evaluated in languages other than English.

## 3. RESULTS: WHAT IS IN THE DATABASE?

The *Database* contains 179 evaluations. Broken down by type of modern slavery, most evaluations were conducted on human trafficking and child labour, while the fewest were conducted on slavery and debt bondage.

**Chart 1:**

No. of evaluations by type of modern slavery.

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
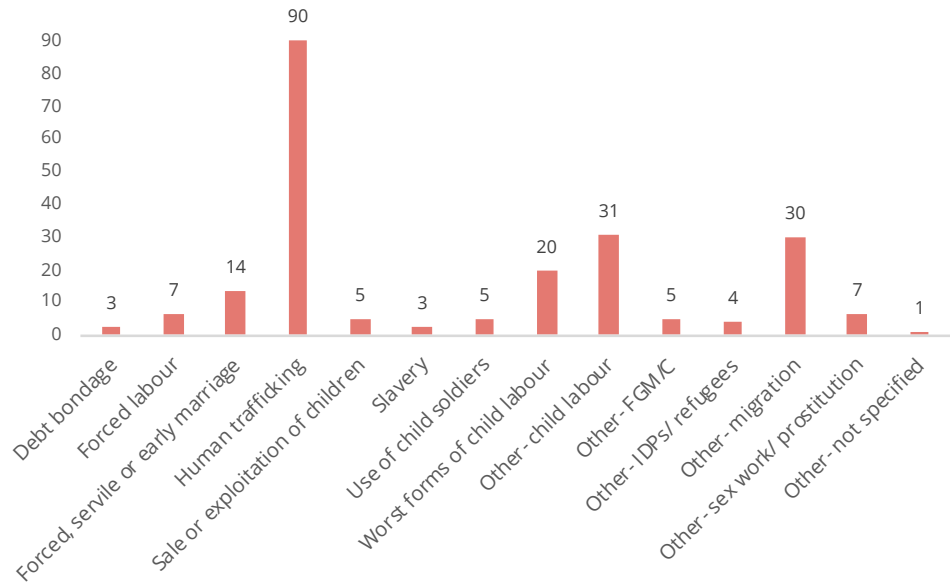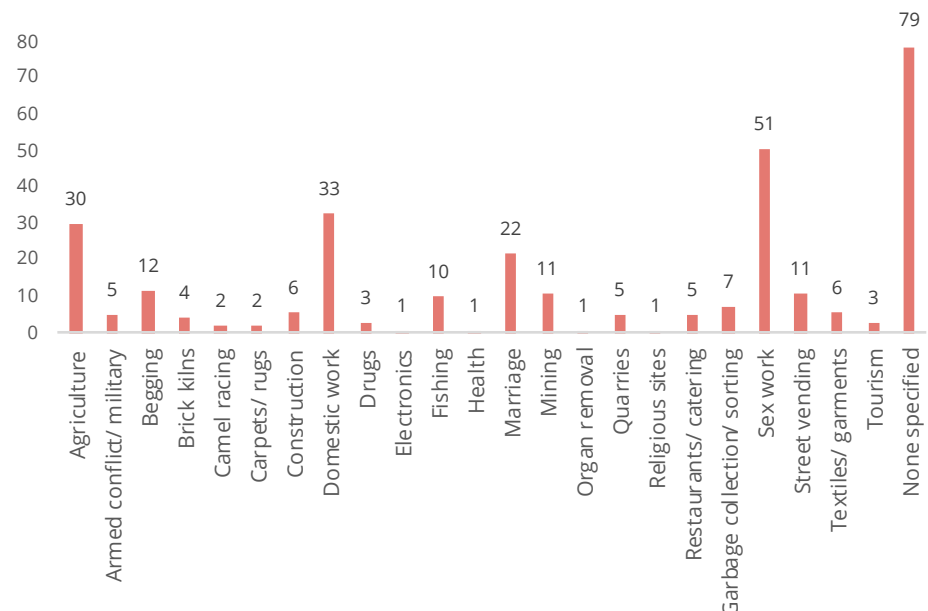


As noted above, most evaluations did not describe the original program in any depth; therefore, the largest proportion of evaluations (79) did not also specify a specific sector the program was targeting. This skews the results presented in Chart 2 as it is not possible to determine if certain sectors have been more regularly evaluated than others. However, of those where the sector was specified, it appears that the sex industry, domestic work and agriculture were the sectors most often reported as specific target sectors of modern slavery and related programs.

**Chart 2:**

No. of evaluations by sector

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*

India is the country where most evaluations have been conducted (17), followed by Philippines (15) and Cambodia (14). Interestingly, a similar number of evaluations (13) have been conducted in the United States, which could reflect the political will to combat modern slavery, or language bias in our searches of relevant databases.

**Chart 3:**

No. of evaluations by country

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
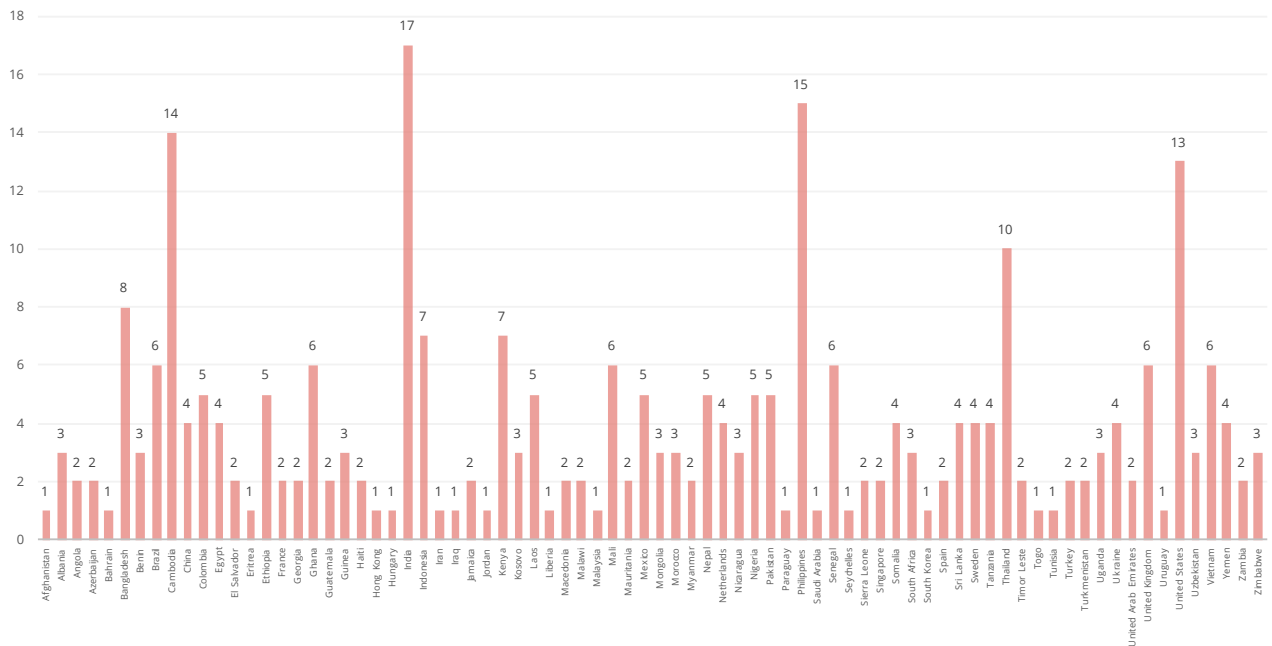


Despite the number of evaluations in the United States, we can see that typically, evaluations have taken place in developing countries, as opposed to more developed nations. This is also reflected if we look at the evaluations by region; the majority of evaluations have been conducted in Asia Pacific (113) and Sub-Saharan Africa (76) region. It could be suggested that this reflects that the majority of programs also occur in this region, however, as we are basing this assertion on the number of evaluations, not the number of programs, it is not possible to fully determine if this is the case.

**Chart 4:**

No. of evaluations by region

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
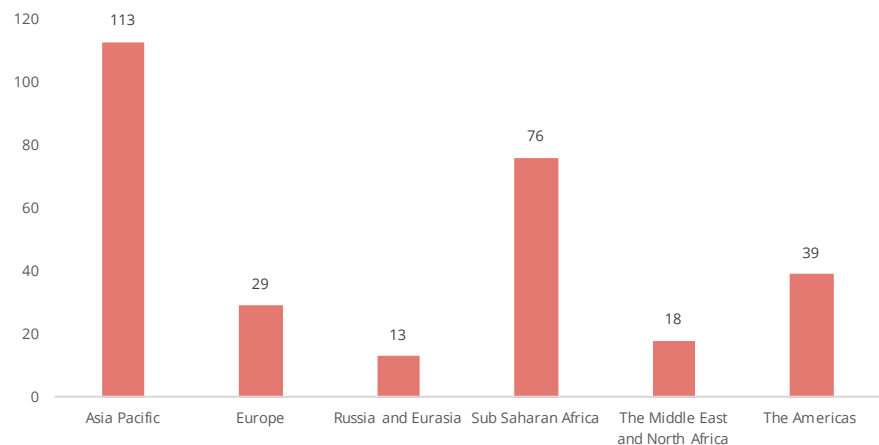
When looking at the number of evaluations by activity, we can see that programs with technical support, policy advocacy and raising awareness activities have been evaluated most often. These categories were drawn fairly broadly. Technical support covers all support offered to governments to develop legislation and policies to respond to modern slavery. Policy advocacy covers those activities where NGOs and members of civil society put pressure on governments, and other decision making bodies, to enact certain legislation, or to take other actions which respond to modern slavery. Raising awareness campaigns cover a broad range of activities, from those activities which target the general public to raise their general awareness of modern slavery through to more specific campaigns targeting a specific group; for example, a program which aims to increase knowledge of migrant rights among a particular migrant groups.

**Chart 5:**

No. of evaluations by activity

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
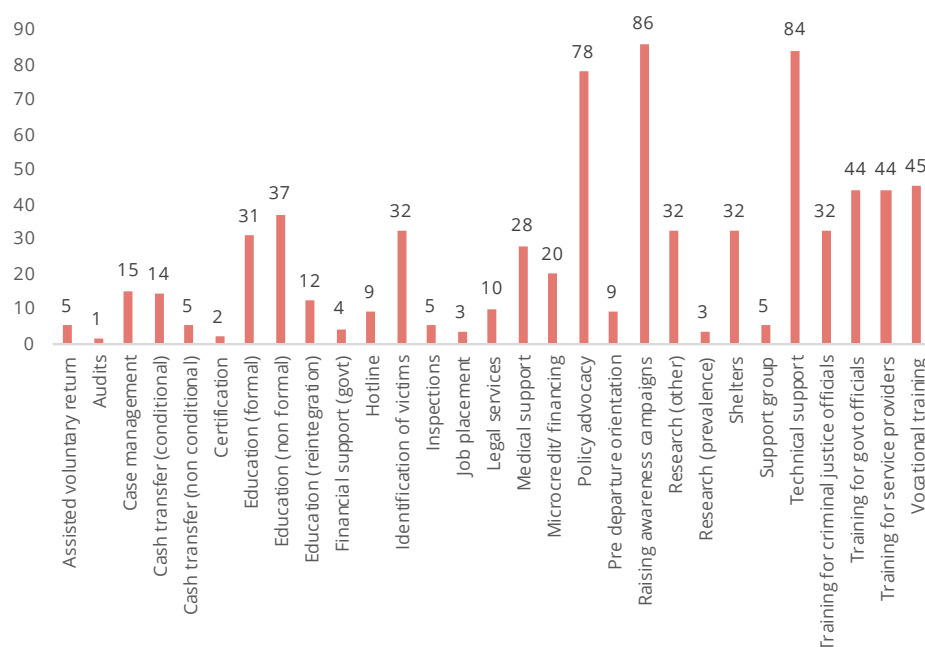
After grouping evaluations by activity, we identified that certain activities could be grouped into types of programming. These groups were identified by arranging activities according to similar objectives. For example, activities such as hotline, shelters and case management were grouped together to provide support to victims. Likewise, policy advocacy, technical support and training for government officials were grouped together under the objective 'provide support to government.' These groupings were then cross referenced to work for the development of taxonomies by the UN Inter Agency Counter Trafficking Group (ICAT) as part of an extensive review of counter trafficking programming and were found to be similar. These groupings are by no means exhaustive or exclusive, but were used to give an indication of the types of programs that have been conducted. The majority of evaluations were of programs to support government, to provide services to victims, or to take part in some form of prevention work.

**Chart 6:**

No. of evaluations by type of program

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
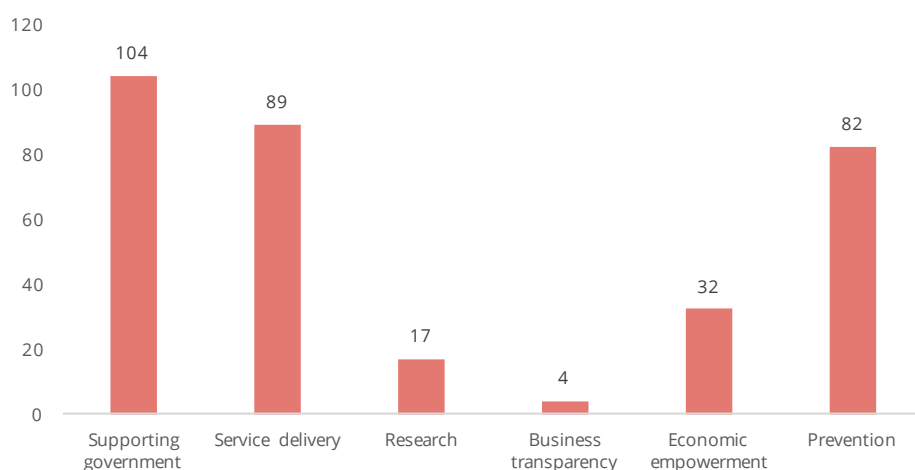
We also wanted to identify the strength of the evaluations being conducted and employed the Maryland scale for this purpose.[3] While the use of randomised control trials is not always appropriate in development interventions,[4] the Maryland scientific methods scale provides a five-point score of evaluation robustness, ranging from 1= post-test, with no comparison or control group through to 5= randomised control trials. Using the Maryland scale, the overwhelming majority of evaluations are conducted by post assessment, often involving qualitative research methods such as desk review of relevant literature, selected interviews with relevant participants, analysis of case studies and a write up of results. Randomised Control Trials have not been conducted for modern slavery programming, but have been conducted for similar social issues such as Female Genital Mutilation/Cutting (FGM/C) and the impact of conditional and non- conditional cash transfers on child labour, education and migration.

**Chart 7:**

No. of evaluations by methodology

*Categories are not mutually exclusive and there could be multiple tags for a single evaluation.*
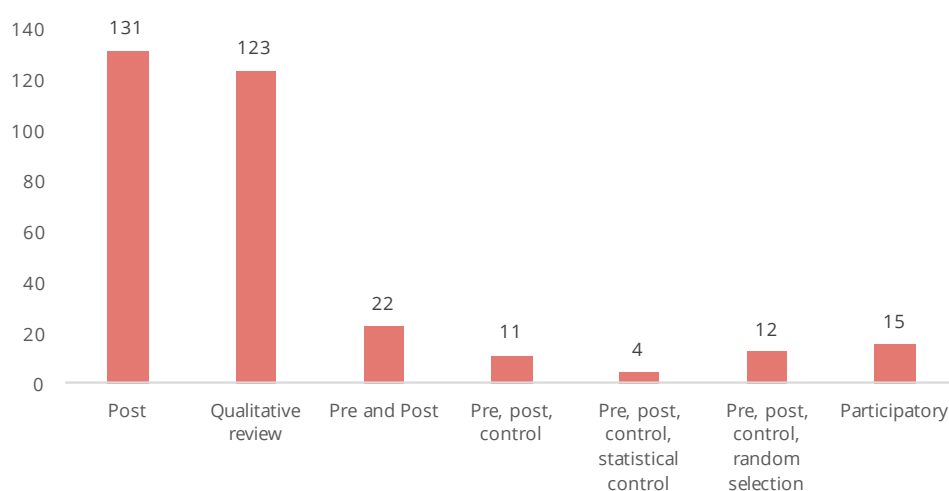


Lastly, we grouped evaluations by author, that is whether the evaluation was conducted by an independent body as opposed to an internal or self-evaluation. The results here were surprising as the majority of evaluations appear to be independent. However, in the majority of cases, little information was given on who conducted the evaluation, beyond 'independent consultant' or 'external researcher'. Upon closer inspection, some of the 'independent' consultants also appeared to be funded by the international organisation who had implemented the program, which raises questions about their independence. As this was not explicit for each evaluation, we took the identification of 'independent consultant' on face value, with the caveat that the below results be interpreted with care.

**Chart 8:**

No. of evaluations by author
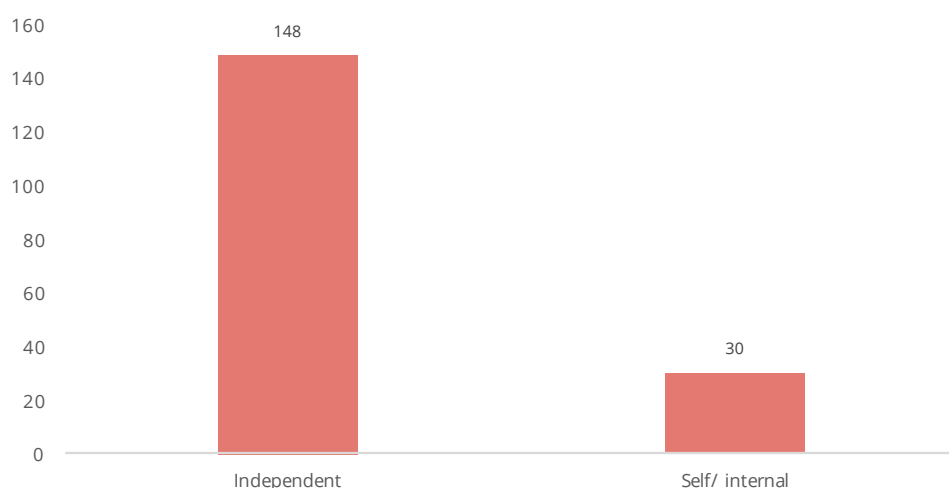
## 4. LESSONS LEARNT FOR MONITORING AND EVALUATION IN THE MODERN SLAVERY SECTOR

Based on this mapping and categorisation of counter trafficking and anti-slavery evaluations the *Promising Practices Database* allows us to draw conclusions regarding how monitoring and evaluation is being conducted in the modern slavery sector. While it should be noted that the vast majority of these evaluations were programmatic and conducted as part of donor requirements or organisational policy, some general key lessons can be identified:

**1.**

**Project objectives are often unclear.**

Many project evaluators could not report across all project objectives or outcomes due to issues with program logic. There were statements in multiple evaluations that programs were poorly designed, or based upon unclear logical frameworks where outcomes were not clearly mapped to activities or indicators, making any determination that objectives or outcomes had or had not been met impossible.

**2.**

**Project objectives are often unrealistic.**

Along with claims that program design was unclear, were also statements by evaluators that project objectives were unrealistic, particularly given the short time frame of many anti-slavery and counter trafficking interventions.

**3.**

**Project evaluation is seen as a separate activity to project development.**

This hinders the project development cycle where project design does not build on prior learnings, while relevant data is not collected during project implementation to ensure accurate measures of effectiveness or impact.

**4.**

**Evaluations can be opaque and come to the conclusion that the project was effective.**

Some of the evaluations themselves were poorly written, or difficult to follow, while other evaluations described in detail the issues with a particular project, only to conclude that it was a success, or had achieved all its objectives. There is a need for clearer articulation of methods of analysis and methodology so that more transparent conclusions can be drawn.

These observations apply in particular to evaluations of trafficking programming. From the *Database,* we can identify that nearly 50 percent (43) of trafficking evaluations have no clear description of the sector where trafficking occurs, or a detailed description of the type of trafficking the program was aiming to address. Most descriptions of trafficking programs within the database state that the program was aiming to eradicate trafficking without a description of common trends within the particular context where the program was being implemented. While this could be an indication of a gap within monitoring and evaluation documents, such a substantial proportion could also suggest that trafficking programs tend to focus on implementing a response that meets treaty requirements, rather than implementing a response tailored to a specific issue.[5]

Moreover, the initial analysis reveals that there are issues in how we measure progress towards objectives or outcomes in anti-slavery and counter trafficking programs. In several cases, evaluations identified that there were issues with the initial project logic that linked activities to objectives. Several evaluations identified that it was difficult to draw conclusions about if and how these objectives had been achieved either because the objectives were too ambitious, or not clearly linked by a theory of change. In the latter case, it was unclear in many cases how the activities implemented would achieve the outcomes or outputs identified. This would suggest the need for more explicit and robust descriptions of program logic in initial program design, or to build monitoring and evaluation as part of program implementation.

Finally, few evaluations attempt to measure the impact of the program on modern slavery itself, be it by decreasing the number of people enslaved, or changing behaviours that allow slavery to occur. The majority of evaluations evaluated the progress of the program (the achievement of activities or outputs) or the outcomes of the program (achievement of objectives or overall outcomes). While this reveals the difficulties in designing anti-slavery programs that show direct impact, it also points to a gap in the field, and the need for more rigorous evaluations in order to test the effect of anti and counter trafficking programming.

## CONCLUSION

It is recognised that a successful project in one jurisdiction will not necessarily lead to similar results elsewhere and that project developers and practitioners should remain wary of the context and society in which they work. Despite this, the purpose of the *Promising Practices Database* is to assist stakeholders and staff on the ground to develop and implement effective anti-slavery interventions. Although we have identified clear gaps in project implementation and analysis, for example the weak evaluation methodology employed to analyse projects and the creation of often unclear and therefore unachievable project objectives, the picture created by the *Database* is a promising one. Programs are being assessed and data is being collected. The next step is plugging gaps in evaluations and improving the robustness of evaluation methodology. From here, we may begin to identify what works to eradicate modern slavery.

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# APPENDICES

## APPENDIX 1: SEARCH TERMS

Evaluation (if necessary) **OR** Assessment (if necessary)
**AND**

- » Modern slavery **OR**
- » Human trafficking **OR**
- » Worst forms of child labour **OR**
- » Slavery **OR**
- » Forced labour **OR**
- » Domestic servitude **OR**
- » Debt bondage **OR**
- » Forced marriage **OR**
- » Servile marriage **OR**
- » Early marriage **OR**
- » Child marriage **OR**
- » Sale or exploitation of children **OR**
- » Use of child soldiers **OR**
- » Child labour **OR**
- » Prostitution **OR**
- » Refugees **OR**
- » Internally displaced persons **OR**
- » Female genital mutilation **OR**
- » Safe migration **OR**
- » Labour migration

A total of 1,787,748 sources were identified from these searches, largely due to the number of sources identified through internet searches. For internet searches that revealed a large number of evaluations, the team reviewed the first 10 pages for relevant evaluations. From all of our searches, a total of 410 evaluations were included in Endnote. These were then reviewed for duplications, leaving 344 evaluations in the library.

After further review, another 165 were then removed, leaving a total of 179. These were removed because they were descriptions of programs, were a literature review, were lists of good practice determined by other organisations, were mid-term evaluations, were formative (or pre-assessment) evaluations, were not in English, were a summary of a larger document which was not available, were annual reports rather than evaluations, or did not include an explicit methodology of how the evaluation was conducted. Explicit methodologies were defined as the inclusion of a methodology section or a description of the actions taken by the evaluation team; those evaluations missing this were also excluded. Lists of good practice determined by other organisations were removed as these had inconsistent or contradictory criteria from the work being conducted of what constituted a good practice. Systematic reviews of evaluations, or reviews of reviews were also excluded from the final database. However, systematic reviews, literature reviews, and annual reports were used to inform the drafting of individual policy papers where interesting lessons could be drawn.

# APPENDIX 2: INCLUSION CRITERIA

**1)** **Is the report or website an evaluation of a program or activity?**

An evaluation measures progress towards outputs, or change in outcomes, or an assessment of impact, of a development program, policy or intervention.[6]

An international development program or project is a set of activities which deliver outputs and outcomes that promote social change and behaviour change related to modern slavery or related social issues.

An activity is a singular action taken to address modern slavery, which could be part of a program, project or a standalone activity. Examples include giving training, conducting inspections, distributing leaflets, providing technical support to the government.

**YES**- *Go to Q2*          **NO**- *Exclude from Endnote*

**2)** **Does the evaluation reference a form of modern slavery?**

**NO**- *Go to Q3*

Modern slavery defined as:

» Human trafficking;

» Worst forms of child labour;

» Slavery;

» Forced labour;

» Domestic servitude;

» Debt bondage;

» Forced, servile or early marriage;

» Sale or exploitation of children; and

» Use of child soldiers.

**3)** **Does the evaluation reference a related social issue?**

Similar social issue includes: child labour, prostitution, refugees, internally displaced persons, female genital mutilation, safe migration and labour migration. These are included as individuals who experience these issues may become vulnerable to being enslaved, thus successful programs may become relevant as prevention activities.

**YES**- *Include in Endnote*

**NO**- *Exclude from Endnote*

# APPENDIX 3: DEFINITIONS OF TERM LISTS

## WFF1A: TYPE OF MODERN SLAVERY

Type of slavery was added after the systematic searches had been completed. It was hoped to be able to tag evaluations solely by sector (WFF1), however, this led to the tagging of many evaluations as 'other' as the programs they referred to aimed to combat or prevent 'trafficking' or 'forced labour' without specifying a sector. Type of modern slavery was therefore added to cover these programs.

The term lists come from the Walk Free Foundation's definition of modern slavery, although evaluations were categorised as defined by the evaluation to limit any definitional judgement made. Wherever possible, evaluations were tagged with more than one type of modern slavery to ensure that all interpretations of these terms would be covered. For example, programs which aimed to tackle trafficking for forced labour, were tagged 'trafficking' and 'forced labour'.

### DEBT BONDAGE

Debt bondage, that is to say, the status or condition arising from a pledge by a debtor of his personal services or of those of a person under his control as security for a debt, if the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length and nature of those services are not respectively limited and defined.

From Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956- http://www.ohchr.org/EN/ProfessionalInterest/Pages/SupplementaryConventionAbolitionOfSlavery.aspx

### FORCED LABOUR

Forced labour is defined in the International Labour Organisation (ILO) Convention on Forced Labour 1930 as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." This excludes compulsory military service, normal civil obligations, penalties imposed by a court action taken in an emergency, and minor communal services.

### FORCED, SERVILE OR EARLY MARRIAGE

The following are defined as practices 'similar to slavery' in the 1956 Slavery Convention. Any institution or practice whereby:

» A woman, without the right to refuse, is promised or given in marriage on payment of a consideration in money or in kind to her parents, guardian, family or any other person or group; or

» The husband of a woman, his family, or his clan, has the right to transfer her to another person for value received or otherwise; or

» A woman on the death of her husband is liable to be inherited by another person.

### HUMAN TRAFFICKING

Human trafficking is defined in the UN Trafficking in Persons Protocol as involving three steps.

1) Recruitment, transportation, transfer, harbouring or receipt of persons;

2) By means of 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;

3) With the intent of exploiting that person through: prostitution of others, sexual exploitation, forced labour, slavery (or similar practices), servitude, and removal of organs.

The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered 'trafficking in persons' even if this does not involve threat, use of force, or coercion.

## OTHER

Some projects, while not covered by our definition of 'modern slavery' held interesting results for other forms of social issues or similar activities. These have been tagged 'other', with one of the following subheadings.

### - child labour

The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

> » is mentally, physically, socially or morally dangerous and harmful to children; and

> » interferes with their schooling by:

> » depriving them of the opportunity to attend school;

> » obliging them to leave school prematurely; or

> » requiring them to attempt to combine school attendance with excessively long and heavy work.

From International Labour Organisation International Programme for the Elimination of Child Labour (IPEC)- http://www.ilo.org/ipec/facts/lang--en/index.htm

### - domestic violence

Violence, including physical, sexual, psychological and economic violence, between individuals who are or have been in an intimate relationship, including marital, non-marital, same sex and non-cohabiting relationships; individuals with family relationships to one another; and members of the same household.

### - FGM/C

Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

From World Health Organisation definition of Female Genital Mutilation (FGM)- http://www.who.int/mediacentre/factsheets/fs241/en/

### - IDPs/ refugees

Refugee: As a result of events occurring before 1 January 1951 and owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.

From UNHCR Refugee Convention, 1951- http://www. unhcr.org/uk/protection/basic/3b66c2aa10/convention- protocol-relating-status-refugees.html

IDP: persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized border.

From Guiding Principles on Internally Displacement- http:// www.ohchr.org/EN/Issues/IDPersons/Pages/Issues.aspx

### - migration

Facilitating safe or labour migration, or working to combat 'irregular' migration, or migrant smuggling.

### - sex work/ prostitution

Sex work is the provision of sexual services for money or goods.

From World Health Organisation, http://www.who.int/hiv/ topics/vct/sw_toolkit/115solution.pdf

## SALE OR EXPLOITATION OF CHILDREN

Includes commercial sexual exploitation of children unless otherwise specified

**A)** Sale of children means any act or transaction whereby a child is transferred by any person or group of persons to another for remuneration or any other consideration;

**B)** Child prostitution means the use of a child in sexual activities for remuneration or any other form of consideration;

From the Optional Protocol on Sale to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 2000- http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPSCCRC.aspx

## SLAVERY

**1)** Slavery is the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised.

From the Slavery Convention, 1926- http://www.ohchr.org/EN/ProfessionalInterest/Pages/SlaveryConvention.aspx

## USE OF CHILD SOLDIERS/ EXPLOITATION OF CHILDREN BY ARMED GROUPS

Use of child soldiers by national armies or armed groups in armed combat.

From Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict, 2000- http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPACCRC.aspx

## WORST FORMS OF CHILD LABOUR

Drawing on the 1999 International Labour Conference Convention No.182, concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, the term 'worst forms of child labour' comprises:

**A)** all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

**B)** the use, procuring or offering of a child for prostitution, for the production of pornography, or for pornographic performances;

**C)** the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

**D)** work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

## WFF 1: SECTOR (INDUSTRY)

Where possible, evaluations were tagged by the sector the program or intervention targeted. This sector had to be explicit- where the program's target populations were defined as belonging to a specific sector- rather than a more generic approach supporting governments to combat trafficking or forced labour. Those evaluations that referred to specifically to assisting sex trafficking victims were defined rather broadly as 'sex work'. Those evaluations where sectors were identified in the problem statement or project context, but not during the description of the program were tagged according to each sector specified.

» Agriculture
» Armed conflict/ military
» Begging
» Brick kilns
» Camel jockeys
» Carpets/ rugs
» Construction
» Domestic work
» Drugs
» Electronics
» Fishing
» Health
» Marriage
» Mining
» None specified
» Organ removal
» Quarries
» Religious sites
» Restaurants/ catering
» Rubbish/ garbage collection/ sorting
» Sex work
» Street vending
» Textiles/ garments
» Tourism

## WFF 2: TARGET POPULATION

Defined as the direct beneficiaries or target population of the program- for example those who received training, or who were directly assisted by the program. This category, therefore, does not always line up with victims of modern slavery. Those where the beneficiary was not defined were tagged 'not specified'. To improve searchability of the database, those evaluations where the program targeted 'children', but did not specify a gender, were tagged 'children; girls; boys' and a special group was created that contained all of these terms. The same rule applied for adults, with the use of 'women' and 'men'.

» Men
» Women
» Adults
» Girls
» Boys
» Children
» None specified

## WFF 3: COUNTRY/ REGION

Defined as the country and region (where available) where the program occurred, including where the evaluation took place.

# WFF8: TYPE OF ACTIVITY SORTED BY WFF4: TYPE OF PROGRAM

## GROUP 1. SUPPORTING GOVERNMENT

This group concerns activities which provide **support to government in fields such as victim identification, interaction with victims, prevention, establishing or monitoring referral mechanisms, and provision of assistance to trafficking victims.** These programs must be more interactive with the Government in question than merely distributing lists of indicators, or "best practices" handbooks. It does **not include** the provision of support FROM government agencies to other entities unless there is a reciprocal relationship, where the government agency is provided with support such as training as a result of providing support, etc.

### Training for criminal justice officials (police, judges, immigration, border patrol, labour inspectors):

This **includes** training on victim identification, how to interact with victims of trafficking, risks associated with migration, non-refoulement and non-criminalisation of victims. This training can be conducted via online modules or face to face training. It **does not include** distributing lists of indicators of trafficking to these officials.

### Training for government officials (embassy officials, other):

This **includes individual, or a series of,** training sessions with government officials on victim identification, victim referral procedures, and how to investigate government supply chains to identify slavery. This training can be conducted via online modules or face to face training; it **does not include** distribution of posters, pamphlets or lists of indicators without interactive engagement. It does **not include on-going support** how to implement anti-slavery policies or national frameworks (that is included under *technical support (govt))*.

### Financial support (govt):

This **includes** financial support given to the Government which is connected to a program or project, such as creating a framework which is **connected to slavery, human trafficking or an associated risk (illegal migration, migrant workers, provision of health services to victims etc).** This **does not** include financial support offered by the Government to civil society organisations. It also **does not** include financial support wholly disconnected from modern slavery – for example, financial support to implement an anti-corruption framework with no specific policy on modern slavery.

### Technical support (govt):

This **includes** ongoing support on how to implement, establish and monitor anti-slavery policies for example, a national referral mechanism or supply chain transparency. This must be delivered to **government officials.** This does **not include individual or series of** training on victim referrals – that is covered under training for government officials and criminal justice officials. **It does not include the provision of financial support to create a framework** (that is included in *financial support (govt)*). This activity is concerned with using *special skills and experience* to support the government to *create and monitor systems of action connected with modern slavery and human trafficking.*

### Policy advocacy:

This activity includes civil society or other experts assisting the government to **create, modify or repeal legislation, regulations or other policy** in order to reduce the vulnerability of victims, criminalise offenders, avoid the criminalisation of victims for offences committed whilst enslaved. This includes legislation regarding the provision of victim services and access to measures to stay (reflection periods, visas). This does **not include** bilateral agreements on repatriation procedures to other countries (that comes under technical support for government). This **does not include** evaluations of the impact of legislation as that is included under *Research (other).* It **does not include** CSOs assisting governments to create National Action Plans; that is covered under *Technical support (govt).*

## GROUP 2. SERVICE DELIVERY AND CO-ORDINATION

This group is concerned with the services provided to victims and the harmonisation and efficiency of service provision. Activities which provide emergency and longer term support to victims, such as case management or vocational training, could fall within this group.

### Training for service providers:

This **includes** training social workers (who may or may not be employed by government), teachers, and other service providers, and training staff who operate *shelters,* provide *health care services* both physical and mental, provide *food,* and *legal assistance to victims.* This **does not include** training offered to prosecutors and defence attorneys in criminal proceedings against the trafficker/perpetrator as in that situation, the victim is not a party to the case but is only involved as a witness. This activity **includes** training offered to legal practitioners who assist victims to file visa applications, or appeal an immigration decision; appeal a criminal conviction for offences committed whilst they were enslaved; essentially, cases where the victim is a party to the case itself. This training **includes** face to face workshops, and online modules. **It does not include distribution of best practices handbooks.**

### Identification of victims:

This includes **all forms of identification of victims**, including 'rescue' operations. It does not cover training of police- this is covered under training for criminal justice officials.

### Case management:

This activity involves the appointment of a "point person" to co-ordinate victim's access to services and help them as their case progresses. This **includes co-ordination of services** but **does not include the provision of those services.**

### Medical support:

This activity includes the provision of both physical AND mental health care services to victims of modern slavery. **It does not include the referral of victims to such services;** that is covered under *Case Management.*

### Shelters:

This activity includes the provision of safe shelter to victims of modern slavery. It **includes** situations where organisations pay rent for victims to stay in safe housing. **It does not include** the referral of victims to shelter services; that is covered under *Case Management.*

### Support group:

this activity is focussed upon the creation of groups of victims of modern slavery where survivors can discuss their experiences. Support groups offer a psychological benefit to victims within the group; however it should not be tagged as *medical support.* It **does not include** the referral of victims to established support groups; that is covered under *case management.*

### Hotline:

This activity includes the existence of a hotline which **includes a telephone hotline and an online form where persons can report suspicions of modern slavery.** This can be led by government or civil society organisations; the focus of this activity is prevention and intervention in modern slavery situations. **It does not include a** crime hotline that is not specific to modern slavery.

### Legal services:

This **includes** the provision of **legal advice, translation services, or other protective measures** or **means to seek redress** as part of the criminal justice process to victims and their families.

### Education (reintegration):

This **includes education or training provided to victims who have experienced modern slavery and are now seeking to re-build their lives.** This education support can include **formal lessons, school attendance, paying for school teachers, or life skills support.** The important part of this activity **is providing support to victims,** it does not cover education as a prevention activity, or education delivered solely to at risk populations**.**

### Vocational training:

This is focussed upon training for **victims to gain employment skills.** This training seeks to facilitate reintegration, reduce the risk of enslavement and prevent entering the illegal workforce (where workers are highly vulnerable to forced labour, etc). It does **not include training for service providers**. It does not include **vocational training for poor populations to reduce unemployment (this is covered under risk based prevention**; it must be linked to modern slavery or its associated risks (illegal migration, labour exploitation etc).

### Job placement:

This is where **victims are matched to jobs** either as a result of vocational training or through other income generating activities.

## GROUP 3. RESEARCH

This group is concerned with research conducted regarding modern slavery; how much, where, and who it affects. **It does not include evaluations on ALL programs** such as the provision of services; this group **only includes evaluations on *research* programs.**

### Research (prevalence):

This activity seeks to identify the scale of slavery. It does not include research of risk factors which heighten the risk of modern slavery [that is included in *Research (Other)*]. It does not include *where* enslavement is most likely; that is included in *Geospatial mapping.*

### Research (other):

This activity includes other research into modern slavery that is not concerned with establishing a *number of enslaved persons* (captured under Research (Prevalence)) or concerned with where slavery occurs (Geospatial Mapping). It can include research of risk factors which heighten the risk of modern slavery. This **also includes** evaluations of the impact of legislation on attitudes, crime rates, etc.

### Geospatial mapping:

This is a narrow category which only includes research of where slavery occurs; research on 'hotspots', research of trafficking routes.

## GROUP 4. BUSINESS TRANSPARENCY

This group of programs are directed at the role business has to play in identifying and eradicating slavery as *part of their business.* It does not include public information campaigns unless that campaign is run by the business in conjunction with action taken by the company (through inspections, audits and certification) to eradicate slavery from their supply chain.

### Inspections:

This activity regards investigating places of work, such as restaurants, manufacturing warehouses, construction sites, factories, residential homes, amongst others to identify if slavery is present in that place of work. Inspections are distinct from audits, as this is **not an investigation into entire supply chain/s.** This activity **does not** include inspections which are not related to modern slavery. However, it can include inspections based on **visa violations** – as unscrupulous employers have been known to demand employees to work longer hours than permitted by their visas, which puts them at risk of labour exploitation as it reduces the willingness of employees to report their labour conditions.

### Audits:

This activity is focussed upon conducting investigations into businesses or entire supply chains to determine whether slavery is supported in the production of services or products. It does **not include** inspection of labour conditions of a single factory; this is **a holistic investigation.** This does **not include** audits which are completely unrelated to modern slavery such as those directed at cost-cutting, etc.

### Certification:

This activity includes the process of **'certifying' products, supply chains or businesses as "SLAVERY FREE."** The purpose of this activity is to allow consumers to minimise their contribution to businesses which have slavery in their supply chains. **It does not include public awareness campaigns which state "Slavery is in make-up/etc products"** – this activity requires that action must be taken to eradicate slavery in a supply chain by the company itself.

## GROUP 5. ECONOMIC EMPOWERMENT

This group concerns the impact of money on victims of trafficking: from programs which decrease the ability of employers to withhold pay, to programs wherein the Government (or another body) provides victims with financial assistance, which can be for specific outcomes (small-businesses), or contingent on certain situations (children going to school). This **does not include** sponsorship programs UNLESS that program directly targets victims of modern slavery.

### Direct Pay:

This activity regards the payment of employees directly into specified bank accounts [not **direct pay by cash].** The purpose of this activity is to ensure employers cannot easily withhold payment to employees, and that a record of payment is kept. This **does not include** payments for ensuring children go to school (Cash-transfer conditional), payments from Government welfare services (cash transfer non-conditional), and does not include **small business financing or micro-credit finance initiatives.**

### Microcredit / financing:

This activity provides modern slavery victims/vulnerable persons with small business financing (micro-credit) in order to start small businesses. It is distinct from *vocational training* as it **does not include** skills transferral. This is activity is solely focussed on monetary support for small businesses.

**Cash transfer (non-conditional):**

This activity is essentially the provision of welfare payments without any requirements in order to get the money nor how to spend it (for example; must spend micro-credit on your business, must send child to school to get money, etc). **Must be provided to victims or persons at risk of modern slavery.**

**Cash transfer (conditional):**

This includes the provision of welfare payments which are conditional on certain requirements: for example, payment to parents in return for their children attending school consecutively for 90 days. In order for a program to come under this activity, the payment **must be connected to prevention of modern slavery (i.e. child labour / forced labour).** It **does not** include situations where organisations pay rent for victims to stay in safe housing; that is included under *Shelter.*

## GROUP 6. RISK-BASED PREVENTION

This group is focussed upon the availability of information to the general public, at-risk groups and communities. It is distinct from *research* as this information is provided to specific groups (or to the public at large if it is a general raising awareness campaign) whereas Research (prevalence, other, and geospatial mapping) is more technical and not designed for this target audience (at risk persons and communities, victims).

**Pre-departure orientation:**

This includes training given to migrant workers before their departure regarding modern slavery indicators, services, and safety precautions. **It does not include public awareness campaigns directed at the general public;** it must be more targeted and interactive. This training can be delivered face to face or via online modules.

**Education (formal):**

This activity includes **educational activities which aim to prevent modern slavery occurring. This can include education institutions providing modern slavery (and human rights) information to students, and paying for teachers or school resources to encourage school participation.** It does not include the requirement that children attend school so that their parents can collect welfare payments (That is captured under *Cash Transfer (conditional)*).

**Education (informal):**

This activity includes **community-led education on modern slavery;** this can be delivered by community leaders, or disseminated throughout the community by community leaders in co-ordination with civil society organisations etc. **It does not include awareness campaigns targeted at certain communities without their active participation in disseminating the information.**

**Raising Awareness Campaigns\*\*:**

These campaigns may be targeted at the general public; do not need to be necessarily targeted at a certain group but can be. **Includes** TV spots, radio spots, and billboards, distribution of pamphlets, posters, online videos and competitions related to raising awareness of modern slavery.

\*\* **Note** that Raising Awareness Campaigns can also fall under the Group 2 of Service Delivery and Co-ordination *IF* the awareness being raised focusses upon the availability of services, or legal rights of victims of modern slavery and ways to seek legal redress. In those cases, WFF4 should be tagged as *Service Delivery and Co-ordination.* If, however, the awareness raising campaign is focussed upon *the existence of modern slavery and indicators* WFF4 should be tagged as *"Risk-based Prevention".*

## WFF 5: TYPE OF EVALUATION

Defined as whether the evaluation was conducted independently or internally. Independently was loosely defined, whereby independent was used when an independent consultant or any other body who did not implement the program was hired.

## WFF6 EVALUATION METHODOLOGY

Where possible, the evaluation methodology was defined according to the Maryland Scale of Scientific methods.

» No clear evaluation (these were later removed from the database)

» Post- test, no control or comparison group

» Pre and post- test, no control or comparison group

» Pre and post-test, with control or comparison group

» Pre and post-test, with control or comparison group, and including a statistical control for variables

» Pre and post- test with random selection of two of the groups

After review of the evaluations, it was decided to add in additional tags to take into account qualitative evaluation methodologies (qualitative review of documents, interviews and/ or case studies) and more participatory approaches (participatory).

## WFF 7: EVALUATION OBJECTIVES

Free text write-up of a summary of the program, the evaluation methodology, and the main outcome or findings of the program. This was used to cross reference against WFF4, 6, 8, 9 and 10 during quality assurance.

## WFF 8: ACTIVITY

See WFF4 for list of activities per program type.

## WFF 9: PROGRAM OBJECTIVES

Free text write-up of the program objectives or outcomes, dependent on the program logic used. Occasionally, researchers had to include outputs were no objectives or outcomes were available or deduce these from 'components' of the program, or from program descriptions.

## WFF 10: MET OBJECTIVES?

Did the program meet its objectives as outlined in the evaluation? Categorised as yes (all), yes (some), no (all), unclear, and inconclusive. The difference between unclear and inconclusive was where the evaluator concluded that it was not possible to determine if the objectives had been met (inconclusive) as opposed to where the evaluation was difficult to understand (unclear).

# ENDNOTES

1    International Organisation for Migration, 'Human Trafficking: New Directions for Research', (IOM, 2008): http://www.iom.int/jahia/webdav/shared/shared/ mainsite/microsites/IDM/workshops/ensuring_ protection_070909/human_trafficking_new_directions_ for_research.pdf.  Please see also: Peter Van Der Laan, Monika Smit, Inge Busschers, Pauline Aarten, 'Cross Border Trafficking in Human Beings: Prevention and Intervention Strategies for Reducing Sexual Exploitation: A Systematic Review' (Campbell Collaboration, 2011): http://www.campbellcollaboration.org/library/cross- border-trafficking-in-human-beings-prevention-and- intervention-strategies-for-reducing-sexual-exploitation- a-systematic-review.html; Caroline Hames, Fleur Dewar, Rebecca Napier- Moore, 'Feeling Good about Feeling Bad, (Council of Europe, Global Alliance against Traffic in Women, 2010): http://www.gaatw.org/publications/ GAATW_Global_Review.FeelingGood.AboutFeelingBad. pdf; Anne T. Gallagher and Rebecca Surtees, 'Measuring the Success of Counter Trafficking Interventions in the Criminal Justice Sector: Who decides—and how?' Anti- Trafficking Review, (2012) 1, available from: http://gaatw. org/ATR/AntiTrafickingReview_Issue1.2012_Where%27s_ the_Accountability.pdf

2    Endnote is a reference management software package, used to manage bibliographies and references

3    There were issues with using the Maryland scale for certain interventions, where the evaluation methodology did not fit neatly on the 1-5 scale. For this reason, the qualitative and participatory groups were added. For future editions of the *Database* it will be necessary to review these categories and add additional categories to cover the wide variety of evaluation methodologies employed.

4    Criticisms include ethical issues surrounding giving one group a potentially life-changing intervention and denying that same intervention to the 'control' group, as well as the cost and length of time that randomised control trials take to establish, implement and analyse. Often answers as to what works require a quicker response time than it takes to set up a randomised control trial. See: Jenna Burrell, 'On the over use of randomised control trials in the aid sector', Global Policy Journal, 2012: http://www.globalpolicyjournal.com/blog/30/10/2012/ overuse-randomized-controlled-trials-aid-sector

5    See also, D. Davy 2016, Anti-Trafficking Interventions: How do we know they are working? American Journal of Evaluation, 37 (4), 486-504

6    Adjusted from 3ie definition of impact evaluation http:// www.3ieimpact.org/en/evidence/impact-evaluations/