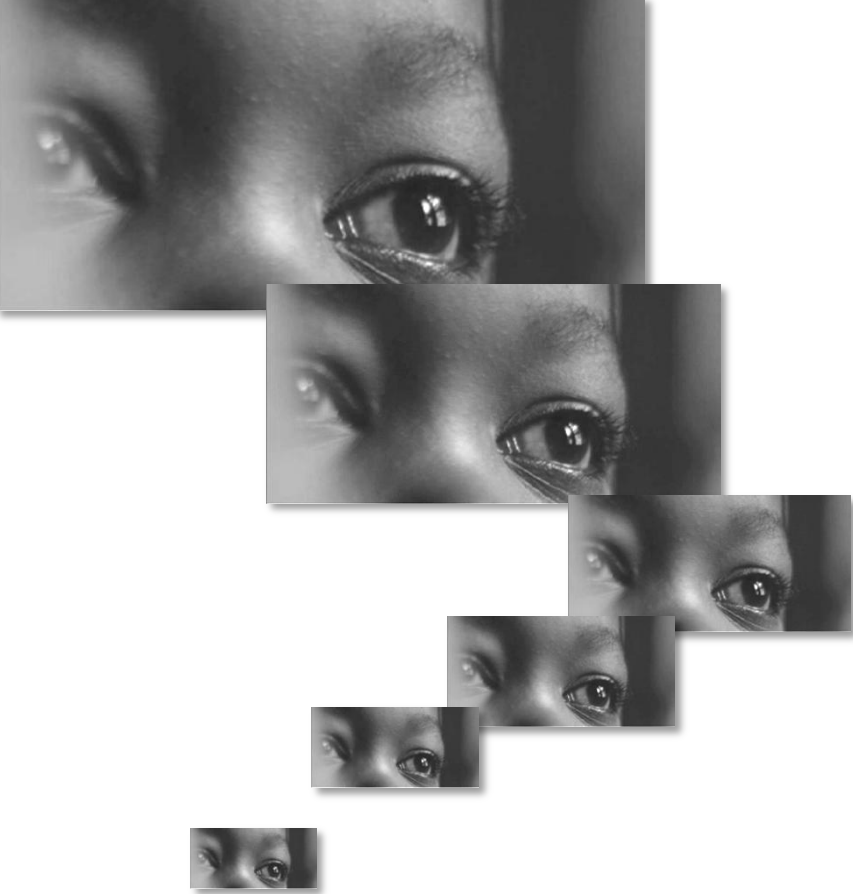




**HUMAN TRAFFICKING A CRIME THAT SHAMES US ALL**



# The E-Learning Tool for Businesses on Human Trafficking



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## About the E-Tool

The E-Learning Tool for Businesses on Human Trafficking (E-Tool) is a **simple, user-friendly online training course**, jointly created by End Human Trafficking Now (EHTN) and the United Nations Global Initiative to Fight Human Trafficking (UN.GIFT), and technically developed and sponsored by Microsoft. It was launched by EHTN and UN.GIFT at the Luxor International Forum on 12 December 2010, during a special breakfast for CEOs.

Designed for business managers and employees, the aim of the E-Tool is to:

1. **help them understand what human trafficking is;**
2. **identify where human trafficking might be a risk to their business;**
3. **identify actions they can take to address this risk.**

The online tool has already benefited numerous companies and individuals, and continues to attract great international attention. It is applauded for the quality of its content and design and praised as a unique initiative. The program has also landed at an exceptional momentum in the abolitionist movement accompanied by important changes in national legislations, urging companies to improve their behavior to eradicate slavery practices and abuses from their activities.

# An E-Tool for Businesses

The development of an online learning course on human trafficking for businesses was created following the **need raised by companies to understand their exposure to human trafficking** and training in risk identification and management. The aim was to provide a tool for businesses to acquire basic knowledge of human trafficking and to assist in developing a **successful corporate strategy to address it**.

The increasingly complex composition of corporate activity, with various supplier and subcontractor relationships, challenges the ability of companies to monitor their activities around the world. However, because human trafficking violates international human rights norms and laws, often defies international labor standards, and regularly involves corruption, businesses should ensure that all elements of their operations, including their products, premises and services are not contributing to human trafficking. Doing so enables companies to manage risk and ensure that their reputation and integrity remain intact.

**The E-Tool encourages companies to address the issue at different levels and from different perspectives.** It guides businesses on the possibilities to tackle human trafficking at the local community level, working in close cooperation with relevant local stakeholders and particularly civil society, as well as at national and international level, in collaboration with national authorities and regional and international organizations. Finally, it underlines the importance of common strategies and partnerships with fellow business partners in addressing the issue in their own and joint activities.

# The Purpose

An online course revealed to be the **most useful and suitable format** in addressing the needs of large corporations wishing to extend training on human trafficking, not only to a small group or office (as it is the case for traditional training systems) but to a large number of employees and at different locations at a minimum cost.

**The E-Tool is given free of charge** and consists of three modules. Each module takes approximately 20 minutes and is followed by a test. The course can be adapted to the needs of each company on demand or to different audiences.

**An executive version** of the tool was also developed to adjust to companies' time constraints. The executive version summarizes the main issues covered in the online training and takes approximately 30 minutes.

# Target Audience

While specifically aimed at business managers and employees, the E-Tool is an invaluable source of information for general public awareness-raising on human trafficking.

It can be adapted to suit any type of audience while focusing on the business perspective.

It not only provides basic knowledge on the issue but, is a practical tool suitable to all levels of staff – those with or without prior experience or knowledge of human trafficking.



## The Partners

**1. End Human Trafficking Now (EHTN)** is the first global association aimed at eliminating human trafficking by engaging the private sector. It is a Swiss-based independent international non-profit association, formed in accordance with articles 60 ff of the Swiss Civil Code. EHTN's headquarters are located in Geneva, Switzerland.

Created in 2006, EHTN is funded entirely by private sector contributions. We strongly believe there is a lot at stake for legitimate business if human trafficking continues to flourish. While businesses alone cannot solve the problem of human trafficking, there is a great deal they can do within their own sphere of influence – through their global reach and connections – to end this illicit trade.

EHTN's **mission** is to **put the human trafficking business out of business!** Its **strategy** to achieve this is by:

- 1. Raising awareness** within the business community about the existence of human trafficking.
- 2. Engaging businesses** and providing them with training tools to ensure the irreproachable conduct of their personnel at all levels.
- 3. Recognizing and rewarding** best practices.
- 4. Creating a forum** for the business community to share its experience.
- 5. Linking businesses** with the UN, NGOs and the youth to combat human trafficking.



## **2. The Global Initiative to Fight Human Trafficking (UN.GIFT)**

was launched in March 2007, by the International Labour Organization (ILO), the Office of the United Nations High Commissioner for Human Rights (OHCHR), the United Nations Children’s Fund (UNICEF), the United Nations Office on Drugs and Crime (UNODC), the International Organization for Migration (IOM), and the Organization for Security and Cooperation in Europe (OSCE). **It was conceived to promote the global fight on human trafficking, on the basis of international agreements reached at the UN.**

UN.GIFT works with all stakeholders – governments, business, academia, civil society and the media – to support each other’s work, create new partnerships and develop effective tools to fight human trafficking.





**3. Microsoft Inc.** is a public multinational corporation that develops, manufactures and supports a wide range of products and services predominantly related to computing software and hardware.

Corporate Social Responsibility has always been of paramount importance to Microsoft's approach to doing business. Internal policies such as Microsoft's Vendor Code of Conduct and 'Corporate Citizenship' ensure that the foundations and principal values of Microsoft remain untarnished by human rights violations and human trafficking. Similarly, external strategies to combat trafficking focus on awareness, prevention, protection (including prosecution) and re-integration. Microsoft has decided to engage on all four strategies through its global campaigns.

It is by taking advantage of their core business activities that Microsoft **raises awareness** of the dangers of human trafficking, **helps curbing the expansion** of the illegal trade, **facilitates the prosecution of traffickers**, and **reintegrates victims** of human trafficking back into society.

Microsoft's various external policies, namely the Unlimited Potential Program, their Child Exploitation Tracking System, and the PhotoDNA technology, have combined to help mobilize communities around the world against the scourge of human trafficking.



# New Phase for the E-Learning Program

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After two years of successful implementation of the first phase of the program, hundreds of employees and companies have benefitted from the online tool. The E-Tool has been internationally acknowledged at different international fora and was featured in the 2012 Department of State Trafficking in Persons Report, as **one of the only and best training available for businesses on human trafficking.**

In addition, there has been a boost in companies' interest in our training program following legal innovations such as the **California's Transparency in Supply Chains Act** requesting companies doing business in California to disclose efforts in tackling human trafficking and in particular efforts in, "Providing company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products".

In these two years, companies' feedback has continuously stressed the need to allow companies collect information on their own users, track the performance of their employees or even the development of sector-based tools or translation into different languages. To fulfill this request, EHTN has envisaged the creation of a virtual learning platform that will simultaneously host different versions by sector and different languages as well as will be able to create company private web space to allow them manage information on their own employees performance on the course or host their customized specific course for each of them.



HOME ABOUT THE E-TOOL PARTNERS CHOOSE YOUR COURSE ABOUT HUMAN TRAFFICKING RESOURCES

HOW TO REGISTER  
MASTER VERSION  
EXECUTIVE VERSION  
BY SECTOR  
BY LANGUAGE  
CUSTOMIZE YOUR TOOL

WELCOME  
TO THE  
E-LEARNING TOOL

CLICK TO START

**The E-Tool Platform** will eventually host discussion groups on the matter as well as webinars featuring world renowned experts on the issue. It will become a genuine knowledge hub for all stakeholders in the eradication of slavery and slavery practices out of businesses. The main objectives of the training platform are:

- To provide appropriate and accessible means for businesses to **acquire basic knowledge** about human trafficking, and to **assist in developing a successful corporate strategy** to address this issue.
- To help businesses to **better understand** and **respond** to the complex human and labor rights challenges that are posed by human trafficking, within their own workplace or company, or in their supply chain(s).
- To become an **invaluable source of information** and **education** for the general public.



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