

## Hotline for Refugees and Migrants

Emi Saar – Director of the Struggle against Human Trafficking  
Tel ; 054-3177846 Fax : 03-6844872  
sos@hotline.org.il

## Worker's Hotline

Tel Aviv Branch – 03-6883766  
Haifa Branch – 04-8643350  
email@kavlaoved.org

## Ministry of Economy

### Iris Maayan , Adv.

Head of Section In Charge of Foreign Workers Rights  
Tel : 03-7347230 Fax : 03-7347269  
ForeignR@economy.gov.il

### Regulation and Administration Authority Inquiries & Complaints related to labor laws

Tel : 03-7347849/50  
Phone messages : 1-800354-354  
Fax : 03-6828690  
Report.achifa@economy.gov.il

## Israel Police

National Investigation Officer  
Tel : 02-5429123 Fax : 02-5898037  
Khokrim@police.gov.il

## Ministry of Justice

Department for Coordination of combating trafficking  
Tel : 02-5425500 Fax : 02-5425502

It is better to create  
a false alarm than  
to leave a victim  
without treatment!

OPEN  
YOUR EYES

A victim  
of human  
trafficking  
might be  
standing in  
front of  
you!

קו לעובד  
Worker's Hotline  
عنوان العامل

HOTLINE for REFUGEES and MIGRANTS

משרד הכלכלה  
מרכז שירותי עובדים זרים

משטרת ישראל

משרד ראש הממשלה  
הרשות לקיום מעמד האיש



משרד המשפטים  
Ministry of Justice



**What is modern slavery?** Modern slavery, or "human trafficking" as it is known today, exists throughout the world. Its victims are usually foreigners who do not know the local language, culture and laws and are usually without social support groups. This weakness makes it easy to take advantage of them. It is possible to find them in various lines of work; agriculture, construction, caregiving and housekeeping.

**Conditions of Modern Slavery:** Modern slaves work extremely long hours, oftentimes seven days a week. In many instances they are paid extremely small salaries and are exposed to difficult living and working conditions. Their movements are at times tracked and sometimes their freedom of movement and contact with the outside world are taken away. They are often threatened and are victims of physical, sexual and verbal violence.

**Why don't modern slaves tend to complain?** Due to their sensitive position, victims of modern slavery rarely complain of their own initiative. They are afraid of contact with law enforcement agencies for various reasons, such as fear of deportation, and perhaps being used to difficult conditions in their country of origin. Problems of communication and the culture of the workers' countries of origin lessen their ability to complain to authorities. In addition, many foreigners pay large sums of money in order to get to Israel and they feel the need to work everyday, even under the worst conditions in order to repay the loans they took. Thus they are completely dependent on their employers.

**Look under the surface:** At first glance the victims do not arouse special attention. They look like other workers. Yet those who look deeper, under the surface, will be able to identify the slavery victims. In many instances, thanks to the awareness of people like you- neighbors, business owners, nurses etc., who suspected and reported their suspicions, victims were helped and saved.

**You too can save a soul!**

**You too can rescue victims of slavery from suffering and distress!**

### Life stories:

The story of J, an African minor who was held under conditions of slavery in France illustrates the central role of the simple citizen in saving victims of modern slavery. J worked seven days a week and was rarely allowed to leave the house. She worked around the clock, 7 days a week, and was forced to sleep on the floor in the baby's room in order to take care of the baby during the night. A neighbor who realized J's plight notified the authorities and J was saved.

The story of M, a foreign worker employed in household work. She worked around the clock, seven days a week, without a day off throughout the period of her employment. She slept on a cot in the small shower room even though her employer lived in a spacious house with empty rooms. She was allowed out only to perform tasks and was allowed only in the employers' neighborhoods; they controlled her movements and held on to her passport. A foreign worker in the house next door recognized her plight and placed a mobile phone capable of making outgoing calls next to the garbage bin, along with the telephone number of aid officials. M received assistance and emerged successfully.

**How will you know that a slavery victim is standing in front of you??**

**Open your eyes!**

**Look under the surface!**

**Speak to the person standing in front of you**

### Signs that should light red bulbs!

- 1. Threats and violence:** Does the worker suffer from physical violence? Sexual? From threats?
- 2. Especially long working hours:** How many hours does he/she work daily/monthly/weekly? Is the work especially difficult?
- 3. Lack of or very little vacation:** Does the worker get a weekly/monthly/yearly vacation?
- 4. None or very little paid salary:** Does the worker receive his/her salary? Is it a fair salary? Does the salary compensate for all the hours he/she worked?
- 5. Random salary deductions:** Is the worker fined for mistakes? Are there inexplicable deductions from the salary?
- 6. Living conditions:** Where does the worker live? Does he/she have a room and a bed of his/her own? Are the conditions safe?
- 7. Physical state:** Does the worker look physically drained? Suffer from malnutrition? Does he/she get medical treatment if necessary?
- 8. Mental condition:** How is the worker's mood? Does he/she look depressed/distressed/scared/restless?
- 9. Relations with the employer:** Is he/she afraid to express him/herself in the presence of the employer? Does he/she look scared by the presence of the employer? Does the employer prohibit communication between workers?
- 10. Identity papers:** Does the employer hold the worker's identity papers (passport/visa)?
- 11. Humiliation:** Is the worker humiliated? Punished? Cursed at? Does he/she sleep on the floor? Is he/she allowed to use the bathroom facilities?
- 12. Imprisonment or supervised movement:** Are all of the worker's outings supervised? Are there many locks on the doors? Does he/she have keys? Is he/she locked in?
- 13. Isolation from the outside world:** Is he/she forbidden contact with people? Does he/she have a telephone? Allowed to converse with friends and family? Is he/she permitted to meet with friends and go to social events?
- 14. Passage from hand to hand without consent:** Has the worker been passed from employer to employer without consent? Have his/her services been sold or rented out?
- 15. Debt bondage:** Was his/her salary taken until the employer's expenses for bringing the worker were reimbursed? Does the employer deduct large sums of money from the salary for food and rent?

\* Not all of these signs must exist in order to arouse suspicion. However, the more signs discovered the easier it will be to prove that the worker is a victim! There is, however, a possibility that only one sign exists but it is so severe that it raises suspicion of slavery; for example, physical violence or denial of freedom.

Even if there is suspicion which is later negated, it is important to contact one of the following organizations in order to report and get advice.