Indicators of Trafficking in Human Beings
For First Level Identification of Potential Victims in the Labour Market in Jordan

Acts (WHAT)
• Employment/recruitment happened through an unregistered agency or individual
• Working conditions/type of work are different from what is stated in contract or promised verbally by recruiter.
• Worker was under 18 years of age when recruited
• Worker has to repay any fees or services related to recruitment or contracting to the recruiter or employer.

Purpose (WHY)
• Workers are wearing unsuitable clothing for work being performed
• Workers appear malnourished.
• Workers prepare meals in the same place they sleep.
• Workers have no days off/excessive working hours.
• Attempt by the employer to bribe or influence the labour inspector.
• Workers are kept in unsuitable accommodation with poor ventilation, heating, sanitary facilities.
• Lack of medical access/support for workers.
• Worker states to have been raped/forced to take clients/forced to provide sexual services.

Means (HOW)
• Workers have signs of physical violence, bruises, cuts, unhealed or recently healed injuries.
• Workers’ movement is physically restricted.
• Salary payments in cash or by bank transfer are not recorded in employer’s bank statement or balance sheet.
• The employer cannot show to an inspector a valid employment contract for a worker.
• Workers are always accompanied by somebody, appear to be escorted and controlled by someone.
• Manager/supervisor behaves aggressively towards workers.
• Workers behave as though they do not trust/are afraid of government authorities.
• The employer or their representative abuses, neglects, or exploits workers with mental or physical disabilities.
• The employer insists on provided excessive hospitality towards inspectors for the inspection begins.
• During inspections, the employer or manager repeatedly mentions names of senior government officials, Ministers or tribal leaders in order to influence inspectors.
• Workers have been threatened with withholding of wages.
• Foreign workers’ passports are withheld.
• Workers have been threatened with deportation or with being reported to the authorities by the employer.

Find out more from the Indicators of Trafficking in Human Beings booklet.

If you spot the signs – report it to your supervisor
If you believe a worker is in immediate danger, contact the Counter-Trafficking Unit
Phone call:
+962 6 5530266
+962 6 5530265
E-mail: ctuleader@yahoo.com
In person:
Northern Um Assumaq
Al Madounah st.3
Qamu Commercial building
Amman, Jordan
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Do you know how to spot the signs of trafficking in human beings?

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