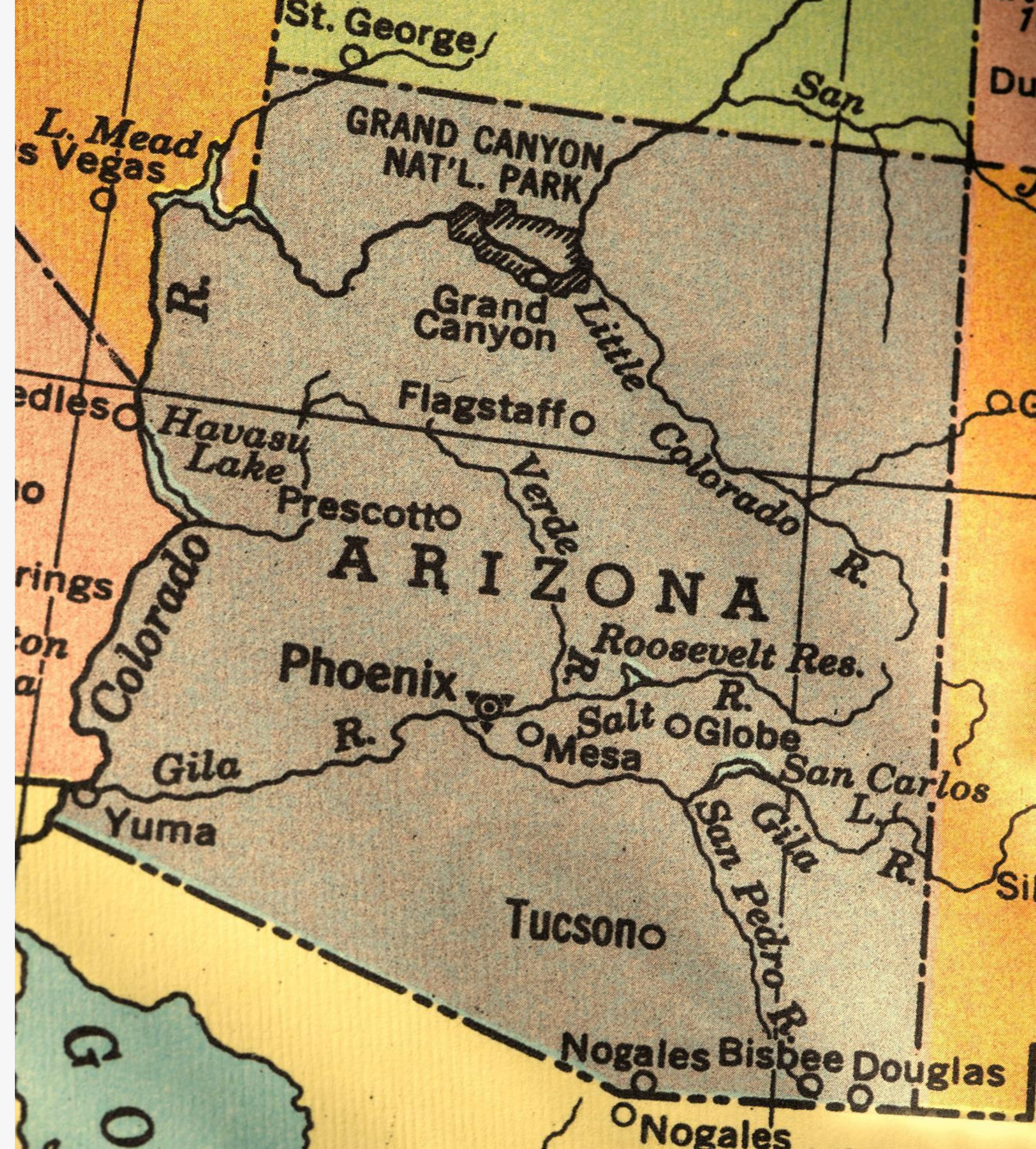




Arizona Labor Trafficking Outreach

Addressing Labor Trafficking in Arizona: The Role of Outreach and Awareness

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Overview



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Project Introduction

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Why Day Laborers?

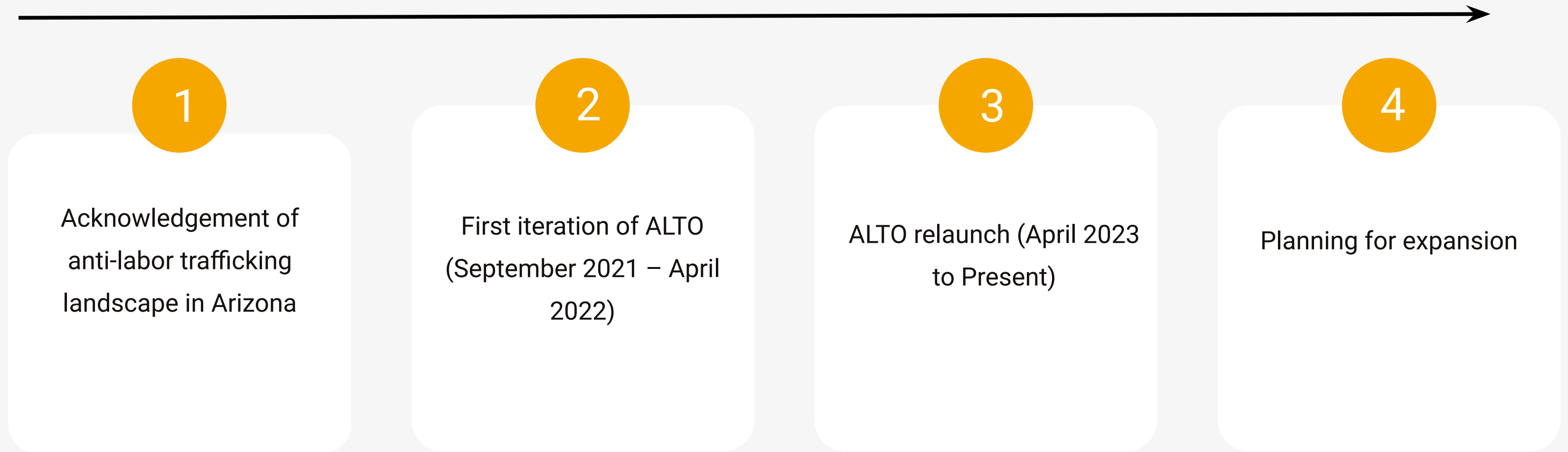
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Current Outreach Strategies

4

Looking Forward

Timeline



Mission

"...to support workers in Arizona by providing education on labor rights and increasing awareness of available community resources."



Partners

- International Rescue Committee
- Chicanos Por La Causa
- Florence Project
- Mexico Consulate in Phoenix
- Arizona Legal Women and Youth Services
- Streetlight USA
- Equal Employment Opportunity Commission
- City of Phoenix
- Arizona Anti-Trafficking Network
- Arizona Attorney General's Office
- Phoenix Dream Center
- A New Life Center

Day Laborers


- This population is at an increased risk for street-level and workplace victimization
 - Street-level: Burglary ("walking ATMs"), physical and sexual assault
 - "The mere perception of unauthorized legal status can trigger the Deportation Threat Dynamic, a cycle of exploitation wherein a migrant is stereotyped as "illegal" by an employer or criminal and subsequently victimized with the belief that the migrant will not file a police report due to fear of immigration-related consequences..." (Caraballo & Topalli, 2022).
 - Day laborers victimized (KTAR News, 2020)
 - Court records: Phoenix couple forced day laborer into sex at gunpoint (AzCentral, 2019)
 - Workplace: Wage theft, poor job site conditions, abandonment at job site


Day Laborers

"I wasn't going after Black people cause Black people really ain't got shit. Wasn't going after White people cause Caucasians, you guys have credit cards. I'm not trying to go through that shit. Uh, foreign, Chinese, Asians, Mexicans, they gonna carry that confetti in they pockets."

(Caraballo & Topalli, 2022)

Outreach Materials

KNOW YOUR RIGHTS, FIND YOUR VOICE 



Have you ever been forced or tricked to work against your will, or been subjected to exploitation or abuse in your job or workplace?

With this guide, you'll find local resources that can provide support, advocacy, and practical assistance.

KNOW YOUR RIGHTS AT WORK

- Regardless of your immigration status, you have rights:
 - The right to be paid the federal minimum wage or the promised wage
 - The right to a safe and healthy workplace
 - The right to leave your job whenever you want
 - The right to keep your immigration and identification documents with you
 - The right to complain without fear or retaliation against you or your family
 - The right to collective action and joining co-workers to ask for better treatment at work

RESOURCES

Arizona Human Trafficking Hotline	1-877-4AZ-TIPS
National Human Trafficking Hotline	1-888-373-7888

SUPPORTIVE SERVICES

The following service providers offer support which may include assistance with filing employment complaints, shelter, case management, counseling, support groups, and safety planning.

Chicanos Por La Causa	(602) 257-0700
International Rescue Committee	(623) 332-0013
La Frontera EMPACT	(480) 736-4949

LEGAL RESOURCES

U.S. Department of Labor Wage Hour Division - Arizona	Phoenix (602) 514-7100 Tucson (520) 449-8450
Equal Employment Opportunity Commission	1-800-669-4000
Arizona Legal Women and Youth Services	(602) 248-7055
The Florence Project	Phoenix (602) 307-1008 Tucson (520) 777-5600

CONSULATE OFFICES

Mexico Consulate	Phoenix (602) 330-3642 Tucson (520) 975-5832
Guatemala Consulate	(602) 200-3660
Ecuador Consulate	(602) 535-5567
El Salvador Consulate	(520) 318-0410

LAW ENFORCEMENT
In an emergency, call 911.

CONOCE TUS DERECHOS, ENCUENTRA TU VOZ 



¿Alguna vez ha sido forzado o engañado para trabajar en contra de tu voluntad, o ha sido sometido a explotación o abuso en su trabajo o lugar de trabajo?

En esta guía, encontrará recursos locales que pueden brindar apoyo, abogacía y asistencia práctica.

CONOZCA SUS DERECHOS EN EL TRABAJO

- Independientemente de tu estatus migratorio, tienes derechos:
 - El derecho a que se le pague el salario mínimo federal o el salario prometido
 - El derecho a un lugar de trabajo seguro y saludable
 - El derecho a dejar su trabajo cuando lo desee
 - El derecho a mantener sus documentos de inmigración e identificación con usted
 - El derecho a quejarse sin temor a represalias en su contra o a su familia
 - El derecho a la acción colectiva y unirse a los compañeros de trabajo para pedir un mejor trato en el trabajo

RECURSOS

Arizona Human Trafficking Hotline	1-877-4AZ-TIPS
National Human Trafficking Hotline	1-888-373-7888

SERVICIOS DE APOYO

Los siguientes proveedores ofrecen servicios de apoyo que pueden incluir asistencia con la solicitud de quejas, albergue, manejo de casos, consejería, grupos de apoyo y planificación de seguridad.

Chicanos Por La Causa	(602) 257-0700
International Rescue Committee	(623) 332-0013
La Frontera EMPACT	(480) 736-4949

RECURSOS LEGALES

Departamento de Trabajo de los EE. UU.	Phoenix (602) 514-7100
División de Horas de Trabajo - Arizona	Tucson (520) 449-8450
Comisión de Igualdad de Oportunidades en el Empleo	1-800-669-4000
Arizona Legal Women and Youth Services	(602) 248-7055
The Florence Project	Phoenix (602) 307-1008 Tucson (520) 777-5600

OFICINAS DEL CONSULADO

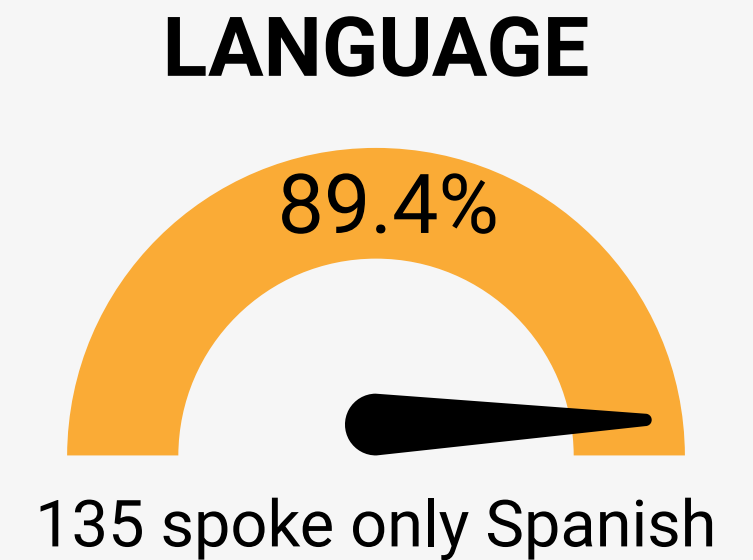
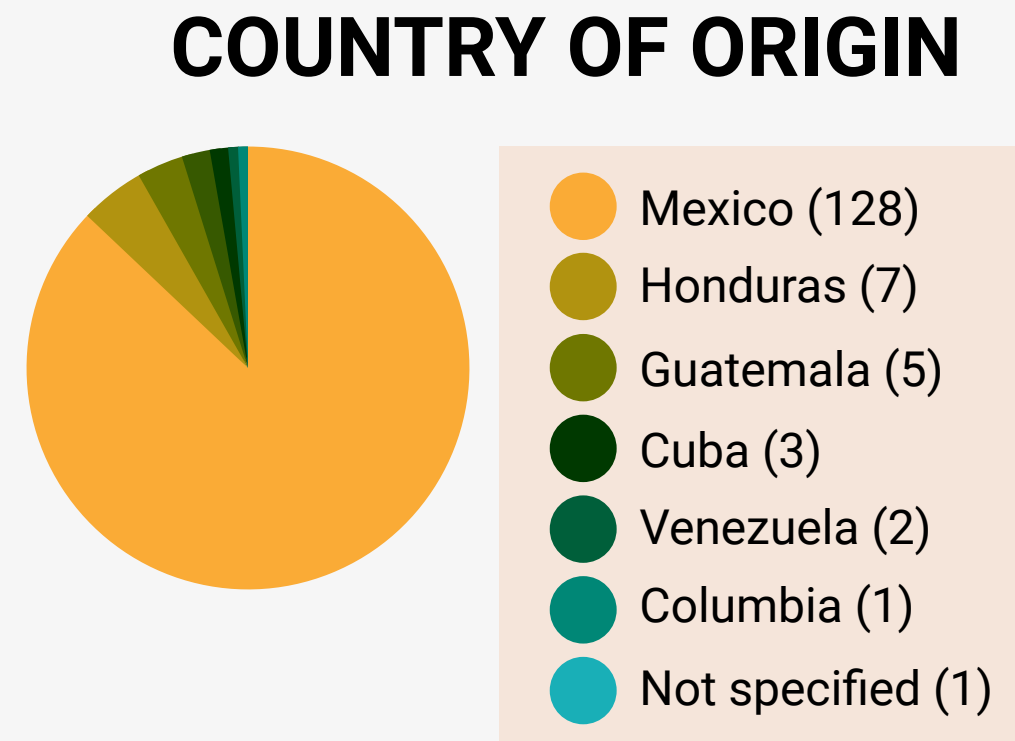
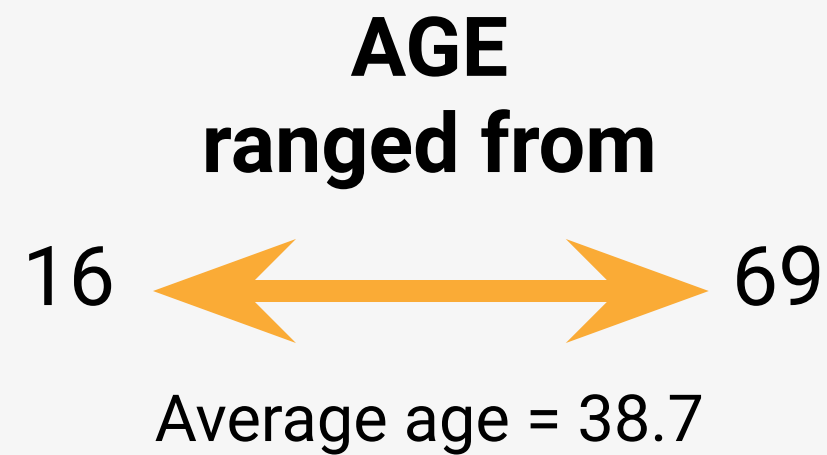
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CUMPLIMIENTO DE LA LEY
En caso de emergencia, llama al 911.

Current Outreach

Total outreached: ~250

Surveys completed: 60% (n = 151)



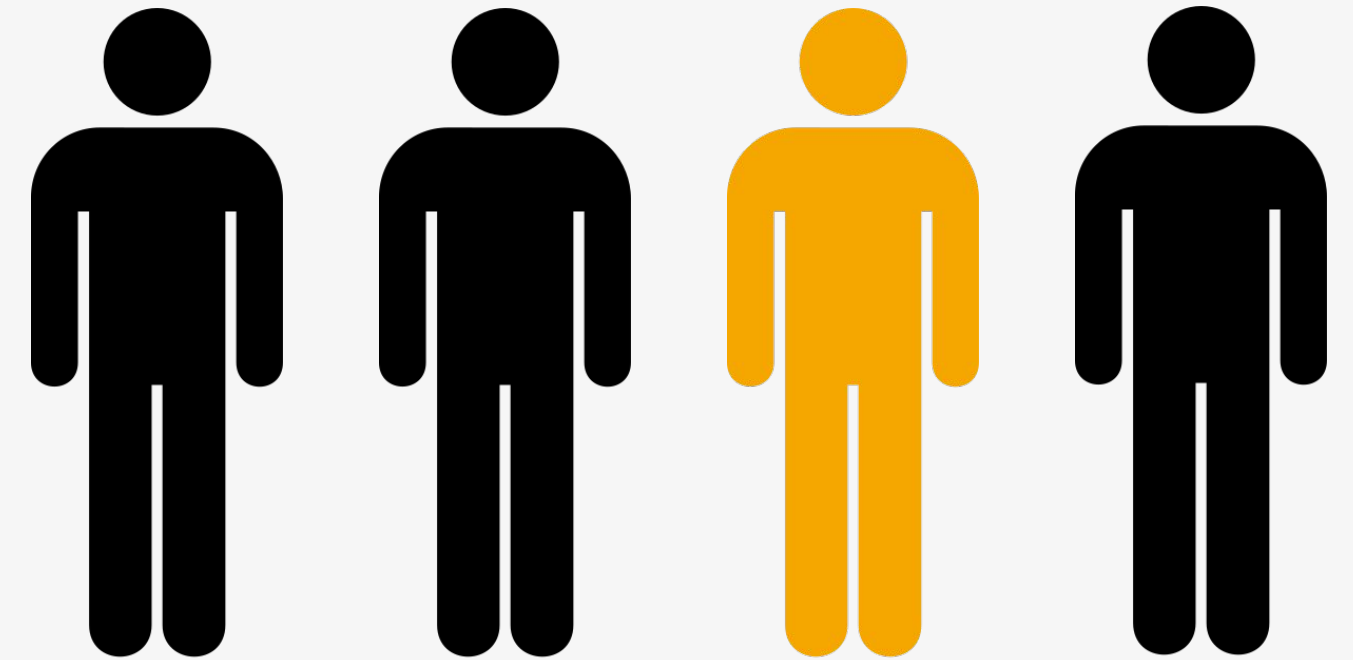
Age information was missing for 3 laborers.

Preferred language information was missing for 16 laborers.

Current Outreach

1 out of 4 day laborers reported being tricked into doing work that was different from what they were told.

(26.5%, n = 39)



Current Outreach

About half of day laborers shared that they worked for no pay or almost no pay (49.3%, n = 72)

Current Outreach

Almost 1 out of 10 day laborers shared that they were threatened, harmed, or intimidated at work (10.2%, n = 15)

Current Outreach

“...he mentioned that he had worked for little to no pay, was forced to work for long hours with no food or water and in some cases, employers told him to drink water from the water hose even if they knew it was hot. He said that when employers didn't want to pay after the work was done, they threatened to call the police. He shared that the lack of knowledge of his rights made him feel like there was nothing he could do.”

Labor Exploitation? Labor Trafficking?



Fair Labor Conditions

Unfair Labor Conditions

Labor Violations

Labor Trafficking



Moving Forward

- ALTO has been well-received
 - Las Vegas Rape Crisis Center Human Trafficking Response Team
 - Howard County Government (Maryland)
 - Louisiana Governor's Office of Human Trafficking Prevention
 - Social Practice of Human Rights Conference
- Developing a website
 - Intended to be a resource for laborers and community members to learn more about labor trafficking + get connected to resources tailored for victims and survivors
- Pop-up drop in center for migrant workers and the greater Latino community
- Subgrantee in Yuma to expand outreach to farm and agriculture workers
- Considering what other populations may benefit from this information



What is Labor Trafficking?

Labor trafficking is "the recruitment, harboring, transportation, provision, or obtaining of a person for labor and services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery" - TVPA (Trafficking Victims Protection Act, 2000)

Appearance & Mannerisms of Workers

- Trauma, fatigue, and injuries
- Withdrawn, afraid to talk or censored

Building Security

- Bars on the inside of windows (not outside)
- Locks only on the outside of doors and not inside

Person-Level Warning Signs

- No health insurance
- Afraid to talk to law enforcement/fear of deportation

Working Conditions

- No freedom of movement
- Workers live and work in the same place
- Lack of personal possessions and records

Possible Indicators of Labor Trafficking



If you suspect human trafficking, call the Arizona Human Trafficking Hotline at 1-877-429-8477

Insert Pages Themes

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CONTENT BLOCKS

- Collapsible group
- Table of contents
- Image carousel
- Button
- Divider
- Spacer
- Social links
- Placeholder
- YouTube
- Calendar
- Map
- Docs
- Slides
- Sheets
- Forms



Thank you!

Questions? Email ezequiel.dominguez@asu.edu