• Each year, between 14,500 to 17,500 people are brought into the U.S. to be forced into modern slavery (U.S. Department of State, 2005)

• Modern slavery is the control of another person in order to exploit him or her (Center for the Advancement of Human Rights, 2004)
  – Control: the limitation of another person’s capacity for self-determination

(Whitaker & Hinterlong, 2008)
Modern Slavery Model: 4 Constructs

• Control-seeking: a desire to limit another person’s ability to act discordantly
  – May not involve intimidation
• Controllability: an enslaved person’s decreased capacity to resist control mechanisms
  – Controllability mediates relationship between control-seeking and control mechanisms
• Control mechanisms
• Resistance
  – Inversely related to controllability

(Whitaker & Hinterlong, 2008)
Method

- Secondary qualitative analysis of 11 case studies on slavery (Bales & Lize, 2005)
  - Included 67 interviews with lawyers, law enforcement agents, slavery survivors, and other individuals involved with the cases

(Whitaker & Hinterlong, 2008)
• Identified several forms of controllability and control mechanisms which can be clustered into six subdomains of controllability:
  – Social: dependence on or lack of a source of social support
  – Financial: dependence on monetary support and insufficient economic resources
  – Cultural: beliefs that justify control over enslaved
  – Physical: physical or mechanical limitations
  – Psychological
  – Institutional: systematic deficits

(Whitaker & Hinterlong, 2008)
• Found differences as well as similarities in control mechanisms used
  – In all industries, enslavers used the threat of violence, violence, forbidding
    movement, and surveillance
  – In most industries, enslavers threatened shame and legitimized legality of
    erroneous debts
  – Some control mechanisms were noted rarely or only in one industry
  – Overall, control mechanisms similar across different industries
• Control mechanisms differed between industries involving primarily women
  versus men laborers

(Whitaker & Hinterlong, 2008)
Enslavers used control mechanisms opportunistically rather than systematically.

There was variance within industries.

Resistance occurred equally for men and women victims and within each industry.
  - Whenever resistance was used, the enslaver used a stronger control mechanism.
  - Controllability is the mediating factor.

(Whitaker & Hinterlong, 2008)
• Acknowledge agency of enslaved people by incorporating resistance into the model
  – Interventions can support individual agency through decreased controllability
• Reducing controllability is key to supporting individual capacity for successful resistance
• Can support resistance in slavery-prone industries by making each industry a modernized workplace (Coalition of Immokalee Workers, 2000)

(Whitaker & Hinterlong, 2008)
Implications for Practice, cont.

• Language was a barrier for enslaved individuals seeking help
  – Include multilanguage signage
  – Train law enforcement officers in common foreign languages

• Raise awareness about workers’ rights to decrease fear of deportation

• Address social stigma against foreign workers and workers in sex and manual service industries

(Whitaker & Hinterlong, 2008)
References


• Coalition of Immokalee Workers. (2000). *Slavery in the fields and the fast food we eat*. Immokalee, FL: Coalition of Immokalee Workers.


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