Appendix A: Venn Diagram of Labor Exploitation, Child Labor, and Labor Trafficking

1. CHILD LABOR

Children unauthorized to work (but no force, fraud, coercion)
Children underage work (off the books)—extra money, short-term
Children working for family and relatives—help family business

Child labor trafficking
- Trafficked minors
- Children of immigrants

Child labor exploitation
- (no force, fraud, coercion)
- Exploited child labor

2. LABOR TRAFFICKING

Trafficked adults
- Force
- Fraud
- Coercion (no other labor law violations)

Trafficked and exploited adult workers
- Unequal relationship between worker and employer
  - Held against will—immigration documents stolen
  - Work agreement dissolved but work imposed
  - Worker not allowed to leave premises (at all or without conditions)
  - Worker housed in closed or remote location
  - Immigrant workers’ documents seized (and forced to work)
  - Worker threatened with retaliation (and without recourse)

3. LABOR EXPLOITATION

Labor law-code violations
- (no force, fraud, coercion)

May be unequal relationship between worker and employer
- Wage theft
- Employer exploits agreement with worker
- Employer retaliation
- Recourse available
- Worker can quit or change job
- Worker can find another job