

Due Diligence

Although international law places the responsibility on governments to prevent trafficking in persons, every individual must be proactive to ensure they and their loved ones are safe from traffickers and less vulnerable to being exploited.

This may require sourcing information about human trafficking and tactics used by traffickers and also to exercise caution in where one goes, observing one's surroundings, being prudent with personal information and exercising general due diligence.

Because the element of surprise and deception are often part of the traffickers' tactics, it is extremely important that persons who receive job offers verify the existence of the prospective employer.

There are a few ways we suggest that you conduct your due diligence.

1. A search through the online **Trinidad and Tobago Yellow Pages Directory** would reveal if the prospective employer has a land line listing and the physical address associated with that listing. This includes a search of Residential as well as Business White Pages listings.

If so, then it would be easy to know if the address given by the recruiter or prospective employer matches what is recorded by the telephone company. Make sure and give the listing information to a trusted friend and/or relative who can pass it on to law enforcement if an emergency arises.

It is **FREE** to conduct an online search of the Trinidad and Tobago Yellow and White Pages Directory.

[Search Trinidad and Tobago Telephone listings.](#)

2. A search through the online **Companies Registry** would reveal if the prospective employer is a registered business name and or company.

If so then it should have filed its statutory documents with the Companies Registrar such as Notice of Registered Office, Notice of Directors and Annual Returns. Make sure and give the listing information to a trusted friend and/or relative who can pass it on to law enforcement if an emergency arises.

It is **FREE** to conduct an online search to verify the existence of a company registered in Trinidad and Tobago.

[Search Companies Registry](#)

3. A prospective employer may be registered with the Companies Registry but may not be compliant with the laws of Trinidad and Tobago. They may refuse to pay employees the statutory minimum wages, statutory employees' benefits or other requirements.

Contacting the **Labour Inspectorate Unit of the Ministry of Labour** may be helpful to ensure that the employer does not engage in exploitation of his or her employee or domestic servant.

[Labour Inspectorate Unit](#)

4. A work permit is required for any non-national to receive employment in Trinidad and Tobago. Ensure that the employer provides you with a valid work permit before you commence work or you may be guilty of committing an offence in this country.

If you proceed to work for the employer without the required work permit an employer may use your vulnerable position to exploit you and then threaten to report you to the authorities and have you deported if you complain.

If you are ever in doubt as to your work status, you should contact the **Work Permit Section of the Ministry of National Security** directly. That way, you can verify anything the prospective employer tells you about the application for your work permit.

Work Permit Secretariat
Ministry of National Security
Temple Court II
52-60 Abercromby Street
Port of Spain
Trinidad, West Indies
Tel. (868) 623-2441-5 ext. 13001
Opening hours: 8:00 am to 4:00 pm, Monday to Friday, except public holidays

[Please download the Guidelines for applying for a Work Permit.](#)