



# CYBER SLAVERY AT SCAM COMPOUNDS

ASEAN-ACT | 19 MAY 2023

LINDSEY KENNEDY [LINDSEY@TEPONUI.COM](mailto:LINDSEY@TEPONUI.COM)

NATHAN PAUL SOUTHERN [NATHAN@TEPONUI.COM](mailto:NATHAN@TEPONUI.COM)

# WHAT IS CYBER SLAVERY AT SCAM COMPOUNDS?

- FORCED LABOUR & DEBT BONDAGE
- HUMAN TRAFFICKING
- VIOLENCE, TORTURE, ABUSE

# WHERE ARE SCAM CENTRES LOCATED?

CAMBODIA, CROATIA, INDIA,  
LAOS, MONTENEGRO, MYANMAR,  
NEPAL, PHILIPPINES, SLOVENIA,  
SRI LANKA, UAE, UK, VIETNAM...



# HOW TO SPOT A CYBER SCAM COMPOUND

- BARBED WIRE FENCES
- AGGRESSIVE SECURITY
- INWARD-FACING CAMERAS
- FLOODLIGHTS
- LACK OF EXITS (ALL GUARDED)
- TOP FLOORS DENSELY INHABITED / CAGED
- FOOD DELIVERY AT GATE
- BARBER SHOPS INSIDE
- MINIVANS (FEW MOTOS ETC)

# WHO DO THEY TARGET?

- CHINESE SPEAKERS
- ENGLISH SPEAKERS
- OWN NATIONALITIES



# HOW DO THEY RECRUIT?

- FAKE JOB ADS
- FAMILY AND FRIEND NETWORKS
- EMPLOYMENT AGENTS
- MODERN SLAVE TRADE
- GLOBAL REACH



CAMBODIA PINOY EXPAT

Yang Yang · Jul 13 · 🌐

PHNOM PENH JOB OFFER

Job description\* # Online customer service marketing

Job location# PHNOM PENH.

Requirements

01. Must know English language proficiency and computer typing skills.

( Basic salary#\$950+commission 5-10%)

Age 18-35

Company providing by

Visa, Work permit, Food & Accommodation.

First Contact six months.

Job vacancy#20 person

Including two translator.

# HOW DID THEY GET SO HUGE?

- **OVERTOOK CASINO  
INDUSTRY DURING  
COVID**
- **REPLICABLE &  
SCALABLE MODEL**
- **IMPUNITY**

# WHY IS IT SO HARD TO GET VICTIMS OUT?

- **TRAFFICKING OR "CONTRACT DISPUTE"?**
- **VICTIMS TREATED AS CRIMINALS**
- **COMPLICITY OF AUTHORITIES: CORRUPTION & INFILTRATION**
- **\$MULTI-BILLION INDUSTRY, POWERFUL OC NETWORKS**
- **LACK OF INTERNATIONAL COOPERATION**





# CASE STUDY: “ANH”

- VIETNAMESE UNI GRADUATE
- TRANSLATOR JOB IN CAMBODIA (SCAM)
- RECRUITED BY FRIEND
- RISK OF SALE TO MYANMAR
- EMBASSY UNRESPONSIVE
- LOCAL POLICE COULDN'T ACT
- TRAFFICKERS ALLOWED TO THREATEN HER IN CUSTODY, DEMAND RANSOM
- IMMIGRATION DETENTION, EXTORTION BY GUARDS
- DEPORTED; RE-ARRESTED & EXTORTED



# CYBER SLAVERY RISK CHECKLIST

- UNABLE TO LEAVE
- DEBT BONDAGE
- NO CONTRACT, CONTRACT NOT SIGNED BY EMPLOYER, 6-MONTH MINIMUM TERM
- TRAVELLED FROM OVERSEAS OR SOLD FROM OTHER LOCATION / COMPANY
- RESPONDED TO UNDEFINED ROLE, E.G. "SALES", "CUSTOMER SERVICE"
- ILLEGAL EMPLOYMENT TERMS DISMISSED BY AUTHORITIES
- *CALLED FOR HELP DESPITE ILLEGAL NATURE OF JOB!*