

ILO

STUDY GUIDE

- AGENDA ITEM I: INEQUALITY AND DISCRIMINATION IN WORK AREAS
- AGENDA ITEM II: FORCED LABOR, HUMAN TRAFFICKING AND SLAVERY



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I. LETTER FROM THE SECRETARY-GENERAL

Dear Participants,

First of all, I'm delighted to point out that it is my utmost pleasure and honor to serve as the Secretary-General of IUMUN'23. Throughout the four days of our precious conference, different matters in different committees shall be discussed and very important decisions shall be taken on various past and present events that has or had a remarkable impact on our lives. From political controversies to social life problems, we will be creating the best environment for our participants to enjoy every moment they will have during the conference and find fruitful solutions by having heated and precise debates.

Heated and precise debates require a well-executed and right-on-the-dot preparation process. Therefore, our talented academic team has prepared study guides for their committees so that our participants will have a proper document to get prepared to our conference and perform accordingly. In addition, with the help of these study guides, the way to success and glory upon our academic careers will be way wide-open.

I sincerely believe that this year's IUMUN will be such a conference that many future diplomats and politicians will glow up like a hidden gem and make both the United Nations and Model United Nations great again. Trust in yourselves, and stand out for a better world for everyone. Referring to our motto, we see and observe from what our ancestors done during their lifetimes and shape our future by learning and innovating from their experiences.

Witness the history, shape the future!

Bora AKAR

Secretary-General of IUMUN'23



II. LETTER FROM THE USG AND THE ACADEMIC ASSISTANT

Esteemed Participants,

It is with absolute privilege that we welcome you all to the International Labour Organization committee of IUMUN 2023.

In this committee you expected to work together in order to find solutions for two very important topics of work life that people around the world are facing every day. It is important that you understand the core reasons of this problems and come up with realistic approaches.

The person I always wanted to become is the one that is never afraid to express their opinions and feelings upon any matter. That is a persona that I find very precious. You will find yourself facing real problems that can not be ignored if you want to live in a ideal world with equality and dignity. So know it is your time to stand tall and speak up for those who are in need.

We tried our best for this committee so we are expecting it to be the best of its time. With giving you this opportunity to speak about this very crucial sociopolitical topics we offer you a lifetime experience in IUMUN 2023. Hope to see you in conference.

Kind Regards,

Sıla ERDEM

Öykü TAŞ



III. INTRODUCTION TO THE COMMITTEE

A. WHAT IS ILO

The International Labor Organization is the only tripartite UN. agency which is founded in October 1919 under the League of Nations. It carries the features of being one of the first and oldest specialized agencies of the UN. The ILO has 187 member states in total; 186 of them are member states of the UN and one is the Cook Islands.

The organization's standards aim to achieve accessible, productive, and sustainable working standards with protecting the rights of freedom, equity, security, and dignity. International labor standards are developed by the ILO in the form of Conventions and Recommendations, which establish minimum requirements for fundamental labor rights such as freedom of association, the right to organize, collective bargaining, the elimination of forced labor, equality of opportunity, and treatment, and other standards governing conditions across the full range of work-related issues.

The International Labor Conference, which includes conventions and recommendations, is held in Geneva by the ILO once a year to establish the organization's general policy. The conference, commonly referred to as the "International Parliament of Labor," elects the Governing Body and decides on the general policy, work program, and budget of the ILO. Each member state is represented by a delegation: two government delegates, an employer delegate, a worker delegate, and their respective advisers. Regardless of the number of people in the delegate's member State, every one of them has the right to one individual vote, and every vote is treated equally.

The employer and worker delegates are normally chosen in agreement with the most representative national organizations of employers and workers. Usually, the workers' and employers' delegates coordinate their voting. All delegates have the same rights and are not required to vote in blocs.

B. HOW THE ILO WORKS

The ILO encourages tripartite within its constituents, Member States, employers, and workers, by promoting a social dialogue between trade unions and employers in formulating, and where appropriate, implementing national policy on social, economic, and many other issues. ILO fulfills its work through three main bodies which are as followed;



- I. The International Labor Conference sets the International labor standards and the broad policies of the ILO. It meets annually in its headquarters in Geneva, Switzerland. Often called an ‘International Parliament of Labor’, the Conference is also a forum for discussion of key social and labor questions.
- II. The Governing Body is the executive council of the ILO. It meets three times a year in Geneva. It takes decisions on ILO policy and establishes the program and the budget, which it then submits to the Conference for adoption.
- III. The International Labor Office is the permanent secretariat of the International Labor Organization. It is the focal point for the International Labor Organization’s overall activities, which it prepares under the scrutiny of the Governing Body and the leadership of the Director General.

The Programme and Budget of the ILO are approved every two years by the International Labor Organization, which sets out the strategic objectives and expected outcomes for the Organization’s work in the biennium. The results and achievements of the ILO are financed through three main funding sources that are listed below;

- I. The Regular Budget, funded from assessed contributions made by Member States, based on the scale of assessments of the United Nations,
- II. The Regular Budget Supplementary Account, funded by voluntary core contributions from key resource partners that provide fully unearmarked resources,
- III. Extra-Budgetary Technical Cooperation resources, funded by voluntary non-core contributions from over 100 different resource partners, including public and private organizations, IFIs, and UN entities, in support of specific projects.

C. DEFINITION OF INTERNATIONAL LABOR STANDARDS

International Labor Standards cover a wide range of subjects in the world of work, namely freedom of association, collective bargaining, and industrial relations; forced labor; child labor; equality of opportunity and treatment; tripartite consultation; labor administration and inspection; employment policy and promotion; vocational guidance and training; employment security; wages; working time; occupational safety and health; social security; maternity protection; social policy; migrant workers; HIV/AIDS; seafarers; fishers; dockworkers; indigenous and tribal peoples; and specific categories of workers.



The ILO has created systems for keeping an eye on how ILS is used in both legislation and practice. These processes, which are unmatched on a global scale, are based on the analysis of individual instances by the ILO's organizations and the evaluation of how requirements are being upheld by independent experts. The ILO strives to assist nations through social discussion and technical assistance if issues with the implementation of ILS continue.

IV. AGENDA ITEM I: INEQUALITY AND DISCRIMINATION IN WORK AREAS

Since the ILO's founding in 1919, the elimination of discrimination at work has been a keystone of its mission. Its paramount importance is echoed in the 1944 Declaration of Philadelphia, the 1998 ILO Declaration on Fundamental Principles and Rights at Work, the 2008 ILO Declaration on Social Justice for a Fair Globalization, and the 2009 ILO Global Jobs Pact. The definition of discrimination is described as *“any distinction, exclusion or preference made based on race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation”*, in the Article 1 of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Direct discrimination occurs when laws, procedures, and policies exclude or favor some people simply because they belong to a particular group. An example of this would be employment advertisements that state that only men should apply. Discrimination is indirect when neutral norms and practices have a disproportionate and unjustifiable effect on one or more identifiable groups. An example is requiring applicants to be of a certain height, which could disproportionately exclude women and members of some ethnic groups.

In times of crisis, inequality, insecurity, and the danger of exclusion are fed by direct or indirect discrimination. Attitudes are influenced, and it becomes more difficult to strengthen policies and legislation against discrimination. Discrimination occurs often as a result of actions taken by employers, national legislation and practice, social and cultural factors, and different perceptions of the causes of economic and social troubles. Different economies and sectors are affected by discrimination in different ways. Workers in more stable employment relationships are naturally less affected by the crisis than those in temporary or precarious employment. The risk is especially acute for the low-skilled, elderly, migrant workers, and university graduates who are looking for their first job.

The fundamental right of non-discrimination in employment and work areas also occupation for all women and men needs to be at the core of policies for recovery and of action to reduce poverty to achieve more sustainable growth and fairer societies.

A. TYPES OF INEQUALITIES AND DISCRIMINATION FACED IN WORK AREAS

I. RACE AND ETHNICITY

In the workplace context, race discrimination constitutes any unfavorable treatment against a job applicant or employee, specifically because of his or her race or race-related characteristics. Race can be defined as when someone is part of a group of people based on these terms as followed;

- I.** Color: Refers to the color of the skin
- II.** Ethnic Origin: Refers to the ethnic group that someone is part of, which has a set of cultural traditions and history that makes it unique from others. These can be accepted mostly as an oppressed group.
- III.** National Origin: Refers to where someone was born
- IV.** Nationality: Refers to the place in which the person is a citizen and what is written in their passport.

Barriers restricting equal access to the job market must be dismantled. This worries people in particular; people of African and Asian descent, indigenous peoples and ethnic minorities, and above all women within these groups. Stereotypically labeling certain groups can have significant damaging effects. Some examples of racial discrimination in the workplace may include racial slurs, racist “jokes” or cartoons, racial stereotypes, singing along to racist song lyrics, and paraphernalia like swastikas or nooses. Also, employers who make any employment decisions based on race and/or color in the workplace may be liable for race discrimination.

A. STATISTICS ON RACIAL DISCRIMINATION

Racial discrimination in the workplace against Latin/Hispanic workers took the form of much lower salaries. On average, they were paid 53% of what white, male employees were paid for similar positions.

In science, technology, engineering, and mathematics (STEM) industries, 62% of African-Americans and 44% of Asian Americans have reported experiencing discrimination in the workplace, compared to only 13% of white Americans.



For African-Americans who have completed a university program, there's a significant gap in payments. On average, African-American degree holders were paid about \$83,000+ annually, while white degree holders earned an average of \$106,000.

II. **SEXUAL ORIENTATION**

Homosexuality remains criminalized in several countries that can not be ignored. The European Union's Charter of Fundamental Rights, which strengthens and expands the non-discrimination provisions of the Employment Equality Directive 2000/78/EC, is the first international human rights instrument to completely prohibit discrimination based on sexual orientation. It came into force with the approval of the Lisbon Treaty in 2009.

Violence, harassment, discrimination at work, exclusion, stigmatization, and prejudice are quite often faced by lesbian, gay, bisexual, and transgender persons in employment or seeking job opportunities. Some studies put the salary gap between gay and heterosexual employees at 3 to 30 percent. Same-sex partners do not always acquire the same benefits as married couples. Also, the right to include partners in health insurance plans and other work-related benefits may not be guaranteed in a quite large number of countries.

III. **RELIGION**

Religious harassment occurs when employees are required to participate in religious practices as a condition of employment. Harassment occurs when the employer starts pressuring the employee to conform to another's beliefs or to give up his/her religious belief or practice. Religious harassment can also occur when employees are subjected to a hostile or offensive work environment as a result of their religion.

In the last years, there appears to have been a rise in the number of women and men experiencing discrimination based on their religious beliefs. This trend is reflected in the number of cases of religious discrimination referred to equality commissions. Where systemic religious discrimination exists, it usually concerns all aspects of life and is not limited to employment and occupation.

Employees who experience religious discrimination may have serious psychological harm, such as depression, low self-esteem, and trouble forming relationships. They could even feel guilty or ashamed for not being able to uphold their employer's religious standards. These workers also lose their social networks, which can be crucial in difficult financial or emotional situations. Additionally, because religious prejudice frequently coexists with racial and gender prejudice, it makes working conditions particularly



unfriendly for workers who are already frequently marginalized in the workplace. This kind of work environment can result in low morale, high turnover rates, and an increase in workplace violence.

IV. AGE

Age discrimination or so-called ageism, is one of the most common types of unfair treatment in the work environment. Overcoming preconceptions about older workers can be significantly aided by legislation as well as policy at the national and corporate levels. Some countries have carried out large-scale government-sponsored information campaigns and education programs to overcome the unwillingness to retain and hire older workers. As for young people, their difficulties in the labor market cannot all be attributed to discrimination, although they do face obstacles to employment opportunities. As recent developments have shown, this can be particularly explosive in situations where young people are unable to find suitable employment after completing their education or training. The following examples can be expected as ageism;

- I. Not hiring an individual because an employer wants a younger-looking person for the role.
- II. If a person receives a negative performance review because they were too old or inflexible to take on new projects.
- III. Firing an individual because management wants to hire and retain younger less expensive workers.
- IV. Turning an individual down for promotion because they are “too old” for the position or they want “new blood” in a position.
- V. When company layoffs are announced, most of the persons laid off are older, while younger workers with less seniority and less on-the-job experience are kept on.

V. PERSONS WITH DISABILITIES

Disability discrimination in employment means treating individuals differently in the work environment because of their disability, perceived disability, or association with a disabled person. Whether a person’s disability is visible or not, treating that person differently, or denying certain accommodations can be against the law. The United Nations estimates that 80 percent of persons with disabilities in developing countries live in poverty, many of them in rural areas. According to the World Bank, 20 percent of the world’s poor suffer from some form of disability. Examples of discrimination against disabled persons are listed as followed;



- I. Discriminating based on physical or mental disability in various aspects of employment, including recruitment, firing, hiring, training, job assignments, promotions, pay, benefits, layoff, leave, and all other employment-related activities.
- II. Asking job applicants questions about their past or current medical conditions or requiring job applicants to take medical exams.
- III. Creating or maintaining a workplace that includes substantial physical barriers to the movement of people with physical disabilities.

VI. MIGRANT WORKERS

Unfortunately, unfair working conditions are still faced by migrant workers in both developed and developing countries. 8 to 20% of the labor force in many nations, and much more in some regions consists of migrant workers. Research consistently demonstrates that they experience widespread prejudice in accessing employment, and many experience discrimination when employed. The economic crisis has also had a significant impact on migrant workers, who have experienced decreased employment or migration prospects, rising xenophobia, worsening working conditions, and even violence.

Some nations don't offer social insurance to migratory workers. Others restrict access to long-term transferrable benefits like old-age pensions while allowing migrants access to short-term programs like health care. Countries may allow access to long-term benefits but not permit portability between countries, which in turn discourages return migration.

The remedies need to require a strong focus on the anti-discriminatory measures that have been identified by the United Nations which are; political rhetoric to prevent stigmatization and xenophobic acts, macro- and microeconomic policies to maintain and create a job-rich recovery, and an active role in employers' and workers' organizations in guiding discussion and action in the right directions and ensuring that racism and violence remain unacceptable.

VII. POLITICAL OPINION

According to the United Nations freedom of expression is undeniable and the right to hold and express political opinions is inextricably linked to freedom of expression. Political opinion may include being a member of a political party; expressing political, socio-political, or moral attitudes and speeches; or civic commitment. Workers are protected against adverse action in employment based on activities expressing their political views, but this protection does not extend to politically motivated acts of violence.

Discrimination based on political opinion tends to take place in the public sector,



where loyalty to the policies of the authorities in power can be a factor in access to employment. Some nations' laws stipulate that to qualify for public sector posts, applicants must meet particular political requirements. Individual complaints about termination of employment, however, can be challenging to prove. Some political parties have strong ties to linguistic, racial, or religious identities. In these situations, political discrimination may coexist alongside discrimination on other grounds.

V. **AGENDA ITEM II:**

FORCED LABOR, HUMAN TRAFFICKING AND SLAVERY

Modern slavery is the very antithesis of social justice and sustainable development. Through the adoption of the Sustainable Development Goals (SDGs), the global community has committed to ending modern slavery among children by 2025, and universally by 2030 (Target 8.7). According to the 2021 Global Estimates, 50 million people are subject to some form of modern slavery every day—either being forced to labor against their choice or being pushed into marriage. This figure equates to almost one in every 150 persons on the planet. The estimations also show that modern slavery is by no means a transient issue; forced labor can persist for years, and forced marriage is typically a life sentence. And regrettably, nothing is changing. According to the 2021 Global Estimates, millions more men, women, and children have been forced into marriage or the workforce since the 2017 estimates were published.

Combining crises like the COVID-19 pandemic, armed conflicts, and climate change has increased the risk of all forms of modern slavery in recent years by causing unprecedented disruptions in employment and education, increasing extreme poverty and unsafe forced migration, and also increasing reports of gender-based violence. As is typically the case, those most impacted are those who are already in vulnerable positions, such as the impoverished and socially excluded, those employed in the informal economy, migrant workers who are not legally authorized to work in the country, and those who are exposed to discrimination.

Modern slavery refers to a variety of distinct legal notions, such as forced labor, conceptions related to forced labor (such as debt bondage, slavery, and behaviors that are similar to slavery, as well as human trafficking), and forced marriage. Despite not having a legal definition, the term “modern slavery” is used to draw attention to similarities among these legal notions.

In essence, it refers to exploitative circumstances where a person is unable to refuse or leave due to violence, threats, coercion, misrepresentation, or the abuse of power.

A. FORCED LABOR

Forced and bonded labor is doubtless the least known form of slavery today, and yet it's the most extensively given system of enslaving people. Between 12 and 20 million people are kept in debt thrall and under forced labor conditions around the world. Asia and the Pacific are host to more than half of the global total (15.1 million), followed by Europe and Central Asia (4.1 million), Africa (3.8 million), the Americas (3.6 million), and the Arab States (0.9 million). But this regional ranking changes considerably when forced labor is expressed as a proportion of the population. By this measure, forced labor is highest in the Arab States (5.3 per thousand people), followed by Europe and Central Asia (4.4 per thousand), the Americas and Asia and the Pacific (both at 3.5 per thousand), and Africa (2.9 per thousand).

According to the ILO, forced labor is prescribed as “Forced labor”, as herein used, All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” [ILO Forced Labor Convention 29, 1930: Art. 2(1)].

The term forced labor includes slavery and practices analogous to slavery as well as clicked labor or debt thrall. The ILO description generally applies to work or service exacted by governments and public authorities as well as private bodies and individuals. The ILO has developed several rudiments, which collectively or in confluence, can indicate a forced labor situation such as; threats or concrete physical damage, Restriction of blitz or confinement to the workplace or a limited area, Debt thrall, Withholding stipend or inordinate wage reduction that violates preliminarily made agreements, Retention of passports and identity documents, The trouble of condemnation to the authorities, when the worker has an irregular immigration status.

Also in some cases according to ILO's Article 2(2) of Convention No. 29 describes five situations, which constitute exceptions to the “forced labor” definition under certain conditions. These situations follow as follows;

- I. Compulsory military service.
- II. Normal civic obligations.
- III. Prison labor (under certain conditions).
- IV. Work in emergencies (such as war, calamity, or threatened calamity e.g. fire, flood, famine, earthquake).

As previously mentioned, forced labor takes different forms, including debt bondage, trafficking, and other forms of modern slavery. The victims are the most vulnerable like, women and girls forced into prostitution, migrants trapped in debt bondage, and sweatshop or farm workers kept there by clearly illegal tactics and paid little or nothing. Although forced labor is universally condemned, ILO estimates show that nearly 20.9 million people around the world are still in forced labor, more than half of whom are women and girls. Available data indicate that the number of people in forced labor is not decreasing and may even be on the rise. And as it's been said these are the sectors they are forced to work in according to CIA The World Factbook; agriculture: 31%, industry: 23.5%, services: 45.5% (2014 est.). In addition to this information.

The typology of forced labor there are two main categories of forced labor which are explained as followed;

- I. **Privately-imposed forced labor** is a type of forced labor in the private employment sector imposed by private individuals, groups, or companies in any branch of economic activity. It may include activities such as begging for a third party that go beyond the scope of the production of goods and services covered in the general production boundary of the System of National Accounts.
- II. **State-imposed forced labor** refers to forced labor imposed by States authorities. It includes labor that is demanded by the State for racial, social, national, or religious discrimination as well as for political coercion, education, or punishment for expressing political opinions. It also includes labor that is used as a method of labor mobilization for economic development.

While it is acknowledged that States have the authority to require citizens to perform mandatory work, the scope of these prerogatives is restricted to certain situations, such as mandatory military service for work that has a purely military purpose, the regular civic duties of citizens of a fully self-governing country, assimilation of minor communal services, and work or service that is under the supervision and control of public authorities as a result of a conviction in a court.

I. TYPES OF PRIVATELY-IMPOSED FORCED LABOR

Privately imposed forced labor can be divided into two sub-categories which are as followed;

Forced labor exploitation is a type of forced labor in the private economy that is imposed by private individuals, groups, or companies in any branch of economic activity except commercial sexual exploitation.

Forced commercial sexual exploitation refers to forced labor imposed by private agents for commercial sexual exploitation and all forms of commercial sexual exploitation of children, including the use, procuring, or offering of children for the production of child sexual abuse materials.




























II. TYPES OF STATE-IMPOSED FORCED LABOR

There are two broad categories: Citizens who are normally free are made to perform labor that is required of them by national or local authorities, sometimes for a short time. One instance is the mandatory cotton harvesting that takes place during the harvest in certain republics of Central Asia when both adult and child labor has been used extensively. In other instances, residents are subjected to mandatory civil service, which is a strategy used by States to attract labor for economic development. Some nations, like the Democratic People's Republic of Korea, deliberately export their laborers while subjecting them to forced labor. prisoners and detainees. In these situations, working while incarcerated or in administrative detention is against international human rights law.

Examples of alleged egregious misuse have recently been highlighted in the media, calling attention to the practice in several nations of imprisoning political dissidents or members of ethnic or religious minorities without charge or trial in detention or "re-education" camps. They frequently have to engage in forced labor for extended periods. Prisoners in private prisons are required to work for wages well below the legal minimum wage rates, which is considered forced labor in certain developed nations. As said here are some causes and types of forced labor by states;

- i. As a punishment; For political views or Participation in strikes
- ii. For economic development
- iii. As a means of racial, religious, or other discrimination



Country (or area)	Labor force	Date of information	Agri-culture	Industry	Servi-ce	Date of infor-mation
World	3,432,200,000	2017 est.	31%	23.5%	45.5%	2014 est.
 <u>China</u> *	816,200,000	2018 est.	26.1%	27.6%	46.3%	2018 est.
 <u>India</u> *	520,200,000	2011 est.	47%	22%	31%	2009 est.
 <u>United States</u> *	153,400,000	2011 est.	0.7%	20.3%	79.1%	2009
 <u>Indonesia</u> *	117,000,000	2011 est.	38.3%	12.8%	48.9%	2010 est.
 <u>Brazil</u> *	104,300,000	2011 est.	9.4%	32.1%	58.5%	2017 est.
 <u>Bangladesh</u> *	75,420,000	2011 est.	45%	30%	25%	2008
 <u>Russia</u> *	75,410,000	2011 est.	9.8%	27.5%	62.7%	2010
 <u>Pakistan</u> *	57,890,000	2011 est.	43%	20.3%	36.6%	2005 est.
 <u>Nigeria</u> *	51,530,000	2011 est.	70%	10%	20%	1999 est.
 <u>Vietnam</u> *	48,230,000	2011 est.	53.9%	20.3%	25.8%	2009
 <u>Mexico</u> *	47,770,000	2011 est.	13.7%	23.4%	62.9%	2005
 <u>Germany</u> *	43,590,000	2011 est.	2.4%	29.7%	67.8%	2005
 <u>Thailand</u> *	39,280,000	2007	42.4%	19.7%	37.9%	2008 est.
 <u>United Kingdom</u> *	31,760,000	2011 est.	1.4%	18.2%	80.4%	2006 est.
 <u>France</u> *	29,560,000	2011 est.	3.8%	24.3%	71.8%	2005
 <u>Egypt</u> *	27,740,000	2011 est.	32%	17%	51%	2001 est.
 <u>Türkiye</u>	26,460,000	2011 est.	25.5%	26.2%	48.4%	2010
 <u>Iran</u> *	26,370,000	2011 est.	25%	31%	45%	Jun 2007
 <u>South Korea</u> *	25,090,000	2011 est.	7%	23.6%	69.4%	2011 est.
 <u>Spain</u> *	23,130,000	2011 est.	4.2%	24%	71.7%	2009 est.
 <u>Canada</u> *	18,680,000	2011 est.	2%	15%	83%	2006 est.
 <u>Nepal</u> *	18,000,000	2009 est.	75%	7%	18%	2010 est.
 <u>Kenya</u> *	18,390,000	2011 est.	75%	65%	65%	2008 est.
 <u>Uzbekistan</u> *	16,280,000	2011 est.	44%	20%	36%	1995
 <u>Afghanistan</u> *	15,000,000	2004 est.	78.6%	5.7%	15.7%	FY08/09 est.
 <u>Venezuela</u> *	13,440,000	2011 est.	13%	23%	64%	1997 est.
 <u>Sudan</u> *	11,920,000	2007 est.	80%	7%	13%	1998 est.
 <u>Malaysia</u> *	11,900,000	2011 est.	13%	36%	51%	2005 est.
 <u>Kazakhstan</u> *	8,733,000	2011 est.	28.2%	18.2%	53.6%	2010
 <u>Cambodia</u> *	8,800,000	2010 est.	57.6%	15.9%	26.5%	2009 est.
 <u>Iraq</u> *	8,900,000	2010 est.	21.6%	18.7%	59.8%	2008 est.



 Saudi Arabia *	7,630,000	2011 est.	6.7%	21.4%	71.9%	2005 est.
 Yemen *	7,030,000	2011 est.	-	-	-	-
 Syria *	5,640,000	2011 est.	17%	16%	67%	2008 est.
 Azerbaijan *	6,119,000	2011 est.	38.3%	12.1%	49.6%	2008
 United Arab Emirates *	4,111,000	2011 est.	7%	15%	78%	2000 est.
 Singapore *	3,212,000	2011 est.	0.1%	30.2%	69.7%	2010
 Israel *	3,227,000	2011 est.	2%	16%	82%	Sep 2008
 Denmark *	2,857,000	2011 est.	2.5%	20.2%	77.3%	2005 est.
 Kyrgyzstan *	2,344,000	2007	48%	12.5%	39.5%	2005 est.
 Finland *	2,676,000	2011	4.9%	16.7%	78.4%	2009
 Turkmenistan *	2,100,000	2009 est.	48.2%	14%	37.8%	2004 est.
 Libya *	1,160,000	2011 est.	17%	23%	59%	2004 est.
 Central African Republic *	1,926,000	2007	-	-	-	-
 Qatar *	1,320,000	2011 est.	-	-	-	-
 Mongolia *	1,068,000	2008	34%	5%	61%	2008
 Ukraine *	22,090,000	2011 est.	15.8%	18.5%	65.7%	2008
 Greece *	4,972,000	2011 est.	12.4%	22.4%	65.1%	2005 est.
 Peru *	10,800,000	2011 est.	0.7%	23.8%	75.5%	2005

B. HUMAN TRAFFICKING

Human trafficking is a growing human rights problem that affects individuals locally and globally and is exacerbated by public and private supply chain management. Human trafficking involves using force, fraud, or coercion to obtain some type of labor or commercial sex act. Every year, millions of men, women, and children are trafficked worldwide. It can happen in any community and victims can be of any age, race, gender, or nationality. Traffickers might use the following methods like violence, manipulation, false promises of well-paying jobs, and romantic relationships to lure victims into trafficking situations.



The act, the method, and the purpose are the three main components of the crime of human trafficking. Traffickers use a variety of tactics to keep their victims under control, including physical and sexual abuse, blackmail, emotional manipulation, and the removal of official documents. The victim may be exploited at home while migrating, or in a foreign nation. There are various forms of human trafficking. These include being exploited as a domestic worker or in forced unions, as well as in the sex, entertainment, and hospitality industries. Victims are forced to work in factories, on construction sites, or in the agricultural sector without pay or with an inadequate salary, living in fear of violence and often in inhumane conditions. The removal of some victims' organs is forced upon them or misled onto them.

Language barriers, fear of their traffickers, and/or fear of law enforcement frequently keep victims away from seeking help, which makes human trafficking a hidden crime.

The trauma caused by the traffickers can be so great that many may not identify themselves as victims or ask for help, even in highly public settings. Many myths and misconceptions exist like Human trafficking is only Sex trafficking which is not true even though Sex trafficking exists, it is not the only type of human trafficking. Forced labor is another type of human trafficking; both involve the exploitation of people. Victims are found in legitimate and illegitimate labor industries, including sweatshops, massage parlors, agriculture, restaurants, hotels, and domestic service. Recognizing key indicators of human trafficking is the first step in identifying victims and can help save a life. Not all indicators listed are present in every human trafficking situation, and the presence or absence of any of the indicators is not necessarily proof of human trafficking.

Poverty and discrimination breed the conditions in which forced labor practices persist. Poor people are often in need of cash just for daily survival, which forces them to sell their labor in exchange for a lump sum of money or a loan. They are tricked or trapped into working for very little or no pay, often for long hours and seven days a week. The value of their work is invariably greater than the original sum of money borrowed.

People who are forced into labor are routinely threatened with and subjected to mental and physical violence with women and girls being disproportionately affected by sexual violence. They are kept under various forms of surveillance, sometimes even by armed guards. Entire families can be held under forced labor conditions, making it even harder for individual family members to escape. Many forced labor systems lock marginalized groups, such as women and children, into extreme poverty since they have few possibilities to take self-determined decisions and, consequently, to elude the vicious circle of forced labor conditions. In most countries, legislation against various forms of

forced labor exists. However, law enforcement is weak and corruption is widespread, thus, the vast majority of perpetrators remain unpunished. This helps keep forced labor exploitation a low-risk, but highly profitable operation.

C. LABOR TRAFFICKING

Another important factor influencing the human trafficking sector is labor recruiters, commonly referred to as labor intermediates or labor brokers, who enable employment for migrant workers. Labor recruiters serve as an important facilitators for workers in search of employment opportunities, which fosters a dependent power dynamic resulting in workers' vulnerability. Foreign labor recruiters have a variety of important roles, from signing documents to arranging lodging to negotiating pay. Utilizing a labor broker is frequently the only method for employees to get jobs, making it a risk that must be taken to survive.

Approximately 21 million children, women, and men worldwide are victims of human trafficking, according to the International Labor Organization (ILO). While sex trafficking has been an area of great interest to public policy researchers, labor trafficking has only recently come to be a part of policy-making decisions. Due to this, both private and public organizations have a propensity to link sexual exploitation to all forms of human trafficking. However, globally, 16.4 million victims (78%) are primarily exploited for other forms of forced labor, particularly in industries like agriculture, construction, domestic service, entertainment, fishing, manufacturing, mining, and state-mandated prison or military labor. These statistics highlight the vast influence private enterprises have in the trade of human beings for economic gain. In a 2012 report, the ILO estimated that the global profits accrued through forced labor and sex labor exploitation reached \$150 billion annually. These large profits are realized by minimizing the value of human life all over the globe for financial gain.

With 11.7 million, or 56% of the global total victim count, forced labor occurs most frequently in the Asia-Pacific region. The staggering percentage of trafficking victims in the Asia-Pacific region includes children, women, and men forced to work in a host of industries and occupations, such as labor in factories that produce textile goods. The Asia-Pacific region, which includes the world's two most populous countries (India and China), is also home to great economic disparities, massive internal migration from rural to urban areas, and frequent instances of external migration in search of economic opportunities. Due to their frequent desperation for employment, physical or cultural isolation, financial burdens, and language barriers, to name just a few factors contributing to their vulnerability, migrants who are forced to leave their homes in search of work are particularly vulnerable to exploitation and preyed upon by traffickers and recruiters.



I. **LATEST EVENTS REGARDING THE AGENDA**

II.

A. **BUILDING A NATIONAL CONSENSUS IN MYANMAR**

Progress cannot be expected overnight. It can take years of negotiation, backed by advocacy campaigns and perhaps an international Commission of Inquiry, to achieve the law, policy, and implementation structures needed to eradicate the abuses. An example is Myanmar where, 20 years ago, an ILO Commission of Inquiry and a broad-based human rights campaign against the then military government led several European apparel companies to cease all imports from the country. Subsequently, after a civilian government took office, there was cooperation between governments, employers, and workers' organizations, including a National Tripartite Dialogue Forum in early 2017, to address different forms of forced labor. The Myanmar experience shows how complaints and other mechanisms, originally designed to address SIFL, can create a national consensus for also addressing other forms of forced labor.

B. **THE UZBEKISTAN COTTON PLEDGE**

In Uzbekistan, combined action by major importers has played a major role in persuading the government to commit itself to reforming the State system of forced labor in cotton production. Over 300 leading brands signed the Uzbekistan Cotton Pledge, committing them to not knowingly sourcing cotton from the country until the government stopped using forced labor in the cotton sector. Progress has been monitored through a Third Party Monitoring (TPM) mechanism led by the ILO. According to the latest TPM report, most

forced labor has now been eliminated from Uzbekistan's cotton fields (though international NGOs have pointed to ongoing structural problems in Central Asian Republics including Turkmenistan and Uzbekistan).

IV. QUESTIONS TO BE ADDRESSED

- ❖ What can be done to improve working conditions for an equal environment at work?
- ❖ What are the responsibilities of ILO to decrease inequalities and discrimination in workplaces?
- ❖ Are there any possible ways to improve the working conditions of migrant workers? If so, what are they?
- ❖ What can be done to support the elderly and young people in employment?
- ❖ In which ways the oppressed groups who face racism such as; African-Americans, Asians, Latins, and Hispanics can be included more in the social environment of their jobs without being excluded further?
- ❖ What should be the ILO's stance to end forced labor, human trafficking, and slavery?
- ❖ Are there any possible ways to save people who have to do forced labor because of debt thrall? Explain the possible ways.
- ❖ In which ways possible for ILO can stop the use of women and children in human trafficking?
- ❖ What are the possible stances ILO should take against private and state-imposed forced labor?



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