

Kunming City Employers' Contribution to Anti-trafficking Action in Yunnan Province

I. The necessity for employers' participation in anti-trafficking

1. The existence and development of trafficking is due to the demands of it, if demands exist, then the supply will exist. The development of demands will stimulate the development of supply. For long times, government have issued strict rules against trafficking, but it still develop in the dark, and the essential reason is the stimulation of demands, so the key point of solving trafficking is to solve demanding market. The central point of demanding market is employers hire workers, so mobilize the employers to participate into trafficking will become an effective method to address trafficking.
2. Trafficking issues are social problems concerned by domestic and international departments, each country did a lot of effects in justice, adopted positive and strict law strategy to combat it. But laws can not reach every aspect of it, only address it by law methods is not enough. It is easy to see from former trafficking issues that how the traffickers continue to make use of the laws' gaps, avoid punishing by laws. In the countries where trafficking existing, governments are more and more concerned about trafficking, and the punishment become more and more serious, but trafficking still exists. So except depend on laws, we need to improve the monitoring ability of society against trafficking by the participation of public, especially the employers groups, in which trafficking issues easily happened.
3. At present, most of the employers in Yunnan Province lacking the necessary law knowledge, they only know little about trafficking, can not analysis and realize trafficking action from the point of human rights. Trafficking is easy happened in employers' group, because the employers will hire trafficking victims, and exploit employees. From this point, to achieve the main stream of trafficking prevention in the society, the participation of employers are necessary and foremost.

II. The possibility for employers' participation

1. Due to pursue the maximum profit, most of the employers want to seek a stable and ordering society, only the stable and ordering circumstance can provide a safe space for social manufacture and business trading, and create the possible condition for pursuing maximum profit. Social stabilization and security is the necessary requests for employers, but trafficking is an illegal action against human civilization, which is detrimental to social stabilization and security, will inevitably get the employers' rejection.

2. With the quality raising of the employers, especially with the participation of most people at high quality level in employers' groups, more and more employers' social ability awareness enhance continuously, they concern about the society around them then before, pay attention to social development, and trafficking will arouse their recognition.
3. During the past few years, Chinese Government have implemented popularizing action of law education, which helped to improve the law awareness of public; know the law, abide by the law, and protect the law become a self-conscious action among many employers.
4. The employers who become rich increasingly have strong willing of participating in social activity, social management, and realize social value, they have the potential positivity, which can organize, mobilize and exert.
5. At present, the inner business trading environment developed more and more better, the justice and ordering competing market environment take shape gradually, more and more well-known enterprises joined in morality activities, they know that hiring trafficking victims will bring bad influence for they companies, so more and more employers would like to participate into trafficking prevention.
6. Kunming City Private Economy Association is the employers' organization for individually-owned businesses and private enterprises of Kunming City. It has the integrating organization mechanism, and its members cover the whole city. It is a non-governerment organization which organizes, serves and manages employers, it can mobilize the employers' organization in shortest time, and link them together in the widest areas.

III. Participating methods of employers

Implementing "safe employment" among employers, the main contents include:

1. Employers are request to hire employees in legal channel, avoid hiring trafficking victims directly or indirectly.
2. Employers have responsibility to train employees with trafficking prevention knowledge, improve employees' awareness on the complexity and ponderance of trafficking, so as to enhance their awareness on trafficking prevention.
3. Employers are request to follow the Chinese laws to enforce the employers' wages, working time, labour security policy and protect their legal rights.
4. Employers should check the employees' identities, sources, and make relevant registration.
5. Employers should follow trading standard strictly, don't infract

- employees' rights, and implement moral employment.
6. Employers are request to set up normal connection mechanism with the employees' families, make the employees' working and living available.
 7. Reveal illegal employment of other employers actively.

IV. Direct effects for employers' participation

Kunming City Private Economy Association reach the prospective results in organizing employers to implement trafficking prevention.

1. Have new understanding in trafficking definition

Before implementing project, many people thought that trafficking is abduct women and children. After Kunming City Private Economy Association implementing TICW Project, people have new understanding on trafficking. The trafficking ILO concerned not only include abduct people, but also include the exploitation of economy and sex of people, and recruitment, transportation, transfer, harboring or receipt of persons.

2. Everyone has the responsibility on trafficking prevention

Before implementing the project, employers have the ideas in their minds that implementing trafficking prevention is the responsibility of public security departments, and have little relations with them. Through accept training, many employers understood trafficking is a complex action involved with economy, education, law enforcement and moral. Everyone plays a certain role in trafficking prevention, especially employers play important roles, such as don't hire trafficking victims (include children and women), restrain trafficking from demand sides; don't exploit employees' economy and avoid gender discrimination etc. Employers knew that only start to do it form themselves, and start to do it right away, can impel the main stream of trafficking prevention.

3. People's awareness have enhanced, and start to concern trafficking issues around them.

As many people have new understanding in trafficking, they start to concern the things happen around them, compare it with trafficking, analysis which action belong to trafficking, which action have the features of trafficking. As a result, their awareness of trafficking prevention have enhanced.

4. Employers knew that eliminate gender discrimination, improve gender equality and prevent trafficking have close relationships.

In our lives, as the existence of values difference and gender discrimination, male and female will suffer different experiences in accepting education, employment, working and living. In the poor place of labour sending areas, some families prefer to spend their limited money on supporting boys to study; women and girls can only go out for finding jobs, earn money for their families. In this condition, women are easily become the trafficking victims; suffer labour exploitation and sex exploitation.

As lacking the comprehensive understanding of trafficking, employers in receiving areas usually become the impeller of trafficking during recruitment. For example, many enterprise prefer to hire male, especially during some special periods like pregnancy, confinement, lactation, women's rights can not get the effective protection, and become the objects of being exploitation.

After implementing the project, through organize advocacy and training to employers constantly; they realize that gender discrimination is one of the root sources for trafficking, they have to eliminate gender discrimination so as to achieve anti-trafficking.

5. People have new understanding on trafficking harmfulness

Before implementing the project, many employers only knew little about trafficking, such as its social and history background, features, actuality, common commit ways and method; after implementing the project, they have a comprehensive knowledge on trafficking patterns, development and rampancy, and they are able to understand trafficking in depth, so as to fill in gaps and singleness on trafficking knowledge.

6. Set up trafficking prevention network in employers' group

After implementing the project, Kunming City Private Economy Association has organized training to 900 typical employers with trafficking prevention knowledge, distributed more than 11000 copies of "Knowledge handbook", more than 4000 copies of "Recommendation" for trafficking prevention. And the trained employers became the central forces of advocacy trafficking prevention knowledge among other employers, formed an effective network of trafficking prevention, which is irreplaceable.

7. Employers raised their self-discipline awareness on trafficking prevention

Through organizing trainings to employers with trafficking knowledge, employers gave response to "Better Self-discipline" actively. Follow the recommendation of Kunming City Private Economy Association, more than 100 members advocated "The Recommendation about 'Better Self-Monitoring, Follow the Labor Law, Eliminate Gender Discrimination, Stop Illegal Employment and Exploitation, and Contribute to the Efforts of Preventing and Combating Trafficking'" to employers in whole city, which got the supports and response by many trained employers. They said that they will insist on avoiding hiring trafficking victims (include women and children), follow Chinese Labour Law, protect employees' legal rights, and carry out trafficking prevention advocacy to people around them.

8. Employers participate into trafficking prevention with practical actions

After accepting training on trafficking prevention, some employers started to take actions, such as support the children and girls in poor areas where trafficking issues are easily happened, help them to go school, improve their culture quality; implement reeducation activities of trafficking prevention among young women employees, make more women understand the ponderance of trafficking, improve their awareness of self-protection; tell to

women coming from poor areas of Simao City with their own experiences of starting enterprises, maintain businesses, developing experiences and lessons learnt, call people to strive continuously to make new progress, stand on their own legs, and cherish their good names, participated into trafficking prevention actions at root source etc.

9. By implementing trafficking prevention activities of ILO, employers start to explore the long-term mechanism for preventing and combating trafficking.

We can see from the reason analysis for trafficking in children and women in Mekong Sub-regional did by ILO that one important reason of trafficking is employment difficult; the legal channel of employment is not available, and low capacity of providing employment opportunities to more people, all those provide an opportunity for trafficking. So we think, to eliminate trafficking should start from enlarging employment opportunities. We organized 45 enterprises that have certain scales to pay a visit to Dongchuan district where has the high unemployment rate within Kunming City, hope to enlarge the employment coverage in society by broaden the production scope of enterprises, improve the social ability on providing employment opportunities to persons of right age, make employment available to women who have working ability, so as to prevent trafficking in long times.

Thank you for your attentions!