

BULGARIA (2016-2019)
THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR
Protocol of 2014 (P029) to the Forced Labour Convention

REPORTING	Fulfillment of Government's reporting obligations	Yes.	
	Involvement of Employers' and Workers' organizations in the reporting process	2017-2019 ARs: The Government has consulted the following employers' and workers' organizations: the Bulgarian Chamber of Commerce and Industry; the Bulgarian Industrial Association; the Bulgarian Industrial Capital Association; the Confederation of Employers and Industrialists in Bulgaria; the Union for Private Economic Enterprise; the Confederation of Independent Trade Unions in Bulgaria; and the Confederation of Labour "Podkrepa".	
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	Yes.	
	Workers' organizations	2018-2019 ARs: Yes. 2017 AR: No.	
EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL	Ratification	Ratification status	Bulgaria has not yet ratified the Protocol of 2014 (P029) to the Forced Labour Convention.
		Ratification intention	2018-2019 ARs: The Protocol is likely to be ratified. Consultations with the Ministry of Justice were held this year with regard to the Protocol and the outcome of the consultations is that changes in the legislation with a view to aligning the latter with the provisions of the Protocol could be considered. 2017 AR: The Government indicated its intention to ratify the 2014 Protocol.
	Existence of a policy and / or plan of action for the suppression of forced or compulsory labour	2017-2019 ARs: There are national policy and plans of actions for the prevention of all forms of forced labour as well as for combatting trafficking in persons for the purposes of forced or compulsory labour. Bulgaria pays particular attention to combating human trafficking, including trafficking for the purposes of forced labour. Passed on 7 May 2003 (effective 20 May 2003), the Combating Human Trafficking Act focuses on prevention and on the protection of victims, particularly women and children. It defines for the first time the notions "reflection period" and "recovery period" and determines the special protection for victims of traffic who assist the investigation. The law sets out the institutional framework and the interaction between the governmental and nongovernmental institutions on designing the national policy. A National Commission for Combating Human Trafficking (NCCHT) is established under the act. It monitors the compliance with the law, develops the policy for counteracting human trafficking and establishes local commissions. The national commission determines and directs the national strategy for addressing the problem, takes part in the international cooperation for fight against the problem, organises the conduct of information, elucidatory and educational campaigns for individuals from risk groups, designs programs for training of staff to perform functions for prevention and counteraction of human trafficking, monitors the work of the local commissions. 2016 AR: Since 2005, Bulgaria approves every year a national program for preventing and counteracting human trafficking and protection of victims thereof. The program is designed in NCCHT. The 2016 National Program envisages new activities in the context of prevention of human trafficking for the purposes of labour exploitation, as well as prevention of trafficking risks among the vulnerable ethnic minorities. Activities for improvement of the mechanisms for identification of victims of trafficking among asylum seeking migrants are envisaged for the first time under the program. This year's priority is on restoring the operation of the shelters of NCCHT for temporary accommodation of victims of trafficking with a view to overcoming the consequences of trafficking and providing adequate support to the victims.	

	<p>Measures taken or envisaged for systematic and coordinated action</p>	<p>2019 AR: The National Strategy for Combating Trafficking in Human Beings (2017-2021) adopted in 2017 by the Council of Ministers continues to be in force.</p> <p>2017-2018 ARs: Freedom of labour and prohibition of forced and compulsory labour are fundamental principles in the Bulgarian legislation. They are regulated in Article 48 (3) and (4) of the Constitution of the Republic of Bulgaria, according to which every citizen is free to choose an occupation and a place of work and no one may be compelled to perform forced labour. They are also fundamental principles of labour law which are proclaimed not only in the Supreme Law but also in the Labour Code (LC). The legal guarantees for their realisation are laid down in the Labour Code, for example, the employment relationship may originate through the free and voluntary will of the individual; where the employee disagrees with the obligations he has to perform, an employment relationship does not originate (Article 63 (3) of the Labour Code); Article 326 of the Labour Code provides the worker or employee with the opportunity to terminate his employment contract unilaterally, upon a written notification to the employer, without the need to provide arguments and reasons; there is also a prohibition of performing extra work, etc. The Penal Code and the Combating Human Trafficking Act also contain provisions on forced labour. In the Penal Code, the legislator has incriminated the acts of recruitment, transportation, hiding or admittance of individuals or groups of people for the purposes of using them for forced labour (Article 159a and Article 418 of the Penal Code). Bulgaria is a full EU member and thus the supra-national EU acquis are applicable on national territory. Good European practices of combating exploitative work practices have been transposed into the Bulgarian legislation. According to Directive 2011/36/EU of the European Parliament and of the Council of 13 December 2011 on preventing and combating human trafficking and protecting its victims, transposed by the Bulgarian State, forced labour is a form of exploitation. The directive qualifies all forms of exploitation as crimes and harmonises the sanctions for the exploiters and the undertakings making use of forced labour. It also contains provisions on prevention, protection of victims and compensation to victims. In 2015, the Council of Ministers of the Republic of Bulgaria adopted Decision No. 243/16.04.2015, approving the Protocol to Convention No. 29 of ILO and Recommendation No. 203 of ILO on supplementary measures for the effective suppression of forced labour and making a proposal to the National Assembly to take cognisance of the Protocol and the Recommendation on the grounds of Article 86 (1) of the Constitution of the Republic of Bulgaria. The decision was discussed and adopted by the 43rd National Assembly on 14 May 2015. According to the Penal Code (PC) of the Republic of Bulgaria, a person who compels another to do, to omit or to suffer something contrary to his will, using for that purpose force, threats or abuse of his authority, shall be punished by imprisonment for up to six years (Article 143 (1)). Therefore, the use of force in order to compel a person to perform work for which he has not offered himself voluntarily is an act punishable under the Penal Code.</p>
	<p>Measures taken or envisaged to prevent forms of forced labour</p>	<p>2019 AR: The measures taken include: a) Information, education and awareness raising targeting especially people in vulnerable situation and employers ; b) Strengthening and broadening of the coverage of legislation, particularly labour law ; c) Regulation and supervision of the labour recruitment and placement process ; d) Supporting due diligence by the public and private sectors ; e) Addressing the root causes that perpetuate forced labour ; f) Promotion of safe and regular migration ; g) Education/vocational training ; h) Capacity building for the competent authorities ; i) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations ; and j) Basic social security guarantees.</p> <p>2018 AR: The measures taken or envisaged include: a) <i>Information, education and awareness raising activities targeting especially people in vulnerable situation and employers:</i> section II of the National programme for prevention and counteraction of trafficking in human beings and protection of the victims for year 2018 includes dedicated measures and activities for prevention of that wicked practice. The purpose is to increase the awareness and sensitivity of the society and risk groups in relation to the problems of trafficking in human beings. Among the activities, included in that section and also having important significance for the prevention of the forced labour are: i) Performance of targeted prevention and information sessions about trafficking in human beings with individuals, who are going to work outside Bulgaria,</p>

		<p>with a focus on the seasonal employment; ii) Organization of prevention campaign and focus groups for prevention of trafficking in human beings with the purpose of labour exploitation; iii) Organization of targeted prevention and information sessions about the risks for trafficking in human beings among migrants, citizens of third countries and individuals, looking for protection; iv) Organization of summer prevention campaign and joint action days for detection and prevention of trafficking in human beings with the purpose of sexual exploitation; v) A campaign on the occasion of 18 October – EU day of the combating of the trafficking in human beings, with a focus on new tendencies in trafficking in human beings; and vi) National campaign for prevention of the labour exploitation. Section III ‘Personnel training and qualification’ includes activities for development and upgrade of the capacities of the specialists in the field of counteraction to trafficking in human beings and protection of victims: i) Organization of training module ‘Trafficking in human beings: reasons, identification and protection of victims’ for the interns-diplomats, diplomats, individuals, performing consular functions and police attaches through the program of the Diplomatic institute at the Ministry of Foreign Affairs; ii) Organization of specialized trainings for judges, magistrates, investigating police officers and lawyers; iii) Organization of specialized training for inspectors of General Labour Inspectorate Executive Agency with subject: ‘Identification of victims of trafficking and interaction with competent authorities in cases, related to trafficking in human beings’; iv) Trainings for pedagogical specialists for first level of identification of victims of trafficking in human beings; v) Training of employment intermediaries, employees at the Directorate ‘Employment Offices’ at the Employment Agency and social workers at the Directorate ‘Social Support’; vi) Organization of specialized training for employees of the Ministry of Interior and magistrates; vii) Organization of consultancy meeting with representatives of institutions and non-governmental organizations, working in the field of counteraction to the trafficking in human beings, reintegration and support of the victims of trafficking in human beings; viii) Organization of practical training for experts – social workers and psychologists providing services to the victims of trafficking in human beings at National Commission for Combating Trafficking in human beings at the city of Sofia; ix) Participation in international trainings as per joint project with Academy of European law; x) Improvement of the capacities of the experts of the administration of the National Commission for Combating Trafficking in human beings; xi) Training of children and young people about the prevention of trafficking in human beings; xii) Information sessions with teachers, representatives of civil organizations, journalists, university lecturers and students, module ‘trafficking in human beings’; xiii) Training in relation to the court practice and legal instruments providing access to compensations; xiv) Organization of training about labour exploitation; and xv) Improvement of the interaction, strengthening of the partnership and exchange of good practices and experience in the support of victims; b) <i>Strengthening and broadening of the coverage of legislation, particularly labour law</i>; c) <i>Regulation and supervision of the labour recruitment and placement process</i>: the Labour Inspectorate is in charge of the supervisory system; d) <i>Promotion of safe and regular migration</i>: The Government reiterates the existence of the Labour Migration and Labour Mobility Act that imposes fines to employers recruiting foreigners without a work permit or without registration with the Employment Agency. It further reports that the implementation of voluntary return programmes is also essential because they improve the cooperation with the country of origin, whilst facilitating the development of sustainable integration mechanisms and mitigating the risk of repeated illegal migration. The Governments adds that the introduction of a Blue Card for high- qualified third-country workers also aims at strengthening the fight against irregular migration while promoting legal migration channels. The Ordinance on the terms and procedure of signing, implementing and terminating the agreement for integration of foreigners with granted asylum or international protection was approved with Decree No. 144 of the Council of Ministers of 19 July 2017. It introduced significant improvements to the integration mechanism for such individuals. The Government indicates that, with a view to curbing undeclared employment in seasonal agricultural work, the Labour Code was amended to regulate a special type of employment contract for short-term seasonal agricultural work – the so called “daily contract”. It also reports that the Employment Agency offers its mediation services for employment and training to all job seekers, including foreigners who are registered at the Labour Office Directorates. All</p>
--	--	---

		<p>registered individuals have equal access to the services and no direct or indirect discrimination, privileges or restrictions based on nationality, origin, sex, race, etc. are allowed in the mediation process. The Government mentions that, with a view to integrating unemployed persons with granted refugee status in the labour market by improving their employability, employment and training programs for refugees are implemented, specialized labour exchanges for refugees as well as information meetings in the centers for temporary accommodation of refugees are organized. It underlines that the policy for safe and regular labour migration and integration of foreigners is implemented in collaboration with the social partners. The collaboration is implemented within the National Council on Labour Migration and Labour Mobility to the Minister of Labour and Social Policy. It comprises equal number of members from the nationally represented employer and employee organizations, representatives of ministries, agencies, commissions, and of the bodies of local self-government; and e) <i>Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations</i>: the Government indicates that ensuring freedom of association and guaranteeing the right to collective bargaining are an integral part of the country's policy for elimination and prevention of forced labour. The labour legislation is developed and approved with the active participation of the social partners (Article 2 of the Labour Code). Social partners participate in and support the development and implementation of different measures of relevance for prevention and abolition of forced labour.</p> <p>2017 AR: The measures taken or envisaged include: a) campaigns and events for raising the awareness of different target groups about the possibilities for protection against forced labour and for safe travel abroad (university and school students, representatives of the Roma community, young people, migrants, long-term unemployed persons, employers); b) regular labour inspections, carried out by the General Labour Inspectorate; c) adoption of Labour Migration and Labour Mobility Act (2016); d) Ensuring freedom of association and guaranteeing the right to collective bargaining are an integral part of the country's policy for elimination of forced labour; and e) the labour legislation is developed and approved with the active participation of the social partners (Article 2 of the Labour Code).</p>
	<p>Measures taken or envisaged to protect victims of forced labour</p>	<p>2019 AR: The measures taken include: a) a) Training of relevant actors for identification of forced labour practices; b) Legal protection of victims; c) Material assistance for victims; d) Medical and psychological assistance for victims; e) Measures for the rehabilitation and social and professional reintegration of victims; f) Protection of privacy and identity; g) Appropriate accommodation; and h) Specific measures for children and migrants.</p> <p>2017-2018 ARs: The measures taken or envisaged include: a) training of relevant actors for identification of forced labour practices; b) legal protection of victims; c) material assistance for victims; d) medical and psychological assistance for victims; e) measures for the rehabilitation and social and professional reintegration of victims; f) protection of privacy and identity; g) specific measures for children and migrants. In Bulgaria, the fight against human trafficking (also for the purpose of forced labour) is included in the regular curriculum of the Police Academy at the Ministry of Interior, the Diplomatic Institute at the Ministry of Foreign Affairs and the National Institute of Justice which provides training to judges, prosecutors and investigators. Seminars and training programs on human trafficking for labour exploitation and on best practices of addressing the problem are organised for policemen, prosecutors and judges. The Bulgarian legislation complies with the requirements for the abolition and prevention of forced labour set out in the 2014 Protocol to ILO Convention No 29. The area in which further efforts are being made relates to compensating the victims of forced labour, as set out in Article 4 of the ILO Protocol. At present, the provision of financial compensation to all victims of forced labour is not yet regulated in the national legislation. At this stage, victims of forced labour could receive financial compensation under the Crime Victim Assistance and Financial Compensation Act (CVAFCA) only if the circumstances provided for therein are present. Under the terms and procedure of the CVAFCA, assistance may be granted to victims who have suffered material and non-pecuniary damages from general crimes. Financial compensation shall be provided to victims who have suffered material damage from the offences referred to in Article 3(3),</p>

		<p>including: human trafficking, crime committed by order or under a decision of an organized criminal group; other serious intentional crimes that have resulted in death or serious bodily injury. The forms of assistance are provided pursuant to the principle of confidentiality before the opening of the criminal proceedings, during or within an appropriate period after the closing of the criminal proceedings, in accordance with the needs of the victims. Psychological counselling and help is provided free of charge by specialists – psychologists from the victim support organizations, in accordance with the needs of the victim and his mental condition. The victims of crime who are in immediate risk of secondary victimization and re-victimization, threat or revenge are provided with shelter or other appropriate temporary accommodation. According to Article 12 of CVAFCA, the victims of crime are entitled to a lump-sum financial compensation which is provide upon entry into force of: i) a guilty verdict, including in cases tried in the defendant's absence; ii) an agreement for settlement in the pre-trial proceedings; iii) a prosecutorial or court instrument by which criminal proceedings are discontinued; and iv) a prosecutorial or court instrument by which criminal proceedings are dismissed on the grounds of failure to identify the perpetrator of the crime. The financial compensation consists in the State awarding a cash amount which shall not exceed BGN 10 000. According to Article 14, the financial compensation covers, jointly or separately, pecuniary damages caused by a crime and consisting in: 1) medical expenses, except for expenses covered by the National Health Insurance Fund; 2) lost income; 3) legal fees and litigation costs; 4) lost support to dependents; 5) funeral expenses; and 6) other pecuniary damages. Where the victim has died as a result of the crime, the right to support and to financial compensation shall pass to his heirs or co-habitee.</p> <p>2016 AR: The National Commission for Combating Human Trafficking plays a key role. It conducts investigations and collects information about human trafficking for forced labour. It directs and monitors the operation of the local commissions for combating human trafficking and the centres for protection and support of the victims of human trafficking; it registers individuals and non- profit legal persons providing shelter for victims of human trafficking for labour exploitation and other purposes; it determines and directs the implementation of the national policy and strategy for counteracting human trafficking; designs and submits annually to the Council of Ministers for approval the National Program for Preventing and Counteracting Human trafficking and Protecting the Victims Thereof. Centres for provision of assistance to victims of human trafficking, where the victims are provided with food, clothes, medicines, receive medical aid and consultations with psychologists, are operational in Bulgaria.</p>
	<p>Measures taken or envisaged to facilitate access to remedies</p>	<p>2019 AR: The measures taken include: a) Information and counselling for victims regarding their rights; b) Free legal assistance; c) Capacity building and enhanced resources for the competent authorities, such as labour inspection, law enforcement, prosecution services and judges; and d) Provision of penalties such as the confiscation of assets and criminal liability of legal persons.</p> <p>2017-2018 ARs: Victims of forced labour have the right to information and counselling regarding their rights, obtain free legal assistance and their exploiters will be penalized through a variety of ways including by confiscation of assets. According to the Penal Code (PC) of the Republic of Bulgaria, a person who compels another to do, to omit or to suffer something contrary to his will, using for that purpose force, threats or abuse of his authority, shall be punished by imprisonment for up to six years (Article 143 (1)). Therefore, the use of force in order to compel a person to perform work for which he has not offered himself voluntarily is an act punishable under the Penal Code. As regards the human trafficking for the purposes of forced labour, according to Article 159a (Section IX of the Penal Code), an individual who recruits, transports, hides or admits individuals or groups of people in view of using them for forced labour, shall be punished by imprisonment of one to eight years and a fine from BGN three thousand (3,000) up to BGN twelve thousand (12, 000). Where the act has been committed: 1) with regard to an individual who has not turned eighteen years of age; 2) through the use of coercion or by misleading the individual; 3) through kidnapping or illegal imprisonment; 4) through abuse of a status of</p>

		<p>dependency; 5) through the abuse of power; 6) through promising, giving away or receiving benefits; and 7) by an official, during or in connection with the performance of his duties, the punishment shall be imprisonment from three to ten years and a fine from BGN ten thousand (10 000) to BGN twenty thousand (20 000). According to the Penal Code (Article 159b (1)), an individual who recruits, transports, hides or admits individuals or groups of people and guides them over the border of the country for the purposes of forced labour shall be punished by imprisonment from three to twelve years and a fine from BGN ten thousand (10,000) to BGN twenty thousand (20,000). Where the act has been committed with regard to an individual who has not turned eighteen years of age, through the use of coercion or by misleading the individual, through kidnapping or illegal imprisonment, through abuse of a status of dependency, through the abuse of power, through promising, giving away or receiving benefits, by an official during or in connection with the performance of his duties, the punishment shall be imprisonment from five to twelve years and a fine from BGN twenty thousand (20,000) to BGN fifty thousand (50,000) (Article 159b (2)). According to Article 159c of the Penal Code, the use of an individual, who is the victim of human trafficking, for forced labour is punished with imprisonment from three to ten years and a fine from BGN ten thousand (10,000) to BGN twenty thousand (20,000). Where the act qualifies as dangerous recidivism or has been committed at the orders or under a decision of an organized criminal group, the punishment shall be imprisonment from five to fifteen years and a fine from BGN twenty thousand (20,000) to BGN one hundred thousand (100,000), the courts being also competent to impose confiscation of some or all of the possessions of the perpetrator (Article 159d).</p> <p>2016 AR: Under the terms and procedure pursuant to the Crime Victim Assistance and Financial Compensation Act (CVAFCA), support is provided to victims who have incurred financial and non-financial damages who have incurred financial damages as a result of crimes under Article 3 (3), including human trafficking, crimes committed by order or under a decision of an organized criminal group; other serious premeditated crimes resulting in death or grievous bodily harm, as consequences of offence defined by statute. Victims can receive legal aid and counselling. The persons guilty of imposing or using forced labour are prosecuted and penalised. However, there is still lack of an established mechanism for provision of compensations to all victims of forced labour.</p>
	<p>Non-prosecution of victims for unlawful acts that they would have been forced to carry out</p>	
	<p>Cooperation with other Member States, international / regional organizations or NGOs</p>	<p>2019 AR: The General Directorate for Combating Organized Crime and the General Directorate for Border Police have worked on 25 international operations. The National Committee for Combating Trafficking in Human Beings (NCCTHB), jointly with the Animus Association Foundation and the International Organization for Migration (IOM), is organizing the final conference of the Bulgarian-Swiss Program for Cooperation in Combating Trafficking in Human Beings and Reintegration of Victims. The event was held on September 20th, 2018 in Sofia, with the support of the Bulgarian-Swiss Program. The event was opened by the Deputy Minister of the Interior and a member of the NCCTHB, the Ambassador of the Swiss Confederation, and the Secretary of the National Committee. In recent years, Bulgaria and Switzerland have joined forces in the prevention, identification, and protection of victims of trafficking in human beings. The Bulgarian-Swiss Program for Cooperation in Combating Trafficking in Human Beings and Reintegration of Victims was implemented in the period 2015-2018 within the framework of the Thematic Fund for Security of the Bulgarian-Swiss Cooperation Program. On July 23rd, 2019 the Republic of Bulgaria and the Republic of Northern Macedonia signed a Protocol for Cooperation in the Field of Combating Trafficking in Human Beings. The Protocol provides for cooperation in support and protection of victims, exchange of experience, and common information and awareness campaigns. The National Program for Preventing and Combating Trafficking in Human Beings and Victim Protection for 2019 sets out activities for the development of international cooperation through the exchange of good practices in the field of prevention and counteraction to trafficking in human beings. The activities include interaction with competent institutions in the</p>

		<p>concerned EU Member States to resolve any problems, related to Bulgarian workers in their territory in cases of violation of labor laws. The aim is to improve cooperation with the competent institutions of the concerned EU Member States to resolve issues, related to the employment of Bulgarian nationals in the concerned Member States.</p> <p>2018 AR: The Government cooperates with other member states, international, regional and nongovernmental organizations. It further reports that on 15 March 2017, Bulgaria participated in the Open debate of the UN Security Council on the topic “Trafficking in Persons in Conflict Situations: forced labour, slavery and practices similar to slavery” during the 7898th meeting of the UN Security Council, and stressed the need for strengthening the cooperation between countries of origin, transit and destination for the purposes of exchanging of information and data, identifying, supporting victims and facilitating their reintegration. The government also reiterates its good cooperation within the EU as well as with the ILO.</p> <p>2017 AR: The Government cooperates with other member states, international, regional and nongovernmental organizations. Cooperation with the ILO has been made, in particular under ILO’s International Program on the Elimination of Child Labour (IPEC), for combating all forms of child labour, including compulsory child labour as the worst form of child labour under Convention No. 182 of ILO concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour. Cooperation has been made within the EU and the Organization for Security and Cooperation in Europe (OSCE). Bulgaria also cooperates closely with Romania, Greece and other countries in the region on combating and preventing human trafficking for forced labour. The National Commission for Combating Human Trafficking is the partner of the Romanian National Agency against Trafficking in Persons which is the beneficiary of the project “Integrated approach for prevention of trafficking for the purposes of labour exploitation in countries of origin and countries of destination”, financed by the European Commission. International conference to facilitate the exchange of experience between the institutions working on counteraction of human trafficking for the purposes of forced labour was organized within the project.</p>	
	<p>Promotional activities</p>	<p>2016 AR: In May 2016, the National Commission for Combating Human Trafficking launched its annual campaign for prevention of human trafficking for the purposes of labour exploitation under the slogan “Better be informed than exploited!” Different initiatives aimed at raising the public awareness of the risks of becoming victims of human trafficking for the purposes of forced labour are organized at the national and at the local level within the campaign. With the partnership of Metropolitan AD, the citizens of the capital city have the opportunity to receive basic information on safe labour migration through video clips, information boards and leaflets. The national commission and the nine local commissions for combating human trafficking realize events for raising the awareness of different target groups about the possibilities for protection against forced labour and for safe travel abroad – university and school students, representatives of the Roma community, institutionalized young people, permanently unemployed persons, etc. Moreover, a national meeting for counteraction of human trafficking and protection of victims, entitled “Preparing a strategy for combating human trafficking in Bulgaria”, was held in Sofia. The event was organized by the National Commission for Combating Human Trafficking and took place on 26 January 2016.</p>	
	<p>Special initiatives/Progress</p>	<p>2018 AR: In 2017, legislative amendments were made to the Regulations for the Implementation of the Law on Execution of Custodial Sentences and Detention (RILECSD), in relation to prison labour and prevention of forced labour performed by prisoners. It further reports that prison labour outside the prisons is performed by express request by the prisoners who submit applications to the respective prison warden. In the application, the prisoner states in writing their willingness to be employed at an outside working site. Some prisons have a practice of the persons also declaring that they are informed of the type of work they will be expected to perform and that they have no health problems. A medical professional, the social and educational work inspector and a psychologist are also required to issue opinions in the application.</p>	
<p>CHALLENGES IN REALIZING MEASURES</p>	<p>According to the social partners</p>	<p>Employers’ organizations</p>	
		<p>Workers’ organizations</p>	

<p>TARGETED BY THE PROTOCOL</p>	<p>According to the Government</p>	<p>2019 AR: The Government indicates that the main obstacle is the lack of information and data.</p> <p>2018 AR: The Government identifies the following difficulties: a) <i>Lack of awareness</i>: people are not very aware of the issue of forced labour and how to assert their rights, where to submit an alert or seek support; b) <i>Lack of information and data</i>; f) <i>Shortcomings in the legislative framework</i>; g) <i>Lack of resources in the institutional framework</i>; h) <i>Challenges linked to the labour recruitment and placement process</i>: many victims of forced labour are involved in this vicious practice through malicious actions of recruitment agents and intermediaries, acting in bad faith; i) <i>Challenges linked to migration policies</i>; and j) Lack of specialized training of public servants to deal with all forms of forced labour and protect the victims.</p> <p>2016-2017 ARs: The population is not very sensitive on forced labour. Many people do not know where to submit an alert if they become victims or witnesses of forced labour practices and whom to address for support. There is lack of centralized collection of data on forced labour. It is important to strengthen the legislative framework, especially with regard to the provision of support and compensation provided to victims of forced labour. The shortage of resources is also a problem. Some of the victims of forced labour are involved in such labour by dishonest recruitment agencies and intermediaries. Migrants, who are a vulnerable population group, are at greater risk of being involved in forced labour. The illegal status of a large number of migrants create additional favourable conditions for dishonest employers to abuse this position of migrants and to make them victims of forced labour. Lack of more specialized training of public servants to deal with all forms of forced labour.</p>
<p>TECHNICAL COOPERATION NEEDS</p>	<p>Request</p>	<p>2019 AR: The Government indicates that there is a need for technical cooperation in collecting and analyzing data and information.</p> <p>2018 AR: The Government indicated the need for technical cooperation with the ILO in the following areas: most important: a) Collection and analysis of data and information; b) Strengthening the legal framework; c) Capacity building for the competent authorities; d) Vocational training, job-creation and income-generation programs for at-risk populations; and e) Basic social security guarantees. Important: a) Assessment, in cooperation with the ILO, of the obstacles identified and their impact on the realization of the principle; b) Awareness-raising and mobilization activities; c) Inter-institutional coordination; d) Promotion of fair recruitment and placement practices; e) Guidance on supporting due diligence; f) Capacity building for employers' and workers' organizations; g) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations; and h) Exchange of experiences between countries or regions; international cooperation.</p> <p>2017 AR: The Government indicated that technical cooperation with ILO will contribute to the faster and more comprehensive design of national policies and to taking adequate steps to combat forced labour. As regards the victims of forced labour, it will enable exchange of good practices on the necessary legal tools for identification, protection, recovery and rehabilitation of victims and for other forms of support and assistance. The provision of technical assistance by ILO for the implementation of legislative reforms will contribute to a better coordination of policies and measures towards restricting and eliminating forced labour and ensuring relevant legal protection tools which will facilitate the abolition of this vicious practice and the provision of support to the victims. Support for collecting national data on forced labour is also very important due to the fact that there are no statistics at national level regarding all forms of forced labour. Other areas of cooperation include: assessment of the obstacles identified and their impact on the realization of the principle, awareness-raising and mobilization activities, collection and analysis of data and information, guidance on the development of the national policy and plan of action, strengthening the legal framework, capacity building for the competent authorities, promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations, and exchange of experiences with other countries or regions.</p>



	Offer	
--	--------------	--