

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Italy- 2023

THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR Protocol of 2014 P029 to the Forced Labour Convention

REPORTING

Fulfilment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

c) The competent authorities.

92. To which employers organizations was the report sent? [12] Please provide the list

The questionnaire will be sent to the Organisations employers below, after submission to the ILO:

CONFINDUSTRIA CONFEDERATION

Italian Confederation of Small and Medium Industry – CONFAPI ASSOCIATION

ITALIAN BANKING - ABI ALLIANCE

Italian Cooperatives Confederation of Italian Craft Enterprises - CONFEDERATION

National Handicrafts – CNA

Confederation of Agricultural Enterprises - CONFAGRICOLTURA

93. To which workers organizations was the report sent? [13] Please provide the list

The questionnaire will be sent to the Organisations of workers below, after the forwarding of to the ILO:

	General Italian Confederation Labour - C.G.I.L. CONFEDERATION. Italiana Sindacati Lavoratori - C.I.S.L. Italian Labour Union - U.I.L. Italian Confederation of Managers of Company - C.I.D.A. General Union of the Labour - U.G.L. General Confederation of Autonomous Workers' Unions - CONFSAL
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94. Please describe the consultation process(es). [10.2]	Notes were sent to the various competent institutional actors, requests for contributions relating to the phenomenon of forced labour and related forms of prevention and counteraction. These contributions have been regularly transposed in order to provide an informative update on the implementation of the framework regulatory and reference measures adopted, in different areas, forms and initiatives related to the phenomenon.
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OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

83. Have employers and or workers organizations been consulted in the development and implementation of adopted measures? [6.1]	Yes
84. Please provide details and provide any relevant URL(s) [6.2]	https://www.lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/Tavolo-caporalato/Documents/Piano-Triennale-post-CU.pdf https://globalnaps.org/country/italy/
95. Did employers organizations comment on the report? [11a]	No
97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them	The questionnaire as drafted is sent to the social partners. Any comments will be immediately forwarded.

Workers' organizations

83. Have employers and or workers organizations been consulted in the development and implementation of adopted measures? [6.1]	Yes
84. Please provide details and provide any relevant URL(s) [6.2]	https://www.lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/Tavolo-caporalato/Documents/Piano-Triennale-post-CU.pdf https://globalnaps.org/country/italy/
96. Did workers organizations comment on the report? [11b]	No
97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them	The questionnaire as drafted is sent to the social partners. Any comments will be immediately forwarded.

EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL

Ratification

Ratification intention

61. If you have ratified Convention No. 29 but not the 2014 Protocol to Convention No. 29, what are the prospects for ratification of the Protocol?	Probable
62. What, if any, are the impediments to the ratification of the 2014 Protocol to Convention No. 29?	On 23 October 2023, the Council of Ministers, at the proposal of the Minister of Foreign Affairs and International Cooperation, gave its preliminary approval to a draft law on the ratification and implementation of Protocol No. 29 on Forced and Compulsory Labour, adopted in Geneva on 11 June 2014. The aforementioned bill will be submitted to Parliament for consideration with the subsequent normal parliamentary process necessary for the adoption of the ratification law.

Existence of a policy and or plan of action for the suppression of forced or compulsory labour

63. Is there a national policy and plan of action aimed at realizing the principle of effective and sustained suppression of all forms of forced or compulsory labour through prevention, victim protection and access to remedies? [1.1]	Yes
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65. Please also indicate the manner in which employers' and workers' organizations have been consulted. [1.3]	The Committee for Human Rights (CIDU) in the framework of the first NAP. GLIDU is a theme-specific inter-ministerial body comprising experts on business and human rights. According to the second NAP (p. 10), GLIDU convenes on two sessions a year over which they deliberate on the implementation of the NAP and revision efforts. To ensure implementation of the present NAP, the GLIDU will continue to have the task of supervising the progressive implementation of the NAP and coordinating the monitoring activities. It will also be responsible for proposing modifications and/or revisions of the measures foreseen in the Plan on the basis of either the necessity to fine tune future governmental policies or new necessities and thematic priorities that will emerge in the meetings and multi-stakeholder initiatives related to the implementation of the Plan itself. With the aim of guaranteeing a multi-stakeholder approach, the GLIDU will work jointly with a consultative body composed of all relevant non-institutional stakeholders (business community, trade unions, NGOs, civil society organizations, human rights defenders, individual experts and representatives from academia). The National Action Plan to tackle labour exploitation in agriculture (2020 - 2022) approved, by an Inter-Institutional Committee chaired by the Minister of Labour and Social Policies. The Committee is composed of several national and local Institutions, representatives of social partners and civil society organizations. In June 2022 the Inter-Institutional Committee was extended for a further three years (until September 2025). The National action plan against trafficking and serious exploitation of human beings 2022-2025 is the result of collaboration between the National Steering Committee (central Administrations, Regions and local autonomies), the Steering Committee's Technical Committee, the Social Partners, and the main associations engaged in preventing and combating THB, including the competent United Nations Agencies.
66. Does the Government envisage adopting a national policy and/or plan of action in this regard? [1.4]?	
67. Does the Government wish to receive ILO assistance in developing a national policy and/or plan of action in this regard? [1.4b]	
68. Is there a national policy and plan of action setting out measures and specific action for combatting trafficking in persons for the purposes of forced or compulsory labour? [1.5]	Yes
69. Please describe these measures. [1.5]	As already indicated in 64, the national action plan against trafficking and serious exploitation of human beings 2022-2025 is aimed to define multiannual strategies and actions aimed at awareness-raising, prevention, and the social integration of victims of trafficking and severe exploitation. Within the Italian asylum system, aimed at recognition of international protection in the framework of the Common European Asylum System, as well as minimum standards on the content of the protection granted' and by the legislative decree no. 25 of 28 January 2008 'Implementation of Directive 2005/85/EC on minimum

	standards for procedures applied in Member States for the purposes of recognition and revocation of refugee status' were implemented some measures for the early identification of victims of trafficking, including for labour purposes. This was done in the consideration that asylum seekers, due to their situation of need and fragility, are particularly exposed to human trafficking. As part of the procedure for the recognition of international protection, the National Asylum Commission and the United Nations High Commissioner for Refugees (UNHCR) adopted the Guidelines "The Identification of Victims of Trafficking among Applicants for International Protection and Referral Procedures", which were updated in 2020, with the aim of increasing the capacity of Territorial Commissions for International Protection in identifying potential victims through indicators and activating the so-called (national) referral mechanism. The latter is aimed at facilitating the immediate assistance and protection of the presumed victim by removing them, as far as possible, from the circuit of exploitation to which they are destined. The updated version of the Guidelines, which can be found at the following links: http://www.libertaciviliimmigrazione.dlci.interno.gov.it/sites/default/files/attachments/line-guide-edition_updated.pdf http://www.libertaciviliimmigrazione.dlci.interno.gov.it/it, features a specific focus on trafficking indicators for labour exploitation. It also provides for, a strengthening in the collaboration with the competent prosecutor's offices in the prosecution of such crimes for which the possible signing of Memoranda of Understanding intended for the definition of cooperation tools aimed at a more effective repression of crimes and punishment of perpetrators.
70. Does the Government collect and analyse statistical data and other information on the nature and extent of forced or compulsory labour? [1.6]	Yes
71. Please describe these data. [1.6.1]	The first National Plan against Trafficking in human beings provided for the establishment of a centralised database, capable of real time processing, crucial for the detection of early signs of evolution of the phenomenon of trafficking. Italy's Department for Equal Opportunities reports to the SIRIT data collection system (Computerized System for the centralized collection of information on trafficking), which is powered by the bodies that own/implement the social assistance and protection projects for victims of trafficking and exploitation financed by the Department. It takes into consideration the entire vast range of actions envisaged by the projects, from the victim care and protection, to the evaluation activity, to the verification of the results achieved through a follow up form (https://www.pariopportunita.gov.it/it/politiche-e-attivita/tratta-degli-esseri-umani-e-grave-sfruttamento/studi-e-statistiche/)
72. Does the Government envisage collecting data on forced or compulsory labour? [1.6.2]	
Measures taken or envisaged for systematic and coordinated action	

64. Please describe the measures envisaged, the established objectives and the authorities responsible for the implementation, coordination and assessment of these measures. Please provide any relevant URL(s) [1.2]	The Interministerial Committee for Human Rights (CIDU) launched the 'Second National Action Plan on Business and Human Rights 2021-2026' https://globalnaps.org/country/italy/ The new plan emerged as a follow-up of the first Italian NAP after a final stocktaking exercise with multiple stakeholders. The National Action Plan will be periodically monitored and reviewed through a process of analysis and consultation with all relevant stakeholders. The National Action Plan to tackle labour exploitation in agriculture - https://www.lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/Tavolo-caporalato/Documents/Piano-Triennale-post-CU.pdf, consists of a strategy to operationalize the national policy to prevent and tackle labour exploitation, illegal recruitment and forced labour in agriculture. Strategic pillars: 1) prevention, 2) protection, 3) enforcement and 4) remedies. The Plan considers all the dimensions of labour exploitation in agriculture by fostering the efficiency and organization of the supply chains of the agri-food industry; promoting decent work and economic and social sustainability of enterprises; strengthening the effectiveness and transparency of labour intermediation; improving labour law enforcement and compliance, protecting, and assisting victim; providing measures for their socio-economic inclusion. The National action plan against trafficking and serious exploitation of human beings 2022-2025 https://www.pariopportunita.gov.it/media/2428/piano-anti-tratta-2022-2025_eng.pdf) was adopted by the Council of Ministers at its meeting on 19 October 2022. The new National Action Plan against Trafficking (NAP) aims to establish "multi-year strategies of intervention for the prevention and countering of trafficking and serious exploitation of human beings, as well as actions to raise awareness, and to ensure the social prevention, detection and social integration of the victims".
Measures taken or envisaged to prevent forms of forced labour	
74. Have measures been taken or are measures envisaged for the prevention of all forms of forced or compulsory labour? [2.1]	Yes
75. If so, please indicate the type of measures, [2.2]	a) Information, education and awareness-raising, by particularly for people with disabilities. vulnerability and employers, b) Strengthening and extending the scope of the legislation, in particular labour law, e) Action against the root causes that encourage forced labour, f) Promoting safe and sustainable migration h) Strengthening the capacity of authorities, j) Basic guarantee, k) Other measures.
75.a. Please provide a description of measures taken or envisaged:	The priority action 7 takes the form of institutional communication campaign and prevention and awareness-raising on labour exploitation and the promotion of decent work. The plan was renewed for the three-year period 2022/2025. INL also cooperates with the inter-institutional anti-

	corporate help desk, a multilingual service, aimed at citizens of countries.
75.b. Please provide a description of measures taken or envisaged:	Action No. 8 is recalled concerning the strengthening of supervisory activities and combating labour exploitation.
75.e. Please provide a description of measures taken or envisaged:	With regard to the different measures and initiatives undertaken to fight against corporatisation is made express reference to the three-year plan to combat the labour exploitation in agriculture and corporatisation, renewed in 2022/2025, whose link was indicated in the reply to 64. It is also recalled the national plan of action against trafficking and serious exploitation of human beings 2022/2025 (link is contained in the answer to question 64). Reference is made to, in addition, the decrees of the Minister of Labour adopted on 6 April 2023 Nos. 57 and 58 establish the Committee for the prevention and combating of undeclared work that is entrusted with the task of coordinate and monitor the earthing of activities planned in the national plan for the preventing and combating undeclared work.
75.h. Please provide a description of measures taken or envisaged:	Reference is made to action 4 concerning the proper planning of labour flows and the improvement of the effectiveness/range of services for matching supply and demand for agricultural labour that prevent the use of caporalato and other forms of illicit intermediation.
75.j. Please provide a description of measures taken or envisaged:	Reference is made to action 9 concerning the planning and implementation of a system of integrated services (referral) for the protection and first assistance of victims of labour exploitation in agriculture and the strengthening of interventions for their socio-labour reintegration.
75.k. Please provide a description of measures taken or envisaged:	The Plan national campaign to combat undeclared work (2023-2025)- adopted by decree of the Minister of Labour and social policies of 19 December 2022 No. 221 – has the broader objective of realising specific direct and indirect prevention actions contrast of undeclared work in relation to sectors production that appear, based on evidence statistics, more exposed to the spread of irregular work, including agricultural work. Specifically, the main direct measure identified in the Plan is to strengthen of supervisory activities, accompanied by a more efficient planning of inspection interventions. For other towards, the Plan adopted under the NRP is proposes to experiment with, among other measures indirect active policy measures aimed at the most fragile to prevent them from falling in the meshes of irregular work and exploitation, also in relation to in the Three-Year Plan to Combat Corporatism. It is made also note that the National Plan for Combating to undeclared work has been further updated and supplemented by subsequent Ministerial Decree No. 58 6 April 2023, also with a view to enhancing more connection with the actions of the National Table for the Fight against Corporatism and to labour exploitation in agriculture. In this perspective, the Plan emphasised the commitment to develop "Actions to promote the legal employment of foreign workers in agriculture, through the fight against squatter settlements and the promotion of active policy".
75.a., b., h., j. k. Please indicate the population groups benefiting from these measures and the relevant forced labour practices:	Irregular workers, with high incidence represented by foreign nationals.

Measures taken or envisaged to protect victims of forced labour

76. Have measures been taken or are measures envisaged for the identification, release, protection, recovery and rehabilitation of victims of all forms of forced or compulsory labour? [3.1]	Yes
77. If so, please indicate the type of measures [3.2]	a) Training the relevant players in the identification of forced labour practices, b) Legal protection for victims, c) Help material assistance to victims, d) Medical and psychological support for victims' rehabilitation and social and economic reintegration, g) appropriate housing.
77.a. Please provide a description of measures taken or envisaged:	On 7 October 2021 the Unified Conference sanctioned the agreement for the adoption of the new "National guidelines on the identification, protection and assistance of victims of labour exploitation in agriculture" (https://www.integrazionemigranti.gov.it/AnteprimaPDF.aspx?id=3119), up as part of the Three-year plan to combat labour exploitation in agriculture and illegal hiring (2020 - 2022) subsequently renewed for the three year period 2022/25 The Guidelines are based on the legality and dignity of work, the promotion and protection of human rights to be implemented through assistance and protection of victims, and the consolidation of cooperation between all public actors and civil society involved in the fight against the phenomenon of caporalato and labour exploitation in agriculture. The way to achieve lasting results is to systemise the various public policies capable of having a positive impact -directly or indirectly - on the prevention, support, integration and accompaniment of quality work for EU citizens (including Italian citizens) and third-country nationals who are victims or potential victims of labour exploitation throughout the country. The Guidelines are addressed to all those who, in various capacities and according to their respective competences, are involved in the protection and assistance to victims of labour exploitation in agriculture or potential victims. The Guidelines recommend the adoption of a Multi-level Referral Mechanism in this field; provide a definition of labour exploitation victim according to the legal framework; identify a minimum set of procedures and standards for all phases (from identification to protection and assistance) focused on specific vulnerable groups, represented by recommend a national information campaign and training addressed to all relevant public services and stakeholders.
77.b., c., d., e., g. Please provide a description of measures taken or envisaged:	The Ministry of Labour and Social Policies is supporting several initiatives aimed at victims of labour exploitation in agriculture, in particular migrants: 95 million Euros to strengthen the actions foreseen in the above Plan, that cover the entire national territory, under the AMIF and ESF Funds (SUPREME, PIU' SUPREME, Multi-Fund Programme n. 1/2019, ALT Caporalato projects). Measures cover different areas: support to on-the-field taskforces for the identification and the protection of victims, individualized assistance services, transport and logistics services, housing facilities, information campaigns, language courses, intercultural mediation services, labour active policies measures. Many of these initiatives concluded in 2022 or will conclude by December 2023, together with the end of the 2014-20 European programming cycle. With the new 2021-27 programming, the new SUPREME project (that will go in continuity to the previous PIU SUPREME)

	was launched. From December 2022 the ALT CAPORALATO project was refinanced for a further two-year period (until December 2024). The Migration Directorate published a call for proposals, addressed to the 16 Regions of Central - Northern Italy, for project ideas supporting the socio-occupational reintegration of victims of exploitation. In January 2022, 5 project proposals were received: 2 of them were interregional (Piedmont, leader, with Emilia-Romagna, Liguria, Friuli-Venezia Giulia and Veneto; Lazio leader, with Tuscany, Marche, Abruzzo and Molise); and 3 involved single regions - Lombardy, Umbria and Sardinia). The project proposals include capacity building actions and the strengthening of multi-level and multi-actor regional governance in line with the standards of the National Guidelines; actions aimed at encouraging work intermediation and regular employment of workers, promote the empowerment of victims; support for housing and transport services for workers. The activities are being launched and will last two years.
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Measures taken or envisaged to facilitate access to remedies

78. Have measures been taken or are measures envisaged to provide victims of all forms of forced or compulsory labour with access to remedies? [4.1]	Yes
79. If so, please indicate the type of measures, [4.2]	a) Information for victims and advice on their rights, b) Free legal assistance, e) Access to repair mechanisms and compensation, f) Capacity building and the means of action available to the competent authorities, such as the labour inspectorate, the police and the order, the public prosecutor and judges, i) Other measures (please specify).
80. Please indicate whether the measures aimed at providing access to justice and remedies apply to all victims of forced or compulsory labour, irrespective of their presence or legal status in the national territory. [4.3]	Yes
80.1. Please provide additional information (optional)	In the context of projects SU.PR.EME, ALT CAPORALATO! special taskforces are established to carry out inspections, made of National Labor Inspectorate (INL) inspectors and cultural mediators of the International Organization for Migration (IOM). This joint cooperation in the inspections has greatly facilitated approaching the migrant workers. The taskforces have detected several cases of labour exploitation so as phenomena of racketeering and fraud against migrant workers demanding of being regularized. In all these cases, migrant workers have been given support and individual assistance. Please refer to for initiatives and measures in answers no. 77 and 64. See recall the measures foreseen in the Consolidation Act on immigration. Legislative Decree No. 286/1998, updated with the amendments made, most recently, by Decree-Law no. 133/2023 which provides for a series of measures and sanctions for illegal labour exploitation of migrants and the granting of.

Non-prosecution of victims for unlawful acts that they would have been forced to carry out

79.a. Please provide a description of measures taken or envisaged:	In order to develop the awareness necessary to encourage reporting of victim status is reports the outreach activity provided by the staff of the International Organisation for the Migration (IOM), within the framework of projects SU.PR.EME. Italy and A.L.T. Caporalato (described in reply 77 b and reply 64) through which the migrant workers, were recipients of information aimed at enabling them to acquire essential knowledge of one's rights fundamentals and defence instruments prepared by the Italian legal system.
79.a. Please indicate the population groups benefiting from these measures and the relevant forced labour practices:	irregular workers, with a high incidence of migrant workers.

Cooperation with other Member States, international / regional organizations or NGOs

81. Does the Government cooperate with other member States, international and regional organizations, or non-governmental organizations to achieve the effective and sustained suppression of forced or compulsory labour? [5.1]	Yes
81.1 Please Specify	a) other Member States, b) organisations and regional organisations, c) non-governmental organisations.
82. Please briefly describe the modalities of this cooperation. [5.2]	the National Labour Inspectorate and the International Organisation for Migration (IOM) on 14 June 2023 renewed, for two years, the Framework Protocol of Collaboration for the against labour exploitation, activated in the 2021.

Promotional activities

90. Please provide URL(s) to any new information on efforts made to respect, to promote and to realize the principle of effective and sustained suppression of forced or compulsory labour through prevention, victim protection and access to remedies. [14]	In order to effectively protect the workers concerned by the violations in question and to ensure correct information on the rights to which they are entitled, during inspections, if the inspection staff ascertains the presence of illegally employed foreigners (or those whose stay is irregular), they shall fill in the form adopted by the Ministerial Decree (Ministry of the Interior, MLPS and MEF) referred to in Article 1, paragraph 3, of Legislative Decree n. 109/2012. This model (translated into 6 languages) shows the foreign worker how to assert his rights (salary and unpaid insurance and social security contributions) against the employer. In addition, in order to facilitate the emergence of labour irregularities to the detriment of migrant workers, multilingual listening and information desks were activated at 6 labour inspectorates, supported by cultural mediators and dedicated to receiving - in a protected and confidential manner - complaints of irregularities and labour exploitation. The complaint form (the so-called Intervention Request), translated into 10 languages, was made available online. It is also
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	emphasised that the inspection staff routinely carries out numerous promotion and prevention activities in the field of “caporalato” labour exploitation in order to prevent such wrongdoing and promote a culture of legality, with meetings aimed at deepening these specifications topics addressed to employer associations, trade unions, labour consultants, associations, migrant communities, schools and universities in an investment in future generations.
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Special initiatives or Progress

85. Please describe any significant changes which have taken place since your last report (for example, changes in the legislative and institutional framework, launching of major programmes, new data, changes in the number of persons in forced labour who have been identified, released and protected, penalties imposed on perpetrators). [7]	For relevant regulatory updates , measures and action plans please refer to the preceding answers.
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CHALLENGES IN REALIZING MEASURES TARGETED BY THE PROTOCOL

According to the social partners

Employers’ organizations

86. What are the main obstacles encountered by your country with regard to realizing the principle of effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]	h) Difficulties linked to the recruitment process and placement of workers, i) Difficulties related to migration policies, m) Other difficulties.
86.m. Please specify	The delivery of protection and assistance services requires the involvement of multiple governmental and non-governmental actors operating in different fields (health, social and legal services). There are several protection and assistance services available, often delivered on the basis of the status of the victims (victims of trafficking, sexual exploitation, labour exploitation, unaccompanied minors, victims of violence and harassment in the workplace), rather than on their individual needs. Certain legal provisions, moreover, reinforce differences in the assistance provided to victims, rather than expanding the range of available services.

Workers’ organizations

86. What are the main obstacles encountered by your country with regard to realizing the principle of effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]	h) Difficulties linked to the recruitment process and placement of workers, i) Difficulties related to migration policies, m) Other difficulties.
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86.m. Please specify	The delivery of protection and assistance services requires the involvement of multiple governmental and non-governmental actors operating in different fields (health, social and legal services). There are several protection and assistance services available, often delivered on the basis of the status of the victims (victims of trafficking, sexual exploitation, labour exploitation, unaccompanied minors, victims of violence and harassment in the workplace), rather than on their individual needs. Certain legal provisions, moreover, reinforce differences in the assistance provided to victims, rather than expanding the range of available services.
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According to the Government

86. What are the main obstacles encountered by your country with regard to realizing the principle of effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]	h) Difficulties linked to the recruitment process and placement of workers, i) Difficulties related to migration policies, m) Other difficulties
86.m. Please specify	The delivery of protection and assistance services requires the involvement of multiple governmental and non-governmental actors operating in different fields (health, social and legal services). There are several protection and assistance services available, often delivered on the basis of the status of the victims (victims of trafficking, sexual exploitation, labour exploitation, unaccompanied minors, victims of violence and harassment in the workplace), rather than on their individual needs. Certain legal provisions, moreover, reinforce differences in the assistance provided to victims, rather than expanding the range of available services.

TECHNICAL COOPERATION NEEDS

Request

87. Does your government think that it should establish technical cooperation activities with the ILO or pursue those that already exist for the prevention and effective suppression of forced or compulsory labour, victim protection and access to remedies? [9.1]	No
88. If so, please indicate the needs in this area by level of importance (not important, less important, important, most important) [9.2]	b) Awareness-raising and mobilisation activities => Important c) Data collection and analysis and information => Important d) Advice on in the development of national and international of the national action plan => Important e) Strengthening the legislative framework => Important f) Capacity building for authorities competent => Important

	g) Coordination inter-institutional => Most Important h) Promoting recruitment and career development investment => Important i) Promotion of fair migration policies => Important j) Vocational training programmes creating jobs and income for populations at risk => Important k) Guarantees basic social security => Important l) Advice on diligence support reasonable => Important m) Strengthening capacity of employers' and employees' organizations workers => Important n) Promoting freedom and collective bargaining to enable workers at risk to join workers' organisations => Important o) Exchange of experience between countries or regions, international cooperation => Important p) Other needs => Important
89. Please provide additional information on the top three needs that you have identified in the elimination of forced labour or compulsory labour. Please provide URL(s) to any other information you may deem necessary.	