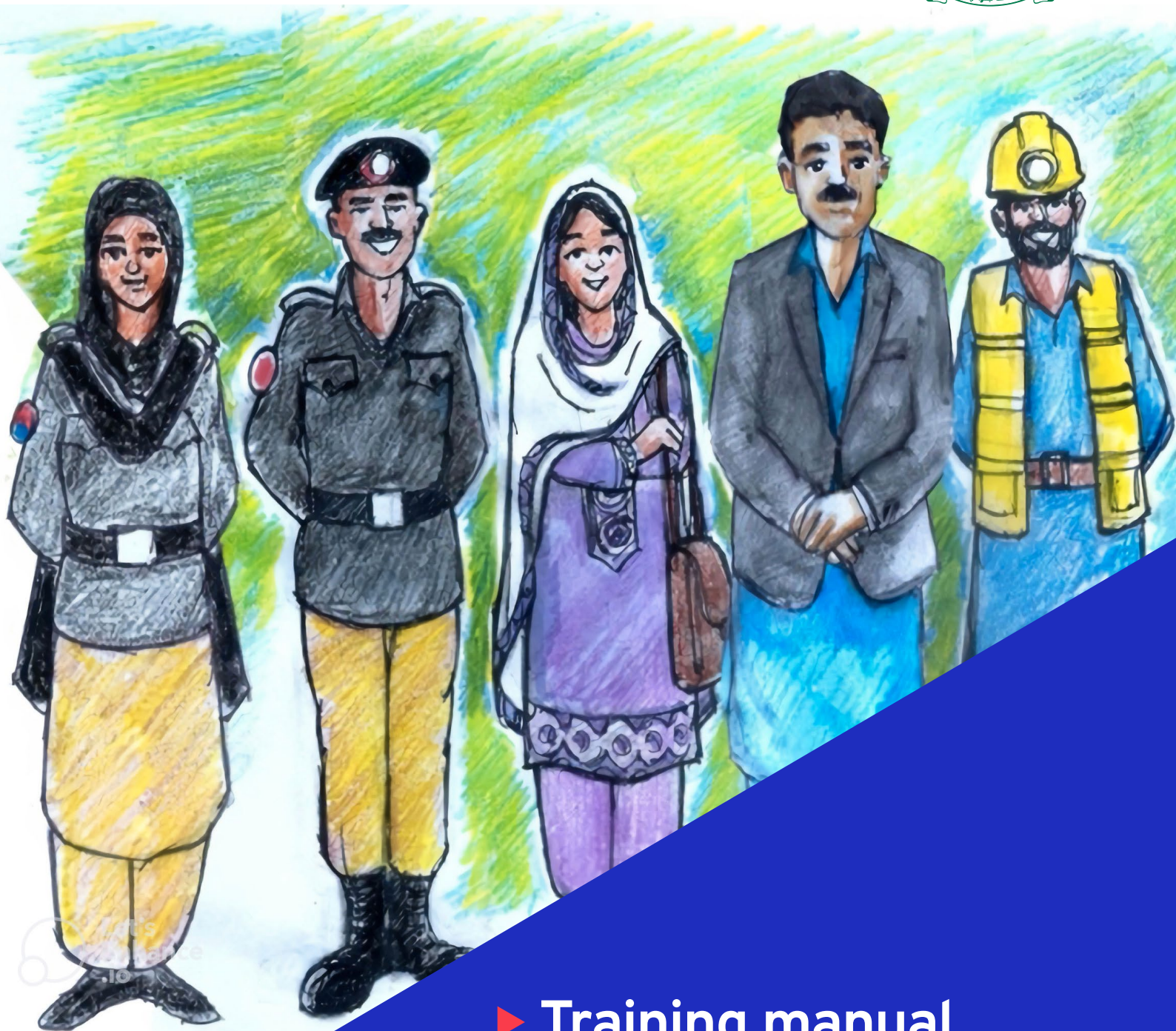




International
Labour
Organization



► Training manual

Enhancing state officials' capacity
for the enforcement of legislation
on forced and bonded labour, and
human trafficking in Balochistan

► **Training manual**

Enhancing state officials' capacity for the enforcement of legislation on forced and bonded labour, and human trafficking in Balochistan

Copyright © International Labour Organization 2024.
First published 2024.



Attribution 4.0 International (CC BY 4.0)

This work is licensed under the Creative Commons Attribution 4.0 International. To view a copy of this licence, please visit <https://creativecommons.org/licences/by/4.0/>. The user is allowed to reuse, share (copy and redistribute), adapt (remix, transform and build upon the original work) as detailed in the licence. The user must clearly credit the ILO as the source of the material and indicate if changes were made to the original content. Use of the emblem, name and logo of the ILO is not permitted in connection with translations, adaptations or other derivative works.

Attribution – The user must indicate if changes were made and must cite the work as follows: Chaudhry, Saifullah, *Enhancing state officials' capacity for the enforcement of legislation on forced and bonded labour, and human trafficking in Balochistan*, Geneva: International Labour Office, 2024. © ILO.

Translations – In case of a translation of this work, the following disclaimer must be added along with the attribution: *This is a translation of a copyrighted work of the International Labour Organization (ILO). This translation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO translation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the translation.*

Adaptations – In case of an adaptation of this work, the following disclaimer must be added along with the attribution: *This is an adaptation of a copyrighted work of the International Labour Organization (ILO). This adaptation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO adaptation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the adaptation.*

Third-party materials – This Creative Commons licence does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the rights holder and for any claims of infringement.

Any dispute arising under this licence that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

Queries on rights and licensing should be addressed to the ILO Publishing Unit (Rights and Licensing) at rights@ilo.org. Information on ILO publications and digital products can be found at: www.ilo.org/publns.

ISBN: 9789220407776 (print); 9789220407547 (web PDF)

Also available in Urdu, ISBN: 9789220407745 (print); 9789220407738 (web PDF)

The designations employed in ILO publications and databases, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers or boundaries.

The opinions and views expressed in this publication are those of the author(s) and do not necessarily reflect the opinions, views or policies of the ILO.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

This training manual has been developed as part of the International Labour Organization's (ILO) project, "From Protocol to Practice: A Bridge to Global Action on Forced Labour" (Bridge project), which is funded by the United States Department of Labor. The manual aims to enhance the capacity of labour inspectors, mines' inspectors, police officials, and officials from the Federal Investigation Agency in Balochistan, Pakistan. Its goal is to promote a collaborative approach to enforcing the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021, and Pakistan's Prevention of Trafficking in Persons Act, 2018, in the province.

Disclaimer: Funding is provided by the United States Department of Labor under cooperative agreement number IL-39460-22-75-K-1. All (100 per cent) of the total costs of the global Bridge project are financed with US federal funds, for a total of US\$4,250,000. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does any mention of trade names, commercial products or organizations imply endorsement by the United States Government.

The sketches in this training manual were developed by Akhtar Shah, with the exception of the illustrations on pages 58–63, which are taken from ILO, *ILO Indicators of Forced Labour*, 2012.

The document was edited and designed by Ruya Leghari.

Contents

▶ Acronyms and abbreviations	i
▶ Foreword	ii
▶ Message from the Secretary of the Balochistan Labour and Manpower Department	iii
▶ Introduction	1
▶ Session 1. Understanding forced labour, bonded labour and human trafficking	4
1.1. Reading material	4
1.1.1. Forced labour	4
1.1.2. Bonded labour/debt bondage	6
1.1.3. Human trafficking	7
1.1.4. Nexus between human trafficking, forced labour and bonded labour	10
1.2. Session instructions for the facilitator	12
1.2.1. Overview of instructions	12
1.2.2. Group work activity 1.1: “Power walk”	13
1.2.3. Group work activity 1.2: Case study, “Plight of a brick kiln worker”	15
▶ Session 2. Balochistan Forced and Bonded Labour System (Abolition) Act, 2021	19
2.1. Reading material	19
2.1.1. Definitions related to bonded labour and forced labour in Balochistan’s legislation	20
2.1.2. Responsibilities under the Act	24
2.1.3. Punishments for violations	25
2.1.4. Enforcement and judicial processes	26
2.2. Session instructions for the facilitator	27
2.2.1. Overview of instructions	27
▶ Session 3. Prevention of Trafficking in Persons Act, 2018	30
3.1. Reading material	30
3.1.1. Definitions related to trafficking in persons	30
3.1.2. Interagency cooperation	33
3.2. Session instructions for the facilitator	34
3.2.1. Overview of instructions	34

► Session 4. Draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, 2023	37
4.1. Reading material	37
4.1.1. Overview of the draft Balochistan Forced and Bonded Labour System (Abolition) Rules, 2023	37
4.1.2. Authority appointed to enforce the Act	38
4.1.3. Duties of labour inspectors	42
4.1.4. District Vigilance Committees	44
4.1.5. Procedure for property restoration	45
4.1.6. Procedure for addressing the extraction of bonded labour	46
4.1.7. Maintenance of records	46
4.1.8. Compensation due to bonded labourers	46
4.2. Handout: Flow diagram for the inspection and prosecution of forced or bonded labour cases	47
4.3. Session instructions for the facilitator	48
4.3.1. Overview of the instructions	48
► Session 5. Labour inspection report-writing on forced and bonded labour	51
5.1. Session instructions for the facilitator	51
5.1.1. Group work activity 5.1: Labour inspection report-writing	51
5.1.2. Group work activity 5.1: Questions on forced and bonded labour	52
5.1.3. Responses for employers' questions from the case study	53
► Session 6. Identification, investigation and prosecution of cases	56
6.1. Reading material	56
6.1.1. Key indicators for identifying cases of forced and bonded labour	57
6.1.2. Labour inspectors' investigation techniques	63
6.1.3. Key inspection methods for labour inspectors	65
6.1.4. Sources of information and intelligence	67
6.1.5. Prosecution and penalties for bonded labour	67
6.1.6. Empowering and protecting victims	68
6.1.7. Complex dynamics of victim-perpetrator engagement	69
6.1.8. Ethical and safety considerations	70
6.1.9. Enhancing cooperation to combat forced and bonded labour	71
6.2. Session instruction for the facilitator	73
6.2.1. Overview of instructions	73
6.2.2. Group work activity 6.1: "Web of miseries"	75
► Session 7. Soft skills	78
7.1. Reading material	78
7.1.1. The power of communication: Beyond words	78
7.1.2. Enhancing law enforcement through emotional intelligence	81
7.1.3. Enhancing collaboration for effective law enforcement	82
7.1.4. Mastering dispute resolution in enforcement efforts	85

7.2. Session instructions for the facilitator	87
7.2.1. Overview of instructions	87
7.2.2. Group work activity 7.1: Roleplay on communication	88
7.2.3. Group work activity 7.2: Roleplay on the breakdown of collaboration	90
▶ Session 8. Awareness raising	93
8.1. Reading material	93
8.1.1. Establishing the purpose, objectives and outcomes of the awareness campaign	93
8.1.2. Selecting the audience, key messages and communication tools	94
8.1.3. Developing an awareness raising plan and leveraging human rights days	96
8.2. Session instructions for the facilitator	97
8.2.1. Overview of instructions	97
▶ Session 9. Group work	100
9.1. Session instructions for the facilitator	100
Group work activity 9.1: Indicators and investigation of cases	100
Group work activity 9.2: Preventing forced labour and looking for partners	101
Group work activity 9.3: Developing operational guidelines	101
Group work activity 9.4: Inspection reports	102
Group work activity 9.5: Action planning	102
▶ Session 10. Presentation of group work	104
10.1. Session instructions for the facilitator	104
▶ Session 11. Conclusion of the workshop and vote of thanks	106
11.1. Session instructions for the facilitator	106
▶ Annexes	107
Annex 1. Pre- and post-training test	108
Annex 2. Workshop feedback form	109
Annex 3. List of reading materials	111

Acronyms and abbreviations

CNIC	Computerized National Identity Card
CSE	commercial sexual exploitation
DG	Director General
DVC	District Vigilance Committee
FC	Frontier Constabulary
FIA	Federal Investigation Agency
ILO	International Labour Organization
IOM	International Organization for Migration
LEA	law enforcement agency
NADRA	National Database and Registration Authority
NGO	non-governmental organization
UNODC	United Nations Office on Drugs and Crimes
USDOL	United States Department of Labor

Foreword

The International Labour Organization (ILO) is proud to offer its technical support to the Government of Balochistan to strengthen the capacities of law enforcement officials to address forced labour, bonded labour and human trafficking. Through the support of the United States Department of Labor, the ILO's Bridge project has been instrumental in developing a detailed training manual aimed at enhancing the application of the Balochistan Bonded Labour and Forced Labour System (Abolition) Act, 2021, and the Prevention of Human Trafficking Act, 2018, along with related regulations within the province. We commend the dedication of the Government of Balochistan's departments, including the Departments of Labour, Mines, the police and the Federal Investigation Agency for their engagement with our training initiatives on these critical issues.

The successful execution of interdepartmental training underscores our shared dedication to eliminating forced and bonded labour, as well as human trafficking, through unified efforts. The enthusiastic reception of this comprehensive training programme by the Departments of Labour, Mines, the police and the FIA in Balochistan reflects our collective commitment to the enforcement of crucial legislation in Pakistan.

In line with the ILO's Declaration on Fundamental Principles and Rights at Work, we remain dedicated to promoting decent work in collaboration with the Government of Pakistan, as well as with representatives of employers' and workers' organizations in the country. This commitment is fundamental to our efforts in Balochistan, aimed at ensuring that all relevant officials are equipped with the knowledge and skills to protect workers' rights and to foster an environment of social justice and human dignity.

Together, with continued collaboration and commitment, we are poised to make impactful strides towards safeguarding the rights and well-being of workers across Balochistan and beyond.

I would like to express my gratitude to Dr Saifullah Chaudhry, the ILO Consultant who authored this training manual. Special thanks are also due to Ms Lucie Pelfort, Expert on Forced Labour at the ILO's headquarters in Geneva, and Dr Faisal Iqbal, National Project Coordinator of the ILO Bridge Project in Pakistan, for their dedicated technical advice on the development of this manual.

I am confident that this training manual will significantly contribute to addressing the issues of forced labour, bonded labour and human trafficking in Balochistan.

Geir Tonstol

Director

ILO Country Office, Pakistan

Message from the Secretary of the Balochistan Labour and Manpower Department

On behalf of the Labour and Manpower Department of the Government of Balochistan, I extend our deepest gratitude to the International Labour Organization (ILO) for their unwavering support and technical cooperation to promote decent work in the province. In this regard, the technical support of the ILO's Bridge project to develop this comprehensive training manual for labour inspectors on the enforcement of legislation related to forced labour, bonded labour and human trafficking is highly commendable. We also appreciate the ILO Bridge project's valuable strategy to contextualize this training of law enforcement officials to Balochistan's unique context.

This ILO initiative will significantly enhance the capacity of our labour inspectors, equipping them with essential knowledge and skills to effectively implement the Balochistan Bonded Labour and Forced Labour System (Abolition) Act, 2021, the Prevention of Human Trafficking Act, 2018, and related Rules. Three successful training sessions held in Quetta and Gwadar during March and May 2024 mark an important step towards fostering interdepartmental collaboration, setting a precedent for coordinated enforcement efforts against forced labour and bonded labour, as well as against human trafficking.

We are committed to leveraging this invaluable resource to extend the training's reach, ensuring that all labour inspectorate officials are equipped to uphold the dignity and rights of our workforces in the province of Balochistan.

Niaz Ahmed Nechari
Secretary
Labour and Manpower Department
Government of Balochistan



Introduction

Introduction

Welcome to this comprehensive **training manual** designed to enhance the capacity of law enforcement agencies in Balochistan, Pakistan, regarding the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021 and Pakistan's Prevention of Trafficking in Persons Act, 2018. This manual aims to equip labour inspectors, mines inspectors, the police, and other relevant stakeholders with the knowledge skills, and tools necessary to effectively combat forced labour, bonded labour and human trafficking in the province.

Balochistan, known for its rich cultural heritage and diverse landscape, also faces challenges related to labour exploitation and trafficking like other provinces in Pakistan and beyond. Recognizing these challenges, the federal and provincial governments have enacted robust legislation to address these issues, including Pakistan's Prevention of Trafficking in Persons Act, 2018, and the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021, respectively. The effective implementation of these laws requires a thorough understanding, and proactive and collaborative engagement by law enforcement agencies around the interlinked issues of forced labour, bonded labour and human trafficking.

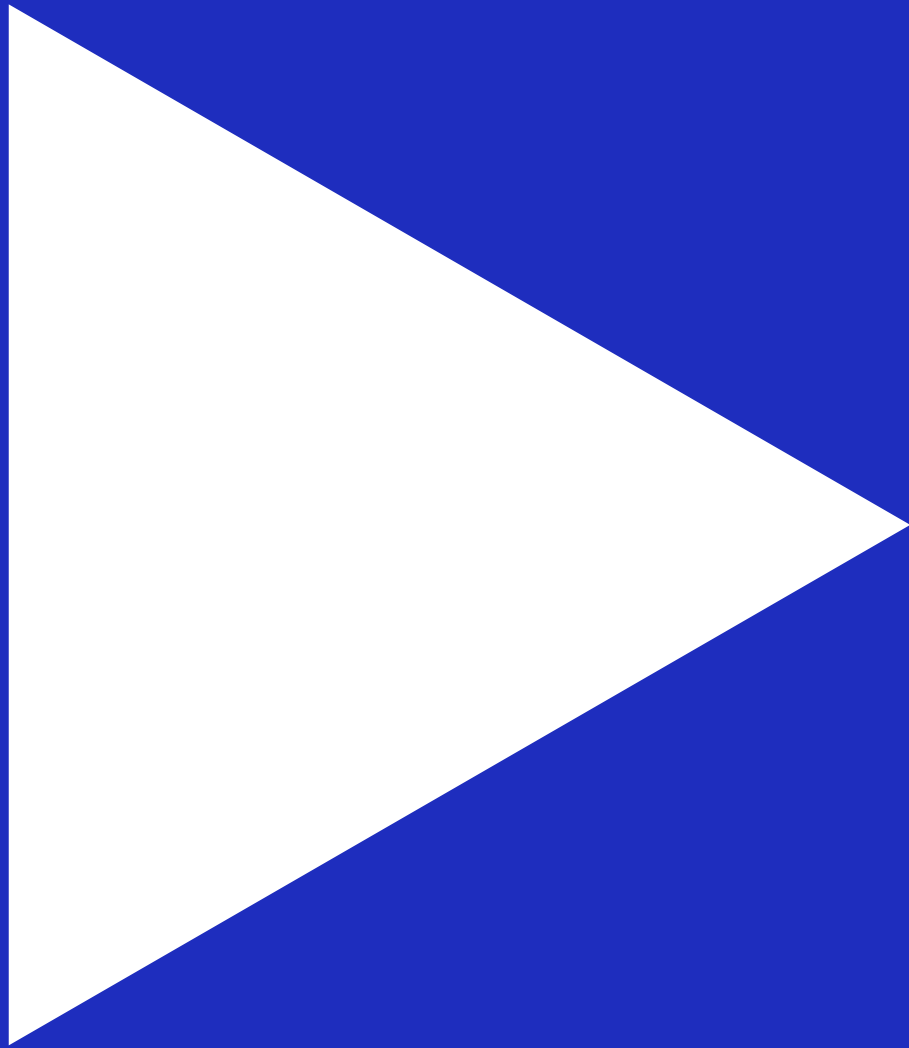
► Organization of this manual

This training manual is structured into 11 comprehensive sessions focusing on different aspects of combatting forced labour, bonded labour and human trafficking. This training programme adopts a modular approach, allowing each session to either be utilized independently, or to be integrated seamlessly with other sessions for a comprehensive learning experience. Whether participants require focused training on specific topics or prefer to engage in a holistic programme covering multiple aspects of combating forced labour, bonded labour and human trafficking, the modular design offers the flexibility to accommodate diverse learning needs and scheduling preferences.

Each session is structured to provide valuable insights and practical skills, ensuring that participants can benefit from the training programme according to their individual requirements and objectives. Moreover, each session is designed to be interactive, engaging participants through multimedia presentations, case studies, and group work activities to facilitate active learning and knowledge retention.

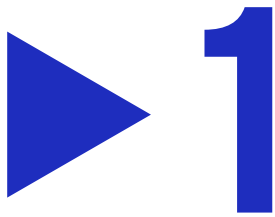
By the conclusion of this training programme, participants will have enhanced their conceptual understanding of forced labour, bonded labour and human trafficking. They will also possess the skills necessary for effectively enforcing relevant legislation, safeguarding the rights of vulnerable individuals, and actively contributing to the eradication of forced labour, bonded labour and human trafficking in Balochistan.

- SESSION 1** In **session 1**, participants will gain a conceptual understanding of forced labour, bonded labour and human trafficking, their interconnectedness, and the legal frameworks in place to address them.
- SESSION 2** In **session 2**, participants will explore the provisions of the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021, to enhance their understanding of its scope, objectives and implementation mechanisms.
- SESSION 3** In **session 3**, participants will explore the provisions of Pakistan's Prevention of Human trafficking Act of 2018, acquiring a deeper comprehension of its scope, objectives and implementation mechanisms.
- SESSION 4** In **session 4**, participants will explore the draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, 2023.
- SESSION 5** In **session 5**, participants will learn how to write labour inspection reports concerning incidents of forced or bonded labour.
- SESSION 6** **Session 6** will equip participants with practical skills for identifying and investigating cases of forced labour, bonded labour and human trafficking, along with appropriate intervention and prosecution strategies to safeguard the rights of victims and bring perpetrators to justice. It also discusses prosecution and legal procedures, enabling participants to learn about the legal procedures and mechanisms involved in prosecuting cases, ensuring adherence to due process and effective enforcement of laws against forced labour, bonded labour and human trafficking.
- SESSION 7** **Session 7** will focus on enhancing participants' soft skills to facilitate better interaction with victims, witnesses and other stakeholders. It focuses on the importance of effective communication, emotional intelligence, collaboration, and dispute resolution in law enforcement activities.
- SESSION 8** In **session 8**, participants will explore strategies for raising awareness about the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021, and Pakistan's Prevention of Human trafficking Act, 2018, among target communities, including employers and workers, to foster a culture of compliance and accountability.
- SESSION 9** In **session 9**, participants will further hone their investigation and reporting skills through group work activities.
- SESSION 10** In **session 10**, participants will present their group work activities, demonstrating their newly acquired abilities to their peers.
- SESSION 11** **Session 11** will conclude the training workshop and enable participants to evaluate their learning and provide feedback.



Session 1

Understanding
forced labour,
bonded labour and
human trafficking



Understanding forced labour, bonded labour and human trafficking



Session objectives

- To develop a deeper understanding of the concepts of forced labour, bonded labour/debt bondage, and human trafficking.
- To explore the interconnections between forced labour, bonded labour/debt bondage, and human trafficking.



Session duration

110 minutes



Materials required

Multimedia presentation, flipcharts and colour markers

► 1.1. Reading material

1.1.1. Forced labour

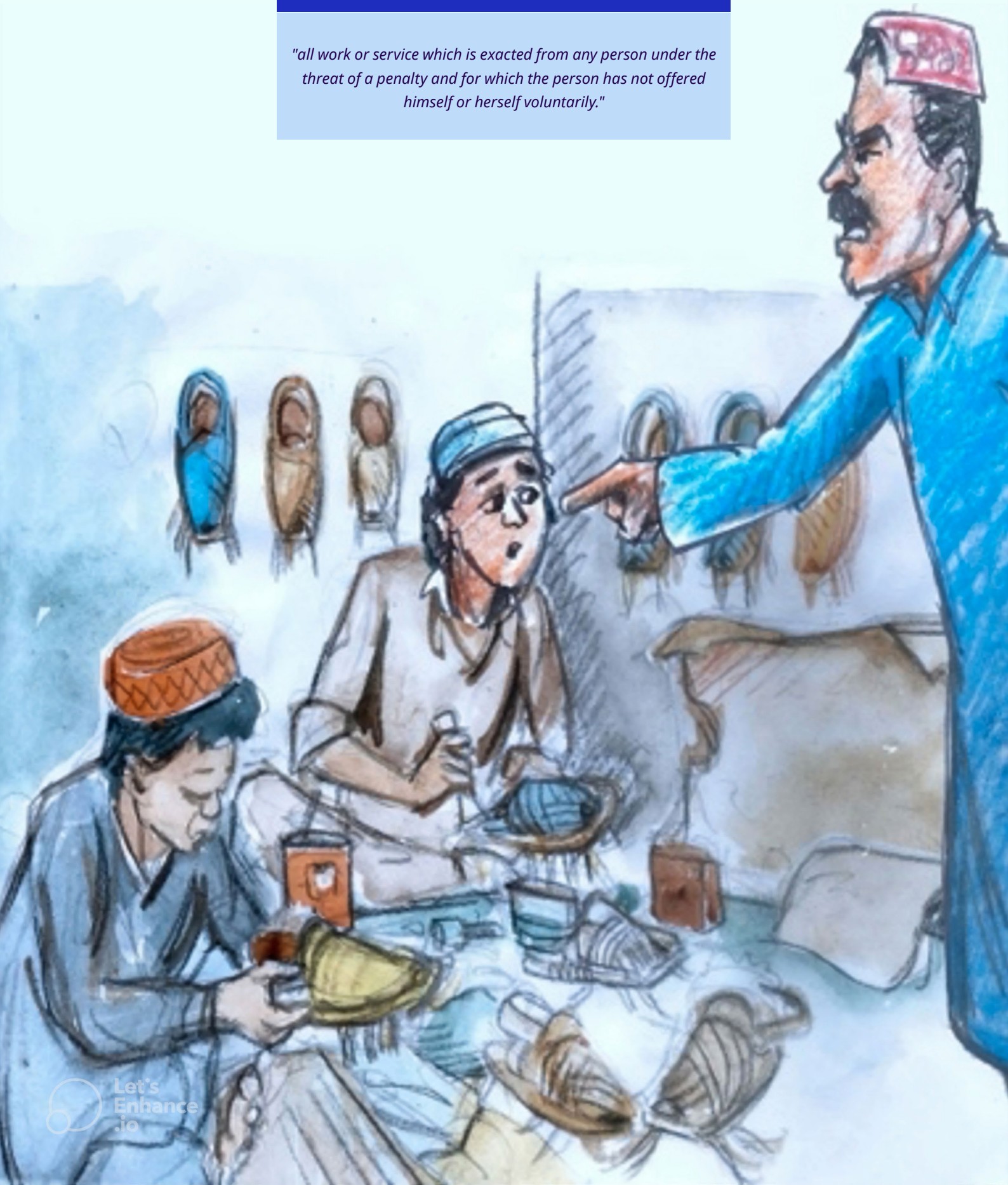
ILO definition of forced labour

The International Labour Organization's (ILO) Forced Labour Convention, 1930 (No. 29) and Abolition of Forced Labour Convention, 1957 (No. 105) explicitly address and define forced labour. According to the ILO, *"Forced labour can be understood as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities."*¹

¹ ILO, "What is forced labour?"

**Definition of forced labour according to the
ILO Forced Labour Convention, 1930 (No. 29)**

*"all work or service which is exacted from any person under the
threat of a penalty and for which the person has not offered
himself or herself voluntarily."*



The Forced Labour Protocol (Protocol No. 29 of 2014 to the Forced Labour Convention, 1930) reaffirms this definition. Article 1(3) of the Protocol notes that the definition of forced labour consists of the three following elements.

Work or service	Menace of any penalty	Involuntariness
"Work or service" refers to all types of work occurring in any activity, industry or sector, including in the informal economy This may include illegal activities	"Menace of any penalty" refers to a wide range of penalties used to compel someone to work The menace must be credible from the point of view of the worker, and does not have to be necessarily implemented	"Offered voluntarily" refers to the free and informed consent of a worker to take a job, and his or her freedom to leave at any time Work or services are not offered voluntarily when, for example, an employer or recruiter makes false promises so that a worker takes a job he or she would not otherwise have accepted

Understanding forced labour

- Forced labour refers to situations where individuals are compelled to work against their will, under threat of punishment or other forms of coercion.
- Forced labour may arise from a variety of circumstances, including human trafficking, abduction, or captivity. Bonded labour, a form of forced labour discussed below, arises due to a specific debt or obligation. Forced labour does not necessarily involve a debt that must be repaid; rather, it involves the deprivation of an individual's freedom and their ability to refuse or leave work.
- The coercion involved in forced labour may take many forms, including physical violence, confinement, or threats against the worker or their family.
- Forced labour can occur in various sectors, including agriculture, manufacturing, domestic work, and the sex industry.

1.1.2. Bonded labour/debt bondage

Bonded labour is a specific form of forced labour. While bonded labour and forced labour are distinct concepts, individuals may be subjected to both forms of exploitation simultaneously. Both bonded and forced labour are considered serious violations of human rights and are prohibited under international law.

- Bonded labour refers to a situation where a person is forced to work specifically in order to repay a debt or other obligation.
- This debt may have been incurred by the worker themselves, or by their family.
- The nature of the debt or obligation can vary widely, but it often involves expenses such as recruitment fees, advances on wages, or other costs associated with employment.

- The key aspect of bonded labour is that the worker is bound to their employer or contractor until the debt is repaid, often through labour. The terms of repayment are typically exploitative and may involve excessively low wages or unsafe working conditions, or the debt can be manipulated.
- Once the debt is repaid, the worker should be free to leave their employment, although in practice, escaping from bonded labour can be difficult due to coercion, threats or isolation.

1.1.3. Human trafficking

UN definition of human trafficking

The United Nations (UN) Protocol on human trafficking² is the "Protocol to Prevent, Suppress and Punish Human Trafficking, Especially Women and Children" of 2000, often referred to as the Palermo Protocol. It is a supplement to the UN Convention against Transnational Organized Crime.

Definition of human trafficking according to the UN Palermo Protocol

- The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.
- Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

Elements of the definition of human trafficking

According to the UN Palermo Protocol, as well as Pakistan's national legislation – that is, the Prevention of Trafficking in Persons Act, 2018 – the definition of human trafficking involves three key elements: **acts, means, and purpose**. Together, these elements form the basis for identifying and combatting human trafficking, providing a framework for understanding the complexities of this crime and taking action to prevent and address it effectively.

² In this training manual, the terms "human trafficking," "trafficking in persons" and "trafficking in human beings" are used interchangeably to describe the same concept. For the sake of consistency, the term "human trafficking" is consistently used throughout this manual, except when directly quoting documents or legislation

Acts		Means	Purpose
"Acts" refer to the recruitment, transportation, transfer, harbouring or receipt of individuals These acts can be preparatory to, or occur in the process of movement (migration)		"Means" are the methods used to carry out trafficking, such as threats, the use of force, fraud, coercion, abduction, deception, the abuse of power, or placing the trafficked person in a position of vulnerability	"Purpose" refers to the ultimate goal of trafficking, which is exploitation The purpose of trafficking can include forced labour, sexual exploitation, servitude, or the removal of organs
Commercial sexual exploitation (CSE)	Forced labour	Other	
► Prostitution ► Pornography	► Domestic work/ servitude ► Industrial work ► Agricultural work ► Begging, etc. ► Sports and entertainment (e.g. camel racing, etc.)	► Marriage ► Adoption ► Removal of organs	



The second part of the definition of trafficking focuses on the issue of **consent**. The Palermo Protocol clarifies that the consent of a victim of human trafficking to the exploitation they are subjected to (the “purpose”), as described in the definition, is irrelevant when any forms of coercion (the “means”) have been used against the victim. This statement is consistent with the principles of both international and national laws, which hold that a person cannot legally consent when force, coercion, deception or abuse of power has been used.

Understanding human trafficking

Concept: As explained above, human trafficking is a heinous crime involving the recruitment, transportation, transfer, harbouring, or receipt of individuals through force, fraud, coercion, or deception, for the purpose of exploitation. The purpose of exploitation can take various forms, including forced labour, sexual exploitation, servitude, or the removal of organs.

Dynamics: Human trafficking occurs through a variety of means. This can include physical force, such as abduction or confinement; psychological coercion, such as manipulation or threats; or deception, such as false promises of employment or opportunities. Traffickers often prey on vulnerable individuals, such as those living in poverty, facing discrimination, or lacking legal status, exploiting their desperation and lack of options.

Motives: The purpose of human trafficking is primarily economic gain for the traffickers. They profit from the exploitation of their victims, who are often subjected to gruelling working conditions, violence and abuse. Trafficking victims are treated as commodities to be bought, sold and exploited for profit, without regard for their humanity or rights.



Protecting victims

It is crucial to protect the rights of victims of human trafficking for several reasons:

- Victims of trafficking have endured severe **violations of their human rights**, including the right to freedom, dignity and safety.
- Protecting their rights is essential for their **physical and psychological recovery**, as well as for restoring their sense of **agency and autonomy**.
- Safeguarding the rights of trafficking victims is crucial for **holding traffickers accountable** and for preventing further victimization.
- Upholding the rights of victims sends a powerful message that **exploitation and abuse will not be tolerated** and that all individuals deserve to be treated with dignity and respect.

1.1.4. Nexus between human trafficking, forced labour and bonded labour

Human trafficking, forced labour and bonded labour are closely interconnected forms of exploitation that deprive individuals of their freedom and dignity. They often overlap in their manifestations.³ Addressing these issues requires comprehensive efforts to prevent them, protect victims, and hold perpetrators accountable, including by addressing the root causes of vulnerability and inequality that leave individuals at risk of exploitation.

Human trafficking and forced labour

- Human trafficking frequently involves the coercion, deception, or abduction of individuals for the purpose of exploitation, which commonly includes forced labour.
- The vast majority of trafficking cases involve labour exploitation, meaning that victims of trafficking are frequently subjected to forced labour as well. Traffickers may force their victims to work against their will, often in harsh and degrading conditions, with little or no pay.
- Victims of human trafficking who are subjected to forced labour may be compelled to work in various sectors, such as agriculture, construction, manufacturing, domestic service, or the sex industry.
- The key link between human trafficking and forced labour lies in the element of exploitation, whereby individuals are deprived of their freedom and forced to work in conditions they did not willingly agree to.

Human trafficking and bonded labour

- Bonded labour involves individuals who are compelled to work in order to repay a debt, often under exploitative conditions for minimal or no wages. In many cases, individuals become engaged in bonded labour through deceptive practices or coercion, which can be similar to the methods used in human trafficking.

³ For additional information, refer to: *ILO, Tool No 2: Forced Labour and Related Concepts*, 2020.

- Traffickers may exploit vulnerabilities, such as poverty or a lack of education, to entrap individuals into bonded labour arrangements, promising them employment opportunities or loans that they are unable to repay.
- Human trafficking and bonded labour both involve the exploitation and the control of individuals for economic gain, with traffickers and employers benefitting from the labour of their victims without regard for their rights or well-being.
- The cycle of bonded labour/debt bondage perpetuates the exploitation of vulnerable individuals, trapping them in a situation where they are unable to escape from various forms of abuse and coercion.

A brief overview of human trafficking, forced and bonded labour in Pakistan

The Training Manual on Trafficking in Persons (TIP) for the Balochistan Police, prepared by the United Nations Office on Drugs and Crime (UNODC) in 2022 notes that *"Pakistan is a source, transit, and destination country for men, women, and children subjected to human trafficking, specifically forced labour and prostitution. The largest human trafficking problem is bonded labour, concentrated in the Sindh and Punjab provinces in agriculture and brick making, and to a lesser extent in mining and carpet-making."* Other sectors in which bonded labour exists include fishing, mining, leather tanning and the production of glass bangles.

According to UNODC, *"Estimates of bonded labour victims, including men, women, and children, vary widely, but are likely well over one million. In extreme scenarios, when labourers speak publicly against abuse, landowners have kidnapped labourers and their family members."*

The trafficking of Pakistani men and women who voluntarily migrate to the Gulf States, Iran and Greece to engage in low-skilled employment remains an ongoing challenge. Fraudulent job offers and exploitative recruitment fees result in situations of forced servitude and debt bondage once abroad. This includes the restriction of movement, the withholding of wages, threats, and physical and sexual violence.

Women and girls are a significant target for trafficking in and out of Pakistan. Women are traded between different tribal groups as forms of payment and to settle disputes, while girls are sold, by their parents and other family members, into forced marriages, domestic servitude and prostitution. Non-governmental organizations (NGOs) report that Pakistani girls are also trafficked to middle eastern countries for sexual exploitation. Pakistan is also a destination country for women and girls from Afghanistan, Azerbaijan, Bangladesh, India, Iran and Nepal, who are trafficked principally for forced labour. Moreover, Pakistan is a transit point for the trafficking of women from Bangladesh and Nepal into the Gulf States.

► 1.2. Session instructions for the facilitator

1.2.1. Overview of instructions

a. Introduction (5 minutes)

- Welcome the participants and provide an overview of the session's objectives.
- Emphasize the importance of understanding forced labour, bonded labour/debt bondage and human trafficking for combatting exploitation and abuse.
- Conduct the pre-training test exercise (see Annex I).

b. Group work: "Power walk" (30 minutes)

- Inform the participants that the session will begin with a group activity, the "power walk".
- Follow the instructions provided under "Group work activity 1.1" (see section 1.2.2, below).

c. Definitions of forced labour, bonded labour and human trafficking (15 minutes)

- Use the session 1 slides to share the definitions of forced labour, bonded labour/debt bondage, and human trafficking, and explain the interconnections between these concepts.

d. Reflection on and discussion of Balochistan's context (15 minutes)

- Ask the participants to provide examples of forced labour, bonded labour and human trafficking based on their experiences.
- Encourage the participants to reflect on debt bondage (*peshagi*) practices in brick kilns, coal mines, agriculture, domestic labour, and other informal sectors.

e. Group work: Case study, "Plight of a brick kiln worker" trapped in bonded labour (30 minutes)

- Create five groups, each with five participants.
- Ensure that officials from the Labour Department, the Mines Department, the police, the Federal Investigation Agency (FIA), representatives of employers' and workers' organizations, and representatives of NGOs are evenly distributed among the groups.
- Distribute the case study entitled "Plight of a brick kiln worker" (hand-out 1; see "Group work 1.2" in section 1.2.3, below).
- Instruct the participants to read the case study and attempt to find answers to the questions provided.
- Ask them to prepare to present their learning in the plenary session.

f. Reflections on group work (15 minutes)

- Reconvene as a larger group and facilitate a discussion based on the findings of the case study analysis.

- Encourage participants to share their insights and perspectives on combatting forced labour and bonded labour/debt bondage.
- Conclude the session by explaining that the next session will enhance participants' understanding of legislation related to forced and bonded labour in Balochistan.

1.2.2. Group work activity 1.1: “Power walk”

Explain the activity

- Explain to the participants that the “power walk” group activity aims to explore the challenges faced by victims of forced and bonded labour.

Identify volunteers and assign roles

- Select eight volunteers, ensuring a mix of genders.
- Assign each volunteer a character from the list provided in the “characters” section, ensuring that men portray female characters and vice versa.
- Distribute character descriptions to each volunteer and instruct them to read these, without revealing the identities of their characters.

Group work instructions

- Lead participants to an open space and form a large circle.
- Ask the eight volunteers to stand in a straight line in the centre of the circle, facing the same direction.
- Explain that the volunteers will take steps forward or backward based on whether statements about power apply to their characters.
- Clarify the instructions for the volunteers and ask the participants to observe the distribution of positions.
- Explain that the top of the circle represents the most powerful position, while the bottom signifies vulnerability.

Conduct the group work

- Instruct volunteers to step forward or backward as you read each of the eight power statements.
- After reading all statements, note the positions of the workers and managers on the power grid.
- Ask volunteers to reveal their identities and share their feelings about their positions.
- Encourage observers to discuss the disparities in power and vulnerability among characters.
- Conclude by emphasizing that workers in forced labour situations lack the freedom to improve their circumstances, necessitating legal intervention for their freedom.

Characters

Cut the following statements into strips and give one character to one volunteer. Ensure that women volunteer get male characters, and men volunteers are assigned female characters.

- **Javed:** Javed is a 50-year-old brick moulder from Punjab. He is skilled but lacks formal education. He has borrowed 500,000 Pakistani rupees from Mr Akmal. Javed has moved to Quetta, Balochistan with his family – his wife Jamila and their four children, their daughters 22-year-old widowed Nasreen, 18-year-old Noreen, 12-year-old Naila, and their 10-year old son, Khalid. Debt-ridden Javed has disputes with the brick kiln manager, Baqir, over wages, and is stuck in his work because his identity (ID) card has been confiscated and he fears violence.
- **Jamila:** Jamila is the 40-year-old wife of Javed, a bonded labourer at a brick kiln in Quetta. She is illiterate and does not possess any skills other than brick moulding. She is concerned for her family's safety and particularly worried about her daughters' future. She faces harassment by guards at the brick kiln.
- **Nasreen:** Nasreen is the 22-year-old eldest daughter of Javed, a bonded labourer at a brick kiln in Quetta, and his wife Jamila. Herself widowed with two small children, Nasreen is forced to work at the kiln due to the family's financial constraints. She is vulnerable to exploitation and harassment. Her young children suffer from ill health.
- **Noreen:** Noreen is the 18-year-old daughter of Javed, a bonded labourer at a brick kiln in Quetta, and his wife Jamila. Unmarried and illiterate, Noreen works at the kiln as brick moulder and mud mixer, as her father has taken out an advance. She has no access to education, and is vulnerable to exploitation and gender-based discrimination.
- **Naila:** Naila is the 12-year-old daughter of Javed, a bonded labourer at a brick kiln in Quetta, and his wife Jamila. Naila is engaged in child labour, as she is forced to work at the kiln instead of going to school. She has experienced insect bites, and has suffered injuries while working.
- **Khalid:** Khalid is the 10-year-old son and youngest child of Javed, a bonded labourer at a brick kiln in Quetta, and his wife Jamila. He is engaged in child labour, helping his family to prepare mud and mould bricks. As a result of missing out on education, his future prospects are compromised.
- **Mr Akmal:** Mr Akmal is the owner of the brick kiln where Javed works. Mr Akmal holds financial power over workers at the kiln, like Javed, through loans and verbal agreements. He exploits his workers' lack of formal contracts, and exerts control over their lives and livelihoods.
- **Mr Baqir:** Mr Baqir is the manager of the brick kiln where Javed works. Mr Baqir has physical power over workers at the kiln, like Javed, as he has confiscated their Computerized National Identity Cards (CNICs). He is involved in disputes over claims of unpaid wages and poor labour conditions. He harasses and confines workers who attempt to leave the kiln through his guards.

Power statements

- I can make choices about my future.
- I have autonomy and can decide the course of my life.
- I earn fair wages or profits at my workplace.
- I can take leave when needed.

- I have the freedom to seek better employment opportunities.
- I do not fear for my safety.
- I do not fear for my family's safety.
- I have influence beyond my family circle.

1.2.3. Group work activity 1.2: Case study, “Plight of a brick kiln worker”



Javed, a 50-year-old man from southern Punjab, works as a brick moulder (*patheer*). He and his family lack formal education, but they are skilled in brick moulding. His family consists of his 40-year-old wife, three daughters (the eldest is 22 years old and widowed, the second is 18 years old and unmarried, and the youngest is 12 years old), and a 10-year-old son.

In 2020, Javed borrowed 500,000 rupees from the owner of the brick kiln where he works, agreeing to mould bricks at a rate of 850 rupees per 1,000 bricks. However, there was no written contract and everything was agreed verbally. He relocated his entire family from Multan, Punjab, to the brick kiln where he now works at 13 Meel, just outside Quetta in Balochistan. They settled into quarters provided by the brick kiln, which are characterized by poor sanitation conditions. None of his children were enrolled in school, and instead contribute to brick moulding at the kiln. As collateral, his employer retained Javed's Computerized National Identification Card (CNIC), essentially binding him to the kiln.

Disputes arose between Javed and the brick kiln manager, Mr Baqir, about the brick moulding count and lower levels of payment than discussed.

Despite this, to meet his family's daily expenses, Javed borrowed more money from the brick kiln's owner, Mr Akmal. During the COVID-19 pandemic, work at the kiln stopped for a few months, exacerbating the financial strain on Javed's family.

Their debt became unmanageable. Disputes between the manager and Javed were aggravated further as the rate for moulding 1,000 bricks remained unchanged. Javed also suspected that the manager was not correctly recording the number of bricks moulded on purpose, thus depriving him of his (already low) wages.

In autumn 2023, Javed attempted to leave the brick kiln. This prompted the manager, aided by guards, to separate Javed from his family and confine him. Now, Javed's wife fears for their daughters' safety, as the guards have started harassing them.

As the brick kiln at 13 Meel is located near, but not in, Quetta, it falls outside the jurisdiction of the Quetta district. This complicates labour inspection efforts. Transportation constraints make it difficult for labour inspectors from the district of Khuzdar, with jurisdiction over the kiln, to reach 13 Meel. Despite the presence of over 300 brick kilns in the area, labour inspection remains absent. A local workers' union is aware of Javed's situation but feels powerless, resorting to pleading with the kiln manager for leniency. Despite the fact that the Government of Balochistan enacted the Balochistan Forced Labour and Bonded Labour System (Abolition) Act in 2021, the implementation of the Act remains a challenge, with serious consequences for workers like Javed.

Questions for “Group work activity 1.2”

For labour inspectors:

- How can the labour inspectorate effectively address the jurisdictional challenges posed by the location of the brick kiln at 13 Meel?
- What strategies can be implemented to ensure regular labour inspections at remote brick kilns like the brick kiln in this case study?

For police officials:

- What legal actions can be taken by the police to intervene in Javed's confinement and protect his family from harassment?
- How can the police collaborate with labour inspectors to enforce the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021 in cases like Javed's?

For trade union representatives:

- How can the local workers' union mobilize resources and support to assist Javed's family and others in similar situations?
- What advocacy efforts can the union undertake to ensure the enforcement of labour laws and the protection of workers' rights at brick kilns in remote areas?

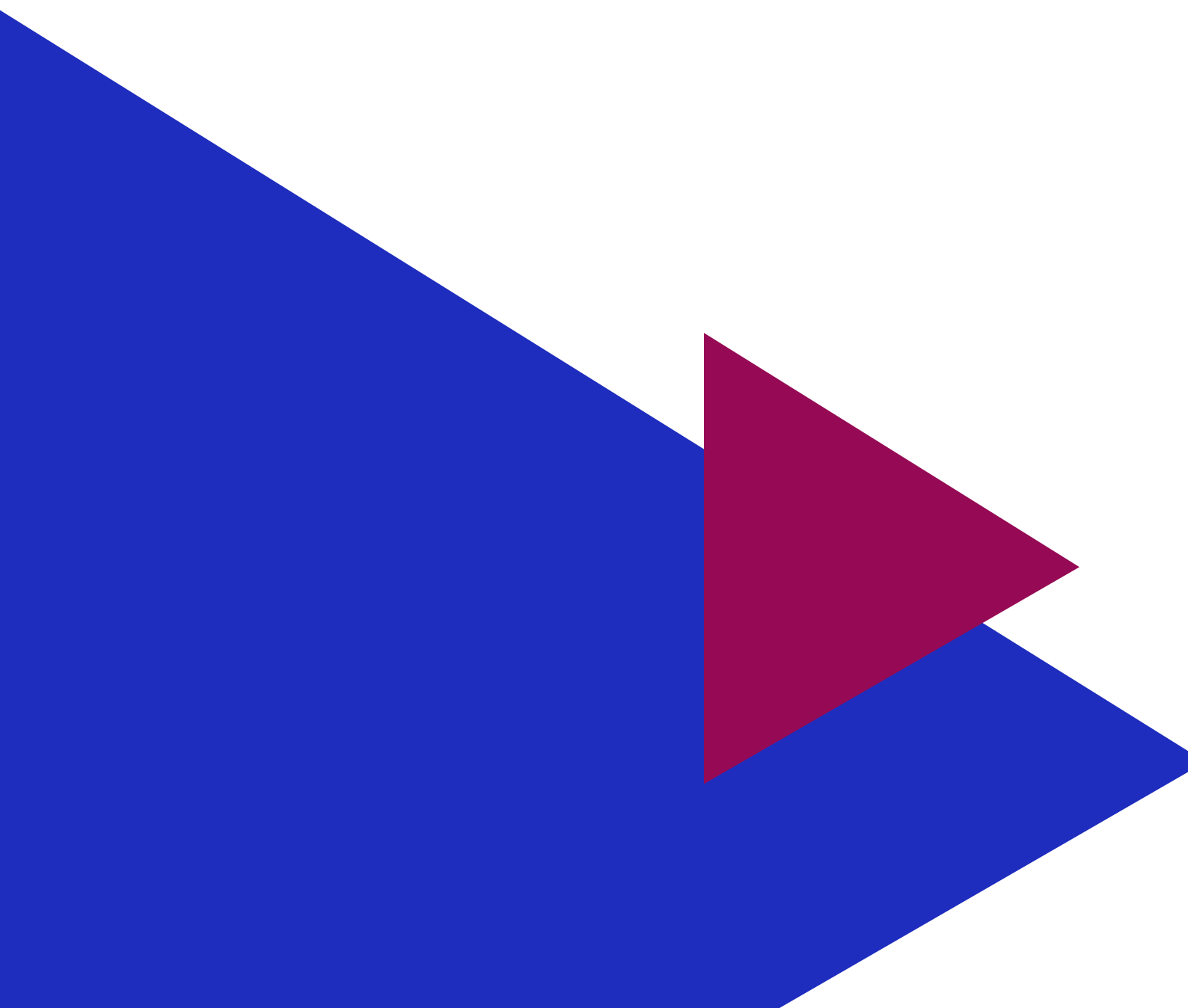
For NGO representatives:

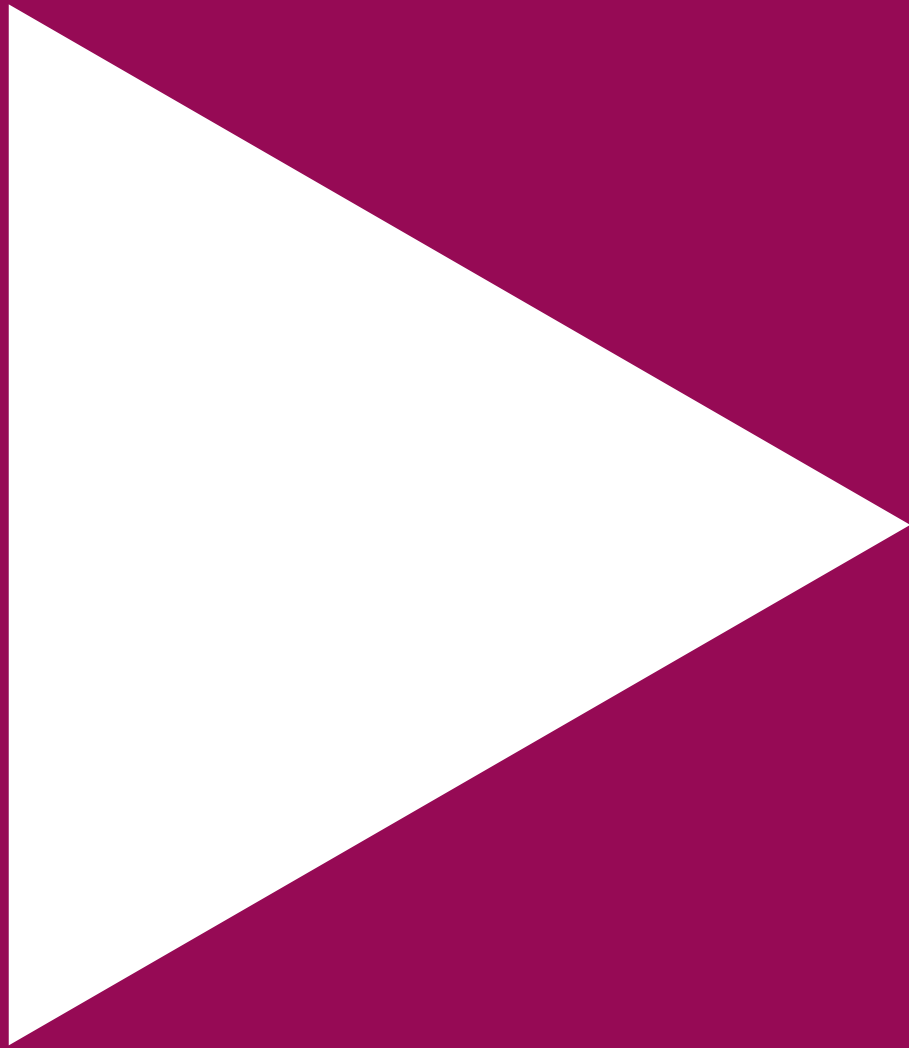
- What role can NGOs play in providing legal aid and advocacy support to Javed's family and other victims of forced labour and bonded labour/debt bondage?

- How can NGOs collaborate with government agencies and other civil society organizations to raise awareness about the Balochistan Forced Labour and Bonded Labour System (Abolition) Act and prevent the exploitation of workers like Javed?

For all participants:

- How can collaborative efforts between labour inspectors, police officials, trade unions, NGOs and other stakeholders be strengthened to effectively combat forced labour and bonded labour in the brick kiln sector at 13 Meel and beyond?
- What immediate steps can be taken to ensure the safety and well-being of Javed's family, considering the urgency of their situation?





Session 2

**Balochistan Forced and
Bonded Labour System
(Abolition) Act, 2021**

► 2

Balochistan Forced and Bonded Labour System (Abolition) Act, 2021



Session objectives

- To strengthen law enforcement officials' capacities to comprehend, interpret and effectively apply the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021 in their law enforcement duties.



Session duration

60 minutes



Materials required

Multimedia presentation, flip charts and colour markers

► 2.1. Reading material

The Balochistan Forced and Bonded Labour System (Abolition) Act, 2021 applies across the entire province of Balochistan, and has been in force since 2021.

Note: *It is important to specify that forced labour encompasses more than bonded labour, although bonded labour may be the most common form of forced labour in the province of Balochistan. Cases of forced labour that do not involve bonded labour should not be overlooked by law enforcement.*

It is also important to remember that the Act protects both men and women workers, although it uses the term "he" to refer to workers in general. Despite the use of the male pronoun, the Act does not exclusively refer to male workers.

2.1.1. Definitions related to bonded labour and forced labour in Balochistan's legislation

Section 2 of the Balochistan Forced and Bonded Labour System (Abolition) Act 2021 provides the following definitions of advances (*peshgi*), bonded debt, bonded labour, bonded labourers, and forced labour.

Advance (<i>peshgi</i>), sub-section 2(1)a	Bonded debt, sub-section 2(1)b	Bonded labour, sub-section 2(1)c	Bonded labourer, sub-section 2(1)d	Forced labour, sub-section 2(1)g
This means an advance (<i>peshgi</i>) whether in cash or in kind, or partly in cash or partly in kind, made by one person (referred to as the creditor) to another person (referred to as the debtor)	This means an advance (<i>peshgi</i>) obtained, or presumed to have been obtained, by a bonded labourer under, or in pursuance of, the bonded labour system	This means any labour or service rendered under the bonded labour system	This means a labourer who incurs, or has incurred, or is presumed to have, incurred, a bonded debt	This means 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

Definition of the bonded labour system, sub-section 2(1)e

The "bonded labour system" refers to a situation where a debtor, by agreement or presumption, commits to providing forced or partially forced labour to a creditor. Sub-section 2(1)e of the Act specifies the following elements of the bonded labour system.

Conditions of bonded labour	Obligations of the individual	Family of the individual	Inclusion of forced labour
A person shall be deemed to be in a bonded labour situation if: ► The worker or any member of their family has received an advance (<i>peshgi</i>), with or without documentation, along with any associated interest ► The worker is fulfilling a customary or social obligation ► The worker or any member of their family has received economic consideration	For any economic consideration received by the worker or by any members of their family, the worker: ► Renders labour or service, either personally or through a family member or dependent, to the creditor or for the creditor's benefit, for a specified or unspecified period, with little or no wages ► Surrenders the freedom to seek alternative employment or livelihood for a specified or unspecified period ► Surrenders the right to move freely from one place to another ► Surrenders the right to own or sell property or the products of labour, including those of family members or dependents	The family of the individual is taken to mean: ► For a male bonded labourer, the individual's wife or wives ► In the case of a female bonded labourer, her husband ► And, in both cases the parents, children, minor brother, and unmarried, divorced or widowed sisters who are wholly dependent on the bonded labourer	The definition of the bonded labour system also encompasses forced or partially forced labour, where a surety for a debtor agrees to provide bonded labour on behalf of the debtor in case of default in repayment

Definition of the family, section 2(1)f

As noted in the figure above, the Act states that family members are, in the case of a male bonded labourer, the wife or wives, and in the case of a female bonded labourer, the husband of the bonded labourer, as per sub-section 2(1)f(i). In both cases, the Act also considers the parents, children, minor brothers, and unmarried, divorced or widowed sisters of the bonded labourer who are wholly dependent on him as part of the family, under sub-section 2(1)f(ii).

Definition of the nominal wage, sub-section 2(1)i

Under the Act, nominal wages, concerning any form of labour, refer to wages that meet the following criteria:

- The minimum wage set by the Government for the same or similar work under current laws.
- In cases where no minimum wage is established for a particular type of labour, nominal wages are the typical wages paid to workers performing similar tasks in the same area.

Voiding agreements and customs of bonded labour, section 4

According to the Act, any custom, tradition, practice, contract, agreement or other document that compels a person or any member of their family to work or provide services as a bonded labourer, whether made before or after the Act came into force, is considered **null and void**.

Extinguishing the liability to repay bonded debt, section 5

The Act nullifies bonded labourers' debt obligations, prohibits further legal actions for debt recovery, and deems existing decrees as satisfied. It mandates the prompt return of seized property and dismisses pending legal actions. Persons detained in civil prison as bonded labourers are to be released immediately upon the enactment of the Act.

Bonded debt annulment, sub-section 5(1)	Legal action prohibition, sub-section 5(2)	Decree satisfaction, sub-section 5(3)	Return of property, sub-section 5(4)	Attachment revocation, sub-section 5(5)
Upon the Act's commencement, all obligations of bonded labourers to repay bonded debt shall be annulled	No legal action may be taken in any civil court or tribunal to recover bonded debt after the Act comes into effect	Any decrees or orders for bonded debt recovery made before the Act's commencement and not fully settled are considered fully satisfied	Property forcibly taken from bonded labourers for debt recovery must be returned to them within 90 days of the Act's commencement	Attachments made for debt recovery before the Act's commencement are revoked, and any seized property must be returned to the bonded labourer within 90 days, except in cases where property was already sold before the Act

Debt recovery property nullification, sub-section 5(6)	Restoration application, sub-section 5(7)	Authority order enforcement, sub-section 5(8)	Dismissal of pending suits, sub-section 5(9)	Immediate release from detention, sub-section 5(10)
Upon the Act's commencement, all obligations of bonded labourers to repay bonded debt shall be annulled	No legal action may be taken in any civil court or tribunal to recover bonded debt after the Act comes into effect	Any decrees or orders for bonded debt recovery made before the Act's commencement and not fully settled are considered fully satisfied	Property forcibly taken from bonded labourers for debt recovery must be returned to them within 90 days of the Act's commencement	Attachments made for debt recovery before the Act's commencement are revoked, and any seized property must be returned to the bonded labourer within 90 days, except in cases where property was already sold before the Act

Management of advances, section 6



The Act mandates strict regulations on advances for labour, prohibiting their extension or acceptance after the Act's commencement. However, exceptions allow for interest-free loans, subject to prescribed procedures.

These loans cannot exceed three times the monthly minimum wage rate, and must be meticulously recorded by the employer. Additionally, second advances are prohibited until the first is repaid, with instalment recoveries limited to one-quarter of a worker's wages.

Freeing the property of bonded labourers from mortgage, section 7

According to this provision, any property owned by a bonded labourer, which was previously under mortgage, charge, lien or other encumbrance related to bonded debt, will be freed from these financial burdens upon the Act's commencement. If this property was in the possession of the mortgagee or holder of the charge before the Act, it must be returned to the bonded labourer no later than 90 days after the Act's commencement. Failure to do so entitles the labourer to recover monetary benefits determined by the civil court.

Creditor not to accept payment against extinguished debt, section 8

No creditor can accept payments for bonded debts that have been extinguished or deemed satisfied under the Act. Violators may face up to three years of imprisonment or a fine of at least 15,000 rupees, or both. The court may also order the refunded amount to be deposited for the bonded labourer's benefit.

2.1.2. Responsibilities under the Act

Authorities designated to implement the Act, section 9

Government may confer such powers and impose such duties on any officer as may be necessary for carrying into effect the provisions of the Act.

Duty of the authorized officers, section 10

The designated officer, appointed under section 9, promotes the welfare of freed bonded and forced labourers, ensuring their economic interests, safety and protection of their identity.

Promoting welfare	Protecting interests	Facilitating support	Investigating practices	Enforcing regulations
The designated officer, authorized by the Government under section 9 of the Act, aims to promote the welfare of freed bonded and forced labourers	The officer's responsibilities include securing bonded and forced labourers' economic interests, ensuring their safety and well-being, and protecting their identity from retaliation	The officer facilitates access to justice, legal services and referrals to social worker groups, shelters, or rehabilitation centres	It is the officer's duty to investigate instances of bonded or forced labour within their jurisdiction after the Act's commencement	Upon finding such practices, immediate action must be taken to enforce the provisions of the Act

The officer facilitates access to legal aid, justice and referrals to support services. Additionally, they investigate and enforce regulations against bonded and forced labour practices within their jurisdiction.

Inspectors, sections 11 and 12

The Government may appoint Inspectors for the purposes of enforcing the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, according to section 11.



According to section 12, all officers and inspectors authorized to enforce the Act are considered "civil servants" under the Pakistan Civil Servants Act, 1973.



Employers to maintain records, section 13

Employers must keep employee records as prescribed. They must also maintain advance records, as required under section 6 of the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, and provide authenticated copies to workers. Employers must also provide records to inspectors upon request.

2.1.3. Punishments for violations

Persons who compel workers to provide bonded labour face imprisonment for up to five years and fines ranging from 50,000 to 200,000 rupees. Enforcing forced labour practices results in imprisonment or fines of up to 300,000 rupees, 50 per cent of which is payable to the labourer. Failure to restore property is punished with imprisonment or fines of up to 50,000 rupees.

Obstructing inspectors incurs imprisonment or fines of up to 100,000 rupees for first offences, and escalates for subsequent offences. Abetting offences results in equivalent punishment.

Punishment for extracting bonded labour, section 14	Punishment for enforcing the bonded labour system, section 15	Punishment for not restoring property, section 16	Punishment for obstructing inspectors, section 17	Abetment as an offence, section 18
Imprisonment of up to five years or a minimum of two years	Imprisonment of up to five years or a minimum of 2 years	Imprisonment of up to one year	First offence: Imprisonment of up to one month or a fine of up to 100,000 rupees	Punishable by the same penalty as the offence abetted
A fine of up to 200,000 rupees or a minimum of 50,000 rupees	A fine of up to 300,000 rupees or a minimum of 100,000 rupees	A fine of up to 50,000 rupees	Subsequent offence: Imprisonment up to 6 months or a fine of up to 100,000 rupees	"Abetment" is defined as in the Pakistan Penal Code, 1860
Or both imprisonment and a fine	Or both imprisonment and a fine 50 per cent of the fine is to be paid to the bonded labourer	50 per cent of the fine is to be paid to the bonded labourer		

2.1.4. Enforcement and judicial processes

Formation of Vigilance Committees, section 19

District-level committees are to be formed, drawing together representatives from various sectors. In terms of their functions, these committees advise on the law's implementation, aid rehabilitation, monitor enforcement, and provide assistance to bonded labourers to achieve the Act's objectives.

Formation of Vigilance Committees, sub-section 19(1)	Functions of Vigilance Committees, sub-section 19(2)
Vigilance Committees are to be established at the district level	These Committees:
They are comprised of representatives of the district administration, bar associations, the press, recognized social services, the Department of Labour, and local elders	► Advise the Government on the law's implementation ► Aid in the rehabilitation of freed bonded labourers ► Monitor the law's enforcement ► Provide necessary assistance to bonded labourers

Legal framework and enforcement provisions

The Act delineates judicial processes, whereby offences are tried by first-class magistrates, all of which are cognizable and bailable. Liability extends to company officials for offences. Good faith actions by government officers are protected.

Offences tried by a magistrate, section 20	Cognizance of offences, section 21	Offences by companies, section 22	Protection for good faith actions, section 23
First-class magistrates handle offences related to the Act	All offences under the Act are cognizable and bailable	Company officials and the company itself are liable for offences Directors, managers or officers involved are individually liable Definitions: A "company" includes firms or associations; a "director" in a firm means a partner	The Government and its officers are protected from legal action for actions taken in good faith under the Act

► 2.2. Session instructions for the facilitator

2.2.1. Overview of instructions

- Inform the participants that this is an important session because we will collectively dive deep into the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021.
- In this session, we will explore the legal definitions of forced and bonded labour, as well as the bonded labour system and its implications.
- Additionally, we will discuss the enforcement of the provisions of the Act, including punishments, and the role of District Vigilance Committees.
- Share the slides for session 2 and introduce each of the following sub-topics of the Act. After each topic, ask the participants for their feedback and provide clarifications.

a. Definitions and concepts (10 minutes)

- Share the slides outlining the definitions of bonded labour, advances (*peshgi*), the family, nominal wages and voiding agreements.
- Ask the participants to discuss the significance of these definitions in identifying and addressing bonded labour practices.

b. Prohibition of the bonded labour system (10 minutes)

- Share the relevant slides to enhance participants' understanding of the definition of the bonded labour system and its implications.
- Examine the clauses nullifying bonded debt obligations and the release of bonded labourers from civil prison.
- Ask the participants if they require clarifications or have any questions.

c. Management of advances (5 minutes)

- Share the slides analysing regulations concerning advances after the commencement of the Act.
- Discuss exceptions, recording procedures, and limitations on advances.
- Ask the participants if they require clarifications or have any questions.

d. Employer obligations and record-keeping (5 minutes)

- Explore employers' obligations regarding employee records and advance documentation.
- Explain the requirement for employers to provide records to inspectors upon request.

e. Punishments for violations (10 minutes)

- Share slides to help participant learn about the penalties for compelling bonded labour, enforcing forced labour, and obstructing inspectors.
- Discuss the repercussions of abetting offences.
- Ask the participants if they require clarifications or have any questions.

f. Formation of District Vigilance Committees (5 minutes)

- Share the relevant slides to enhance participants' understanding of the composition and functions of district-level Vigilance Committees.
- Ask the participants if they require clarifications or have any questions.

g. Discussion, and questions and answers (Q&A) (15 minutes)

- Open the floor for discussion, clarifications, and questions regarding the Act's provisions and enforcement mechanisms.



Session 3

Prevention of Trafficking in Persons Act, 2018

▶ 3

Prevention of Trafficking in Persons Act, 2018



Session objective

- To enhance the capacity of law enforcement personnel to comprehend the Prevention of Trafficking in Persons Act, 2018, thereby enabling them to accurately interpret its provisions and confidently apply these provisions in their enforcement efforts.



Session duration

60 minutes



Materials required

Multimedia presentation
and projector

► 3.1. Reading material

3.1.1. Definitions related to trafficking in persons

Trafficking in persons and punishment, section 3(1)



The Act defines the offence of “trafficking in persons” (TIP) – referred to in this training manual as “human trafficking” – as any individual who forces, deceives or coerces someone into forced labour or commercial sex, or tries to do so. The punishment for this offence includes imprisonment for up to seven years, a fine of up to 1 million rupees, or both.

Perpetrator	Victim	Means used	Offence committed by the perpetrator	Punishment for perpetrators
Any person who recruits, harbours, transports, provides or obtains another person, or attempts to do so	Any person compelled into labour or commercial sex acts through the use of force, fraud or coercion	The use of force, fraud or coercion	Trafficking in persons (also known as human trafficking)	Imprisonment for up to 7 years, a fine of up to 1 million rupees, or both

Punishments when victims are women and children, section 3(2)

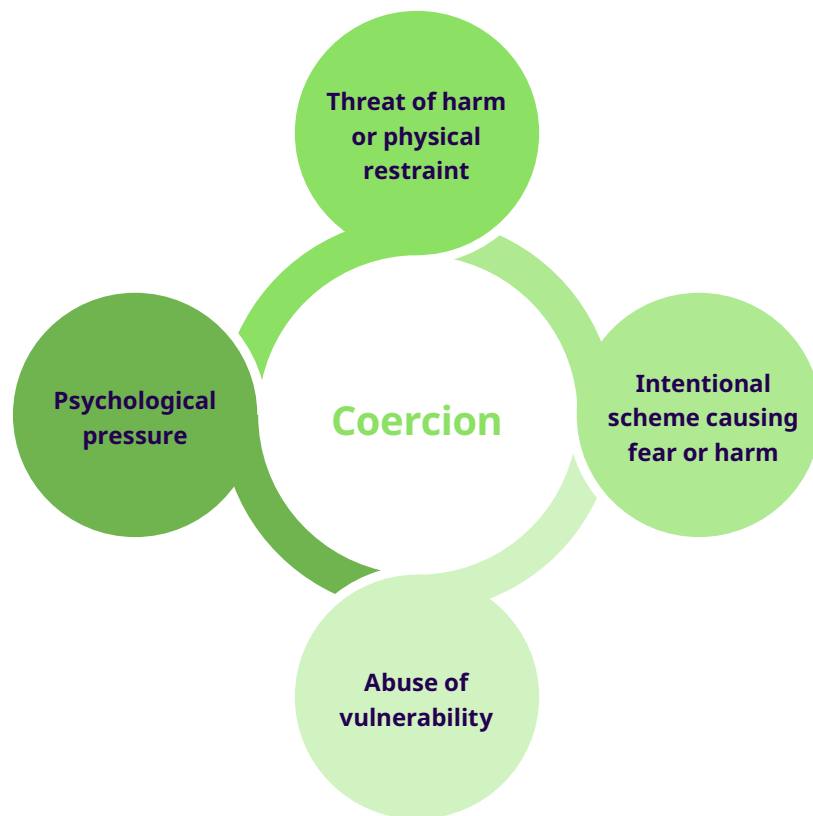
The Act identifies aggravating circumstances in terms of punishment. In cases of trafficking in persons where the victim is a woman or a child, the perpetrators can be jailed for at least two years and up to ten years, or fined up to 1 million rupees, or both.

When a child or woman is the victim of trafficking	Punishment for the perpetrators
► If the offence of human trafficking is committed against a child or a woman	► Imprisonment of up to 10 years and no less than 2 years ► A fine of up to 1 million rupees ► Or both imprisonment and a fine

Coercion and compelled labour, section 3(3)

Coercion refers to using force or threatening to use force, including threats of harm or physical restraint, schemes to make someone believe that they will be subjected to serious harm or restraint, exploiting someone's vulnerable position, or psychological pressure.

Compelled labour involves being forced into servitude, slavery, debt bondage or forced labour. These terms encompass various forms of manipulation and control over individuals which deprive them of their freedom and autonomy.



Critical elements of human trafficking

The acts of trafficking in persons/human trafficking can be preparatory to, or in the process of, movement (migration) and include the recruitment, transportation, transfer, harbouring or receiving of the person(s) being trafficked. These acts are undertaken for the following purpose(s) and in the following conditions (means used by traffickers).

Purpose (types of exploitation)	Conditions (means used by traffickers)
► Commercial sexual exploitation (CSE) ► Prostitution ► Pornography ► Compelled labour/forced labour ► Domestic work ► Industrial work ► Agricultural work ► Begging, etc. ► Sport and Entertainment (e.g. camel racing, etc.) ► Organ trade, etc.	► Force ► Fraud ► Coercion ► Forced sexual services ► Violence and abuse ► Threats of violence against the victim or their family ► Being sold/resold ► Debt bondage ► Physical confinement ► Dependency ► Confiscation of legal identity documents

3.1.2. Interagency cooperation



Importance of collaboration

The effective investigation of the crimes of human trafficking and the smuggling of migrants requires demands seamless cooperation among various law enforcement agencies (LEAs).

These agencies include the police, the Federal Investigation Agency (FIA), the Frontier Constabulary (FC), customs, and other government bodies such as the Ministry of Labour, the Ministry of the Interior, and the Directorate General of Immigration and Passports (DGI&P).

Additionally, collaboration with trade unions, employers' organizations, civil society/non-governmental organizations (NGOs), and to some extent, international organizations, is also crucial.

Differing priorities

The role of law enforcement agencies focuses on investigating and prosecuting offenders. Other public authorities and NGOs prioritize the welfare and recovery of victims. These differing priorities can sometimes contribute to a lack of communication and the non-alignment of procedures. However, aligning these priorities can lead to mutually beneficial relationships.

Support for victims

In addition to existing government schemes, trade unions, employers' organizations and NGOs can provide invaluable support to victims of trafficking. These include providing shelter, healthcare, legal advice, psychological counselling, and assistance with integration or voluntary repatriation.

Building trust

For effective collaboration, law enforcement agencies must build trust and create conducive conditions for victims, as well as for trade unions, employers' organizations and civil society to cooperate with the criminal justice system.

► 3.2. Session instructions for the facilitator

3.2.1. Overview of instructions

- Inform the participants that this is an important session as collectively we will dive deep into the Prevention of Trafficking in Persons Act, 2018.
- The session will explore the legal definitions of trafficking in person and its implications. Additionally, it will discuss the punishments prescribed in the Act.
- Share the slides for session 3 and introduce each of the following sub-topics of the Act. After each topic, ask the participants for their feedback and whether they require clarifications.

a. Introduction (5 minutes)

- Welcome the participants and introduce the session's objectives.
- Emphasize the importance of combatting human trafficking in order to ensure justice and protect vulnerable individuals.

b. Punishments prescribed for human trafficking (10 minutes)

- Present sections 3(1) and 3(2) of the Act, defining human trafficking and outlining the punishments prescribed for this crime.
- Invite the participants to share their views or ask questions regarding the definition and penalties.

c. Coercion and compelled labour (10 minutes)

- Explain section 3(3) of the Act, which defines coercion and compelled labour.
- Discuss various forms of coercion and compelled labour as outlined in the Act.
- Encourage participants to share examples or seek clarification on these concepts.

d. Critical elements of human trafficking (10 minutes)

- Highlight the critical elements of human trafficking according to the Act, focusing on preparatory acts and conditions.
- Encourage participants to reflect on how these elements manifest in real-life scenarios and raise any questions they may have.

e. Interagency cooperation (15 minutes)

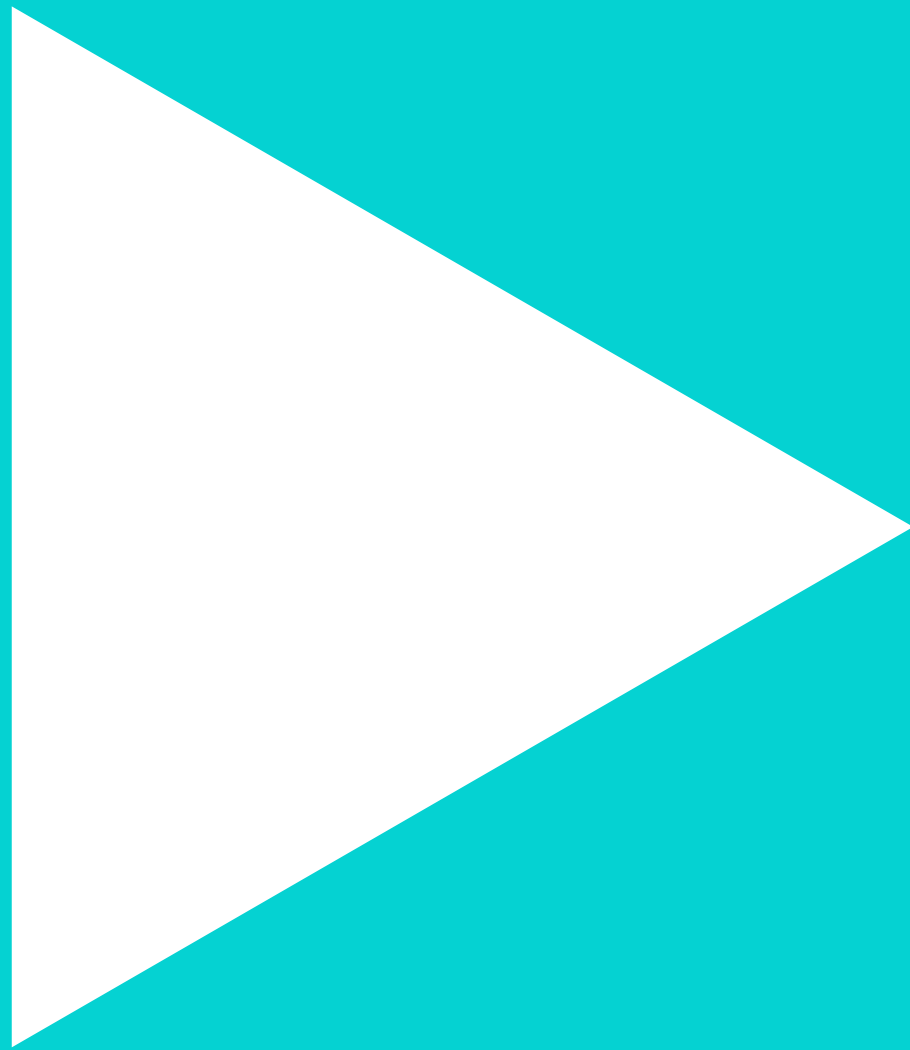
- Discuss the importance of interagency cooperation for combatting trafficking, involving various law enforcement agencies and government bodies.
- Address the differing priorities between law enforcement agencies, trade unions, employers' organizations and civil society, emphasizing the need for alignment for effective collaboration.

- Explore the vital support services provided by government schemes and civil society to victims of human trafficking.
- Emphasize the importance of building trust between law enforcement agencies, victims and civil society in order to facilitate successful collaboration.

f. Conclusion and Q&A (10 minutes)

- Summarize the key points covered by the session.
- Open the floor for any final questions or comments from the participants.
- Provide additional resources for further learning.





Session 4

**Draft Balochistan
Forced Labour and
Bonded Labour System
(Abolition) Rules, 2023**

► 4

Draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, 2023



Session objective

- To enhance the capacity of labour inspectors to understand and implement the provisions of the draft Balochistan Forced Bonded Labour (Abolition) Rules, 2023.



Session duration

60 minutes



Materials required

Multimedia presentation, flip charts and markers

► 4.1. Reading material

This session covers two aspects. First, it outlines the draft Balochistan Forced and Bonded Labour System (Abolition) Rules, 2023. Second, it explores the identification and investigation of cases of forced and bonded labour.

4.1.1. Overview of the draft Balochistan Forced and Bonded Labour System (Abolition) Rules, 2023

The draft Balochistan Forced and Bonded Labour System (Abolition) Rules, 2023, outline procedures to prevent, identify and investigate incidents of forced and bonded labour.

These include:

- the scope of advances extended;
- the authorities responsible for enforcing the Rules, as well as their powers and procedures, including the duties of inspectors;
- procedures in cases where bonded labour is extracted from workers;
- the maintenance of records;
- compensation due to individuals engaged in bonded labour; and
- official business conducted by District Vigilance Committee.

Note: *These Rules are designed to operationalize the draft Balochistan Forced Labour and Bonded Labour System (Abolition) Act 2021. Although currently in draft form, the Rules are expected to be notified by the Government of Balochistan in 2025. It is important for law enforcement to familiarize themselves with these Rules to effectively enforce the Act.*

Scope of advances extended

The Rules outline the following limits on advances, and specify how deductions can be made from workers' wages.

Limits on advances	Deductions from wages
► The amount the money given to a worker as an advance is capped at (i.e. it cannot be more than) three times minimum wage set by the Government for the type of work they perform ► The employer or worker is prohibited from charging interest or additional fees on this advance	► Workers should receive their full wages without any deductions, unless these are permitted by the Balochistan Forced Labour and Bonded Labour System (Abolition) Act or these Rules ► If an advance has been given to the worker, deductions from their wages are only allowed to repay this advance ► These deductions must be spread out over a maximum of 12 months, and no single deduction can be more than one-quarter of the worker's wages per payment period

4.1.2. Authority appointed to enforce the Act

According to the Rules, the Government will appoint an officer through an official notification in the Gazette.

This officer will act as the authority responsible for enforcing the provisions of the Balochistan Forced Labour and Bonded Labour System (Abolition) Act within the specified area mentioned in the notification.

Powers of the authority



- The appointed officer (the “authority”) has the right to inspect any premises or workplace within their jurisdiction where they suspect bonded labour is being enforced. They can examine the site, check records, registers or other documents, and ask for explanations or documents from individuals. They can take any necessary actions as they see fit to enforce the Act.
- They can request necessary information from creditors or other individuals to fulfil their duties.
- The officer can investigate and take action on any matters related to the implementation or violations of the Act.
- They can take steps to return any property belonging to a bonded labourer that was sold, transferred or assigned as part of the bonded debt recovery process.
- They have the authority to exercise any other powers granted to them to fulfil the objectives of the Act.

Duties of different authorities involved in combatting forced and bonded labour

- **Collaboration** between government authorities operating within the jurisdiction, as well as with non-governmental organizations, is essential for combatting forced and bonded labour. By working together, these entities can identify instances of forced and bonded labour, and take legal action to secure the freedom and rehabilitation of affected individuals. Additionally, efforts should be made to engage academic institutions and vocational training schools for the development of programmes to educate and train workers who have been liberated from these exploitative systems, as well as their children.

► **Facilitating the acquisition of vital documents**, such as Computerized National Identity Cards (CNICs) and B-Forms, is vital for supporting labourers and their families. Coordinating with the National Database and Registration Authority (NADRA) can streamline this process, ensuring that freed individuals have access to the identification documents they require. At the same time, is also essential to garner support from civil society and social welfare organizations, encouraging their involvement in raising awareness, providing education, and supporting the rehabilitation of liberated labourers.



► **Legal assistance** is another key aspect of combatting forced and bonded labour. Collaboration with the District Bar Association can facilitate the provision of free legal services and representation for affected individuals in court proceedings. Engaging with provincial authorities is also essential to ensure that efforts related to rehabilitation, support and benefits for freed labourers are effectively coordinated within the district.



► **Regular dialogue with employers' and workers' representatives** is vital for understanding the evolving landscape of forced and bonded labour. These discussions can inform future actions and strategies to enforce relevant legislation effectively. It is also necessary to conduct annual reviews of educational initiatives, monitoring mechanisms, grievance redressal procedures, rehabilitation efforts and overall enforcement. Presenting an annual report to the District Vigilance Committee helps to maintain the transparency and accountability of these endeavours.

► To prevent individuals from falling back into bonded labour, it is imperative to initiate **sustainable rehabilitation projects**. By providing alternative livelihood opportunities and safeguarding economic interests, these projects aim to break the cycle of exploitation. Finally, law enforcers must be prepared to undertake any additional duties assigned to them in order to ensure the effective implementation of measures to end forced and bonded labour.

In summary, the duties of authorities involved in combatting forced and bonded labour include:

Mobilizing efforts	Developing educational programmes	Facilitating documentation	Supportive initiatives	Legal assistance
Encourage collaboration among governmental authorities, as well as with non-governmental organizations, to identify cases of forced and bonded labour, and take legal action for the liberation and rehabilitation of affected individuals	Encourage academic and vocational institutions to develop programmes to educate and train workers freed from forced and bonded labour, as well as their children	Assist labourers and their families to obtain identity documents like CNICs and B-Forms through coordination with NADRA	Encourage philanthropists and welfare organizations to raise awareness, provide education and support the rehabilitation of freed labourers (e.g. providing shelter, income opportunities, and protecting workers' economic interests)	Coordinate with the District Bar Association to provide free legal services and representation for forced and bonded labourers and their families in court
Collaborating with provincial authorities	Engaging with stakeholders	Annual reviews	Rehabilitation projects	Additional duties
Collaborate with provincial authorities to enable the rehabilitation of and support for persons freed from forced and bonded labourers in the district	Organize regular meetings with employers' and workers' representatives to discuss efforts for combatting forced and bonded labour, gathering feedback for future actions to enforce existing laws	Evaluate efforts related to education, monitoring, grievance redressal, rehabilitation, and enforcement, and present an annual report to the District Vigilance Committee	Initiate sustainable rehabilitation projects for freed labourers to prevent further bondage	Carry out any other duties assigned to ensure the effective implementation of the Balochistan Forced Labour and Bonded Labour System (Abolition) Act

Additional duties of the authorities outlined by the ILO Forced Labour Convention, 1930 (No. 29) and its Protocol

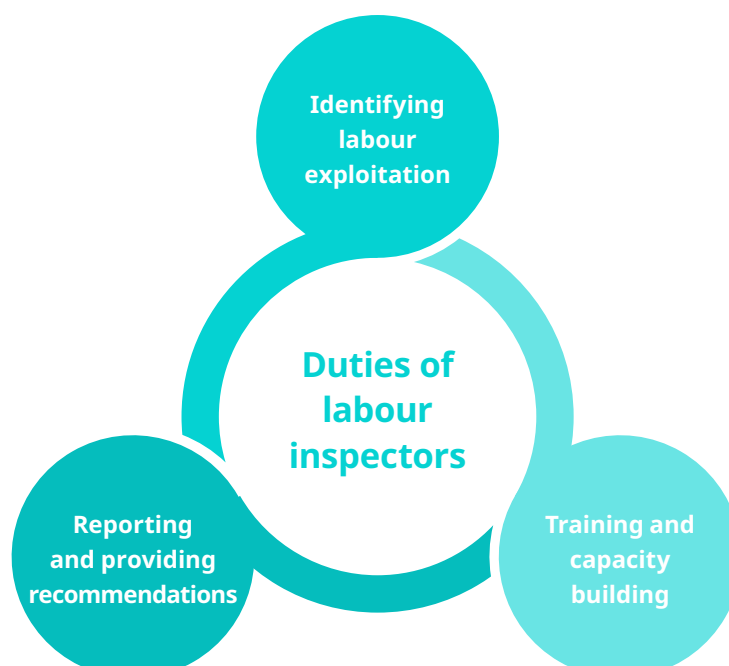
The Government of Pakistan has ratified the ILO Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105). The Protocol of 2014 to the Forced Labour Convention requires ratifying states to ensure the protection of victims of forced and bonded labour. Specifically, it requires them to:

- Take effective measures for the identification, release, protection, recovery and rehabilitation of all victims of forced or compulsory labour, as well as the provision of other forms of assistance and support (Article 3).
- Ensure that all victims of forced or compulsory labour, irrespective of their presence or legal status in the national territory, have access to appropriate and effective remedies, such as compensation (Article 4.1).
- In accordance with the basic principles of the state's legal system, take the necessary measures to ensure that competent authorities are entitled not to prosecute or impose penalties on victims of forced or compulsory labour for their involvement in unlawful activities which they have been compelled to commit as a direct consequence of being subjected to forced or compulsory labour (Article 4.2).

4.1.3. Duties of labour inspectors

Labour inspectors (Grade 9) are designated to conduct inspections under the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021.

Labour inspectors in Balochistan have three broad duties with regard to forced and bonded labour. These are to identify cases of forced and bonded labour/labour exploitation, to report on these cases and offer recommendations, and to undergo training and capacity building on the identification of cases of forced and bonded labour.



Identification of forced and bonded labour

Under section 9 of the draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, labour inspectors can conduct inspections of any shop or establishment (including brick kilns) under the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021. They can check records, including Form A (employees record), Form B (records of employee advances), and form C (wage slips showing deduction), in addition to checking other contract documents.

During inspections, labour inspectors must determine if any form of bonded labour or forced labour is being practised within their jurisdiction since the enactment of the Act.

If they identify such exploitation, inspectors are required to promptly report the matter for appropriate action in accordance with the law.

Reporting and providing recommendations

Labour inspectors are responsible for submitting a comprehensive report of their inspections, detailing the actions taken and providing recommendations to the authority and Balochistan's Director General of Labour Welfare on a quarterly basis.

Specifically, according to section 6 of the Rules, if bonded or forced labour is confirmed during the inspection, the labour inspector (at least an Assistant Director, Labour) must report the matter to the competent authority (Deputy Commissioner) for necessary action. Under section 6(2) of the Rules, the labour inspector must submit consolidated reports of visits, inspections and action taken with recommendation to the authority (Deputy Commission) and Director General (DG) Labour.

According to section 8(1) of the Rules, if the authority (Deputy Commissioner) finds, upon inquiry, that the accused has been enforcing forced or bonded labour, the authority either (i) refers the matter to the District Vigilance Committee (as discussed below), or (ii) directs the labour inspector to lodge a complaint before the court with competent jurisdiction for the trial of the offence.

According to section 8(2) of the Rules, if the authority (Deputy Commissioner) refers a case to the District Vigilance Committee, it will attempt to resolve the case through alternative dispute resolution. If this does not resolve the case, the committee directs the labour inspector to lodge a complaint in the court with competent jurisdiction for the trial of the offence.

In the forum of the District Vigilance Committee, the Assistant Director Labour must also seek the support of the police to send a party (without a labour inspector) to extract the affected worker and his/her family from bonded or forced labour, and arrest the culprits.

Training and capacity building

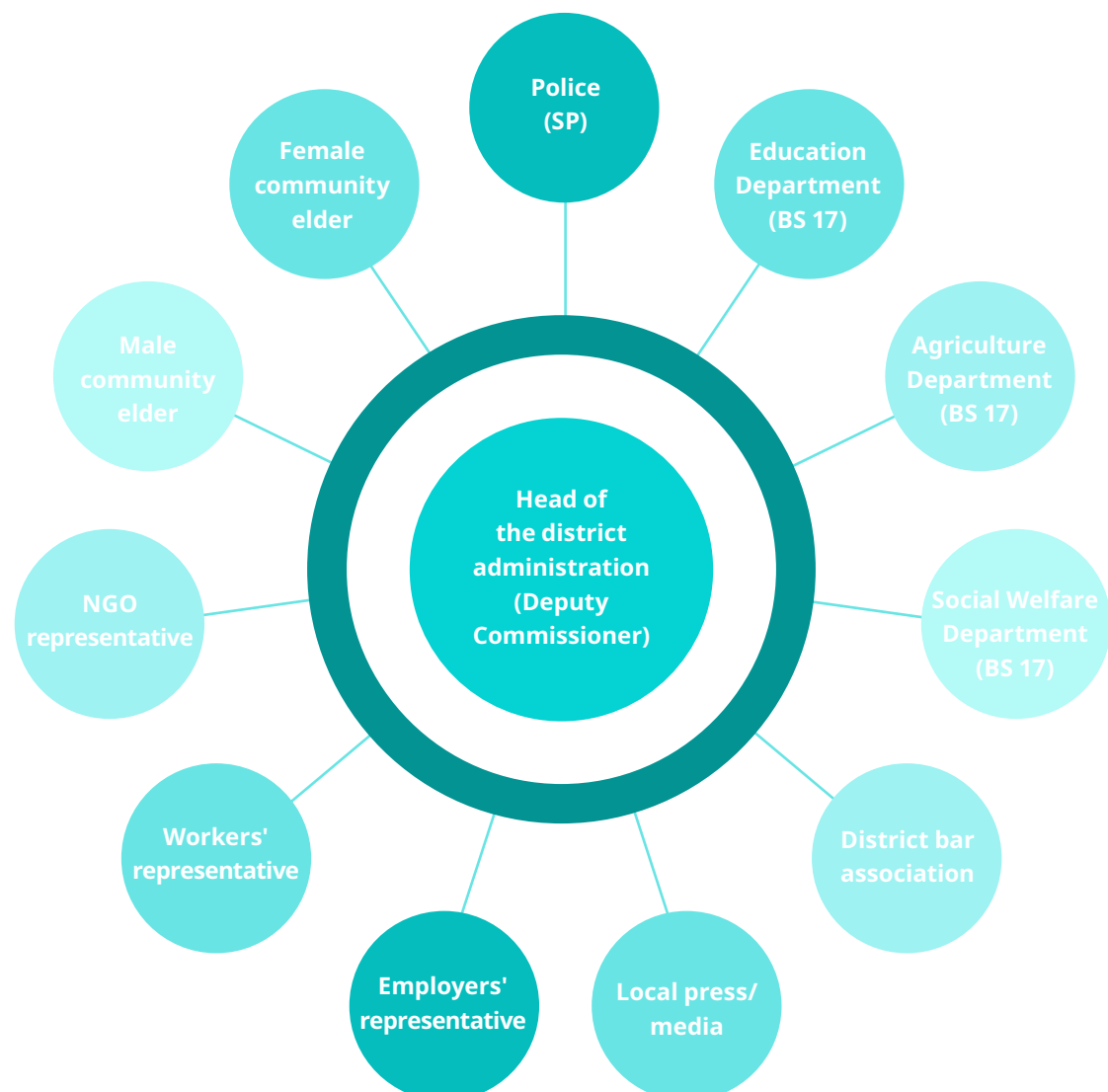
The Labour and Manpower Department is tasked with ensuring that labour inspectors receive training on the provisions of the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, its associated Rules, and the specific roles and responsibilities of inspectors. This training is essential for the Act's effective implementation and for reporting on instances of forced and bonded labour.

4.1.4. District Vigilance Committees

District Vigilance Committees primarily serve an administrative role aimed at fostering collaboration between various state entities at the district level, and at higher levels, to address forced and bonded labour practices. Additionally, these committees enable state functionaries to leverage the influence of lawyers, journalists' associations, civil society organizations, workers' and employers' organizations, and community elders (both men and women) to address forced or bonded labour practices. The committees also act as a platform to resolve cases of forced or bonded labour through alternate dispute resolutions, where possible, without resorting to litigation.

However, deciding whether to refer an identified case to the District Vigilance Committee for appropriate action, or whether to send it directly to a court for prosecution, is left to the discretion of the competent authority (see sections 4.1.2 and 4.1.3, above). District Vigilance Committees can also decide whether to first try alternate dispute resolution, or whether to directly refer a case for prosecution (see the handout in section 4.2, below, entitled "Flow diagram for the inspection and prosecution of forced or bonded labour cases")

Committee formation



Within three months of the notification of the Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, the Secretary of the Labour and Manpower Department is required to establish a District Vigilance Committee in each district. The committee will be chaired by the Head of the district administration (the Deputy Commissioner) and will include representatives from various departments and organizations, including the police, the Departments of Education, Agriculture and Social Welfare, the District Bar association, the local media/press, representatives of employers' and worker's organizations, NGO representatives, and local community elders (both men and women).

Committee responsibilities

District Vigilance Committee will meet at least once every three months to discuss matters related to bonded labour and forced labour. Additional emergency meetings can be called if necessary. The Committees will gather relevant information and documents from different sources to help them fulfil their functions. They will each establish a Complaint Cell managed by the Secretary of the Committee (the labour inspector) to promptly address reports of forced or bonded labour.

Conducting inquiries and reviews

Upon receiving reports of forced labour or bonded labour, the District Vigilance Committee will conduct inquiries through a member or sub-committee that will submit reports within a specified time frame. The committee will review its performance annually and share the outcomes of each review meeting with the Government.

Tenure and conduct

Non-official members of the committee serve a two-year term and may be re-nominated. Vacancies or defects in the committee's constitution do not invalidate its actions. Members may resign or be removed by the Government under certain conditions, such as upon conviction for a morally reprehensible offence, or for repeated unexcused absences from committee meetings.

4.1.5. Procedure for property restoration

Filing an application

A bonded labourer or a member of their family can file an application before the authority seeking the restoration of any property taken by creditors or those involved in transactions defined by the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021.

Review and decision

The authority hears the application and considers input from the creditor or their representative before making a decision. The authority may conduct further inquiries if necessary to make an informed decision.

Timely resolution

The authority aims to decide on the application within 30 days of its filing, whenever possible.

Time limit for applications

An aggrieved person can file an application for the restoration of property within three years of the commencement of the Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, or when the cause of action arises.

4.1.6. Procedure for addressing the extraction of bonded labour

Referral and inquiry

Upon a reference from a labour inspector, the authority investigates if any form of bonded or forced labour is being enforced within their jurisdiction since the Act's commencement, as discussed above.

If, during the inquiry, it is discovered that someone is enforcing bonded or forced labour, the authority can either refer the matter to the District Vigilance Committee or instruct the labour inspector to file a complaint in the appropriate court.

Alternative dispute resolution

The District Vigilance Committee initially seeks alternative dispute resolution methods upon a reference from the authority. If unsuccessful, and upon the confirmation of bonded or forced labour, the committee may direct the labour inspector to file a complaint or register a case against the offender.

4.1.7. Maintenance of records

Records of employees and labourers

Employers must maintain records of employees and labourers using Form-A, as per the draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules.

Records of advances

Records of advances given to labourers and their repayment must be kept using Form-B. Employers should provide wage slips using Form-C when making deductions from wages, and maintain a copy for inspection by the authorities and inspectors.

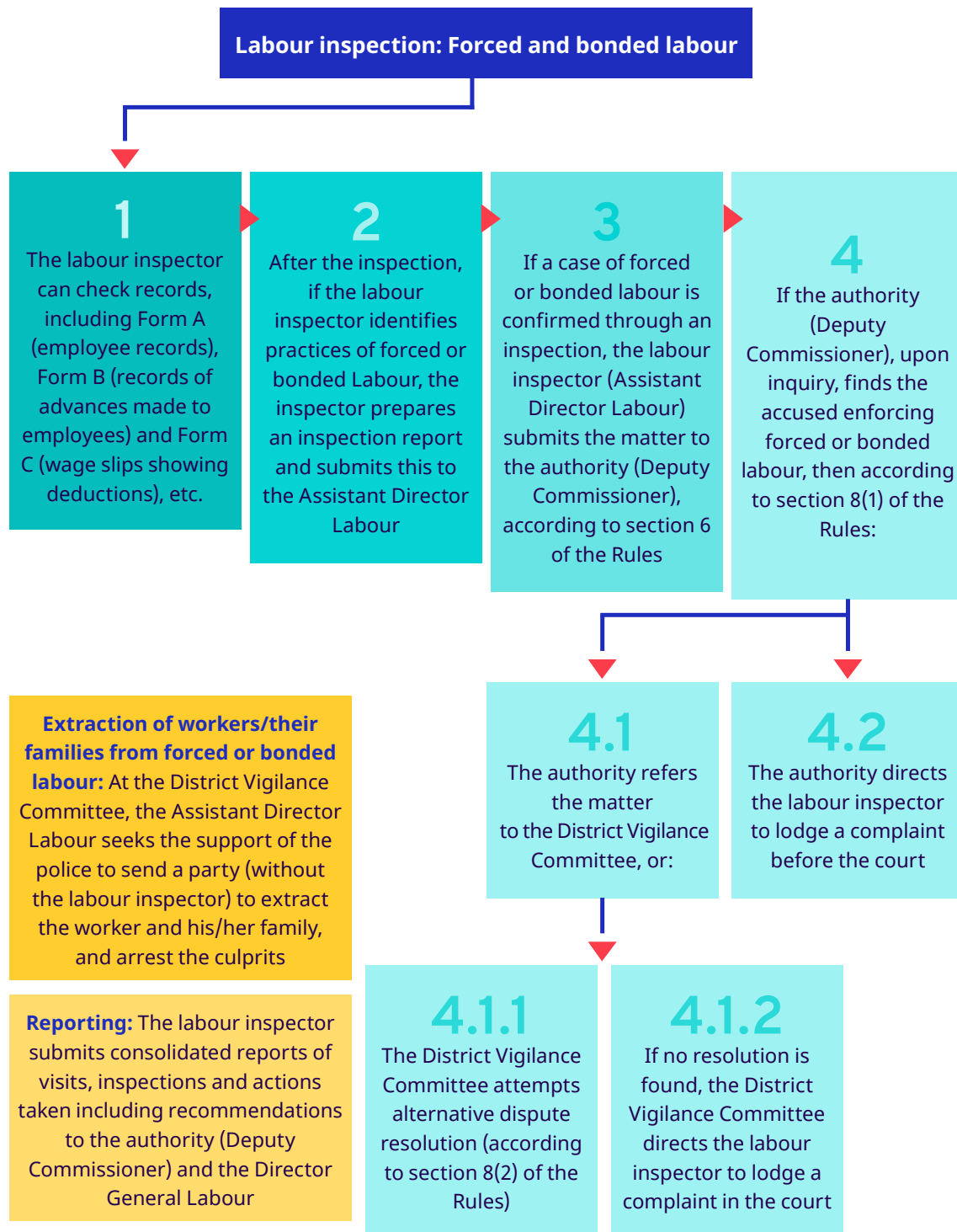
4.1.8. Compensation due to bonded labourers

Payment of compensation

Compensation for forced or bonded labourers, and for those whose property has not been restored, is paid from fines imposed under sections 15 and 16 of the Balochistan Forced Labour and Bonded Labour System (Abolition) Act.

The court responsible for imposing fines or punishment ensures proper record-keeping of these transactions.

► 4.2. Handout: Flow diagram for the inspection and prosecution of forced or bonded labour cases



Forced and bonded labour inspection and prosecution process

Extraction process for forced or bonded labourers

► 4.3. Session instructions for the facilitator

4.3.1. Overview of the instructions

- Begin by emphasizing the significance of the session, informing the participant that we will collectively delve into the Draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, 2023.
- Explore the responsibilities of labour inspectors and their interactions with other government agencies and civil society organizations through District Vigilance Committees.
- Present the slides for session 4 and introduce each of the following sub-topics outlined in the draft Rules.

a. Introduction to the draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules (5 minutes)

- Present an overview of the draft Balochistan Forced and Bonded Labour System (Abolition) Rules, 2023.
- Facilitate a discussion on key procedures outlined in the Rules.

b. Understanding the scope of and limitations on advances (5 minutes)

- Explore the scope of and limitations on advances, including regulations on amounts and deductions.

c. Responsible authority and its responsibilities (15 minutes)

- Examine the duties of the competent authority responsible for combatting forced and bonded labour, as well as of other relevant entities.

d. Duties of labour inspectors (5 minutes)

- Emphasize the role of labour inspectors and their responsibilities for combatting forced and bonded labour.

e. Composition and functions of District Vigilance Committees (10 minutes)

- Explain the composition of District Vigilance Committees and their responsibilities in terms of handling complaints and conducting inquiries.

f. Procedures for addressing the extraction of bonded labour and the restoration of property (5 minutes)

- Explain in detail the application processes for property restoration.
- Explain in detail the application processes for addressing instances in which bonded labour has been extracted.

g. Maintenance of records and compensation (5 minutes)

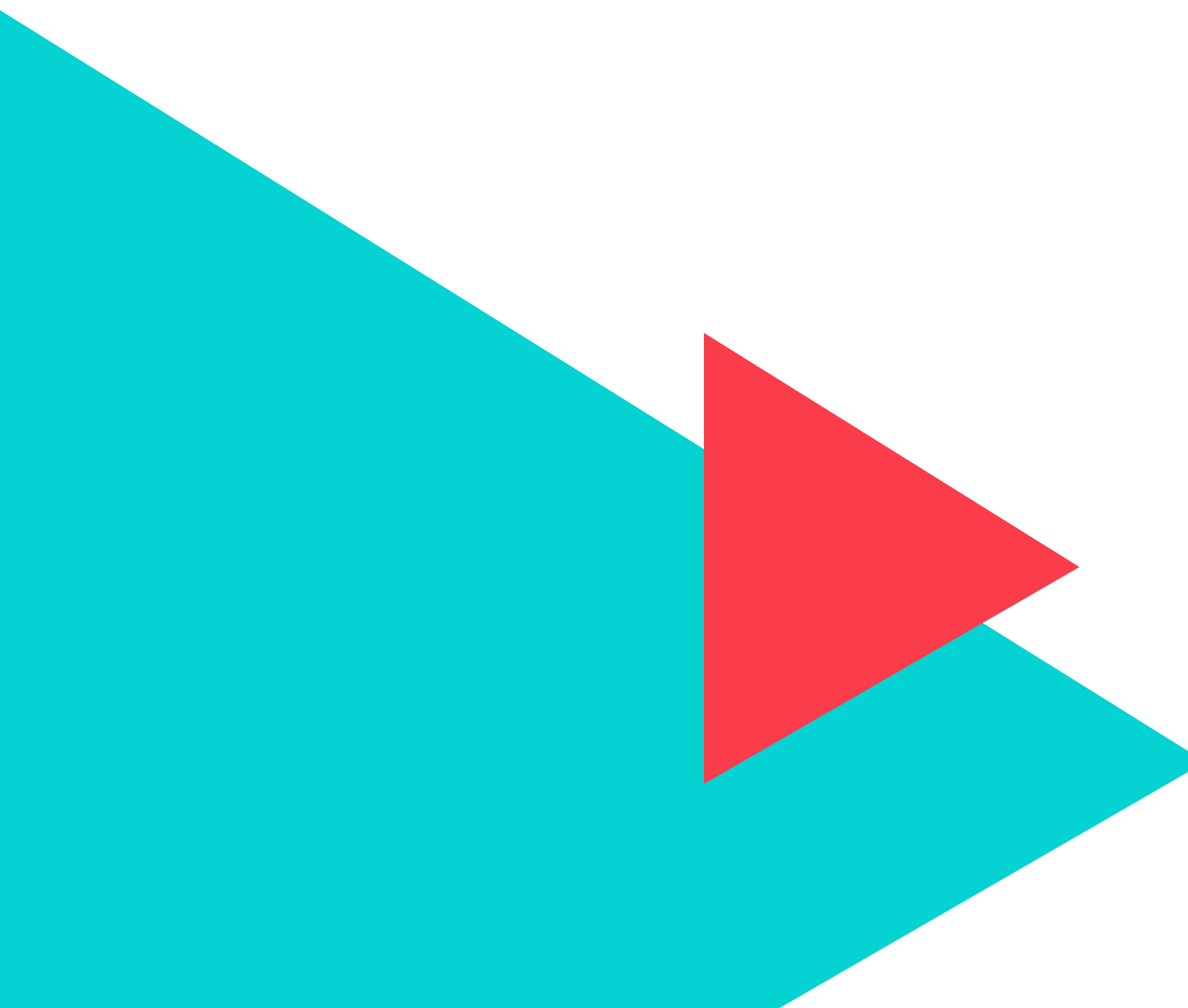
- Facilitate a discussion on the importance of maintaining records and compensation mechanisms for bonded labourers.

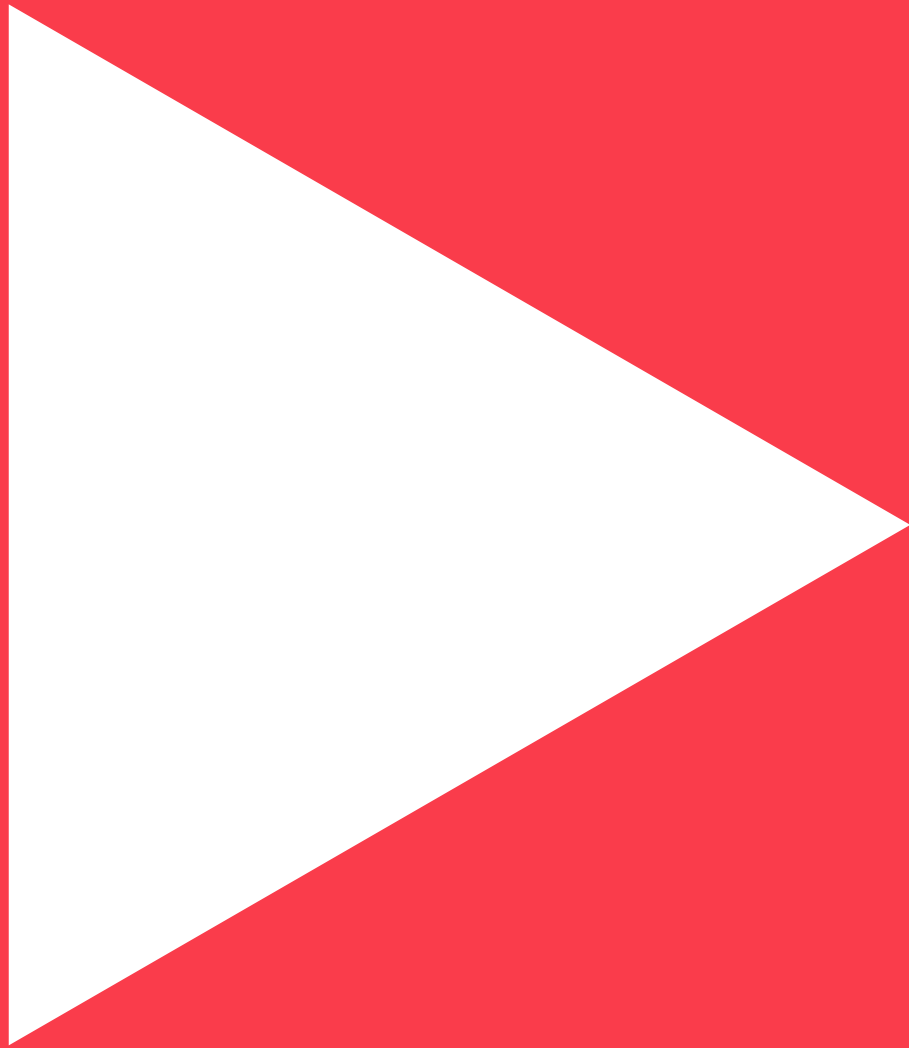
h. Role of labour inspectors (5 minutes)

- Outline the key functions of labour inspectors with regard to forced and bonded labour.

i. Interactive Q&A session (5 minutes)

- Allocate time for participants to ask questions and seek clarification.
- Allocate time (2 minutes) for closing remarks on the session.





Session 5

**Labour inspection
report-writing on
forced and bonded
labour**

► 5

Labour inspection report-writing on forced and bonded labour



Session objective

- To enhance law enforcement officials' capacity to in write effective labour inspection reports on incidents of forced and bonded labour.



Session duration

60 minutes



Materials required

Flip charts and markers

► 5.1. Session instructions for the facilitator

5.1.1. Group work activity 5.1: Labour inspection report-writing

Group work activity (40 minutes)

- Ask all participants to return to the groups formed during session 1.
- Instruct the participants to refer to the case study discussed in session 1.
- Ask each group the task to draft an outline of a labour inspection report on the case study, applying the provisions of the following legislation:
 - Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021;
 - Draft Balochistan Forced Labour and Bonded Labour System (Abolition) Rules, 2023; and
 - Pakistan's Trafficking in Persons Act, 2018.

- Remind them that labour inspectors should also consider the application of the minimum wage, working conditions, and other relevant labour legislation.
- Prompt the groups to review the guidelines and questions provided for group work activity 5.1 (below) when developing their labour inspection report.

Presentation of group work (20 minutes)

- Ask each group to present their labour inspection reports.
- Following each presentation, encourage other participants to provide feedback on the quality of the Labour Inspection Report.
- Ensure a constructive dialogue to reinforce learning for every member.
- Conclude the session.

5.1.2. Group work activity 5.1: Questions on forced and bonded labour

Overall guidelines

- Document what the key issue is for this labour inspection.
- Document when, where and against whom the filed inspection was carried out, and who the victim(s) is/are.
- Identify who is engaged in field inspection and/or the enforcement of relevant laws (labour inspectors, police or other departments).
- Document what evidence has been secured.
- Document who has been interviewed and what he/she said, alone or in presence of others.
- List violations of relevant labour legislation that are applicable and recommend possible punishments.
- Identify what support measures should be implemented to support the victim(s).

Questions for employers

Note: Encourage employers to review the responses to the following questions.

- Do you have written contracts with all your workers, clearly outlining their terms of employment?
- Is each contract written in a language that your workers understand? Do they have sufficient literacy levels to read and understand their contracts?
- Are wages paid in accordance with the agreed terms and paid on time?
- Are your workers free to terminate their employment without any repercussions or threats?
- Are your workers provided with adequate rest breaks, meals, drinking water, safety equipment (as applicable) and other suitable working conditions?

- Do your workers have access to their identification documents and personal belongings at all times?
- Are your workers free to communicate with labour inspectors or other authorities without fear of retaliation?
- Are there any subcontractors or intermediaries involved in the recruitment or employment of your workers?
- Can your workers join a union without retaliation? Can they present requests and discuss these with their employer(s) without retaliation?
- Have there been any complaints or grievances filed by workers regarding their treatment or working conditions? If so, to whom were these filed?

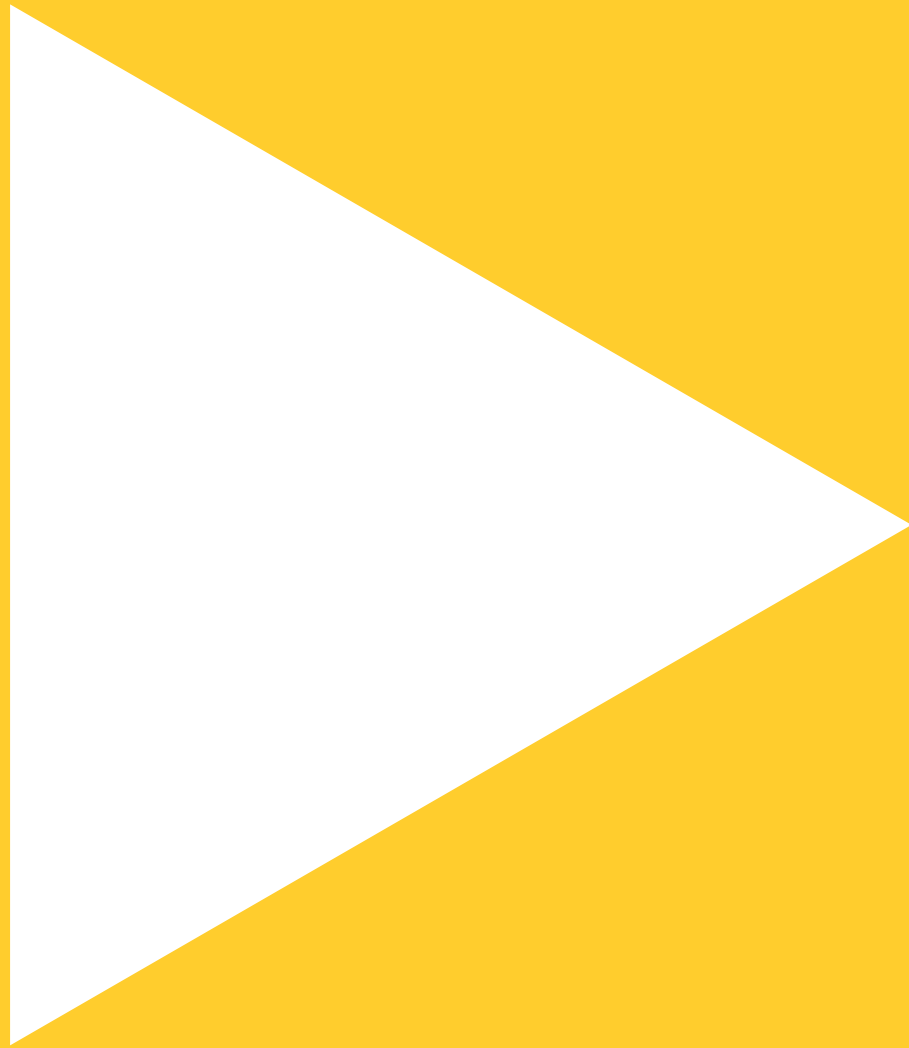
Observation guidelines

- Assess the physical conditions of the workplace, including cleanliness, safety measures and amenities provided for workers.
- Look for any signs of coercion or intimidation, such as restricted movement, barbed wire, confiscated documents, or guarded access points.
- Observe the demeanour of workers, noting any signs of fear, anxiety or reluctance to speak openly.
- Review the employment records, including contracts, payroll records and any disciplinary actions taken against workers.
- Engage with workers privately to inquire about their working conditions, treatment by employers and any concerns or grievances they may have. Inform them that the interview is strictly confidential and that their employers will not know what they have said.
- Evaluate the recruitment process, ensuring transparency and fairness, and verifying that workers are not subjected to deceptive practices or excessive recruitment fees.
- Verify compliance with legal requirements, such as minimum wage laws, regulations on working hours, and occupational health and safety standards.
- Document any discrepancies or irregularities observed during the inspection and follow up with appropriate actions as required.

5.1.3. Responses for employers' questions from the case study

- **Written contracts:** It is crucial to have written contracts with all workers, detailing their terms of employment, including wage agreements, working hours and other conditions to ensure clarity and accountability.
- **Language and literacy:** Contracts should be written in a language that workers can understand. Assessing literacy levels and providing necessary training or explanations can aid in ensuring that all parties fully understand the agreement.
- **Wage payments:** Wages must be paid as per the agreed terms and on time. This builds trust and prevents financial distress among workers, which could otherwise lead to increased borrowing and potential exploitation.

- **Termination of employment:** Workers should be free to terminate their employment at any time without repercussions. Ensuring that employment practices are free from threats and coercion is fundamental for fair labour standards.
- **Working conditions:** Workers should be provided with adequate breaks, meals, water and necessary safety equipment. Proper working conditions prevent workplace injuries, and promote better health and productivity among workers.
- **Access to identification documents:** Workers should always have access to their identification documents and personal belongings. Withholding these can trap workers in unfair and potentially abusive situations.
- **Communication with authorities:** It is essential that workers feel safe to communicate with labour inspectors and other authorities without fear of retaliation. This ensures that they can report any issues or abuses freely.
- **Subcontractors and intermediaries:** Transparency about any involvement of subcontractors or intermediaries in the recruitment or employment process is crucial. This helps monitor and ensure fair labour practices across different levels.
- **Union participation:** Workers should have the right to join unions and discuss workplace issues without fear of retaliation. This promotes a healthier workplace environment where workers can advocate for their rights and needs.
- **Complaints and grievances:** It is important to establish a clear, accessible process for filing complaints about treatment or working conditions. It is equally important to track these complaints, respond promptly and make adjustments as necessary to improve the workplace environment.



Session 6

**Identification,
investigation and
prosecution of cases**

6

Identification, investigation and prosecution of cases



Session objective

- To build law enforcement officials' capacity to effectively identify and investigate cases of forced and bonded labour.



Session duration

120 minutes



Materials required

Multimedia presentation, rope
(approximately 100 metres long)

► 6.1. Reading material



Forced labour and human trafficking are crimes with high returns and low risks of detection. Victims are often exploited over prolonged periods of time, and are sometimes sold and re-sold.

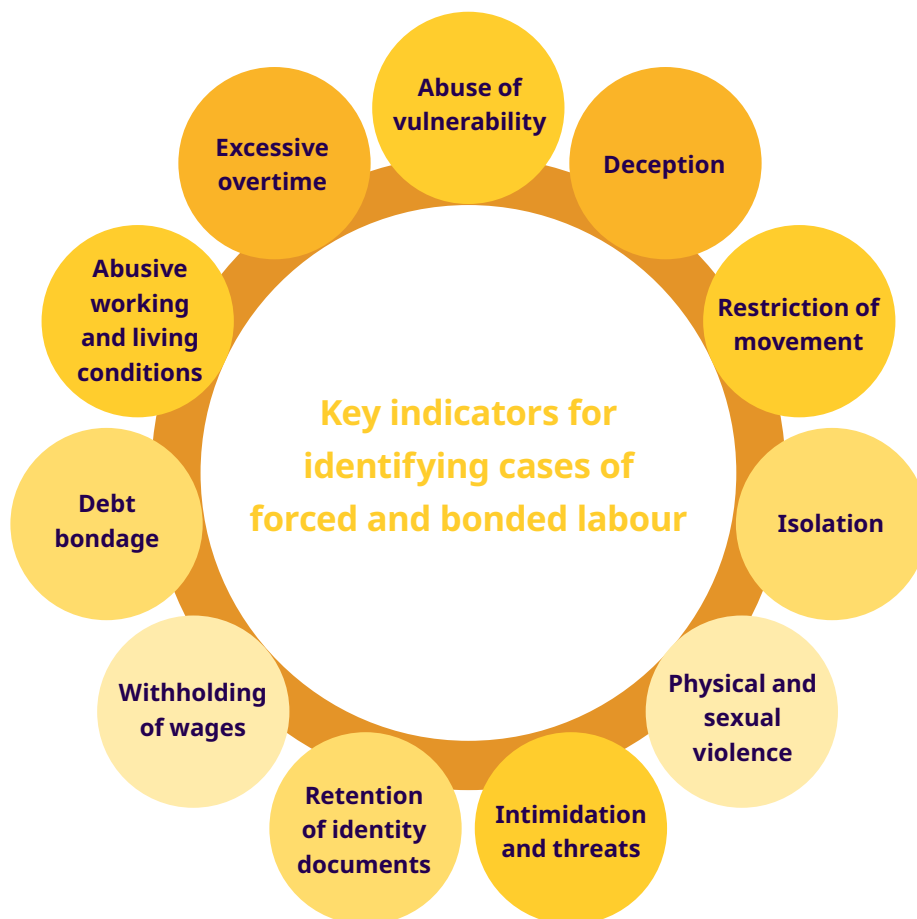
The ILO estimates that forced labour in the private sector “*generates some US\$236 billion in illegal profits every year*” as of 2024, almost three-quarters of which (an estimated US\$172.6 billion) is derived from commercial sexual exploitation, while another US\$63.9 billion is derived from forced economic exploitation in domestic work, agriculture and other economic activities.⁴

⁴ ILO, *Profits and Poverty: The Economics of Forced Labour*, 2024.

By contrast, in 2008, the ILO estimated that the profits of forced labour totalled US\$44 billion annually, with profits from trafficking accounting for US\$32 billion⁵ – reflecting a huge increase in the profits derived from these crimes. At the same time, the prosecution of offenders remains very low in comparison with the estimated number of victims.

6.1.1. Key indicators for identifying cases of forced and bonded labour

The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has offered guidance on identifying cases of forced and bonded labour on multiple occasions. The ILO proposes a set of 11 indicators of forced labour, highlighted in the figure below.⁶ These indicators are intended to help frontline criminal law enforcement officials, labour inspectors, trade union officers, NGO workers and others to identify persons who may have been trapped in a forced labour situation and require urgent attention.



Sometimes, the existence of just one indicator might suggest a case of forced. In other scenarios, it may be necessary to identify multiple indicators which, when combined, indicate a case of forced labour. Collectively, these 11 indicators encompass the primary aspects of a forced labour situation, thereby offering a foundation for evaluating whether an individual worker is a victim of this crime.

⁵ ILO, *Forced Labour and Human Trafficking: Handbook for Labour Inspectors*, 2008.

⁶ ILO, *ILO Indicators of Forced Labour*, 2012.

Details of the 11 indicators of forced and bonded labour

Abuse of vulnerability



Anyone can be a victim of forced labour. However, persons who are especially vulnerable to abuse and who are more often found in forced labour include people who lack knowledge of the local language or laws, have few livelihood options, belong to a minority religious or ethnic group, have a disability or have other characteristics that set them apart from the majority population.

Merely being in a vulnerable situation, for example, lacking alternative livelihood options, does not necessarily lead a person into forced labour. Situations of forced labour arise when an employer takes advantage of a worker's vulnerable position, for example, by imposing excessive working hours or withholding wages. Forced labour is also more likely in cases of multiple forms of dependency on the employer, such as when a worker depends on the employer not only for his or her job but also for housing, food and for work for his or her relatives.

Deception



Deception relates to the failure to deliver what has been promised to the worker, either verbally or in writing. Victims of forced labour are often recruited with promises of decent, well-paid jobs. But once they begin working, the promised conditions of work do not materialize, and workers find themselves trapped in abusive conditions without the ability to escape. In these cases, workers have not given free and informed consent. Had they known the reality, they would never have accepted the job offer.

Deceptive recruitment practices can include false promises regarding working conditions and wages, but also regarding the type of work, housing and living conditions, the acquisition of regular migration status, job location or the identity of the employer. Children may also be recruited through false promises, made to them or their parents, concerning school attendance, or the frequency of visits by or to their parents.

Restriction of movement

Forced labourers may be locked up and guarded to prevent them from escaping, at work or while being transported to and from their workplace.

If workers are not free to enter and exit the work premises, and are subjected to certain restrictions which are considered unreasonable, this represents a strong indicator of forced labour.

Legitimate, reasonable restrictions might include those relating to protection of workers' safety and security of workers in hazardous work sites, or the need to request the prior permission of their supervisor to attend a medical appointment.

Forced labourers may have their movements controlled inside the workplace through the use of surveillance cameras or guards, and outside the workplace by agents of their employer.



Isolation

Victims of forced labour are often isolated in remote locations, and denied contact with the outside world. Workers may not know where they are, the work site may be far from their place of residence, and there may be no means of transportation available.

Workers can also be isolated within populated areas by being kept behind closed doors or having their mobile phones or other means of communication confiscated to prevent them from having contact with their families and from seeking help.

Isolation can also be linked to the fact that the business premises are informal and not registered, making it very difficult for law enforcement or other agencies to locate the business and monitor what is happening to its workers.



Physical and sexual violence



Forced labourers, their family members and close associates may be subjected to physical or sexual violence. Violence can include forcing workers to take drugs or alcohol in order to have greater control over them.

Violence can also be used to force a worker to undertake tasks that were not part of the initial work agreement, such as to have sex with the employer, their associates or family members, or in less extreme forms, to undertake obligatory domestic work in addition to workers' "normal" tasks.

Physical abduction or kidnapping is an extreme form of violence which can be used to take a person captive and then force them to work. As violence is not acceptable as a disciplinary measure under any circumstances, it is a very strong indicator of forced labour.

Intimidation and threats



Victims of forced labour may suffer intimidation and threats when they complain about their conditions or wish to quit their jobs. In addition to threats of physical violence, other common threats used against workers include denunciation to immigration authorities, the loss of wages, the loss of access to housing or land, the dismissal of family members, further worsening of working conditions, or the withdrawal of "privileges" such as the right to leave the workplace.

Constantly insulting and undermining workers also constitutes a form of psychological coercion, designed to increase their sense of vulnerability.

The credibility and impact of the threats must be evaluated from the worker's perspective, taking into account his or her individual beliefs, age, cultural background, and social and economic status.

Retention of identity documents

If an employer retains a worker's identity documents, or other valuable personal possessions, and the worker is unable to access these items on demand or feels that they cannot leave the job without risking the loss of these items, then this indicates forced labour.

In many cases, workers without identity documents will not be able to obtain other jobs or access essential services, and may be afraid to ask for help from the authorities or NGOs.



Withholding of wages

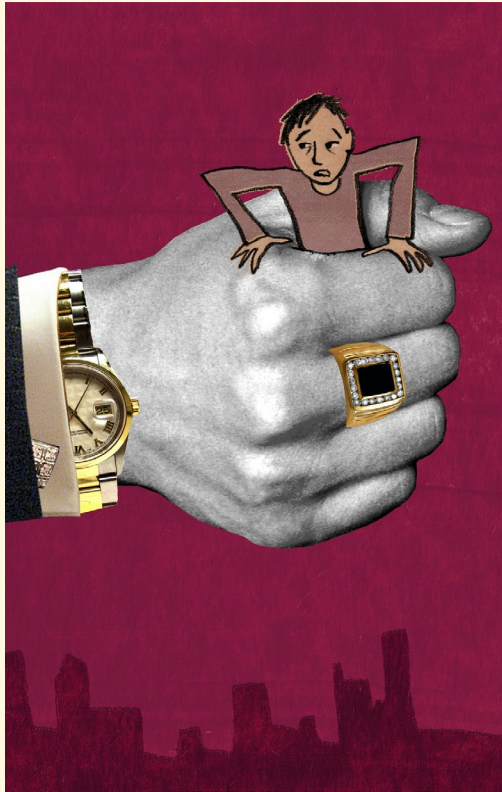
Workers may be obliged to remain with an abusive employer while waiting for the wages that they are owed.

The irregular or delayed payment of wages does not automatically imply a forced labour situation.

But when wages are systematically and deliberately withheld as a means to compel the worker to remain, and deny the worker the opportunity to change employer, this points to forced labour.



Debt bondage



Workers engaged in forced labour are often working to pay off an incurred, or sometimes even inherited, debt. The debt can arise from wage advances or loans to cover recruitment or transport costs, or from daily living or emergency expenses, such as medical costs. Debts can be compounded through the manipulation of accounts, especially when workers are illiterate. Debt bondage may also arise when children are recruited in exchange for a loan given to their parents or relatives. Employers or recruiters can make it difficult for workers to escape from the debt by undervaluing the work performed, or by inflating interest rates or charges for food and housing.

Debt bondage – or bonded labour – reflects an imbalance in power between the worker/debtor and the employer/creditor. It binds the worker to the employer for an unspecified period of time. This period may vary from a single season, to years or even successive generations. This bears no resemblance to taking a “normal” loan from a bank or other lender, which involves repayment on mutually agreed and acceptable terms.

Abusive working and living conditions



Victims of forced labour are likely to endure living and working conditions that workers would never freely accept. Work may be performed under conditions that are degrading (humiliating or dirty) or hazardous (difficult or dangerous without adequate protective gear), and in severe breach of labour laws.

They may also be subjected to substandard living conditions, such as being made to live in overcrowded and unhealthy conditions without any privacy.

Extremely bad working and living conditions alone do not prove the existence of forced labour. Unfortunately, workers may sometimes “voluntarily” accept poor conditions because of the lack of any alternative jobs. However, abusive conditions should “alert” us to the possible existence of coercion that is preventing exploited workers from leaving their jobs.

Excessive overtime

Persons engaged in forced labour may be obliged to work excessive hours or days beyond the limits prescribed by national laws or collective agreements. They may be denied breaks and days off, they may have to take over the shifts and working hours of colleagues who are absent, or they may be required to be "on call" 24 hours a day, 7 days a week.

The determination of whether or not overtime constitutes a forced labour offence can be quite complex. As a rule of thumb, if employees have to work more overtime than is allowed under national law, under some form of threat – such as the threat of dismissal – or in order to earn at least the minimum wage, this amounts to forced labour.



6.1.2. Labour inspectors' investigation techniques

Authority to enter workplaces	Enforcement powers	Handling complaints	Use of persuasion and collaboration
Labour inspectors have the authority to enter workplaces at any time, day or night, without prior notice, in line with the ILO Labour Inspection Convention, 1947 (No. 81) This enables labour inspectors to conduct inquiries, have private discussions with individuals, examine documents, and collect samples	Inspectors can issue orders to address any issues they identify, and decide on appropriate actions, such as issuing warnings, advice or legal proceedings, including criminal charges, if necessary	Labour inspectors are obliged to investigate complaints related to labour law violations In doing so, they must ensure the confidentiality of their source(s) and encourage victims to report violations	Labour inspectors can use persuasion and collaborate with social partners, including unions and staff representatives, to identify violations and ensure compliance with labour laws

Labour inspectors have a range of competencies that are unavailable to other law enforcement agencies. Some of these are discussed below, in line with the ILO's handbook for labour inspectors for the investigation of cases of forced labour.⁷ For example, labour inspectors have the authority to enter workplaces, the power to enforce labour laws, the obligation to handle complaints, and the remit to use persuasion and collaboration.



⁷ ILO, *Forced Labour and Human Trafficking: Handbook for Labour Inspectors*, 2008.

Challenges that labour inspectors face

One significant challenge that labour inspectors face is gaining access to premises where potential victims may be exploited, especially in the informal or illegal economy. Practical constraints can hinder the identification and investigation of forced labour, such as limited transportation in remote areas.

Note: According to the ILO, most victims of forced labour are discovered through police raids, assistance organizations, or through self-reporting. When labour inspectors investigate serious violations of labour laws, they require police assistance, especially when the use of force is involved. However, inspectors are generally expected to approach situations without confrontation.

6.1.3. Key inspection methods for labour inspectors

By implementing the following inspection methods, labour inspectors can effectively identify and address violations of labour laws, including instances of forced labour, and ensure the protection and well-being of workers.

Interviews and direct observation	Verification of documents	Enforcing notice posting	Inspection of materials and substances
Labour inspectors are empowered to conduct interviews with employers, staff, or relevant individuals They can decide whether confidential interviews are needed to gather reliable information They can use direct observation to assess situations and verify statements	Labour inspectors have the legal right to access and review relevant documents They focus on employment contracts, identifying abusive clauses They should investigate the absence of contracts to identify potential deception	Labour inspectors should enforce posting requirements for internal regulations and safety information Posting notices is vital for preventing trafficking, especially in environments marked by migrant labour Multilingual notices, including immigration regulations, are important for accessibility	Labour inspectors can collect samples for analysis to ensure workers' health and safety They should identify and address potential health risks in hazardous working conditions

Interviews and direct observation

- **Empowerment to conduct interviews:** Labour inspectors should have the authority to conduct interviews with employers, staff, or any relevant persons, either privately or with witnesses present.
- **Confidentiality considerations:** Inspectors must use their discretion to decide whether confidential interviews are necessary to gather reliable information, especially in situations of forced labour where workers may fear reprisal.

- **Utilizing direct observation:** Inspectors can assess situations and verify statements through direct observation during inspections and interviews.

Verification of documents



- **Legal right to access documents:** Legislation grants labour inspectors the right to access and review any relevant documents, registers or electronic records maintained by employers to ensure compliance with legal provisions.
- **Focus on employment contracts:** In cases of forced labour, labour inspectors should pay particular attention to the presence and terms of employment contracts, looking for abusive clauses such as debt bondage or restrictions preventing workers from leaving.
- **Addressing the absence of contracts:** When contracts are absent, labour inspectors should investigate potential deception, false promises, and unfair threats made to workers.

Enforcing notice posting

- **Compliance with posting requirements:** Labour inspectors should enforce the posting of legally required notices in workplaces, including internal regulations, work schedules and safety information.
- **Importance for preventing trafficking:** Posting notices is crucial for preventing human trafficking, particularly in enterprises utilizing migrant labour.
- **Multilingual information:** Notices should be posted in multiple languages that are understood by workers (e.g. Urdu), using simple, clear language, and including relevant information, such as relevant regulations.

Inspection of materials and substances

- **Sampling and analysis:** Labour inspectors should have the authority to collect samples of materials and substances used in workplaces for analysis, in order to safeguard the health and safety of workers and their families.
- **Addressing health risks:** Labour inspectors play a crucial role in identifying and addressing potential risks faced by workers. Given that hazardous working conditions are often associated with forced labour, they should pay particular attention to addressing health risks.

6.1.4. Sources of information and intelligence

Sources of information and intelligence on cases of forced labour include:

- Testimonies of victims and witnesses
- Information from trade union organizations
- Information from NGOs or other community-based organizations
- Information of tax and customs authorities
- Information of social security authorities, the police, etc.
- Information retrieved from databases maintained by government agencies
- Media reports or other public reports
- Databases maintained by international organizations, such as Interpol and the International Organization for Migration (IOM)
- Environmental authorities and satellite monitoring of at-risk-activities, such as deforestation or mining
- Information received from hotlines/spontaneous informants
- Internet monitoring, such as of dubious job offers

6.1.5. Prosecution and penalties for bonded labour

Overview of enforcement

Enforcing laws against bonded labour requires a strong deterrent system. Crimes related to bonded labour often occur alongside violations of labour laws, making enforcement a combination of labour and criminal law.

Legal framework

According to the ILO's Forced Labour Convention, 1930 (No. 29), forced labour should be treated as a criminal offence, with strict penalties, including imprisonment and fines. The Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021, clearly stipulates both imprisonment and fines for the perpetrators of forced and bonded labour practices.

Enforcement challenges

Labour inspectors must exercise their judgment to differentiate between serious violations and unintentional breaches. For instance, retaining workers' identity documents is illegal and can indicate forced labour. However, inspectors should assess employers' intentions before initiating criminal proceedings against them.

Administrative sanctions

Before resorting to criminal penalties, labour inspectors can use administrative measures such as fines. These sanctions serve as effective deterrents against future violations.

Penalties prescribed by Balochistan's legislation

As discussed in session 2 of this training manual, the Balochistan's Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, outlines the following penalties for offences:

Punishment for extracting bonded labour, section 14	Punishment for enforcing the bonded labour system, section 15	Punishment for not restoring property, section 16	Punishment for obstructing inspectors, section 17	Abetment as an offence, section 18
Imprisonment of up to five years or a minimum of two years	Imprisonment of up to five years or a minimum of 2 years	Imprisonment of up to one year	First offence: Imprisonment of up to one month or a fine of up to 100,000 rupees	Punishable by the same penalty as the offence abetted
A fine of up to 200,000 rupees or a minimum of 50,000 rupees	A fine of up to 300,000 rupees or a minimum of 100,000 rupees	A fine of up to 50,000 rupees	Subsequent offence: Imprisonment up to 6 months or a fine of up to 100,000 rupees	"Abetment" is defined as in the Pakistan Penal Code, 1860
Or both imprisonment and a fine	Or both imprisonment and a fine	50 per cent of the fine is to be paid to the bonded labourer		
	50 per cent of the fine is to be paid to the bonded labourer			

6.1.6. Empowering and protecting victims

In many cases where people are forced to work or are trafficked, the victims need to give their testimonies in court. Sometimes, evidence gathered can be used to build a case without the victim's testimony. To help people who may be victims of forced labour, their rights and wishes are the most important thing to consider, even if it means adapting the way the law is enforced.

Labour inspectors should pay attention to protecting victims and work closely with groups like trade unions to ensure a victim-centred approach to identification and prosecution. In particular, no pressure should be put on victims to force them to testify in a prosecution case. Victims have the right to refuse to testify, which they may do for their own reasons, such as fear of retaliation from perpetrators, or feelings of shame about being seen as a "victim".

Informed decision-making

Victims must receive comprehensive information about their options, especially concerning court testimony, including procedures and potential risks.

Non-punishment clause

Victims involved in forced labour who committed crimes should be exempted from criminal investigations.

Confidentiality and privacy

The privacy of victims should be respected, and any information they provide should be treated with confidentiality.

Assurance of safety

The safety of victims and their families should be guaranteed, including the careful assessment of risks in case of repatriation.

Tailored assistance

Victims should receive assistance tailored to their needs, including medical, psychological and legal support.

Empowerment and participation

Victims should be empowered to make informed decisions and participate in the decision-making processes that concern them.

Information on compensation

Victims should be informed about compensation options independent of criminal proceedings.

Child protection

Special procedures must be in place to protect the rights and needs of children, ensuring that all forms of assistance and protection provided are in their best interests.

6.1.7. Complex dynamics of victim-perpetrator engagement

Labour inspectors need to understand that the connections between potential victims and perpetrators of forced labour can be complicated and confusing. Victims should be seen as workers who may not have complete control over their choices, but still have some ability to make decisions for themselves. While it is important to focus on helping victims, many people who are forced to work may not even realize they are being exploited. They could belong to a group that has faced discrimination for a long time, which can make it hard for them to resist being mistreated.

At times, victims may go along with their employers, or even try to hide the mistreatment they face because they feel like they have no other choice, or they may even feel ashamed. They might also end up joining the same criminal group that exploited has them.

Therefore, inspectors should not always expect to find a victim who seems completely innocent or who is cooperative. Instead, inspectors should focus on finding evidence of coercion that can help prosecute the employers. However, inspectors also need to understand the challenges that victims face, and should not rush into action too quickly, even though they are required to report any legal violations they find.

6.1.8. Ethical and safety considerations

Ethical considerations for labour inspectors

Forced labour and trafficking often involve criminal networks, putting labour inspectors at risk of bribery and unethical behaviour. Addressing corruption is crucial within government strategies to combat forced labour and promote good governance. Corrupt behaviour by inspectors can endanger victims' lives. In some cases, victims who escape abusive employers may be returned by corrupt law enforcement officials, which is unacceptable. The ILO advocates for transparency and integrity in combatting forced labour, and Balochistan's legislation is in line with this commitment.

Safety of labour inspectors

Forced labour is a grave offence, where victims are subjected to severe forms of exploitation. Labour inspectors' physical safety can be at risk in some instances, as they may face threats, insults or even physical attacks from employers/wardens opposing their oversight. Employers who violate workers' rights often display aggression towards inspectors.

Governments must commit to ensuring the safety of labour inspectors, avoiding political interference, and penalizing obstructive employers. Clear and deterrent sanctions are vital for punishing interference with labour inspectors' work. For this reason, section 17 of the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, outlines punishments for obstructing the work of inspectors. It states that wilfully obstructing an inspector in the exercise of their powers to inspect an establishment, including concealing or failing to produce documents requested by an inspector, is punishable with imprisonment of up to 1 month, a fine of at least 10,000 rupees and up to 100,000 rupees, or both. Repeat offences are punishable with imprisonment for at least one week and up to 6 months, a fine or at least 20,000 rupees and up to 100,000 rupees, or both.

Encouraging cooperation with law enforcement agencies, including the police, enhances state presence in hazardous environments and safeguards labour inspectors. This approach is crucial for upholding labour standards and protecting inspectors' safety.

6.1.9. Enhancing cooperation to combat forced and bonded labour



Forced labour and bonded labour are intricate crimes that must be addressed with comprehensive approaches. A holistic response involving cooperation between various stakeholders is essential for combatting these crimes effectively.

For instance, engagement with workers' and employers' organizations is crucial and should be integrated into social dialogue mechanisms. This facilitates the exchange of information and enables corrective action when needed. Additionally, victims require specialized support beyond the capacity of labour inspectors alone. Cooperation, including at the international level, is especially vital in cases involving organized criminal networks. Collaboration among countries can vary, including information-sharing, joint investigations, and support for victim protection initiatives.

Police

Effective police support is crucial due to the connection between forced labour, trafficking and organized crime. Labour inspectors should be able to seek police assistance when faced with obstruction or threats to ensure their safety, the safety of victims, and to address and deter future incidents.

Judiciary

The effectiveness of sanctions by labour inspectors relies heavily on judicial cooperation. Close coordination between labour inspectors and judicial authorities, such as labour or criminal courts, helps ensure swift and effective enforcement. Collaboration also raises judicial awareness of labour inspectors' role in combatting bonded and forced labour.

Immigration authorities

Cooperation with immigration authorities is vital to prevent the deportation of trafficking victims, many of whom are irregular migrant workers. Immigration authorities can also grant temporary residence permits to trafficking victims. Coordination must safeguard all workers' rights and interests and improve working conditions without impeding labour inspectors' objectives. Collaboration helps avoid tension and protect workers from reprisal.

Border guards, customs and tax authorities

Forced labour and trafficking often intertwine with smuggling, tax evasion or money laundering. Border guards may have important intelligence on trafficking or smuggling, while cooperation with tax or customs is crucial to seize assets. Investigations on tax evasion can uncover forced labour cases and vice versa.

Social security and insurance institutions

Most victims of forced labour or human trafficking lack social security coverage. Sharing data on benefit fraud with labour inspectors helps identify high-risk workplaces. Social security services should support victims by providing them with the necessary coverage and helping them access social security quickly.

Workers' organizations

Trade unions can help to identify victims of forced labour by lodging complaints which victims themselves may be too afraid to do. Workers' organizations also offer legal counsel, including to migrant workers, to prevent exploitation. In 2007, the International Trade Union Congress (ITUC) adopted an action plan against forced labour which actively advocates for an end to forced labour worldwide.

Employers' organizations

Employers and their organizations often cooperate with labour inspectors by reporting potential offenders or participating in awareness campaigns. They help prevent irregular employment and exploitation by advising members and promoting ethical business practices.

NGOs and victim assistance organizations

NGOs are crucial for supporting victims of forced labour, especially in sectors beyond the reach of labour inspectors, such as domestic service or sex work. NGOs often run hotlines offering assistance and information on preventing forced labour. Cooperation with NGOs and victim assistance organizations is vital for rescuing victims and providing them with medical, legal and psychological aid.

International organizations

International organizations like the ILO advocate against forced labour globally and implement programmes to combat it. They serve as important partners for collaboration, capacity building and sharing best practices on identifying, investigating and combatting forced labour.

► 6.2. Session instruction for the facilitator

6.2.1. Overview of instructions

- Begin by emphasizing the significance of the session, informing the participant that we will collectively review identification, investigation and prosecution techniques for cases of forced and bonded labour.
- Explain that the session will explore the responsibilities of labour inspectors and their interactions with other government agencies and civil society organizations/NGOs.
- Present the slides for Session 6 and introduce each of the following sub-topics, outlined below. Encourage the participants to provide feedback and seek clarification after discussing each topic.
- Ensure interactive engagement throughout the session, encouraging participants to share their experiences and insights, and to provide real-life examples to enhance their understanding.
- Monitor the time closely to cover all of the topics effectively within the allocated 120 minutes.

a. Introduction (5 minutes)

- Briefly introduce the session's objectives and the topics it covers.

b. Group work activity 6.1: "Web of miseries" (30 minutes)

- Inform the participants that they will jointly conduct a group activity entitled the "web of miseries".
- Follow the instructions provided below for group work activity 6.1.

c. Identification of forced and bonded labour cases (20 minutes)

- Provide an overview of the 11 overarching indicators for forced labour proposed by the ILO.
- Lead a discussion on key questions associated with each indicator.

d. Investigation competencies of labour inspectors (15 minutes)

- Discuss labour inspectors' authority to enter workplaces and enforce laws.
- Explain challenges that may be faced during investigations, such as access to premises and transportation constraints.

e. Key inspection methods for labour inspectors (15 minutes)

- Discuss interview techniques, confidentiality considerations, and direct observation.
- Examine the importance of verifying documents, enforcing notice posting, and inspecting materials and substances.

f. Sources of intelligence and information (5 minutes)

- Highlight various sources of intelligence and information available to labour inspectors.

g. Prosecution and penalties for bonded labour (5 minutes)

- Provide an overview of enforcement measures and legal frameworks.
- Discuss administrative sanctions and enforcement challenges faced by labour inspectors.

h. Empowering and protecting victims (5 minutes)

- Emphasize the importance of informed decision-making and non-punishment clauses.
- Discuss confidentiality, safety assurance, tailored assistance, and child protection.

i. Complex dynamics of victim-perpetrator engagement (5 minutes)

- Explore the complexities of victim-perpetrator relationships and the challenges faced by victims.
- Highlight the importance of understanding victims' perspectives and avoiding overzealous intervention.

j. Ethical and safety considerations (5 minutes)

- Discuss the ethical considerations surrounding labour inspection.
- Recap the risks faced by labour inspectors during investigations.
- Discuss strategies for ensuring the safety and well-being of inspectors.

k. Conclusion and Q&A (10 minutes)

- Summarize the key points covered during the session.
- Open the floor for questions and discussion.
- Encourage labour inspectors to present good practices of their own or to give an example of a successful intervention, describing any techniques they used to reach that result.

6.2.2. Group work activity 6.1: “Web of miseries”

Group work instructions

1. Set-up

- Gather all the participants in a clear, open space without physical obstacles.
- Form a circle with the participants.
- Use a large coil of rope (approximately 100 metres long) for the activity.
- Select two volunteers, preferably men, to represent Javed, a worker trapped in bonded labour at a brick kiln, and his wife, Jamila. Position them back-to-back in the centre of the circle.

2. Activity

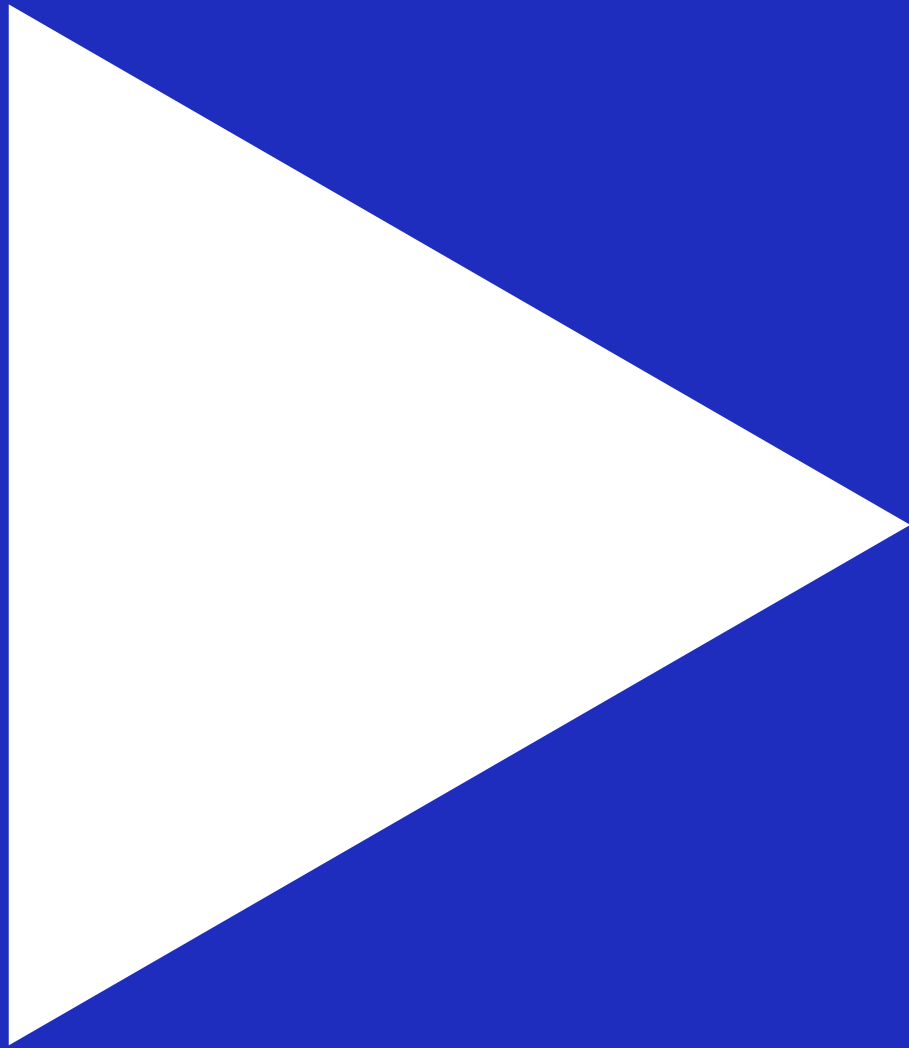
- Explain to the group that you will read “misery statements” describing the challenges faced by Javed and Jamila in their bonded labour situation.
- Instruct participants to identify each challenge mentioned and contribute to creating a visual representation of these challenges using the rope.
- As each challenge is identified, the participant who recognized it should take hold of the rope.
- They should unwind the rope, wrap it around Javed and Jamila to create a loop, then return to their place in the circle, passing the rope to the next participant.
- Repeat this process for each of the 10 “misery statements”, forming a web of rope loops around the couple to illustrate their hardships.

3. Plenary on the web of miseries

- Once the activity is complete, recap all the miseries experienced by workers engaged in bonded labour and their families.
- Ask all the participants in the circle to take one gentle step back to symbolize the pressure faced by the volunteer couple in the centre.
- Engage the volunteer couple in discussing their feelings about being ensnared in the web of miseries.
- Encourage the participants to share their thoughts on the challenges faced by bonded labourers like Javed and his family.
- Conclude the discussion by emphasizing the importance of enforcing legislation against forced and bonded labour, thereby ensuring that individuals like Javed and his family can experience freedom and decent work.

Misery statements

1. Javed, a 50-year-old man, and his family work as brick kiln labourers, specifically as brick moulders. They are illiterate and struggle to make ends meet.
2. Javed borrowed 500,000 rupees from Mr Akmal, the owner of the brick kiln where Javed works, and agreed to mould bricks at a rate of 850 rupees per 1,000 bricks. This is below the market rate.
3. Despite not signing a written contract, Javed verbally agreed to work for the brick kiln. His employer retained Javed's Computerized National Identity Card (CNIC), essentially trapping him in the kiln.
4. Javed relocated his entire family of five to live at the quarters provided by the brick kiln, where they endure poor sanitation conditions.
5. All members of Javed's family, including his 40-year-old wife, Jamila, and their three daughters (22-year-old widowed Nasreen with two small children, 18-year-old unmarried Noreen, and 12-year-old Naila), as well as with their 10-year-old son, Khalid, are involved in brick moulding.
6. Naila and Khalid have never attended school and spend their time assisting Javed in mud mixing and brick moulding. They have suffered insect bites during the process.
7. Javed suspects the brick manager, Mr Baqir, of inaccurately recording the daily production of bricks, resulting in Javed being underpaid. The dispute between them has intensified over the past two years, as the moulding rate has remained unchanged, and Javed's debt of 500,000 rupees remains unpaid.
8. In 2023, Javed attempted to leave the brick kiln, prompting the manager and guards to forcibly separate him from his family and confine him, subjecting him to physical abuse.
9. The guards also harassed Jamila and her daughters, prompting fears for their safety. They threatened dire consequences if the family attempted to leave, citing their substantial debt and the need to continue moulding bricks for many years.
10. Javed is currently illegally detained in the brick owner's private jail. In the meantime, his wife and daughters are forced to work without wages to repay the loan that Javed took out from the kiln's owner.



Session 7

Soft skills

► 7

Soft skills



Session objectives

- To enhance the verbal and non-verbal communication skills of law enforcement officials, in order to foster improved collaboration and proficiency in dispute resolution techniques.



Session duration

90 minutes



Materials required

Multimedia presentation and flip charts

► 7.1. Reading material

7.1.1. The power of communication: Beyond words

Communication is a cornerstone of human interaction. In terms of law enforcement, the importance of importance cannot be overstated. Effective communication transcends mere words; it also includes non-verbal cues such as facial expressions, tones of voice and body language.

This section explores the significance of communication, paying particular attention to gender and cultural aspects, in the context of enforcing the Balochistan Forced Labour and Bonded System (Abolition) Act, 2021 and Pakistan's Prevention of Trafficking in Persons Act, 2018.

Aggressive, passive and assertive communication

Communication styles can be categorized as aggressive, passive or assertive. Each style has distinct characteristics and implications for law enforcement efforts.

Aggressive communication	Passive communication	Assertive communication
► Characterized by dominance, hostility and disregard for others' feelings or perspectives ► Can be perceived as disrespectful and counterproductive ► Leads to resistance and distrust among stakeholders	► Avoids confrontation and expresses needs timidly or indirectly ► Temporarily diffuses tension but can result in misunderstandings ► Does not involve open dialogue or assertiveness for proactive problem-solving	► Strikes a balance between aggression and passivity ► Allows individuals to express their needs and opinions respectfully and confidently ► Promotes mutual respect and understanding among stakeholders

Aggressive communication: Aggressive communication is characterized by dominance, hostility and disregard for the feelings or perspectives of others. In Balochistan's cultural context, aggressive communication may be perceived as disrespectful and counterproductive. Its use can lead to resistance and distrust among stakeholders.

Passive communication: Passive communication involves avoiding confrontation and expressing one's needs or opinions timidly or indirectly. While passive communication may temporarily diffuse tension, it often results in misunderstandings and ineffective enforcement. Instead of relying on passive communication, law enforcement officials should encourage open dialogue and assertiveness to address concerns proactively.

Assertive communication: Assertive communication strikes a balance between aggression and passivity. As such, it enables individuals to express their needs and opinions respectfully and confidently. Law enforcement officials should strive for assertive communication, as this fosters mutual respect and understanding while upholding the principles of justice and accountability.



Understanding non-verbal communication

Several researchers argue that non-verbal elements make up the majority of communication – some estimate that these account for 90 per cent of communication overall. Albert Mehrabian's analysis of face-to-face interactions indicates that 55 per cent of communication is non-verbal, 38 per cent involves tone of voice, and only 7 per cent involves the actual words used. The idea that 90 per cent of communication is non-verbal is debated. However, it is clear that body language and first impressions significantly impact the effectiveness of communication and decision-making processes.⁸

In Balochistan's diverse cultural landscape, where norms and customs vary, understanding and leveraging non-verbal cues is vital for effective communication, especially for law enforcement officials. Important non-verbal elements include:

- **Facial expressions:** Facial expressions are potent communicators of emotions and intentions, transcending language barriers. In Pashtun and Baloch cultures, respect and hospitality are deeply ingrained values. Law enforcement officials should be mindful of their facial expressions. They should aim for a neutral and respectful demeanour that aligns with cultural norms.
- **Voice tones:** A person's tone of voice carries cultural nuances that can influence the interpretation of a message. In Pashtun culture, for example, a soft and measured tone may signal humility and respect, whereas in Baloch culture, a firm and authoritative tone may convey confidence and authority. Law enforcement officials should adapt their tone of voice to align with cultural expectations while maintaining professionalism and empathy.
- **Body language:** Body language speaks volumes, and reflects cultural norms and values. In Pashtun culture, maintaining eye contact signifies attentiveness and respect, while in Baloch culture, avoiding direct eye contact may be a sign of deference. Law enforcement officials should be attuned to cultural differences in body language, and ensure that their gestures and posture convey respect and understanding.

Gender-sensitivity

Gender dynamics play a significant role in communication, particularly in conservative societies like Balochistan. Law enforcers must be sensitive to gender norms and roles, ensuring equitable treatment and respect for all individuals, regardless of their gender. Building trust and rapport with both men and women stakeholders is essential for the effective enforcement of labour and trafficking laws.

Women victims, especially victims of sexual abuse, may feel scared or ashamed to report incidents, especially to male officers. Whenever possible, women victims should be interviewed and assisted by women law enforcement officers, especially if they express a preference for speaking with another woman.

Active listening

Active listening is vital for effective communication, especially in culturally diverse contexts. Law enforcement officials must listen attentively to the concerns and perspectives of all stakeholders, demonstrating empathy and respect for their cultural backgrounds and experiences.

⁸ The University of Texas Permian Basin, "How Much of Communication Is Nonverbal?".

By fostering open dialogue and understanding, law enforcement officials can build bridges across cultural divides and promote cooperation in enforcing the law.

Key takeaways

In the complex tapestry of Balochistan's cultural landscape, effective communication is a catalyst for justice and social change. By recognizing the nuances of non-verbal communication, gender dynamics and cultural sensitivities, law enforcement officials can navigate cultural differences with finesse and integrity. Communication should be embraced not only as a tool for enforcement, but also as a bridge that connects us in our shared pursuit of justice and equality.

7.1.2. Enhancing law enforcement through emotional intelligence

Emotional intelligence (EI) is a vital skill set that offers a deeper understanding of human behaviour and motivations, transcending traditional law enforcement tactics. Emotional intelligence has a crucial role to play in the diverse cultural and ethnic landscape of Balochistan, including for the enforcement of laws such as the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, and Pakistan's Prevention of Trafficking in Persons Act, 2018.

This section explores five key elements of emotional intelligence – empathy, social skills, self-awareness, self-regulation and motivation – and their significance for law enforcement officials in terms of navigating cultural complexities and gender-related considerations.

Empathy	Social skills	Self-awareness	Self-regulation	Motivation
Understanding and resonating with others' experiences and perspectives	Clear and respectful communication with stakeholders from diverse backgrounds	Recognizing one's own emotions, biases, and triggers	Controlling and channelling emotions constructively	Driven by a sense of purpose and commitment to justice
Building trust and cooperation by recognizing others' vulnerabilities and challenges	Actively listening to concerns and perspectives to foster collaboration	Managing stress and making informed decisions in challenging situations	Responding thoughtfully rather than reacting impulsively	Inspires trust and confidence through diligent and integrity-driven enforcement efforts

Empathy

Empathy is the very foundation of emotional intelligence. Having emotional intelligence enables law enforcement officials to understand and resonate with the experiences and perspectives of others. In the context of enforcing labour and trafficking laws in Balochistan, empathy allows law enforcement officials to recognize the vulnerabilities and challenges faced by diverse communities, thereby fostering trust and cooperation in enforcement efforts.

Social skills

Social skills are essential for building rapport and facilitating dialogue with stakeholders from diverse backgrounds. Law enforcement officials must hone their social skills to convey messages clearly and respectfully, while also actively listening to the concerns and perspectives of all individuals involved. By fostering open and inclusive communication channels with these social skills, officials can bridge cultural divides and promote the collaboration needed to enforce the law.

Self-awareness

Self-awareness is a key part of emotional intelligence. It enables law enforcement officials to recognize their own emotions, biases and triggers. In the dynamic and often challenging environment of law enforcement, self-awareness empowers officials to manage stress effectively, maintain composure in difficult situations, and make informed decisions that uphold the principles of justice and equality.

Self-regulation

Self-regulation entails the ability to control and channel emotions constructively, even in high-pressure scenarios. Law enforcement officials must cultivate self-regulation to respond thoughtfully rather than react impulsively, particularly when addressing sensitive issues such as forced labour and trafficking. By exercising self-regulation, law enforcement officials can defuse tensions, de-escalate conflicts, and uphold the dignity and rights of all individuals involved.

Motivation

Motivation drives law enforcement officials to excel in their roles and uphold the rule of law with diligence and integrity. In Balochistan's diverse cultural landscape, where enforcement efforts may face myriad challenges, motivation fuels law enforcement officials' commitment to justice and equality. By aligning their actions with a sense of purpose and moral duty, officials can inspire trust and confidence in their enforcement efforts.

Key takeaways

Emotional intelligence is a potent tool for law enforcement officials in navigating the complexities of enforcing labour and trafficking laws in Balochistan. By cultivating empathy, social skills for effective communication, self-awareness, self-regulation and motivation, officials can foster trust, promote collaboration, and uphold the rights and dignity of all individuals, regardless of cultural or gender-related considerations. Emotional intelligence should be embraced as a cornerstone of effective law enforcement, guiding the shared pursuit of justice and equality in Balochistan.

7.1.3. Enhancing collaboration for effective law enforcement

Collaboration is the linchpin of successful law enforcement efforts, bringing together diverse stakeholders to combat forced labour, bonded labour and human trafficking. In Balochistan, where the enforcement of labour legislation requires concerted efforts by various entities – such as labour inspectors, the police, mines inspectors, the Federal Investigation Agency, NGOs, employers' representatives and workers' organizations – fostering teamwork and collaboration is vital.

This training session aims to cultivate a collaborative mindset among stakeholders by exploring the key components of collaboration. These include communication, coordination, transparency, joint decision-making, accountability and trust.

Communication	Coordination	Transparency	Joint decision-making	Accountability	Trust
Establish regular communication channels	Develop mechanisms for coordinating efforts	Maintain transparency in decision-making	Involve representatives of all stakeholders	Define clear roles and responsibilities	Demonstrate integrity, reliability and competence
Ensure information-sharing and coordination	Streamline processes to minimize duplication	Provide regular updates on activities and outcomes	Foster consensus-building and collaboration	Establish performance metrics and evaluation mechanisms	Cultivate relationships based on mutual respect
Encourage active listening and respectful dialogue	Foster a collaborative culture	Encourage feedback and input from all stakeholders	Be flexible and adaptable to diverse perspectives	Hold stakeholders accountable for commitments	Address conflicts openly and constructively

Communication

Clear and open communication is essential for effective collaboration. Establishing regular communication channels facilitates information-sharing and coordination among stakeholders. It ensures that all stakeholders are informed about their roles, responsibilities and the progress of enforcement actions. Encouraging active listening and respectful dialogue helps address concerns and fosters understanding among stakeholders.

Coordination

Coordinated action is vital for maximizing the impact of law enforcement efforts. Developing mechanisms for coordinating investigations, operations and support services across different agencies and organizations streamlines processes and minimizes the duplication of efforts. Fostering a collaborative culture – in which stakeholders work together seamlessly towards common goals – enhances coordination and effectiveness.

Transparency

Transparency builds trust and accountability among stakeholders. Maintaining transparency in decision-making processes ensures that all stakeholders have access to relevant information. Providing regular updates on enforcement activities, outcomes and challenges promotes openness and trust. Encouraging feedback and input from all stakeholders enhances transparency and improves collaboration over time.



Joint decision-making

Inclusive decision-making processes empower stakeholders and promote the joint ownership of outcomes. Involving representatives of all relevant stakeholders in decision-making processes fosters consensus-building and collaboration. Flexibility and adaptability to accommodating diverse perspectives and needs within the collaborative framework encourage joint decision-making and enhance stakeholder buy-in.

Accountability

Clear roles, responsibilities and mechanisms for accountability are essential for effective collaboration. Defining the roles and responsibilities of each stakeholder leads to clarity and accountability. Establishing performance metrics and evaluation mechanisms helps to assess the effectiveness of enforcement actions and address any gaps or challenges. Holding stakeholders accountable for their commitments and actions promotes a culture of responsibility and continuous improvement.

Trust

Trust is the foundation of successful collaboration, built through transparency, reliability and mutual respect. Fostering trust among stakeholders is crucial, and is achieved by demonstrating integrity, reliability and competence in enforcement efforts. Cultivating relationships based on mutual respect, empathy, and shared values fosters a sense of camaraderie and unity. Addressing conflicts and challenges openly and constructively builds trust through honest communication and collaborative problem-solving.

7.1.4. Mastering dispute resolution in enforcement efforts

Disputes are an inevitable part of enforcing labour legislation, particularly in cases involving forced labour, bonded labour and human trafficking. Effective dispute resolution mechanisms are essential for addressing conflicts between employers and workers, ensuring compliance with labour laws, and safeguarding the rights and dignity of all individuals involved. This training session explores various dispute resolution techniques, including direct negotiation, conciliation, facilitation, mediation and arbitration, and their application in the enforcement of labour legislation in Balochistan.

Direct negotiation	Conciliation	Facilitation	Mediation	Arbitration
Parties engage directly to resolve disputes	This involves a neutral third party to assist in reaching voluntary agreements	This guides discussions and fosters collaboration between parties	A neutral third party assists both parties to reach mutually acceptable resolutions	This involves the submission of the dispute to a neutral third party with a binding decision
This promotes communication and collaborative problem-solving	It facilitates structured communication and conflict resolution	It promotes transparency, communication and consensus-building	It is a flexible, confidential process for resolving disputes and preserving relationships	It offers a formal, legally enforceable resolution process

Direct negotiation

Direct negotiation involves parties engaging in discussions to resolve disputes without third party intervention. It allows employers and workers to communicate directly, identify common interests, and negotiate mutually acceptable solutions. In the context of unintended forced or bonded labour practices, direct negotiation can facilitate the resolution of conflicts and promote compliance with labour laws through collaborative problem-solving.

Conciliation

Conciliation involves the intervention of a neutral third party to assist the parties involved to reach a voluntary agreement.

The conciliator facilitates communication, clarifies issues and helps the parties explore potential solutions. In enforcement efforts, conciliation can provide a structured process for resolving disputes between employers and workers, addressing grievances, and restoring trust and cooperation.

Facilitation

Facilitation focuses on guiding discussions and fostering collaboration between parties to achieve a mutually beneficial outcome. The facilitator ensures constructive and inclusive dialogue, encourages active participation, and helps the parties identify common ground. In enforcing legislation related to forced labour, bonded labour and human trafficking, facilitation can promote transparency, enhance communication, and facilitate consensus-building among stakeholders.

Mediation

Mediation involves a neutral third party assisting the parties involved to reach a voluntary and mutually acceptable resolution. The mediator remains impartial while helping the parties to explore their interests, generate options and find common ground. The role of a mediator is more active than the role of a facilitator. In labour enforcement efforts, mediation offers a flexible and confidential process for resolving disputes, preserving relationships, and avoiding costly and adversarial litigation.

Arbitration

Arbitration entails the submission of a dispute to a neutral third party, whose decision is binding on the parties involved in the dispute. Arbitration offers a more formal and legally enforceable process for resolving disputes, providing a final and binding decision in a timely manner. In the context of labour enforcement, arbitration can be used to resolve complex disputes, interpret labour laws, and ensure compliance with legal obligations.

Key takeaways

Dispute resolution is a critical component of enforcing legislation on forced labour, bonded labour and human trafficking in Balochistan. By mastering techniques such as direct negotiation, conciliation, facilitation, mediation and arbitration, stakeholders can effectively address conflicts, promote compliance with labour laws, and uphold the rights and dignity of all individuals involved. Dispute resolution should be embraced as a tool for fostering dialogue, resolving conflicts, and promoting justice and equality in law enforcement efforts.

► 7.2. Session instructions for the facilitator

7.2.1. Overview of instructions

- Begin by emphasizing the significance of the session, informing the participants that we collectively explore important soft skills for law enforcement efforts: communication, emotional intelligence, collaboration, and dispute resolution.
- Ensure interactive engagement throughout the session. Encourage participants to share their experiences and insights, and to provide real life examples to enhance their understanding of key soft skills.

a. Introduction (5 minutes)

- Provide an overview of the session's objectives and agenda.

b. Roleplay on communication and emotional intelligence (30 minutes)

- Use the guidelines for "Group work activity 7.1" to lead a roleplay exercise demonstrating aggressive, passive and assertive communication styles.
- After the activity, show the relevant slides on types of communication and enhancing enforcement through emotional intelligence.
- Explore how soft skills can support the enforcement of legislation on forced labour, bonded labour and human trafficking.

c. Communication (10 minutes)

- Share the slides on communication and explain aggressive, passive and assertive communication styles.
- Emphasize the importance of non-verbal communication, including facial expressions, tones of voice and body language.
- Highlight the gender-related and cultural aspects of communication, and their relevance for law enforcement efforts.

d. Emotional intelligence (10 minutes)

- Share the relevant slides and introduce the concept of emotional intelligence, explaining its relevance for law enforcement efforts.
- Discuss the five key elements of emotional intelligence: empathy, social skills for effective communication, self-awareness, self-regulation and motivation.
- Discuss the significance of emotional intelligence for navigating cultural complexities and gender-related considerations in law enforcement efforts.

e. Roleplay on collaboration and dispute resolutions (20 minutes)

- Use the guidelines for "Group work activity 7.2" to conduct a roleplay exercise illustrating the breakdown of interdepartmental collaboration.

- After this, show the relevant slides of on collaboration and dispute resolution.

f. Collaboration (10 minutes)

- Explain the importance of collaboration for effective law enforcement.
- Highlight the key components of collaboration: communication, coordination, transparency, joint decision-making, accountability and trust.
- Discuss strategies for fostering collaboration among different stakeholders in Balochistan.

g. Dispute resolution (10 minutes)

- Introduce various dispute resolution techniques: direct negotiation, conciliation, facilitation, mediation and arbitration.
- Discuss the application of each technique for resolving conflicts between employers and workers in the context of labour law enforcement.
- Highlight the importance of mastering dispute resolution skills for promoting compliance with labour laws and safeguarding the rights of all the individuals involved.

h. Conclusion and Q&A (5 minutes)

- Summarize the key takeaways from the session.
- Invite the participants to ask questions and share their insights.

7.2.2. Group work activity 7.1: Roleplay on communication

Volunteer selection

- Inform the participants that this roleplay will feature three scenarios illustrating different communication styles.
- Invite six volunteers to participate as labour inspectors and police officers. Ensure each pair includes individuals that can demonstrate aggressive, passive and assertive communication styles.

Introducing the problem situation

- Explain to the participants that, in each scenario, a labour inspector will approach a police officer because the inspector suspects forced labour practices exist in a brick kiln cluster/establishment.
- Emphasize that the labour inspector will request police assistance due to fears of resistance or violence from private security guards at the brick kiln.
- Ask the participants to observe the non-verbal communication elements during each scenario: tone of voice, facial expressions and body language.
- Without disclosing the specific communication styles to the entire group, ask the selected pairs to enact the following three scenarios.

Scenario 1 Aggressive communication	Scenario 2 Passive and aggressive communication	Scenario 3 Assertive communication
► Brief the first pair to engage in aggressive communication. ► The labour inspector should demand police assistance aggressively, using a high-pitched tone of voice and demanding body language. ► The police officer should respond aggressively, employing a loud voice and hostile body language to deflect the request with excuses. ► Allow the conversation to progress naturally until a resolution is unattainable.	► Ask the second pair to engage in passive and aggressive communication, with the labour inspector passively communicating while the police officer behaves aggressively. ► The labour inspector should timidly request police assistance, using a soft tone of voice and displaying a lack of confidence through their facial expressions and body language. ► The police officer should dismiss the request either through ridicule or aggression. ► Allow the conversation to proceed until the labour inspector is frustrated.	► Brief the third pair to demonstrate assertive communication from the labour inspector, while allowing the police officer to respond naturally. ► The labour inspector should confidently request police assistance with a calm tone of voice and assertive body language. ► The police officer should respond appropriately to the request. ► Allow the conversation to unfold until the labour inspector successfully convinces the police officer to provide security assistance.
Questions for participants	Questions for participants	Questions for participants
► What style of communication occurred between the officials? ► Describe the tones of voice, facial expressions and body language used. ► Why couldn't the labour inspector secure police support for the inspection visit?	► What communication styles were evident in this roleplay scenario? ► Describe the tones of voice, expressions and body language observed. ► Why was the labour inspector unable to secure police support in this scenario?	► What communication style was evident between the officials in this scenario? ► Describe the tones of voice, expressions and body language displayed. ► Why was the labour inspector able to secure police support in this case? What factors contributed to a good chance of success?

Plenary session

- Recap the three communication styles observed: aggressive, passive and assertive.
- Encourage the participants to discuss the effectiveness of each style in seeking support from other departments for inspection-related actions.
- Emphasize that assertive communication is generally the most effective, but acknowledge the situational need to switch between styles.
- Open the floor for further discussion and reflections from the participants on the roleplay.

7.2.3. Group work activity 7.2: Roleplay on the breakdown of collaboration

Volunteer selection and briefing on roles

- Invite five volunteers to represent the Department of Labour, the Department of Mines, the police, the Federal Investigation Agency, and a trade union representative.
- Inform the volunteers that they will adopt rigid departmental positions in addressing a case of forced labour.

Introducing the problem

- Inform all the participants that, in this roleplay, a trade union has identified a case of 25 forced labourers in one of the coal mines within the district.
- 20 mine workers are Pashtun and have come from the Shangla district of Khyber Pakhtunkhwa, including five who under 18 years old. They have initially taken advances, but a dispute has occurred with the mine contractor. Now, the mine's guard have used violence, including physical violence and threats, to make the workers continue to work in the mine.
- 5 Afghan mine workers, who are Hazaras, and have been brought from Afghanistan to work in the same mine. They also took advances, but after a dispute with the mine contractor, the mine's guards have threatened them to report them to the police, and have used physical violence to force these workers to continue working.
- Ask the participants to observe each department's position in the meeting and reflect on the underlying reasons for their respective stances.

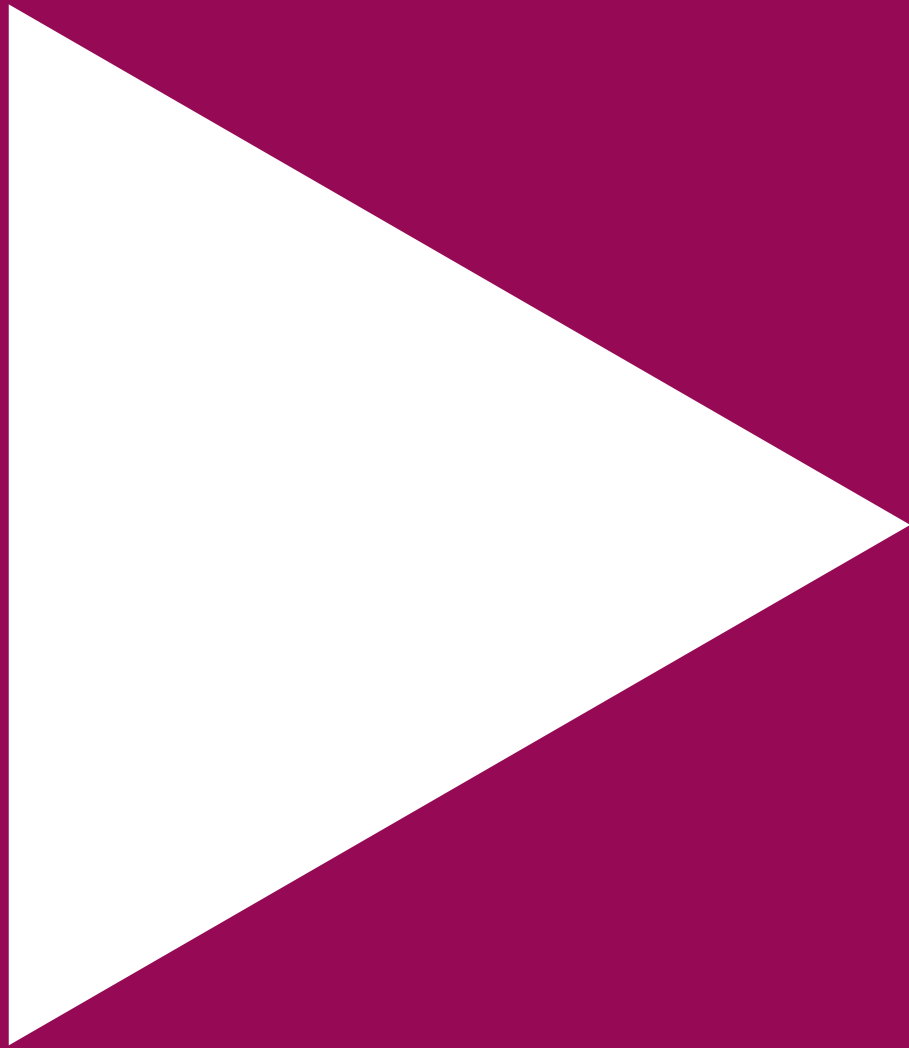
Demonstrating rigid organizational behaviours

- Instruct the five volunteers to deflect responsibility during the discussion. Labour officials may suggest that mines inspectors should take action, as this is beyond the jurisdiction of the Labour Department. Mines officials may refer to the mandate of the Labour Department. The police may cite the need for a court order. The Federal Investigation Agency may claim limited involvement outside international border crossings, as Afghan workers are involved as mine workers within the district.

- Interdepartmental meeting on rescuing workers from forced labour in coal mines.
- Begin the meeting with the labour official welcoming participants and outlining the purpose of the meeting.
- Invite the trade union representative to present the details of the case.
- Allow each department to explain what actions they can take to address the situation.
- Encourage organic interaction and the sharing of positions among the members of the meeting.
- Let the discussion continue for approximately 15 minutes before concluding.

Plenary

- Encourage the participants to share their perspectives on the meeting's proceedings.
- Prompt the participants to reflect on why officials held rigid positions and passed responsibility to other departments.
- Facilitate a deeper discussion to uncover the root causes of the breakdown in interdepartmental collaboration intended to rescue mine workers trapped in forced labour.
- Encourage the participants to explore potential solutions for improving collaboration and addressing forced labour situations effectively in the future.



Session 8

Awareness raising

► 8

Awareness raising



Session objectives

- To build law enforcement officials' capacities to design, implement and evaluate a comprehensive awareness raising campaign on bonded labour, forced labour and human trafficking in Balochistan.



Session duration

65 minutes



Materials required

Multimedia presentation

► 8.1. Reading material

8.1.1. Establishing the purpose, objectives and outcomes of the awareness campaign

To raise awareness about the pervasive issues of bonded labour, forced labour and human trafficking in Balochistan, it is imperative to establish a clear purpose, objectives and desired outcomes for an awareness raising campaign.

Purpose of the awareness campaign	Objectives of the awareness campaign	Outcomes of the awareness campaign
To ultimately eradicate bonded labour, forced labour and human trafficking in Balochistan	To raise awareness of the prevalence of bonded labour, forced labour and human trafficking	Decreased instances of bonded labour, forced labour and human trafficking
To educate and empower all stakeholders to recognize, prevent and report instances of exploitation	To foster a culture of reporting and intervention within the community, and of collaboration among stakeholders	Increased reporting of cases and prosecution of perpetrators
	To advocate for the enforcement of existing legislation and policies to combat exploitation	Improved protection and support for victims
	To ensure greater support and resources for victims of bonded labour, forced labour and human trafficking	Enhanced collaboration and coordination among stakeholders

8.1.2. Selecting the audience, key messages and communication tools

Identifying the target audiences

Identifying a campaign's target audiences is crucial to effectively disseminate its messages and achieve its objectives. The target audiences for a campaign that raises awareness of forced labour, bonded labour and human trafficking include employers across various industries, particularly industries in which workers are prone to exploitation, as well as workers who are vulnerable to abuse, such as migrant workers and members of marginalized communities. Other key target groups include government officials at the provincial and district levels who are responsible for enforcing labour laws, employers' and workers' organizations who advocate for fair labour practices, and NGOs working on human rights and labour issues.

Choosing key messages

The awareness campaign should centre around key messages intended to educate and empower the target audience. These messages include the importance of knowing one's rights, recognizing the signs of exploitation, taking action by reporting suspicions or incidents of abuse, providing support for victims, and collaborating with stakeholders to eradicate exploitation from our communities. By emphasizing these messages, the campaign can help equip individuals with the knowledge and tools to begin identifying, addressing and combatting exploitation more effectively.

Selecting communication tools

To reach the target audience effectively, a variety of communication tools should be used. These include distributing informative brochures, organizing workshops and events in markets and workplaces frequented by vulnerable populations, publishing articles and advertisements in the print media, issuing press releases to highlight key initiatives and successes, partnering with local media outlets to broadcast awareness messages, and utilizing social media platforms to reach a wider audience. By leveraging these communication tools, law enforcement officials can maximize the reach and impact of their awareness raising campaigns.

Identify the target audiences for the campaign	Choose the campaign's key messages	Select the communication tools
Employers across various industries, especially industries where workers are prone to exploitation Workers vulnerable to exploitation, including migrant workers and members of marginalized communities Government officials at the provincial and district levels responsible for enforcing laws NGOs working on human rights and labour rights issues Employers' and workers' organizations advocating for decent work	Know your rights: Educate yourself about laws and protection relation to forced and bonded labour Recognize the signs: Learn how to identify instances of bonded labour, forced labour and human trafficking Take action: Report any suspicions or incidents of exploitation to the appropriate authorities Support victims: Provide assistance and resources to those affected by exploitation Collaborate for change: Work together to eradicate exploitation from our communities	Brochures: Distribute informative brochures outlining rights, protections and reporting procedures Events: Organize workshops, seminars and training sessions for target audiences Markets: Conduct awareness campaigns in markets and workplaces Print media: Publish articles and advertisements in newspapers and magazines Press releases: Issue press releases to highlight key initiatives and successes Radio and television: Partner with local media outlets to broadcast awareness raising messages Social media: Use social media platforms to reach a broad audience

8.1.3. Developing an awareness raising plan and leveraging human rights days

Developing an awareness raising plan

To effectively implement an awareness raising campaign, a comprehensive awareness raising plan must be developed, outlining specific tasks and resource allocations. This plan will outline the tasks that need to be done to meet the campaign's objectives and achieve its intended outcomes. Tasks outlined in the plan should include conducting research – or building on existing research – to identify high-risk areas and vulnerable populations, developing educational materials, collaborating with government agencies, social partners, NGOs and community leaders to organize workshops and events, allocating resources for printing, transportation, venue rental and other logistical needs, and establishing monitoring and evaluation mechanisms to track the effectiveness of the campaign. Implementing this plan will ensure that the awareness raising campaign is organized, efficient and impactful.

Leveraging international days related to forced labour

International days related to human rights and forced labour should be leveraged by awareness raising campaigns and incorporated into law enforcement agencies' awareness raising efforts. These include Human Rights Day (10 December), the World Day for Decent Work (7 October), the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade (25 March), the International Day for the Remembrance of the Slave Trade and its Abolition (23 August) and the International Day for the Abolition of Slavery (2 December). These days present an opportunity to highlight the importance of protecting the rights and dignity of all individuals, including those vulnerable to exploitation, including bonded labour, forced labour and human trafficking. The awareness raising campaign should especially include special events, forums and activities organized to commemorate Human Rights Day. Incorporating such days into the campaign can amplify its message and inspire greater action towards combatting exploitation and promoting human rights, justice and decent work for all in Balochistan.

Develop an awareness raising plan	Leveraging international days related to forced labour
Conduct research to identify high-risk areas and vulnerable populations	Observe special events, forums, and activities to observe:
Develop educational materials, including brochures, posters and videos	► Observe Human Rights Day (10 December)
Collaborate with government agencies, social partners and NGOs on events	► World Day for Decent Work (7 October)
Allocate resources for printing, transportation and other logistical needs	Organize activities to commemorate:
Establish monitoring and evaluation mechanisms	► International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade (25 March)
	► International Day for the Remembrance of the Slave Trade and its Abolition (23 August)
	► International Day for the Abolition of Slavery (2 December)

► 8.2. Session instructions for the facilitator

8.2.1. Overview of instructions

- Begin by emphasizing the significance of the session, informing the participants that we collectively try to understand why awareness campaigns are important to improve understandings of forced labour, bonded labour and human trafficking.
- Explore how an awareness raising campaign can be designed.
- Present the slides for session 8 and introduce each of the following sub-topics. Encourage the participants to provide feedback and seek clarification after discussing each topic.
- Ensure interactive engagement throughout the session, encouraging participants to share their experiences and insights, and to provide real life examples to enhance their understanding of the campaign.

a. Introduction (5 minutes)

- Welcome the participants and provide an overview of the session.
- Emphasize the importance of raising awareness of bonded labour, forced labour and human trafficking in Balochistan.

b. Establishing the campaign's purpose, objectives and outcomes (10 minutes)

- Explain the purpose of the awareness campaign, discuss its objectives and describe its desired outcomes.

c. Identifying the target audience (10 minutes)

- Discuss the importance of identifying the campaign's target audiences.
- Highlight key stakeholders and why they are important groups to target for awareness raising.

d. Choosing key messages (10 minutes)

- Explore the key messages of the awareness campaign.
- Discuss the significance of each message and its relevance.

e. Selecting communication tools (10 minutes)

- Explain the importance of utilizing various communication tools.
- Outline key communication tools, and discuss their advantages and disadvantages.

f. Developing an awareness raising plan (10 minutes)

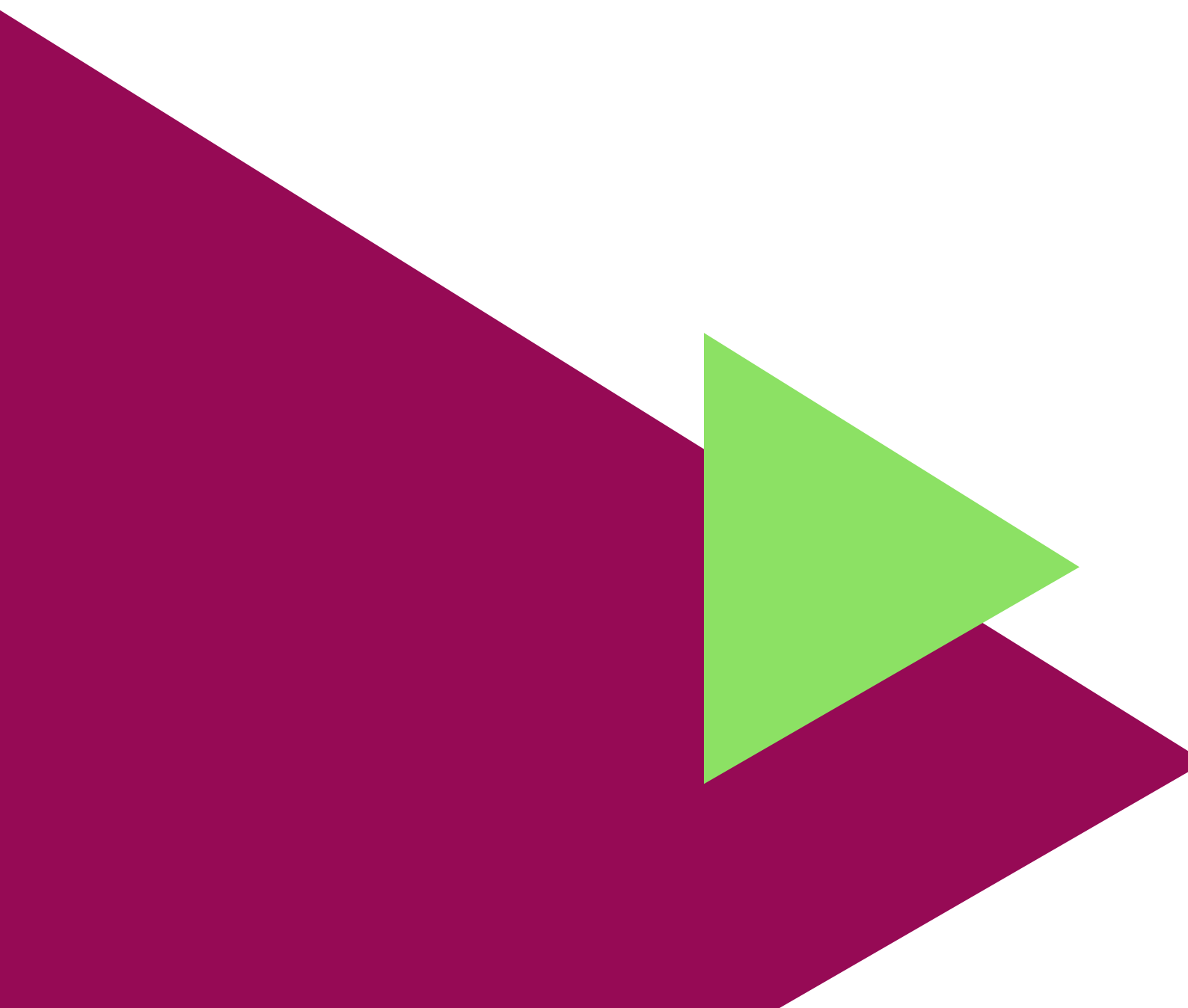
- Outline the steps involved in developing an awareness raising plan.
- Discuss the different tasks involved in design an awareness raising plan for the campaign.

g. Incorporating human rights days (5 minutes)

- Highlight the significance of leveraging international days related to human rights and forced labour.
- Discuss ways to incorporate events commemorating these days into the awareness campaign.

h. Conclusion (5 minutes)

- Invite the participants to ask questions and share any additional insights.





Session 9

Group work

▶ 9

Group work



Session objective

- To enable law enforcement officials to practise applying their skills and knowledge to effectively enforce legislation related to forced labour, bonded labour and human trafficking.



Session duration

60 minutes



Materials required

Flip charts and markers

► 9.1. Session instructions for the facilitator

- Form five groups with diverse participants. Assign one of the following group activities to each group.
- Each group should appoint a group leader, a note-taker and a presenter.
- Inform the groups that they have 60 minutes to complete their group work and then 10 minutes each to present their work in the plenary (session 10).
- Introduce the following five group work activities.

Group work activity 9.1: Indicators and investigation of cases

Aim

- To apply indicators to real cases, as well as to discuss investigation procedures and techniques.

Tasks

- Look again at the case study discussed in session 1. Prepare a list of indicators for each case.
- Based on the assessment, suggest investigation procedures with a view to protecting the victims from retaliation and indicting offenders.

- Make clear which steps you would take in your own capacity, and for which type of action you would request other organizations to come in, such as the police or NGOs.

Group work activity 9.2: Preventing forced labour and looking for partners

Aim

- To understand the role of labour inspectors in preventing forced labour and to develop concrete proposals.

Tasks

- Imagine your institution has been requested to develop an awareness raising campaign against forced labour and trafficking.
- What are the issues you would like to address with the campaign?
- Who will your partners be?
- What will the overall strategy of the campaign be?

Group work activity 9.3: Developing operational guidelines

Aim

- To develop operational guidelines for inspection on forced labour/trafficking.

Tasks

- With a group of colleagues, develop operational guidelines for the identification of forced labour cases. The following items may provide a useful basis for such guidelines:
 - Contents of the workplace policy on forced labour/trafficking.
 - National laws and regulations.
 - Indicators.
 - Treatment of actual and likely victims.
- Do not limit yourself to these suggestions. Drafts can be exchanged between groups for improvement. It is recommended that one inspector then takes responsibility for producing a final version that can be presented in the plenary session.

Group work activity 9.4: Inspection reports

Aim

- To prepare a forced labour reporting tool.

Tasks

- Working in a group, take an existing report form used in your inspectorate. Add a section for reporting on forced labour in the workplace.
- It is recommended that drafts be exchanged between groups for improvements, and that one inspector then takes responsibility for producing a final version for distribution.

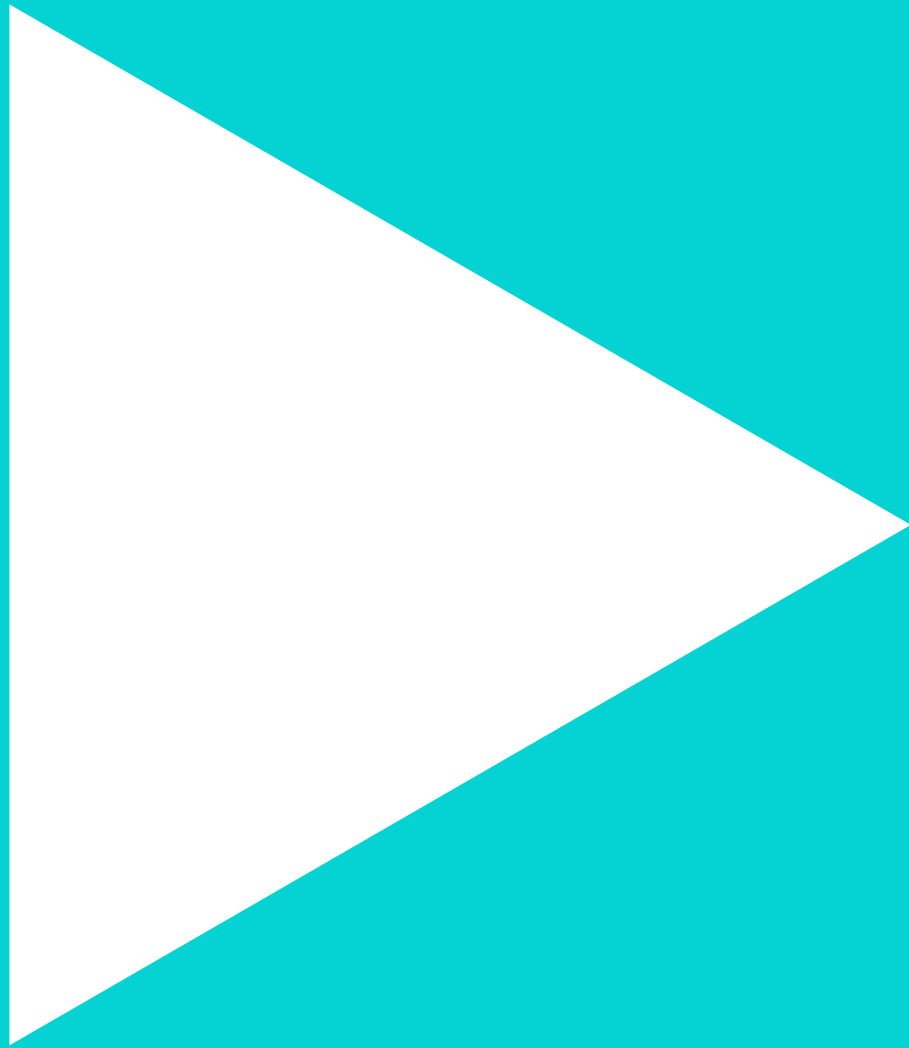
Group work activity 9.5: Action planning

Aim

- To prepare a follow-up to this workshop.

Tasks

- Look back over what you have discussed during this training workshop. Think about the actions you are going to take, as well as action that you would like others to take (such as policy makers or chief labour inspectors).
- Prepare a list with the following items:
 - Which type of action is required?
 - When should it be accomplished?
 - Who should be involved?
 - What resources will be required?



Session 10

Presentation of group work

► 10

Presentation of group work



Session objective

- To reinforce law enforcement officials' learning on the application of legislation related to forced labour, bonded labour and human trafficking.



Session duration

60 minutes

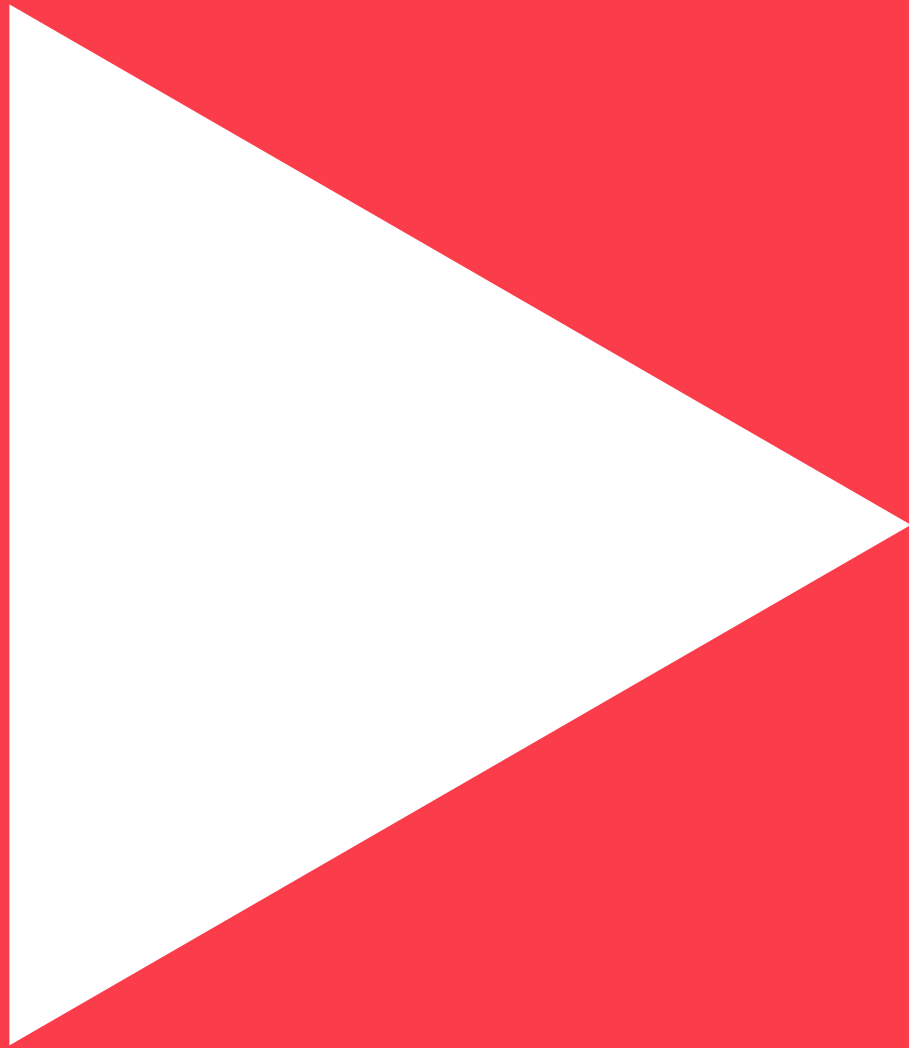


Materials required

Flip charts and markers

► 10.1. Session instructions for the facilitator

- Invite each of the five groups from session 9 to deliver a 10-minute presentation on the group work they undertook in the previous session.
- At the end of each presentation, ask the other participants to offer suggestions.
- Open the floor for discussion (for approximately 10 minutes).



Session 11

**Conclusion of the
workshop and
vote of thanks**

► 11

Conclusion of the workshop and vote of thanks



Session objective

- To conduct the post-training and workshop evaluation exercises.
- To conclude the workshop and thank all those involved.



Session duration

30 minutes



Materials required

Copies of the post-training test
and workshop evaluation form

► 11.1. Session instructions for the facilitator

- Conduct the post-training test exercise (see Annex 1).
- Conduct the workshop evaluation exercise by asking participants to complete the workshop feedback form (see Annex 2).
- Invite a few participants to share reflections on their overall learning experience.
- Distribute a certification of participation to each participant.
- Thank all the participants and invite them to take a group photo.



Annexes

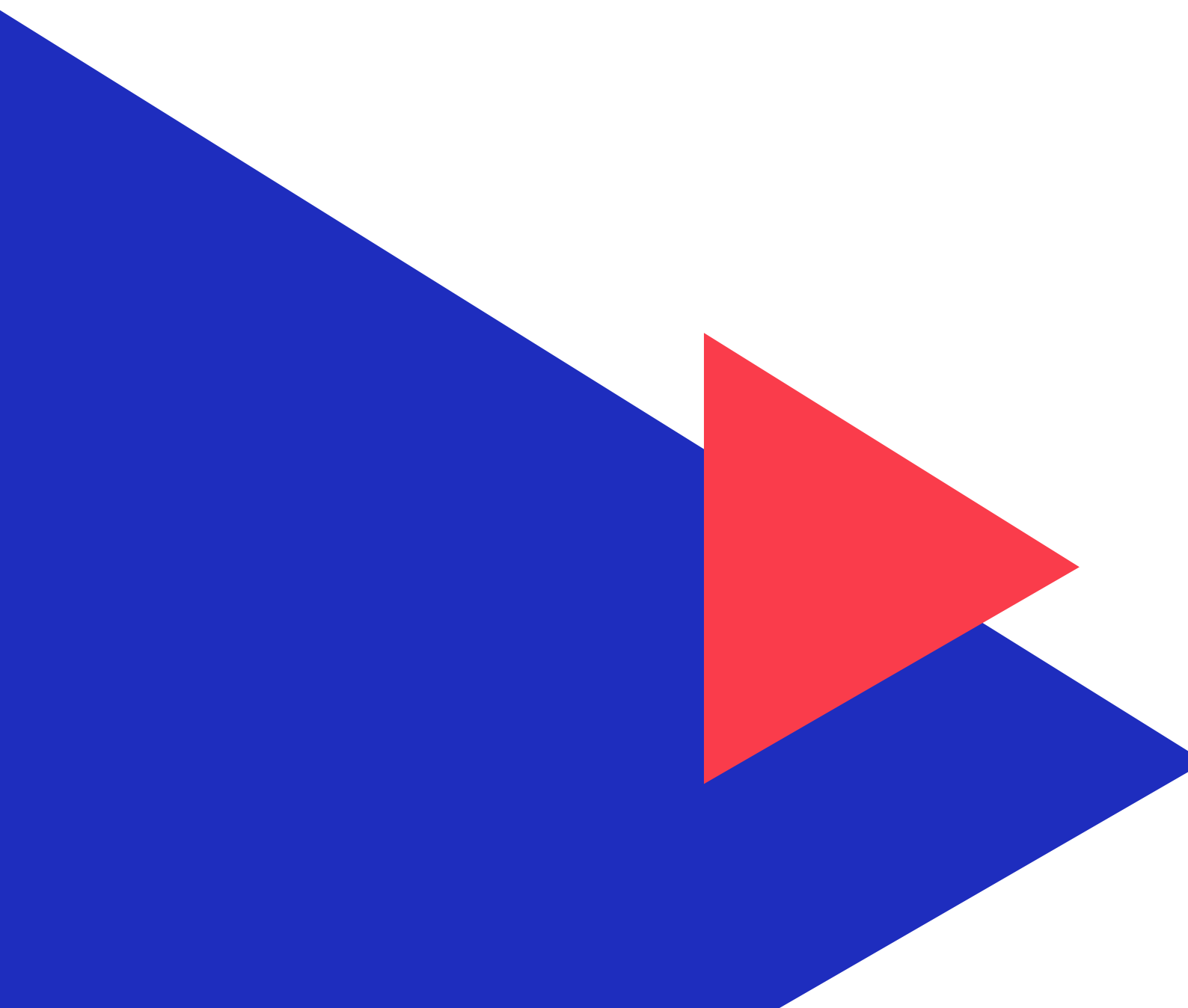
► **Annex 1. Pre- and post-training test**

1. **Forced labour and bonded labour are the same situation.**
 - a. Yes
 - b. No
2. **Human trafficking only involves the abduction of women and girls for the purpose of prostitution in another country.**
 - a. Yes
 - b. No
3. **Bonded labour occurs when a worker is chained or imprisoned in a private jail to make him or his family work for very little or no wages.**
 - a. Yes
 - b. No
4. **Forced labour and bonded labour primarily occur in the brick kiln sector.**
 - a. Yes
 - b. No
5. **To prevent the exploitation of workers, the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, prohibits giving any advances to workers.**
 - a. Yes
 - b. No
6. **Labour inspectors must wait to hear a complaint about forced or bonded labour practices before taking any action.**
 - a. Yes
 - b. No
7. **Labour Inspectors must secure the support of the police to inspect cases of bonded labour at any establishment.**
 - a. Yes
 - b. No
8. **District Vigilance Committees formed under the Balochistan Forced and Bonded Labour System (Abolition) Act, 2021, primarily rely on the police to eradicate forced and bonded labour practices.**
 - a. Yes
 - b. No
9. **Addressing cases of human trafficking is only the responsibility of the Federal Investigation Agency.**
 - a. Yes
 - b. No
10. **Effective communication in law enforcement also involves non-verbal communication.**
 - a. Yes
 - b. No

► **Annex 2. Workshop feedback form**

1. **Before the workshop, were you fully aware of the different sections of the Balochistan Forced and Bonded Labour System (Abolition) Act and Rules?**
 - a. Yes
 - b. No
2. **Before the workshop, were you fully aware of different clauses of the Prevention of Trafficking in Persons Act, 2018?**
 - a. Yes
 - b. No
3. **Before the workshop, were you fully aware of the different aspects involved in identifying, investigating and prosecuting cases of forced labour, bonded labour and human trafficking?**
 - a. Yes
 - b. No
4. **Before the workshop, were you fully aware of the different aspects of soft skills and awareness raising?**
 - a. Yes
 - b. No
5. **Did this workshop make you fully aware of the different sections of the Balochistan Forced and Bonded Labour System (Abolition) Act and draft Rules?**
 - a. Yes
 - b. No
6. **Did this workshop make you fully aware of the different sections of the Prevention of Trafficking in Persons Act, 2018?**
 - a. Yes
 - b. No
7. **Did this workshop make you fully aware of the different aspects of identifying, investigating and prosecuting cases of forced labour, bonded labour and human trafficking?**
 - a. Yes
 - b. No
8. **Did this workshop make you fully aware of the different aspects of soft skills and awareness raising?**
 - a. Yes
 - b. No
9. **Did you find the content of this training manual useful in terms of laws and rules on forced labour, bonded labour and human trafficking?**
 - a. Fully
 - b. Partially
10. **Did you find the content of this training manual useful on the different aspects of identifying, investigating and prosecuting cases of forced labour, bonded labour and trafficking?**
 - a. Fully
 - b. Partially
11. **Did you find the content of this training manual useful on soft skills and awareness activities?**
 - a. Fully
 - b. Partially
12. **Are you satisfied with the interactive and experiential learning methodology used for this training workshop?**
 - a. Fully
 - b. Partially

13. **Did you get enough time to share your thoughts and provide comments in the training sessions?**
 - a. Fully
 - b. Partially
14. **Do you think that the trainer was knowledgeable and well-prepared to successfully deliver this training workshop?**
 - a. Fully
 - b. Partially
15. **Would you recommend having this training manual available in the Urdu language in future?**
 - a. Fully
 - b. Partially



► **Annex 3. List of reading materials**

- Balochistan Forced Labour and Bonded Labour Abolition (System) Act, 2021: <https://clr.org.pk/Labour-Laws/Balochistan/Balochistan-Forced-and-Bonded-Labour-System-Abolition-Act-2021.pdf>
- Draft Balochistan Forced Labour and Bonded Labour Abolition (System) Rules, 2023.
- Pakistan Prevention of Trafficking Persons Act, 2018: <https://clr.org.pk/Labour-Laws/Federal/Prevention%20of%20Trafficking%20in%20Person%20Act%202018.pdf>
- Balochistan Industrial Relation Act, 2022: <https://clr.org.pk/Labour-Laws/Balochistan/Balochistan-Industrial-relation-act-2022.pdf>
- UNODC and Balochistan Police Training Manual on Trafficking in Persons, 2022.
- ILO information on forced labour and related concepts: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_762168.pdf
- ILO indicators of forced labour: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_203832.pdf
- ILO Forced Labour Convention, 1930 (No. 29): https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029
- ILO Protocol of 2014 to the Forced Labour Convention, 1930: https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/ILO_P_029.pdf



► Training manual

Enhancing state officials' capacity for the enforcement of legislation on forced and bonded labour, and human trafficking in Balochistan

This comprehensive training manual aims to enhance the capacity of law enforcement agencies in Balochistan, Pakistan, regarding the Balochistan Forced Labour and Bonded Labour System (Abolition) Act, 2021 and Pakistan's Prevention of Trafficking in Persons Act, 2018. It seeks to equip labour inspectors, mines inspectors, the police, and other relevant stakeholders with the knowledge, skills, and tools necessary to effectively combat forced labour, bonded labour and human trafficking in the province. Its goal is to promote a collaborative approach to enforcing legislation on forced and bonded labour, and human trafficking, across Balochistan. This manual was developed as part of the International Labour Organization's project, "From Protocol to Practice: A Bridge to Global Action on Forced Labour" (Bridge project), funded by the United States Department of Labor.

ILO Country Office for Pakistan

ILO Building, Sector G-2/2
near the State Bank of Pakistan
Islamabad 44000, Pakistan
T: +92 (0) 51 227 6456 8
F: +92 (0) 51 227 9181 2
E: islamabad@ilo.org

[ilo.org/regions-and-countries/
asia-and-pacific/pakistan](https://ilo.org/regions-and-countries/asia-and-pacific/pakistan)

