

## WORKSHOP

# Reducing the risks of labour exploitation, trafficking in human beings, forced labour and undeclared work faced by the Ukrainian displaced persons

4 October 2022

## RECOMMENDATIONS

### ► PREVENTION



1. There is a need to continue to provide tailor-made, relevant, clear, and targeted information to the displaced due to the conflict in Ukraine. Awareness raising should be coordinated between the different relevant authorities and delivered in a language that is understood (linguistically and culturally) through the appropriate channels, using technology, social media platforms and community participation.
2. Labour inspections should be seen and implemented also as information provision and an awareness raising opportunity rather than mere enforcement actions. Seminars, town halls, interaction with the displaced community and the involvement of cultural mediators, relevant social partners and non-governmental organisations are recommended to increase trust and efficiency of preventative steps through better communication.
3. Use of technology and smarter interventions to detect false or suspicious job advertisements for the displaced. Provide safe and easy access to complaint and/or reporting mechanisms for the displaced and the civil society.

### ► PROTECTION



4. Interlinkages between undeclared work and trafficking in human beings need to be better understood, researched, and studied, that will lead to evidence-based action/policy. Working towards formalisation and registration facilitates reducing risks of coercion, abuse, and exploitation.
5. There is a need to look into the modus operandi of recruitment practises and Private Employment Agencies (PEAs), including recruitment fees, need to require transparent labour contracts, complaint mechanisms and in general regulation of these services. Closer look into online recruitment modalities. Better utilisation of existing tools to access labour markets in a secure, formal and transparent way.
6. Updated training for Labour Inspection, integrating a multi-agency and multi-disciplinary approach to THB as an aspect to be covered during inspection and/or building minimum capacities of inspectors not covering employment relations to be able to identify and refer cases.

### ► PROSECUTION, ACCESS TO JUSTICE, REMEDIES



7. There is a need for better detection, effective and timely referrals, including through increased and improved cooperation between inspectorates with law enforcement and the judiciary. Advocate for simplified procedural requirements where appropriate.
8. Better enforcement through developing and sharing indicators of trafficking in human beings, undeclared work and forced labour. Swift processes for enforcement of sanctions. Better and quicker access to mechanisms for compensation and recuperation of rights (e.g. unpaid wages).

### ► INTERNATIONAL COOPERATION – PARTNERSHIPS



9. Cross-border cooperation through regular exchange of information, joint campaigns, and joint thematic inspections in most at-risk sectors. Mirror and/or simultaneous campaigns in Ukraine and Moldova based on good practices in the EU. Further and systematic exchange of promising good practices and creative national initiatives.
10. Develop creative partnerships with private sector, NGOs, civil society and further develop collaboration based on the existing tripartite cooperation with social partners.