

**Forum:** Economic and Social Council

**Issue:** Challenging the issue of exploited workers

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**Position:** Deputy President of the Economic and Social Council

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## PERSONAL INTRODUCTION

A warm welcome to the delegates of the Economic and Social Council,

It is a great delight for me to participate in my first Queen Elizabeth's Grammar School MUN conference, and it is a great honour to be co-chairing. My name is Esmé Sayers and my MUN journey began suddenly with a conference at Cobham Hall School. I was quite quickly thrust into the deep-end as a delegate for Japan on the UNODC (Office for Drugs and Crime Committee), but found a supportive community around me willing to accommodate my mistakes and let me grow from them. I am excited to welcome a new community of passionate debaters and international ambassadors, once again embracing that encouraging environment.

This study guide outlines the historic, systematic exploitation of workers in the most synoptic sense possible. When reading it you must be aware of the intricate parts of the history that are so crucial to your understanding, and I urge you to delve into the bibliography for a more concrete grasp. Exploitation is a systemic issue that is very difficult to escape from, as you will come to understand through this study guide. It is crucial that delegates work together to form a resolution to this issue that is so embedded into modern day life, and remember that our priority is the 49.6 million vulnerable, marginalised people living in modern slavery that are taken advantage of in the prevailing power imbalance that exists in our modern economy's supply chains.

I look forward to seeing you all at the conference! I hope that we not only embrace newcomers but encourage diplomatic ambition. If you have any questions about the content in this study guide, or need help with your preparation, please feel free to contact me through this email address: [esmesayers@gmail.com](mailto:esmesayers@gmail.com),

Yours Sincerely,

Esmé Sayers

## TOPIC INTRODUCTION

The issue of worker exploitation poses a significant challenge to achieving equitable and sustainable development worldwide. Throughout history, the struggle for workers' rights has been marked by both triumphs and tribulations, showcasing the complexities and ramifications of this pervasive problem. This study guide delves into the historical context of worker exploitation, examining both its positive and negative aspects, and exploring potential solutions that the UN could implement to eradicate this injustice.

Worker exploitation has persisted for centuries, with episodes ranging from labour during the industrial revolution to modern-day slavery. Historically, exploitation has been linked to rapid industrialisation and unchecked capitalism, as companies sought to maximise profits at the expense of workers' well-being. From inhumane working conditions to long hours and meagre wages, workers have repeatedly borne the brunt of these exploitative practices. While it may seem paradoxical, it is important to acknowledge both the positive and negative dimensions of worker exploitation. On one hand, globalisation and industrialisation have led to increased economic opportunities and lifted millions out of poverty. However, this progress comes at an immense cost, with workers enduring unsafe working conditions, minimal wages, and the violation of their basic human rights. Exploitation persists as a dark underbelly of global economic advancement, highlighting the need for urgent action.

To combat worker exploitation, the UN must take a multi-faceted approach. This study guide will explore potential solutions, including the strengthening of labour laws and enforcement mechanisms, and the promotion of fair trade practices and ethical supply chains. Collaborations between: key countries, international organisations, trade unions, and civil society organisations are essential for the successful eradication of worker exploitation, as well as being mindful of the ways in which different groups are affected by this issue.

In conclusion, this UN study guide aims to shed light on the pervasive issue of worker exploitation. Through an exploration of its history, an assessment of its positive and negative dimensions, an analysis of potential solutions, and a detailed enriching bibliography, this guide strives to equip all delegates with the knowledge and tools necessary to create a more just and equitable world for all workers.

## DEFINITION OF KEY TERMS:

### Exploitation

This refers to the act of taking advantage of someone or something for personal gain, often resulting in harm or unfair treatment. It involves utilising someone's vulnerabilities, resources, labour or abilities without their informed consent or under conditions that are unjust or oppressive.

- Exploitation can occur in various contexts, such as economic, social or labour-related, and can involve individuals, groups or entire communities. It can lead to imbalances of power, inequality and violations of human rights.

## Forced labour

This can also be referred to as involuntary labour or modern slavery, refers to a situation where individuals are compelled to work against their will, under threat or coercion. This involves exploiting another person's labour or services through mechanisms such as physical force, psychological coercion, deception or abuse of power. Victims of forced labour often are trapped in situations they cannot easily escape from, with their freedom and autonomy severely restricted.

## Transatlantic slave trade

The transatlantic slave trade refers to the historical period between the 15th and 19th centuries when millions of Africans were forcibly captured, transported, and sold as slaves to European colonies in the Americas, primarily in North and South America. It was a brutal system of exploitation that had a profound effect on African societies and contributed to the growth of European economies through the labour-intensive production of crops like sugar, tobacco and cotton.

## Child labour

The exploitation of children through any form of work that deprives them of their childhood, interferes with their ability to attend regular schools, and is mentally, physically, socially or morally harmful. It involves engaging children in activities that are inappropriate for their age and detrimental to their well-being.

## Illegal logging

The harvesting, transportation, or trade of timber and forest products in violation of national or international laws. It involves the unauthorised cutting of trees from protected areas, indigenous lands or without proper permits. Illegal logging contributes to deforestation, environmental degradation and undermines sustainable forest management efforts.

## Kafala system

A sponsorship based system used in many Middle Eastern countries to regulate the entry and employment of foreign workers. However it has been criticised for creating conditions that lead to the exploitation of workers.

## Sex trafficking and sexual exploitation

Sex trafficking is a form of modern-day slavery in which individuals are forced or coerced into commercial sexual activity against their will. Sexual exploitation refers to any situation where a person is forced or coerced into sexual activity for someone else's profit or gain.

## Serfdom

A system in which people are bound to work on a particular piece of land and are not allowed to leave without permission. People are held in this system through exploitation of their vulnerable position in society. A majority in mediaeval feudal systems.

## Triangle Shirtwaist Factory fire

A tragic industrial disaster that occurred in New York City in 1911. A fire broke out in a garment factory, and the owners had locked the door to prevent workers from taking breaks or stealing. As a result, many workers were trapped inside and died from the fire or jumped from the building to escape. The tragedy led to new laws and regulations to improve workplace safety and labour conditions.

## Rana Plaza collapse

A tragic industrial disaster that occurred in Bangladesh in 2013. An eight-story building housing several garment factories collapsed, killing over 1,100 people and injuring thousands. The building had been constructed illegally and was not structurally sound. Many of the workers had been forced to work despite concerns about the building's safety. The tragedy highlighted the need for better labour standards and safety regulations in the global clothing industry.

## Gig-based employment

This refers to a type of work arrangement in which individuals work on a short-term or freelance basis, often through online platforms, rather than as traditional employees.

## Immigrants

People who move from their home country to another country to live and work.

## Undocumented individuals

People who live in a country without legal documentation or permission to do so.

## Morecambe Bay cockling disaster

The Morecambe Bay cockling disaster occurred in 2004 in England. A group of Chinese migrant workers were hired to collect cockles from the bay, but they were unfamiliar with the area and the dangerous tides. Despite warnings from locals, the workers continued to collect cockles and were trapped by the incoming tide. 23 workers died as a result of the tragedy. The event highlighted the exploitation of migrant workers and led to calls for better regulation of the shellfish industry.

## El Monte sweatshop

The El Monte sweatshop was a garment factory in California that was discovered in 1995 to be employing over 70 Thai workers under forced labour. The workers were forced to work long hours for very little pay, and were not allowed to leave the factory. They were subjected to physical and emotional abuse by their employers. The discovery of the sweatshop led to a crackdown on similar operations and highlighted the need for better labour standards and enforcement to protect workers from exploitation.

## The sex industry

Refers to the business of individuals that provide services related to sexual activity, such as prostitution, pornography and strip clubs.

## The International Labour Organisation (ILO)

A specialised agency of the United Nations that aims to promote social justice and promote decent working conditions for all. The ILO develops international labour standards and promotes their implementation, as well as providing technical assistance and research on labour issues.

## Debt bondage

When a person is forced to work to pay off a debt, but the debt is never fully paid off and they remain in a cycle of servitude.

## Blockchain technology

A decentralised digital ledger that records transactions across a network of computers.

# BACKGROUND INFORMATION

## Colonial Exploitation (15th-20th centuries):

This form of exploitation refers to the systematic exploitation of colonies by European powers from 1492 onwards during the “Age of Discovery” and following centuries. European nations established colonies in Africa, Asia and the Americas, exploiting their resources, labour and wealth. This exploitation involved: forced labour, extraction of natural resources, imposition of taxes, and the establishment of monopolies.

Between the 19th and 20th centuries European powers such as Britain and France established colonies in Africa, leading to the exploitation of African resources and forced labour.

## Slavery

From the 15th century onwards: **Transatlantic slave trade** operated, in which millions of Africans were forcibly transported and **enslaved** in the Americas.

**1865:** Slavery was officially abolished in the United States after the American Civil war, however exploitation did not end here, and many businesses used ex-slaves vulnerabilities to employ them for cheap labour.

## Industrial Revolution Exploitation:

In the late 18th century to early 19th century, the industrial revolution brought about significant technological advancements but also led to the exploitation of workers, including **child labour** and **dangerous working conditions**.

## Resource Exploitation

19th - 20th century: The scramble for Africa amongst European powers resulted in the exploitation of Africa's natural resources, such as rubber, diamonds and minerals.

19th - 20th century: European powers also exploited the resources of their colonies in Asia, such as India and Southeast Asian countries.

## Imperialism and Economic Exploitation

19th - 20th century: European powers and the United States engaged in imperialistic policies, exploiting colonies economically and politically for their resources and markets.

# MAJOR COUNTRIES AND ORGANISATIONS INVOLVED

## China

China has faced allegations of forced labour in its Xinjiang region, where Uighur Muslims and other ethnic minority groups have reportedly been subjected to coercive labour practices. It is alleged that they are forced to work in factories producing goods for international companies.

## Russia

Russia has been identified as a source and transit country for human trafficking, particularly for **sexual exploitation**. Victims from countries like Ukraine, Belarus and Moldova are often trafficked to Russia for forced prostitution.

## Saudi Arabia

Saudi Arabia's sponsorship system (**kafala system**) has been criticised for contributing to the exploitation of migrant workers. Reports have highlighted cases of employers confiscating passports, withholding wages, and subjecting domestic workers to abusive conditions.

## European Union

Several countries within the European Union, such as Spain, Germany, and Norway have experienced **human trafficking** for the purposes of forced labour and sexual exploitation. Vulnerable individuals, including migrants and asylum seekers, may be exploited by organised crime networks.

## Multinational corporations

Numerous multinational corporations have faced allegations of exploitation within their supply chain. Notable examples include companies like Nike, Apple, and Nestle, which have been accused of suing suppliers involved in child labour, unsafe working conditions and long working hours.

## Non-governmental organisations (NGOs)

While rare, cases of exploitation have been reported involving certain NGOs. One example includes the scandal surrounding some members of Oxfam staff involved in sexual exploitation in Haiti in 2018, which led to an investigation and reforms within the organisation.

## TIMELINE OF EVENTS

Date/Time period	Event
Ancient Egypt (c. 3100 BC = 31 BC)	Workers building the Great Pyramids of Giza were forced to endure gruelling conditions, with inadequate pay and excessive labour demands
Ancient Greece (8th century BC - 4th century BC)	Slavery was widespread in Ancient Greece, with enslaved individuals serving as labourers in agriculture, mining and household work
Roman Empire (27BC - 476 AD)	Roman society heavily relied on slave labour for numerous tasks, including construction, agriculture and domestic service
Medieval Europe (5th century - 15th century)	<b>Serfdom</b> emerged, with peasants bound to land and obligated to perform labour for local landowners in exchange for protection
European Colonialism (15th century - 20th century)	European powers established colonies around the world and exploited <b>indigenous populations</b> as cheap labour, particularly in industries such as mining, agriculture and manufacturing

Industrial Revolution (18th century - 19th century)	The rise of industrialisation saw the exploitation of factory workers, often subjected to long hours, low wages, and dangerous working conditions
Plantation Slavery (17th century - 19th century)	African slaves were forcibly brought to the Americas to work on plantations, enduring severe exploitation, physical abuse, and harsh living conditions
Triangle Trade (16th century - 19th century)	The forced migration of enslaved Africans across the Atlantic Ocean as part of the slave trade, with millions being subjected to extreme exploitation and cruelty
Sweatshops (19th century - PRESENT)	Sweatshops emerged globally, particularly in the garment industry where workers, often women and children, endured hazardous conditions with low pay and long hours
Child Labour (18th century - PRESENT)	Children have been historically exploited for labour, including in factories, mines, and agriculture, often enduring dangerous conditions and missing out on proper education and childhood <u>12% of those in forced labour are children</u>
Agricultural Labour (19th century - PRESENT)	Migrant workers, often from marginalised communities, have faced exploitation in various regions worldwide, including excessively long hours, low wages and lack of labour rights.
Industrial Disasters (19th century - PRESENT)	Tragic industrial accidents such as the <b>Triangle Shirtwaist Factory fire</b> in 1911 and the <b>Rana Plaza collapse</b> in 2013, highlighted the exploitation and unsafe working conditions faced by workers.
Modern Global Supply Chains (20th century - PRESENT)	Workers in developing countries are often subjected to exploitation in the production of goods for global companies, with low wages, lack of labour rights, and dangerous workplaces.
Gig Economy (21st century - PRESENT)	Online platforms and <b>gig-based employment</b> have led to exploitative practices, such as low wages, lack of benefits, and insecure working conditions, particularly in sectors like ride-sharing and food delivery
France and Burkina Faso (1980s)	<ul style="list-style-type: none"> <li>➤ In the 1980s, Burkina Faso and France had a complex relationship</li> <li>➤ Burkina Faso, under President Thomas Sankara, aimed to challenge exploitation</li> <li>➤ The French government supported certain forms of exploitation in Burkina Faso</li> <li>➤ Economic arrangements favoured foreign interests over local development</li> <li>➤ French companies, with government support, exploited Burkina Faso's natural resources, particularly gold reserves</li> <li>➤ Political and military support from France enabled Burkina Faso's government to pursue policies aligned with France's interests</li> <li>➤ President Thomas Sankara's government resisted exploitation but faced systematic challenges</li> <li>➤ The relationship reflected a mix of political, economic and historical factors influencing government support for exploitation</li> </ul>

## MODERN TIMELINE FROM 1950-PRESENT DAY

Time Period	Event
1950s-1960s	<p>Post World War II labour migration increased, with workers from former colonies moving to Western countries in search of employment opportunities.</p> <p>Some workers faced exploitative conditions, including low wages, unsafe working conditions and limited legal protection.</p>
1970s-1980s	<p>In the 1970s, sweatshops emerged in the garment industry in Western countries like the United States and the United Kingdom.</p> <p><b>Immigrant</b> workers, including <b>undocumented individuals</b>, often worked for very long hours for very low wages and endured unsafe and unhealthy working conditions.</p> <p>Exploitation of migrant workers in agriculture was prevalent during this period, particularly in countries like Italy and Spain, where workers from North Africa and Eastern Europe faced exploitative conditions and lived in overcrowded housing.</p>
1990s - 2000s	<p>The <b>Morecambe Bay cockling disaster</b> in 2004 in the United Kingdom highlighted the exploitation of undocumented Chinese workers. They were forced to work in dangerous conditions harvesting shellfish, leading to the tragic death of several workers.</p> <p>The agricultural sector in the United States witnessed instances of forced labour and exploitation of undocumented migrant workers, particularly in regions like Florida and California. Workers were subjected to <b>debt bondage</b>, poor living conditions and physical abuse.</p>
2000s - 2010s	<p>In 2005, a case in the United States involving the “<b>El Monte sweatshop</b>” revealed the enslavement of Thai immigrants in Los Angeles. The workers were held captive, subjected to physical and psychological abuse, and forced to work long hours for little or no pay.</p> <p>The construction industry in Western countries, including the United Kingdom and Australia, has seen instances of worker exploitation and modern-day slavery. Immigrant workers, including those without legal status, have been subjected to exploitative practices, such as debt bondage, unsafe working conditions, and non-payment of wages.</p>
Present day	<p>The agricultural sector in Southern European countries such as Italy and Spain has faced ongoing issues of worker exploitation and slavery. Migrant workers from Africa and Eastern Europe are often subjected to exploitative conditions including long working hours, low wages and confiscation of passports as leverage.</p> <p>The <b>sex industry</b> in Western countries continues to experience cases of human trafficking and forced labour. Vulnerable individuals, including undocumented immigrants, are often coerced into sexual exploitation and forced to work in brothels or engage in forced prostitution.</p>
Present day	<p><u>Exploitation of prison workers</u></p> <p>Prison workers in the modern day face exploitation through low wages,</p>

	<p>limited rights, and forced labour. They often receive below minimum wage or token compensation and lack labour protections.</p> <p>Rehabilitation is often neglected as profit driven motives prevail over skill-building.</p> <p>Private companies benefit from prison labour, perpetuating exploitation</p> <p>Racial and socioeconomic disparities contribute to marginalised communities being disproportionately affected.</p>
Present day	<p><u><a href="#">The current writers' strikes in America</a></u></p> <p>These strikes are highlighting the mass wage theft that occurred as a result of the COVID-19 pandemic, and the swift move to streaming platforms that followed.</p> <p>As a result of this migration the wage theft against writers and actors has exacerbated, with corporations finding cheap ways out hoping to expand their profit margins.</p>

It is also important to highlight the impact of the COVID-19 pandemic on the exploitation of workers globally, impacts such as:

### Job losses and economic downturn:

Many businesses were forced to close or downsize due to lockdowns and restrictions, leading to a widespread job loss. This situation created a vulnerable workforce, with unemployed individuals willing to accept any work, even under exploitative conditions.

### Increased informal work

With formal job opportunities dwindling, many workers turned to informal and precarious employment, such as **gig economy jobs** or day labour. These sectors often lack legal protections, leaving workers more susceptible to exploitation, low wages and poor working conditions.

### Exacerbation of existing inequalities

The pandemic exposed and exacerbated pre-existing inequalities in the workforce. Workers in low-wage jobs, migrant workers, and those in marginalised communities were disproportionately affected. Exploitation including: wage theft, unsafe working conditions, and lack of benefits, was more prevalent among these vulnerable groups

### Supply chain vulnerabilities

The pandemic disrupted global supply chains, particularly in industries like manufacturing, agriculture and garment production. As a result, workers in these sectors faced increased exploitation, as companies sought to cut costs and meet demands under challenging conditions.

## Impact on migrant workers:

Migrant workers, who often have limited legal protections and face barriers such as language and immigration status, were particularly affected. Many were stranded in host countries, facing job losses and limited access to healthcare, leaving them at a higher risk of exploitation and abuse.

## Remote work challenges:

While remote work became more prevalent during the pandemic, it also introduced new challenges. Workers faced longer working hours, increased surveillance, and blurred boundaries between work and personal life, leading to potential exploitation and burnout.

## Weakened labour movements:

COVID-19 restrictions limited the ability of labour movements and unions to organise and advocate for workers' rights. This weakened their ability to negotiate their wages, safe working conditions, and protections against exploitation.

# PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

Year	International Effort/Legislature
1884	<ul style="list-style-type: none"> <li>➢ <u>The Salvation Army</u>, a Christian charitable organisation, established the International Labour Bureau to combat exploitation and promote fair labour conditions</li> <li>➢ The International Labour Bureau established by the Salvation Army faced limitations in terms of resources and scope, which may have hindered its ability to address the widespread nature of worker exploitation</li> </ul>
1912	<ul style="list-style-type: none"> <li>➢ Formation of the <u>American Federation of Labour (AFL)</u> led to increased advocacy for workers' rights, including improved wages and working conditions</li> <li>➢ While the AFL advocated for workers' rights, the impact of its actions varied depending on the specific industries and regions, and it faced challenges in achieving widespread systemic change</li> </ul>
1919	<ul style="list-style-type: none"> <li>➢ <u>The International Labour Organisation (ILO)</u> was established as a specialised agency of the League of Nations with the goal of promoting social justice and improving working conditions globally</li> </ul>
1921	<ul style="list-style-type: none"> <li>➢ The <u>International Federation of Trade Unions (IFTU)</u> was founded, working to protect workers' rights, promote fair wages and improve working conditions globally</li> <li>➢ It faced political and ideological differences among member unions, limiting its ability to coordinate and enact uniform</li> </ul>

	actions to combat worker exploitation globally
1948	<ul style="list-style-type: none"> <li>➢ The <u>Universal Declaration of Human Rights</u> was adopted by the United Nations General Assembly, recognising the right to fair wages, safe working conditions and the right to form trade unions</li> </ul>
1957	<ul style="list-style-type: none"> <li>➢ The ILO adopted convention No.105 concerning the Abolition of Forced Labour, which called for the eradication of <i>all forms of forced labour</i></li> </ul>
1981	<ul style="list-style-type: none"> <li>➢ The <u>Clean Clothes Campaign (CCC)</u> was launched, focusing on improving labour conditions and advocating for the rights of workers in the global garment industry</li> <li>➢ Made important strides in raising awareness but the complexity of global supply chains and the power dynamics within the garment industry presented challenges in implementing lasting and widespread change</li> </ul>
1997	<ul style="list-style-type: none"> <li>➢ the <u>Fair Labour Association (FLA)</u> was established, bringing together companies, NGOs, and universities to promote fair labour practices and protect workers' rights in global supply chains</li> <li>➢ Relied on voluntary participation of companies, which limited its ability to enforce and ensure compliance with labour standards, particularly in cases where companies were not fully committed to the cause</li> </ul>
1998	<ul style="list-style-type: none"> <li>➢ The ILO adopted the <u>Declaration on Fundamental Principles and Rights at Work</u>, emphasising the importance of core labour standards, including freedom of association, the right to collective bargaining and the elimination of forced labour and child labour</li> </ul>
1998	<ul style="list-style-type: none"> <li>➢ Anti-slavery International launched the <u>“Stop Child Trafficking” campaign</u>, raising awareness and working to combat child trafficking and forced labour</li> <li>➢ Raised awareness, however the deeply entrenched nature of child trafficking and forced labour required sustained efforts, comprehensive legal frameworks and cross-sector collaboration to effect significant change</li> </ul>
2000	<ul style="list-style-type: none"> <li>➢ The <u>United Nations Millennium Declaration</u> was adopted, outlining the <u>Millennium Development Goals (MDGs)</u>. One of the goals, Goal 8, focused on promoting <i>decent work for all</i> and called for the <i>eradication of child labour</i></li> </ul>
2001	<ul style="list-style-type: none"> <li>➢ The <u>Workers Rights Consortium (WRC)</u> was founded, aiming to promote workers' rights and improve labour conditions in the global apparel industry</li> <li>➢ Faced challenges in monitoring and enforcing labour standards across global supply chains, especially in contexts where worker voice and representation were limited</li> </ul>
2005	<ul style="list-style-type: none"> <li>➢ The <u>Ethical Trading Initiative (ETI)</u> launched the “No Sweat”</li> </ul>

	<p>campaign, advocating for workers' rights and improving labour conditions in global supply chains</p> <p>➤ Faced barriers related to the complexity of global supply chains and limited transparency, making it difficult to ensure effective implementation of labour standards</p>
2010	<p>➤ The <u>International Cocoa Initiative (ICI)</u> was established, working to eliminate child labour and promote the rights of cocoa-farming communities in West Africa</p> <p>➤ Faced systemic challenges in addressing child labour due to the widespread nature of the issue</p> <p>➤ Poverty in cocoa farming communities and the complexity of the supply chain required broader systemic changes and multi-stakeholder collaboration</p>
2010	<p>➤ The ILO adopted <u>Protocol of 2014 to the Forced Labour Convention</u>, 1930, which strengthened measures to prevent forced labour, protect victims and ensure access to justice</p>
2013	<p>➤ The “<u>Fashion Revolution</u>” movement emerged after the <u>Rana Plaza factory collapse</u> in Bangladesh, urging transparency, ethical sourcing and improved working conditions in the fashion industry</p> <p>➤ It raised awareness and called for greater transparency, however the fast fashion industry's complex supply chains and consumer demand for low-cost products posed ongoing challenges in achieving lasting improvements in labour conditions</p>
2015	<p>➤ The <u>United Nations Sustainable Development Goals (SDGs)</u> were adopted, emphasising decent work and economic growth as one of the goals (Goal 8) and calling for the <i>eradication of forced labour, modern slavery and human trafficking</i></p>
2016	<p>➤ The United Kingdom passed the <u>Modern Slavery Act</u>, which requires businesses to disclose efforts to address modern slavery in their supply chains</p>
2016	<p>➤ The “<u>Know the Chain</u>” initiative was launched, evaluating and ranking companies on their efforts to address forced labour and human trafficking in their global supply chains</p> <p>➤ Despite evaluating and ranking companies, the initiative faced limitations in terms of enforcement mechanisms and lacked universal participation, which limited its ability to drive widespread change across industries</p>
2018	<p>➤ The <u>European Union Directive on Transparent and Predictable Working Conditions</u> was adopted, aiming to improve workers' rights, address precarious employment, and ensure fair working conditions</p>
2020	<p>➤ The <u>Coalition of Immokalee Workers (CIW)</u> continued its “<u>Fair Food Program</u>” in the United States, advocating for fair wages and better working conditions for farmworkers</p>

	<ul style="list-style-type: none"> <li>➤ Achieved notable improvements for farmworkers, but its impact remained concentrated within the agricultural sector and faced challenges in broader adoption across industries</li> </ul>
2020	<ul style="list-style-type: none"> <li>➤ The <u>United States signed the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2020</u>, reauthorizing various programs and measures to combat human trafficking and support victims</li> </ul>

## POSSIBLE SOLUTIONS

In this study guide I have chosen to outline two possible solutions that countries should have an open and cooperative debate about. The points made below must be debated to ensure they fit each country's needs and requirements.

### Enhancing Legal Protection for Workers

- **Strengthening** existing labour laws and regulations globally.
- **Facilitating** collaboration among countries to harmonise labour laws and standards.
- **Setting minimum wage standards** and working hour regulations globally.
- **Enhancing** international bodies to supervise and enforce labour laws.
- **Encouraging** countries to establish specialised labour laws.
- **Increasing transparency and accountability** within corporations.
- **Promoting the disclosure** of supply chain information and **verification** processes for companies.

### Ensuring Fair Treatment of Workers through Supply Chain Transparency

- **Promoting** fair trade practices globally
- **Establishing international certification standards** to ensure fair wages and worker protections
- **Encouraging** countries to adopt fair trade labelling and certification systems
- **Encouraging** ethical supply chains
- **Promoting** responsible sourcing practices for multinational corporations
- **Encouraging** companies to verify suppliers' compliance with labour standards
- **Improving** supply chain **transparency**
- **Developing** global platforms for companies to disclose their supply chains
- **Promoting** the use of **blockchain technology** technology to ensure transparency and traceability

### Key countries and organisations involved:

- United Nations (UN)
- International Trade Centre (ITC)
- World Trade Organisation (WTO)
- Multinational corporations (e.g. Nike, Apple, Nestle)
- Non-governmental organisations focused on fair trade and supply chain transparency (e.g. Fair Trade USA, Transparency International)

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