



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

COMBATING FORCED LABOUR LABOUR INSPECTORS GUIDE



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Introduction

The United Arab Emirates is committed to combating all forms of human trafficking, an integrated national strategy consistent with the international approach in combating this crime. This strategy is based on essential pillars which are prevention & interdiction, prosecution, punishment, protection of victims, and enhancement of cooperation at the regional and international levels by working with governments, governmental and non-governmental organizations, and international organizations, to eliminate this crime. This is especially true since human trafficking is considered one of the most heinous cross-border organized crimes that is based on the exploitation of the innocent and the vulnerable, and it threatens the stability and sovereignty of societies.

In recent years, the UAE has made significant strides in combatting this crime, especially since the adoption of Federal Law No. (51) of 2006 regarding combating human trafficking, establishing a National Committee to Combat Human Trafficking, and signing international agreements concerning human trafficking and forced labour, etc.

The UAE is committed to implementing the objectives of its national strategy aimed at combating human trafficking, as part of its efforts to improve its plans and procedures and to establish regional and international partners to combat human trafficking. The UAE Ministry of Human Resources and Emiratization is a member of the UAE's National Committee to Combat Human Trafficking and forced labour. The committee is fully committed to fulfilling its responsibilities and duties associated with supervising and monitoring the Emirati labour market.



Objectives of the Guidebook

- The purpose of this guidebook is to provide law enforcement officers and labour inspectors with the basic guidelines and knowledge they need to monitor forced labour crimes, which are considered to be forms of human trafficking.
- Consequently, the guidebook was prepared in accordance with the Federal Law No. (51) of 2006, concerning human trafficking, and the Labour Relations Regulation Law No. (33) of 2021, which defines and prohibits forced labour, and Law No. (9) of 2022, which governs domestic workers.
- Additionally, the guidebook aims to assist labour inspectors and law enforcement authorities in discovering and monitoring indicators that indicate potential cases of forced labour crimes, and in identifying the procedures they should follow if any of the indicators are observed. These cases must be reported to the appropriate authorities for further investigation. The scope of this guide includes all economic sectors and activities registered with the Ministry of Human Resources and Emiratization, including those governed by labour laws.



Definitions



Forced labour is a form of Human Trafficking

- a. The recruitment, transportation, transfer, sheltering, or receiving of human beings, either by threats, force, or other forms of coercion, abduction, fraud, deception, abuse of power, or vulnerability. If a payment or benefit is given or received to obtain the consent of another person to exploit the person for the purpose of exploitation within a country or abroad, this is considered human trafficking.
- b. Payment or receipt of money or benefits to gain the consent of a person with control over another person with the intention of exploiting that individual.
- c. The trafficking of a child or incapacitated individual may constitute human trafficking even if none of the aforementioned means is involved.
- d. Forms of exploitation include all forms of sexual exploitation, the exploitation of another's prostitution, forced labour, slave labour, removal, manipulation, or implantation of organs, forced labour, slavery, begging, and similar practices.



Labour Relations Law

Forced labour is prohibited by the Federal Law No. (33) of 2021, which defines it as follows: "Any practices employed by the employer to induce or force the employee to perform work for him, or to threaten him with punishment, are explicitly prohibited by law".



International Conventions on Forced Labour

Palermo Protocol Recruitment, transportation, transfer, harboring or receiving individuals by means of threats, force or other forms of coercion, abduction, fraud, deception, abuse of power, or vulnerability, or the giving or receiving of payments or benefits for the purpose of obtaining the consent of someone in control of another person for the purpose of exploitation. exploitation includes, at a minimum, the exploitation or prostitution of others, or any other form of sexual exploitation, forced labour or services, slavery, servitude or the removal, manipulation, or implantation of organs.

International Labour Convention No. 29 regarding forced labour prohibition: This convention was ratified by the UAE in 1982 and defines forced labour as: Any work or service that is demanded from an individual under threat of punishment, and for which the individual does not voluntarily give his or her consent.

Definitions



Potential Victims of Forced Labour

Workers who are practicing their profession in the UAE, regardless of whether they are covered by a permit and an employment contract or not, and who have been exposed to forced labour indicators in accordance with the guidelines outlined in this guide.



Committee

The National Committee for Combatting Human Trafficking

Legal References



The United Arab Emirates passed Federal Law No. (51) in 2006, which is the first comprehensive law aimed at combating human trafficking in the region. In 2023, the law was revised and Federal Decree Law No. 24 of 2023 was issued in order to strengthen the process of combating crime.



In 1982, the UAE ratified International Labour Convention No. (29) regarding the prohibition of forced labour, and in 1997, the state ratified International Labour Convention No. (105) regarding the abolition of forced labour.



Federal Decree Law No. (33) of 2021 concerning “Regulation of Labour Relations” criminalizes forced labour, and Federal Decree Law No. (9) of 2022 concerning domestic labour prohibits the exposure of domestic workers to forced labour and any form of work that falls within the framework of human trafficking, according to the laws of the country or conventions ratified. The decree laws provide an effective legislative framework for establishing robust policies and procedures to prohibit forced labour and to protect workers in a manner that ensures them decent working conditions and a humane working environment that prevents them from becoming victims of human trafficking networks.

In November 2000, the UAE ratified the United Nations Convention against Transnational Organised Crime and committed to preventing and combating human trafficking and forced labour.

The UAE joined the Palermo Protocol supplementing the United Nations Convention against Transnational Organized Crime on the prevention, suppression and punishment of trafficking in persons, especially women and children, in (2009).

Detection of Forced Labour through an Integrated System

I: Control and Inspection System

As part of its integrated electronic monitoring and inspection system, the Ministry closely monitors the degree to which all national institutions involved in recruiting and employing expatriate workers comply with all applicable laws and regulations, including national recruitment agencies and employers’ organizations. In addition to implementing measures to combat human trafficking and forced labour, the Labour Inspection Department is also responsible for supporting the adoption of national legislation prohibiting the imposition of the crime of forced labour. It is also the responsibility of the department to establish a monitoring system for labour markets and forced labour indicators in all economic sectors covered by labour law. In addition to the domestic labour sector, this encompasses both places and work sites affiliated with establishments registered with the Ministry of Human Resources and Emiratization, as well as labour camps, employer residences, and recruitment agencies, in addition to coordinating and following up with law enforcement agencies and other relevant agencies in the state as required.

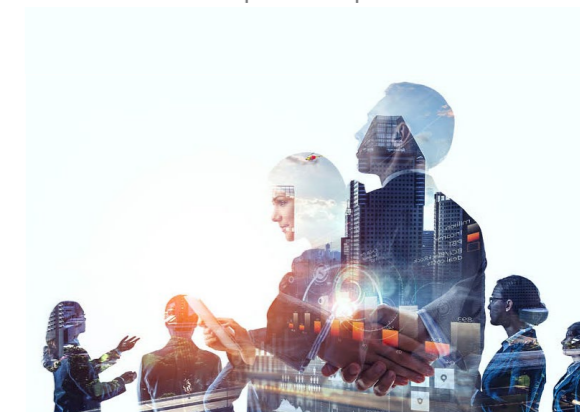
Furthermore, several electronic systems, including a wage protection system and a smart inspection system, have been developed. A common feature of these systems is the monitoring of any indications that workers

may be exposed to practices that could lead to human trafficking or forced labour. As the system categorizes private sector establishments according to their risk levels, the labour inspection team is alerted and instructed to prioritize inspection visits and follow-up efforts to high-risk establishments, which are identified when the system observes more than one indicator of labour law violations such as the failure to pay wages on time, the failure to renew employment contracts on time, the employment of workers for additional hours in excess of the legal maximum, and an increase in labour complaints and complaints receiving reports alleging exposure to illegal practices, including complaints that passports are withheld, wages are deducted to cover recruitment costs, or workers are asked to bear such expenses for any reason.

Furthermore, the system monitors social media channels for any indicators or violations that may require intervention. Furthermore, there are special channels for receiving reports from the community concerning suspected human trafficking and sexual harassment. Workers’ complaints and reports are handled by an operations room that operates round-the-clock. Thus, all pertinent information regarding the emergency situation will be

made available to decision makers on the ground, including labour inspectors, local officials, and all other relevant parties. Additionally, coordinate efforts to implement response plans in the guide to address establishments that may employ practices that may expose workers to forced labour.

The Ministry also launched a call center (600590000) to facilitate direct communication with the Ministry via the telephone, 24 hours a day, in 20 languages. Additionally, the service provides procedural services, such as receiving labour complaints (80084) through direct and safe channels of communication. When the service receives a report of suspected forced labour, the report is forwarded to the labour inspection department.



The control and inspection system are designed to achieve the following objectives:

 <p>Strengthening the state's efforts in combatting such crimes and mobilizing resources and efforts for the benefits of the society.</p>	 <p>Promoting a collaborative approach between the Ministry and the authorities involved in combating human trafficking crimes, including law enforcement authorities and centers that provide care and shelter for the victims.</p>	 <p>Determine and refer suspected forced labour cases or cases of human trafficking to appropriate authorities (police, prosecution, shelters, etc.)</p>	 <p>Activate the auditing and evidence-gathering system, which examines, collects evidence, and investigates violations committed by establishments in order to enhance oversight roles, and coordinate with the appropriate authorities which enhances monitoring efforts.</p>
 <p>Ensure that the parties to the employment contract comply with national legislation, relevant international agreements, and legal provisions relating to working conditions. Protecting workers at work is</p>	 <p>Monitor indicators and evidence relating to human trafficking, particularly forced labour against workers covered by the Labour Relations Regulation Law and the Domestic Workers law, and the ministerial decrees thereof and provide legal advice to actual or potential victims of human trafficking.</p>	 <p>Increase public awareness about legislation and the best practices for adhering to and complying with it, the consequences of violating it, and identify forced labour indicators.</p>	 <p>Support the implementation of rapid and effective measures aimed at eliminating such crimes.</p>

II: Integration of Multiple Government Agencies

As part of the Ministry's efforts to combat the criminal activity of human trafficking and forced labour, it has developed strategic partnerships with the following entities:

				<p>Police</p>	<p>Shelter centers in the country</p>
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III: Awareness and Training

Accordingly, Article (33) of the Executive Regulations of Decree-Law No. (33) of 2021 mandates the provision of information and technical guidance to employers and employees in order to help them determine how to implement the Decree-Law, its Executive Regulations, and the ministerial decisions that govern them most effectively. A labour inspector is raising awareness to both parties of the employment contract the concept of human trafficking and forced labour, and making them aware of the relevant indicators, during periodic inspections. also to provide information and technical guidance to employers and employees about the legislation issued as well as the penalties that will apply if a violation occurs. The Ministry has also developed, published, and designed training and awareness media regarding forced labour and its indicators, which include training, audio, and visual media, as well as entities to be contacted if forced labour is encountered, reporting procedures and methods, as well as the steps taken by the Ministry to ensure confidentiality and protection of the authors of complaints. These reports serve as a tool for educating all interested parties and raising public awareness of this crime.

Labour inspectors play a key role in monitoring law enforcement and ensuring that establishments comply with the law. However, they should ensure the following:



- Participate in training programmes provided by the authorities, particularly those pertaining to human trafficking and forced labour.



- Regularly attend internal workshops for inspectors focused on human trafficking legislation and decisions.



- Take part in relevant training programmes, including the “Anti-Human Trafficking Specialist” diploma offered by the National Committee to Combat Human Trafficking, Dubai Police, Dubai Judicial Institute, and United Nations Office on Drugs and Crime (UNODC), to prepare a qualified team of inspectors capable of efficiently and effectively combating human trafficking.

IV: Proactive Monitoring and Preventative Inspection

1. During inspection visits, labour inspectors must examine the employer’s compliance with the following requirements:

- A copy of the job offer must be sent to employees in their country of origin in Arabic and another language that the employee understands, and to explain all terms and conditions of the offer to the employee before leaving the country.
- Provide employment contracts in accordance with the contract models approved by the Ministry of Human Resources and Emiratization.
- Ensuring that employees have a copy of their signed and approved contracts.

2. Ensure that recruitment agencies comply with the following guidelines:

- No fee may be collected from employees for recruitment or employment services.
- Assure that adequate housing is provided in accordance with the standards approved by the Ministry of Human Resources and Emiratization.
- Ensure that they deal with accredited employment agencies in countries of origin.
- An employment agency abroad must enter into a contract that specifies their obligation to obtain the employee’s signature and fingerprint on the job offer. This signature and fingerprint can then be retrieved from the Ministry of Human Resources and Emiratization’s electronic system and signed and approved as an approved employment contract.
- Employees should be provided with a copy of the “Know Your Rights” guide to ensure that they are aware of the following:
 1. Maintaining identification documents in a secure location and understanding that employers are not permitted to withhold their employees’ identification documents.
 2. Signing the employment contract upon arrival in the United Arab Emirates is of utmost importance.
 3. Report any practices in which the employee bears or is required to pay the fees and costs of recruitment.
 4. Reviewing the terms of his/her employment contract and ensuring that they are consistent with those of the job offer he/she signed in his/her home country is essential.
 5. Immediately notify the Ministry of Human Resources and Emiratization if the employer fails to provide the job opportunity agreed upon or if the employee does not receive their full wages on the specified date.



Identification of Forced Labour Victims

The Ministry of Human Resources and Emiratisation plays a significant role in combating human trafficking, especially in the form of forced labour. A total of eleven main indicators have been developed. The following general indicators should be linked to a number of specific sub-questions that will assist in monitoring cases of suspected forced labour:

Indicators of Forced Labour

Indicator	Yes	No
1. Falsification or Substitution of Employment Contracts		
Which recruitment agency recruited you for this position?		
Are you familiar with the licensing status of the recruitment agency?		
Have you received a job offer from the recruitment agency before leaving your home country?		
Did you read and understand the terms of your employment?		
Have you signed your employment contract since arriving in the country?		
Does it include the same conditions as the job offer, or does it differ? What is the difference?		

Have you agreed to the terms of the job offer and signed the employment contract before leaving your home country?

Were you asked to work under terms and conditions that differed from those stated in the job offer?

Are you receiving the salary that was agreed upon or are you receiving a lower salary than that which was stated in the job offer?

Are you currently engaged in the job or profession that was described in the offer, or are you engaged in a job/profession that is different from that which was agreed upon?

2. Exploiting Vulnerabilities

Does the worker have a legal residence in the country? Do you possess a valid work permit and a valid residence permit?

Has the renewal of work permits, residence permits, and employment contracts been completed on time?

Are you being threatened by your employer or his representatives if you do not comply with his orders? Have you ever been required by your employer to perform services unrelated to your job against your will?

Has your psychological well-being been compromised by degrading treatment or exposure to insult or contempt?

3. Overworking

Are employees being forced to work beyond the legal maximum overtime hours against their will or under threat of punishment?

Yes

No

Yes

No

Are you aware of the maximum daily and weekly working hours?		
Does your company keep track of your and your coworkers daily and weekly working hours?		
Do you receive overtime compensation as required by law?		
4. Lack of Adequate Housing and Living Conditions	Yes	No
Are you or any of the workers are forced to live in bad or poor housing conditions?		
Can workers move freely within the labour housing, or are there locks on windows and/or doors, guards or guard dogs, etc?		
Can workers communicate with the outside environment through personal means such as mobile phones or other electronic devices, or are they unable to do so?		
Was the inspector aware of any workers hiding or deliberately being hid when he inspected the labour housing?		
5. Physical violence, including sexual violence	Yes	No
Is there any evidence that the worker has been abused, such as bruises?		
Does the worker appear anxious or fearful? Is he responding to the inspector's questions or does a colleague respond on his behalf?		

Does the worker appear to be mentally confused or affected by violence in any other way?		
Have supervisors/employers demonstrated violent behavior?		
6. Restriction of Movement and Isolation	Yes	No
Is the worker being detained at the workplace?		
Can the workers use any communication device they choose, or have their phones been confiscated or prevented from being used?		
Can the worker leave the workplace if he or she is prohibited from doing so?		
Are there any signs that the worker is restricted from leaving the workplace, such as barbed wire, armed guards, or other restrictions?		
Are transportation means available to workers if the labour camp provided by the employer is located in a remote area?		
Can a worker change employers and work for another employer, or does the employer take action to force him to work exclusively for him?		
7. Threats	Yes	No
Is the worker's statement unclear or does he appear to have been instructed by the employer on how to answer?		

Have any threats been made to the workers themselves, their co-workers, or their family members?		
Is there evidence that the worker is being blackmailed (with or without the consent of the employer)?		
Does your employer regularly threaten to report you to the authorities for any reason?		
Is your employer or his representative threatening to return you to your country and take away your job opportunity if you do not comply with their requests or orders that are not related to your employment?		
Are you being threatened with being prevented from returning to your country at the end of the contract period? Or by transferring to a different employer?		
8. Slavery due to debt and other forms of enslavement	Yes	No
Is the employee required to pay recruitment or transfer fees? In the event that these fees are owed, are they deducted from the salary?		
Do workers have to pay exorbitant fees for housing, food, or work tools, which are deducted from their wages?		
Did the worker sign any incorrect documents stating that he owed any amounts of money to the employer?		

9. Non-payment of wages or withholding of wages	Yes	No
Is there an illegal deduction from wages of a significant percentage?		
Has the worker received any compensation?		
Are workers free to dispose of their wages as they see fit?		
Has the worker's wages been withheld in order to prevent him from leaving his job?		
Is the wage paid regularly? how long the delay in the payment of wages was if the answer is no?		
Is the worker compensated in kind?		
10. Withholding Identification Documents	Yes	No
Is the employer withholding the employee's identification papers, and is it at the worker's request or against his will?		
Does the worker have access to these documents at any time?		
If requested, will the employer provide the worker with his identification documents?		
Upon request, will the worker be blackmailed or denied a passport or other identification document?		

Structural Indicators

During the analysis of the indicators, it is essential to ensure that the three elements of the crime of forced labour are present, and the inspection reports must illustrate the availability of these three elements, which include the following:



Act:

Recruiting and employing, transporting, deporting, harboring, or receiving individuals.



Method:

Use of violence, threat of violence, deception, fraud, intimidation, and the exploitation of vulnerabilities or abuse of power



Purpose:

Sexual exploitation, forced labour, forced begging, domestic servitude, debt slavery, or any other form of labour exploitation.

The Use of Forced Labour Indicators

Labour inspectors will use these indicators to assess the labour market conditions across various sectors registered with the Ministry, during:



The pre-inspection phase, questions and information are collected to determine whether any of the workers are suspected of having been subjected to practices similar to forced labour.



During the inspection process



Following the completion of the inspection procedure to prepare a report and document the results of the inspection separately for each of these indicators.

Guidelines for labour inspectors to adhere to when the smart inspection system detects signs suggestive of potential forced labour

As soon as the Human Trafficking and Forced Labour Section receives the report, the following steps will be taken:

- Review the establishment's details to ensure that it is in compliance with the Labour Law and its implementation decisions. Furthermore, you should check whether the establishment is classified as high-risk.
- Organize an inspection visit of the facility with the competent authorities, represented by the police, in anticipation that the inspector will be obstructed, prevented from entering the facility's premises, prevented from meeting the worker, threatened by the employer or his representative, or offered a bribe for utilizing his duty and job powers to conceal information or cover up crimes.
- A direct communication will be made to the parties that have been coordinated with as stated above if an inspector is exposed to any of the aforementioned practices. These parties will then obtain an order from the Public Prosecution permitting the inspector to enter the facility and interview the workers.
- This case requires the labour inspector to submit his report regarding a violation of obstruction and prevention by the facility against one of the officials responsible for implementing Decree Law No.33 In 2021, imposing the legally prescribed fine pursuant

to Article (59), not less than (20,000) dirhams and not more than (100,000) dirhams.

- Labour inspectors are responsible for verifying the validity of all indicators contained in this guide by asking workers the above-mentioned questions and recording their responses in the inspection form and the inspection report prepared for this purpose.
- In the event a set of strong indicators is demonstrated, the police must be notified, who will intervene and prepare an official report on the incident. The potential victim should then be transferred to the appropriate shelter center, for support and protection, as needed when there is a feeling of insecurity, threat, or fear for life, or upon the worker's request.
- The labour inspector must prepare arrest reports against violating facilities, carry out administrative suspension procedures for the facility and employer's files, and refer the matter to the Public Prosecution. Under Article 33 of 2021, forced labour is prohibited, and employers are liable for legal action.
- An investigation of the victim will be conducted in coordination with the appropriate police station until he/she is referred to the prosecution, legal action shall be taken against the establishment and/or the employer, and a final verdict.
- The relevant labour inspector should meet with

the potential victim in coordination with the shelter center during the investigation period to clarify the legal situation. During the interview process, the potential victim will be informed of the measures which will be taken to exempt him from any violations or fines related to violations of the labour law (for example, working without a work permit), and opportunities for obtaining a work permit will be discussed in accordance with the applicable procedures and regulations.

- If workers caught in violation of the Law on the Entry and Residence of Foreigners, the following will be done:
 - a. Examination of all indicators related to forced labour above, particularly in relation to workers' entitlements.
 - b. Investigate records and conduct personal interviews with employees to determine whether they are receiving wages, meals, rest days, and leaves.



Guidelines for labour inspectors to adhere to upon receiving a report of a potential forced labor case through the call center

- Receiving of the report and instruct the inspection team to visit the facility and inspect all indicators which indicate the possibility of a forced labour crime occurring.
- As soon as it is confirmed that there is an indication of a high level of risk in the report, the inspection teams must inform law enforcement authorities and coordinate with them about the appropriate actions to be taken. This ensures that the incident is controlled according to sound legal procedures in order to classify the crime appropriately.
- It is necessary to interview a group of workers upon arriving at the facility's premises or the location specified by the petitioner in order to ensure the accuracy of the information provided by the victim. Several steps are taken in this process, such as interviewing the workers, hearing their statements, taking their statements, and gathering evidence by examining documents, verifying the facts, and referring them to the auditing and evidence-gathering system. The workers must be interviewed individually and in a separate room, meaning that they must be interviewed alone, without the presence of their employers or superiors.
- Coordinate with the authorities responsible for sheltering victims, including men, women, and children, to ensure that they receive shelter and necessary services according to their needs.



Guidelines for labour inspectors to adhere to when the preventative inspection team identifies a potential case of forced labour or in case of detection of such cases on social media platforms

Proactive Monitoring Department actions when forced labour is reported or detected via social media

- If the published content is an advertisement associated with a registered establishment, its data will be verified through the Ministry's system. After contacting the establishment to verify the accuracy of its publication of the advertisement, the procedures listed below will be followed. In the event that an attempt is made to deceive workers and provide them with fake employment contracts is proven, the police will be notified.
- Whenever published content is related to a complaint, distress call, or video documenting a violation, and the department cannot identify and contact the publisher, the department will refer the material to the relevant authorities (police, cybercrime office, tele-communications, regulatory Authority / Media Content Office, etc.) to assist in determining the identity and location of the natural or legal person, to allow the inspection team to inspect the incident.
- Taking the necessary measures to ensure an immediate response and to deal with the case in an integrated manner, coordination will be made with law enforcement authorities to arrange an urgent inspection visit in accordance with the case data.
- The establishment will be referred to the Public Prosecution if a violation has been proven and there are victims, and shelter centers will be notified to receive the victim if necessary. In addition to suspending the facility's file, the file of potential defendants is suspended to prevent them from bringing and employing domestic workers with the Ministry of Human Resources and Emiratization
- In collaboration with the Ministry of Foreign Affairs and International Cooperation, shelter centers and the Human Rights Department of the police, victims will receive information regarding their rights and options.
- A plan is developed in consultation with the relevant authorities and diplomatic missions in order to remove the obstacles preventing the victim's voluntary return following an

assessment of the risks associated with such a return. As an example, the victim may not have a passport, be the subject of an absconding report, has visa fines, or may need to take the necessary measures in coordination with the relevant authorities to facilitate the search for another job opportunity and the acquisition of a work and residence permit.

- Referring cases to the judicial authorities with petitions detailing the facts and legal requirements and observing the process until the final ruling has been issued.



V: Responding to Potential Victims

1. Coordinate with the police to receive an official report and to protect potential victims in the event of an immediate danger.
2. Reassure the victim that all information will remain confidential, that the victim's information will be coordinated with the authorities responsible for providing shelter and support, While we diligently maintain close communication with the individual affected, respecting their wishes regarding their continued employment, we also strive to streamline and support the transition process to their new employer.
3. It is important to inform the victim of their labour rights and to inform them of the actions that will be taken in the next stage of the process.
4. Ensure that the victim understands that the relevant authorities will exempt them from criminal liability if they disclose the practices, they were exposed to that may have been reminiscent of forced labour.
5. If necessary, coordinate with other relevant authorities in the country to place potential victims in shelters.
6. Make available medical, psychological, and legal assistance free of charge to potential victims through shelter centers.
7. Ensuring the privacy of potential victims and ensure that the information to be provided remains confidential.
8. From the moment victims are identified until they have completed rehabilitation programmes, the authorities involved in their care must maintain the identity of victims and/or potential victim confidential.
9. Keep all information regarding the victim, potential victims, or the incident confidential.
10. The location of the victims' shelter must remain confidential.



VI: Monitoring Recruitment Agencies

It is the Ministry's responsibility to regulate recruitment agencies' activities under the Decree Law and its organizational regulations, as stated in Council Resolution No. (1) in relation to the executive regulations enacted by the Federal Decree Law No. (33) of 2021. Regarding the Regulation of Employment Relations and its Amendments

The Ministry may temporarily suspend or revoke the license of the agency if one of the following instances occur:



If the agency commits any act involving forced labour (which is a human trafficking crime)



Failure to pay workers' wages.

To ensure compliance with the following requirements stipulated in legislation issued in this regard, labour inspectors are required to conduct periodic, quarterly inspections of all accredited private recruitment agencies:

1. Review of employer records to ensure that recruitment costs and fees are being paid by employers.
2. Check the contracts that national recruitment agencies sign with recruitment agencies abroad to ensure that the agencies are committed to submitting job offers to workers in the country of origin and collecting their signatures.
3. Conduct personal interviews with workers present at the agency to determine their recruitment procedures and whether they have been subjected to any forms of exploitation.

The labour inspector must adhere to the following standards when inspecting agencies that engage in the activity of temporary employment:



- Perform a review of worker records and conduct personal interviews to determine the terms and conditions of their employment, including wages, meals, rest days, and official holidays.



- Ensure that the labour camp meets the standards stipulated in the Council of Ministers' decisions and relevant ministerial decisions.



- If evidence of forced labour is found during an inspection visit, evidences must be registered and coordinated with the competent authorities in order to take legal action against the facility. In addition, all administrative measures must be taken, including canceling the permit, enforcing administrative violations explicitly stipulated in ministerial decisions, and referring the matter to the Public Prosecution.

Illustration Process Human Trafficking

INPUTS:

- A labour report or complaint received through one of the Ministry's communication channels
- Regular inspections
- Social media monitoring with a proactive approach
- (Risk matrix) Electronic inspection
- Various civil society institutions system
- Embassies and diplomatic missions
- Ministry of Interior and Public Prosecution

