



ETUC policy against forced labour and human trafficking

Adopted at the Executive Committee meeting of 10-11 December 2024

The European Trade Union Confederation (ETUC) is committed to fight against forced labour and human trafficking in all its forms, and to promoting decent work and human dignity for all workers. **We believe strong trade unions and a collective agreement are the most effective protection against exploitation.**

The ETUC and our affiliates have been successful in advocating for EU legislation and initiatives to fight against forced labour and human trafficking, to ensure the full respect for workers and trade union rights, importantly the right to collective bargaining, in supply and subcontracting chains.

Recently, the Corporate Sustainability Due Diligence Directive, the Forced Labour Regulation and the revision of the Directive on preventing and combating trafficking in human beings and protecting its victims were adopted by the European institutions.

There is no room for complacency, forced labour is a growing problem in Europe, the ILO reported in 2024 that the total annual illegal profits from forced labour in Europe are the highest in the world.

It is therefore of high importance for the ETUC to ensure that there is no forced labour or human trafficking in any parts of our operations or supply chains.

Implementing ETUC policy to prevent forced labour and human trafficking

The ETUC policy against forced labour and human trafficking aims to ensure the absence of forced labour and human trafficking from all aspects of our operations, activities, and purchases, including providers, suppliers, along with promoting transparency, accountability, and respect for trade union rights in all activities and operations.

The ETUC applies the following aims for its policy:

- The ETUC selects suppliers and providers who demonstrate respect for labour and human rights and who recognise trade unions, engage in collective bargaining and implement collective agreements;
- The ETUC establishes a list of suppliers and providers who demonstrate commitment to respect human rights and trade union rights (see below);
- The ETUC prioritises long-term contracts with suppliers and providers that consistently uphold workers' rights and collective bargaining agreements;
- Suppliers and providers are informed about the ETUC policy against forced labour and human trafficking;
- The ETUC supports and encourages its affiliates to develop measures to monitor and prevent union-busting or other anti-union practices within the



supply chain and to promote collective bargaining and decent working conditions.

Establishing a database of ethical service providers

In collaboration with ETUC affiliates, a list of hotels and other event and meeting services suppliers from each country will be compiled.

This registry will include only those suppliers and providers (i.e hotels, catering services, transports...etc.) who demonstrate respect for labour rights and who recognise trade unions, engage in collective bargaining and implement collective agreements;

Raising awareness and fostering a culture of vigilance

A targeted awareness training program will be launched, together with the ETUI, on the indicators of forced labour and human trafficking, the legal and ethical frameworks, the supply chain risks and the impact on women and young people and the tools and structures available along with example measures that our affiliates have included in their collective agreements.

This initiative will equip participants, including ETUC and ETUI staff, with the knowledge and tools identify and address such issues effectively, fostering a culture of vigilance and responsibility within our organisations.

Monitoring on policy implementation

The ETUC will monitor the implementation of its internal policies against the risks of forced labour and human trafficking. Reports on progress and challenges will be shared with affiliates, fostering transparency and accountability in addressing these critical issues.

This ongoing evaluation process will help refine strategies and maintain adherence to the organisation's ethical standards.