



# Governing Body

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## Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

### Purpose of the document

The Governing Body is invited to take note of the information submitted under the Annual Review for the period from January 2020 to December 2021 and to provide guidance on key issues and priorities to help Member States respect, promote and realize fundamental principles and rights at work (see the draft decision in paragraph 115).

**Relevant strategic objective:** Fundamental principles and rights at work.

**Main relevant outcome:** Outcome 2: International labour standards and authoritative and effective supervision.

**Policy implications:** Subject to the guidance of the Governing Body.

**Legal implications:** None.

**Financial implications:** None.

**Follow-up action required:** Subject to the guidance and decisions of the Governing Body.

**Author unit:** International Labour Standards Department (NORMES).

**Related documents:** None.

*NB.: The information in this report is based on the statements contained in government reports and comments submitted to the Office by national and international employers' and workers' organizations. The Office has not verified the accuracy of the information received.*

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## ► Executive summary

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This document provides an overview of developments and trends concerning the fundamental principles and rights at work in countries that have not yet ratified the relevant fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930 (the Protocol).<sup>1</sup>

The Office has incorporated into the present Review under the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work all updated reports and information received from governments and from employers' and workers' organizations for exceptionally both 2020 and 2021, while the information concerning the ratification status of the relevant Conventions covers the period from 31 January 2021 to 31 January 2022 (see GB.341/INS/5(Rev.2)).

As at 31 January 2022, 57 Member States (**Antigua and Barbuda, Argentina, Austria, Bangladesh, Belgium, Bosnia and Herzegovina, Canada, Chile, Comoros, Costa Rica, Côte d'Ivoire, Cyprus, Czechia, Denmark, Djibouti, Estonia, Finland, France, Germany, Iceland, Ireland, Israel, Jamaica, Kyrgyzstan, Latvia, Lesotho, Lithuania, Luxembourg, Madagascar, Malawi, Mali, Malta, Mauritania, Mozambique, Namibia, Netherlands, New Zealand, Niger, Norway, Panama, Peru, Poland, Portugal, Russian Federation, Saudi Arabia, Sierra Leone, Spain, Sri Lanka, Sudan, Suriname, Sweden, Switzerland, Tajikistan, Thailand, United Kingdom of Great Britain and Northern Ireland, Uzbekistan and Zimbabwe**) had ratified the Protocol, leaving 130 Member States with a continuing obligation to report under the framework of the Annual Review. The reporting rate for the Protocol alone under this review is 38 per cent, as compared with 30 per cent in 2019. It is heartening to note that 30 Member States (representing 60 per cent of those reporting) indicated their intention to ratify the Protocol.

Some States provided reports under the Protocol but did not update their information in relation to the other fundamental Conventions, and vice versa.

A number of States (around 30 per cent of the reporting countries) indicated or confirmed their intention to ratify one or more of the fundamental Conventions. As at 31 January 2022, four new ratifications of these instruments were registered (**Republic of Korea** (the Forced Labour Convention, 1930 (No. 29), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)) and **Sudan** (Convention No. 87)). Apart from the Protocol, a further 110 ratifications covering 40 Member States are still required before the goal of universal ratification of all fundamental Conventions is attained.

It can be seen from the above that the efforts of the "50 for Freedom" campaign to end modern slavery, launched by the International Labour Organization (ILO) in collaboration with the International Organisation of Employers and the International Trade Union Confederation, calling for the ratification of the Protocol, together with the ratification campaign for the ILO Centenary, have shown significant results.

Most reports from governments have provided useful information regarding their intentions, the challenges faced and the actions taken in realizing fundamental principles and

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<sup>1</sup> A list of reporting States and the corresponding unratified fundamental Conventions is provided in the appendix.

rights at work. This is particularly the case in relation to the Protocol, for which governments are still asked to fill in a detailed report form (as opposed to replying to simplified reports for the other principles). The present report also includes information on current development cooperation projects and/or technical assistance provided by the Office with respect to countries that have not ratified one or more fundamental Conventions and/or the Protocol.

For the present exercise, Member States were requested to report online using a new e-questionnaire tool. The aim of the new tool is to facilitate reporting for Member States and to enable the compilation of responses received with a view to undertaking further analysis. It is encouraging to note that the overwhelming majority of the countries that submitted a report (67 countries as compared to 45 in 2019) submitted their report online.

Although a number of steps have been taken to meet the outstanding requests for technical assistance of reporting States under the Annual Review, further action to campaign for the universal ratification of all fundamental Conventions is required in the light of the resolution concerning the second recurrent discussion on fundamental principles and rights at work adopted by the International Labour Conference at its 106th Session (2017).

## ► I. Introduction: Context of the present Review 2020–21

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1. The Annual Review process provides an opportunity for tripartite dialogue in the reporting States and can guide ILO technical assistance to those Member States to achieve fuller realization of the fundamental principles and rights at work. This process is of heightened importance since the adoption of the Protocol of 2014 to the Forced Labour Convention, 1930 (the Protocol), as it provides a key opportunity for governments and their social partners to determine appropriate steps for achieving the effective and sustained suppression of forced or compulsory labour, including trafficking in persons.
2. As of 31 January 2021, eight more countries ratified the Protocol (**Antigua and Barbuda, Bangladesh, Comoros, Luxembourg, Peru, Saudi Arabia, Sierra Leone and Sudan**), bringing the total number of ratifications to 57, and four new ratifications of the fundamental Conventions were registered (**Republic of Korea** (Conventions Nos 29, 87 and 98)) and **Sudan** (Convention No. 87)).
3. With the ratification by **Tonga** of the Worst Forms of Child Labour Convention, 1999 (No. 182), on 4 August 2020, Convention No. 182 has become the first ILO Convention in history to achieve universal ratification. With regard to the other fundamental Conventions, Convention No. 29 remains the most ratified, closely followed by the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Equal Remuneration Convention, 1951 (No. 100) and the Minimum Age Convention, 1973 (No. 138). Conventions Nos 87 and 98 remain the least ratified of the fundamental Conventions. The commitment of social partners is particularly important for the realization of the fundamental principles and also in relation to the issue of ratifications. In this regard, it is interesting to note that the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), has become the most ratified Convention outside the category of fundamental Conventions. This momentum could help to ensure that the prospect of further ratifications of fundamental Conventions is based on a solid social dialogue foundation.
4. In 2021, the Member States concerned were asked to report online using a new e-questionnaire tool. The aim of the new online reporting system is to facilitate reporting for Member States and to enable the compilation of responses received with a view to undertaking further analysis. This year, the number of reports received has increased significantly with respect to the last annual review: 67 reports were received, as compared to 45 in 2019, representing a global reporting rate of around 50 per cent. In addition, a few Member States began to fill in the e-questionnaire, but did not submit the completed report. They were therefore not included but follow-up is being undertaken with these governments to identify any problems encountered and facilitate solutions. Nearly all of the replying countries submitted their report online.
5. In September 2021, a communication requesting online reports was transmitted to the governments concerned, followed by the communication of a username and password for each government. The online reporting tool comprised the questions contained in the detailed report form on subjects covered by the Protocol (the second half of the report form on the elimination of all forms of forced or compulsory labour) and the simplified reports that had been used in previous years for those countries for which baselines had already been

established (covering freedom of association and collective bargaining, child labour, equality and non-discrimination, and forced labour).

6. The online questionnaire requested information on the consultations undertaken with the most representative employers' and workers' organizations and enabled the insertion (or attachment) of responses and comments from the organizations. The online reporting tool also had the necessary features to facilitate the circulation of the draft report to the social partners – respondents were able to export the completed questionnaire (prior to submission) in pdf format or Excel for circulation. In addition, instructions were provided so that any workers' or employers' organization wishing to complete a blank e-questionnaire could request their own login information. During the reporting period, 12 employers' organizations and 14 workers' organizations commented on the governments' reports. In four cases, the Office received information directly from employers' and/or workers' organizations.
7. The online reporting system introduced for the first time presented some challenges in its first roll-out. In several cases, the electronic correspondence that was based on a distribution list established in accordance with protocol indications by Member States, did not reach the official or officials responsible for reporting under the annual follow-up, and had to be re-forwarded. Some governments reported technical difficulties with respect to logging in and navigating the online reporting system and were provided with the necessary assistance from the Office. Further efforts will be made to effectively address these challenges and facilitate the use of the e-questionnaire.

## ► II. Developments and trends concerning the four categories of fundamental principles and rights at work under the 2020–21 Review

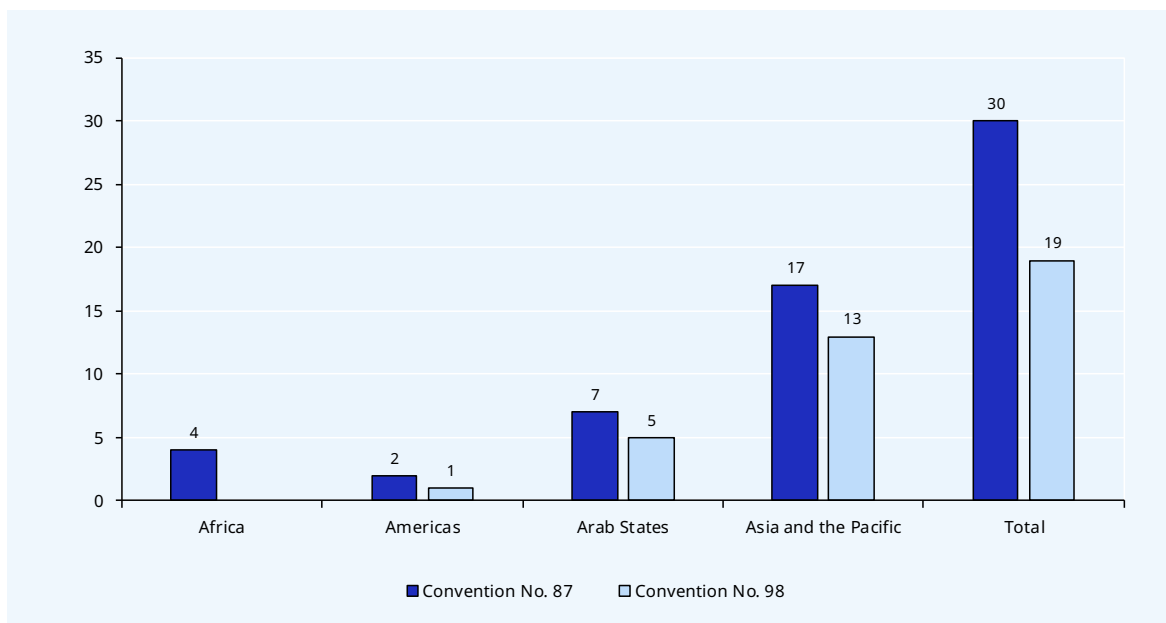
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### A. Freedom of association and the effective recognition of the right to collective bargaining

#### 1. Ratifications

8. While Conventions Nos 87 and 98 remain the least ratified of the fundamental Conventions, all countries in Europe have ratified both of these Conventions.
9. A total of 30 Member States have yet to ratify Convention No. 87, and 19 have yet to ratify Convention No. 98 (see figure 1). **Sudan** ratified Convention No. 87 in March 2021, and the **Republic of Korea** ratified Conventions Nos 87 and 98 in April 2021.

► **Figure 1. Number of Member States, by region, that have not ratified Convention No. 87 and/or Convention No. 98 (as at 31 January 2022)**

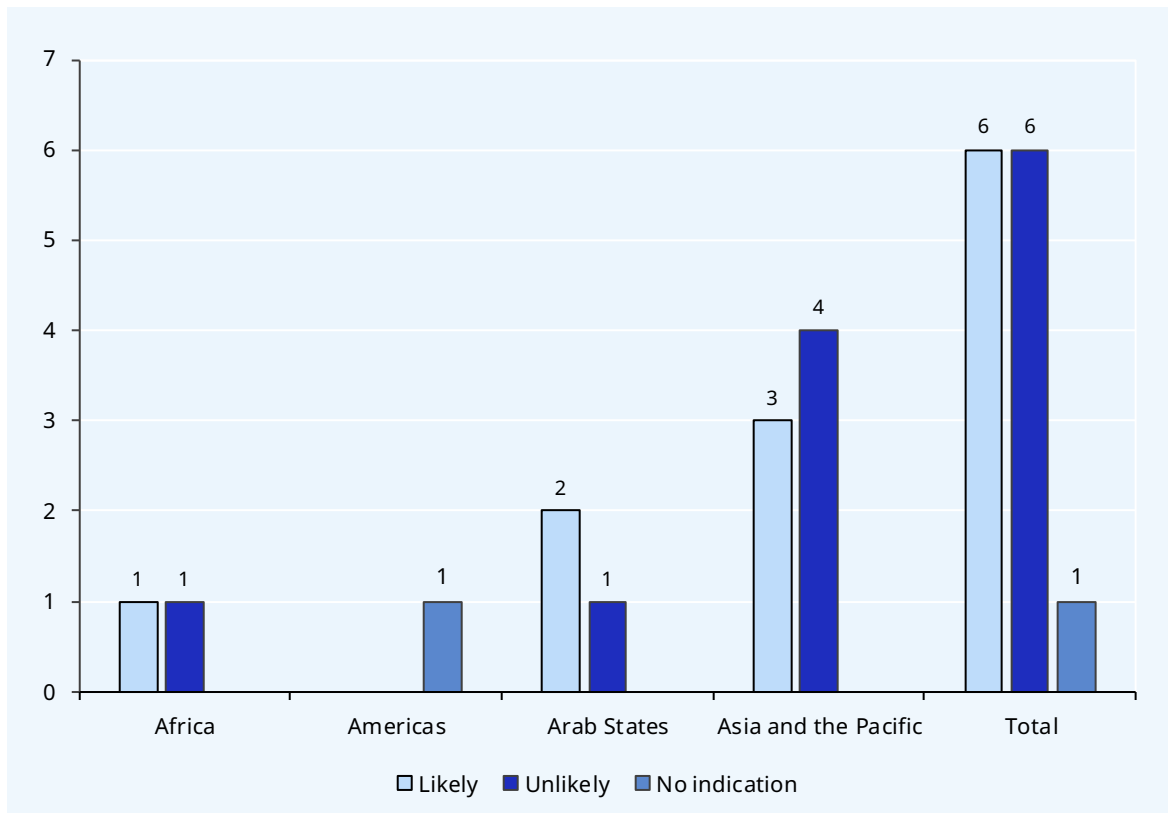


10. At the regional level, Asia and the Pacific has the largest number of reporting States that have ratified neither Convention No. 87 nor Convention No. 98, followed by the Arab States. In the Americas, there are two Member States that have not yet ratified Convention No. 87 and one that has not ratified Convention No. 98. Four African States have not ratified Convention No. 87.
11. In Africa, **Guinea-Bissau, Kenya, Morocco and South Sudan** have not yet ratified Convention No. 87.
12. In the Americas, **Brazil** has ratified Convention No. 98 but not Convention No. 87, while the **United States of America** has not ratified either of the Conventions.
13. In the Arab States, **Bahrain, Oman, Qatar, Saudi Arabia** and the **United Arab Emirates** have ratified neither Convention No. 87 nor Convention No. 98. **Jordan** and **Lebanon** have not ratified Convention No. 87.
14. In Asia and the Pacific, **Afghanistan, Brunei Darussalam, China, the Cook Islands, India, the Islamic Republic of Iran, the Lao People’s Democratic Republic, the Marshall Islands, Palau, Thailand, Tonga** and **Tuvalu** have ratified neither Convention No. 87 nor Convention No. 98. **Malaysia, Nepal, New Zealand, Singapore** and **Viet Nam** have not yet ratified Convention No. 87, while **Myanmar** has not ratified Convention No. 98.
15. The reporting rate for Convention No. 87 was 43 per cent, as compared to 31 per cent in 2019. During the reporting period, 13 Member States (**Bahrain, Brunei Darussalam, China, Cook Islands, Islamic Republic of Iran, Jordan, Kenya, Morocco, New Zealand, Oman, Singapore, Thailand** and **United States**) reported on Convention No. 87.



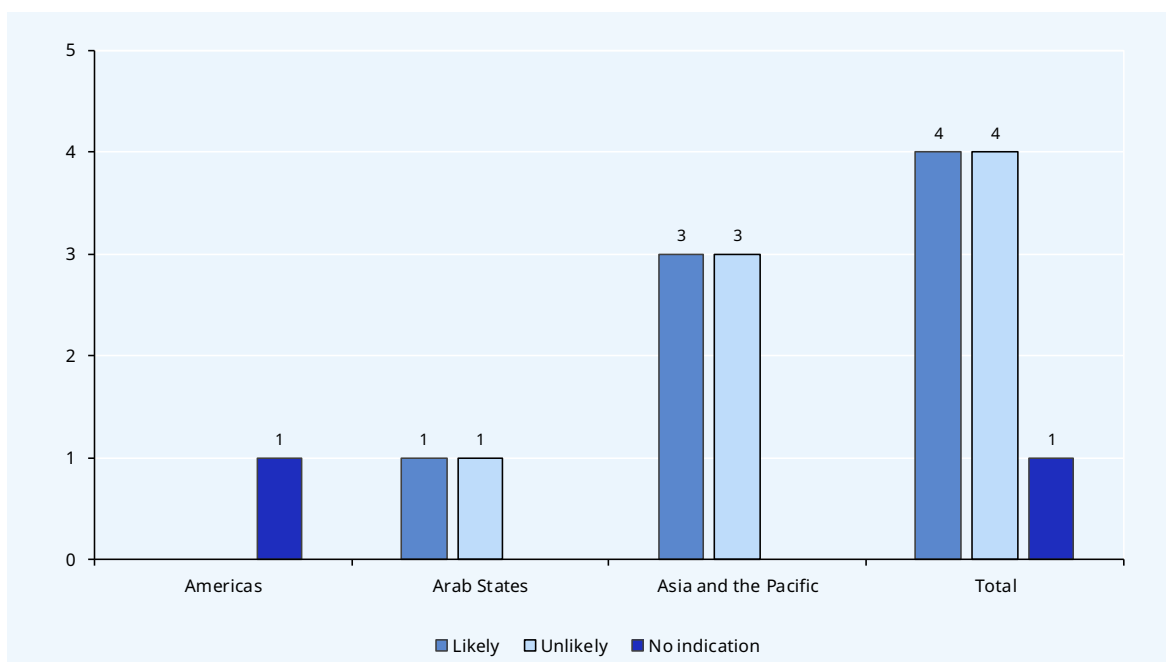
16. The **Cook Islands**, the **Islamic Republic of Iran**, **Jordan**, **Kenya**, **Oman** and **Thailand** reported that the ratification of Convention No. 87 is likely, whereas **Bahrain**, **Brunei Darussalam**, **China**, **Morocco**, **New Zealand** and **Singapore** indicated that ratification is unlikely. The **United States** did not indicate their intentions concerning the ratification of the Convention (see figure 2).

► **Figure 2. Ratification intentions for Convention No. 87, number of Member States by region**



17. The reporting rate for Convention No. 98 was 47 per cent, as compared to 45 per cent in 2019. Nine countries reported on the Convention (**Bahrain**, **Brunei Darussalam**, **China**, **Cook Islands**, **Islamic Republic of Iran**, **Myanmar**, **Oman**, **Thailand** and the **United States**).
18. The **Cook Islands**, the **Islamic Republic of Iran**, **Oman** and **Thailand** indicated that the ratification of Convention No. 98 is likely. **Bahrain**, **Brunei Darussalam**, **China**, and **Myanmar** reported that ratification is unlikely. The **United States** did not indicate their intentions concerning the ratification of the Convention (see figure 3).

► **Figure 3. Ratification intentions for Convention No. 98, number of Member States by region**



## 2. Changes in legislation

19. Various changes were reported by different governments in the area of: policy initiatives (**China**); legislative developments (**China, Thailand and United States**); labour inspection and monitoring (**New Zealand**); and judicial decisions (**United States**).
20. The Government of the **United States** informed that the 2018 executive orders limiting union representation of the federal workforce by restricting agencies from bargaining over certain topics with their unions and limiting the amount of time federal employees could spend on union representational activities while at work, were revoked in January 2021 and that in March 2021, a memorandum was issued, instructing agencies to lift restrictions on the amount of time federal employees who are also union officials can spend on representational activities.

## 3. Promotional activities

21. Different promotional activities and initiatives have been carried out including: undertaking research (**China, Islamic Republic of Iran and Jordan**); information and data compilation and dissemination (**China, Islamic Republic of Iran, Jordan, Kenya, New Zealand, Oman, Thailand and United States**); provision of training (**China, Islamic Republic of Iran, Jordan, Kenya, Oman, Thailand and United States**); and awareness-raising workshops and events (**Bahrain, China, Cook Islands, Islamic Republic of Iran, Jordan, Kenya, Myanmar and Thailand**).
22. In **China**, in 2020, in response to the COVID-19 pandemic, the Ministry of Human Resources and Social Security (MOHRSS), the All-China Federation of Trade Unions (ACFTU), the China Enterprise Confederation (CEC) and the All-China Federation of Industry and Commerce (ACFIC) jointly issued the Opinions Regarding Stabilizing Labour Relations and Supporting Enterprises Work Resumption during the Prevention and Control of the Pandemic, and the Notice of Further Strengthening Collective Bargaining in Response to the Pandemic to guide those affected enterprises in solving the pandemic-related labour disputes and wage payment issues through collective bargaining, so as to stabilize jobs and labour relations. The MOHRSS took the lead in issuing the Guiding Opinions on Protecting the Labour Rights and Interests of Workers in New Forms of Employment (Ren She Bu Fa [2021] No. 56), specifying that the enterprise should

actively respond if trade unions or workers in new forms of employment (such as delivery personnel for online orders and online ride-hailing drivers) make a request for negotiation.

23. The Government of the **United States** indicated that in April 2021, the President issued Executive Order 14025 establishing the White House Task Force on Worker Organizing and Empowerment, dedicated to mobilizing the federal government's policies, programmes and practices to empower workers to organize and successfully bargain with their employers. In September 2021, the United States and Mexico renewed collaborative arrangements reaffirming the commitment of the two governments to advance the protection of the rights of Mexican workers in the United States.

#### 4. Challenges

24. The Member States that reported during the current reporting period mainly indicated the following challenges: (i) lack of capacity of responsible government institutions (**Cook Islands** and **Kenya**); (ii) lack of employers and trade union capacity (**Cook Islands**); (iii) lack of public awareness (**China, Cook Islands, Islamic Republic of Iran, Jordan** and **Oman**); (iv) lack of information and data (**China, Cook Islands** and **Jordan**); (v) social and economic circumstances (**Cook Islands, Kenya, Myanmar** and **Thailand**); (vi) legal provisions (**China, Jordan, New Zealand** and **United States**); and (vii) prevailing employment practices (**Kenya**). The effects of the COVID-19 pandemic have also been mentioned by several States.

#### 5. Requests for technical assistance

25. Requests for technical assistance were made in respect of: (i) assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle (**China**); (ii) awareness-raising, legal literacy and advocacy (**China, Islamic Republic of Iran, Jordan** and **Oman**); (iii) sharing of experiences across countries and regions (**China, Islamic Republic of Iran** and **Thailand**); (iv) reform of labour law and other relevant legislation (**Islamic Republic of Iran, Jordan** and **Kenya**); (v) capacity-building of responsible government institutions (**Bahrain, China, Islamic Republic of Iran** and **Kenya**); training of other officials (**Cook Islands, Myanmar** and **Oman**); (vi) strengthening the capacity of employers' organizations (**Bahrain, China, Islamic Republic of Iran, Oman** and **Thailand**); (vii) strengthening the capacity of workers' organizations (**Bahrain, China, Islamic Republic of Iran, Jordan, Oman** and **Thailand**); and (viii) strengthening tripartite social dialogue (**China, Islamic Republic of Iran, Jordan, Kenya** and **Thailand**).

#### 6. Development cooperation projects and assistance provided (2020–21)

##### Projects

26. The Development cooperation project in **Qatar** continues to support effective social dialogue at the enterprise, public client, sectoral, and national levels. Following consultations with the global union federations (GUFs), the Ministry of Administrative Development, Labour and Social Affairs (MADLSA) and national stakeholders, the project is supporting the establishment of enterprise-level joint committees in four priority sectors: transport, construction, private security, and hospitality.
27. In **Saudi Arabia**, there has been a state-funded Development Cooperation project since 2018 that focuses on three main components: promotion of equality, child labour and social dialogue. On the latter, recent developments include the establishment of a permanent social dialogue unit and the prospects for ratification of the social dialogue related Conventions.
28. As part of the Better Work comprehensive programme bringing together all levels of the garment industry, since 2009 Better Work **Jordan** and Better Work **Viet Nam** have joined forces with workers, employers and the government to improve living and working conditions and boost the

competitiveness of the garment industry. Key developments include strengthened Workers’ voice and Labour Standards. In **Viet Nam**, the European development cooperation project “Trade for Decent Work” is playing a key role in the promotion of Convention No. 87. Mention should also be made of the project “Developing a New Industrial Relations Framework in respect of the ILO Declaration on Fundamental Principles and Rights at Work” (NIRF/USDOL Project) and the “New Industrial Relation System” (NIRS) Project, funded by the Government of Canada.

**Training activities**

- 29. **Brazil** participated in 2020 in an activity organized by the Turin Training Centre “ILS for law professionals” with an emphasis on freedom of association, and participated in 2021 in both the International Labour standards Academy (Latin America) and the Academy on Fundamental Principles and Rights at work. **Guinea-Bissau** and **South Sudan** participated in the 2020 International Labour Academy (Africa) which also covered freedom of association.
- 30. **Afghanistan, China, India, Jordan, Kenya** and **Myanmar** also participated in 2021 in the Academy on Fundamental Principles and Rights at Work carried out by the Turin Training Centre covering freedom of association and collective bargaining.

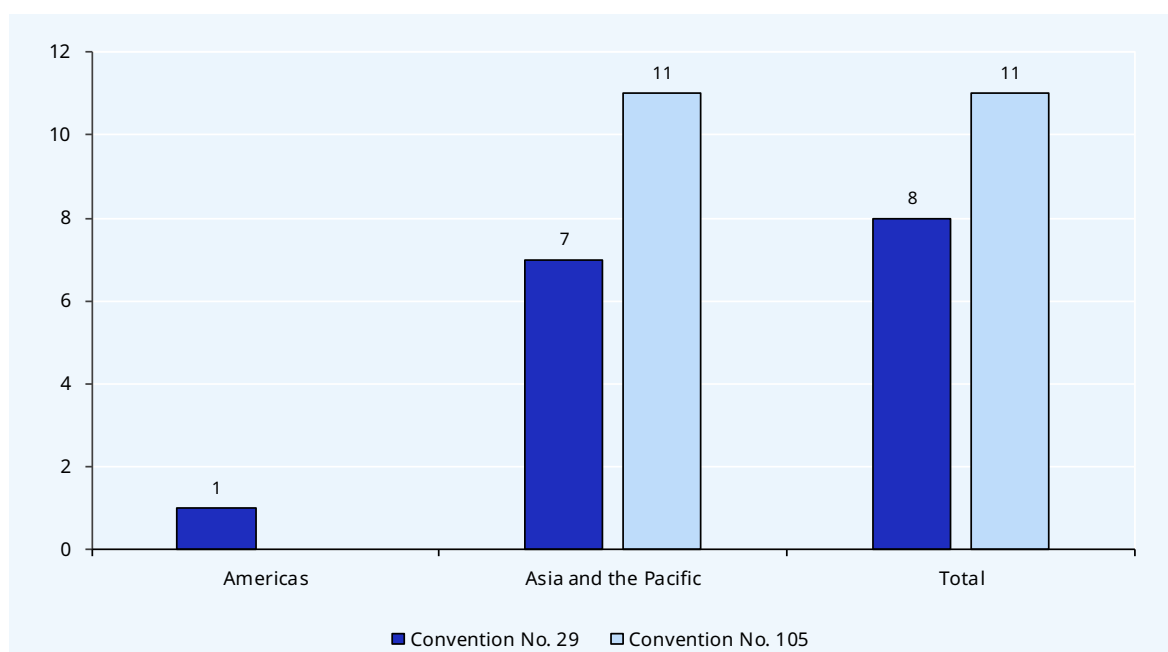
**B. The elimination of all forms of forced or compulsory labour**

**B.I. Conventions Nos 29 and 105**

**1. Ratifications**

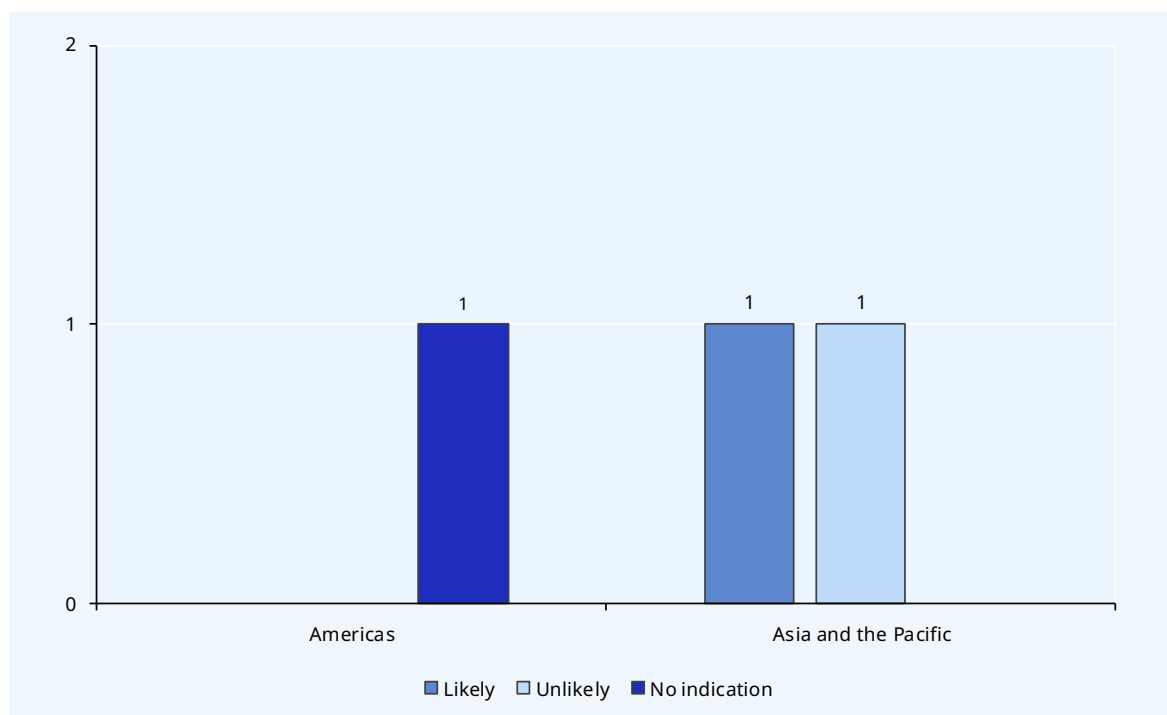
- 31. The **Republic of Korea** ratified Convention No. 29 in April 2021. All countries in Africa, the Arab States and Europe have ratified both Conventions.
- 32. Eight countries have yet to ratify Convention No. 29, while 13 have yet to ratify Convention No. 105 (including **Malaysia** and **Singapore**, which have denounced the Convention). At the regional level, Asia and the Pacific has the largest number of reporting States that have ratified neither of the Conventions (see figure 4).

► **Figure 4. Number of Member States, by region, that have not ratified Convention No. 29 and/or Convention No. 105 (as at 31 January 2022)**



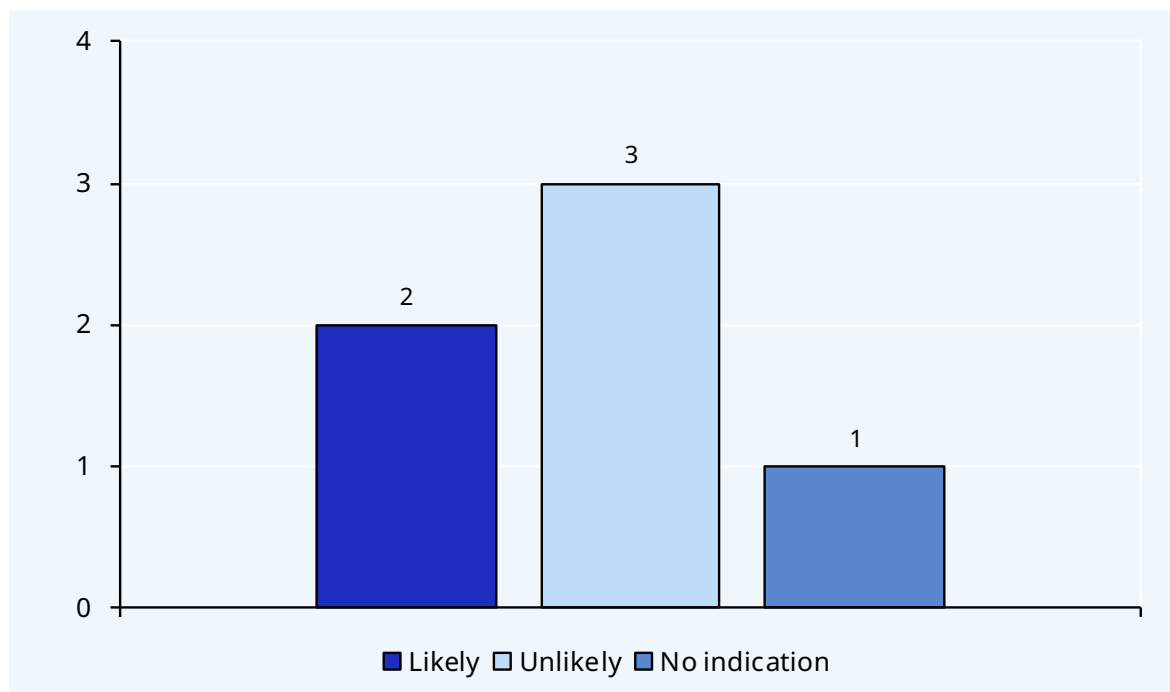
- 33. The **United States** is the only Member State from the Americas that has not ratified Convention No. 29.
- 34. In the Asia and the Pacific region, **Brunei Darussalam, China, the Marshall Islands, Palau, Tonga and Tuvalu** have ratified neither Convention No. 29 nor Convention No. 105. **Afghanistan** has not ratified Convention No. 29, and **Japan, the Lao People’s Democratic Republic, Myanmar, the Republic of Korea and Timor-Leste** have not ratified Convention No. 105. Convention No. 105 is not in force in **Malaysia and Singapore** (see paragraph 32 above).
- 35. In the period under review, the reporting rate for Convention No. 29 was 38 per cent, as compared to 33 per cent in 2019, with three Member States reporting (**Brunei Darussalam, China and United States**). The Government of **Brunei Darussalam** indicated its intention to ratify Convention No. 29, while **China** stated that the ratification was unlikely (see figure 5).

► **Figure 5. Ratification intentions for Convention No. 29, number of Member States by region**



- 36. The reporting rate for Convention No. 105 was 55 per cent as compared to 29 per cent in 2019, with six Member States from the Asia and the Pacific region reporting. Two Member States indicated that the ratification of the instrument was likely (**Brunei Darussalam and Japan**), while three Member States (**China, Myanmar and Republic of Korea**) indicated that the ratification was unlikely. **Singapore** did not indicate its intention concerning the ratification of the Convention (see figure 6). The Government of **Japan** and the Japanese Trade Union Confederation (JTUC-RENGO) pointed out that the Bill to ratify Convention No. 105 was enacted in June 2021.

► **Figure 6. Ratification intentions for Convention No. 105, number of Member States for Asia and the Pacific**



## 2. Promotional activities

37. Several countries emphasized that they had conducted promotional activities through awareness-raising campaigns, capacity-building activities and training (**Brunei Darussalam, China, Japan, Myanmar, Republic of Korea, Singapore** and **United States**).
38. The Government of **Japan** indicated that the National Police Agency continues to raise awareness through massive production of leaflets in several languages calling for people to report cases of trafficking in persons to the police.
39. The Government of **China** indicated that in May 2021, the MOHRSS and the ILO jointly held a seminar on Convention No. 29 and its 2014 Protocol. Together with representatives from relevant departments of the Chinese Government, ACFTU and CEC in-depth discussions were conducted about the feasibility of China to ratify Convention No. 29 and the Protocol.
40. The Government of the **United States** indicated that, in 2020, grantees funded by the Department of Health and Human Services provided more than 9,000 trainings and technical assistance on human trafficking to community stakeholders. In October 2020, the Department of Homeland Security Center for Countering Human Trafficking (CCHT) was established. It contains 16 components of the Department, including the Homeland Security Investigations Human Trafficking Unit, so as to combine efforts to combat human trafficking.

## 3. Challenges

41. The Government of the **Republic of Korea** raised political and legal issues concerning the feasibility of ratifying Convention No. 105, and insisted on the importance of having a social consensus. The Korean Confederation of Trade Unions (KCTU) states that there is a lack of political will.

#### 4. Requests for technical assistance

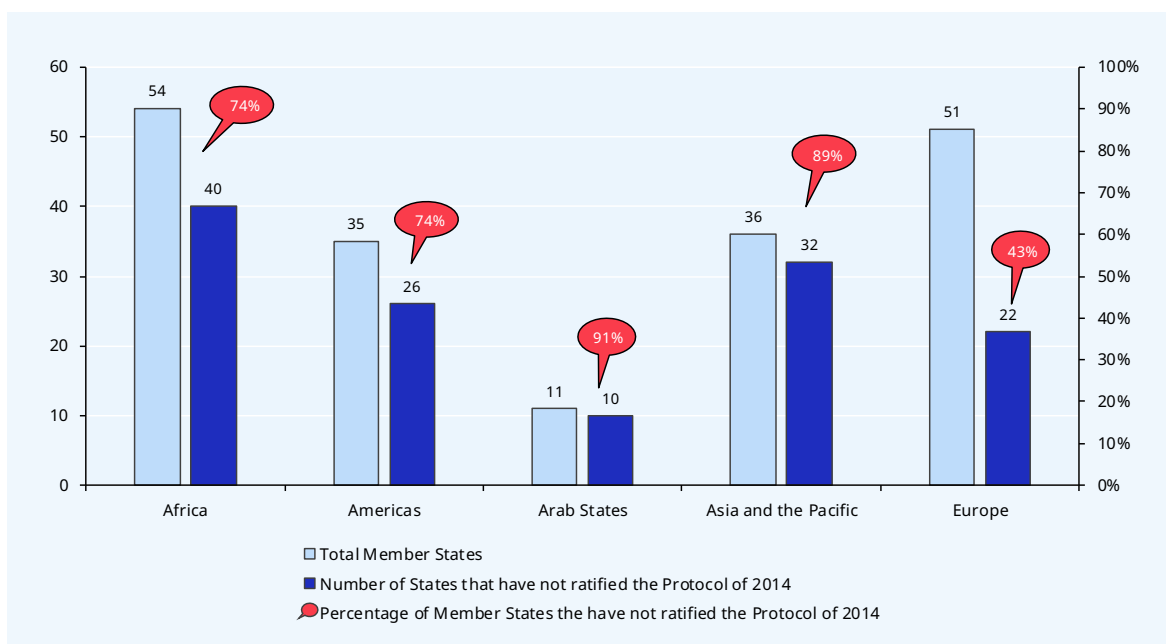
42. Two governments emphasized the need for ILO technical assistance in the following areas: (i) capacity-building of responsible government institutions (**China**); and (ii) strengthening the capacity of employers’ and workers’ organizations; employment creation, skills training and income generation for vulnerable workers; training of officials (e.g. police, judiciary, social workers, teachers) and development of social protection systems (**Myanmar**).

### B.II. The Protocol of 2014 to the Forced Labour Convention, 1930

#### 1. Ratifications

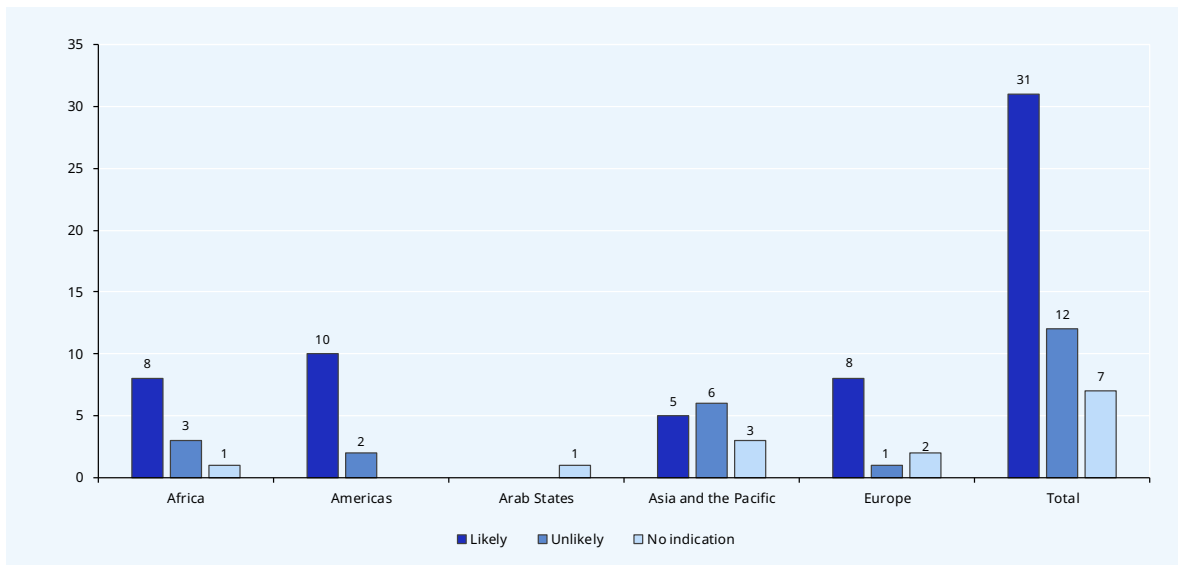
43. As of 31 January 2021, eight more countries ratified the Protocol (**Antigua and Barbuda, Bangladesh, Comoros, Luxembourg, Peru, Saudi Arabia, Sierra Leone and Sudan**), bringing the total number of ratifications to 57. It is therefore in 2021 that the initial target of 50 ratifications set by the “50 for Freedom campaign” was met. Accordingly, 130 Member States have yet to ratify the Protocol, out of which nine still have to ratify Convention No. 29. Figure 7 provides an overview of the number and percentage of Member States that have not ratified the Protocol, by region.

► **Figure 7. Number and percentage of Member States, by region, that have not ratified the Protocol of 2014 (as at 31 January 2021)**



44. A list of Member States from each region that have not ratified the Protocol is provided in Part C of the appendix.
45. During the reporting period, 50 Member States reported on the Protocol (38 per cent as compared to 30 per cent in 2019). A list of these Member States is provided in Part D of the appendix. In total, 30 Member States (60 per cent of those that reported) indicated their intention to ratify the instrument. Twelve Member States indicated that it is unlikely that the Protocol will be ratified soon. The remaining eight Member States did not indicate their intentions concerning the ratification of the Protocol (see figure 8). Of the countries that reported, 12 are from Africa, 12 are from the Americas, one is from the Arab States, 14 are from Asia and the Pacific, and 11 are from Europe .

► **Figure 8. Ratification intentions for the Protocol of 2014, by region**

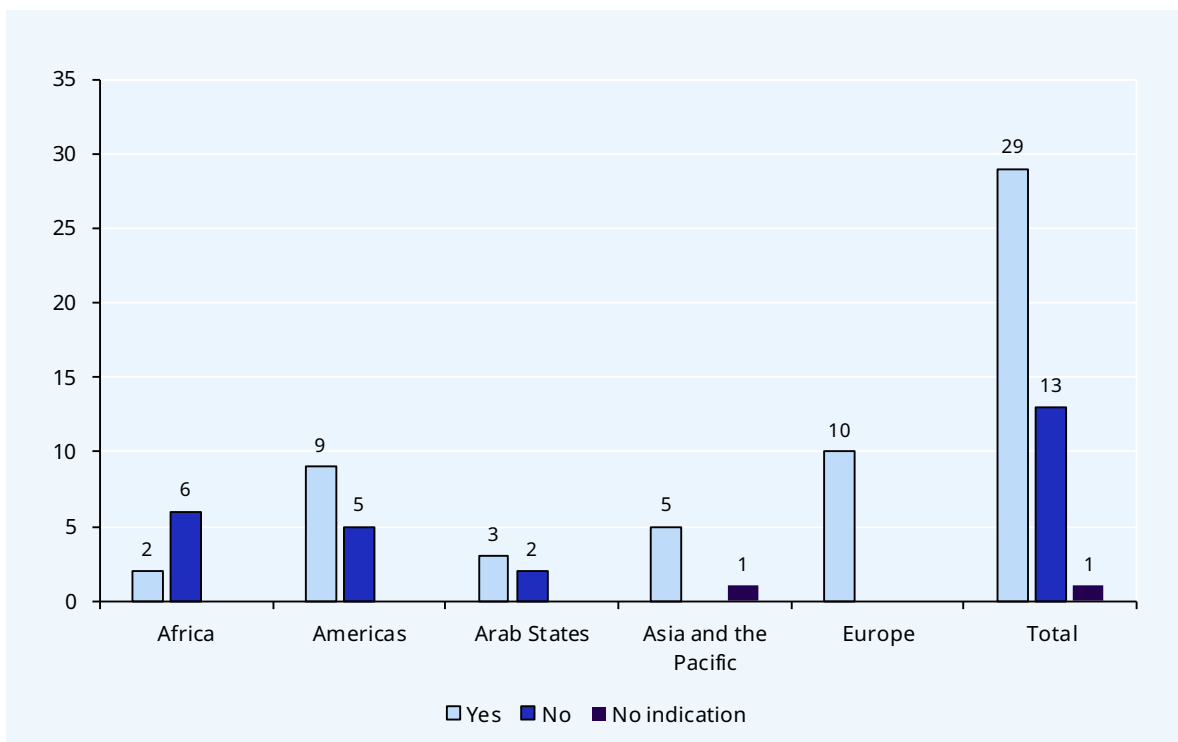


## 2. Relevant national policies and plans of action, legislation and judicial decisions

### (i) National policies and plans of action

46. Figure 9 provides an overview by region of the availability of a national policy and plan of action for the suppression of all forms of forced labour in each of the Member States that reported during the period under review.

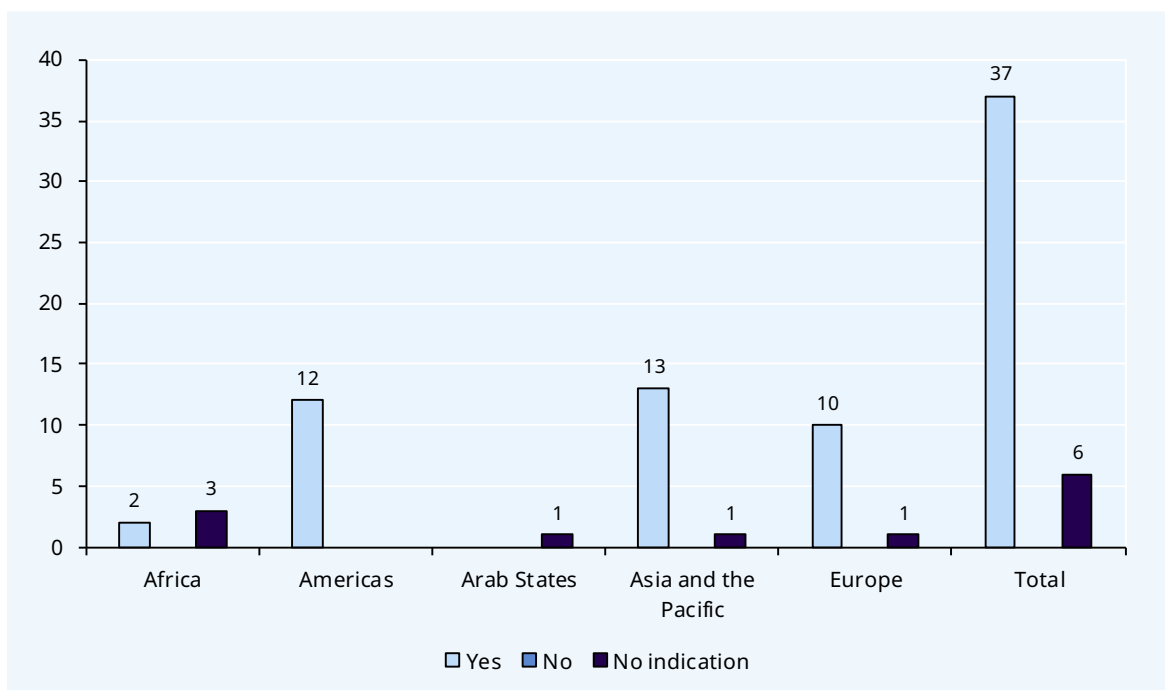
► **Figure 9. Number of Member States, by region, reporting the availability of a national policy and plan of action for the suppression of all forms of forced labour**





- 47. The majority of the Member States that reported (about 80 per cent, as compared to 70 per cent in 2019) have a national policy or plan of action to combat all forms of forced labour. A total of 12 per cent of the countries that reported indicated that they do not have such a policy and plan of action (as compared to 30 per cent in 2019).
- 48. The responses of Member States with regard to the availability of a national policy and plan of action for combating trafficking in persons are summarized in figure 10.

► **Figure 10. Number of Member States, by region, reporting the availability of a national policy and plan of action to combat trafficking in persons**



- 49. About **88** per cent, as compared to **74** per cent in 2019, of the countries that reported stated that they have a national policy and plan of action to combat trafficking in persons. The remaining **12** per cent provided no indication as to the availability of a policy and plan.
- 50. Two governments reported that they do not have national policies to implement the principle of effective suppression of all forms of forced labour through prevention, victim protection and access to remedies, but that they have adopted national policies and plans of action that specifically target trafficking in persons (**Republic of Moldova** and **Trinidad and Tobago**).
- 51. In some cases, governments that indicated that they have a national policy to combat all forms of forced labour were actually referring to policies aimed at combating the phenomenon of trafficking in persons. According to the information provided, when addressing the suppression of all forms of forced or compulsory labour, several governments therefore place special emphasis on combating trafficking in persons.

**(ii) Legislative provisions**

- 52. The majority of the reporting countries referred to existing provisions that criminalize practices of forced labour and/or trafficking in persons (constitutional provisions and general and/or specific legislation). A number of other governments referred to their national action plans.

### 3. Information and data collection

#### Mechanisms for data collection

53. The vast majority of countries reported that they collect and analyse statistical data and other information on the nature and extent of forced or compulsory labour. A few other reporting States (**Benin, Burkina Faso, Cuba, Ghana, Islamic Republic of Iran, Morocco, Pakistan, Paraguay, Republic of Korea, Singapore** and **Uruguay**) indicated that they do not currently collect and analyse data.

### 4. Prevention/monitoring, enforcement and sanctions mechanisms

54. The information received shows that the majority of actions undertaken by Member States to combat forced labour practices actually take place in the context of the fight against trafficking in persons, where education and awareness-raising measures are most often cited. A number of Member States indicate that detailed information has already been given in the reports on the application of ILO Conventions Nos 29 and 105. The type of measures referred to by the reporting governments are summarized in table 1.

► **Table 1. Measures taken or envisaged for the prevention of all forms of forced or compulsory labour**

	Africa	Americas	Asia and the Pacific	Europe
<b>Information, education and awareness raising targeting especially people in vulnerable situation and employers</b>	Botswana, Burkina Faso, Kenya, Mauritius, Morocco, Tunisia	Colombia, Cuba, Dominican Republic, Guatemala, Honduras, Mexico, Paraguay, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Myanmar, Pakistan, Philippines, Republic of Korea	Armenia, Azerbaijan, Bulgaria, Croatia, Georgia, Italy, Republic of Moldova, Slovenia, Turkey
<b>Strengthening and broadening of the coverage of legislation, particularly labour law</b>	Botswana, Burkina Faso, Egypt, Mauritius, Morocco, Senegal, Tunisia	Cuba, Guatemala, Honduras, Mexico, Paraguay, United States	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Mongolia, Myanmar, Pakistan	Armenia, Azerbaijan, Bulgaria, Croatia, Georgia, Italy, Slovenia, Turkey
<b>Regulation and supervision of the labour recruitment and placement process</b>	Botswana, Burkina Faso, Kenya, Mauritius, Morocco, Senegal	Colombia, Cuba, Guatemala, Honduras, Paraguay, United States	Australia, Brunei Darussalam, China, Fiji, Indonesia, Japan, Myanmar, Pakistan, Philippines	Azerbaijan, Bulgaria, Republic of Moldova, Slovenia
<b>Supporting due diligence by the public and private sectors</b>	Botswana, Egypt, Mauritius	Colombia, Cuba, Dominican Republic, Guatemala, Honduras, Paraguay, United States, Venezuela (Bolivarian Republic of)	Australia, Fiji, Indonesia, Japan, Pakistan, Republic of Korea	Azerbaijan, Bulgaria, Slovenia
<b>Addressing the root causes that perpetuate forced labour</b>	Botswana, Burkina Faso, Morocco, Tunisia	Cuba, Guatemala, United States	Australia, China, Fiji, Indonesia, Japan, Mongolia, Pakistan	Azerbaijan, Bulgaria, Slovenia

	Africa	Americas	Asia and the Pacific	Europe
<b>Promotion of safe and regular migration</b>	Botswana, Burkina Faso, Egypt, Kenya, Mauritius, Morocco, Senegal	Cuba, Dominican Republic, Guatemala, Honduras, Mexico, Paraguay, United States	Brunei Darussalam, Fiji, Indonesia, Japan, Myanmar, Pakistan, Philippines	Azerbaijan, Bulgaria, Republic of Moldova, Slovenia
<b>Education/vocational training</b>	Botswana, Burkina Faso, Egypt, Senegal, Tunisia	Cuba, Dominican Republic, Guatemala, Honduras, Paraguay, United States	Brunei Darussalam, Fiji, Indonesia, Japan, Myanmar, Pakistan	Azerbaijan, Bulgaria, Slovenia
<b>Capacity-building for the competent authorities</b>	Botswana, Kenya, Mauritius, Morocco, Tunisia	Colombia, Dominican Republic, Guatemala, Honduras, Paraguay, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Pakistan, Philippines	Armenia, Azerbaijan, Bulgaria, Croatia, Italy, Republic of Moldova, Slovenia
<b>Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations</b>	Botswana, Burkina Faso, Egypt, Mauritius, Morocco	Colombia, Cuba, Dominican Republic, Guatemala, Paraguay	Fiji, Indonesia, Myanmar, Pakistan	Azerbaijan, Bulgaria, Italy, Republic of Moldova, Slovenia
<b>Basic social security guarantees</b>	Botswana, Egypt, Mauritius, Morocco	Colombia, Cuba, Dominican Republic, Guatemala, United States, Venezuela (Bolivarian Republic of)	Fiji, Indonesia, Myanmar, Pakistan	Azerbaijan, Bulgaria, Slovenia

**5. Victim identification, release, protection, recovery and rehabilitation, and access to remedies**

55. The reported measures, taken or envisaged, are summarized in table 2 and table 3.

► **Table 2. Measures taken or envisaged for the protection of victims of all forms of forced or compulsory labour**

	Africa	Americas	Asia and the Pacific	Europe
<b>Training of relevant actors for identification of forced labour practices</b>	Botswana, Ghana, Morocco, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Philippines, Republic of Korea	Azerbaijan, Bulgaria, Croatia, Hungary, Italy, Republic of Moldova, Slovenia, Turkey

	Africa	Americas	Asia and the Pacific	Europe
<b>Legal protection of victims</b>	Botswana, Ghana, Morocco, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, United States, Uruguay, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Japan, Philippines, Republic of Korea	Armenia, Azerbaijan, Bulgaria, Croatia, Hungary, Italy, Republic of Moldova, Slovenia, Turkey
<b>Material assistance for victims</b>	Botswana, Ghana, Morocco, Senegal, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States	Brunei Darussalam, Fiji, Indonesia, Philippines	Armenia, Azerbaijan, Croatia, Slovenia
<b>Medical and psychological assistance for victims</b>	Botswana, Ghana, Morocco	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Trinidad and Tobago, United States, Venezuela (Bolivarian Republic of)	Australia, Fiji, Myanmar	Slovenia
<b>Measures for the rehabilitation and social and professional reintegration of victims</b>	Botswana, Ghana, Morocco, Tunisia	Colombia, Cuba, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States	Australia, Brunei Darussalam, Fiji, Indonesia, Japan	Armenia, Azerbaijan, Bulgaria, Croatia, Italy, Slovenia
<b>Protection of privacy and identity</b>	Botswana, Ghana, Kenya, Morocco, Senegal, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Myanmar, Philippines	Armenia, Azerbaijan, Bulgaria, Italy, Slovenia, Turkey
<b>Appropriate accommodation</b>	Botswana, Ghana, Morocco, Senegal	Colombia, Ecuador, Guatemala, Trinidad and Tobago, United States	Australia, Brunei Darussalam, Indonesia, Myanmar, Philippines	Bulgaria, Republic of Moldova, Slovenia
<b>Specific measures for children</b>	Botswana, Ghana, Morocco	Colombia, Cuba, Guatemala, Honduras, Trinidad and Tobago, United States	Australia, Fiji, Indonesia, Myanmar, Republic of Korea	Bulgaria, Croatia, Slovenia
<b>Specific measures for migrants</b>		Guatemala	Japan	Hungary, Italy

► **Table 3. Measures taken or envisaged to provide victims of all forms of forced or compulsory labour with access to remedies**

	<b>Africa</b>	<b>Americas</b>	<b>Asia and the Pacific</b>	<b>Europe</b>
<b>Information and counselling for victims regarding their rights</b>	Botswana, Burkina Faso, Ghana, Mauritius, Morocco, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Paraguay, Trinidad and Tobago, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Philippines, Republic of Korea	Azerbaijan, Bulgaria, Croatia, Hungary, Italy, Republic of Moldova, Slovenia, Turkey
<b>Free legal assistance</b>	Botswana, Burkina Faso, Ghana, Mauritius, Morocco, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Paraguay, United States, Uruguay, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Japan, Philippines, Republic of Korea	Armenia, Azerbaijan, Bulgaria, Croatia, Hungary, Italy, Republic of Moldova, Slovenia, Turkey
<b>Cost-free proceedings</b>	Botswana, Ghana, Mauritius, Morocco, Senegal, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States	Brunei Darussalam, Fiji, Indonesia, Philippines	Armenia, Azerbaijan, Croatia, Slovenia
<b>Development of forced labour indicators</b>	Botswana, Ghana, Morocco	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Mexico, Trinidad and Tobago, United States, Venezuela (Bolivarian Republic of)	Australia, Fiji, Myanmar	Slovenia
<b>Access to remedies and compensation</b>	Botswana, Burkina Faso, Ghana, Mauritius, Morocco, Tunisia	Colombia, Cuba, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Republic of Korea	Armenia, Azerbaijan, Bulgaria, Croatia, Italy, Republic of Moldova, Slovenia
<b>Capacity-building and enhanced resources for the competent authorities, such as labour inspection, law enforcement, prosecution services and judges</b>	Botswana, Burkina Faso, Ghana, Kenya, Mauritius, Morocco, Senegal, Tunisia	Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Honduras, Paraguay, Trinidad and Tobago, United States, Uruguay, Venezuela (Bolivarian Republic of)	Australia, Brunei Darussalam, Fiji, Indonesia, Japan, Myanmar, Philippines	Armenia, Azerbaijan, Bulgaria, Italy, Slovenia, Turkey

	Africa	Americas	Asia and the Pacific	Europe
<b>Provision for authorities not to prosecute victims for acts which they have been compelled to commit</b>	Botswana, Ghana, Morocco, Senegal	Colombia, Ecuador, Guatemala, Mexico, Trinidad and Tobago, United States	Australia, Brunei Darussalam, Indonesia, Myanmar, Philippines	Bulgaria, Republic of Moldova, Slovenia
<b>Provision of penalties such as the confiscation of assets and criminal liability of legal persons</b>	Botswana, Burkina Faso, Ghana, Morocco	Colombia, Cuba, Guatemala, Honduras, Trinidad and Tobago, United States	Australia, Fiji, Indonesia, Myanmar, Republic of Korea	Bulgaria, Croatia, Slovenia

## 6. International cooperation and initiatives

56. The vast majority of reporting governments indicated that they cooperate with international and regional organizations to combat forced or compulsory labour.

## 7. Challenges

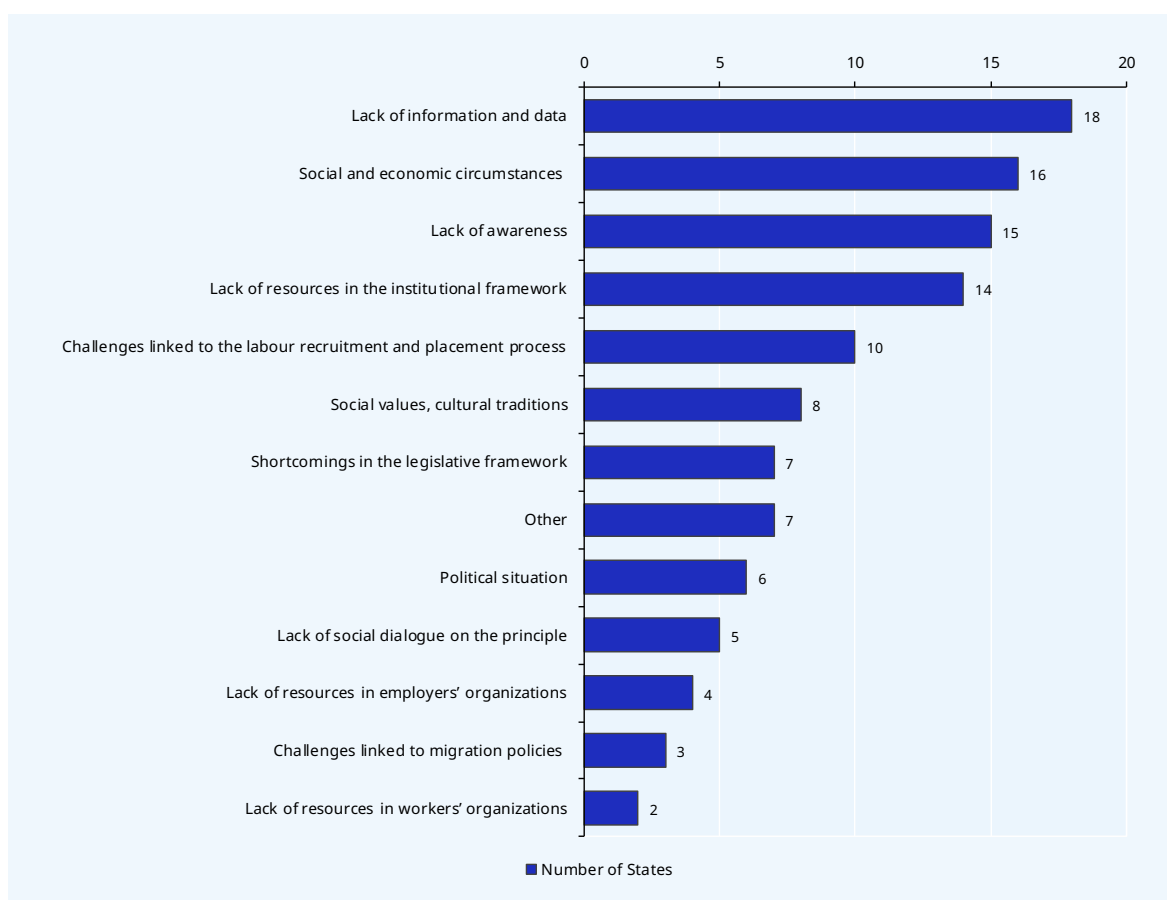
57. The challenges reported by Member States in relation to the Protocol are summarized in table 4 and in figure 11.

► **Table 4. Challenges reported in relation to the Protocol of 2014, by region and country**

	Africa	Americas	Asia and the Pacific	Europe
<b>Lack of awareness</b>	Botswana, Ghana, Seychelles, Tunisia	Ecuador, Guatemala, Honduras, Mexico	Indonesia, Mongolia	Bulgaria, Croatia, Republic of Moldova, Slovenia, Turkey
<b>Lack of information and data</b>	Botswana, Ghana, Kenya, Morocco, Senegal, Seychelles, Tunisia	Colombia, Ecuador, Guatemala, Honduras, Mexico, Paraguay	Fiji, Indonesia, Republic of Korea	Bulgaria, Turkey
<b>Social values, cultural traditions</b>	Benin, Botswana, Ghana	Ecuador, Guatemala	Indonesia, Myanmar	Bulgaria
<b>Social and economic circumstances</b>	Botswana, Burkina Faso, Ghana, Senegal, Tunisia	Colombia, Ecuador, Guatemala, Mexico, Venezuela (Bolivarian Republic of)	Mongolia, Myanmar, Philippines	Bulgaria, Republic of Moldova, Turkey
<b>Political situation</b>	Botswana	Ecuador, Guatemala, Venezuela (Bolivarian Republic of)	Mongolia, Philippines	
<b>Shortcomings in the legislative framework</b>	Botswana, Ghana, Kenya, Mauritius, Tunisia	Ecuador, Guatemala		

	Africa	Americas	Asia and the Pacific	Europe
<b>Lack of resources in the institutional framework</b>	Botswana, Burkina Faso, Ghana, Mauritius, Tunisia	Colombia, Ecuador, Honduras, Paraguay	Fiji, Indonesia, Mongolia, Myanmar, Republic of Korea	
<b>Challenges linked to the labour recruitment and placement process</b>	Botswana, Ghana, Kenya	Ecuador, Guatemala, Honduras, Mexico	Fiji, Indonesia	Bulgaria
<b>Challenges linked to migration policies</b>	Botswana	Colombia, Ecuador, Guatemala, Honduras	Indonesia	Bulgaria, Turkey
<b>Lack of social dialogue on the principle</b>		Honduras		
<b>Lack of resources in employers' organizations</b>		Honduras	Brunei Darussalam, Mongolia, Myanmar	
<b>Lack of resources in workers' organizations</b>			Brunei Darussalam, Myanmar	

► **Figure 11. Number of Member States that have reported challenges in relation to the Protocol of 2014**



## 8. Requests for technical assistance

58. With a view to overcoming the above challenges in their fight against trafficking in persons, a number of States have expressed the need for ILO technical assistance, as summarized in table 5.

► **Table 5. Technical assistance needs, by region and country**

	Africa	Americas	Asia and the Pacific	Europe
<b>Awareness-raising and mobilization activities</b>	Ghana, Kenya, Mauritius, Senegal, Seychelles, Tunisia	Colombia, Dominican Republic, Ecuador, Guatemala, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Republic of Moldova, Slovakia
<b>Collection and analysis of data and information</b>	Benin, Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Colombia, Dominican Republic, Ecuador, Guatemala, Mexico, Paraguay, Trinidad and Tobago	Brunei Darussalam, China, Fiji, Indonesia, Mongolia, Myanmar, Pakistan, Philippines	Bulgaria, Italy, Republic of Moldova, Slovakia
<b>Guidance on the development of the national policy and plan of action</b>	Benin, Botswana, Ghana, Kenya, Morocco, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Paraguay, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Bulgaria, Georgia, Italy, Republic of Moldova, Slovakia
<b>Strengthening the legal framework</b>	Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Colombia, Dominican Republic, Ecuador, Guatemala, Mexico, Paraguay, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Italy, Slovakia
<b>Capacity-building for the competent authorities</b>	Benin, Botswana, Burkina Faso, Ghana, Kenya, Senegal, Seychelles, Tunisia	Colombia, Dominican Republic, Ecuador, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Pakistan, Philippines	Italy, Slovakia
<b>Inter-institutional coordination</b>	Benin, Botswana, Burkina Faso, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Honduras, Mexico, Trinidad and Tobago	Brunei Darussalam, China, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Bulgaria, Georgia, Italy, Slovakia
<b>Promotion of fair recruitment and placement practices</b>	Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Honduras, Mexico, Paraguay, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Slovakia



	Africa	Americas	Asia and the Pacific	Europe
<b>Promotion of fair migration policies</b>	Botswana, Burkina Faso, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Republic of Moldova, Slovakia
<b>Vocational training, job-creation and income-generation programmes for at-risk populations</b>	Botswana, Burkina Faso, Ghana, Kenya, Senegal, Seychelles, Tunisia	Ecuador, Guatemala, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Bulgaria, Italy, Republic of Moldova, Slovakia
<b>Basic social security guarantees</b>	Benin, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Honduras, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Slovakia
<b>Guidance on supporting due diligence</b>	Benin, Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Honduras, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Slovakia
<b>Capacity-building for employers' and workers' organizations</b>	Benin, Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Ecuador, Guatemala, Honduras, Mexico, Paraguay, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Italy, Republic of Moldova, Slovakia
<b>Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations</b>	Benin, Botswana, Ghana, Kenya, Senegal, Seychelles, Tunisia	Ecuador, Honduras, Paraguay, Trinidad and Tobago	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Georgia, Italy, Slovakia
<b>Exchange of experiences between countries or regions; international cooperation</b>	Benin, Ghana, Kenya, Senegal, Seychelles, Tunisia	Dominican Republic, Ecuador, Guatemala, Mexico, Trinidad and Tobago, Venezuela (Bolivarian Republic of)	Brunei Darussalam, Fiji, Indonesia, Mongolia, Myanmar, Philippines	Bulgaria, Italy, Slovakia

## 9. Development cooperation projects and assistance provided (2020–21)

59. The following information which especially refers to the Protocol may also include countries that have not ratified Convention No. 29 and/or Convention No. 105.

### Projects

60. Several United States Department of Labor (USDOL) projects (global or country specific) cover countries that have not ratified the Protocol yet, as part of a focus that may be broader and often associated with child labour: (i) the project entitled “Measurement, awareness-raising and Policy Engagement to accelerate action against child and forced Labour” (2017-2022) includes **Fiji, India, Jordan, Montenegro, Morocco, Serbia** and **Timor-Leste**; (ii) **Mauritius** is covered under the project “Evidence to action: increasing the impact of Research to mobilize efforts against forced Labour in Mauritius and Argentina” (2019-2022); (iii) **Kenya** is the target of the project “strengthening capacity of Governments to address child labour and forced labour, violations of acceptable conditions of work” (2020-2022); (iv) **Mexico** and **Nepal** were covered under the project “From Research to Practice: Using knowledge to accelerate progress in the elimination of child labour and forced labour” (2018-2021); and (v) **Nepal** is also a target of the Bridge project, “From Protocol to Practice: a bridge to global action on forced labour” (2015-2022), together with **Malaysia**.
61. Under the Bridge Project, the ILO has supported the Government of **Malaysia** and social partners to carry out a number of initiatives to strengthen compliance with international obligations on forced labour and trafficking in persons (TIP). The National Action Plan on Trafficking in Persons 2021–25 and the National Action Plan on Forced Labour 2021–25 (NAPFL) were adopted in 2021, providing frameworks for the national efforts to eliminate forced labour and TIP in Malaysia. In December 2021, the Malaysian Parliament passed the amendment to the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act (ATIPSOM), which aligns the definition of human trafficking more closely with the Palermo Protocol. The Malaysian Government has also announced its intention to ratify the Protocol, as well as the endorsement for Malaysia to become an Alliance 8.7 Pathfinder country.
62. The European Union development cooperation project “Eliminating child Labour and forced Labour in the garment value chain-an integrated approach (clear cotton project)” (2018-2022) includes **Burkina Faso** and **Pakistan** which have not yet ratified the Protocol. In **Pakistan**, within the European development cooperation project “Trade for Decent Work”, technical assistance was provided to the Ministry of Overseas Pakistani and Human Resource Development to develop gap analyses concerning the Protocol.
63. In **Brazil** mention can be made of the project entitled “Preventing and Tackling Slave Labour and Child Labour in Minas Gerais” (2020-2023), financed by Federal Labour Prosecutor’s Office (MPT).
64. In **Georgia**, within the framework of a Danish-funded development cooperation project “Inclusive Labour Markets for Job Creation in Georgia”, the ILO launched in 2021 a Regulatory Impact Assessment concerning the possible ratification of the Protocol.

### Training and other assistance

65. In **Nepal**, the Bridge Project has supported the Government’s rehabilitation programme for former bonded labourers. The Project partnered with Nepal’s Government, social partners and associations of former bonded labourers to offer vocational trainings to 800 freed bonded labourers.

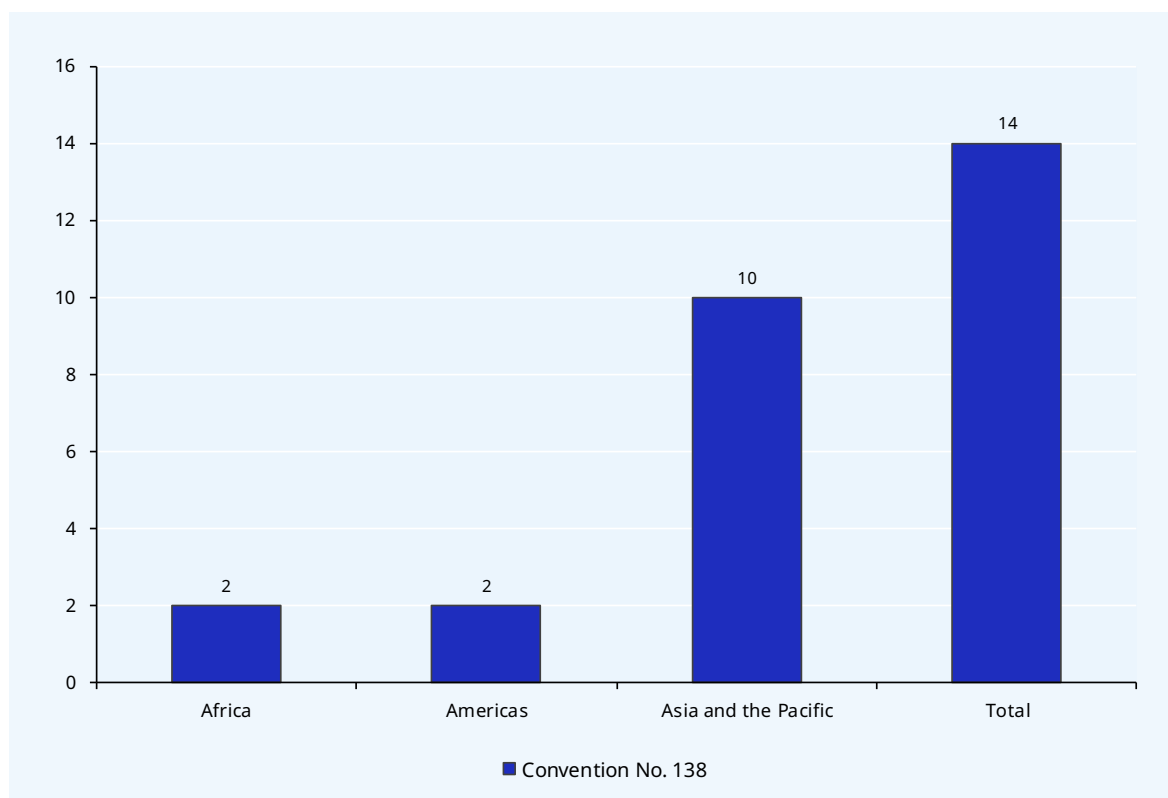
- 66. Within the framework of the follow-up to the 2021 conclusions of the Conference Committee on the Application of Standards on the application of Convention No. 105 by **Turkmenistan**, a review of national legislation against ILO instruments on forced labour, including the Protocol, has been commissioned. The review was intended to be finalized in February 2022.
- 67. **Afghanistan, China, the Islamic Republic of Iran and Myanmar** participated in 2021 in the Academy on Fundamental Principles and Rights at Work carried out by the Turin Training Centre covering Forced Labour.

## C. The effective abolition of child labour

### 1. Ratifications

- 68. Convention No. 182 has achieved universal ratification, while there is still a total of 14 Member States that have yet to ratify Convention No. 138. There has been no new ratification of Convention No. 138 since 31 January 2021.

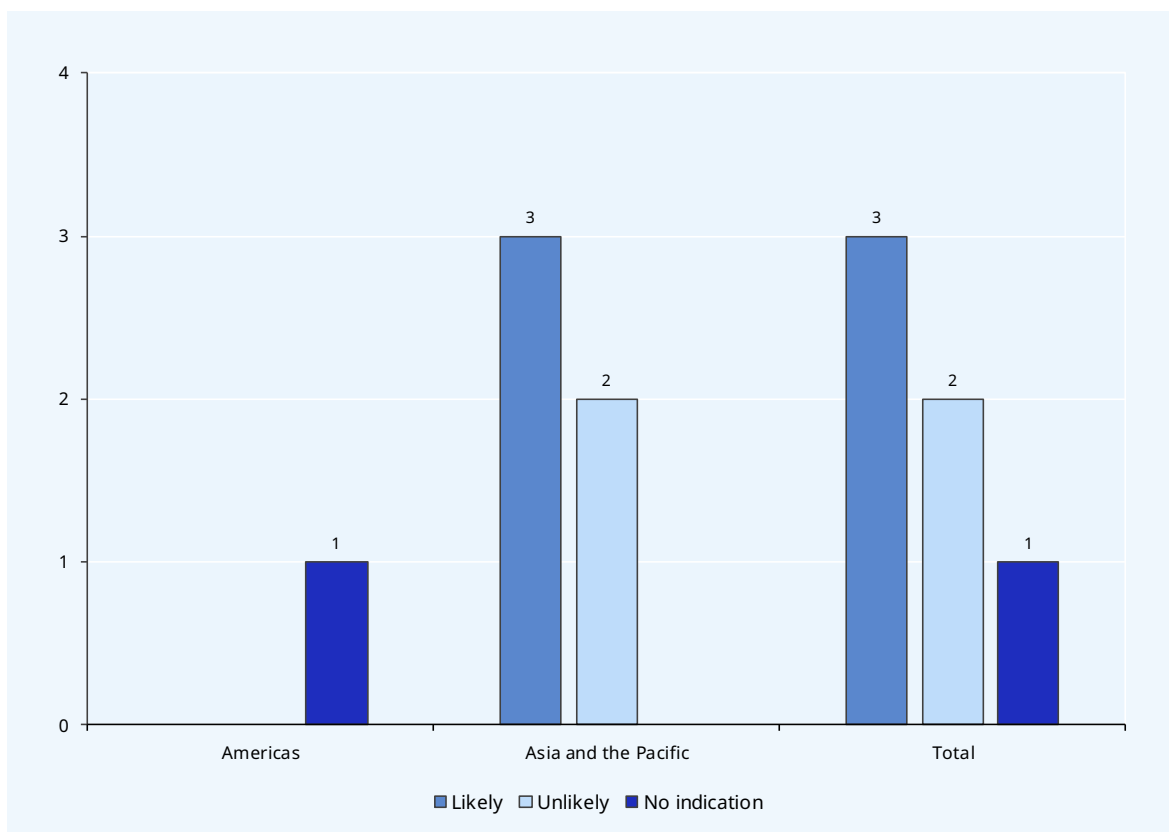
► **Figure 12. Number of Member States, by region, that have not ratified Convention No. 138 (as at 31 January 2022)**



- 69. At the regional level, all countries in Europe and the Arab States have ratified both Conventions. Asia and the Pacific has the largest number of States that have not ratified Convention No. 138.
- 70. In Africa, **Liberia** and **Somalia** have not ratified Convention No. 138.
- 71. In the Americas, **Saint Lucia** and the **United States** have not ratified Convention No. 138.
- 72. In Asia and the Pacific, **Australia, Bangladesh, the Cook Islands, the Islamic Republic of Iran, the Marshall Islands, New Zealand, Palau, Timor-Leste, Tonga and Tuvalu** have not ratified Convention No. 138.

73. The reporting rate for Convention No. 138 has been 43 per cent, as compared to 34 per cent in 2019. In the period under review, six Member States (**Australia, Bangladesh, Cook Islands, Islamic Republic of Iran, New Zealand and United States**) reported on Convention No. 138. **Australia, Bangladesh** and the **Islamic Republic of Iran** indicated their intention to ratify the Convention, whereas **Cook Islands** and **New Zealand** indicated that ratification would be unlikely. The **United States** did not indicate its intention concerning the ratification of the Convention (see figure 13).

► **Figure 13. Ratification intentions for Convention No. 138, number of Member States by region**



74. The Government of **Australia** reiterates that it is formally considering ratifying Convention No. 138 and continues to take advice on the interaction of work health and safety laws, compulsory schooling laws, sector specific laws and child employment legislation, to ensure that all jurisdictions are fully compliant with the Convention.

75. The Government of **Cook Islands** mentioned the lack of resources and capacity as well the absence of political or social incentive to engage towards the ratification of Convention No. 138.

76. The Government of **New Zealand** maintains its position on Convention No. 138. It considers that although there is no single minimum age of employment in New Zealand, the current legislative and policy framework provides effective age thresholds for entry to work and for safe work.

## 2. Promotional activities

77. The Governments of **Australia, Bangladesh, the Islamic Republic of Iran, New Zealand** and the **United States** indicated that awareness-raising activities had been carried out in their countries.

78. The Government of the **United States** emphasized the continued engagement of the Department of Labor's Wage and Hour Division (WHD) and the Occupational Safety and Health Administration (OSHA) in providing awareness-raising activities. It stated that in April and May 2021, the WHD and OSHA sponsored a national online dialogue to solicit ideas from different stakeholders on best practices and strategies for reaching teen workers with important information on work-related concerns. Between July 2019 and May 2021, OSHA conducted more than 8,600 outreach activities, out of which 1,000 were aimed at young workers, and provided training on safety and health requirements through its various education programmes to 2,152,534 workers.

### 3. Policy and legal developments

79. The Government of **Australia** indicated that in April 2020, the South Australian (SA) Government launched the Strong Futures South Australian Youth Action Plan 2020-2022 which comprises 4 priority areas. Priority Area 1 focuses on ensuring young people have the necessary skills and support to complete schooling and transition to further education and training, or employment. Although there is no SA legislation that specifies a generally applicable minimum age of employment, the Education and Children's Services Act 2019 does effectively limit the amount and impact of employment for children.
80. The Government of the **Islamic Republic of Iran** highlighted the recently approved law to protect children and adolescents, and particularly its Article 15, according to which any person who economically exploits children and adolescents in breach of the labour law, pursuant to article 2 of the Act, in addition to penalties referred to in the labour law, will incur a 6th degree prison sentence under the Islamic Penal Code.
81. The Government of **New Zealand** indicated that the 2020 Labour Party Election Manifesto committed to raising the age of entry into hazardous work from 15 to 16 years of age to align with the school leaving age. However, work on these matters has been delayed mainly due to the COVID-19 pandemic.

### 4. Challenges

82. The Government of **Bangladesh** pointed out socio-economic condition of and lack of understanding of poor families, as well as the prevalence of the informal economy.
83. The Government of the **Islamic Republic of Iran** pointed out the aggravation of families' economic problems due to unilateral sanctions that increases the risk of child labour.
84. The **United States** emphasized that there is a continuing need to educate children, parents and employers about the dangers of child labour and the relevant protective provisions.

### 5. Requests for technical assistance

85. With a view to overcoming the challenges, the Government of **Bangladesh** indicated that it would be relevant to extend the coverage of a government technical programme to all geographical locations. The Government of **Cook Islands** raised the issue of lack of research and data collection and the Government of the **Islamic Republic of Iran** requested ILO technical support in order to strengthen coordination and capacities.

## 6. Development cooperation and assistance provided (2020–21)

### Projects

- 86. Activities aimed at having **Bangladesh** ratify Convention No. 138 were undertaken, in the framework of the DFID/ FCDO Child Labour programme in Asia (2019-2023). The European development cooperation project “Trade for Decent Work” will also play a key role in bringing national legislation into line with international standards, including Convention No. 138.
- 87. The USDOL project entitled “Measurement, awareness-raising and Policy Engagement to accelerate action against child and forced Labour” (2017-2022), includes activities towards the ratification of Convention No. 138 by **Timor-Leste**.
- 88. The 2020/2021 RBSA project “Strengthening the institutional capacities in **Liberia** for the ratification, domestication and reporting on ILS” played a significant role in the promotion of the ratification of Convention No. 138 leading to Parliamentary approval.

### Training activities

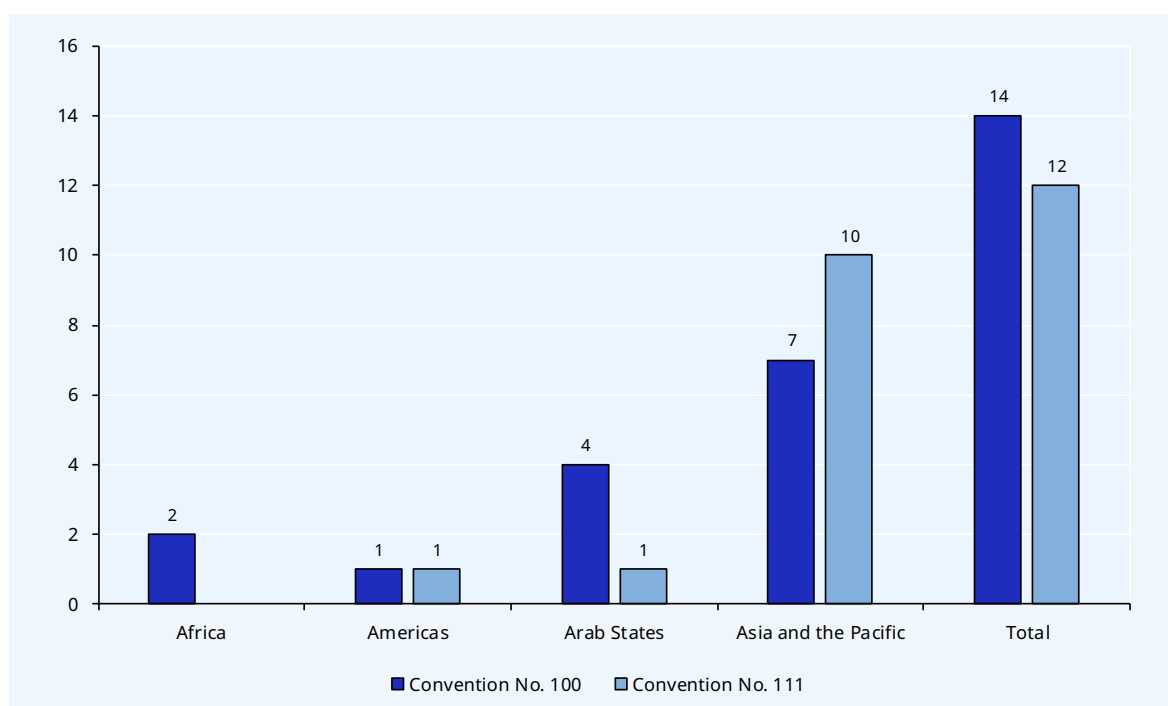
- 89. **Timor-Leste** participated in 2021 in the Academy on Fundamental Principles and Rights at Work carried out by the Turin Training Centre covering Child Labour.

## D. The elimination of discrimination in respect of employment and occupation

### 1. Ratifications

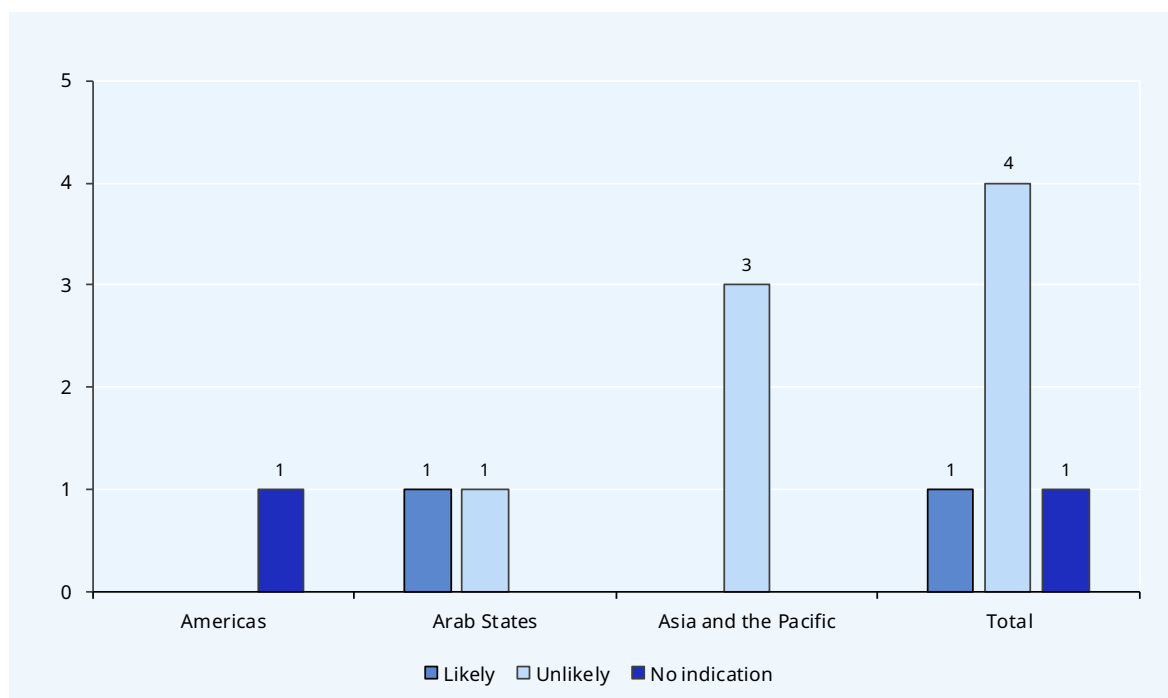
- 90. No new ratifications of Convention No. 100 and Convention No. 111 have been registered during the current reporting cycle. In total, there remain 17 countries that have not yet ratified either or both of the Conventions. A total of 14 countries have yet to ratify Convention No. 100 and 12 others have yet to ratify Convention No. 111 (see figure 14).

► **Figure 14. Number of Member States, by region, that have not ratified Convention No. 100 and/or Convention No. 111 (as at 31 January 2022)**



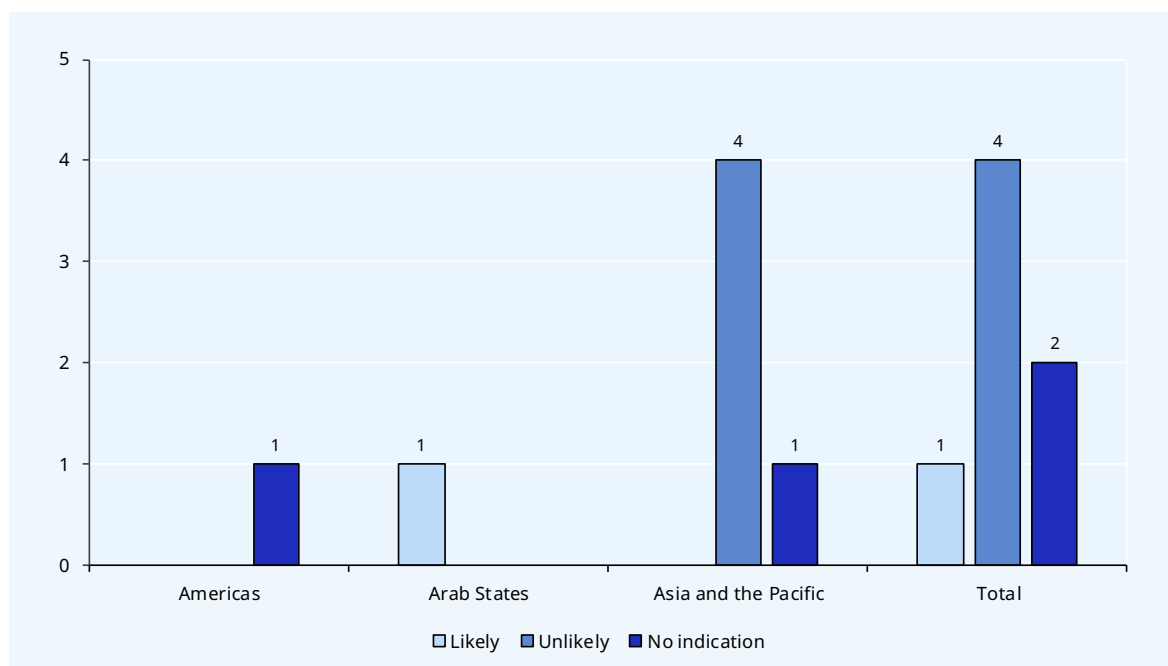
- 91. At the regional level, all countries in Europe have ratified both Conventions. Asia and the Pacific has the largest number of reporting States that have not ratified either or both of the Conventions, followed by the Arab States, the African region and the Americas.
- 92. In Africa, **Liberia** and **Somalia** have not ratified Convention No. 100.
- 93. In the Americas, the **United States** has ratified neither Convention No. 100 nor Convention No. 111.
- 94. In the Arab States region, **Oman** has ratified neither Convention No. 100 nor Convention No. 111, and **Bahrain, Kuwait** and **Qatar** have not ratified Convention No. 100.
- 95. In Asia and the Pacific, **Brunei Darussalam**, the **Cook Islands**, the **Marshall Islands**, **Myanmar**, **Palau**, **Tonga** and **Tuvalu** have ratified neither Convention, and **Japan**, **Malaysia** and **Singapore** have not ratified Convention No. 111.
- 96. The reporting rate for Convention No. 100 was 43 per cent as in 2019. Six countries (**Bahrain**, **Brunei Darussalam**, **Cook Islands**, **Myanmar**, **Oman** and **United States**) reported on Convention No. 100. **Oman** indicated that the ratification of the Convention is likely, whereas **Bahrain**, **Brunei Darussalam**, **Cook Islands** and **Myanmar** stated that the ratification of the Convention is unlikely. The **United States** did not express its intentions concerning the ratification of the Convention (see figure 15).

► **Figure 15. Ratification intentions for Convention No. 100, number of Member States by region**



- 97. The reporting rate for Convention No. 111 was 58 per cent , as compared to 34 per cent in 2019. Seven Member States (**Brunei Darussalam**, **Cook Islands**, **Japan**, **Myanmar**, **Oman**, **Singapore** and **United States**) reported on Convention No. 111. **Oman** indicated its intention to ratify the Convention, while **Brunei Darussalam**, **Cook Islands**, **Myanmar** and **Singapore** indicated that the ratification is unlikely. **Japan** and the **United States** did not indicate their intentions concerning the ratification of the Convention (see figure 16).

► **Figure 16. Ratification intentions for Convention No. 111, number of Member States by region**



- 98. The Government of **Japan** indicated that it held discussions on ratifying ILO Convention No. 111 at a tripartite consultation meeting in June 2020 and August 2021. Further study is still needed, however, concerning the consistency between Convention No. 111 and national laws and regulations. JTUC-RENGO regrets the absence of concrete actions towards the ratification of Convention No. 111.
- 99. According to the Government of **Singapore**, further assessment of national legislation with regard to Convention No. 111 is needed in order to identify possible gaps.

## 2. Promotional activities

- 100. In **Japan** the Government conducted a survey on the actual situation of harassment in the workplace in 2020, and compiled a report in order to understand the occurrence of harassment in companies, the progress of corporate measures, as well as the awareness of workers, and to reflect this information in future policies.

## 3. Policy and legal developments

- 101. The Government of **Bahrain** highlighted the amendment in 2021 of the 2012 Labour Law in Bahrain’s private sector, establishing wages equality between male and female workers in jobs of the same value.
- 102. In **Singapore** employers are required to treat all jobseekers and employees fairly in accordance with the Tripartite Guidelines on Fair Employment Practices (TGFEF). The Ministry of Manpower (MOM) takes enforcement action (e.g. curtail work pass privileges) against errant employers who have breached the TGFEF, such as discriminating against jobseekers on the basis of race. In August 2021, the Prime Minister announced that the TGFEF will be enshrined in law.
- 103. The Government of the **United States** pointed to new state laws expanding protected classes for employment, including by prohibiting discrimination in employment on the basis of sexual orientation and gender identity (Virginia), making it unlawful for an employer to discriminate



against an employee based on a perceived status in a protected category, rather than just actual status and obliging employers to provide annual sexual harassment prevention training to all employees (Illinois).

#### 4. Challenges

104. Challenges were specified by two reporting States. **Cook Islands** and **Oman**, both indicating lack of public awareness and social and economic circumstances. Other challenges were mentioned by the Government of **Cook Islands**: (i) lack of capacity of responsible government institutions; (ii) lack of capacities of employers' and workers' organizations; and (iii) lack of social dialogue on the principle.

#### 5. Requests for technical assistance

105. With a view to overcoming challenges, two governments requested ILO technical support. The Government of **Japan** has shown interest in experience-sharing in order to have good examples of how countries, which have ratified Convention No. 111, ensured consistency between their domestic laws and the Convention. **Myanmar** mentioned the following fields: (i) assessment of the difficulties identified and their implications for realizing the principle; (ii) awareness-raising, legal literacy and advocacy; (iii) legal reform (labour law and other relevant legislation); (iv) training of other officials; and (v) developing labour market policies that promote equality of opportunities.

#### 6. Development cooperation projects and assistance provided (2020-2021)

##### Projects

106. The 2020/2021 RBSA project "Strengthening the institutional capacities in Liberia for the ratification, domestication and reporting on ILS" played a significant role in the promotion of the ratification of Convention No. 100 leading to Parliamentary approval in August 2021.

##### Training activities and other assistance

107. In 2020, **Liberia** and **Somalia** participated in an activity organized by the Turin Training Centre (ILS for law professionals) which specifically dealt with discrimination. **Somalia** participated in the 2020 International Labour Academy (Africa) with a particular emphasis on discrimination. **Malaysia** benefited from a tailor-made activity on non-discrimination and harassment at work for Malaysian labour officials, organized by the Turin Training Centre in 2020. Furthermore, **Myanmar** participated in 2021 in the Academy on Fundamental Principles and Rights at Work covering discrimination.
108. In **Qatar** the ILO and the Ministry of Administrative Development, Labour and Social Affairs (MADLSA) have collaborated with the ILO Training Centre in Turin to develop self-paced online courses on Convention No. 111 (together with the Violence and Harassment Convention, 2019 (No. 190)). Starting in December 2021, the online courses will target staff of non-governmental organizations and government officials, including MADLSA officials. Training will also be provided to the private sector.
109. Numerous awareness-raising activities on equal pay and non-discrimination have been conducted by the ILO with the **United States**, which has recently become a member of EPIC, the Equal Pay International Coalition.

### ▶ III. Conclusions

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- 110.** Many reports received under the present Review were quite detailed, indicating the interest and commitment of governments in many countries to respect, promote and realize the fundamental principles and rights at work through continued awareness-raising initiatives, development of new policies and laws and improved implementation of these as well as in undertaking steps, in some cases, towards ratification of the fundamental Conventions and the Protocol. The information provided will be used to update the country baseline tables concerning the relevant category of principles and rights.
- 111.** The engagement of the governments is also reflected in the reporting rate for the period under review which increased to around 50 per cent, up from 30 per cent in 2019 (reported to the March 2021 Governing Body). However, some Member States encountered technical difficulties with the new online reporting tool, despite the assistance provided by the Office. It appears that the login information had not always been forwarded by the permanent missions in a timely manner to the reporting officials concerned. It should be highlighted that at a time when communication with Member States is almost exclusively done electronically, it is important for all permanent missions to ensure that the Office has a fully up-to-date address file.
- 112.** Although some challenges were reported by governments in relation to the online questionnaire, it can be observed that the overwhelming majority of reporting States submitted their reports via the new tool. The Office continues to reflect on the most effective way to analyse the information received and produce adequate baselines, as well as to further facilitate the reporting exercise by Members States.
- 113.** Considering the particular nature of the Protocol that supplements Convention No. 29 and their interrelated scopes of application, as already indicated in previous reports there may be an opportunity for the Member States concerned, when reporting under the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work to: (i) concentrate on the specific measures to be taken under the Protocol (such as, for example, the protection of victims and their access to remedies irrespective of their presence or legal status in the national territory; protection from abusive practices during the recruitment and placement processes; the strengthening of labour inspection; and non-prosecution of victims for their involvement in unlawful activities which they have been compelled to commit); and (ii) avail themselves of the technical assistance of the Office, if necessary.
- 114.** In response to the interest expressed in the ratification of one or more of the fundamental instruments, and the Protocol in particular, the Office should further strengthen its technical assistance, including through development cooperation programmes an overview of which has been given in the present document. ILO technical assistance should furthermore be prioritized to support all efforts made towards a better realization of the fundamental principles and rights at work, at national, regional, international and multilateral levels.

## ► Draft decision

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### **115. The Governing Body:**

- (a) took note of the information presented in the Annual Review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work for the 2020–21 period;**
- (b) invited the Office to continue its support to Member States to ensure timely reporting on all unratified fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930, and to keep providing technical assistance to address obstacles to ratification and realization of the fundamental principles and rights at work; and**
- (c) reiterated its support for the mobilization of resources with a view to further assisting Member States in their efforts to respect, promote and realize fundamental principles and rights at work, including through universal ratification of all fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930.**

## ► Appendix

## List of reporting States under the Annual Review as at 31 January 2022

## A. List of Member States that have not ratified all eight fundamental Conventions and the Conventions not yet ratified by each of them

	Countries	Freedom of association/ collective bargaining	Forced labour	Child labour	Discrimination in employment and occupation
1.	Afghanistan	C.87 and C.98	C.29		
2.	Australia			C.138	
3.	Bahrain	C.87 and C.98			C.100
4.	Bangladesh			C.138	
5.	Brazil	C.87			
6.	Brunei Darussalam	C.87 and C.98	C.29 and C.105		C.100 and C.111
7.	China	C.87 and C.98	C.29 and C.105		
8.	Cook Islands	C.87 and C.98		C.138	C.100 and C.111
9.	Guinea-Bissau	C.87			
10.	India	C.87 and C.98			
11.	Iran, Islamic Republic of	C.87 and C.98		C.138	
12.	Japan		C.105		C.111
13.	Jordan	C.87			
14.	Kenya	C.87			
15.	Kuwait				C.100
16.	Lao People's Democratic Republic	C.87 and C.98	C.105		
17.	Lebanon	C.87			
18.	Liberia			C.138	C.100
19.	Malaysia	C.87	C.105		C.111
20.	Marshall Islands	C.87 and C.98	C.29 and C.105	C.138	C.100 and C.111
21.	Morocco	C.87			
22.	Myanmar	C.98	C.105		C.100 and C.111
23.	Nepal	C.87			
24.	New Zealand	C.87		C.138	
25.	Oman	C.87 and C.98			C.100 and C.111
26.	Palau	C.87 and C.98	C.29 and C.105	C.138	C.100 and C.111
27.	Qatar	C.87 and C.98			C.100
28.	Republic of Korea		C.105		
29.	Saint Lucia			C.138	
30.	Saudi Arabia	C.87 and C.98			
31.	Singapore	C.87	C.105		C.111
32.	Somalia			C.138	C.100
33.	South Sudan	C.87			
34.	Thailand	C.87 and C.98			

Countries	Freedom of association/ collective bargaining	Forced labour	Child labour	Discrimination in employment and occupation
35. Timor-Leste		C.105	C.138	
36. Tonga	C.87 and C.98	C.29 and C.105	C.138	C.100 and C.111
37. Tuvalu	C.87 and C.98	C.29 and C.105	C.138	C.100 and C.111
38. United Arab Emirates	C.87 and C.98			
39. United States	C.87 and C.98	C.29	C.138	C.100 and C.111
40. Viet Nam	C.87			

## B. List of Member States that have not ratified the Protocol of 2014 to the Forced Labour Convention, 1930

1. Afghanistan	44. Gambia	87. Papua New Guinea
2. Albania	45. Georgia	88. Paraguay
3. Algeria	46. Ghana	89. Philippines
4. Angola	47. Greece	90. Qatar
5. Armenia	48. Grenada	91. Republic of Korea
6. Australia	49. Guatemala	92. Republic of Moldova
7. Azerbaijan	50. Guinea	93. Romania
8. Bahamas	51. Guinea-Bissau	94. Rwanda
9. Bahrain	52. Guyana	95. Saint Kitts and Nevis
10. Barbados	53. Haiti	96. Saint Lucia
11. Belarus	54. Honduras	97. Saint Vincent and the Grenadines
12. Belize	55. Hungary	98. Samoa
13. Benin	56. India	99. San Marino
14. Bolivia (Plurinational State of)	57. Indonesia	100. Sao Tome and Principe
15. Botswana	58. Iran, Islamic Republic of	101. Senegal
16. Brazil	59. Iraq	102. Serbia
17. Brunei Darussalam	60. Italy	103. Seychelles
18. Bulgaria	61. Japan	104. Singapore
19. Burkina Faso	62. Jordan	105. Slovakia
20. Burundi	63. Kazakhstan	106. Slovenia
21. Cabo Verde	64. Kenya	107. Solomon Islands
22. Cambodia	65. Kiribati	108. Somalia
23. Cameroon	66. Kuwait	109. South Africa
24. Central African Republic	67. Lao People's Democratic Republic	110. South Sudan
25. Chad	68. Lebanon	111. Syrian Arab Republic
26. China	69. Liberia	112. Timor-Leste
27. Colombia	70. Libya	113. Togo
28. Congo	71. Malaysia	114. Tonga
29. Cook Islands	72. Maldives	115. Trinidad and Tobago
30. Croatia	73. Marshall Islands	116. Tunisia
31. Cuba	74. Mauritius	117. Turkey
32. Democratic Republic of the Congo	75. Mexico	118. Turkmenistan

33. Dominica	76. Mongolia	119. Tuvalu
34. Dominican Republic	77. Montenegro	120. Uganda
35. Ecuador	78. Morocco	121. Ukraine
36. Egypt	79. Myanmar	122. United Arab Emirates
37. El Salvador	80. Nepal	123. United Republic of Tanzania
38. Equatorial Guinea	81. Nicaragua	124. United States
39. Eritrea	82. Nigeria	125. Uruguay
40. Eswatini	83. North Macedonia	126. Vanuatu
41. Ethiopia	84. Oman	127. Venezuela, Bolivarian Republic of
42. Fiji	85. Pakistan	128. Viet Nam
43. Gabon	86. Palau	129. Yemen
		130. Zambia

**C. List of Member States that have not ratified the Protocol of 2014 to the Forced Labour Convention, 1930, by region**

Africa	Americas	Arab States	Asia and the Pacific	Europe
1. Algeria	1. Bahamas	1. Bahrain	1. Afghanistan	1. Albania
2. Angola	2. Barbados	2. Iraq	2. Australia	2. Armenia
3. Benin	3. Belize	3. Jordan	3. Brunei Darussalam	3. Azerbaijan
4. Botswana	4. Bolivia, Plurinational State of	4. Kuwait	4. Cambodia	4. Belarus
5. Burkina Faso	5. Brazil	5. Lebanon	5. China	5. Bulgaria
6. Burundi	6. Colombia	6. Oman	6. Cook Islands	6. Croatia
7. Cabo Verde	7. Cuba	7. Qatar	7. Fiji	7. Georgia
8. Cameroon	8. Dominica	8. Syrian Arab Republic	8. India	8. Greece
9. Central African Republic	9. Dominican Republic	9. United Arab Emirates	9. Indonesia	9. Hungary
10. Chad	10. Ecuador	10. Yemen	10. Iran, Islamic Republic of	10. Italy
11. Congo	11. El Salvador		11. Japan	11. Kazakhstan
12. Democratic Rep. of the Congo	12. Grenada		12. Kiribati	12. Montenegro
13. Egypt	13. Guatemala		13. Lao People's Democratic Rep	13. North Macedonia
14. Equatorial Guinea	14. Guyana		14. Malaysia	14. Republic of Moldova

Africa	Americas	Arab States	Asia and the Pacific	Europe
15. Eritrea	15. Haiti		15. Maldives	15. Romania
16. Eswatini	16. Honduras		16. Marshall Islands	16. San Marino
17. Ethiopia	17. Mexico		17. Mongolia	17. Serbia
18. Gabon	18. Nicaragua		18. Myanmar	18. Slovakia
19. Gambia	19. Paraguay		19. Nepal	19. Slovenia
20. Ghana	20. Saint Kitts and Nevis		20. Pakistan	20. Turkey
21. Guinea	21. Saint Lucia		21. Palau	21. Turkmenistan
22. Guinea-Bissau	22. Saint Vincent and the Grenadines		22. Papua New Guinea	22. Ukraine
23. Kenya	23. Trinidad and Tobago		23. Philippines	
24. Liberia	24. United States		24. Republic of Korea	
25. Libya	25. Uruguay		25. Samoa	
26. Mauritius	26. Venezuela, Bolivarian Republic of		26. Singapore	
27. Morocco			27. Solomon Islands	
28. Nigeria			28. Timor-Leste	
29. Rwanda			29. Tonga	
30. Sao Tome and Principe			30. Tuvalu	
31. Senegal			31. Vanuatu	
32. Seychelles			32. Viet Nam	
33. Somalia				
34. South Africa				
35. South Sudan				
36. Tanzania, United Rep. of				
37. Togo				
38. Tunisia				
39. Uganda				
40. Zambia				

**D. List of Member States that have reported on the Protocol of 2014 to the Forced Labour Convention, 1930, and on the fundamental Conventions during the 2020–21 Review period**

<b>Protocol of 2014 to the Forced Labour Convention, 1930</b>						
1. Armenia	11. Colombia	21. Honduras	31. Morocco	41. Singapore		
2. Australia	12. Croatia	22. Hungary	32. Myanmar	42. Slovakia		
3. Azerbaijan	13. Cuba	23. Indonesia	33. Pakistan	43. Slovenia		
4. Bangladesh	14. Dominican Republic	24. Iran, Islamic Republic of	34. Paraguay	44. Trinidad and Tobago		
5. Benin	15. Ecuador	25. Italy	35. Philippines	45. Tunisia		
6. Botswana	16. Egypt	26. Japan	36. Republic of Korea	46. Turkey		
7. Brunei Darussalam	17. Fiji	27. Kenya	37. Republic of Moldova	47. United States		
8. Bulgaria	18. Georgia	28. Mauritius	38. Senegal	48. Uruguay		
9. Burkina Faso	19. Ghana	29. Mexico	39. Seychelles	49. Venezuela, Bolivarian Republic of		
10. China	20. Guatemala	30. Mongolia	40. Sierra Leone	50. Yemen		
<b>Fundamental Conventions</b>						
<b>C.87</b>	<b>C.98</b>	<b>C.29</b>	<b>C.105</b>	<b>C.138</b>	<b>C.100</b>	<b>C.111</b>
1. Bahrain	1. Bahrain	1. Brunei Darussalam	1. Brunei Darussalam	1. Australia	1. Bahrain	1. Brunei Darussalam
2. Brunei Darussalam	2. Brunei Darussalam	2. China	2. China	2. Bangladesh	2. Brunei Darussalam	2. Cook Islands
3. China	3. China	3. United States	3. Japan	3. Cook Islands	3. Cook Islands	3. Japan
4. Cook Islands	4. Cook Islands		4. Myanmar	4. Iran, Islamic Republic of	4. Myanmar	4. Myanmar
5. Iran, Islamic Republic of	5. Iran, Islamic Republic of		5. Republic of Korea	5. New Zealand	5. Oman	5. Oman
6. Jordan	6. Myanmar		6. Singapore	6. United States	6. United States	6. Singapore
7. Kenya	7. Oman					7. United States
8. Morocco	8. Thailand					
9. New Zealand	9. United States					
10. Oman						
11. Singapore						
12. Thailand						
13. United States						