



Child labor

The International Labour Organization's (ILO) website defines 'child labor' as "work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development." This includes work that is "mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by depriving them the opportunity to attend school." The ILO's Worst Forms of Child Labor Convention (No. 182) considers a 'child' to be any person under the age of eighteen (ILO 1999).

Debt bondage (bonded labor)

The United Nations (UN) states that "people enter the status or condition of debt bondage when their labor...is demanded as a repayment of a loan or of money given in advance, and the value of their labor is not applied towards the liquidation of the debt or the length of the service is not limited and/or the nature of the service is not defined" (UN 2016). As a result, the value of a bonded laborer's efforts can at times exceed the original amount of money owed.

Forced labor

Forced or compulsory labor includes all work or service which is extracted from any person under the threat of any penalty and which a person has not offered voluntarily (ILO 1932). The definition of forced labor encompasses traditional forms of forced labor, such as slavery, as well as new forms of forced labor that have emerged in recent decades, such as human trafficking (ILO 2012). Once a person's labor is exploited by such means, the person's prior consent to work for an employer is legally irrelevant: the employer is a trafficker and the employee a trafficking victim (USDOS 2017).

Human rights

Human rights are the rights people are entitled to simply because they are human beings, irrespective of their citizenship, nationality, race, ethnicity, language, gender, etc. This term refers to the UN Universal Declaration of Human Rights which lists 30 articles defining those rights, including that "all humans are born free and equal...have a right to life, liberty and security of person...shall not be held in slavery or servitude...everyone has a right to leave any country...everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment" (UN 1948).

Human trafficking (trafficking in persons)

The international definition set forth by the United Nations (UN) Office on Drugs and Crime (ODC) defines trafficking in persons as "the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having

control over another person, for the purpose of exploitation” (UNODC 2004). Trafficking victims can include individuals born into servitude, exploited in their hometown, or smuggled to the exploitative situation as well as individuals who previously agreed to work for a trafficker or participated in a crime as a result of being trafficked (USDOS 2013). At the core of this issue is the traffickers’ intention to exploit or enslave another human being, the coercive, underhanded practices they engage in to do so, and the purpose behind the exploitation (UNODC 2004).

Labor rights

Labor rights refer to a broader category of issues than trafficking or modern slavery. The International Labour Organization’s (ILO) ‘Declaration of the Fundamental Principles and Rights at Work’ places these rights into core standards: freedom of association, right to collective bargaining, prohibition of forced labor, elimination of the worst forms of child labor, and non-discrimination in employment (ILO 1999). ILO has adopted 184 Conventions that establish standards for a range of workplace issues including (but not limited to) Weekly Rest, Forced Labor, Hours of Work, Minimum Wage, Safety and Health, Rights of Rural Workers, Migrant Labor Protections, and Workers’ Compensation.

Modern slavery

This is a general term often used when referring to holding a person in compelled service, including trafficking, forced labor, involuntary servitude, and bonded labor (US DOS 2013).

Smuggling of migrants

The United Nations Convention against Transnational Organized Crime defines ‘smuggling of migrants’ as “the procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident” (UNODC 2004).

UN Guiding Principles on Business and Human Rights (Ruggie Principles)

The United Nations Human Rights Council endorsed a set of Guiding Principles for Business and Human Rights designed to provide a global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity. They set out, in three pillars, principles concerning the State duty to protect human rights, the corporate responsibility to respect human rights, and access to remedy for victims of human rights abuse. The “corporate responsibility to respect” exists independently of States’ abilities or willingness to fulfill their own human rights obligations. The Guiding Principles require that companies have a policy commitment to respect human rights, and proactively take steps to prevent, mitigate and, where appropriate, remediate, their adverse human rights impacts. These Guiding Principles apply to all States and to all business enterprises, both transnational and others, regardless of their size, sector, location, ownership and structure.

ILO (1932) *Forced Labour Convention (No. 29)*. Available at:
http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029

ILO (1999) *Worst Forms of Child Labour Convention (No. 182)*. Available at:
http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C182

ILO (2012) *General Survey on the fundamental Conventions concerning rights at work in light of the ILO Declaration on Social Justice for Fair Globalization*. Report of the Committee of Experts on the Application of Conventions and Recommendations. Available at:
http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174846.pdf

United Nations (UN) (1948) *Universal Declaration of Human Rights*. Available at:
<http://www.un.org/en/documents/udhr/>

United Nations Office of Drugs and Crime (UNODC) (2004) *United Nations Convention against Transnational Organized Crime and the Protocols Thereto*. General Assembly Resolution 55/225. Available at:
<https://www.unodc.org/unodc/en/organized-crime/intro/UNTOC.html#Fulltext>

United Nations (2016) *Report of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences*. General Assembly Human Rights Council 33/46. Available at:
<https://documents-dds-ny.un.org/doc/UNDOC/GEN/G16/142/67/PDF/G1614267.pdf?OpenElement>

United States Department of State (USDOS) (2013) *What is Modern Slavery?* Available at:
<http://www.state.gov/j/tip/what/>

United States Department of State (USDOS) (2017) *Trafficking in Persons Report*. Available at:
<http://www.state.gov/j/tip/rls/tiprpt/index.htm>