

**Joint NGO Submission for the Consideration of the Republic of Korea's Combined
Twentieth to Twenty-Second Periodic Reports on Human Trafficking**

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The authors, Advocates for Public Interest Law,¹ Durebang² and 1218forAll,³ are the civil society organizations assisting migrant trafficking victims in the State party. The authors wish to highlight that the State party's efforts to address human trafficking against migrants do not meet its obligation under the Convention. State party's efforts to address civil society organizations The State party alleges that enforcement of the Act on the Prevention of Human Trafficking and Protection of Victims (hereinafter referred to as the Trafficking Victims Protection Act) allows the definition of human trafficking to be aligned with international standards and provides a system for the protection and assistance of trafficking victims. However, State party's laws and policies fail to adequately punish traffickers and protect victims. In addition, new forms of trafficking are occurring as migrant workers are actively recruited into industries lacking domestic labor forces due to poor working conditions.

1. Lack of prosecution of human trafficking perpetrators

a. Narrow definition of human trafficking in criminal law leads to lack of prosecution

State party's criminal code defines human trafficking as 'buying or selling' a person, which does not meet the definition under the Palermo Protocol.⁴ From 2013, when the penalties for human trafficking were

¹ Advocates Public Interest Law is a nonprofit public interest law organization that defends the rights of vulnerable migrants and refugees in the Korean society and monitors human rights violations by Korean companies.

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³ 1218forall is an organization that aims for the coexistence of both domestic and foreign residents by protecting the human rights of foreign residents, improving their legal status, and supporting their settlement in Korean society. It operates counseling services and shelters, advocates for legislative and policy reforms, organizes and supports migrant worker communities, and engages in international solidarity activities, particularly in the Asia region. <https://1218forall.com/>

⁴ Article 289 of the Criminal Code (Human Trafficking) ① A person who buys or sells a person shall be punished by imprisonment for up to seven years.

A person who buys or sells a person for molestation, adultery, marriage, or for profit shall be punished by imprisonment for not less than one year nor more than ten years.

added to the Criminal Code, to 2020, only nine of the 251 cases of human trafficking were prosecuted, and only five of them resulted in convictions. This is because courts require physical evidence of monetary exchange to establish the act of trafficking. For example, men who confessed to trading 400,000 won in cash for the purpose of sexually exploiting a person with intellectual disabilities were acquitted of trafficking charges when they changed their testimony in court because there was no evidence of trafficking.⁵ There are no known cases of convictions for trafficking for the purpose of labor exploitation under the provisions of the Criminal Code.

As a result, perpetrators who engage in trafficking acts under the Palermo Protocol are not prosecuted as perpetrators under the criminal code. In the rare cases where they are punished, they are convicted of 'arrangement of commercial sex' under the Act on the Punishment of Arrangement of Commercial Sex Acts.

b. Lack of investigations due to absence of penalties under the Trafficking Victims Protection Act

The Trafficking Victims Protection Act defines 'trafficking in persons' by referring to the Palermo Protocol. However, investigative agencies are not investigating human trafficking according to the international definition due to poor implementation of investigation manuals, lack of awareness of human trafficking and absence of punishment provisions in line with international standard. In case of victims of trafficking for sexual exploitation, voluntary initial investigations are crucial to identify the victims. However, when police consider the people who engaged in prostitution as mere suspects of prostitution rather than victims of the human trafficking and fail to identify the victims. In the case of foreigners, once they are accused of prostitution, they are often forced to leave Korea under a deportation order, resulting in lost opportunities to seek remedies as trafficking victims in Korea.

For example, according to Durebang,⁶ a foreign woman, who engaged in prostitution voluntarily at first, was later severely assaulted, confined, and exploited during the prostitution arrangement process, resulting in her becoming a victim of human trafficking. However, the police charged the woman as a suspect of the prostitution and only charged her as a victim for the assault and confinement rather than victims of human trafficking. The woman was also detained at an immigration detention center for investigation as a suspect since she did not have legal right to stay in Korea.

2. Difficulties identifying human trafficking victims

③ Any person who buys or sells a person for the purpose of labor exploitation, prostitution and sexual exploitation, or organ removal shall be punished by imprisonment for not less than two years nor more than 15 years.

④ A person who buys or sells a person for the purpose of transporting him or her abroad, or who transports a person who has been bought or sold abroad, shall be punished with the same sentence as in Paragraph 3.

⁵ Heo Jin-moo (2021.3.19.), "What's the point of catching a human trafficker...'human trafficking' cannot be punished", Kyunghyang Shinmun, <https://m.khan.co.kr/national/court-law/article/202103190600035#c2b>

⁶ Durebang is an organization and counseling center that works to eliminate prostitution and human trafficking for purposes of sexual exploitation within camptowns and to challenge militarism.

http://durebang.org/?page_id=5231

- a. Problems arising from the lack of mandatory use of indicators for identifying and protecting victims

The Trafficking Victims Protection Act authorizes the Minister of Women and Family Affairs to develop ‘indicators for the identification and protection of victims.’ However, the use of the indicators is only recommended, and officials are not required to use them. Furthermore, even if they identify a victim of human trafficking, the law does not require the officials to report or notify the relevant agency, the Human Trafficking Victims' Rights and Interests Protection Organization. As a result, it is common practice for law enforcement agencies to investigate victims as suspects without utilizing trafficking victim indicators. Once migrants working without visa are found by the immigration authority, they are immediately deported without any procedure to be identified as victims of human trafficking. The practice leaves victims of human trafficking without access to redress and perpetrators unpunished. For example, in September 2024, law enforcement arrested six Thai women during a raid on an illegal massage considered as high risk for trafficking, but police failed to apply any indicators to identify them as sex or labor trafficking victims. Once police confirmed that the Thai women were undocumented and did not need to be investigated as sex trafficking suspects, they were all deported and the victims were not able to access to the protection measures in Korea.⁷

In 2021, a complaint was filed with the National Human Rights Commission of Korea regarding a case in which a Thai woman who had been trafficked was investigated as a suspect in prostitution without going through the victim identification process and without complying with her rights to access and transportation with her relatives and consular officials. The NHRC found that the rights of Thai women were violated and recommended that the National Police Commissioner prepare detailed regulations and manuals on identification procedures, methods, and protective measures for victims of trafficking, provide training to frontline police officers and establish systems to effectively ensure trusted persons’ presence in investigations of migrant women. However, there does not appear to be a change in practice.⁸

A recent case highlights the absence of victim identification procedure by the law enforcement agency. An Ethiopian woman was trafficked in the United Arab Emirates in 2021 when she migrated to work as a domestic worker for a family with four children. For a monthly salary of approximately \$300, the victim performed domestic labor for a couple with four children, including caring for one child with mental health issues, without days off; she was not provided with separate housing, so she lived in a room with the children; she had only three hours of rest per day, including bedtime; her passport was confiscated; and her movement and communication were restricted. The victim was brought to State party on December 15, 2022, for medical treatment for their child, and even though her contract with them had ended, they confiscated her passport and forced her to perform excessive domestic work and caregiving

⁷ [Statement] Joint Statement Condemning Bundang Police Station by Organizations Supporting Trafficking Victims (2024. 9. 12) <https://apil.or.kr/press-releases/1309127452>

⁸ National Human Rights Commission of Korea, “Human Rights Violation Found Against Migrant Women Hospitalized After Fallen for Excessive Investigation and Lack of Identification Procedure on the Human Trafficking” (2021. 4. 12) <https://www.humanrights.go.kr/base/board/read?boardManagementNo=24&boardNo=7606483&searchCategory=&page=1&searchType=total&searchWord=%EC%9D%B8%EC%8B%A0%EB%A7%A4%EB%A7%A4&menuLevel=3&menuNo=91>

with no holidays. The victim escaped from the perpetrator in 2024, disclosed her trafficking to the police, and requested her passport back. The police arrested and investigated the victim as a suspect in a theft case falsely accused by the perpetrator. When law enforcement realized that the perpetrator had falsely accused her, they returned her passport, but no human trafficking investigation was conducted against the perpetrator and no steps were taken to protect the victim.

b. The issue of identification indicators at immigration offices when extending residency status

E6-2 visa holders who are continuously trafficked for the purpose of sexual exploitation are required to fill out a trafficking victim identification form at the immigration office when extending their residency status. However, the indicators are only in Korean and English, and it is difficult to understand the context of ‘trafficking victimization’ and fill it out properly. Even if the indicators are understood, it is difficult for victims to disclose their situation honestly and safely because the women were accompanied by the relevant parties (agencies, owners, and others) who want to support the extension of their status of residence (agents, business owners, and others). Furthermore, even if they are identified as a victim, there is no guidance on what specific protections are available to them, so they are unlikely to disclose their trafficking through this process.

In recent years, many migrants have been trafficked after entering the country on a visa waiver or tourist visa. Since these migrants do not visit the immigration office, they are not aware of the information and services for victims of trafficking. It is necessary to obligate the use of the victim identification indicators in workplaces where migrants are employed and during immigration and police enforcement.

c. Problems with verifying victim status that is not aligned with the victim determination process and perpetrator punishment

According to the Trafficking Victims Protection Act, victims can obtain a certificate of victimization from the Women's Human Rights Institute of Korea, but the process is complicated and difficult for victims to complete on their own. According to the results of an open information request, from January 2023 to December 2024, when the law took effect, a total of 15 people received a certificate of victimization, most of whom were assisted by NGOs.⁹

⁹ Result of the open information request

Date of Meeting	Nationality of Review Subject	Number of People	Type of human trafficking victimization	Result
2023.08.31.	Philippines	3 persons	Sexual exploitation, labor exploitation	Approved
2024.06.21.	Philippines	3 persons	Sexual exploitation	Approved
	Thailand	1 person	Prostitution, sexual exploitation	Approved
	Philippines	3 persons	Labor exploitation	Approved
	Philippines	1 person	Labor exploitation	Approved

In addition, the issuance of a victim of trafficking certificate is made through the deliberation of the adjudication committee, which can take up to 90 days from the holding of the adjudication committee to the decision of the adjudication committee according to Article 7 of the Enforcement Decree of the Trafficking Victims Protection Act.¹⁰ However, the "90-day processing period" does not include public holidays and Saturdays,¹¹ which can extend to up to 116 days from the date of application, meaning that applicants without residency status may have to wait up to four months in uncertainty before receiving a victimization certificate.

In addition, the fact that the applicant was determined to be a victim of human trafficking based on the adjudication committee is not linked to the investigation or punishment of the alleged perpetrator at the prosecution and police stages, resulting in a 'victim without perpetrator' situation. Furthermore, support available to victims after receiving the certificate does not cover expenses incurred prior to its issuance.

3. Lack of protection for human trafficking victims

a. Lack of a local advocacy organization

The Trafficking Victims Protection Act requires the establishment of local and central advocacy organizations. However, due to lack of funding and lack of will from local governments, local advocacy organizations have not been established. The Women's Human Rights Institute of Korea serves as the central and regional (Seoul) advocacy organization but does not provide direct support.

2024.10.07.	Philippines	1 person	Labor exploitation	Approved
	Myanmar	1 person	Labor exploitation	Approved
2024.11.25.	Thailand	1 person	Prostitution, Sexual exploitation	Approved
	Thailand	1 person	Prostitution, sexual exploitation, labor exploitation	Approved

¹⁰ Enforcement Decree of the Trafficking Victims Protection Act

Article 7 (Issuance of Victim Verification Certificate) ① The Minister of Gender Equality and Family Affairs shall, upon receiving a request from a person who has been victimized by human trafficking pursuant to Article 14 (1) of the Act or a person who is obligated to report pursuant to Article 21 (2) of the Act Article 15 (2) of the Act (hereinafter referred to as a "requestor"), issue a victim verification certificate. The Minister shall request the head of the regional human trafficking victims' rights protection organization (hereinafter referred to as the "regional victims' rights protection organization") under to hold a human trafficking case adjudication committee (hereinafter referred to as the "adjudication committee") under Article 14 (2) of the Act without delay.

② The head of a local victim rights protection organization that is requested to hold a determination committee pursuant to Paragraph (1) shall hold a determination committee within 60 days from the date of the request to deliberate and determine whether the person is a victim. However, if there is a delay in verifying facts or providing materials necessary for the deliberation and determination, or if additional expert advice is required, the period may be extended once within a period of 30 days.

¹¹ Complaint handling laws

Article 19 (Calculation of the Processing Period) ① If the processing period of a complaint is set at 5 days or less, it shall be calculated in "hours" from the time of receipt of the complaint, but holidays and Saturdays shall not be counted. In this case, one day shall be based on 8 hours of working time.

If the processing period of a complaint is longer than 6 days, it shall be counted in "days" and the first day shall be counted, but holidays and Saturdays shall not be counted.

b. Difficulty accessing victim assistance

The government claims that victims of trafficking can be recognized as ‘victims of crime’ and receive a range of assistance once they are brought under the jurisdiction of the Crime Victims Protection Act, but to be eligible for assistance under the Act, victims must be harmed by the criminal activity to the extent that they are killed, disabled, or seriously injured.¹² Because trafficking victims do not necessarily meet this requirement, there have been no cases of trafficking victims receiving assistance as victims of crime. In addition, victims of trafficking for sexual exploitation receive mainly medical and legal support from sex trafficking victim support organizations, and do not receive support as victims of trafficking. Therefore, even if a victim of trafficking is successful in obtaining a certificate of victimization, there are few cases of support provided under the Trafficking Victims Protection Act.¹³

For foreign victims, support is even more limited, for example, self-support centers for victims of sex trafficking are only available to foreigners going through legal procedures. There is only one "Support Center for Foreign Victims of Sex Trafficking" in the country where foreign victims can stay, is limited in providing expert supports. Moreover, Support Center for Foreign Victims of Sex Trafficking is not a long-term shelter, so victims can only stay there for three months, which limits their protection and recovery support. On the other hand, foreign victims without residency status cannot legally work, so there is no economic support for them, even though they are in desperate need of livelihood support.

c. Non-guarantee of residency period for foreign victims

Although victims of sexual assault are granted residency status until the conclusion of the investigation or lawsuit, this visa is only granted for the duration of the legal proceedings, and not for the period of medical assistance and psychological recovery for victims of sex trafficking. In addition, in the process of obtaining G-1 status, an identity guarantor is required for the victim to stay in Korea, but most of the time, the support staff/social workers have to provide the identity guarantee themselves, which puts all the responsibility for the victim on the applicant.

d. Failure to implement exemption from the duty to report

The government claims that the duty to report the undocumented foreigners are exempted when providing the remedy to the foreigners takes priority. However, decisions on whether to report are left to officials’ discretion, and officials rarely exercise this discretion, resulting in undocumented foreigners being reported to immigration offices, detained, and deported.

¹² Article 3, Paragraph 1, Article 4 of the Crime Victims Protection Act. "Crime victim to be rescued" means a person who has been killed, maimed or seriously injured due to an act that constitutes a crime that harms the life or body of a person (including acts not punishable under Articles 9, 10, Article 1, 12, and 22, Paragraph 1 of the Criminal Act, but excluding acts not punishable under Article 20 or 21, Paragraph 1 of the same Act and acts caused by negligence) committed within the territory of the Republic of Korea or on board a ship or aircraft of the Republic of Korea outside the territory of the Republic of Korea.

¹³ Oh Sejin (2024. 7. 29) "[Exclusive] 1 Year and 6 Months Since the Anti-Trafficking Law... Only 10 Victims Have Received Support" <https://www.hani.co.kr/arti/society/women/1151223.html>

e. Failure to provide the remedy for victims of human trafficking

In 2014, three Filipino women who entered State party on E6-2 visas and were trafficked for sexual exploitation. Law enforcement agencies investigated them as suspects of the prostitution and failed to identify them as the victims of human trafficking. As a result, they received the deportation orders and were detained in the immigration detention center. In response, the women filed claims for state compensation for their detention and for the cancellation of their deportation orders in court, but both were rejected. In December 2018, the women filed a complaint with the UN Committee on the Elimination of Discrimination against Women, which issued a decision in November 2023 finding that the Republic of Korea violated the UN Convention on the Elimination of All Forms of Discrimination against Women by treating the women as criminals instead of identifying and protecting them as victims of trafficking. The Committee also recommended that the Republic of Korea to make full reparations, including economic reparations, to the victims.¹⁴

However, as of February 2025, the government of Korea has not implemented the Committee's decision at all. Due to the government's failure to implement the UN Committee on the Elimination of Discrimination against Women's decisions, Filipino women have filed a complaint with the Immigration Office to ex officio cancel the deportation order and a complaint with the prosecutor's office to ex officio cancel the deferred prosecution. However, the Immigration Office dismissed the complaint and the prosecutor's office has not decided for over seven months. The Filipino women also requested a review of the dismissal of their state claims in the Seoul High Court based on the decision of the UN Committee on the Elimination of Discrimination against Women, but the court rejected this request as well. As a result, the State party government has not provided any compensation to the victims, who were clearly identified as victims of trafficking by the UN Committee on the Elimination of Discrimination against Women.

4. Diversified forms of human trafficking targeting foreigners

a. Seasonal workers in the rural areas

Due to the aging population and the unwillingness of Koreans to work in agriculture, rural areas are facing an acute labor shortage. The quota for migrant workers is scheduled to decrease from 165,000 in 2024 to 130,000 in 2025 (a decrease of 35,000, or 21.1%), while the quota for seasonal workers is scheduled to increase from 68,000 to 75,000 (an increase of 7,000, or 10.3%). While the employment permit system is governed by the Act on Employment of Foreign Workers, the seasonal worker system is merely operated under the Ministry of Justice's guidelines.

In the past, issues such as working conditions that differ from the terms of the contract before departure, forced recruitment and wage exploitation due to the involvement of brokers, employment instability due to short-term stay, and relatively low wages and poor working conditions despite long working hours compared to the manufacturing industry have been the causes of seasonal workers' absconding. In

¹⁴ OHCHR, Korea failed to protect three Filipino women trafficking victims and ensure their effective access to justice, UN Committee finds (2023. 11. 24) <https://www.ohchr.org/en/press-releases/2023/11/korea-failed-protect-three-filipino-women-trafficking-victims-and-ensure>

response, the Ministry of Justice requires each local government that introduces seasonal workers to take measures to prevent their absconding, and local governments are adopting prevention measures such as deposit money, forced savings, and joint liability of the relatives by the brokers to secure and expand quotas, resulting in serious human rights violations.

1218forAll is directly supporting 10 victims (as of February 2025) of trafficking by brokers through fact-finding and support activities, who have been victims of wage exploitation (average of 2.1 million won) and bounties after leaving the country. Among them, some local governments such as Haenam and Wando, which had been restricted from sending seasonal workers after 1218forAll's complaint and monitoring, have repeatedly been assigned seasonal workers without any sanctions, creating more victims.

The Haenam military was restricted from introducing seasonal workers through MOUs between local governments, but since it turned to inviting relatives as an alternative method, it is now using a combination of local government MOUs. In January 2024, after a survey conducted by migrant rights organizations such as 1218forAll and the National Human Rights Commission revealed problems such as seizure of passport and bank account and brokers' exploitation of wages and setting deposits, Haenam County announced that it would temporarily suspend its MOU seasonal worker introduction program and operate only the relative invitation method. Family invitation does not mean that brokers are not involved. 1218forAll has documented cases in Pyeongtaek, Suwon, and Yongin where workers paid administrators 300,000 won for immigration procedures and paid an average of 500,000 won per month to claimed relatives.

On the other hand, in 2024, 420 seasonal laborers were invited to Haenam County under the MOU, while 200 were invited by family members. Despite reports of human rights violations in 2024, Haenam County invited 1,137 seasonal agricultural workers (E8 visas) in the first half of 2025. Local governments still prefer to sign MOUs rather than to invite relatives due to the high administrative demand of the individual invitation method, so brokers are still involved.

The government proposes a public model as an alternative, but broker intervention and intermediary exploitation due to lack of international cooperation capabilities are still prevalent, as seen in the cases of Anseong and Goesan agricultural cooperatives (Haenam, Goesan, Anseong: same broker). Due to lack of international cooperation capabilities, brokers who claim to be exporters are routinely intervened by local governments in sending countries and local governments in Korea, and wage exploitation such as intermediary fees is tolerated. Despite the use of brokers is prohibited during the seasonal workers recruitment procedures, it is impossible for the local governments to recruit the workers without the brokers and most of the local governments heavily rely on the brokers. The current seasonal worker system is replicating the problems of the industrial trainee system, which was criticized as modern-day slavery in the past, such as mandatory deposits before departure, intermediary exploitation by interest groups (or individuals), and human rights abuses.

The seasonal worker system makes it difficult for victims of wage nonpayment, assault, and middlemen exploitation to speak up. The employer or broker has the power to extend the stay and recommend re-entry, and the complacency of local law enforcement agencies and local governments makes it difficult

for victims to raise issues. The Ministry of Justice, which oversees and operates the salt fields, is not human rights sensitive enough to assign seasonal workers to the salt fields in Sinan County, which has been criticized for exploiting disabled labor. The region is subject to a U.S. salt export ban due to human trafficking.

Cases of broker intervention in Wando and Goheung have been publicly exposed, and brokers who were exploiting wages in Haenam were found to be involved in the introduction of public seasonal workers in Gosan and Anseong, but the brokers were not prosecuted.

b. Migrant workers at the shipyard¹⁵

In late 2022, the Ministry of Justice began to introduce migrant workers to the shipbuilding industry on a large scale through the E7-3 visa to alleviate the labor shortage in the shipbuilding industry. Unlike the employment permit system, where the government oversees the process of sending and receiving migrant workers, the E7-3 visa allows workers to enter Korea through private recruitment and placement agencies, resulting in excessive fees being collected from workers, as well as fraudulent crimes against many migrant workers seeking employment in Korea due to the proliferation of brokers.

According to a survey conducted in 2023 by the Metal Workers' Union of Korea on migrant workers in shipyards, migrant workers who entered Korea through the E7-3 visa had to pay large fees to work in Korean shipyards, and in 2023, they paid fees ranging from 8 million won to 12 million won to the sending company in their home country. Migrant workers were taking out high-interest loans using their homes and land as collateral to pay the fees. In addition to the fee, the recruiters received a memorandum of agreement not to leave the contracted workplace and a memorandum of compensation in the event of departure, as well as guarantees from family members and government officials.

However, once in State party, migrant workers are forced to sign contracts that are more unfavorable than their pre-arrival contracts. Migrant workers are required to be paid a wage equal to 80 percent of their GNI as a condition of receiving an E7-3 visa, but the workers are paid less than the legal threshold. For example, migrant workers were forced to sign for a lower wage than the amount in their pre-arrival contracts, or the fee for the room and board are excessively deducted. Migrant workers who refuse to sign unfair contracts are threatened with being sent back to their home countries, forcing them to sign.

The working conditions in the shipyards are hazardous, with noise, dust, burns, exposure to hazardous substances, and musculoskeletal disorders. However, migrant workers do not receive adequate medical treatment and compensation in the event of an industrial accident. Even in these harsh and unfavorable working conditions, migrant workers are forced to remain in the workplace due to high fees and non-departure agreements that prevent them from leaving the workplace, which resulted in forced labor and human trafficking of the migrant workers.

¹⁵ This section is based on the National Metalworkers' Union < Shipbuilding Migrant Workers' Survey Report> (Oct. 2023).

5. Suggested Recommendations to the State party

- Establish penalties for the crime of trafficking in persons in the Trafficking Victims Protection Act and amend the definition of trafficking in persons in the Criminal Code to align with the Palermo Protocol.
- Make it mandatory for officials who work with foreigners, including immigration officials, to utilize the Trafficking Victim Identification Indicators when meeting with migrant workers in high-risk workplaces, including entertainment venues, massage parlors, agriculture, fishing, shipbuilding, and other industries.
- Mandatory use of the Trafficking Victim Identification Indicators by law enforcement agencies, including police and prosecutors, to actively identify victims of human trafficking and investigate human trafficking crimes.
- Reduce the time between the holding of the adjudication committee and the victimization decision and allow victims to be adjudicated within a maximum of 30 days to consider the precariousness of their stay, especially in cases involving foreigners without status of residence.
- If victim status is recognized by the adjudication committee, it should be considered in subsequent investigative and trial proceedings to investigate the facts of the offense, evaluate evidence, and determine whether or not the accused should be punished or sentenced.
- Provide residency status to migrants identified as victims of human trafficking so that they can safely remain in the country while they seek remedies and recovery processes, such as restitution claims, medical assistance, and psychological rehabilitation, in addition to civil and criminal proceedings.
- Grant work permits to foreign trafficking victims to work in a variety of workplaces beyond menial labor.
- Establish a national support organization that meets the needs of specific groups of trafficked persons, such as women, persons with disabilities, and migrants, and is responsible for providing comprehensive support to them, including legal assistance, psychological counseling, housing, and medical assistance.
- Conduct a survey on the human rights situation of seasonal migrant workers to closely examine the cost of departure and the appropriateness of the labor contract during the recruitment process, pre-departure training, orientation after arrival in the country, housing and wages, occupational safety training, overall working conditions such as working hours and salary, the involvement of brokers and whether they cause harm, the presence of trafficking elements such as deposit to prevent absconding and bonding guarantees, and grievance procedures in case of harm.
- Prohibit private recruiters from exploiting migrant workers through departure deposits, transfer fees, debt, etc. in both home and sending countries, and ensure that central governments oversee both the sending and receiving processes.