

## For decent jobs, remember that:

**Employment rights and social security are legally recognised and cannot be waived. Accepting conditions that damage those rights does not constitute valid consent.**

- > Certain forms of labour exploitation involve serious violations of basic human rights.
- > The working population includes some groups and people who are vulnerable to labour exploitation – a problem that is particularly acute in the case of workers from abroad.
- > When it comes to employment rights and social security, migrant workers have exactly the same rights as the rest of the Spanish population.
- > The current legislation on foreign residents includes certain exceptional situations in which foreign workers without official permission to live in Spain can obtain the necessary papers.
- > Information on rights and the consequences of irregular employment and labour exploitation for those who are direct victims and for society as a whole is a basic proposal to combat irregular employment and labour exploitation.
- > There is an urgent need for Spain to ratify the international convention to protect the rights of migrant workers and their families.
- > It is essential for effective coordination to be in place between employment and social-security Inspectors, the courts, the authorities responsible for foreign nationals, law enforcement, and trade unions, among others, in order to guarantee the rights of the entire working population, effectively combat irregular employment and protect its victims.
- > For more information and advice, contact your nearest UGT office.

Irregular employment and labour exploitation are not a problem to be faced individually by each worker in such a situation, but a problem for society as a whole.

**FOR DECENT JOBS!**

# FOR DECENT JOBS, AGAINST LABOUR EXPLOITATION



With jobs without quality, employment rights are weakened or disappear completely; work ceases to be a factor that encourages people to get involved socially, economically, culturally and politically, to become just one more piece in the process of social exclusion.



## What is decent employment?

**Employment where labour and social-security rights are upheld. Quality employment, where the principles of equal treatment and opportunities and health and safety at work are assured. Employment that addresses issues of precariousness, excessive seasonality and the segmentation of the labour market, to foster social cohesion.**

## What is labour exploitation?

**Deception, abusing a situation of need and imposing particularly damaging work conditions mark the difference between a social infraction and a crime against workers' rights – between irregular employment and labour exploitation.**

- > Crimes against workers' rights: imposition of damaging employment or social-security conditions, illegal trafficking in labour, fraudulent migrations, labour discrimination, impingements on trade-union freedom and inadequate health and safety measures.
- > It is a crime to impose working or social-security conditions that harm, suppress or restrict rights that are legally recognised under legislation or collective-bargaining agreements, by deceiving or abusing people in situations of need.
- > One of the most serious kinds of labour exploitation is that resulting from human trafficking. Trafficking means capturing, transporting, moving, sheltering or receiving a person of any nationality by force, deception, kidnapping, coercion, fraud, threat or abuse of a position of power or a vulnerable situation in order to exploit the victim. Trafficking is a serious violation of human rights and a modern form of slavery.
- > No worker can consent to anything if they are in a vulnerable situation or one of need. Having no other financial alternatives, being ignorant of their rights, working

under irregular conditions, with no other source of income or social networks or the support of their families, coercion, deception, threats and fear of losing their work permit – all are factors that explain why people accept employment conditions that are really impositions that restrict, undermine and suppress their legally recognised rights.

In an environment in which irregular employment is rejected and effectively combated, it is less likely that the line between a social infringement and a crime against workers rights, or even basic human rights, will be crossed.

## Points to remember

**Irregular unemployment and employment exploitation have consequences not only for their direct victims but also for society as a whole: limitations on employment rights or, in the most serious cases, violations of basic human rights, the victims' inability to become actively involved in society, tax fraud and challenges to social cohesion and the labour-relations system.**

- > To tolerate irregular unemployment is to perpetuate and justify the intolerable undermining of the rights of the entire working population and society as a whole.
- > Over 2.5 million people in the world are the victims of trafficking for the purposes of sexual or labour exploitation.
- > The working population from abroad and migrant workers are among the groups that are most vulnerable to irregular employment and labour exploitation.
- > The victims of labour exploitation often don't consider themselves as such. Situations of vulnerability or need, a working environment that is cut off or marginalised from the formal labour market, avoiding coming into contact with the authorities, the lack of union representation – these are the factors that determine that of irregular employment and labour exploitation remain invisible and also the lack of protection for victims.