

Risk Assessment Tool Update 2024

5th September 2024



MEMBERS' UPDATE on Task 2 - Country
Human Rights Risks.

Project overview

Task 2 Findings

Discussion

Next steps



MEMBERS' UPDATE ON TASK 2

PROJECT OVERVIEW



Support the Food Network of Ethical Trade (FNET) with the update of their FNET Risk Assessment Tool (RAT).

The update for the current methodology comprises of two elements:

- **Ingredient Known Human Rights Risks; and**
- **FNET Country Risk Score and Ratings**



Project stages and outputs

JULY

AUGUST

SEPTEMBER

STAGE 1



Scoping / kick off & Update Known HR Risk matrix

Set the scene for the project and focus on the completion of the Known Human Rights Risks matrix.

- **Kick-off meeting**
- Ways of working
- Agree on timelines and potential date for call with FNET members.
- **Update Known HR Risk matrix** drawing on the data from the US Department of Labour and Verité Responsible Sourcing Tool and Forced Labour Commodity Atlas, incorporating any updates to these sources since September 2021. Should FNET wish to add in additional data sources to this matrix (e.g. from member reports), we will provide our updates in an excel file for the FNET team to add to (incorporating hyperlinks).

Output:

- Kick off meeting
- Updated Ingredient Known Human Rights Risks Matrix

STAGE 2



Updated Country Risk Score and Rating

Update the Country Risk Score and Rating.

Tool Data Update will include:

- Update the scoring indicators that underpin the FNET Country Risk Score and Ratings.
- Combine these to generate the aggregate FNET Country Risk Index.
- Review to understand any significant changes in FNET Country Risk Score, or Rating as a result of this new data.

Any significant changes (change in Rating or change in score greater than 10) will be validated before being presented to the FNET membership, with an accompanying explanation for the move.

Output:

- Updated Country Risk Score and Rating

STAGE 3



FNET member engagement

Engage with FNET members on the updated tool.

FNET RAT Working Group members will have one round of feedback, to comment on any changes. We will then lead a call to discuss any significant changes in scores or relative rankings of individual countries or ingredients and seek further feedback from the group. This feedback will allow us to respond to countries of concern in more detail, and where necessary add information into the tool for specific countries.

The final FNET Country Risk Scores, Ratings, Known Human Rights Risks and supporting text will be imported into the excel FNET RAT. Methodology documents will be updated to reflect the new data sources.

Output:

- Meeting with FNET working group to review updates
- Updated excel risk assessment tool



Project stages and outputs

JULY

STAGE 1



Scoping / kick off & Update Known HR Risk matrix

Set the scene for the project and focus on the completion of the Known Human Rights Risks matrix.

- **Kick-off meeting**
- Ways of working
- Agree on timelines and potential date for call with FNET members.
- **Update Known HR Risk matrix** drawing on the data from the US Department of Labour and Verité Responsible Sourcing Tool and Forced Labour Commodity Atlas, incorporating any updates to these sources since September 2021. Should FNET wish to add in additional data sources to this matrix (e.g. from member reports), we will provide our updates in an excel file for the FNET team to add to (incorporating hyperlinks).

Output:

- Kick off meeting
- Updated Ingredient Known Human Rights Risks Matrix

AUGUST

STAGE 2



Updated Country Risk Score and Rating

Update the Country Risk Score and Rating.

Tool Data Update will include:

- Update the scoring indicators that underpin the FNET Country Risk Score and Ratings.
- Combine these to generate the aggregate FNET Country Risk Index.
- Review to understand any significant changes in FNET Country Risk Score, or Rating as a result of this new data.

Any significant changes (change in Rating or change in score greater than 10) will be validated before being presented to the FNET membership, with an accompanying explanation for the move.

Output:

- Updated Country Risk Score and Rating

SEPTEMBER

STAGE 3



FNET member engagement

Engage with FNET members on the updated tool.

FNET RAT Working Group members will have one round of feedback, to comment on any changes. We will then lead a call to discuss any significant changes in scores or relative rankings of individual countries or ingredients and seek further feedback from the group. This feedback will allow us to respond to countries of concern in more detail, and where necessary add information into the tool for specific countries.

The final FNET Country Risk Scores, Ratings, Known Human Rights Risks and supporting text will be imported into the excel FNET RAT. Methodology documents will be updated to reflect the new data sources.

Output:

- Meeting with FNET working group to review updates
- Updated excel risk assessment tool



MEMBERS' UPDATE ON TASK 2

TASK 2 FINDINGS



Overview of data sources



Country Risk Scores: Sources

Data was derived from 8 international reports to update the country risk score.

There was no change to the methodology that was previously agreed with FNET and its members, the update has been to take the data from each of these agreed sources and refresh it within the excel tool.

This has enabled us to re-run the final scores, which we have now done, to create the full risk profile for all countries within the tool.

We have also calculated the variance between the data for 2021 and 2024 to enable members to see the changes that have occurred.

Current report
2024 ITUC Global Rights Index
UNDP Human Development Insights
Global Slavery Index
Global Organized Crime Index
Transparency International Corruption Perception Index
Freedom House: Global Freedom Scores
Trafficking in Persons Report
UNICEF Children's Rights in the Workplace Index



Overview of Sources

Source	Last Updated	How to Use
2024 ITUC Global Rights Index	2024	Countries are rated from 1 to 5+ depending on their compliance with collective labour rights. Out of the ratings, 1 is the best and 5+ (scored by Anthesis as a 6) is the worst rating a country could receive.
UNDP Human Development Insights	2024	HDI is a measure for assessing average achievement in basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. Each country is ranked on a scale with lower-ranked countries indicating low human development scores and higher-ranked countries indicating very high levels of human development. 193 countries are ranked on this scale.
Global Slavery Index *	2018	Rankings are provided across the size of the problem, estimated prevalence and vulnerability. For this task, the prevalence score is the main focus. Scores are based off country risk scores that are converted to prevalence scores.
Global Organized Crime Index	2023	This index is a multidimensional tool that assesses the level of criminality and resilience to organized crime in 193 countries. For this task, each country’s human trafficking scores were used. The index measures the criminality and resilience of each country on a scale of 1 to 10, 1 being good and 10 being worst.
Transparency International Corruption Perception Index	2023	This report considers a country’s score and rank. A country’s score is the perceived level of public sector corruption on a scale of 0-100, with 0 being highly corrupt and 100 meaning clean. A country’s rank is the position it is in relative to other countries listed on the index. These are blended to create the score.
Freedom House: Global Freedom Scores	2023	Freedom House rates people’s access to political rights and civil liberties in 210 countries and territories. This index uses a scale of 1 to 100, with lower scores indicating a country is ‘not free’ and higher scores indicating a country is ‘free’. Moderately scored countries are ‘partly free’.
Trafficking in Persons Report	2024	The US Department of State places each country into one of four categories, which is based on the extent of the government’s efforts to meet the Trafficking Victims Protection Act’s (TVPA) minimum standards for the elimination of trafficking, consistent with the Palermo Protocol. Tier 1 indicates a country whose government fully meets the TVPA minimum standards, Tier 2, the government does not fully meet TVPA’s minimum standards but is making significant efforts, Tier 2 Watch List, countries where the number of victims are significant or significantly increasing without proportional action or there is no evidence to demonstrated increased efforts to combat trafficking, Tier 3, Countries that do not fully meet the TVPA’s minimum standards and are not making effort to do so.
UNICEF Children's Rights in the Workplace Index	2023	This index measures the extent to which countries work to eliminate child labour and provide decent work for young workers, parents and caregivers. Scores are calculated on a scale from 0 – 10. Lower scores reflect the need for businesses to undertake basic levels of due diligence and operating contexts, with a better fulfilment of children’s rights, while higher scores reflect the need for businesses to undertake more heightened levels of due diligence and operating context with higher levels of concern regarding children’s rights

*For the Global Slavery Index, we utilized data from the 2018 report to align with the methodology used in the score calculations. However, the 2023 report has also been reviewed, and relevant insights from the most recent index have been included in the commentary boxes for countries that have experienced significant changes in their 2024 scores



Country Scores



Country Risk Scores – Summary

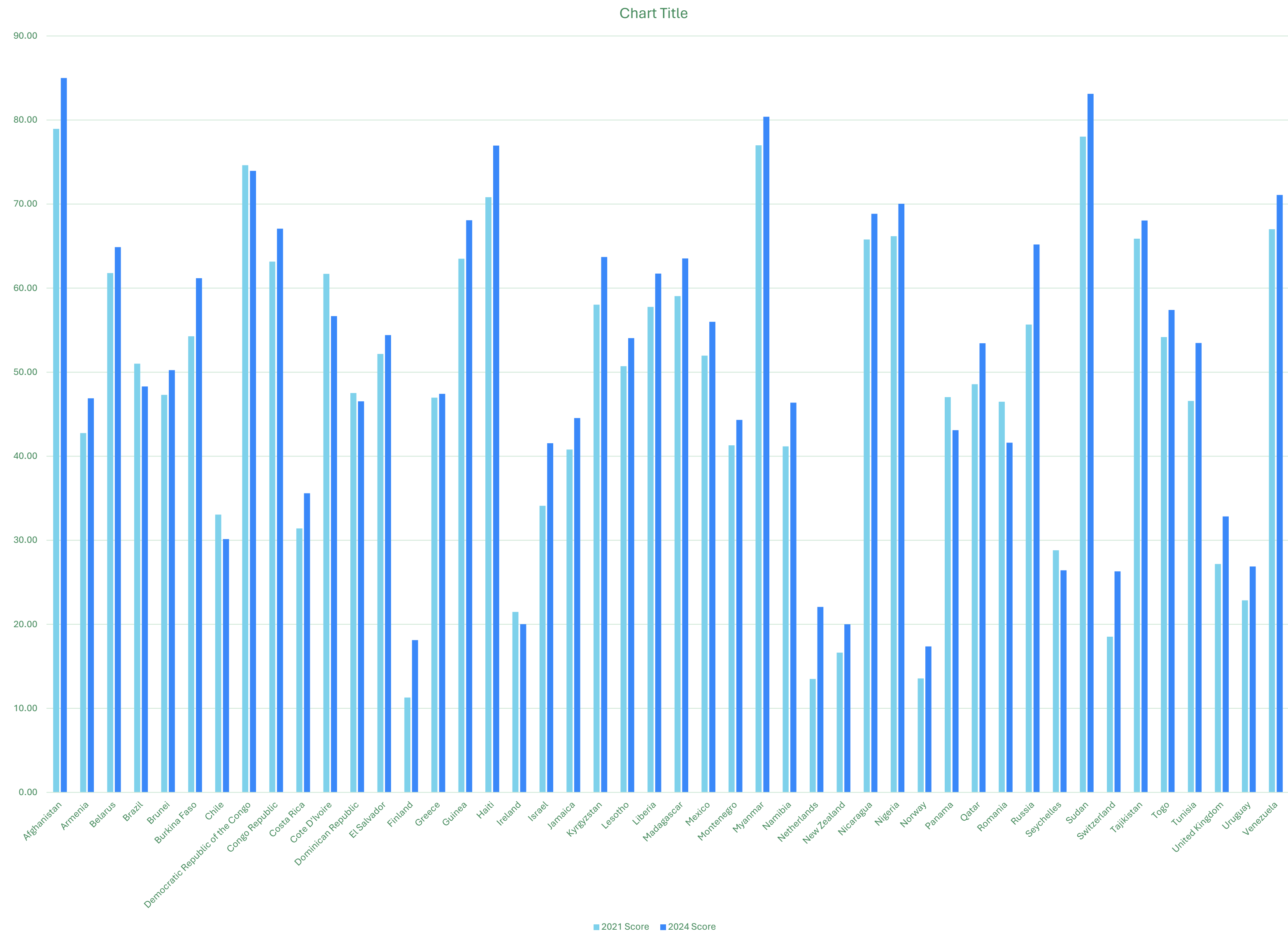
- **Seven countries saw changes in their headline risk rating.** (e.g. have moved the category from low to moderate etc). Countries such as Switzerland, Netherlands and Greece have jumped to higher ratings indicating worsening conditions, whereas the Dominican Republic, Ireland and Panama have all improved their ratings.
- **Central Africa, Libya and Afghanistan are the top 3 worst-ranked countries,** indicating worsening human rights conditions.
- **46 countries had significant variances between 2021 and 2024.** These variances indicate both positive and negative changes in the country's condition, however sadly, there are more negative changes than there are positive.
- **Côte d'Ivoire, Romania and Panama had the greatest improvements** in their overall scores between 2021 and 2024.
- **Negative changes have been observed across all 5 regions,** whereas positive changes have been documented across only three regions (Europe, The Americas and Africa).

Country Risk Score Variances

This table depicts the variance in scores across countries that demonstrated significant changes, both negatively and positively.

Some notable changes include Afghanistan with a variance of 6.05, indicating the country’s deteriorating state because of Taliban rule. As a result of a rising right-wing government, Finland is noted to have a 6.84 variance, demonstrating worsening conditions. Haiti has also increased its score by 6.13 due to its declaration of a state of emergency and the collapse of the government.

Some positive changes include Chile which increased by 2.91 because of its stable democracy. Additionally, Panama decreased its score by 3.92 showing improvements in trade unions and worker’s freedom of association.



Country Risk Categories – Increased Risk

Countries are assigned a risk rating—low (below 21), moderate, or high (above 47)—based on political, social, and working conditions, using data from the specified sources. The table below lists the countries where risk levels have increased since 2021.

Country	2021 Risk Category	2024 Risk Category	Rationale
Greece	Moderate	High	Greece’s score has increased overall indicating worsening conditions in the country. Reports of ‘yellow unions’, e.g. unions dominated by employers and considered not to be independent. Employers were believed to be exploiting weak labour laws avoiding collective bargaining and refusing to engage in negotiations with worker representation groups.
Netherlands	Low	Moderate	Falling from 1 to 2 in the ITUC report, there have been accounts of ‘yellow unions’ forming in the Netherlands to prevent independent worker representations. Similar to Greece, employers have also exploited weak labour laws within the country and have refused to engage with employee representation groups when it comes to collective bargaining.
Switzerland	Low	Moderate	Switzerland fell from a 2 to 3 in the ITUC report in 2024, indicating worsening conditions in the country. Workers are facing regulator violations of their rights in Switzerland. Examples include the suspension without explanation of mediation when union leaders tried to secure better protection against 'anti-union dismissals’.
Tunisia	Moderate	High	Tunisia is a new entry in 2023 to the ITUC report 2023. It is ranked as one of the top 10 worst countries for workers. President Kais Saied has continued to tighten his hold on power in Tunisia, undermining workers’ civil liberties and democratic institutions. Parliament was dissolved in 2021 and a new constitution was adopted in 2022 without consultation with political parties or social partners. As a result, Tunisia is rated 5 in the ITUC report 2023, meaning there is no guarantee of rights.

Country Risk Categories - Improvements

Countries are assigned a risk rating—low (below 21), moderate, or high (above 47)—based on political, social, and working conditions, using data from the specified sources. The table below lists the countries where risk levels have increased since 2021.

Country	2021 Risk Category	2024 Risk Category	Rationale
Dominican Republic	High	Moderate	Dominican Republic has received lower scores across the Freedom House Index and the UNDP HDI, leading to its overall score being improved, but a greater trafficking score, but this evens out as a slight improvement. However, there are still challenges, according to Freedom House, high-profile political actors have been arrested for corruption. And although there are processes in place for workers to join unions, it is discouraged, and many employees face dismissal if they join one.
Ireland	Moderate	Low	Ireland has seen its rating fall from Moderate to Low. According to the Trafficking in Person’s Report 2024, there have been some improvements made when it comes to combatting human trafficking, but it remains in Tier 2. More investigations and awareness raising activities have been conducted.
Panama	High	Moderate	Panama has made improvements across its ITUC Score and Human Trafficking Scores, leading to a small improvement that sees it dip below the high risk line. However, according to the ITUC report 2023, Panama is given a rating of 3, meaning there are still regular rights violations but there has been progress, with SUNTRACS, a construction union organised protest that succeeded in defeating a 40-year mining concession for a transnational company. This mining concession was believed to be causing harm socially and environmentally.

Top 20 Worst Ranking Countries

The top 20 worst ranking countries are mostly found in Africa and the Middle East, and all but 5 countries within the top 20 have increased their scores, meaning their Human Rights conditions have got worse since 2021.

Rank	Country	Region	2024 Rating	Direction of Travel
1	Somalia	Africa	High	Decrease
2	South Sudan	Africa	High	Decrease
3	Central African Republic	Africa	High	Increase
4	Libya	Africa	High	Decrease
5	Afghanistan	Middle East	High	Increase
6	Sudan	Africa	High	Increase
7	Yemen	Middle East	High	Increase
8	Syrian Arab Republic	Middle East	High	Increase
9	Eritrea	Africa	High	Decrease
10	Burundi	Africa	High	Decrease
11	Myanmar	Asia	High	Increase
12	Equatorial Guinea	Africa	High	Decrease
13	Cambodia	Asia	High	Increase
14	Haiti	Americas	High	Increase
15	Iran (Islamic Republic of)	Middle East	High	Increase
16	Chad	Africa	High	Increase
17	Congo Democratic Republic of the	Africa	High	Decrease
18	Pakistan	Asia	High	Increase
19	Turkmenistan	Asia	High	Increase
20	Venezuela (Bolivarian Republic of)	Americas	High	Increase



Top 20 Largest Changes

The largest changes (marked on this table as the variance) between the scores in 2021 and 2024. The largest negative change was Russia due to its conflict with the Ukraine, followed by large negative changes in Switzerland and Netherlands, both due in part to changes in Government. Despite these large swings, both countries still remain only moderate risks.

Rank	Country	Region	Variance	2024 Rating
1	Russian Federation	Europe	10	High
2	Netherlands	Europe	9	Moderate
3	Switzerland	Europe	8	Moderate
4	Israel	Middle East	7	Moderate
5	Burkina Faso	Africa	7	High
6	Tunisia	Africa	7	High
7	Finland	Europe	7	Low
8	Haiti	Americas	6	High
9	Afghanistan	Middle East	6	High
10	United Kingdom	Europe	6	Moderate
11	Kyrgyzstan	Central Asia	6	High
12	Namibia	Africa	5	Moderate
13	Sudan	Africa	5	High
14	Qatar	Middle East	5	High
15	Guinea	Africa	5	High
16	Madagascar	Africa	4	High
17	Costa Rica	Americas	4	Moderate
18	Armenia	West Asia	4	Moderate
19	Venezuela (Bolivarian Republic of)	Americas	4	High
20	Mexico	Americas	4	High



Top 20 Most Improved Countries

The top 20 countries most improved are mostly found in the Americas and Africa, indicating some improvements in human rights in these regions.

The improvements however have not been enough to change the categories of any countries except Ireland and Panama.

Rank	Country	Region	Variance	Ranking
1	Côte d'Ivoire	Africa	-5	High
2	Romania	Europe	-5	Moderate
3	Panama	Americas	-4	Moderate
4	Chile	Americas	-3	Moderate
5	Brazil	Americas	-3	High
6	Seychelles	Africa	-2	Moderate
7	Kosovo	Europe	-2	Moderate
8	Moldova Republic of	Europe	-2	Moderate
9	Uzbekistan	Asia	-2	High
10	Zambia	Africa	-2	High
11	Vietnam	Asia	-1	High
12	Ireland	Europe	-1	Low
13	Niger	Africa	-1	High
14	Cabo Verde	Africa	-1	High
15	Barbados	Americas	-1	Moderate
16	Gambia	Africa	-1	High
17	Maldives	Asia	-1	High
18	Mauritania	Africa	-1	High
19	Tanzania	Africa	-1	High
20	Guinea-Bissau	Africa	-1	High



MEMBERS' UPDATE ON TASK 1

Regional Breakdown



Europe

Negative Changes

- Belarus has been named as one of the 10 worst countries for working people.
- Finland has experienced a negative change its overall score due to the rise of the right wing within the country.
- Switzerland has increased its score since 2021 and fallen a tier in the ITUC report, indicating that there has been a repeated violation of the rights of workers.
- Montenegro has slight changes observed across ITUC, GOC Index and UNDP reports.
- Norway’s score increase is in part due to new data added across UNDP and Transparency International reports.
- Russia has also experienced a negative increase in its score because of its invasion in Ukraine.
- The United Kingdom saw their ratings worsen according to the ITUC report 2023.

Positive Changes

- Romania retains a rating of 4 in the ITUC report.



The Americas

Negative Changes

- Costa Rica’s ITUC score deteriorated from 2 to 3 in 2024 indicating regular violations of worker rights.
- El Salvador has seen a negative change in its score due to electoral reforms.
- Haiti has experienced a negative change in its score indicating worsening conditions.
- Jamaica’s ITUC score deteriorated from 2 in 2021 to 3 in 2024, indicating worsening the situation.
- Mexico fell from 3 to 4 in 2024 in the ITUC report and increased in the Global Organised Crime Index, both indicating worsening conditions.
- Nicaragua increased its score in the Global Organised Crime Index for human trafficking.
- Uruguay has moved to the Tier 2 watch list in the Trafficking in Persons Report.
- Venezuela is rated 4 by the ITUC Report 2023, which means that there is a systematic violation of rights.

Positive Changes

- Brazil has seen a positive change as it improved its rating within the ITUC reporting moving from a 5 to 4.
- Chile has also experienced a positive change in its score because of its stable democracy with strong laws protecting workers’ and unions’ rights.



Africa

Negative Changes

- Burkina Faso has experienced a negative change in its score due to its authoritarian regime.
- Congo Republic has experienced a negative increase in its score. .
- Guinea has demonstrated increases in its scores across reports such as ITUC, UNDP’s HDI, Freedom House and Transparency International reports.
- Lesotho score has negatively increased with reports of the government silencing human rights defenders.
- Liberia increased from tier 3 in 2021 to tier 4 in 2024 in the ITUC report.
- Madagascar increased its rating from 3 to 4 in 2024 in the ITUC report, indicating worsening conditions.
- In Namibia there were significant increases in Namibia's Trafficking in Person score.
- Nigeria increased from 4 in 2023 to 5 in 2024 in the ITUC report, indicating worsening conditions.
- Sudan is rated 5 in the ITUC report, meaning there is no guarantee of rights.
- Togo saw their ratings worsen in 2023, according to the ITUC report.

Positive Changes

- Côte d'Ivoire has had a steady increase in its human development index over the last ten years.
- Seychelles experienced a positive decrease in its score, which indicates improving conditions.



Middle East

Negative Changes

- Israel has increased its score by 7.44 indicating worsening conditions, this is a result of Israel’s war on Hamas
- Oman has an increase in human trafficking score within the Global Organised Crime Index
- Qatar has a rating of 4 in the ITUC report, which means there is systematic violations of rights.



Asia

Negative Changes

- Armenia’s score has increased which is indicative of worsening conditions
- Kyrgyzstan moved from 4 to 5 in the ITUC Report indicating worsening conditions.
- Myanmar increased its Human Trafficking score in the Global Organised Crime Index
- Tajikistan increased its score indicating worsening conditions.



MEMBERS' UPDATE ON TASK 2

Discussion



Next Steps



Next Steps

- Anthesis will share the deck with the group for feedback.
- Anthesis to incorporate any feedback ahead of the meeting on the 25th of September





For further information email:
→ rachael.o'hehir@anthesisgroup.com

MEMBERS' UPDATE ON TASK 1

APPENDICES



Country Risk Scores – Key Changes for 2024 (Negative)

- **Afghanistan saw an increase score with a variance of 6.05 between 2021 and 2024.** This is because of the political situation worsening since the Taliban took over in 2021. The country is in a humanitarian crisis impacting workers' rights. There are restrictions on women and children.
- **Armenia's score has increased with a variance of 4.12 between 2021 and 2024.** This increase is indicative of worsening conditions brought on by the conflict with Azerbaijan in 2020 as well as economic dependencies on Russia.
- **Belarus has been named as one of the 10 worst countries for working people.** According to the ITUC report, working people in Belarus face systemic repression, unjustified detention of people who are involved in unionist activities and the arbitrary dissolution of unions.
- **Burkina Faso is currently under an authoritarian regime which came to power by a coup in September 2022.** According to the ITUC report, workers' demands to have a say in the laws that affect them are stifled. There has also been displacement of citizens by the conflict, and the government has allowed the conscription of citizens for national defense purposes.
- **Congo Republic is not considered to be free, according to Freedom House.** An election in 2023 resulted in only 1 out of the 72 seats within the government won by the opposition, with most seats going to the ruling party, then 12 claimed by its allied party and 7 by independents.
- **Costa Rica's ITUC score deteriorated from 2 to 3 in 2024 indicating regular violations of worker rights.** The report noted exploitative employers in Costa Rica engaging in union busting especially in sectors where workers are already considered vulnerable.
- **El Salvador has seen electoral reforms that have resulted in a reduced number of legislators and changes in the voting system,** according to Freedom House. These changes favoured the governing party and reduced the opposition's chances for significant representation.
- **Finland has experienced a negative change in its score with a variance of 6.84 between its 2021 and 2024 data.** This is a result of a rise of the right wing within the country which is an attack on the Nordic social model.
- **Guinea has demonstrated increases in its scores across reports such as ITUC, UNDP's HDI, Freedom House and Transparency International reports.** According to the ITUC Report, there has been reports of union busting in Guinea. Additionally, there was an arbitrary arrest of the secretary of the union for media professionals, raising a red flag.
- **Haiti has experienced a variance of 6.13 indicating worsening conditions.** Haiti's government declared a state of emergency as a result of armed gangs attacking the state institutions. Workers are deprived of their right of freedom of association as labour protections cease to exist in the country.

Country Risk Scores – Key Changes for 2024 (Negative)

- **Israel has increased its score by 7.44 indicating worsening conditions**, this is a result of Israel's war on Hamas which has impacted Gazan's workers.
- **Namibia has experienced an increased score from 2021 with a variance of 5.21 compared to 2024.** The trafficking in persons report reported forced labour occurring among Angolan children in industries such as agriculture and domestic services.
- **Jamaica's ITUC score deteriorated from 2 in 2021 to 3 in 2024, indicating the situation is worsening.** According to Freedom House, Jamaica's government enacted legislation delaying local elections, which the opposition voiced disagreement with, leaving some regions without local representatives.
- **Kyrgyzstan moved from 4 to 5 in the ITUC Report indicating worsening conditions.** It was noted in the same report that trade unionists were arbitrarily detained over several weeks in 2023. This was part of a fear-mongering campaign led by the government and state security committee, leading to the dismantling of the central leadership of the Federation of Trade Unions. Peaceful gatherings were political in the Osh Region reducing space for freedom of expression within the country
- **Lesotho score has increased** as noted in the Freedom House report, civil society members accused the government of using tactics to silence human rights defenders who were advocating against the country's highland water project, which resulted in a lack of compensation for property loss.
- **Liberia increased from tier 3 in 2021 to tier 4 in 2024 in the ITUC report.** According to the US Country Reports on Human Rights Practices, Liberia's public sector employees and employees of state-owned enterprises were prohibited by law from forming unions and collective bargaining. but were able to join associations and issue grievances through the 'Civil Service Agency grievance board'.
- **Madagascar increased its rating from 3 to 4 in 2024 in the ITUC report, indicating worsening conditions.** Incidents of union busting have been noted in the ITUC report. One incident involved the government dispersing a protest by trade unions and environmental NGOs at the 'Mandena mining sites'. This resulted in injuries and arrests among 'peaceful' protesters and five trade unionists who remain in arbitrary detention.
- **Mexico fell from 3 to 4 in 2024 in the ITUC report and increased from 7.5 in 2021 to 8 in 2024 in the Global Organised Crime Index, both indicating worsening conditions.** According to the GOC Index, forced agricultural labour is common in the regions of Guerrero and Oaxaca, where indigenous groups and people of African descent are exploited.
- **Montenegro has slight changes observed across ITUC, GOC Index and UNDP reports.** According to the ITUC report, Montenegro, as well as other European countries, noted the 'use of excessively broad definition of essential services' to restrict or ban strikes.
- **Switzerland has also increased its score since 2021 and fallen a tier in the ITUC report**, indicating that there has been a repeated violation of rights.

Country Risk Scores – Key Changes for 2024 (Negative)

- **Myanmar Increases in Global Organised Crime Index because of its human trafficking score increasing from 6.5 in 2021 to 8.5 in 2024.** The COVID-19 pandemic had negative impacts on the country sending into a humanitarian and economic crisis, which resulted in its population moving abroad for work. Many of these workers face forced labour and exploitation by traffickers and employers. Myanmar is a hub for human trafficking, due to the aggressive exploitation of the Rohingya people who are particularly vulnerable as they are not recognised by the state.
- **In Namibia there were significant increases in Namibia's Trafficking in Person score**, with forced labour rife with traffickers forcing children into working in agriculture, cattle herding and domestic services. Increases in migration from Angola, due to severe and prolonged droughts in the south of Angola caused Angolan children to be exploited for forced labour and sex trafficking within the country.
- **Nicaragua increased score in the Global Organised Crime Index within human trafficking, increasing the score from 6 in 2021 to 7 in 2023.** This is the result of a 'notable human trafficking market' targeting nationals and foreign nationals living in the country. Labour trafficking occurs in the agricultural, construction, mining and domestic services industries.
- **Nigeria increased from 4 in 2023 to 5 in 2024 in the ITUC report, indicating worsening conditions.** Since presidential elections in 2023, trade unions have suffered government interference trying to replace elected leaders of the 'Nigerian Labour Congress'. There have been incidents of peaceful protests for work related issues being violently interrupted and also the NLC president was arrested, blindfolded and beaten during one of these protests.
- **Norway's score increase is in part due to new data added across UNDP and Transparency International reports.** However there has also been an increase in Norway's score for Freedom house as a result of The Conservative Party winning most of the votes across the country for the first time since 1924.
- **Oman has an increase in human trafficking score within the Global Organised Crime Index from 6 in 2021 to 7 in 2023 due to a significant human trafficking market existing within the country.** The country is a popular destination for migrant workers from Asia, Africa and Eastern Europe and criminal groups usually exploit this high demand.
- **Qatar has a rating of 4 in the ITUC report, which means there is systematic violations of rights.** There has been progress in Qatar, but the kafala system remains in place and in practice, migrant workers, who represented the overwhelming majority of the working population, remain exposed to severe human rights abuses. According to Freedom House report, Qatar has a score of 25/100, which means the country is not free - Power is Qatar is held by the Emir, who holds all executive and legislative authority and ultimately controls the judiciary. Political parties are not permitted and public participation in politics is extremely limited.

Country Risk Scores – Key Changes for 2024 (Negative)

- **Russia has a score of 13/100, which means that the country is not free, according to Freedom House.** The key developments in 2023 that have led to this scoring is Russia's full-scale military invasion of Ukraine, which has continued into its second year. Since the invasion, authorities have intensified restrictions on individual rights and liberties to stifle domestic dissent, as well as organise conscription amongst citizens.
- **Sudan is rated 5 in the ITUC report, meaning there is no guarantee of rights.** The ITUC report also lists South Sudan which is rated 5+. This means that no guarantee of rights due to the breakdown of the rule of the law. According to Freedom House, Sudan is given a score of 6/100, which means that the country is very much not free. Key developments in 2023 include fighting across the country with the conflicts leading to a severe humanitarian crisis.
- **Tajikistan has a score of 5/100 in the Freedom House report indicating that the country is not free.** In 2023, the government continued and expanded its crackdown on Pamiri cultural, business and religious institutions in what human rights groups described as a campaign to suppress Pamiri languages and identity. Citizens also face increased targeting of harassment, arrests and prosecution for criticizing the government both online and offline. Armed conflict continues between Tajikistan and Kyrgyzstan.
- **Togo saw their ratings worsen in 2023, according to the ITUC report.** Togo is now rated 3 by the ITUC report 2023, which means that there is regular violations of rights. The report states that in 2023, Togo violated workers rights to strike and as such, if workers went on strike, they faced criminal prosecution and dismissals following their decision to strike.
- **The United Kingdom** saw their ratings worsen according to the ITUC report 2023. In the United Kingdom, union busting, attempts to introduce legislation curtailing the right to strike and protest, and violations of collective bargaining agreements have become systematic and led to the country's rating dropping from three to four, which means that there is systematic violations of rights.
- **Uruguay retains a scoring of 2 in the ITUC report, which means that there is repeated violations of rights.** There has been no change in the scoring since the previous report in 2022. The Freedom House report for Uruguay gives a scoring of 96/100, which means that the country is free as it has a historically strong democratic governance structure. However, developments in 2023 including scandals around corruption due to chronic underfunding of Uruguay's main anti-corruption agency continued to negatively impact the country's reputation, and capacity for effectively combating corruption during the year.
- **Venezuela is rated 4 by the ITUC report 2023, which means that there is systematic violation of rights.** This score has not changed since 2022. Freedom House assigns a freedom score status to countries and for Venezuela, the score is 15/100. This means that the country is not free. According to the Freedom House report on Venezuela, Venezuela's negative change is associated with the deteriorating democratic institutions which have grown sharply worse in recent years.

Country Risk Scores – Key Changes for 2024 (Positive)

- **Brazil has seen a positive change as it improved its rating within the ITUC reporting moving from a 5 to 4.** This a reflection of a change in Brazil's government and the restoration of social dialogue between workers, employers and policymakers.
- **Chile has also experienced a positive change** in its score because of its stable democracy with strong laws protecting workers' and unions' rights.
- **Côte d'Ivoire has had a steady increase in its human development index over the last ten years.** Additionally, its Freedom House scores have reduced noting positive change. The country's Houphouëtists for Democracy and Peace (RHDP) party, were victorious in peaceful regions of the country in September 2023, however, it still received rejection from opposition parties.
- **Romania retains a rating of 4 in the ITUC report, which means that there are systematic violations of rights.** According to the Freedom House report, Romania has a score of 83/100, which means that it is a politically free country. Key developments within the last year include, the European Court of Human Rights rules that the government must create a framework for legal recognition for same-sex couples, and the Social Democratic Party (PSD) coming into power.
- **Seychelles has a score of 79/100 within the Freedom House, which indicates that the country is free both politically and for civil liberties.** The positive change seen in scoring can be attributed to the increase in political pluralism in recent years, with an opposition coalition winning a parliamentary majority in 2016 and an opposition presidential candidate winning in 2020. However, government corruption remains a problem, as does lengthy pre-trial detention. Migrant workers remain vulnerable to abuse.