



Germany

Progress towards SDG Target 8.7
2024



Progress on SDG Target 8.7

You are invited to share the progress of **Germany** in achieving SDG Target 8.7 between **January 2024 and December 2024**. Your answers will be used in the annual progress report 2024.

This questionnaire includes both open- and close-ended questions. All submitted questionnaires will be reviewed by the SDG 8.7 Monitoring Working Group. The final progress reports will be uploaded on < [Alliance 8.7 \(alliance87.org\)](https://alliance87.org)>.

If you have any questions, please contact the Secretariat <info@alliance87.org>.

** Required*

Annual progress on roadmap priorities

Let's look at i) your national priorities to eliminate child labour, forced labour, human trafficking, and modern slavery, and ii) the next steps outlined in your Pathfinder Country Report from last year.

Editing notes: Please just report progress that is relevant and aligned to the Roadmap. The progress should be from the reporting period between January 2024 and December 2024. Focus should be on results rather than processes. If progress has been made towards a specific result, even if the result has not been achieved yet, it should be clearly stated. For example, a submission such as "training on child labour for government representatives" would not suffice and require further information, such as the dates of the training and number of participants.

**If you provided more than 3 roadmap priorities in the last Report, all your roadmap priorities will show up in this section.*

1. Since January 2024, what progress has been made to your #1 national roadmap priority "Eliminate Labour Exploitation, Forced Labour and Human Trafficking"? *

Since January 2024, Germany has made significant progress towards its #1 national roadmap priority by drafting two National Action Plans (NAPs): one to eliminate labour exploitation and forced labour, and another one against human trafficking.

The [National Action Plan against Labour Exploitation and Forced Labour](#) (NAP A/Z) has been developed by the Ministry of Labour and Social Affairs (BMAS). The NAP A/Z aims to



effectively prevent and combat labour exploitation and forced labour in the country through concrete measures, responsibilities, and timeframes. It highlights the importance of a targeted strategy within the BMAS' departmental responsibilities. The list of measures has been coordinated with the stakeholders and finalized in December 2024. The NAP A/Z has been adopted by the Federal Cabinet in February 2025. The 83 measures contained in the NAP focus on various objectives: the promotion and expansion of targeted low-threshold services providing information, advice and support to workers; cross-border networking and international cooperation between different labour market actors; and raising awareness about existing shortcomings among public authorities, social partners and enterprises in a targeted fashion. The NAP A/Z comprises measures across four action areas: (I) labour recruitment; (II) workers' rights and their enforcement; (III) working conditions, occupational health and safety and monitoring by the state; (IV) corporate responsibility aim to combat labour exploitation and forced labour more effectively in the future.

Close cooperation between the Federal Government and the federal states is crucial to the overall success of the NAP A/Z. The federal states have therefore also developed a total of 125 measures that they are responsible for.

The BMAS has continuously and significantly increased its funding for the Service Centre against Labour Exploitation, Forced Labour and Trafficking in Human Beings, established in August 2017. The funding was extended until 2025.

The Federal Government coordinated by the Ministry for Family Affairs, Senior Citizens, Women and Youth developed a [National Action Plan to Prevent and Combat Trafficking in Human Beings and Protect Trafficked](#) (NAP THB) and adopted it on December 11, 2024.

The first comprehensive NAP THB addresses measures in four fields of action, namely prevention, protection, prosecution and partnership and was drafted in close cooperation with the Federal States and civil society. This NAP THB includes 126 measures against trafficking covering all forms of exploitation, including sexual exploitation, labour exploitation and child trafficking. Additionally, it incorporates forms of exploitation added in the revised EU Anti-Trafficking Directive, namely exploitation of surrogacy and adoption as well as forced marriage.

The NAP THB focuses on target groups particularly vulnerable to human trafficking: (1) Women in precarious life situations, (2) Children and adolescents, and (3) Refugees and Migrants across four areas: (1) Prevention, (2) Support for victims, (3) Prosecution, and (4) National, European, and international cooperation.



These measures are accompanied by clear responsibilities, timelines, and indicators to monitor their implementation. The NAP THB aims to strengthen existing structures and promote exchange formats among stakeholders. A key focus is on increasing the involvement of federal states and relevant civil society actors. The implementation of the NAP will be monitored, and its duration is set for four years.

On the occasion of the European Day against Trafficking in Human Beings, on October 18, 2024, the independent Reporting Mechanism on Trafficking in Human Beings of the German Institute for Human Rights presented its first Periodic Report "[Monitor Human Trafficking in Germany](#)". Since November 2022, the Reporting Mechanism has been tasked with ongoing and independent domestic reporting on the implementation of the Council of Europe Convention against Trafficking in Human Beings and the EU Directive on Trafficking in Human Beings. The first report covers developments from January 1, 2020, to January 31, 2022, and has been published in both long and short versions (German/English). With this report, the Reporting Mechanism on Trafficking in Human Beings comprehensively examines how human trafficking in Germany evolved during the reporting period and what efforts the Federal Government and the states have made to fulfill their human rights and European legal obligations in this area. In its first reporting cycle, the Reporting Mechanism focused in particular on the topics National Referral Mechanism and Labor Exploitation.

Under the title "[Ein bisschen sicherer als auf der Straße](#)" (a little safer than on the street) the independent Reporting Mechanism published a study in July 2024 on accommodations for victims of labor exploitation in Germany. The analysis of accommodations for victims of labor exploitation examines, on the one hand, whether and how Germany has legally implemented relevant international and European legal requirements. On the other hand, the Reporting Mechanism conducted interviews with staff members of counseling centers, state ministries, law enforcement agencies, as well as one victim, and evaluated case descriptions from main customs offices. The recommendations derived from this aim at decision-makers at the federal level, in the states and municipalities, counseling centers, and shelter and other accommodation facilities. The goal is to establish nationwide minimum standards for accommodations.

2. Since January 2024, what progress has been made to your #2 national roadmap priority "Due Diligence"? *

In 2021 the German Parliament passed the Supply Chain Act. The responsibility of German enterprises to respect human rights in global supply chains is thereby put on a legal



footing. The Act places enterprises in Germany under the obligation to respect human rights by implementing defined due diligence obligations. To fall within the scope of the law, enterprises must have their central administration, principal place of business, administrative headquarters, statutory seat or branch office in Germany. The Act initially applied to enterprises in Germany with at least 3,000 employees from 2023 and since January 2024 it applies to those with at least 1,000 employees from 2024. The core elements of the due diligence obligations include the establishment of a risk management system to identify, prevent or minimize the risks of human rights violations and damage to the environment. The Act sets out the necessary preventive and remedial measures, makes complaint procedures mandatory and requires regular reports.

The due diligence obligations apply to an enterprise's own business area, to the actions of a contractual partner and to the actions of other (indirect) suppliers in case of suspicion raised by e.g. a rights holder or a civil society organisation. This means that an enterprise's responsibility no longer ends at its own factory gate but applies along the entire supply chain.

The Supply Chain Act contains an exhaustive list of eleven internationally recognized human rights conventions. The legal interests protected in those conventions are used to derive behavioural requirements or prohibitions for corporate action in order to prevent a violation of protected legal positions. These include, in particular, the prohibition of child labour, slavery and forced labour, the disregard of occupational safety and health obligations, withholding an adequate wage, the disregard of the right to form trade unions or employee representation bodies, the denial of access to food and water as well as the unlawful taking of land and livelihoods. The Federal Office for Economic Affairs and Export Control (Bundesamt für Wirtschaft und Ausfuhrkontrolle, BAFA) has the necessary enforcement instruments to monitor an enterprise's supply chain management. In this context BAFA has far-reaching supervisory powers. It is permitted, for example, to enter business premises, demand information and inspect documents. BAFA can further require enterprises to take concrete action to fulfil their obligations and enforce this by imposing financial penalties. As of January 2025 BAFA has carried out a total of 1.383 risk-based controls including 125 incident-based controls (e. g. due to media reports, academia, hints and substantiated requests) since January 2023. BAFA has also received a total of 351 complaints including 2/3 with no reference to the due diligence obligations enshrined in the Supply Chain Act and/or to human rights/environmental provisions protected by the Supply Chain Act and/or to companies that fall within the scope of the law. 19 administrative offence proceedings have been initiated.



If enterprises fail to comply with their legal obligations, administrative fines may be imposed. These can amount to up to 8 million euros or up to 2 % of annual global turnover. The fines system based on turnover applies only to enterprises with an annual turnover of more than 400 million euros. Moreover, if an administrative fine is imposed above a certain minimum level, enterprises may be excluded from the award of public contracts. BAFA also supports companies in implementing their due diligence obligations and provides a comprehensive range of information for this purpose. It has published guidance on the following topics since January 2023: risk analysis, appropriateness and effectiveness, complaints procedure in the company, collaboration in the supply chain and standards, audits and certifications as instruments in the due diligence process.

Germany helps companies implement human rights due diligence through various forms of implementation support, which provide companies with the necessary know-how and offer assistance with concrete challenges (<https://www.csr-in-deutschland.de/EN/Business-Human-Rights/Implementation-support/implementation-support.html>). The German Federal Government sees great value in multi-stakeholder approaches to address human rights and labour rights risks along global supply and value chains. This includes for example the “Partnership for Sustainable Textiles” or the “UN Global Compact Network Germany”, initiated and financed by the Ministry for Economic Cooperation and Development (BMZ). In addition, the BMZ offers concrete [support measures](#) for effective due diligence implementation aimed both at German stakeholders and at actors along global supply chains in partner countries. By hosting sector dialogues, the BMAS supports companies operating in sectors with particular human rights challenges in fulfilling their due diligence obligations set out in the UN Guiding Principles on Business and Human Rights. This includes - but is not limited to - addressing the risk of forced labour and child labour in global supply and value chains. While the sector dialogues form part of the voluntary measures of the smart mix, they may also support companies in complying with due diligence legislation. The sector initiatives serve as platforms for collaboration along the supply chain, which can be mandatory to address salient risks.

One example is the Energy Sector Dialogue:

- Since 2023, companies and business associations of the German energy sector, as well as trade unions, civil society organisations, the German Institute for Human Rights and the BMAS are working together, pooling their expertise and resources. The overarching goal is to address human rights and environment-related risks in the German energy industry’s global supply and value chains.



- In 2024, the member companies have identified forced labour and modern slavery as potential risks in their supply chains, especially with regards to the construction of power plants and power infrastructure. They have formed a working group to specifically tackle these risks. The aim is to develop effective prevention measures for the procurement of construction services, with a focus on migratory workers.
- Further information can be found at [Energy Sector Dialogue - CSR](#).

In addition, the German Government has carried out #FairSupplyChains dialogues for companies and trade associations:

- The BMAS and the Federal Ministry for Economic Affairs and Climate Action would like to incorporate the experiences of business representatives with real-world experience into the process of transposing the EU's Corporate Sustainability Due Diligence Directive (CSDDD) into domestic law and discuss the opportunities and challenges of creating fair supply chains. Against this backdrop, the BMAS, together with the Federal Ministry for Economic Affairs and Climate Action and the Helpdesk on Business and Human Rights, launched the #FairSupplyChains dialogue series for companies and interested trade associations as a six-part series of events from November 2024 to March 2025.
- The #FairSupplyChains dialogue series included two major framework events and four company workshops.
- The overall kick-off event was organized on 11 November 2024 in Berlin.
- On 3 December 2024, the first workshop "Use of digital tools in the due diligence process" took place in Leipzig. The key results can be found [here](#).

3. Since January 2024, what progress has been made to your #3 national roadmap priority "Eliminate Child Labour Worldwide"? *

The Ministry for Economic Cooperation and Development (BMZ) supports third countries as part of development cooperation projects to eliminate child labour worldwide, for example: The incidence of child labour in Burkina Faso amounts to 40 per cent. To address this, the project [PRO-Enfant](#) has started in 2022. It strengthens the capacity of municipal and decentralized decision-makers to plan gender- and context-sensitive measures to protect children from exploitation, child labour and trafficking. It supports the social welfare workforce to provide gender-sensitive psychosocial support to affected children and works together with civil society actors to better protect children. As a result, five municipalities have adopted a financial child protection policy which enables them to mobilize resources for child protection activities. 18 community child protection units have been established and a total of 90 members trained on the identification and referral of child protection cases. By combining this



approach with activities of the financial cooperation, the schooling rates in areas of intervention were significantly higher than in municipalities that were not targeted by the projects.

In the cocoa sector in Côte d'Ivoire and Ghana 1,56 million children are engaged in child labour. To promote a sustainable cocoa sector in partner countries the BMZ since 2021 supports the Sustainable Cocoa Programme (SCP) of the European Union's Sustainable Cocoa Initiative (SCI). In addition to strengthening the protection and restoration of forests in cocoa-growing regions, the programme also works towards ensuring a decent income for cocoa farmers and eliminating child labour and child trafficking in the cocoa supply chain. Among other activities, the establishment of a Child Labour Monitoring and Remediation System (CLMRS) in Côte d'Ivoire and Ghana is being supported in cooperation with the International Cocoa Initiative (ICI). This includes carrying out risk analyses in the cocoa-growing regions and capacity development measures in close coordination with the national authorities.

Since 2015, the BMZ has furthermore been supporting the [PRO-PLANTEURS](#) programme - a joint project between the German Initiative on Sustainable Cocoa (GISCO), the German government and the Ivorian government. The aim is to support 30,000 cocoa-producing family farms and their organisations in the south-eastern regions of the country in their further professionalisation. This should increase the farmers' income which promotes food security and the prevention of child labour. PRO-PLANTEURS worked with female rural animators (animatrices rurales) to conduct community awareness-raising campaigns in the surroundings of the cooperatives, among others on child labour and nutrition. To achieve this, and in collaboration with the Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire (SOSTECI) and ICI the project developed a training program for the animatrices rurales and adapted awareness raising material, regarding child labour. This enables them to detect and monitor cases of child labour and to provide support through social protection systems. 57.000 community members, 76 % of which are women and girls, have been sensitized by this program in the last 4 years.

At the multilateral level, the Federal Government continued to support the ILO project "Towards the Elimination of Child Labour in Africa" in the framework of the Accelerator Lab 8.7, with the aim to improve labour standards and their implementation in global supply chains. The Child Labour Monitoring and Remediation System (CLMRS) which the project launched globally in 2023 is now recognized in the Democratic Republic of Congo (DRC), as the country's official platform for tracking and addressing child labour. It has extended its remediation services to 4 additional mining sites, resulting in a total of 14 sites. Thanks to this, in 2024, 573 youths aged 14-17 were removed from hazardous work in mining and placed in vocational training. With the support of the project, the Institut National de Préparation



Professionnelle (INPP) developed 15 curricula adapting trainings to the youths' needs. In addition, the project provided financial capacity-building to 1,288 households of children who were identified in artisanal mining sites. Remarkably, these households earned financial autonomy that resulted in acquisition of credit, rarely seen among this population in DRC. Within 7 months, these supported households earned a sum of \$75,483, enabling 663 households seed money to start businesses and small-scale income-generating activities. This in turn impacted almost 3000 children, 205 of whom enrolled in school. The project also supported capacity building of mining and labour inspectors to help strengthen the legal framework, training 40 inspectors in 2024. Further information can be found in the Accelerator Lab 2024 progress report.

4. Since January 2024, what progress has been made to your #4 national roadmap priority "Dialogue"? *

The Federal Government continued the cooperation with civil society partners, for example through the project "Dialogue Works". The [Dialogue Works](#) Campaign (2020-2024), led by Kindernothilfe and Terre des Hommes, aimed to create spaces for the active participation of working children and youth in local to global policy debates. The core of the campaign are Children's Advisory Committees (CACs) that have been formed jointly with more than 20 partner organisations across 15 countries worldwide and that serve as a platform for working children to plan and implement advocacy dialogues with key stakeholders, thereby realising their right to be heard (Art. 12 UNCRC).¹ Key Achievements in 2024 are:

1. Establishment of participatory structures around the globe:

- The campaign supported 44 Children's Advisory Committees (CACs) across Africa, Asia, Latin America, and the Middle East, involving working children in advocacy dialogues to share their views regarding key aspects affecting their lives.
- Three regional meetings of CAC delegates in Asia, Africa, and Latin America enabled direct collaboration across the continents and exchange about advocacy strategies.

¹ This project thus continues in the spirit of the predecessor project "It's Time to Talk!". This project funded by the BMZ kicked off in 2016 and consulted more than 1.800 working children worldwide. The consultations were guided child righty bases approach, and their development and implementation were supported by 11 Children's Advisory Committees (CACs). In 2017, the [findings of the consultation](#) were presented at a side event to the IV. Global Conference on the Sustained Eradication of Child Labour.



2. Training and Resources:

- Development of a "Social Accountability" training module and publication of the "Bridging Participation" booklet to guide CAC members transitioning into adulthood.
- The creation of a virtual Media Youth Group empowered CAC members to use media for advocacy, enhancing their skills in communication and content creation.

3. Advocacy and Policy Influence:

- Participation of two child delegates from Dialogue Works CACs in the Global Ministerial Conference on Ending Violence Against Children, contributing to global calls to action.
- Development of Children's Minimum Standards for their Participation in Global Events (ongoing).

4. Specific Data and Sources:

- Regional Meetings: Detailed reports and declarations from regional meetings, such as the Kathmandu Declaration and Harare Children's Call to Action, provided specific goals and collaborative strategies.
- Media Youth Group: Documented activities and training sessions, including cyber security and AI workshops, showcased measurable growth in media advocacy skills.

In conclusion, the Dialogue Works Campaign successfully created a platform for working children to influence local to global policy processes, supported by a robust network of local partner organizations. The first round of regional meetings of CAC delegates has contributed to enhanced exchange at regional level and strengthened the advocacy activities of the CACs at local and national level. The campaign's achievements, documented with specific data and sources, ensure that the progress is measurable and relevant to the campaign's goals. The commitment to continuous improvement, particularly in inclusivity, reflects the campaign's dedication to empowering working children globally.

Moreover, the BMAS highly values the Alliance 8.7 as a forum for knowledge exchange and dialogue. In this context, we received valuable input on survivor engagement in a meeting with the NGO "Free the Slaves" and exchanged experiences as well as best practices in reaching SDG 8.7 with other Alliance 8.7 members at the Pathfinder Country Workshop and Global



Coordination Meeting in Turin in December 2024. In addition to that, Germany has joined the Supply Chain Action Group in December 2024.

Progress on the identified next steps

In your 2023-2024 annual report, the following next steps were identified for the period January 2024-December 2024.

****This section is not applicable for countries reporting for the 1st time.***

****If you provided more than 3 next steps in the last Report, all your next steps will show up in this section.***

5. What's the status of your next step #1 ["..."]?

☐ Not achieved

☐ Planned

☐ Ongoing

☐ Completed

Comments:

6. What's the status of your next step #2 ["..."]?

☐ Not achieved

☐ Planned

☐ Ongoing

☐ Completed

Comments:

7. What's the status of your next step #3 ["..."]?

☐ not achieved

☐ Planned

☐ Ongoing

☐ Completed

Comments:

8. For the period from January to December 2025, what are the priorities for your country to achieve the roadmap? *

#1 national roadmap priority "Eliminate Labour Exploitation, Forced Labour and Human Trafficking"



The implementation of the NAP A/Z and the NAP THB is and will be a priority for Germany for 2025.

#2 national roadmap priority “Due Diligence”

The national roadmap priority “Due Diligence” reflects the commitment to a smart mix of measures — combining a strong legal foundation through the EU Corporate Sustainability Due Diligence Directive (CSDDD) with voluntary corporate engagement for human rights and environmental protection, in order to prevent child labour and forced labour in the future and to take a proactive, risk-based approach against such practices.

To support the application and implementation of due diligence by economic actors, the BMZ will continue to provide a comprehensive package of support measures targeting both German companies as well as actors along global supply chains in partner countries. The Responsible Business Helpdesks (RBH) offer on-the-ground legal advice, training, and global networking for suppliers in nine partner countries, helping them meet due diligence requirements, improve standards, and access markets. Given the strong demand, the Responsible Business Helpdesk (RBH) network is set to expand to two additional partner countries in 2025. For German companies, the Helpdesk Business & Human Rights (Helpdesk Wirtschaft und Menschenrechte) provides free initial advice and referrals on the implementation of due diligence obligations. In addition, the BMZ supports multi stakeholder platforms such as the “Partnership for Sustainable Textiles” and the UN Global Compact Network Germany, which promote the exchange of best practices. Furthermore, the BMZ, on behalf of EU Member States and within the framework of the Team Europe Initiative, is in 2025 establishing an EU Helpdesk to provide referral advice to companies and stakeholders in partner countries on the practical application of European due diligence legislations. Financial instruments like the ESG First Fund complement these efforts by helping suppliers in Africa and Asia strengthen their sustainability and compliance capacities.

The Sustainable Agricultural Supply Chains Initiative (SASI) established by the BMZ works towards an economically, socially, and environmentally sustainable transformation of global agricultural supply chains. This includes encouraging the implementation of environmental and human rights due diligence along global agricultural supply chains via the [Due Diligence Fund](#), e.g. by support to the FAO’s DIGICHILD initiative - a GIS-based index estimating child labour risk in agrifood systems, and dialogue formats with stakeholders in agricultural supply chains like the [SASI Lunchbreak](#).



Energy Sector Dialogue:

- In 2025, the Energy Sector Dialogue has entered its third year. The overarching goal remains to address human rights and environment-related risks in the German energy industry's global supply and value chains.
- The working group of the Energy Sector Dialogue which explicitly addresses the risk of forced labour in the construction of power plants and power infrastructure has started developing and implementing pilot measures. This is supported by peer learning, consultation and other exchange formats. Further information can be found at [Energy Sector Dialogue - CSR](#).
- Provision of information on the topics of CSR and the implementation of human rights due diligence via www.csr-in-deutschland.de is an ongoing process. Some of the prioritized projects for 2025 include the extension of the current offer of information by new micro-sites with information a) for the rights holders according to the Act on Corporate Due Diligence in Supply Chains and b) concerning NAP Against Exploitation and Forced Labour, adopted by the Federal Government in February 2025.

#FairSupplyChains dialogues for companies and trade associations:

- The BMAS and the Federal Ministry for Economic Affairs and Climate Action would like to incorporate the experiences of business representatives with real-world experience into the process of transposing the EU's Corporate Sustainability Due Diligence Directive (CSDDD) into domestic law and discuss the opportunities and challenges of creating fair supply chains. Against this backdrop, the Federal Ministry of Labour and Social Affairs, together with the Federal Ministry for Economic Affairs and Climate Action and the Helpdesk on Business and Human Rights, launched the #FairSupplyChains dialogue series for companies and interested trade associations as a six-part series of events from November 2024 to March 2025.
- The #FairSupplyChains dialogue series included two major framework events and four company workshops.
- On 16 January 2025, cooperation of companies in the due diligence process - industry initiatives, audit pooling, etc. - was on the agenda in Cologne. Main results can be found [here](#).
- On 30 January 2025, due diligence obligations in the more distant parts of supply chains were discussed in Nuremberg. The main findings are published [here](#).
- The last workshop on 13 February 2025 in Hamburg was entitled "Creating clarity: The relationships between the Act on Corporate Due Diligence Obligations in Supply Chains, EU Deforestation-free Regulation and the Corporate Sustainability Reporting Directive." The key results can be found [here](#).



- The overall final event with comprehensive presentation of the workshop results was organized on 4 March 2025 in Berlin.
- In total, 700 participants from companies and associations were registered in the dialogue series. As a result, business representatives were given a platform for exchange on the implementation of their due diligence obligations. In addition, politicians received valuable practical input for the upcoming implementation of the CSDDD.

#4 national roadmap priority “Dialogue”

In 2025, the Federal Ministry of Labour and Social Affairs (BMAS) is deepening its cooperation with Türkiye to promote decent working conditions and eliminate child labour. As part of this effort, BMAS undertook a visit to Türkiye to strengthen dialogue and partnership on creating a fairer, more sustainable hazelnut supply chain. Through meetings with local authorities, businesses, and trade unions in Istanbul and along the Black Sea coast, the Ministry helped advance joint initiatives to improve social standards and encourage responsible sourcing practices, reaffirming both countries’ commitment to human rights and fair production in the food industry. The visit represents an important first step in a broader, coordinated effort to tackle these challenges through ongoing bilateral collaboration. BMAS is also preparing for the Sixth Global Conference on the Elimination of Child Labour, which is expected to take place in Morocco in early 2026. The German delegation intends to play an active role in the conference to ensure that the elimination and prevention of child labour remain high on the international agenda. Germany’s engagement will include organising side events in cooperation with civil society partners and holding bilateral meetings with other governments, particularly with Pathfinder countries. These efforts aim to keep the issue of child labour at the forefront of political dialogue and international cooperation.

9. Which challenges would you anticipate in this process?

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

The NAP A/Z has been developed and will be continuously developed in multi-stakeholder format with the federal states, social partners and civil society groups. Close cooperation and coordination with the stakeholders has been proven to be crucial for the successful development. It will be as well for the successful implementation of the NAP A/Z and its 83 measures. Therefore, the NAP will be implemented and continuously developed together with



the federal states, social partners and civil society groups through regular workshops and written consultation.

#2 national roadmap priority “Due Diligence”

It is particularly important to counter the narrative of mandatory due diligence obligations just being bureaucracy and a burden for companies. The Federal Government has welcomed the EU Commission's omnibus proposals to simplify EU rules and boost competitiveness. It is important and necessary to address overlapping, unnecessary or disproportionate rules that are creating unnecessary burden for EU businesses. However, it is crucial to maintain the political objectives of the Green Deal and existing levels of protection, in a particular the level of protection offered by the EU directive on corporate sustainability due diligence (CSDDD).

10. Do you need more support in the implementation of your Roadmap? If so, please describe in which way and from whom.

The Federal Government does currently not require support in the implementation of the Roadmap.

Overall progress between January and December 2024

11. How would you rank your progress made on your roadmap priorities?

a) PRIO 1

☐ no progress

☐ little progress

☒ some progress

☐ great progress

b) PRIO 2

☐ no progress

☐ little progress

☐ some progress

☒ great progress



c) PRIO 3

- ☐ no progress
- ☒ little progress
- ☐ some progress
- ☐ great progress

d) PRIO 4

- ☐ no progress
- ☐ little progress
- ☒ some progress
- ☐ great progress

12. Considering the progress on your national priorities and next steps (you have reported) between January 2024 and December 2024 what would you like to highlight on your country's Pathfinder Country profile page on the Alliance 8.7 website and reports? *

Editing notes: Are all these highlights meaningful enough to be considered worth "highlighting"?

Germany has developed two National Action Plans. One against Labour Exploitation and Forced Labour and another to prevent and combat Trafficking in Human Beings and Protect Trafficked. They will be implemented starting in 2025.

In order to reduce child labour in supply chains, , the project "Towards the Elimination of Child Labour in Africa" contributed to bolstering the capacities of governments and companies with the help of the ILO Child Labour Platform (CLP) at the global level and in DRC.

Furthermore, the [Dialogue Works](#) Campaign successfully created a platform for working children to influence policy, supported by a robust network of partner organizations. The campaign's achievements, documented with specific data and sources, ensure that the progress is measurable and relevant to the campaign's goals. The commitment to continuous improvement, particularly in inclusivity, reflects the campaign's dedication to empowering working children globally.

Germany will implement the EU Commission's omnibus proposals and the EU directive on corporate sustainability due diligence (CSDDD) including supporting measures.



13. Were there any other meaningful successes as a result of efforts made to achieve target 8.7? Please also consider aspects of SDG 8.7 that are not covered by your roadmap (i.e., child labour, forced labour, human trafficking, and modern slavery).

a) PRIO 1

- ☒ Yes
- ☐ No
- ☐ not applicable

b) PRIO 2

- ☒ Yes
- ☐ No
- ☐ not applicable

c) PRIO 3

- ☒ Yes
- ☐ No
- ☐ not applicable

d) PRIO 4

- ☒ Yes
- ☐ No
- ☐ not applicable

14. What were these meaningful successes?

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

The Service Centre against Labour Exploitation, Forced Labour and Trafficking in Human Beings (Service Centre) funded by the Federal Ministry of Labour and Social Affairs (BMAS) has developed the e-learning tool “Labour Exploitation, Forced Labour and Human Trafficking - IDENTIFICATION AND RESPONSE”. The tool introduced a new procedure to improve victim identification. The tool is used to train and raise awareness among the employees of the Financial Control of Undeclared Work (Finanzkontrolle Schwarzarbeit/FKS) to better identify potential victims of human trafficking, forced labour



and labour exploitation and to provide support and assistance to these groups of people. The tool consists of four interactive modules on the topics of criminal law, victims' rights, identification and networking, and contains practical case studies. In a first step, the German Central Customs Authority (Generalzolldirektion) made the tool available to half of the employees of the FKS in December 2024. The aim for employees is to learn how to provide targeted support to those affected, to learn how to identify potential victims of human trafficking, forced labour and labour exploitation, and to expand their knowledge of the legal framework, existing support structures and counselling services.

Furthermore, on the 8th of April 2024, the Service Centre held its sixth annual meeting for prosecutors who are regularly dealing with criminal cases including labour exploitation, forced labour and human trafficking. The goal of the meeting and network is to allow for exchange on structural issues, current cases and to benefit from each other's relevant experience. The main topic of this year's meeting was the application and implementation of the "Non-Punishment Principle". A total of 27 people participated in this meeting. The annual event of the meeting is also included as a measure in the NAP A/Z.

Lastly, the Federal-States Working Group against Human Trafficking for Labour Exploitation led by the BMAS took place in September 2024.

#3 and # 4 national roadmap priority "Eliminate Child Labour Worldwide" and "Dialogue"

There were many meaningful successes that show how Dialogue Works contributed to the improvement of the lives of working children in many countries in 2024². Especially the three regional Dialogue Workshops have been a great success to amplify the voices of working children and their rights on a national, regional and global level. Yet, there are also numerous meaningful successes on the local level of our many partner organisations that address issues like child labour, forced labour, human trafficking in their regional contexts. For example, in the context of the internal conflicts in the Amhara region of Ethiopia, the situation of working children deteriorated towards more exploitative working conditions. The Children's Advisory Committees (CACs) in Dialogue Works have been able to secure the support of communities, parents, teachers and community leaders to ensure a safer working environment for children. While advocacy dialogue with local and national policymakers was promoted in all campaign countries, children found additional creative ways to have their rights respected. For example, by involving journalists, providing them with a deeper understanding of children's rights and conducting media cooperations. Another creative solution was the introduction of a "flag campaign" in the Suryabinayak

² As outlined on page 7.



community in Nepal to hold companies accountable for child labour, with green flags indicating child-labour-free companies and red flags for those that use child labour.³

15. What challenges did you face when implementing your roadmap priorities and next steps? *

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

As already mentioned, the successful developments of the NAP A/Z and NAP THB required intense cooperation and coordination with multiple stakeholders (Ministries, government bodies, federal states, social partners, civil society groups).

#3 national roadmap priority “Eliminate child labour worldwide”

The effects of the COVID-19 pandemic, but also of climate change and armed conflicts, which led to the first ever rise in the number of children affected by exploitation globally can still be seen. In order to reach those children affected and at risk of exploitation at scale, comprehensive interventions to address child labour are needed in various sectors, such as education, social security, agriculture or climate change, a.o. This in turn requires comprehensive funding and awareness-raising among these sectors about their role and contribution in eliminating child labour.

About 70 percent of all child labour worldwide occurs in the agricultural sector, including in the production of globally traded commodities such as cocoa, coffee, and cotton. A fundamental driver of this issue is that many smallholder farmers are unable to earn a living income, leaving families with little choice but to depend on the labour of their children to survive. Addressing the widespread absence of living incomes in agricultural supply chains is therefore critical to tackling child labour at its roots and promoting sustainable rural development.

The [Dialogue Works](#) Campaign faced significant challenges in Lebanon due to political instability, which limited the activities of partner organizations.

16. How did you overcome the challenges? What are the lessons learned?

³ Many of the children’s meaningful successes can be found in the 2024 Annual Report, which will soon be published on our website (<https://dialogue-works.com/publications/>).



#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

To ensure successful development of the NAP A/Z and the NAP THB, early and continuous stakeholder involvement was essential. Through early workshops and frequent written information, the Federal Government has ensured close stakeholder involvement during the development process. Close participation creates the conditions for stakeholders to develop ownership of the NAP and support the implementation of its measures.

#3 national roadmap priority “Eliminate child labour worldwide”

As part of the [human rights strategy](#) of the Federal Ministry for BMZ and the Ministry’s standard indicator for the protection of children from violence, exploitation and abuse, the aim is to further integrate the protection of children, including against child labour, in various sectors. Indeed, the corresponding standard indicator applies across sectors and includes poverty reduction and emergencies.

The [BMZ's Agenda for Decent Work Worldwide](#) outlines the ministry’s commitment and engagement in the promotion of living wages and incomes. For example, the BMZ has financed the development of the “[OECD Handbook on Due Diligence for Enabling Living Incomes and Living Wages in Agriculture, Garment, and Footwear Supply Chains](#)” to support companies in implementing these principles.

In cooperation with other federal ministries, the BMZ has also published guidance documents and practical tools to support the implementation of the German Supply Chain Act (LkSG), specifically targeting rights holders through civil society organizations, workers’ representatives, and smallholder actors.

Despite the significant challenges faced by [Dialogue Works](#) in Lebanon, the commitment to the campaign's broader objectives remained strong. Following the discontinuation of activities by the first partner organisation in Lebanon for internal reasons, another partner organisation was acquired within a short period of time. This organisation continued to develop and expand the Dialogue Works activities with great commitment.

Assessment of achieved progress in the last months

17. Which of the following formal evaluation tools and/or other evidence were used to assess the progress of your national priorities? Please select all that apply.



a) PRIO 1: NAP

- ☒ Surveys
- ☒ Case studies
- ☒ Focus group discussions
- ☒ Interviews
- ☐ Anecdotal evidence
- ☒ Information from third parties
- ☐ Not applicable
- ☐ Other, namely:

b) PRIO 2: Due Diligence

- ☐ Surveys
- ☐ Case studies
- ☐ Focus group discussions
- ☐ Interviews
- ☒ Anecdotal evidence
- ☒ Information from third parties
- ☐ Not applicable
- ☐ Other, namely:

c) PRIO 3: Eliminate child labour worldwide

- ☐ Surveys
- ☐ Case studies
- ☐ Focus group discussions
- ☐ Interviews
- ☐ Anecdotal evidence
- ☐ Information from third parties
- ☒ Not applicable
- ☐ Other, namely:

d) PRIO 4: Dialogue

- ☐ Surveys
- ☐ Case studies
- ☒ Focus group discussions
- ☐ Interviews



- ☐ Anecdotal evidence
- ☒ Information from third parties
- ☐ Not applicable
- ☐ Other, namely:

18. If applicable, please tell us more about the formal evaluation tools and/or other evidence that you used to assess the progress of your national priorities.

Editing notes: Please use your answers from the previous question, i.e. surveys, case studies, other. Please send also a link/least references of the reports, or any other way this can be verified. Were formal evaluation tools used or other types of evidence?

Example:

Surveys:

Case studies:

19. Please tell us the challenges you have encountered (if any) in gathering evidence to assess your progress.

#3 national roadmap priority “Eliminate child labour worldwide”

As there is no OECD-DAC marker for programmes in bilateral development cooperation to assess their progress on strengthening children’s rights, including the right to protection from exploitation, it is difficult to collect quantitative data on the extent to which bilateral programmes of German development cooperation have contributed to address child labour.

20. Please specify the names of other stakeholders (e.g., government agencies, social partners, civil society organizations) and their involvement, if any, in assessing your progress. What was the level of involvement (information shared, consulted, involvement in implementation, validation of results)?

Example:

National statistical & ILO: Conducting a survey on Forced Labour in the agricultural value chains

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”



The development of the NAP A/Z was set up as a broad participatory process involving various stakeholders.

Federal States: Regular exchange of process through The Federal-States Working Group Against Human Trafficking for Labour Exploitation led by the Federal Ministry of Labour and Social Affairs (BMAS, September 2024), written consultation and shared information. The Federal States were involved in the Action Plan development process at an early stage by a special representative of the BMAS. As a result of the trusting and constructive cooperation, all of the Federal States have supported the Action Plan by formulating measures in their own areas of responsibility.

Social Partners: Early involvement in the NAP A/Z development process through a joint workshop in April 2024 and further written information. With regard to the implementation of the NAP, another workshop is planned for April 2025.

Civil Society Groups: Early involvement in the NAP A/Z development process through a joint workshop in June 2024 and further written information. With regard to the implementation of the NAP, another workshop is planned for June 2025.

The development of the NAP THB was set up as a broad participatory process coordinated by the BMFSFJ involving various stakeholders as well. Civil Society was invited to discuss and contribute within written consultations as well as on a separate workshop. Within the Federal Government the different pillars of the NAP THB were attributed to the competent Federal Ministries that in developing the measures often closely consulted the Länder as well. With regards to the implementation of the NAP THB a kick-off Meeting is planned for the end of June 2025.

Collaboration with international partners

21. Did you collaborate with any international partners? *
Please select all that apply.

a) PRIO 1: NAP

☐ Other Alliance 8.7 Pathfinder countries. See more [Pathfinders | Alliance 8.7 \(alliance87.org\)](#).

☒ ILO

☐ United Nations Agencies (other than ILO)



- ☐ International civil society organizations
- ☐ other, namely:

b) PRIO 2: Due Diligence

- ☐ Other Alliance 8.7 Pathfinder countries
- ☐ ILO
- ☒ United Nations Agencies (other than ILO)
- ☐ International civil society organizations
- ☐ other, namely: _____

c) PRIO 3: Eliminate child labour worldwide

- ☐ Other Alliance 8.7 Pathfinder countries
- ☒ ILO
- ☒ United Nations Agencies (other than ILO)
- ☐ International civil society organizations
- ☒ other, namely: European Union (EU), International Cocoa Initiative (ICI), German Initiative on Sustainable Cocoa (GISCO)

d) PRIO 4: Dialogue

- ☐ Other Alliance 8.7 Pathfinder countries
- ☐ ILO
- ☐ United Nations Agencies (other than ILO)
- ☒ International civil society organizations
- ☐ other, namely:

22. Please specify the name and describe the collaboration with your international partners.

Example:

Other Alliance 8.7 countries: [...]

UN agencies: [...]

#1 national roadmap priority "Eliminate Labour Exploitation, Forced Labour and Human Trafficking"

ILO: Cooperation and information exchange with the ILO office Berlin regarding the participation of social partners and the implementation of the workshop in April 2024.



2 national roadmap priority “Due Diligence”

United Nations Agencies: Active participation in the OHCHR’s UN Forum on Business and Human Rights

#3 national roadmap priority “Eliminate child labour worldwide”

ILO: Support for a project in the Democratic Republic of Congo to address child labour.

EU: Co-financing the Sustainable Cocoa Programme that i.a. addresses child labour in the cocoa sector in Côte d’Ivoire and Ghana

ICI: Implementing partner for addressing child labour in the cocoa sector in Côte d’Ivoire and Ghana

GISCO: Co-financing PRO-PLANTEURS project in Côte d’Ivoire and providing multi-stakeholder platform in Germany to exchange on sustainability challenges including child labour in the cocoa supply chain

#4 national roadmap priority “Dialogue”

International civil society organizations: NGO Free the Slaves

23. Have you supported any sub-regional/regional/global initiatives, including South-South initiatives, on the elimination of child labour, forced labour, human trafficking, and modern slavery? *

☒ Yes

☐ No

☐ Don't know

24. Please tell us more about the sub-regional/regional/global initiatives you've supported.

Please see initiatives described in response to question 1. to 4.

Collaboration with domestic partners

25. Did you collaborate with any domestic partners? *

Please select all that apply.

☒ Private sector

☒ Employers' organizations

☒ Workers' organizations



- ☒ Local civil society organizations
- ☒ Ministries within your government
- ☐ Survivor organisations and networks

26. Please specify the name and describe the collaboration with your domestic partners.

Example:

National statistical office: [...]

Ministries: [...]

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

NAP A/Z:

Social Partners: BDA (Die Arbeitgeber/The Employers) and Labour Unions (DGB, Verdi) were involved early in the developing process of the NAP A/Z through information and given the opportunity at a workshop to contribute their practical expertise and set out their expectations regarding the NAP A/Z.

Civil Society Organizations: Various civil society organizations were involved early in the drafting of the NAP A/Z through information and given the opportunity at a workshop to contribute their practical expertise and set out their expectations regarding the NAP A/Z.

Ministries: Measures for the NAP A/Z were coordinated with the following Federal Ministries: Ministry for Family Affairs, Senior Citizens, Women and Youth, Ministry of the Interior, Ministry of Finance, Ministry of Food and Agriculture, Ministry of Health, Ministry for Economic Affairs and Climate Action and the Federal Chancellery.

NAP THB:

Civil Society Organizations: Various civil society organizations were involved, most prominently among them the German NGO Network against Human Trafficking (KOK).

Ministries: Measures for the NAP THB were coordinated by BMFSFJ with the following Federal Ministries: AA, BMAS, BMF, BMFSFJ, BMG, BMI, BMJ, BMZ.

Furthermore, the Federal Government Commissioner for Migration, Refugees and Integration (Intb) and the Independent Commissioner for Child Sexual Abuse Issues (UBSKM) contributed.



#2 national roadmap priority “Due Diligence”

The Federal Government has been leading continuous and intensive dialogue, in particular multi-stakeholder dialogues, with companies, business associations, civil society, trade unions, the German Institute for Human Rights and academia. These dialogue structures serve as important platforms for joint learning and cooperation, including, for example, the “Partnership for Sustainable Textiles” or the “UN Global Compact Network Germany”, initiated and financed by the Ministry for Economic Cooperation and Development (BMZ), which, among other objectives, facilitates the exchange of best practices. In addition, the BMZ offers concrete [support measures](#) for effective due diligence implementation aimed both at German stakeholders and at actors along global supply chains in partner countries.

27. Compared to last year, do you think there was increased collaboration with domestic stakeholders? *

☒ Yes

☐ No

28. Please tell us what has improved in your collaboration with your domestic collaborator(s) and efforts.

Example:

We have strengthened our cooperation with the Ministry of the Interior by introducing new laws to combat human trafficking.

#1 national roadmap priority “Eliminate Labour Exploitation, Forced Labour and Human Trafficking”

The development of the NAP A/Z strengthened the cooperation within the involved departments of the Ministry of Labour and Social Affairs (BMAS) and other Ministries, the federal states, social partners and civil society organizations. Measures for the NAP A/Z were coordinated with the Ministry for Family Affairs, Senior Citizens, Women and Youth, the Ministry of the Interior, the Ministry of Finance, the Ministry of Food and Agriculture, the Ministry of Health, the Ministry for Economic Affairs and Climate Action and the Federal Chancellery.

The very same holds true for the NAP THB, with its respective partners from civil society, federal states (Länder) and the Federal Ministries.



The NAP A/Z was closely coordinated with the National Action Plan to Prevent and Combat Human Trafficking and protect Victims (NAP THB), which was coordinated by the Ministry for Family Affairs, Senior Citizens, Women and Youth. Regular discussions were held between the coordinating ministries in the course of developing the two National Action Plans, and there is a coherent link between them, despite their different conceptual approaches, fields of action and priorities. To ensure these intersections are visible and avoid duplication, general information is provided about such measures, together with a reference to the other Action Plan, where they are covered in greater depth. This ensures that the two National Action Plans operate within a shared framework and constitute a coherent overall strategy to combat labour exploitation, forced labour and human trafficking.

#4 national roadmap priority “Dialogue”

Synergies have been further developed through the collaboration with TDH and KNH, particularly with regard to the participation of children in decision-making processes. One example of this is development of Children’s Minimum Standards for Child Participation in Global Events in a participatory process jointly with children who have experience in participating in these events. Results are to be expected for August/ September 2025.

29. Was the pathfinder process considered useful? *

☒ Yes

☐ No

30. If yes: How would you describe the impact of the Pathfinder Process in your country?

The Pathfinder Process has helped Germany accelerate action towards achieving the SDG 8.7 in two ways. Firstly, the conceptualizing and reporting under the Alliance 8.7 framework contribute to breaking silos. By working towards co-created common targets, multiple ministries and a variety of stakeholders cooperate, join forces, and create synergies amongst their actions. Secondly, the Alliance 8.7 reporting framework incentivizes continuous reflection and measurement of progress, which increases the effectivity of the management of initiatives while also strengthening accountability.

Future prospects

31. Is there a need to revise your country's roadmap priorities? *

☒ Yes



☐ No

☐ If you answered “yes” to this question, specify the nature of the change you wish to apply to your roadmap priorities:

The roadmap objectives and actions of Priority #2 “Due Diligence” could be updated in due time, as some objectives have already been partly reached. With the adoption of the EU’s CSDDD in 2024 and Germany’s successful G7 Presidency in 2022 significant progress has been achieved with regard EU-wide corporate due diligence and the promotion of a legally binding Instrument at the international level.

Objective 2.2, “Supporting companies in the implementation of human rights (and environmental) due diligence, with a specific focus on the risks of child labour, human trafficking, and forced labour, and highlighting the importance of stakeholder engagement in the identification and addressing of these risks,” is becoming increasingly relevant, particularly the sector dialogues.

In addition to that, “Funding of an ILO project as part of the Accelerator Lab 8.7 with activities in the Democratic Republic of the Congo, strengthening the ILO Platform against Child Labour on a Global Level. [2021-2023]”: needs to be removed since BMZ funding for this project ended in 2024.

32. What needs to be updated? Please select all that apply.

☐ Need to update the priorities

☒ Need to update roadmap goals/targets

☒ Other, namely: Actions

Thank you!