

CIMMYT against Trafficking in Persons

**Policy number:
LEG-POL-03-2019**

Effective as of September 2019

General Objective:

CIMMYT's Mission is to provide maize and wheat science for improved livelihoods, and its Vision is to contribute to the development of a world with less poverty, healthier and more prosperous people, more resilient farming systems and fewer global crises. In achieving its Mission, CIMMYT is committed to a work environment and operations free from human trafficking and exploitation. CIMMYT does not allow human trafficking or slavery in any part of its global organization or with any of its partners. This Policy sets forth the expectations CIMMYT has of its Team Members and Partners (as defined below) to avoid engagement of, complicity in or receiving benefit from human trafficking. *CIMMYT adheres to the definition of trafficking in persons established by the United Nations in its UN Convention against Transnational Organized Crime, and its Protocol to Prevent, Suppress & Punish Trafficking in Persons, as set out in Annex I to this Policy (the "UN Standard").*

Scope:

This Policy applies to all CIMMYT staff, students, visiting scientists, (collectively "Team Members"), grantees, sub-grantees, partner organizations, contractors, outside experts, consultants, agents, representatives and any other organization or individual acting on CIMMYT's behalf, at CIMMYT's direction or with CIMMYT funding (collectively "Partners").

Policies:

- 1. Laws & Regulations.** In addition to the UN Standard, CIMMYT complies with applicable laws prohibiting trafficking in persons. CIMMYT Team Members and Partners must avoid and are prohibited from active engagement or participation in, and receiving benefit from any practice that constitutes trafficking in persons.

2. CIMMYT Prohibits:

- 2.1. Procurement of commercial sex acts by the organization or by anyone representing the organization (including during work-related travel), irrespective of whether commercial sex acts are legal at that location.
- 2.2. Use of forced labor by CIMMYT, its Team Members, or Partners.

3. Preventing Unintentional Participation in Trafficking in Persons. The following conduct, which may contribute to trafficking in persons, constitutes a violation of this Policy:

- 3.1. Destroying, concealing, confiscating or otherwise denying any person's access to his or her identity or immigration documents, such as passports or driver's licenses;
- 3.2. Using misleading or fraudulent recruitment, job offer or contracting practices such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding key terms and conditions of engagement, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided by CIMMYT), any cost to be charged to the candidate, and, if applicable, the hazardous nature of the work;
- 3.3. Using recruiters that do not comply with local labor laws of the recruitment country;
- 3.4. Charging applicants/candidates/staff recruitment fees;
- 3.5. If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation at the end of employment;
- 3.6. If required by law or contract, failing to provide or arrange for housing that meets the host country housing and safety standards; or
- 3.7. If required by law or contract, failing to provide an employment contract, recruitment agreement, or any other required written work document.

4. Policy Violation. Team Members who violate this Policy are subject to disciplinary action, including possible termination of the Team Member's employment contract. Partners may have their agreements terminated and be prohibited from working with CIMMYT in the future. CIMMYT will cooperate with authorities in matters referred for criminal prosecution.

5. Internal Reporting Obligation. Team Members and Partners must report violations or suspected violations of this Policy to [CIMMYT's Helpline](#) under CIMMYT's Compliance Ethics and Whistleblower Policy or directly to the CIMMYT Compliance Officer (CIMMYT-Compliance@cgiar.org). CIMMYT does not tolerate any form of retaliation against those who report suspected violations of this policy in good faith.

6. External Trafficking in Persons Reporting. CIMMYT reports trafficking in persons to the appropriate authorities and funders as required by its funders or by law, and otherwise as CIMMYT determines appropriate. CIMMYT's General Counsel guides CIMMYT's subsequent cooperation with investigators and law enforcement.

Policy Interpretation:

Disputes arising under this Policy are resolved by the relevant Program Director and the General Counsel.

Annex I – Definitions

CIMMYT has adopted the definition of "trafficking in persons" established by the United Nations in its *UN Convention against Transnational Organized Crime*:

"(a) "Trafficking in persons" shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;

(b) The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;

(c) The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered "trafficking in persons" even if this does not involve any of the means set forth in subparagraph (a) of this article;

(d) "Child" shall mean any person under eighteen years of age."