

# EVENT REPORT

## POLICY FORUM

### **CREATING A LEVEL PLAYING FIELD: BUILDING SUSTAINABLE AND REGULAR MIGRATION PATHWAYS FOR AFRICAN ATHLETES.**

A Joint Event – IOM, UN Network on Migration and Mission 89 on the margins of the CAF African Cup of Nations (AFCON), Côte d'Ivoire

Date: 25 January 2024





## TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
EVENT DETAILS	2
ATTENDEES AND PARTICIPANTS	3
EVENT BREAKDOWN	4
ACHIEVEMENTS AND RECOMMENDATIONS	17
REFERENCES	18

## EXECUTIVE SUMMARY

The Policy Forum, “Creating a Level Playing Field: Building Sustainable and Regular Migration Pathways for African Athletes,” held on January 25, 2024, in Abidjan, Côte d’Ivoire, convened by the International Organization for Migration (IOM), the UN Network on Migration (UNNM), and Mission 89, addressed the urgent need to safeguard athletes from exploitation within the realm of sports migration. Against the backdrop of the CAF African Cup of Nations (AFCON), the event highlighted the vulnerabilities of athletes, particularly in Africa, to deceptive recruitment, poor working conditions, and forced labor, emphasizing the imperative for policy and legislative responses. By fostering actionable discourse, the forum aimed to contribute significantly to SDG targets 8.7 and 10.7 related to eradicating forced labor and enhancing safe and orderly migration while advocating for the protection of athletes’ rights and dignity.

### Key recommendations:

1. **Policy and Legislative Frameworks:** Stakeholders must advance legislative focus on athlete migration and work on streamlined athlete visa processes.
2. **Education and Awareness:** Stakeholders should provide accessible migration information and work on preventive measures through awareness in sports.
3. **Support Systems and Collaboration:** Stakeholders must forge athlete protection partnerships and enhance global cooperation against exploitation.



Group Photo: IOM Côte d’Ivoire 2024.



## EVENT DETAILS

Policy Forum: “Creating a Level Playing Field: Building Sustainable and Regular Migration Pathways for African Athletes” on the margins of the CAF African Cup of Nations (AFCON).

- » Date and Time: Thursday, 25th January 2024, from 08h30 - 17h00 GMT
- » Location: Noom Hotel Abidjan Plateau, Abidjan, Côte d'Ivoire.
- » Organizers: A joint event between IOM, the UN Network on Migration, and Mission 89.
- » Event Objectives: The policy discussion forum aimed to discuss two key themes to promote safe migration and regular pathways in sport: **1) Challenges and risks faced by athletes in the context of migration:** In the world of sport, migration might involve challenges and protection risks, including forms of exploitation for athletes, violating their rights and impacting their career. Many athletes experience deceptive recruitment practices, poor working conditions, and even forced labor, often with psychological and professional consequences. This discussion aimed to shed light on these challenges. **2) Policy and legislative responses to address these challenges:** This part of the discussion focused on the effectiveness of existing policies and responses, identifying key areas for improvement, and exploring recommendations for future policy development.



Photo: IOM Côte d'Ivoire 2024.



## ATTENDEES AND PARTICIPANTS

### Moderators and Master of Ceremony:

- » Master of Ceremony (MC), Ms. Christiane Bandama
- » Mr. Valery Bobuin, Youth Ambassador for Migration (AU/IOM)
- » Mr. Damilola Adeniran, Youth Ambassador for Migration (AU/IOM)
- » Ambassador Olawale Maiyegun, North-South Consulting Services LLC and former Director, Department of Social Affairs, African Union Commission, Addis Ababa
- » Adeline Dumoulin, Deputy Head, Multilateral Project Team; Modern Slavery Team Leader Commonwealth Parliamentary Association-UK

### Keynote speakers

- » Ambassador Jessica Davis Ba, US Embassy in Côte d'Ivoire
- » Dr. Karamoko Gaoussou, Director General of the General Directorate for Ivorians Abroad. Representative of the Ministry of Foreign Affairs, African Integration and Ivorians Abroad, Côte d'Ivoire.

### Speakers:

- » Mr. Philippe Poinot, UN Resident Coordinator, Côte d'Ivoire.
- » Ms. Lerina Bright, Executive Director, Mission 89.
- » Mr. Idriss Diallo, President of the Ivorian Football Association.
- » Ms. Clara Perez Lopez, IOM Protection Programme officer.
- » Mr. Kwame Ayew, former Ghanaian International Footballer.
- » Mr. Arouna Koné, former Ivorian International Footballer.
- » Ms. Ode Futudilu, Professional Football Player and Mission 89 Ambassador.
- » Ms. Juliana Bernal, Project Coordinator, Mission 89.
- » Mr. Trésor KOFFI, Magistrate Deputy Director in charge of International Conventions and Procedures at the Human Rights Department of the Ministry of Justice and Human Rights.
- » Hon. Melrose Karminty, Minister of Social Welfare, Republic of Sierra Leone.
- » Mr. Garba Baba Umar, Vice President – INTERPOL Africa.
- » Hon. Jared Okelo, Member of Parliament, Republic of Kenya.
- » Mr. Roberto Branco Martins, Director General, European Football Agents Association (EFAA).
- » Mrs. Innocentia Apovo, Head of the Travel Documents Department at the Directorate of Emigration and Immigration within the Republican Police of Benin.
- » Alessandro Rabbiosi, Regional Director of Expertise France's Project "Support to the Fight against Trafficking in Persons in the countries of the Gulf of Guinea" of Expertise France.
- » Mr. Jimmy Jeoboam, co-founder of the Kampos Saint Denis Football Academy association and former professional footballer.
- » Mr. Cheikh Toure, Head of the United Nations Office on Drugs and Crime (UNODC) in Abidjan.
- » Mr. Baptiste Amieux, Senior Regional Thematic Specialist, Immigration and Border Governance, IOM Regional Office for the European Economic Area (EEA) the EU, and NATO in Brussels.
- » Dr. Serhat Yilmaz, Senior Lecturer in Sports Law, Loughborough University.
- » Mr. David Preux, IOM Chief of Mission in Abidjan.



## EVENT BREAKDOWN

**A. Opening Session.** The opening session brought migration and sport to the table. It highlighted the diverse efforts advanced on the matter and underscored the involved organizations' commitment to eradicating exploitation in sport.

**a. Welcome Remarks:**

**Mr. Philippe Poinot, UN Resident Coordinator, Côte d'Ivoire**

- » Highlighted the positive impact of sports on development and their role in the SDGs.
- » Urged support for regular and safe migration pathways for athletes.
- » Called for states to play a role in protecting athletes.

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**Ms. Lerina Bright, Executive Director, Mission 89**

- » Exposed the potential for exploitation within the \$1 trillion sports industry, particularly for athletes from the global south.
- » Emphasized the need to protect athletes' human rights and dignity.
- » Outlined the challenges faced by migrant athletes, including bureaucracy, language barriers, discrimination, and exploitation.
- » Pinpointed FIFA's responsibility to address these issues.

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**Mr. Idriss Diallo, President of the Ivorian Football Association (words read by MC)**

- » Advocated for providing opportunities for African athletes to reach their full potential while discouraging dangerous irregular migration.
- » Proposed exchange programs, reliable information, and supportive policies to facilitate regular migration and encourage athletes to return to their countries.
- » Championed investing in sports infrastructure and social development at the local level to help athletes succeed in their home countries.

**b. Keynote Address.** The keynote addresses emphasized and illustrated Cote d'Ivoire and the United States' ongoing national and global works to combat sports trafficking, and exploitation, and promote regular pathways in Cote d'Ivoire.

**Ambassador Jessica Davis Ba, US Embassy in Côte d'Ivoire**

- » Underscored the US commitment to fighting human trafficking and irregular migration in sports.
- » Emphasized the role of sports as a catalyst for social transformation.
- » Commended the partners for their efforts in addressing sustainable migration and the socio-economic issues that have left young athletes vulnerable to trafficking and exploitation.
- » highlighted the achievements of the Africa Regional Migration Program (ARMP) funded by the U.S. Department of State Bureau of Population, Refugees, and Migration (PRM), which aims to support countries in promoting safe, orderly, and dignified migration and reduce migrant vulnerability along key migration routes.



- » Stated that the United States is dedicated to working with African countries to deepen diplomatic ties, promote peace, prosperity, and protection of young people, and mentioned that “sport is a tool to get there”.

**Dr. Karamoko Gaoussou, Director General of the General Directorate for Ivorians Abroad. Representative of the Ministry of Foreign Affairs, African Integration and Ivorians Abroad, Côte d'Ivoire**

- » Explained Côte d'Ivoire's commitment to attracting tourism through culture, sports, and the AFCON as an example of that.
- » Linked the economic development to sports as a key driver of growth since 2012.
- » Acknowledged the challenges faced by athletes, including exploitation, and the government's efforts to address them.
- » Reiterated the importance of protecting individual rights and dignity, especially for young people involved in sports and migration.



Photo Opening Session: IOM Côte d'Ivoire. From left to right: Mr. Karamoko Gaoussou, Ambassador Jessica Davis Ba, Ms. Lerina Bright, Mr. Philippe Poinso.



## B. Session 1: Setting the Scene

- a. **Presentation: “Tendances migratoires en Afrique: vers des solutions et des filières de migration régulière” by Ms. Clara López, IOM Regional office Protection Programme Officer.**

### Positive Impact of Migration:

- » Economic Benefits: Professional sports provide economic opportunities for athletes.
- » Diplomacy and Culture: Sports foster diplomatic dialogue, and cultural exchanges, and promote tolerance.
- » Social Integration and Identity: Sports facilitate social integration and strengthen the sense of identity and belonging.

### Migration trends:

- » Migration within Africa constitutes 53% of the destinations for African migrants, with Europe following at 26%.

#### Human Trafficking and the Role of IOM:

- » 48% of irregular migrants on the Central Mediterranean route, including the Sahel, are at risk of trafficking (OIM, 2017), highlighting the need for regular migration channels.
- » In 2017, [www.ctdatacollaborative.org](http://www.ctdatacollaborative.org) launched the first open-access global database on trafficking, recording 156,330 cases.
- » By 2022, the IOM and Microsoft published the first public dataset on victims and perpetrators, comprising information from 17,000 victims and 37,000 perpetrators.
- » In 2023, the IOM and UNODC established international classification standards for administrative trafficking data and released an accompanying guide.

### Exploitation and abuse in sport

- » Many young people migrate for sports-related reasons, yet these migrations are often undocumented.
- » There are numerous initiatives collecting data on trafficking in general, but there's a lack of specific data on trafficking in sports.
- » Despite research indicating the phenomenon, specific data remains anecdotal: In 2023, 4 cases were detected in Cape Verde (1 Guinean, 1 Sierra Leonean, and 2 Nigerians); 1 case was reported in Côte d'Ivoire (Sierra Leonean); From 2018 to 2023, 23 cases were reported in Tunisia and 2 in Kazakhstan (originating from Côte d'Ivoire).

## Recommendations and action

- » Ensure that regular migration pathways are accessible and more flexible.
- » Promote fair and ethical recruitment practices and ensure conditions for decent work.
- » Commitment: Adapt regular migration options to facilitate labor mobility and decent work, considering demographic and labor market realities, optimize access to education, uphold the right to family life, and address the needs of vulnerable migrants, to develop and diversify safe, orderly, and regular migration pathways.
- » Commitment: Review existing recruitment mechanisms to ensure fairness and ethics, and protect all migrant workers from exploitation and abuse, guarantee decent work, and maximize the socio-economic contributions of migrants in their countries of origin and destination.

## How to promote regular migration channels in sport

- » Education and awareness: Make information on regular migration, alternatives, and local opportunities easily accessible.
- » Specific visa categories tailored to the needs of athletes, with simplified application procedures.
- » Bilateral agreements to facilitate the movement of athletes between countries. These agreements may include mutual recognition of athlete visas and cooperation on anti-doping measures.
- » Strong partnerships between sports ministries, clubs, and sports federations to protect athletes from exploitation and promote regular pathways in sports.
- » Support services for smooth integration: assistance with resettlement, language training, and cultural integration programs

## Other measures

- » Precise legislative framework for combating trafficking in sports.
- » International cooperation to address trafficking issues.
- » Ethical recruitment practices and protection of athletes' rights.

- b. Panel Discussion: “Perceptions on challenges, opportunities, and support structures for transition into life as a professional athlete”.** While recognizing the inherent challenges athletes have to face, this discussion shared the resilience and stories of former football stars and young athletes to inspire upcoming generations. From leadership roles to community engagement, this conversation inspired and highlighted the multifaceted nature of the world of sport.





Photo Panel Session: IOM Côte d'Ivoire. Featuring Mr. Arouna Koné.

## Key points from experts

### Challenges faced by athletes:

- » Concerns were raised about the limitations of legislation in addressing complex societal issues, particularly regarding the responsibilities of families and parents.
- » Criticism was directed towards the pressures exerted by families on aspiring athletes, which could hinder their lives and push them to resort to irregular pathways.
- » Issues surrounding documentation and fake agents were identified as significant challenges for athletes navigating the sports industry.

### Proposals and Solutions:

- » Mr. Arouna Koné: Emphasis was placed on the importance of education alongside sports to provide athletes with a well-rounded development. Furthermore, he emphasized the imperative of raising parental awareness aiming to alleviate the burden on children of shouldering familial responsibilities.
- » Mr. Kwame Ayew: Calls were made for stricter legislation and regulatory frameworks to address issues such as short-term visas, discrepancies in football ages on passports, and unscrupulous practices by football agents.
- » Ms. Ode Futudilu: Suggestions were put forward for the establishment of proper support systems and resources to assist athletes in navigating challenges related to documentation and agent representation.

**c. Presentation: “Game Chained: Unmasking the Shadows of Exploitation and Trafficking in Sports” by Ms. Juliana Bernal, Project Coordinator, Mission 89**

**Context of Child Trafficking in Sport:**

Ms. Juliana Bernal highlighted the significant economic value of the sports industry, emphasizing the exploitation of young talent, particularly from the global south.

**The issue:** Recruitment of minors by fake agents, leading to irregular conditions and even exploitation of young players.

**Examples:** Cameroonian players deceived by agents to play in Georgia who ended up in irregular situations; Laos imported 23 players from West Africa to train at an unregistered football club; Athletes from East Africa switching nationalities for competitions; and Harassment in combat sports.

**Tackling the problem:**

- » Despite legislative advances, trafficking in sports remains prevalent.
- » Lack of legal definition and recognition hampers prevention and prosecution efforts.
- » Two forms of trafficking in sports: trafficking in sport and trafficking through sport<sup>1</sup>.
- » Hidden nature complicates identification and prosecution.

**Mission 89’s work:**

- » Mission 89’s Sport Trafficking Definition Project aims to support policy and legislative development.
- » Advocacy efforts at the UN led to an amendment of the resolution on trafficking in persons to include sports exploitation.

**Recommendations:**

- » Endorse and support Mission 89’s Sport Trafficking Definition Project and model legislation.
- » Prioritize legislative and policy development, including data gathering.
- » Foster coordinated responses among stakeholders, including governments, sports bodies, and international organizations.
- » Call for awareness-raising and cooperation among influencers, duty-bearers, and organizations.

<sup>1</sup> Trafficking in sport “occurs when an intermediary takes advantage of their position with a football minor. Whereby, after the intermediary has received money to procure a contract or trial with a foreign club, the intermediary provides a contract of an exploitative nature, which is to the detriment of the young player” (Esson, 2015, pp. 516), it also includes people that make part in inconclusive trials abroad and are withdrawn by agents and when the agents have exclusive control of the professional players’ mobility and may suffer from labor exploitation (Ibid, pp.516). Human trafficking through football “occurs when the promises made by an intermediary of the existence of an interested foreign football team is a charade, and on arrival in the destination country, the intermediary abandons the player, having appropriated his fees from the player and his family prior to the journey” (Ibid, pp. 516)



- d. **Round Table: “Finding a win-win solution: A policy-led approach to safeguarding athletes from exploitation”.** This part of the discussion focused on the effectiveness of existing policies, and responses, identifying key areas for improvement, and exploring recommendations for future policy development.

#### Challenges:

- » Instability in governance, including coup attempts, poses a significant challenge, particularly in regions where children are exploited for war.
- » The absence of reliable data on human trafficking cases hinders effective enforcement of legislation, allowing exploitation to persist.
- » Football agencies and grassroots initiatives lack enforcement mechanisms, leaving young athletes vulnerable to exploitation.
- » The commodification of players within the transfer system creates opportunities for exploitation by fraudulent agents and clubs, exacerbating the problem.
- » Limited regulatory power within sports governing bodies and a lack of collaboration between stakeholders contribute to gaps in addressing human trafficking in sports.

#### Proposals and Solutions:

- » Mr. Trésor Koffi: Advocates for the rigorous enforcement of legal instruments, such as FIFA Article 19, which prohibits transfers involving children under 18 years old, and calls for better recording and addressing of cases of exploitation.
- » Hon. Melrose Karminty: Proposes comprehensive legislation and collaboration to address exploitation in sports, emphasizing the importance of data-driven policies and global cooperation.
- » Mr. Garba Baba Umar: Suggests the development of legislation to safeguard children and the promotion of collaboration with FIFA to address gaps in identifying and addressing exploitation cases.
- » Hon. Jared Okelo: Calls for attention to the Palermo Protocol and coordination with INTERPOL to combat human trafficking, stressing the need to fight the problem at its roots.
- » Mr. Roberto Branco Martins: Proposes empowering sports governing bodies with the authority to combat exploitation, advocating for collaboration between INTERPOL, sports bodies, and governments to address the regulatory gap.
- » Mr. Baptiste Amieux: Suggests sensitizing agents, players, and other stakeholders to raise awareness and prevent exploitation in sports.

## C. Session 2:

### How Policy Impacts Professional Sports Careers.

This session was a policy discussion that focused on the policies that impact safe and legitimate pathways in sport careers. The goal is to take a deeper dive into the opportunities but also key risks athletes face when pursuing their dreams, such as coercion, deception, abuse, and exploitation.



Photo Round Table: IOM Côte d'Ivoire. Featuring Amb. Olawale Maiyegun.





Photo Round Table: IOM Côte d'Ivoire. Featuring Ms. Adeline Dumoulin.

### a. Moderators' intervention

Ms. Adeline Dumoulin raised awareness about the issue of human trafficking in sport by sharing powerful stories and inspiring action through collaboration.

- » Highlighted the use of simulated parliamentary committee hearings to raise awareness about human trafficking in sport.
- » Shared Kwame Ayew's firsthand accounts of witnessing the exploitation of young athletes in Europe.
- » Underlined the importance of listening to survivors and creating safe spaces for them.
- » Showcased Honorable Okelo's initiative to organize a sporting event and advocate against human trafficking in Kenya and the fact that people were demanding background checks on agents to protect their children.
- » Prompted the audience to think about purposeful solutions for ending human trafficking in sport.

### b. Presentation

Ambassador Olawale Maiyegun presented Mission 89's research findings of the Sport Trafficking Definition Project emphasizing the need to define and address sport trafficking through collaboration and data-gathering.

## Introduction of the Project

The “Sports Trafficking Legal Definition Project” by Mission 89 aims to define “Sport Trafficking” and its specific characteristics within the framework of the UN Trafficking in Persons Protocol and to develop Legal provisions to address the issue.

## Activities of the Project

1. Conduct international consultations to gather information from stakeholders and experts.
2. Build a literature review on trafficking in sport.
3. Compile a report with findings and proposed definition and host a virtual launch event presenting the definition and legal provisions.

## Findings of the Research

- » The literature review gathers a revision of over 100 resources.
- » The Questionnaire on ‘Sport Trafficking’ gathers responses from 200 experts from various sectors globally, achieved a 44% response rate with diverse representation, and revealed a majority agreeing that trafficking in persons in sports is a problem.

### c. Key points from experts

**Question 1:** What are the challenges faced by law enforcement when investigating human trafficking crimes?

- » Mobility and International Reach: Traffickers and victims crossing borders add another degree of difficulty to investigations.
- » Data and Evidence: Gathering evidence across international boundaries requires robust cooperation.
- » Victim Vulnerability: Fear, resource limitations, and re-victimization silence many victims.
- » Sincere Global Communication: African countries emphasize the need for genuine global cooperation among law enforcement agencies.
- » Confiscation of Assets: Challenges in confiscating assets and providing support to victims.

### Proposals and Solutions:

1. Mr. Cheikh Toure: Strengthen cooperation between law enforcement agencies globally and Establish protocols for asset confiscation and victim support.
2. Ms. Innocentia Apovo: Improve mechanisms for gathering evidence across borders.
3. Ms. Clara López: Address victim vulnerability through better support and resources.



**Question 2:** Why is exploitation invisible?

- » Large Networks: Exploitation goes unnoticed due to the vast networks involved including State institutions and airport security officers.
- » Complicity: Fake agents within football associations and complicity in state institutions aid traffickers.
- » Lack of Awareness: Parents unaware of exploitation push their children into these situations.
- » Responsibility of Federations: Some football academies engage in human trafficking, exploiting children's dreams.
- » Lack of Data and Comprehensive Victim Support: Challenges in data availability and holistic victim support.

**Proposals and Solutions:**

1. Mr. Sako Mamadou and Mr. Yao Serge: Raise awareness among parents and players about exploitation risks.
2. Mr. Jimmy Jeboam: Provide education and training for individuals involved in football academies.
3. Mr. Alessandro Rabbiosi: Develop realistic opportunities for children in their home countries.
4. Amb. Olawale Maiyegun: Enhance legislation to address the loopholes in anti-trafficking laws and strengthen regulations to identify and penalize traffickers posing as legitimate agents.
5. Dr. Ernest Acheampong: Establish an independent office to manage athlete documents for monitoring and supervision.

## D. Closing Session

### Mr. Cheikh Toure, Head of the United Nations Office on Drugs and Crime (UNODC) in Abidjan

- » Stressed the need to gather data aimed at combating human trafficking, emphasizing the importance of evidence-based interventions.
- » Highlighted the need to provide support services to survivors of human trafficking and the importance of education in preventing future occurrences and fostering resilience.
- » Proposed enhancing collaboration with the International Organization for Migration (IOM) to further strengthen efforts in combating human trafficking, recognizing the significance of partnerships and coordination among stakeholders.

### Dr. Serhat Yilmaz, Loughborough University

- » Advocated for data and research to achieve an evidence-based approach to address the topic of human trafficking in sport.
- » Presented the “Children before Players” investigation he developed supported by UNICEF and the Sinafe project “Support mechanisms for migrant African athletes” which includes a toolkit to aid athletes on their paths and training program modules. He encouraged stakeholders to disseminate these projects.
- » Recalled the role of supposed “agents” in human trafficking in football and the agent regulation measure introduced by FIFA on mandatory training for agents that wish to represent minors. (article 13).
- » Advocated for the education of parents regarding the dynamics of trafficking in sport.

### Ms. Lerina Bright - Mission 89, Executive Director

- » Highlighted the need for sustainable and transparent migration paths for athletes.
- » Emphasized the necessity for resource mobilization and forging partnerships for effective multi-stakeholder action.
- » Advocated for policies and legislation to protect athletes from sport trafficking and any form of exploitation.

### Mr. David Preux - IOM Côte d'Ivoire, Chief of Mission

- » Expressed that migration in sport is a positive phenomenon, promoting peaceful exchanges and cultural sharing.
- » Underscored the importance of an ethical recruitment procedure and strengthening certification systems in sport.
- » Emphasized the need to inform athletes about legal pathways to go abroad and urged communities to pressure authorities to protect migrants.
- » Advocated for the decriminalization of migrants and the protection of their rights.





Photo Round Table: IOM Côte d'Ivoire. Featuring Mr. David Preux

## ACHIEVEMENTS AND RECOMMENDATIONS

The Policy Forum convened a diverse array of stakeholders to address the pressing issues surrounding the migration of African athletes and the need for sustainable pathways in sports. Through collaborative discussions and innovative ideation, several key proposals emerged, reflecting the collective commitment to fostering a fair and equitable environment for athletes. The following are the prioritized proposals categorized for their significance and potential impact:

### 1. Policy and Legislative Frameworks:

- » Prioritize legislative and policy development, including data gathering: Emphasizing the importance of legislative and policy frameworks, this proposal advocates for prioritizing the development of laws and policies related to athlete migration, including robust data collection mechanisms.
- » Specific visa categories tailored to the needs of athletes, with simplified application procedures: This proposal suggests the creation of visa categories customized for athletes, streamlining the application process to facilitate their movement.
- » Bilateral agreements to facilitate the movement of athletes between countries: The proposal calls for mutual agreements between countries to ease the movement of athletes, including measures such as mutual recognition of athlete visas and cooperation on anti-doping efforts.

### 2. Education and Awareness:

- » Endorse and support Mission 89's Sport Trafficking Definition Project and model legislation: Advocating for awareness and support, this proposal seeks endorsement and backing for initiatives like Mission 89's Sport Trafficking Definition Project and model legislation to combat trafficking in sports.
- » Make information on regular migration, alternatives, and local opportunities easily accessible: This proposal focuses on enhancing education and awareness by providing easily accessible information about regular migration options and local opportunities for athletes.
- » Suggest sensitizing agents, players, parents, and other stakeholders to raise awareness and prevent exploitation in sports: This proposal emphasizes the importance of educating stakeholders, including agents and players, to recognize and prevent exploitation in sports.

### 3. Support Systems and Collaboration:

- » Strong partnerships between sports ministries, clubs, and sports federations to protect athletes from exploitation and promote regular pathways in sports: This proposal underscores the significance of collaborative efforts between sports ministries, clubs, and federations to safeguard athletes from exploitation and advocate for regular pathways in sports.
- » Establish proper support systems and resources to assist athletes in navigating challenges related to documentation and agent representation: Focusing on athlete support, this proposal recommends the establishment of robust support systems and resources to help athletes navigate challenges related to documentation and agent representation.
- » Strengthen cooperation between law enforcement agencies globally and establish protocols for asset confiscation and victim support: This proposal emphasizes global cooperation among law enforcement agencies to combat exploitation, including the establishment of protocols for asset confiscation and victim support.



## REFERENCES:

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Nkang, I.O. Football Trafficking: Aocio-Legal Study on the Trade of African Football Minors. IRep. Retrieved March 4, 2024, from <https://irep.ntu.ac.uk/id/eprint/44541/1/Ini-Obong%20Nkang%202021.pdf>



Photo Policy Discussion: IOM Côte d'Ivoire. Featuring Ms. Innocentia Apovo.



Photo Round Table: IOM Côte d'Ivoire. Featuring Mr. Valery Bobuin.



