

Cocoa Supplier Training on Forced Labour

Lesson 4: Assessing Risk — Understanding What to Look For

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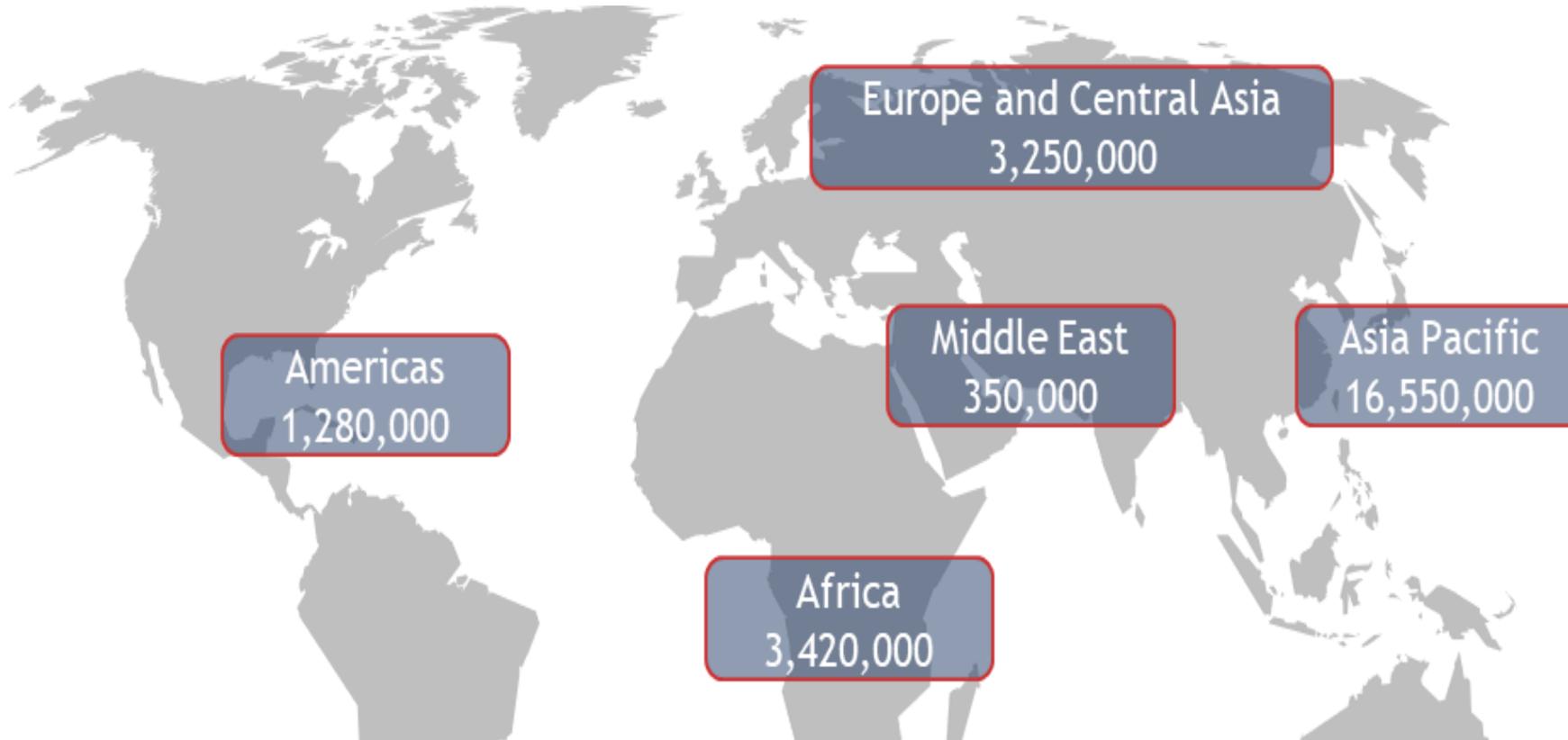
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To familiarize participants with:
the extent of the problem of forced labour
and
types of work and employment practices that are
most associated with forced labour vulnerability

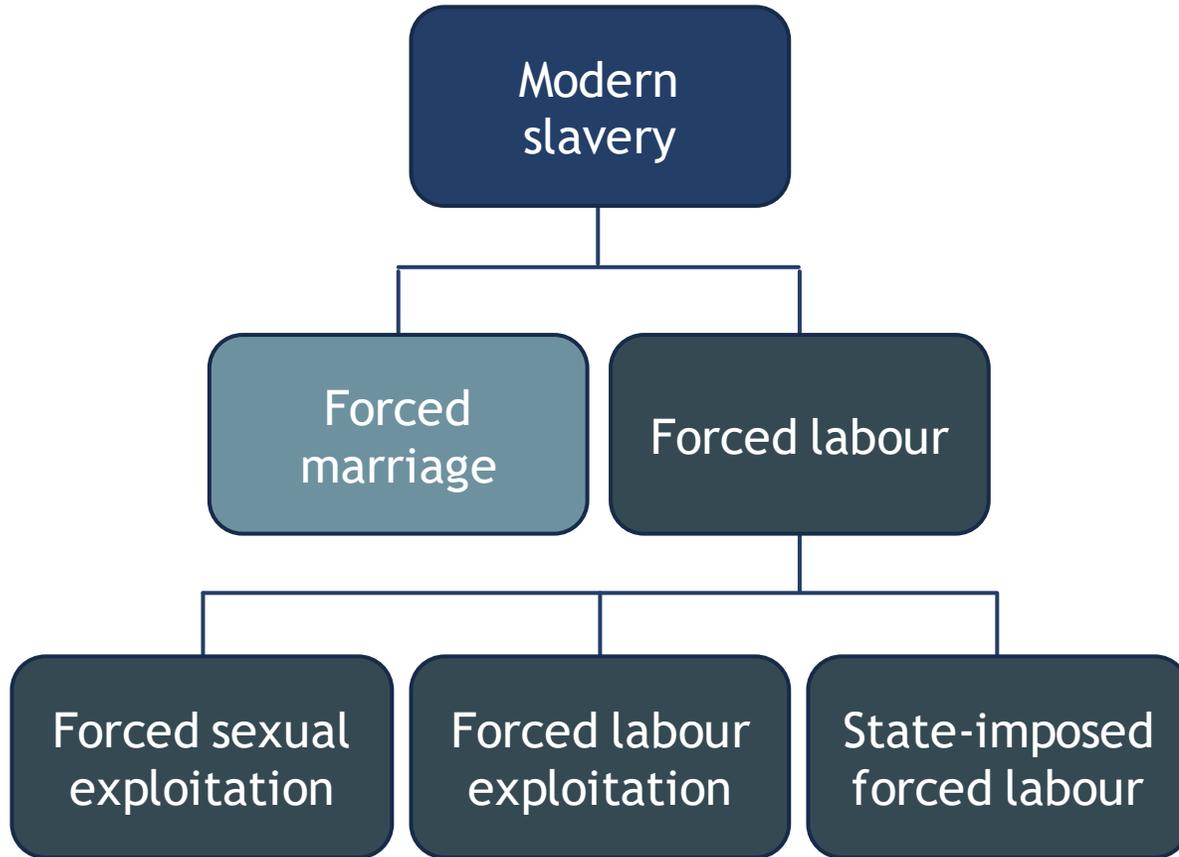
Global figures, according to the ILO

24.9 million victims of forced labour in 2016

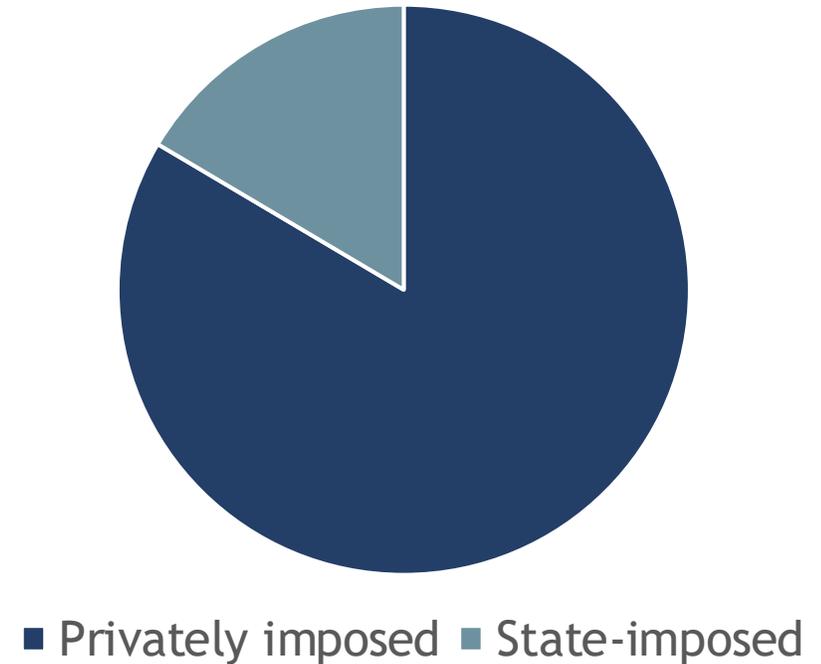


Including 3.4 million in Africa

Types of modern slavery



Privately and State-imposed forced labour



Economic sectors with highest forced labour risk



The sectors most at risk of forced labour globally are a potential starting point for conducting a risk assessment.

Note: the gender of victims is linked to the sector of work: some sectors tend to employ more women, such as domestic work, while others employ more men, such as mining.

Forced labour risk factors in key sectors

Sector	Reported risks include:
Domestic work	<ul style="list-style-type: none">• Wage issues, including unpaid wages• Excessive hours and work• Lack of healthcare and maternity leave• Poor living conditions• Contract and termination issues
Construction	<ul style="list-style-type: none">• Arduous work• Unsafe worksites• Hazardous work with high fatality rate• High proportion of migrant workers
Manufacturing	<ul style="list-style-type: none">• Excessive working hours, production targets• Steep recruitment fees• Illegal passport withholding• In some cases, illegal imprisonment and beatings

Forced labour risk factors in key sectors

Sector	Reported risks include:
Commercial agriculture & fishing	<ul style="list-style-type: none">• Presence of labour providers• Nonpayment or late payment of wages• Restriction on physical movement• Violence and threats
Mining, specifically illegal gold mining	<ul style="list-style-type: none">• Presence of armed criminal groups, violence• Isolated, away from law enforcement• Dirty, dangerous and difficult
Begging & street hawking	<ul style="list-style-type: none">• Prevalent use of forced labour in urban begging and street vending across countries• In some countries in Africa, children from Koranic schools are forced to beg by religious instructors.



Where should cocoa industry supply chain monitors focus efforts?



→ On areas of the sourcing footprint and labour practices that are most at risk for labour abuses

How can monitors determine which areas and practices face the most risk?

→ Risk-based targeting through risk assessments is efficient and effective

Risk assessments require:

- Collecting data on workforce demographics, types of work, and employment practices in the area
- Analyzing information to determine presence of key factors that increase likelihood of forced labour
- Creating a workplan that prioritizes areas, types of work, and employment practices with most risk



Key factors that increase forced labour risk

Community monitors should be aware of types of work and kinds of employment practices that are often associated with workers being exploited:

- ▶ Work that relies on low-skilled labour
- ▶ Seasonal and migrant work, piece-rate jobs, and quota systems
- ▶ Informal work and hidden workplaces
- ▶ Use of labour recruiting
- ▶ Illegal, criminal, and immoral activities





Work that relies on low-skilled labour includes:

- manual labour, such as mining, farm work, construction, brick-making
- prolonged periods of repetitive motion, such as manufacturing
- socially devalued work, such as janitorial and domestic work

Because these jobs are undesirable and low-paying, they are often performed by vulnerable individuals.



Some workplaces, such as those in the agricultural sector, are characterized by:

- sharp seasonal or product lifecycle fluctuations
- reliance on migrant labourers
- quota systems

Quota systems and piece-rate work often lead to the presence of forced labour indicators, such as forced overtime and withholding of wages.



A large proportion of forced labour takes place in the informal sector, where working conditions are unregulated and are likely to be:

- precarious
- hazardous
- hidden

Informal workplaces include hidden and isolated work sites that are difficult to monitor and leave workers no avenue for escape. Those who are the hardest to access are likely to be most vulnerable.



Reliance on labour recruiters increases the risk of forced labour in supply chains.

Unmonitored and underregulated recruiters have deceived workers regarding the nature and conditions of the job. They have also charged substantial recruitment fees.

Ghana: Common characteristics of forced labour risk

A 2018 survey of cocoa workers found that:

- 23 percent had performed work they were not paid for
- 55 percent had no savings
- 60 percent had gone into debt
- Workers who took out loans were often charged 100 percent interest*

Workers forced to work in order to pay off wage advances or work-related loans



Situations of debt bondage

Other forced labor indicators reported in Ghana include:

Non-payment of wages

Recruitment-related fees

High levels of indebtedness

Excessive and undisclosed wage deductions

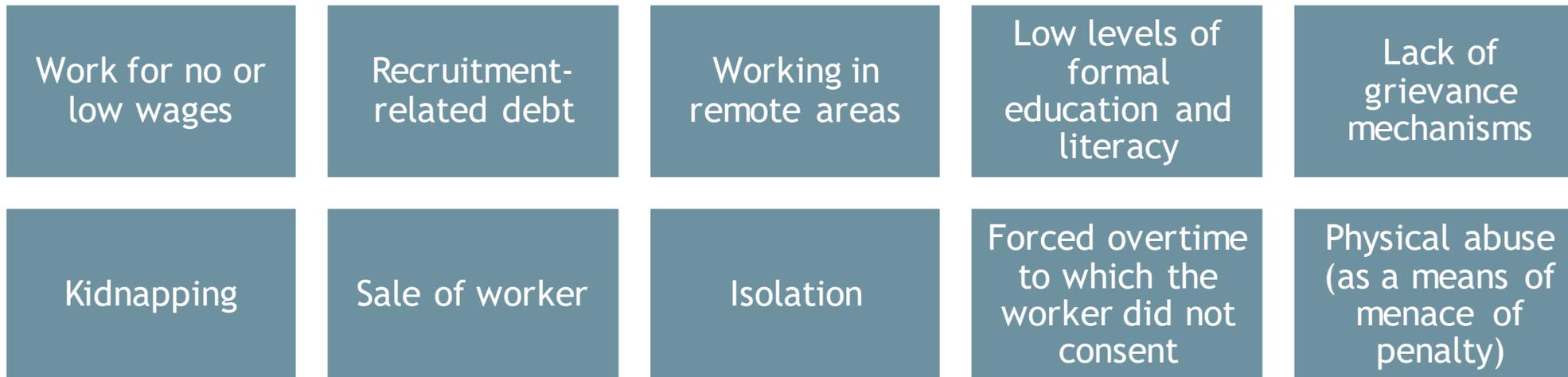
Coercion via threats and abuse

*LeBaron, G., 2018. *The Global Business of Forced Labor: Report of Findings*, Sheffield, SPERI, ESRC, & University of Sheffield, 2018. <http://globalbusinessofforcedlabour.ac.uk/wp-content/uploads/2018/05/Report-of-Findings-Global-Business-of-Forced-Labour.pdf>. Accessed June 2020.

Côte d'Ivoire: Common characteristics of forced labour risk

- 2018 research results found that, between 2013 and 2017, there were:
 - 9,600 adults working in forced labour
 - 2,000 children 'forced to work for someone other than their parents' in cocoa production*
- Migrant workers in the first 1-3 years of employment were found to be at the greatest risk of forced labour
- Poor relatives from farmers' extended kinship networks are also at risk of exploitation**

Forced labor indicators reported in Côte d'Ivoire include:



*Walk Free Foundation & Tulane University. *Bitter Sweets: Prevalence of forced labour & child labour in the cocoa sectors of Cote d'Ivoire & Ghana*, September 2018 https://cocoainitiative.org/wp-content/uploads/2018/10/Cocoa-Report_181004_V15-FNL_digital.pdf. Accessed June 2020.

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What are the links between globalization and forced labour?

What can be done to ensure labour recruiters act ethically when recruiting workers?

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