

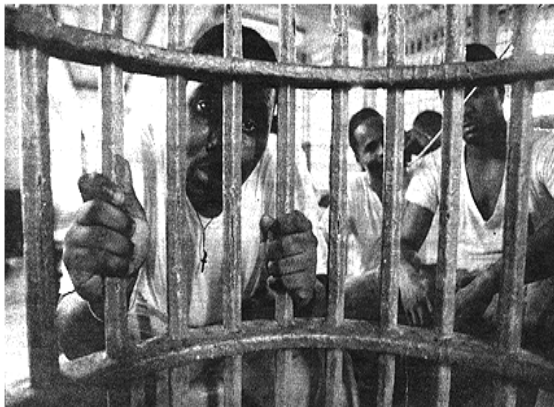


International
Labour
Office

MULTI

Better Business through socially
responsible labour practices

**Uphold the elimination of all forms of
forced and compulsory labour**



(UNGC Principle 4)



What?
Where?
Why?





The basic elements



to recognize forced labour

Forced or compulsory labour is work:

- performed under threat of a penalty
- undertaken involuntarily



How to identify forced labour



Menace of a penalty (the means of keeping someone in forced labour)

Actual presence or credible threat of:

- Physical violence against worker or family or close associates.
- Sexual violence.
- (Threat of) supernatural retaliation.
- Imprisonment or other physical confinement.
- Financial penalties.
- Denunciation to authorities (police, immigration, etc.) and deportation when for example in the case of migrant workers their employment status is illegal.
- Dismissal from current employment.
- Exclusion from future employment.
- Exclusion from community and social life.
- Removal of rights or privileges.
- Deprivation of food, shelter or other necessities.
- Shift to even worse working conditions.
- Loss of social status.



How to identify forced labour



Lack of consent to (involuntary nature of) work:

- Birth/descent into “slave” or bonded status.
- Physical abduction or kidnapping.
- Sale of person into the ownership of another.
- Physical confinement in the work location – in prison or in private detention.
- Psychological compulsion, i.e. an order to work, backed up by a credible threat of a penalty for non-compliance.
- Induced indebtedness (by falsification of accounts, inflated prices, reduced value of goods or services produced, excessive interest charges, etc.).
- Deception or false promises about types and terms of work.
- Withholding and on-payment of wages.
- Retention of identity documents or other valuable personal possessions.

Contemporary forms of forced labour

- Slavery
- Debt bondage
- Child labour in particularly abusive conditions
- The work or service of prisoners if they are hired by or placed at the disposal of individuals, companies or associations involuntarily
- Labour for development purposes required by the authorities
- Work required in order to punish opinion or expression of views ideologically opposed to the established political, social or economic system
- Exploitative practices such as forced overtime or the lodging of deposits

Impacts and challenges

- Reputation and brand image
- Lawsuits and criminal prosecution
- Risk of trade restrictions
- Increased attention from investors
- Adverse effects on the labour market



What can be done to combat forced labour at the workplace?



What can be done to combat forced labour at the workplace?

- Adhere provisions of national laws and regulations and where insufficient take account of international standards
- Within companies operation and dealing with other business make sure that the terms of contracts are clear
- If forced labour cases are found, take measures to stop them
- Prohibit that workers lodge financial deposits with the company
- Be careful when hiring prisoners
- Exercise due diligence in dealings with other business



What can be done to combat forced labour in the community of operation?

- Contribute where possible to broader community efforts to eliminate forced labour and help workers freed from forced labour**
- Work in partnership with other companies, sectoral association and employers organisations to develop an industry wide approach to address the issue and build bridges with trade unions, law enforcement authorities , labour inspectorates and others**
- Establish or participate in a task force or committee on forced labour within employers organisation at local, state or national level.**



What can be done to combat forced labour in the community of operation?

- Support the development of a National Action Plan against forced labour**
- Within company's sphere of influence participate in prevention and re-integration programmes for former victims**
- Where possible participate to national and international programmes including media campaigns and coordinate with local and national authorities , workers organisations and other stakeholders**

Exercise :

- Sharing good practices





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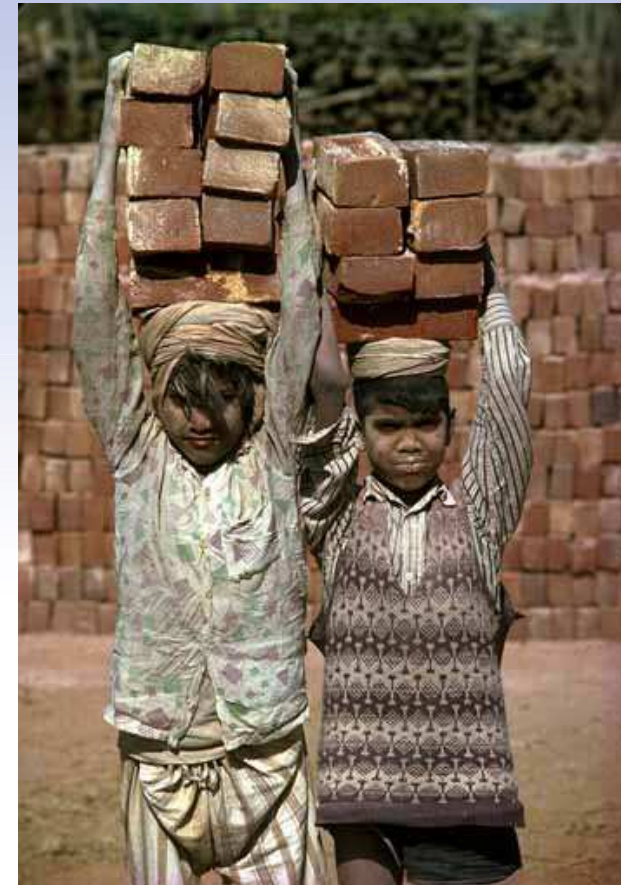
Better Business through socially
responsible labour practices

Uphold the effective abolition of child labour

(UNGC Principle 5)

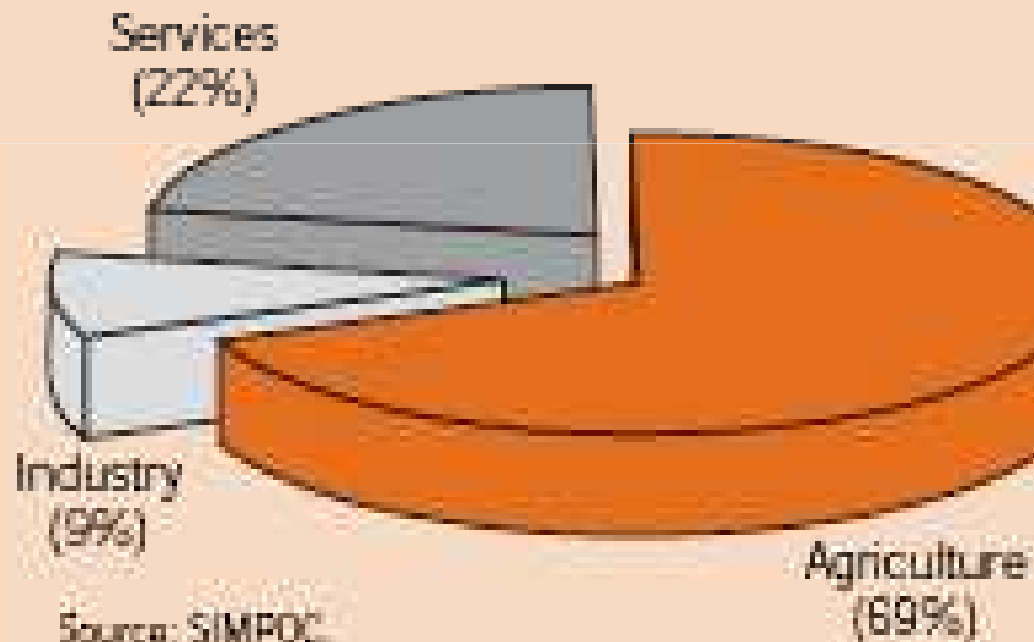


- **What?**
- **Where?**
- **Why?**



Child Labour per sector

Figure 1.3. Working children, distribution by sector, 2004





– Minimum Age Convention No.
138, (1973)

– Worst Forms of Child Labour
Convention No. 18 (1999)



Minimum age for admission to employment or work

	In general	Developing countries
General	15 years	14 years
Light work	13 years	12 years
Hazardous work	18 years	

Minimum age Convention (no. 138)

The worst forms of child labour

- All forms of slavery
- Prostitution or pornographic purposes
- Illicit activities, in particular the production and trafficking of drugs
- Work which is likely to harm the health, safety or morals of the child



Impacts and challenges



What can be done to combat child labour at the workplace?



What can be done to combat child



labour at the workplace?

- Adhere to minimum age provisions
- Use adequate and reliable mechanisms for age verification
- If child labour is found, take measures to remove it
- Exercise influence on the supply chain
- Develop and implement mechanisms to detect child labour





What can be done in



the community of operation?

- **Contribute where possible to broader community efforts to eliminate child labour**
- **Work in partnership with other companies, sectoral association and employers organisations to develop an industry wide approach to address the issue and build bridges with trade unions, law enforcement authorities , labour inspectorates and others**
- **Establish or participate in a task force or committee on child labour within employers organisation at local, state or national level**



What can be done to combat forced in the community of operation?

- Support the development of a National Action Plan against child labour**
- Within company's sphere of influence participate in prevention and re-integration programmes for former child labourers**
- Where possible participate to national and international programmes including media campaigns and coordinate with local and national authorities , workers organisations and other stakeholders**

Exercise :

- Sharing good practices

