

International Labour Organization (ILO)



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N a m e o f R e s o u r c e	R203 - Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)
T y p e	Policy recommendations
C o u n t r y / j u r i s d i c t i o n	Global
O r g a n i z a t i o n	International Labour Organization
I n i t i a t i v e l a u n c h d a t e	11 June 2014

Description	The recommendation provides detailed technical and practical guidance to States on the implementation of Protocol 29 in the areas of prevention, protection, and access to justice and remedies, such as compensation, enforcement, and international cooperation. The recommendation supplements both Protocol 29 and the Forced Labour Convention. As a non-binding instrument, Recommendation 203 is not open to ratification. Provisions of Recommendation 203 include: Regulating labour recruiters and employment agencies, and eliminating recruitment fees charged to workers; Supporting the private sector to address the risks of forced labour in their own operations, as well as those of their suppliers; Immediate and long-term assistance for victims, taking into account the safety of the victims and their family members, and the protection of their privacy and identity, regardless of the victims' willingness to cooperate in criminal or other proceedings; A reflection and recovery period for foreign victims, as well as temporary or permanent residence permits and access to labour markets, irrespective of their legal status; and International cooperation to prevent and address the use of forced labour by diplomatic personnel.
Availability	ARA, DEU, ENG, FRA, RUS, SPA, ZHO: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NOR::P12100_INSTRUMENT_ID:3174688

Name of Resource	Global Labour Recruitment in a Supply Chain Context
Type	Report / analysis
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	2015
Description	The paper is the result of a yearlong inquiry into possible courses of action that would address the recruitment governance gap, with particular attention to the abuses that affect a large number of workers. It only lightly touches on problems with recruitment and the factors impeding its regulation that are well-documented elsewhere. Instead, it seeks to explain why the market for recruitment operates as it does and to propose responses that address those market factors directly. It is written with recruitment from Mexico to the United States in mind, but its goal is also to offer insights relevant to other origin and destination corridors that share some of the key features of the Mexico-U.S. setting.
Availability	ENG: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_377805.pdf

N a m e o f R e s o u r c e	Regulating labour recruitment to prevent human trafficking and to foster fair migration: Models, challenges and opportunities
Ty p e	Report/analysis
C o u n t r y / j u r i s d i c t i o n	Global
O r g a n i z a t i o n	International Labour Organization
I n i t i a t i v e l a u n c h d a t e	2015
D e s c r i p t i o n	The purpose of the paper is to contribute to a better understanding of international labour standards and their application with regards to labour recruitment, regulatory models and approaches aimed at preventing human trafficking and exploitation of workers in the recruitment process and models of enforcement to ensure compliance with national law and international standards. Special emphasis is put on the protection of migrant workers in the context of cross-border recruitment and placement. The paper aims to present a basic framework for identifying emerging good practices for further discussion. As such, it can also be used as a preliminary baseline for the implementation of the second strategic objective of the International Labour Organization's Fair Recruitment Initiative—strengthening laws, policies and enforcement mechanisms to protect workers from abusive and fraudulent recruitment practices. While the extent and manifestations of those abuses have been extensively covered by other reports, there is now a need to focus on emerging practices to enhance protection of workers from abuse, especially in the context of cross-border migration. The paper is primarily a descriptive presentation of international labour standards and national laws, regulations and enforcement mechanisms. It focuses in particular on private recruiters and employment agents. It is presented as a work in progress to solicit feedback and comments to further enhance research design and develop a rigorous baseline against which progress can be measured in the future.
A v a i l a b i l i t y	ENG: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_377813.pdf



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The Global Voice of Business

N a m e o f R e s o u r c e	Combating Forced Labour: A Handbook for Employers and Business
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Type	Guidance on policy / legislation implementation
Country / jurisdiction	Global
Organization	International Labour Organization, International Organisation of Employers
Initiative launch date	25 June 2015
Description	The Employers' Handbook on forced labour offers updated guidance to employers on what forced labour is, how to detect it and effective ways to combat it, thereby ensuring that business operations remain free of such practices. In a series of seven booklets, the handbook provides guidance on preventive and remedial action, reviews good practice in combating forced labour, and presents information relevant to senior business managers, human resource personnel, sourcing and social compliance staff, social auditors and others. Booklet 6 gives a set of practical reference guides that identify some of the concrete measures and benefits that companies can take to address forced labour and trafficking.
Availability	ENG, ZHO: http://www.ilo.org/global/topics/forced-labour/publications/WCMS_101171/lang--en/index.htm



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The Global Voice of Business

Name of Resource	How to do business with respect for children's right to be free from child labour: ILO-IOE child labour guidance tool for business
Type	Guidance on policy / legislation implementation
Country / jurisdiction	Global
Organization	International Labour Organization, International Organization of Employers
Initiative launch date	15 December 2015
Description	The Child Labour Guidance Tool was created as a resource for companies to meet the due diligence requirements laid out in the UN Guiding Principles on Business and Human Rights, as they pertain to child labour. The guidelines aim to improve global supply chains governance, due diligence and remediation processes to advance the progressive elimination of child labour. They focus on the three "H's": Hiring: end the practice of hiring children; Hazards: eliminate hazardous child labour; Hours: reduce the working hours of any children above the minimum age to ensure that they do not work more than the number of hours allowed under national law for light work and regular work. The Guidance Tool explores what is expected of companies when seeking to prevent and address impacts deep in the supply chain, including working together with other actors, particularly governments. The Guidance Tool refers to the relevant international standards of the ILO, and reflects the experiences of individual companies that are working to implement the UN Guiding Principles on Business and Human Rights.

Availability	ARA, ENG, FRA, SPA: http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_27555/lang--en/index.htm
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Name of Resource	Harkin-Engel Protocol (Cocoa Protocol) Framework of Action to Support Implementation of the Harkin-Engel Protocol
Type	Legislation, Guidance on policy / legislation implementation
Country / jurisdiction	US, Côte d'Ivoire, Ghana
Organization	International Labour Organization
Initiative launch date	2016
Description	The Harkin–Engel Protocol, sometimes referred to as the Cocoa Protocol, is an international agreement aimed at ending the worst forms of child labour (according to the International Labour Organization's Convention 182) and forced labour (according to ILO Convention 29) in the production of cocoa, the main ingredient in chocolate. The Protocol's Framework of Action aims to significantly reduce the worst forms of child labour in coca producing areas of Côte d'Ivoire and Ghana through collaboration with key stakeholders to provide and support remediation services for children removed from the worst forms of child labour, including education and vocational training, protective measures to address issues of occupational safety and health related to cocoa production, and livelihood services for the households of children in cocoa growing communities; the establishment and implementation of a credible and transparent sector-wide monitoring system across cocoa growing regions in the two countries; and the promotion of respect for core labour standards.
Availability	ENG: https://cocoainitiative.org/wp-content/uploads/2016/10/Cocoa_Framework_of_Action_9-12-10_Final-1-1.pdf

Name of Resource	Report IV - Decent work in global supply chains. International Labour Conference, 105th Session, 2016
Type	Report / analysis
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	2016
Description	The report offers an important opportunity for the International Labour Organization constituents to gain a better understanding of how engagement in global supply chains can contribute to sustainable development, inclusive economic growth and decent work for all. Many studies have explored the economic and trade dimensions of global supply chains; however, less attention has been paid to the implications for employment, working conditions and labour rights, including freedom of association and collective bargaining. The report therefore has an original contribution to participate in the global debate.
Availability	ENG: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_468097.pdf

Name of Resource	Promoting Decent Work in Global Supply Chains in Latin America and the Caribbean. Key Issues, Good Practices, Lessons Learned and Policy Insights
Type	Report / analysis
Country / jurisdiction	Global

O r g a n i z a t i o n	International Labour Organization
I n i t i a t i v e l a u n c h d a t e	January 2016
D e s c r i p t i o n	The study has been conducted to increase understanding and provide an overview of key questions around the operation and impacts of Global Supply Chains in Latin America and the Caribbean and also as an input to the background document for the 2016 International Labour Conference General Discussion. The report is based on a desk-based review, drawing upon existing studies of global supply chains to examine their impacts and implications for the development of domestic firms, their contribution to productive transformation and structural change and their impacts on the quantity and quality of jobs in the Latin America and the Caribbean region. It situates the expansion of global supply chains in the region within an analytical framework that recognizes both the economic and social upgrading dimensions and the impacts also on both firms and workers. Special attention is given to the mechanisms for governing the terms and conditions of engagement between firms and workers in the global supply chains, with the aim of identifying ways to jointly pursue the goals of raising competitiveness and of promoting productive employment and decent work.
A v a i l a b i l i t y	ENG: http://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/publication/wcms_503754.pdf

Name of Resource	Sectoral Studies on Decent Work in Global Supply Chains
Type	Report / analysis
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	6 April 2016

Descript ion	The report comprises a comparative analysis of good practices by multinational enterprises in the four sectors to help understand constituents' capacity-building needs and identify potential areas for future work. The analysis carried out under this project helped inform the 2016 discussion and feed into the preparations and possible follow-up to the International Labour Conference discussion. The report examines good practices and voluntary initiatives to promote decent work. These initiatives vary in their scope and governance, particularly regarding social dialogue and worker representation, which affects their potential to promote decent work within the chemical global supply chains. The report uses a methodological approach based on a review of voluntary initiatives and an analysis of primary and secondary documentation including media reports and academic literature.
Availabil ity	ENG: http://www.ilo.org/sector/Resources/publications/WCMS_467295/lang--en/index.htm

Name of Resource	Protocol of 2014 to the Forced Labour Convention, 1930
Type	International legal norms
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	November 2016
Description	The protocol obligates state parties to provide protection and appropriate remedies, including compensation, to forced labour victims and to sanction the perpetrators. It also obligates state parties to develop "a national policy and plan of action for the effective and sustained suppression of forced or compulsory labour".
Availability	ARA, DEU, ENG, FRA, RUS, SPA, ZHO: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NOR::P12100_ILO_CODEU:P029

Name of Resource	General principles and operational guidelines for fair recruitment
Type	Guidance on policy / legislation implementation
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	1 December 2016
Description	The objective of these non-binding International Labour Organization general principles and operational guidelines for fair recruitment is to inform the current and future work of the International Labour Organization and of other organizations, national legislatures, and the social partners on promoting and ensuring fair recruitment. These principles and guidelines are derived from a number of sources. The primary sources are international labour standards and related International Labour Organization instruments. Other sources and good practices have also been consulted. The principles and guidelines are intended to cover the recruitment of all workers, including migrant workers, whether directly by employers or through intermediaries. They apply to recruitment within or across national borders, as well as to recruitment through temporary work agencies, and cover all sectors of the economy.
Availability	ENG: http://www.ilo.org/global/topics/fair-recruitment/WCMS_536755/lang--en/index.htm

Name of Resource	Work in Fishing Convention No. 188 (2007)
Type	International legislation / policy
Country / jurisdiction	Global
Organization	International Labour Organization
Initiative launch date	16 November 2017
Description	The Work in Fishing Convention sets the basic standards of decent work in the fishing industry. Convention No. 188 sets out binding requirements to address the main issues concerning work on board fishing vessels, including occupational safety and health and medical care at sea and ashore, rest periods, written work agreements, and social security protection at the same level as other workers. It aims to ensure that fishing vessels are constructed and maintained so that fishers have decent living conditions on board. The Convention helps prevent unacceptable forms of work for all fishers, especially migrant fishers. It provides for regulation of the recruitment process and investigation of complaints by fishers. This could help prevent forced labour, trafficking and other abuses. States ratifying Convention No. 188 commit to exercising control over fishing vessels, through inspection, reporting, monitoring, complaint procedures, penalties and corrective measures, and may then also inspect foreign fishing vessels visiting their ports and take appropriate action.
Availability	ARA, DEU, ENG, FRA, RUS, SPA, ZHO: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NOR::P12100_ILO_CODEU:C188