

**Regional Workshop on Forced Labour and Human Trafficking
for Trade Union Leaders in Africa**

International Trade Union Confederation
African Regional Organisation (ITUC-AFRICA)
(ITUC – Solidarity Center – ILO)

7-9 July 2008
Nairobi, Kenya

We, the Representatives of trade unions in Africa, meeting at the Panafric Hotel in Nairobi, Kenya from 7 to 9 July 2008 for capacity building regional workshop on forced labour and human trafficking take great pleasure in submitting the workshop conclusions and recommendations as follows:

General Recommendations:

- Recognition and enforcement of ILO core labour standards and the “Decent Work” agenda for all workers regardless of nationality or status, including the freedom of association and the right to organise, freedom from forced labour, child labour and discrimination.
- Cooperation promoted between all stakeholders – governments (including labour inspectors), trade unions, employers, friendly NGOs, community organisations, faith-based organisations, and other members of civil society.
- Tripartite discussions on developing strategies to combat forced labour and human trafficking, including sanctions and means of prosecution of perpetrators.
- All tripartite bodies must be made aware of memorandas of understanding and, bilateral or multilateral agreements between countries on migration.

- Target forced labour and human trafficking actions in key sectors and areas, including but not limited to: agriculture, fishing, mining, domestic work, hotel/tourism, begging, health, education, commercial sex work, EPZs, transport, and in particular focusing on migrant workers and workers in the informal economy.
- Targeted information campaigns to groups of people at high risk, develop and emphasise the role of embassies in providing rights based information to migrant workers.
- International organisations and donors should recognise and strengthen the role of trade unions and other members of civil society as partners for tackling forced labour and human trafficking.

Specific Recommendations directed to Governments:

- Independent and comprehensive national surveys should be conducted in order to identify the categories and numbers of victims in all African countries. These statistics should be broken down to show the number of women, children, migrants, indigenous, etc. as well as the industry where victims are being exploited. This would allow more specific remedies to be developed.
- Adequate legislation and a clear definition of trafficking, active control and effective sanctions as well as witness protection and whistle-blower schemes.
- Clear regulation of overseas employment, and of employment agencies and labour recruiters.
- More resources and reinforcement of labour inspection services. Close cooperation between labour inspectors and unions to increase implementation and enforcement.
- Ratification and adequate implementation of relevant ILO Conventions and the UN Trafficking Protocol.

- Explicit inclusion of the ILO core labour standards including prohibitions on the use of forced labour and child labour, freedom from discrimination and the freedom of association and the right to organise in trade agreements.
- Intensify action to ensure the respect of human and labour rights in unregulated and unprotected parts of the economy, including the freedom of association for migrant workers. Respect for all (un)documented migrant workers, restitution, compensation and social inclusion of victims.
- Develop a referral system to identify trafficked persons and refer them to assistance, set up a national coordination structure involving trade unions, governmental and non-governmental agencies.
- Mandates of labour ministries should include migrant worker issues.
- Step up actions against institutional corruption.
- Increase monitoring of supply chains, including the involvement of trade unions
- Enact and implement rights-based migration legislation

Specific Recommendations directed to Employers:

- Companies should have policies and include provisions in collective bargaining agreements to ban forced labour and human trafficking, including respect for worker representation, principles of non-discrimination, minimum age, regular and direct payment of wages and prohibiting the confiscation of personal documents and the use of violence and intimidation.
- This policy is to be embodied in all contracts with joint ventures partners, suppliers and subcontractors including external employment agencies.
- Framework agreements must make reference to the elimination of forced labour and human trafficking
- Employers in EPZs must respect all core labour standards and national labour laws
- Compliance has to be monitored in all stages of the supply chain with the involvement of independent trade unions. Complaint mechanisms should be adopted. Employer organisations must increase vigilance to ensure that forced labour and human trafficking is not used in any point along the supply chain.

Specific Recommendations directed to Trade Unions:

- Establish a Regional Network with focal points in each country, coordinated by the ITUC-AFRICA. Create Forced Labour and Human Trafficking Desks (focal points) in each national centre responsible for coordinating national and regional activities.
- Provide information to the Regional Network and the international ITUC website on trade union action against forced labour and human trafficking.
- ITUC-AFRICA and national trade union centres should develop training materials, organize training for trade unions and provide technical assistance and support for trade union action plans.
- Every trade union should be involved. It's a problem that affects every country.
- National trade union centres should ensure their political commitment and support for actions against forced labour and human trafficking, and must be explicitly integrated into the agenda of national trade union centres.
- Mobilize and allocate the necessary funding and resources to address the issue.
- Promote sub-regional and bilateral agreements between trade union centres in different countries on migrant worker, forced labour and human trafficking.
- Compile a database of cases of forced labour and human trafficking through the national trade union centre.
- Inform migrant workers of their rights, and provide contact information for trade unions in both the country of origin and destination.
- Establish organising campaigns for migrant workers and workers in the informal economy.
- Intensify the trade union fight against the worst forms of child labour, and specifically children working in forced labour and child trafficking.
- Reinforce the ongoing work of trade unions against the exploitation of domestic workers and support the adoption of an ILO Convention on the protection of the

rights of domestic workers. Provide domestic workers with savings and credit mechanisms.

- National trade union centres must advocate for forced labour and human trafficking to be integrated into social dialogue mechanisms, at national level with governments, at local level with employers, and at international level in international forums.
- Conduct targeted awareness-raising campaigns.
- Proactively promote an understanding among government, NGOs, civil society and the public about the role of trade unions in combating forced labour and human trafficking.