

**REPORT ON A THREE DAY CAPACITY BUILDING REGIONAL WORKSHOP
ON FORCED LABOUR AND HUMAN TRAFFICKING ORGANISED BY THE
ITUC-Africa AT THE PANAFRIC HOTEL IN NAIROBI, KENYA
FROM 7 TO 9 JULY 2008**

Introduction

The International Trade Union Confederation – African Regional Organisation (ITUC-Africa) in collaboration with the International Trade Union Confederation (ITUC), International Labour Organisation (ILO) and American Center for International Labor Solidarity (ACILS) organised a three day Capacity Building Regional Workshop on Forced Labour and Human Trafficking for Trade Union Leaders in Africa at the Panafric Hotel in Nairobi, Kenya from 7 to 9 July 2008.

In specific terms, this workshop was aimed at information sharing among participants and facilitators with a view to improving understanding on how to urgently tackle the problem of forced labour and human trafficking, especially within the African region.

This high profile regional capacity building workshop afforded participants an opportunity to deepen their understanding about the legal definitions and concepts of forced labour and human trafficking. It also enabled participants to dwell on ILO standards and their implementation mechanisms, global and regional trends in forced labour and human trafficking. Besides the workshop helped participants to receive briefing about the global trade union alliance to combat forced labour and human trafficking and how to strengthening the international trade union movement's capacity in the fight against forced labour and human trafficking. Country reports on forced labour and human trafficking were presented and thoroughly discussed. A regional trade union strategy against forced labour and human trafficking developed as a composite report from three separate group reports was adopted and this provided the basis for the drafting of the workshop conclusions and recommendations. The priorities for ITUC-Africa Action Plan with particular emphasis on forced labour and human trafficking were presented and discussed. Conclusions and recommendations reflective of the concerns arising out of the three day interactive and highly participative discussions were adopted and approved for distributions to various stakeholders.

The workshop brought together 24 participants drawn from COTU-K (Kenya), CNTS (Senegal), CSTM (Mali), CGTA (Mauritania), CESTRAR (Rwanda), CSC (Democratic Republic of Congo), CNT (Niger), CNTB (Burkina Faso), CETU (Ethiopia), DIGINITE (Cote d'Ivoire), GTUC (Ghana), NLC (Nigeria), OTM-CS (Mozambique), TUCTA (Tanzania), UDT (Djibouti), USLC (Cameroon), ACILS (Kenya), ITF (Kenya) and IUF (South Africa).

The workshop was co-facilitated by Ms Caroline O'Reilly, Senior Specialist Special Action Programme against Forced Labour and Human Trafficking, ILO, Ms Christina Holmgren, Senior Labour Standards Specialist, International Labour Sub Regional Office, Addis Ababa, Ethiopia, Ms Neha Misra, Senior Program Officer – Africa Region and Global Coordinator – Human Trafficking and Migrant Workers Program of ACILS,

Mr. Rick Hall, East Africa Country Program Director of ACILS, Brother Kwasi Adu-Amankwah, General Secretary of ITUC-Africa and Mr. Jeroen Beirnaert, Coordinator, Global Trade Union Alliance to Combat Forced Labour and Human Trafficking, ITUC. Mr. Paul Derrick, Mr Servais Akpaca, Mr. Slyvain Kiza and Mr. Kenneth from the ITUC-Africa provided relevant support services that in no small measure contributed to the successful hosting of the workshop. The workshop was co-ordinated by Brother Mban Kabu, Education Officer of the ITUC-Africa.

Opening Ceremony

The official opening ceremony of this three day regional capacity building regional workshop was graced by Honourable Moses M. Wetang'ula, Minister of Foreign Affairs and International Cooperation, Honourable Sospeter Ojaamong, MP, Assistant Minister of Labour and Human Resource Development, Honourable Cheptumo Kipkorir, MP, Assistant Minister of Justice, National Cohesion and Constitutional Affairs, Honourable Robert Monda, MP and Chairperson, Parliamentary Committee on Health, Social Welfare and Labour, the Deputy Executive Director of Federation of Kenya Employers, the Commissioner of Labour, other Civil Servants, officials of COTU-K, facilitators, participants, staff of ACILS, representatives of various media houses, the General Secretary and other staff members of the ITUC-Africa secretariat.

The Minister of Foreign Affairs and International Cooperation delivered the keynote address in which he expressed profound thanks to the organisers for according Kenya through COTU-K to host this all-important capacity building regional workshop. Honourable Wetang'ula in his address noted that it was incumbent upon all of us to take keen interest in global ramifications related to forced labour and human trafficking as freedom from forced labour or compulsory labour is one of the most important human rights aspects and is universally banned. Honourable Watang'ula further stated that despite the universal condemnation of forced labour, millions of persons around the world were still subjected to it. Observed that globalisation, which is been driven by neo-liberal policies has contributed to a surge in trafficking in persons and affects mainly developing countries. He pointed out that domestic workers were trapped in situations of forced labour and in most cases they are restrained from leaving the employers' houses through threats or violence. He therefore urged trade union leaders to be vigilant and identify these situations and bring them to the attention of the competent authorities.

He informed his audience that he was aware that Kenya is a source, transit and destination country for trafficked persons for forced labour and sexual exploitation. "Investigations reveal the sad reality that Kenyans are trafficked to other parts of the world mostly our sub-region, Europe, Australia, Africa and Middle East countries for domestic servitude, forced labour and sexual exploitation. Moreover, reports reveal that trafficked women and children from South Asian countries transit through Kenya while others from the sub-region also go through Kenya en route to Southern Africa and Middle East. In addition, Kenyan children are trafficked internally, especially from rural to urban areas for domestic servitude, street vending, farming, and sexual exploitation. Forced labour today also affects migrant workers who are transported from their countries or

communities of origin. This is very rampant in Africa as workers search for greener pastures in Europe, Middle East and across borders in other African countries but end up in slave-like conditions,” he explained.

Honourable Wantegu’la made the clarion call to trade union leaders on the need for them to raise awareness among Africans about forced labour and human trafficking issues and to educate them on the dangers of engaging in illegal migration. He emphasized that countries need to protect victims of trafficking and met out effective punishment for perpetrators. He urged that trade union leaders to continue with their role in identifying forced labour and human trafficking and be conversant with the various international instruments prohibiting the use of forced labour namely the Universal Declaration of Human Rights (1948) which prohibits slavery and servitude; ILO Conventions Nos. 29 and 105 which prohibit forced labour in all its form. He explained that these two ILO Conventions were ratified by Kenya in 1964 and has ensured adherence to the same. He appealed to all African governments to ratify these Conventions and to make them fully operational.

Furthermore, Honourable Wantegu’la informed the gathering that the government of Kenya was sensitising civil servants and the wider public on issues of trafficking in persons to enhance their to deal with this global vice. “We at the Ministry of Foreign Affairs engage all stakeholders including the International Organisation for Migration (IOM) and other friendly Governments in this endeavour. Towards this end, the newly created Foreign Service Institute within his Ministry will continue to facilitate seminars and for a where these issues could be discussed,” he averred.

In conclusion, the Minister reiterated that the governments and trade unions should continuously condemn forced labour and human trafficking as it is a global problem that continues to affect all. He formally declared the workshop formally closed.

Brother Francis Atwoli, Secretary General of the Central Organisation of Trade Unions in Kenya (COTU-K) in his opening remarks welcomed all the participants more particularly those that had come from outside Kenya. He intimated that the workshop should serve as a platform for the exchange of ideas and for reinforcing the capacity of participants on forced labour and human trafficking. He noted that the ILO since its inception in 1919 has been concerned with the fight against forced labour, child labour and human trafficking as evidenced by its adoption of relevant Conventions including C.29, C.105, C.138 and C.182 which prohibit these vices.

Furthermore, Brother Atwoli observed that poverty and its predisposing factors, poor working conditions, civil unrest, armed conflicts, labour market imperfections, and lack of effective anti-trafficking legislation were the mainstay of forced labour and human trafficking in Africa. He pointed out that the trade unions as mass-based grassroots’ workers’ organisations were uniquely placed to address these problems through the pursuance of the decent work agenda. He therefore called on his colleague labour leaders to step-up effort to achieve the decent work agenda in terms generating quality

employment in quantity, ensuring social protection, social dialogue and protection of rights at work for the benefit of all and sundry.

Brother Kwasi Adu-Amankwah, General Secretary of the ITUC-Africa, acknowledged that their involvement in this field of work has been minimal to date and restricted largely to the Eastern African sub-region, where the former ICFTU-AFRO was able to carry out a few activities from 2005 to 2007 through the invaluable assistance given to African trade unions by the American Centre for International Labour Solidarity (ACILS). He noted however that the problem of human trafficking and forced labour was real and exist in Africa in many forms including debt bondage, sexual slavery, prostitution, pornography, involuntary servitude, indentured labour and conscription within the ranks of fighting forces.

He maintained that the policy of the independent trade union movement worldwide is to promote and defend human and trade union rights including the fight against forced labour and human trafficking. “We know that this fight cannot be won overnight. It will take time, but we are convinced that it is possible to do it. We are aware that the solution to forced labour and human trafficking cannot be found in one institution, nor can it be found in one activity. The elimination of these anti-social phenomena would require the will, the determination and resources of governments, various organisations and institutions. The approach should combine the efforts of the people” he explained. He therefore expressed the hope that the workshop would take another step forward in enhancing the trade unions to continue in the fight against forced labour and human trafficking by paying attention to on how to intensifying awareness raising campaigns, building platforms for networking among themselves and forging strategic partnerships with other stakeholders. He urged the participants to focus on preventive, protective and rehabilitation measures and to develop strategies that could ensure strong union presence in sectors of the African economies that are prone to forced labour and human trafficking. In concluding his remarks, Brother Adu-Amankwah thanked the cooperating partners – ILO, ACILS and ITUC for the invaluable support that has led to the holding of this regional capacity building workshop on forced labour and human trafficking.

Ms Caroline O’Reilly, Senior Specialist Special Action Programme against Forced Labour, ILO in speaking during at the opening ceremony said that it was a great pleasure and honour for her to be here with us at this first regional capacity-building workshop for trade union leaders in Africa on combating forced labour and trafficking -- a subject which she said was dear to her heart as it was to yours. She opined that the African trade union leaders may or may not be aware that they have in fact leapfrogged their brothers and sisters in Asia. “It was originally planned that this first workshop would be held in the Asian region – but you have managed to organise this important event faster than them,” she pointed out.

She extended greetings from the ILO in Geneva, and in particular from the head of the forced labour programme, Mr Roger Plant, who she said had very much wanted to be with you here today but was unable to do so because he was still travelling back from a visit to Asia.

“It is certainly very heartening to see the presence of so many people here, and such high-level representation, signalling clearly the high degree of political commitment on the part of the government of Kenya and of the trade union movement to take very seriously the eradication of forced labour and trafficking,” she remarked.

Furthermore, she pointed out that she cannot overemphasize how important they at the ILO see the role of Trade Unions as partners in the broader global alliance against forced labour. “This Alliance was launched back in 2005, following the publication of the ILO Global Report with the same title. Through the Global Alliance, the ILO seeks to work with and strengthen the efforts of the tripartite constituents and other partners in their endeavours finally to put and end to the scourge of forced labour in the world today. It simply has no place in the 21st century,” she informed her audience.

“I am sure we all share this same objective,” she opined. “Forced labour and human trafficking represent the worst abuse of people – of workers – across the world. These are practices which rob their victims of their human dignity, strip them of all the human values which we hold dear. If anything is the antithesis of the decent work which we all espouse, which we all pursue and aspire to, then it is forced labour,” she pointed out.

Ms O’Reilly also pointed out that the challenge before us was big – “we estimate that there are a minimum of 12.3 million victims of forced labour and trafficking in the world today – but not so big as to be unattainable. We firmly believe that it can be achieved by working together and harnessing the energies of all partners, as part of and closely linked to broader efforts to achieve the Millennium Development Goals. And Trade Unions really do have a unique role to play in this – both in preventing the problems occurring and in reaching out and providing assistance to victims” he observed.

Turning to Africa, she said it seemed to us when preparing the last Global report in 2005 that of all the regions of the world, perhaps less was known about forced labour in this continent than elsewhere. “There are some exceptions, regarding for example child trafficking and slavery-related practices in some countries of West Africa. But by and large, there was a relatively limited knowledge base about forced labour in the African context, including on the conditions under which bad and exploitative working conditions can degenerate into forced labour. But I think things have moved on since then, and much more is known about the problems in Africa and how they can be tackled. Indeed, we are now in the process of preparing the next global report on forced labour to be discussed at the International Labour Conference in June 2009. This presents an excellent opportunity for trade unions to showcase and draw attention to the good work you have been doing. So I hope that during this workshop we will be able to share these experiences so they can be reflected in the next global report,” she informed her audience.

“On a final note, I would like to return to the link between forced labour and poverty. There can be little doubt that poverty is a major cause of forced labour. But poverty can never be legitimately used as an excuse for forced labour. Even against a backdrop of poverty, there are important steps that we all can and must take to put an end to forced

labour. For as long as forced labour exists, poverty can never effectively eradicated. By ending forced labour, people can get on the path to decent work, which is their best way out of poverty,” she emphasized.

Brother Rick Hall, East Africa Country Program Director for ACILS was down to earth in his statement when he noted that trade union leaders do understand the problems of workers and the voiceless in society. “We have also the experience in talking to workers and that as labour leaders we are action oriented. We identify problems and act on them in the most appropriate way. We find solutions to identified problems. We assist workers to find the path, we assist in removing them from fear and help them to initiate relevant actions to solve their problems,” he explained. He informed the gathering that ACILS will continue to engage in the drive to eliminate the vices of forced labour and human trafficking and will work closely with ITUC-Africa and some of its affiliates within the East African sub-region to curb this menace with might and main.

Other speakers at the opening ceremony were Honourable Sospeter Ojaamong, MP, Assistant Minister for Labour and Human Resource Development, Honourable Kipkorir, MP, Assistant Minister for Justice, National Cohesion and Constitutional Affairs, Honourable Robert Monda MP, Chairperson Parliamentary Committee on Health, Social Welfare and Labour and the Deputy Executive Director of Federation of Kenya Employers.

Proceedings

Introduction to the elimination of forced or compulsory labour

This topic was presented by Ms Christina Holmgren, Senior Labour Standards Specialist, International Labour Sub Regional Office, Addis Ababa, Ethiopia. She started her presentation by quoting Article II of the ILO Philadelphia Declaration which states that “fundamental objective of national and international policy is to create conditions whereby all human beings, irrespective of race, creed or sex, can pursue their material well-being and spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.” She alluded that all member states have an obligation to respect, by sole virtue of their membership to the ILO, the principles concerning: freedom of association and effective recognition of the right to collective bargaining (C.87 and C.98), elimination of forced labour (C.29 and C.105), abolition of child labour (C.138 and C.182) and elimination of discrimination (C.100 and C.111).

Ms Christina defined forced labour as all work or service which is exacted from any person under the menace of any penalty and for which the said person has not himself/herself voluntarily. The categories of work that are exempted from this definition were compulsory military service for work of purely military character; work or service performed as part of normal civic obligations, such as jury duty; work or service performed in emergency situations, such as flood, fire, famine, earthquake, etc; minor communal services, provided that members of the community agree on need for services; and certain forms of prison labour, only if work or service is a consequence of conviction

in court of law, carried under supervision and control of a public authority and not hired out to a private individual, company or association. She explained that the States that have ratified Conventions 29 and 105 are obliged to undertake measures to suppress forced labour in all its forms and to impose penal sanctions against defaulters. Furthermore, she pointed out that forced labour should never be used as a means of political coercion or education, or as punishment for political views; a method for mobilising labour for purposes of economic development; means of labour discipline; a form of punishment for participation in strikes; and means of racial, social, national or religious discrimination.

On the question of the specific situation for combating human trafficking, Ms Holmgren informed her audience that the ILO has no all-encompassing instrument to deal with this menace. However, she explained that Convention 29 was the most appropriate instrument to deal with the menace of forced labour alongside with other international instruments namely C.182 on the elimination of the worst forms of child labour; C.181 on private employment agencies – recruitment aspect; migrant workers Conventions Nos. 97, 143 on protection of migrant workers against abusive conditions; non-discrimination Convention No.111, freedom of association Convention No. 87 and the Palermo Protocol (2000). She concluded her presentation by providing information about the availability of opportunity for workers' organisations to comment on the report concerning adherence to the core labour standards submitted by their respective governments under Article 22 or for them to initiate a representation procedure under Article 24.

An enjoinder topic entitled **“Global Overview of Forced Labour and ILO action to combat it”** was introduced by Ms. Caroline O'Reilly, Senior Specialist Special Action Programme to combat Forced Labour, ILO. She estimated that 12.3 million people were trapped in forced labour in 2005 of whom 9.8 million were exploited by private agents, including 2.4 million in forced labour as a result of human trafficking. The remaining 2.5 million were those who were forced to work by the States or rebel groups. It was further illustrated that economic exploitation, state exacted and commercial sexual exploitation and mixed accounted for 64%, 20% and 16% of forced labour respectively in 2005. She pointed out that the problems of forced labour and human trafficking were global phenomena but that these vices were more prevalent in Asia-Pacific and Latin America-Caribbean regions. Women and girls were the most victims of both forced labour and human trafficking – with women and girls accounting for 98% of forced commercial sexual exploitation as compared to men and boys who accounted for just 2%. The percentage of women and girls in forced economic exploitation was given as 56% and that for men and boys as 44%. The global profits made from 9.8 million forced labourers in “private” economy were estimated at US\$44.3 billion per year (roughly US\$4,500 per victim per year). The global profits made from 2.5 million victims of trafficking amounted to US\$31.6 billion per year (approximately US\$13,000 per victim per year).

Ms O'Reilly cited examples of the means of coercion including restrictions on freedom of movement, physical confinement; violence and threats of violence (physical or sexual) against self or family members; retention of identity documents; threats of deportation or denunciation to authorities; exclusion from future employment or dismissal; deprivation

of basic necessities; removal of rights or privileges; financial penalties; birth into slave or bounded status; physical abduction or kidnapping; deception about true nature of work; induced indebtedness, debt bondage; withholding or non-payment of wages; and retention of identity documents. She explained that forced labour and human trafficking represent the worst abuse of people – of workers – across the world. “These are practices which rob their victims of their human dignity, strip them of all the human values which we hold dear. If anything is the antithesis of the decent work which we all espouse, which we all pursue and aspire to, then it is forced labour,” she pointed out. She concluded her presentation by outlining the various roles that should be played by different stakeholders in a global alliance against forced labour.

The Degradation of Work: Trafficking in Persons from a Labor Perspective

This topic was presented by Ms Neha Misra, Global Coordinator, Human Trafficking and Migrant Worker Programs Senior Program Officer, Africa Region, Solidarity Center, AFL-CIO, Washington, DC. She explained that TIP was a labour issue because is mostly linked to exploitation of labour; constitute the worst form of labour exploitation; has a devastating impact on labour markets as it contributed to depress wages for all workers, weakened workforce productivity, loss of remittances; and degradation of labour standards, support and benefits for workers. She explained that imbalances between markets and labour opportunities and growing inequalities between countries occasioned by globalisation were the driving force behind the moving of people in search of work. She distinguished between migration and trafficking noting that migration was characterised by choice and trafficking by coercion, deception or force. She however explained that in today’s global economy, migration and human trafficking were points along a spectrum and at each point, workers were vulnerable to exploitation. She identified the following as labour factors in human trafficking: restrictive immigration policies; non-protection of migrant workers by local labour laws; denial of migrant workers the right to organise and enjoy protection of core labour standards; informalization of the economy due to liberalisation, deregulation and privatization; illiteracy and ignorance; lack of legal status; discrimination; and reduction in social safety nets.

Questions and Responses

<i>Question</i>	<i>Responses</i>
How can you ensure that victims and witnesses of forced labour and human trafficking are protected?	<p>Protection of victims and witnesses should be guaranteed by both international and national laws.</p> <p>The identity of witnesses should not be disclosed to the wider public or in a situation where this is not case, witnesses should be assisted to relocate in a safe and protected environment.</p>

	Those who pose threats to victims and witnesses should be pursued by the States and the international community.
What can we do to ensure the effective enforcement of ratified Conventions?	<p>Undertake joint labour inspection activities.</p> <p>Trade unions to put in place their own mechanism for monitoring the enforcement of labour laws, especially those hinging forced labour and human trafficking.</p> <p>Impose stiffer penalties against defaulters to serve as a deterrent to others.</p> <p>Provide relevant training and education on forced labour and human trafficking to workers, employers, governments' officials including labour inspectors, judiciary and police and the wider public.</p>

The following comments were made during the general discussion session:

- The internal and external dimensions of the problem human trafficking in Africa were raised;
- It was made clear that forced labour and human trafficking were being perpetrated by neo-liberal policies.
- Indicators of forced labour are different from the causes of forced labour.
- Space should be provided in order to enable women to play a role in the fight against forced labour.
- Socio-cultural factors were noted to be contributing to the spread of the menace of forced labour and human trafficking.
- The proliferation of the informal economy, especially in situations where its workers are not unionised creates conditions for the flourishing of forced labour and human trafficking.
- The lack of alternative does not legitimise the practise of forced labour.
- Creation of decent working conditions and respect for the workers' rights are the ultimate solutions to forced labour and human trafficking.
- It is relevant to undertake periodic research in order to obtain scientific information about forced labour and human trafficking that can be distributed as a vital tool for development.

Country Reports on Forced Labour and Human Trafficking

The various country reports that were presented revealed that:

- The problem of forced labour and human trafficking was real in Africa.

- The problem of forced labour and human trafficking was increasing in Africa.
- Women and children were the most vulnerable social groups to these vices.
- Laws were in place in most African countries to eliminate child labour, forced labour and discrimination at work but that these were often not properly enforced.
- Some African countries have or are in the process of enacting policies and laws to curb the vice of human trafficking, e.g. Ghana, and Kenya.
- The ILO through the IPEC Programme was contributing greatly to the fight against child labour.
- The universal primary education has contributed to the reduction of the problem of child labour in many African countries.
- Neo-liberal economic globalisation policies, poverty, high unemployment, HIV/AIDS pandemic, political upheavals, corruption and discrimination as well as socio-cultural practices were noted to be the mainstay of forced labour and human trafficking.
- Children being forced to beg in the street by their Islamic teachers, forceful conscription of children into armed conflict and child pornography were cited as some of the worst forms of child labour in Africa.
- Internal human trafficking in persons is widespread in Africa and is as serious as the external dimension of trafficking. Europe, North America and Middle East countries were cited as the main destination of most migrant and trafficked persons from Africa.
- Victims of forced labour and human trafficking are often sexually and physically abused.
- There is virtually little or no union presence in sectors of the economies where migrant workers, victims of forced labour and human trafficking were concentrated, e.g. informal economy and EPZs.
- The problem of forced labour, child labour and human trafficking were man made and are resolvable.
- Forced labour and human trafficking are human tragedies of the 21st century. The trade union movement must put these issues high on its agenda and vigorously pursue them.
- A global social alliance inclusive of labour, employers, governments, NGOs, religious bodies and the wider civil society is necessary to fight the vices of forced labour, human trafficking and child labour.
- It is important to establish a clear understanding and definition about forced labour, migration, child labour and human trafficking.

Introduction to Global Trade Union Alliance against Forced Labour and Human Trafficking

This topic was introduced by Brother Jeroen Beirnaert, Coordinator Global Trade Union Alliance to Combat Forced Labour and Human Trafficking, ITUC. His presentation was placed in the context of the decent work agenda, the challenge of labour migration and the magnitude of forced labour and human trafficking as a global crisis.

From the outset, Brother Beirnaert emphasized that forced labour and human trafficking were causing downward pressure on wages and labour conditions, curtailing trade unions' privileged access to workers thereby adding to the problem of child labour, exploitation of women domestic workers, discrimination, migration, exploitation of informal economy workers and delaying the realisation of the goals of the decent work agenda. He pointed out that the Constitution of the ITUC requires it to "strive for the universal respect of fundamental rights at work, until child labour and forced labour in all their forms are abolished, discrimination at work eliminated and trade union rights of all workers observed fully and everywhere."

He informed the participants that a global project aimed at developing and disseminating a strategy to deal with forced labour and human trafficking in close cooperation and with financial support of the ILO was developed based on prior consultations and input from affiliated unions of the ITUC. The promotion of ratification and effective implementation of relevant ILO Conventions (C.29, C.105, C.81, C.129, C.181, C.97, and C.143); awareness raising targeting trade union leaders and members, the wider public; capacity building; addressing forced labour and human trafficking in bipartite and tripartite negotiations and agreements; design and adoption of trade union policies on forced labour and human trafficking; organising; poverty eradication; joint monitoring programmes; research; networking and cooperation with other stakeholders were highlighted as an organic part of the ITUC's global strategy to curb the menace of forced labour and human trafficking.

Priorities for ITUC-Africa Action Plan

This topic was presented by Brother Mban Kabu, education officer of the ITUC-Africa. He explained that the Programme of Action of the ITUC-Africa consisted of five thematic areas namely defending and promoting human and workers' rights; promoting equality and social protection; strengthening organisation; strengthening economic and social policy intervention; and revamping the administration and tools for building general and support services to a standard that will provide for the realisation of effective and full potential of ITUC-Africa's work.

Dwelling specifically on the defence and promotion of human and workers' rights, Brother Kabu outlined two strategic objectives which the ITUC-Africa aspires to achieve in this regards viz.

- To secure the integration of human and workers' rights into the agenda and processes of the AU's institutions;
- To raise activism of affiliates and their members on human and workers' rights in a selected number of African countries.

These two objectives, he went on would be realised through the implementation of a combination of activities including lobbying and negotiation with AU to integrate the ILO core labour standards as a Social Clause into the policies of all its relevant bodies; inclusion into the core portfolio of the APRM the task of ensuring accountability, transparency and effective monitoring of its Member States in their observance and

adherence to human and workers' rights; encouragement of affiliates to campaign for the ratification the core labour standards and other workers' rights Conventions; campaign for the enactment of ant-trafficking policies and laws; adoption and implementation of a sensible migration policy; ensure workers access to information on migration, job opportunities and official recruitment channels; provide training on rights issues; develop and disseminate relevant education materials; conduct research on forced labour and human trafficking in order to achieve a solid knowledge-base to inform the type of programmes desired to address these menaces; reduce people's vulnerability to both forced labour and human trafficking by helping them to understand their rights as workers, tackling issues of poverty and the lack of access to adequate social protection; support affiliates to undertake awareness campaigns including advocacy campaigns against human trafficking, child labour, forced labour and discrimination at work; develop and operationalise a regional policy and strategy that based on the ITUC's global strategy on labour migration, forced labour, child labour, human trafficking and discrimination; revamp networking and information sharing strategy; and engineer and maintain a climate of shared concern and solidarity among unions and their allies in civil society for defending and promoting workers' rights, combating child labour, forced labour, discrimination and human trafficking in Africa.

Presentation and adoption of workshop conclusions and recommendations

The conclusions and recommendations put together by a special workshop drafting committee were unanimously adopted. It is attached below for your perusal.

Closing Ceremony

A brief closing ceremony chaired by Brother Kwasi Adu-Amankwah, General Secretary was held. Various speakers during this ceremony expressed delight over the extent of the work that has been accomplished within a short space of time. They implore the participants to take part in the forced labour and human trafficking regional network and to carry forward the momentum generated at the workshop.

The workshop was declared formally closed by Brother Adu-Amankwah on 9 July 2008 at about 13:45.

Appendix

Workshop conclusions and recommendations