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Introduction to **case studies**:

ILO Indicators of forced labour

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ILO indicators of forced labour



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1. Abuse of vulnerability
2. Deception
3. Restriction of movement
4. Isolation
5. Physical and sexual violence
6. Intimidation and threats
7. Retention of identity documents
8. Withholding of wages
9. Debt bondage
10. Abusive working and living conditions
11. Excessive overtime

Key questions:

Have the workers entered into employment **voluntarily**? Are they free to leave employment if they like?

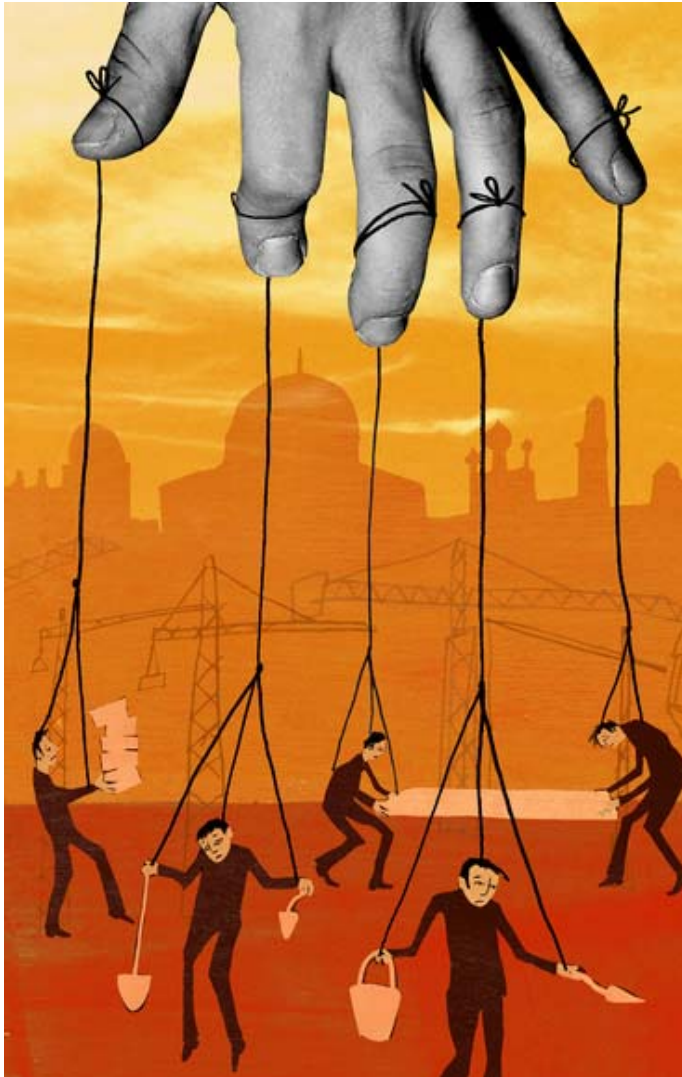
Are **penalties** or **threats** used to keep workers from leaving employment?



1. Abuse of vulnerability



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- **Taking advantage** of a worker's vulnerable position.
- **Abuse** of workers who e.g. lack knowledge of the local language, have few livelihood options, belong to a minority ethnic group, or have a disability.
- **Multiple dependency** on the employer for **work, housing, food and drink** makes workers more vulnerable to abuse.



2. Deception



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- **Deceptive recruitment practices and false promises**, for example, about:
 - Wages.
 - Working conditions.
 - Type of work.
 - Housing and living conditions.
 - Job location.
 - Identity of employer.
- Children often end up in forced labour because of **false promises made to their parents**.



3. Restriction of movement



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- **Restriction of workers' movement**, for example, through:
 - **Locking up** factory or dormitory doors.
 - Surveillance cameras and guards.
 - Prohibition to go outside without being accompanied by guards.



4. Isolation



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- Isolation in worksites, such as:
 - **Remote locations** far away from habitation.
 - Absence of means of transport.
 - **Confiscation of mobile phones** or other means of communication.
 - **Prohibiting contact with family and friends** or seeking help.



5. Physical and sexual violence



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- Subjecting workers, their family members or friends to **physical or sexual violence**.
- Forcing workers to take drugs or alcohol to control them.
- Forcing workers to undertake tasks that are not part of the initial agreement.
- Physical abduction or kidnapping.



6. Intimidation and threats



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- **Intimidation and threats** when workers complain or wish to quit their jobs, including threats of:
 - Physical or sexual violence.
 - Denunciation to authorities.
 - **Loss of wages or benefits.**
 - Confinement.
 - Loss of housing, food or drink.
 - Worsening of working conditions.
- **Psychological coercion** by insulting and undermining workers.



7. Retention of identity documents



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- Retention by the employer of **identity documents** or other **valuable personal possessions**.
- Retention deprives workers of the ability to travel, obtain other jobs, or access essential service.
- Workers need to be able to access their identity documents and personal possessions **on demand**.



8. Withholding of wages



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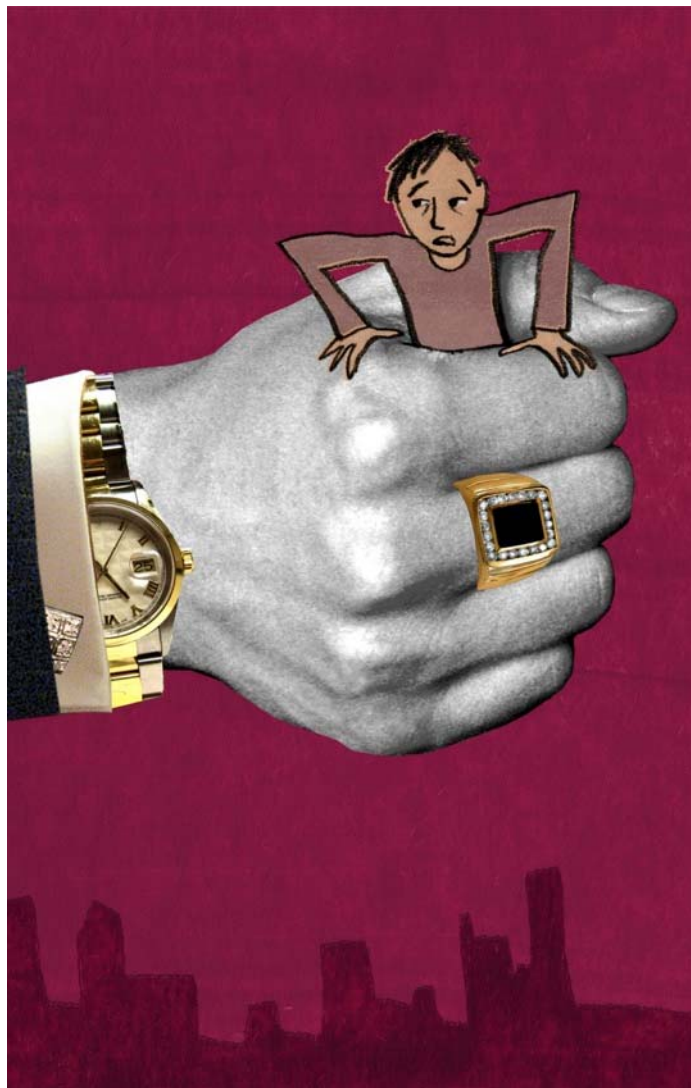
- **Withholding of wages** may amount to forced labour, if wages are **systematically and deliberately** withheld as a means to **compel workers to continue working for the employer**.
- Note: Irregular or delayed payment of wages does not automatically imply a forced labour situation.



9. Debt bondage



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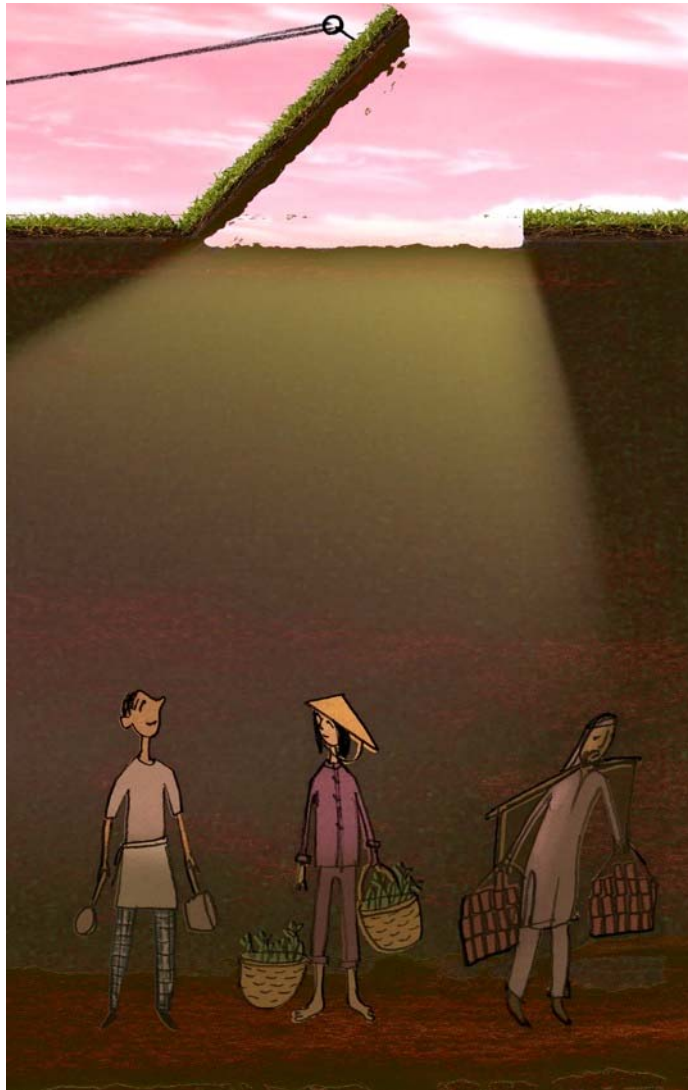
- **Debt bondage** situations arise, for example, from:
 - **Wage advances or loans** to cover recruitment and transport costs, or e.g. medical costs.
 - **Advance payments** to parents of children.
 - Manipulation of accounts.
 - **Excessive wage deductions** e.g. for food or drink.



10. Abusive working and living conditions



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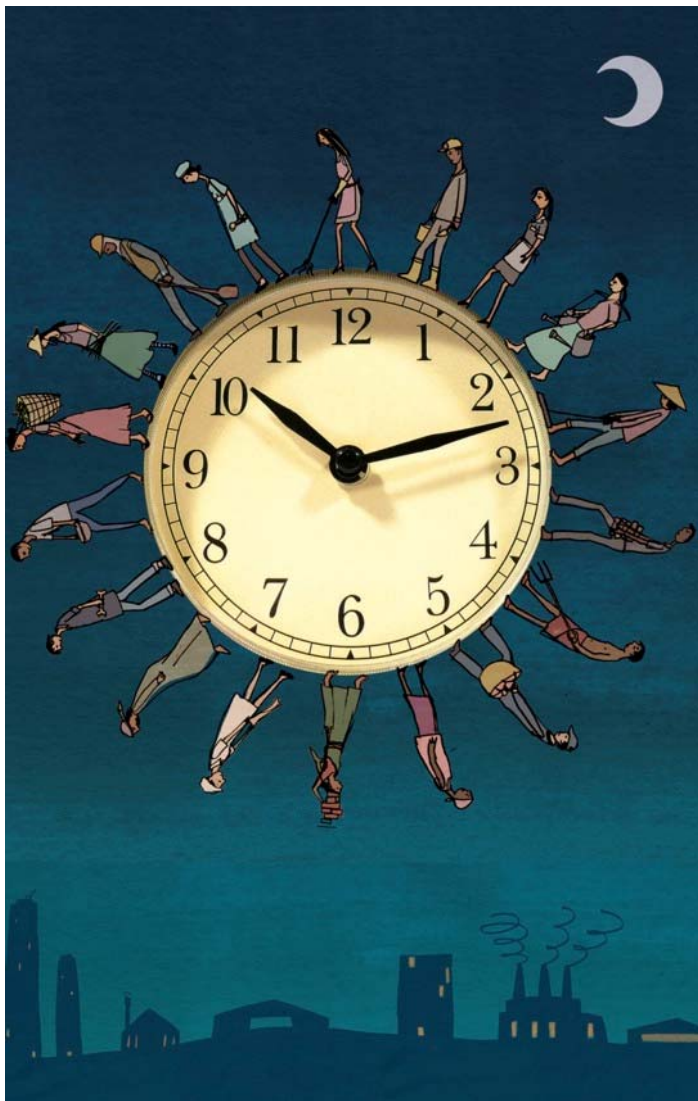
- Working and living conditions that workers would not freely accept, such as:
 - **Degrading, humiliating or dirty conditions.**
 - **Hazardous** conditions.
 - **Overcrowded** and unhealthy living conditions without any privacy.
- Substandard working conditions often involve severe breaches of labour law.



11. Excessive overtime



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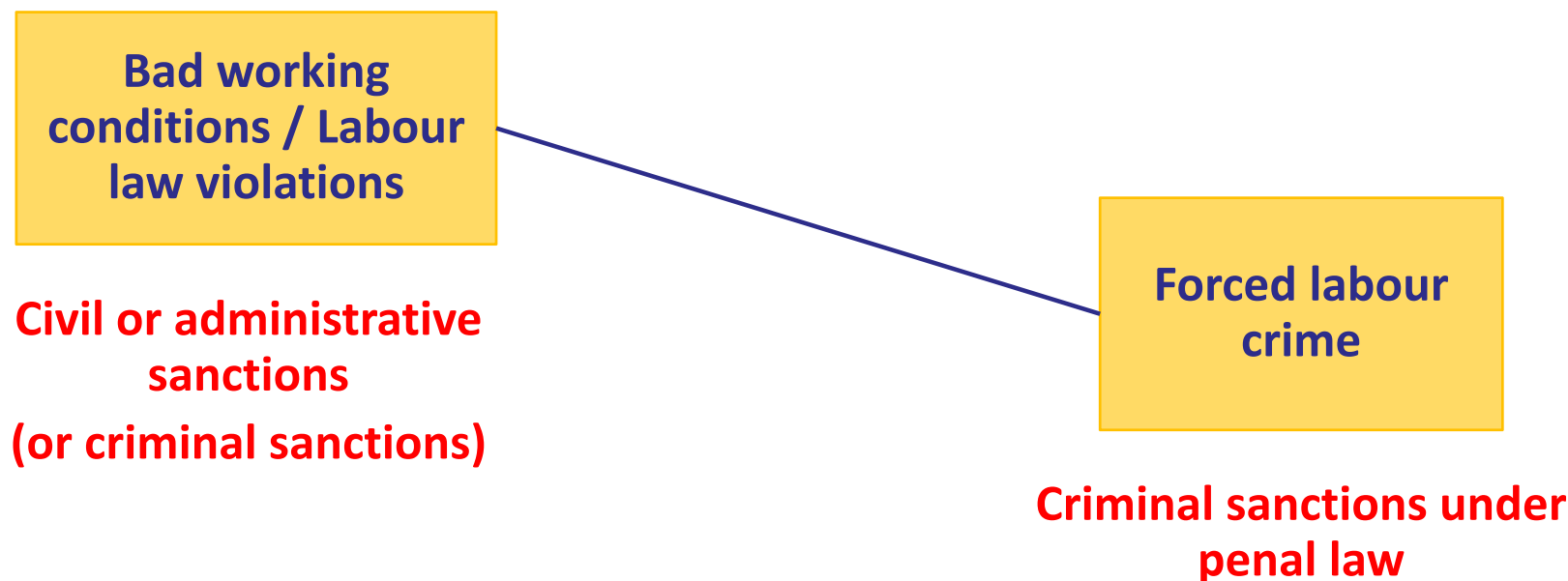
- Excessive overtime, denial of breaks and days off, etc.
- ILO Committee of experts: Forced overtime constitutes forced labour, if:
 - Workers have to work **more overtime than is allowed under national law**; and
 - They work under some form of **threat**; or
 - They cannot earn at least the **minimum wage** without working overtime.



Continuum of exploitation



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- ✓ Need to ensure better integration of labour and criminal justice to capture the **continuum of exploitation!**





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Thank you!

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