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Reporting on forced labour and fair recruitment:

An ILO toolkit for
Journalists in Nigeria

REPORTING ON FORCED LABOUR AND FAIR RECRUITMENT

AN ILO TOOLKIT FOR JOURNALISTS IN NIGERIA

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Reporting on Forced Labour and Fair Recruitment: An ILO toolkit for Journalists in Nigeria
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This toolkit was developed by the International Labour Organization (ILO). The ILO is a specialized agency of the United Nations which, since 1919, has brought together governments, employers and workers of 187 member States to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

This toolkit contributes to the Alliance 8.7 global partnership committed to achieving Sustainable Development Goal 8.7 to “eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour” worldwide. It further contributes to the realization of the Sustainable Development Goals 8.8 and 10.7 regarding the protection of labour rights and promotion of safe and secure working environments of all workers, including migrant workers, as well as to the facilitation of orderly, safe, and responsible migration and mobility of people.

ILO recognizes contributions made by the Federal Ministry of Labour and Employment, Nigeria Employers Consultative Association, Nigeria Labour Congress and Trade Union Congress, media, and Civil Society Organizations, as well as other stakeholders who actively participated during the process of contextualizing the toolkit for use in Nigeria.

The original ILO Media Toolkit was developed by Charles Autheman, Kevin Burden, Cassandre Guibord Cyr, Nicolás Castellano, Lou Tessier, Jane Colombini, Maria Gallotti, Mélanie Belfiore and Clara van Panhuys based on the lessons learned from several media engagement programmes of the ILO and other agencies.

The ILO Media Toolkit was adapted to Nigeria’s context by Emeka Xris Obiezu and Tunde Salman Jimoh and supported by Charles Autheman. The process involved several stakeholder engagements, including through reviews and inputs from media personnel and civil society organizations during pilot trainings on forced labour and fair recruitment practices.

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The present toolkit, including the accompanying glossary of key terminologies has been adapted for Nigeria within the framework of the FAIRWAY Programme, which is implemented by the International Labour Organization (ILO) with financial support from the Government of Switzerland. The FAIRWAY Programme is an inter-regional project that aims to improve conditions of labour migration across migration pathways from Africa to Arab States and better protect all migrant workers in vulnerable situations within the Arab states’ region, thereby enabling migrant workers to contribute more fully to sustainable development in both countries of origin and destination.

The authors of this toolkit and the authors of the various examples of reporting provided in this toolkit are respectively and solely responsible for the contents, and any opinions expressed within this publication does not reflect any official position of the ILO.

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INTRODUCTION

WHY USE THIS GUIDE?

This toolkit was created to help you report on fair recruitment and forced labour. You don't need any prior knowledge to browse through the content of the guide. You can work your way through the material in your own time and at your own pace.

We recommend that you follow the course in logical order, but it is not strictly necessary. If time is short, you can dip in to find the information you need most at the moment and return later to expand your knowledge.

THE ROLE OF THE MEDIA

“HOW I FLED POVERTY BUT ENDED IN THE HANDS OF RAPIST EMPLOYERS: NIGERIAN WOMEN WORKING IN MIDDLE EAST”¹

-“Eight years after graduating from one of the state-owned universities in the South-West without a job after several unsuccessful applications and interviews, Helen Omoniyi (not real name) decided to seek greener pastures in Dubai, the United Arab Emirates. She left Lagos on one Monday in June 2016 on a journey that she hoped would turn her life around. As she left the shores of the country, she had spent 28 years of her life, her mind pondered on many things all through the flight to Dubai, a rich city in the UAE known for luxury shopping, and ultramodern architecture, among others. I didn't know what life held for me in Dubai. I thought, ‘What if things didn't work out as planned?’” But it was too late to decide to return to Nigeria. She had to face the consequences of whatever decision she took. She finally arrived in Dubai to settle for a new life.

Omoniyi said she eventually got a job as a waiter at a Chinese-run restaurant in the city, earning about Dh1, 000 (N105, 000) per month, an amount she complained was barely enough to cater to her feeding, accommodation, among other expenses.

But as months went by, she said her boss always complimented her beauty, describing her as the most beautiful black lady he had ever seen... He started insulting me. Before I knew what was happening, he grabbed my waist and held my throat. He asked how I dared to ‘threaten’ him in his own office. Then he started fondling my breasts as he pressed me against the wall. As I kept on struggling with him, he lifted my skirt and underwear and raped me.”

For the full Story

CAVEAT!

Note that some stories described here are illustrative and not necessarily exhaustive of some of the extreme situations' migrant workers experience. The stories are meant to deepen the understanding of Nigerian journalists on different aspects of forced labour and/or unfair recruitment practices within the labour migration cycles along Africa –Arab labour migration corridors. They are thus chosen to reflect some aspects of the contemporary Nigeria-Arab States labour migration experience which the FAIRWAY programme aims at addressing; “discriminatory attitudes towards migrant workers in addition to facilitating improved access to information and support services throughout the migration cycle.”

¹ Jesusegun Alagbe (2020) <https://punchng.com/how-we-fled-poverty-but-ended-up-with-rapist-employers-nigerian-women-working-in-the-middle-east/> (Accessed 26/11/2020)

As a human being, you may be outraged by this story. As a journalist, you may be able to do something about it.

Journalists have a voice that many people do not. They have the ability to shine a light on abusive practices and denial of fundamental human rights as well as to alert readers or viewers to the abuses. Journalists have the opportunity to change public opinion, even policy, impacting on the lives of workers. In addition, journalists have a clear ethical duty not to make matters worse, which can happen when reporters and editors use derogatory language for workers and sensationalist headlines.

Writing stories on a human rights issues such as forced labour and fair recruitment is not like writing a routine news story. It takes more time because efforts to investigate, speak to a variety of sources, weigh and verify claims are needed in the process.

Many stories of forced labour and fair recruitment are “local”: they have a local impact and produce repercussions globally. For instance, workers who are trapped in the cotton industry may be producing clothing that some of your readers wear. Therefore, understanding contemporary economic interactions and global production mechanisms are also important for the reporting.

In the following pages, information and advices are provided to help report more accurately and effectively on forced labour and on fair recruitment. Many examples of good reporting are included as well as tips from journalists experienced in covering these often-challenging subjects.

A WORD ABOUT US

This toolkit was basically developed by the International Labour Organization (ILO). The ILO is a specialized agency of the United Nations which, since 1919, has brought together government, employers and workers of 187 member States to set labour standards, develop policies and devise programmes promoting decent work for all women and men. The toolkit aims at fostering contributions to the United Nations TOGETHER campaign, promoting respect, safety and dignity for refugees and migrants, and to the 50 for Freedom campaign, which aims to mobilize support for the ratification of the ILO Forced Labour Protocol.

It also aims to further contributions to Alliance 8.7, the global partnership committed to achieving Target 8.7 of the Sustainable Development Goals on eradicating forced labour, modern slavery, human trafficking and child labour around the world.

Many organizations and actors have contributed to this toolkit, including, amongst others, the International Federation of Journalists (IFJ), the United Nations Alliance of Civilizations (UNAOC), and journalists from many countries around the world.

The present toolkit has been adapted for Nigeria within the framework of the FAIRWAY Programme, being implemented by ILO Nigeria’s Country Office Abuja with the support of Swiss Development Cooperation (SDC). The project is an inter-regional initiative aims at enhancing the capacities of stakeholders to protect the rights of all migrant workers especially women and other vulnerable groups along the labour migration cycle with specific focus of the labour migration corridor between Africa and the Arab States.

The Nigerian adaptation was prepared to expose media personnel and civil society organizations on forced labour and fair recruitment. Special thanks are due to Kevin Burden and Charles Autheman as the two main authors, as well as Emeka Xris Obiezu and Tunde Salman Jimoh for the adaptation of the Toolkit to Nigeria context, including other journalists and ILO’s social partners who contributed during both the virtual training, as well as the in-person review meeting and validation events in Abuja.

The authors of the toolkit and the authors of the various examples of reporting provided in this toolkit are respectively and solely responsible for the content and any opinions.

MODULE 1

UNDERSTANDING THE STORY



UNIT 1.1 - LOOKING FOR A COMMON TERMINOLOGY

While telling stories on forced labour and fair recruitment, it is important to know that some words or concepts are legally defined while others are not. Understanding the definitions and interpretations is part of the preparatory work that should be done before any reporting. If you do not have a clear understanding of the meaning(s) of the words you use, your capacity to report accurately and to challenge the discourse of your sources of information is weakened. Dictionaries, glossaries and media sourcebooks are key resources to gain expertise and improve the quality of media productions. Drawing from suggestions during review and validation meetings, the participants – comprising media practitioners, civil society actors, and ILO’s traditional partners – have enriched the glossary of common terminologies on migration to serve as a guideline for the journalists, and other stakeholders working/ writing on labour migration in Nigeria. The glossary is attached as an Annex.²

UNIT 1.2 - FORCED LABOUR

Forced labour can take many different forms. Victims are often tricked into jobs where they are paid little or nothing at all and then cannot leave because they have been manipulated into debt or had their identity documents confiscated. Poverty, illiteracy, discrimination and migration are some of the factors that make workers more vulnerable to forced labour.

² More glossaries are available at: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_310235.pdf

A. WHAT IS FORCED LABOUR?

The term forced labour covers a wide variety of coercive labour practices where work is extracted from individuals under the threat of penalty. People who are in forced labour did not give their free and informed consent to start working and/or are not free to leave their work. Human trafficking, debt bondage, bonded labour, slave labour and modern-day slavery are terms that are used by news and media to describe forced labour situations. There are an estimated 24.9 million victims of forced labour around the world. The ILO says forced labour can be found almost anywhere, whether that is in Asia and the Pacific, Europe, Central Asia, Africa, the Arab States or the Americas.

B. HOW DO PEOPLE GET TRAPPED?

Some workers are more vulnerable to the risk of forced labour because they face discrimination (for example, minorities) or because they are isolated (for example, migrant workers, gender, age and socio-economic condition). The risk of abuse is higher when the work is performed out of sight, behind closed doors, such as the case of domestic workers as the introductory story reveals.

C. WHAT TYPE OF WORK OR WHICH SECTOR?

Forced labour can happen in any type of activity inside the labour market, in formal or informal sector, even though some low-wage jobs are more prone to abusive practices and exploitation.

D. RECRUITMENT PRACTICES

The use of coercion is often very subtle and hard to detect. Recruitment through deception, including making false promises, is very common when it comes to forced labour. Private recruiters and informal intermediaries may be the only source of employment information available to migrants. This makes it easy for them to lie about the nature of jobs and conditions of work. In Nigeria, the Federal Ministry of Labour and Employment licenses and regulates the operations of the [private] recruitment agencies (PEAs), and support them to set up an umbrella body to curb menace of fake recruiters. Nevertheless, risks of forced labour and unfair recruitment remain very high as many returnee migrant workers share their harrowing experiences.

E. IMPUNITY AND PROFITS

Unscrupulous recruiters and employers reap huge illegal profits, facilitated by an environment of impunity where abuses are not always effectively investigated or prosecuted. Victims and their families lose income and as a result cannot escape poverty. It also creates unfair competition for ethical companies and risks tarnishing the reputation of entire industries. Therefore, such environment must be tackled with the contribution of all relevant parties including recruiters, employers, and regulators to ensure that they do take their responsibility seriously and stick to the law.

F. LABOUR MIGRATION AND THE RISK OF FORCED LABOUR

Migrant workers are one of the groups most vulnerable to forced labour. Around 44% of forced labour victims are migrant workers, either moving within their own country or internationally. Once workers have left their country of origin for a country of destination, they can find themselves more vulnerable to exploitation, especially when they do not speak the language.

- Debt bondage

Debt bondage is the most common form of coercion used to entrap workers. It affects 51% of all victims of forced labour in the private sector. Accepting credit for expenses such as travel costs immediately places a worker in debt to their employers. This debt can then be manipulated through sudden “rises” in interest rates or hidden charges.

- Retention of passports

The retention of passports and other identity documents is one of the most common forms of coercion, restricting a migrant worker's freedom of movement, preventing them from seeking help and trapping them in forced labour. It is one of eleven indicators of forced labour. In many countries, this is even a common practice for certain kinds of workers, for example, for domestic workers who live in the household of their employers.

- Wage withholding

Wages may be withheld in order to cover housing or tools and equipment. This creates a situation where the worker becomes dependent on the employer for food and shelter. Although ILO has identified several indicators of forced labour³, the foregoing are three different types of forced labour indicators to which migrant workers are initially susceptible.

G. ENDING FORCED LABOUR

Forced labour is a severe violation of human rights and is considered a crime under international law. It should be punishable through penalties reflecting the gravity of the offence and deterring perpetrators. Although most countries outlaw forced labour, human trafficking and slavery-like practices in their national legislation, successful prosecutions of offenders sadly remain few.

H. THE IMPORTANCE OF REGULATION

When labour markets fail and workers are left unprotected, the most vulnerable among them are at risk of exploitation. In its effort to promote decent work, the ILO has developed over time several international labour standards that tackle forced labour. Some address forced labour in general while others focus on specific issues such as child labour or domestic work.

Combating forced labour requires the effective regulation of labour markets, at both international and national levels, and proper enforcement of labour laws.

UNIT 1.3 - DECENT WORK OPPORTUNITIES THROUGH FAIR RECRUITMENT

In today's globalized economy, millions of people are looking for job opportunities beyond their community or country of origin and the recruitment and employment of workers along global supply chains is ever more common. Migration today is more and more about the world of work. In addition, millions of workers migrate within their own country in search of decent work. Making sure that the recruitment process is fair is a key aspect in securing decent work opportunities for all.

A. WHAT IS FAIR RECRUITMENT?

Fair recruitment is a concept that is not defined in international law but that has become central to international debates and ILO's work. The Fair Recruitment Initiative is an ILO global initiative looking to improve recruitment practices. It is based on a four-pronged approach:

- (1) Improving global knowledge on national and international recruitment practices;
- (2) Improving laws, policies and enforcement;
- (3) Promoting fair business practices, and
- (4) Empowering and protecting workers.

³ Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_203832.pdf

The concept of fair recruitment is embedded in the ILO General principles and Operation Guidelines on Fair Recruitment, which looks at various aspects of the recruitment process, and in particular the following:

- Information on job opportunities

Fair recruitment starts at the beginning of the recruitment process when information on the existence of a job opportunity is shared. Unfair practices such as deception can happen at that moment, for example through the publication of false promises in the classifieds section of a newspaper or in the new media. For example, hundreds of Nigerian doctors reportedly throng the venue of a Saudi Arabia's ministry of health purported recruitment drive of medical professionals. Governments can issue press releases or publish advertorials to reject such lies.⁴

Hundreds of doctors throng Sheraton Hotel for Saudi interview, but only seven are needed⁴



The 'Saudi's' interview may be susceptible to risks that can undermine fair recruitment standards. Is it an ethical recruitment process?

Labour authorities and journalists should dig beneath as concerns are being raised that the interview might have been scam by yahoo-yahoo.

Nigerian Doctors queue for Saudi Job Interview; picture credit ICIR.

GETTING A JOB IN DUBAI FROM NIGERIA WITH WORK AT DUBAI

“Over the past few years, Dubai has become an increasingly more popular holiday destination especially for Nigerians. Most especially because the Dubai Visa is not as difficult to obtain compared to other countries, it's affordable and everyone looks forward to the thrilling experience. According to research, Nigeria made up 60 per cent of clients of Time Hotels and Arabian Falcons, a leading property company in the Middle East. Nigeria also accounted for about 127,000 overnight visitors in 2015, making Nigeria one of the top 20 source markets that year. However, a lot of Nigerians have not considered working at Dubai, which accounts for 92% of its population as foreign experts. Here's a step-by-step guide on how to not only find a job, but to actually get a job placement in Dubai from Nigeria.”

For the full story

- Direct recruitment or agents?

Recruitment processes can be complex and involve different private or public actors. The more intermediaries there are between the employer and the worker, the more risks there are of unethical practices. With the support of the Federal Ministry of Labour and Productivity which regulates their operations, the PEAs have set up an umbrella body to curb menace of fake recruiters. Nevertheless, risks of forced labour and unfair recruitment remain very high as many returnee migrants.

⁴ <https://www.icirnigeria.org/hundreds-of-doctors-throng-sheraton-hotel-for-saudi-interview-but-only-seven-are-needed/>

One of the common problems workers face is the payment, directly or indirectly, of recruitment fees or costs. The ILO principles and guidelines for fair recruitment state that workers should not pay recruitment fees or related costs, and yet in many countries, recruitment fees are still legally charged to the workers whether in part or fully. In addition, it is important to understand the whole range of costs that workers end up paying. These can include “recruitment fees”, usually charged by a recruitment agency for the services of connecting a worker with an employer, but can also include related costs, such as costs for identity documents, travel documents, medical checks and pre-departure training.

- Appropriate job matching

The recruitment process should ensure that an efficient job matching is made so that workers are offered a placement with job opportunities that are best suited for their qualifications, abilities and aspirations. Stakeholders urge government of Nigeria to sign bilateral labour agreement with the Gulf countries (and deploy labour attaches) to better manage labour migration between Nigeria and Arab countries.

B. ELIMINATING WORKER-PAID RECRUITMENT FEES AND RELATED COSTS

The recruitment process often involves third-party intermediaries charging high fees, which frequently burdens migrants in the lowest-paying jobs. ILO-World Bank surveys⁵ show that low-income migrants - likely the least skilled or educated – are paying the highest costs relative to their earning. The ILO General Principles and Operational Guidelines for Fair Recruitment, and Definition of recruitment fees and related costs, clearly call for recruitment fees and related costs to be borne by employers, not workers.

Recruitment costs refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection. It is also the financial costs of recruitment paid by workers, particularly those incurred by migrant workers seeking work abroad. The high cost of recruitment paid by workers especially for low skilled labour can be attributed to convoluted and opaque processes in recruiting foreign labour. Migration decisions are affected by both pecuniary and non-pecuniary costs.

– Extracted from LMER Report (ILO 2020).

C. WHO ELSE HAS A ROLE TO PLAY IN THIS STORY?

Many different actors have a role to play in promoting fair recruitment and ensuring its effective implementation. Governments bear the ultimate responsibility for advancing fair recruitment and should adopt and enforce laws and policies meeting international standards. Enterprises including labour recruiters, public employment services, private and public employers as well as trade unions and civil society organizations - are all essential to promote fair recruitment. Finally, the media can also play a role, by making sure that workers are informed and by exposing malpractices publicly.

D. ETHICAL RECRUITERS

Some private recruitment companies/agencies have made the choice to be “ethical recruiters”. The terms and conditions they offer to employers and workers are transparent and respect fair recruitment guidelines. Their experience is important in demonstrating that compliance with the law and ethical behaviour in recruitment works.

⁵ The World Bank (2017). KNOMAD-ILO Migration Costs Surveys. [Online]. Available at: <http://microdata.worldbank.org/index.php/catalog/2944> [Accessed 14 November 2018].

UNIT 1.4 - LEGAL FRAMEWORKS

The legal framework addressing forced labour and fair recruitment is both international and national. At the international level, several instruments have been adopted through time. Some of these instruments are legally-binding for the countries who have ratified them (all conventions and protocols) and some provide non-binding guidance to strengthen national frameworks (recommendations). In addition, the elimination of all forms of forced labour is one of the ILO's four fundamental principles and rights at work. As a consequence, the instruments related to forced labour must be respected, enforced and promoted by all ILO member states, whether they have ratified it or not.

A. INTERNATIONAL LABOUR STANDARDS

The following timeline presents relevant ILO instruments:



1930

Forced Labour Convention, 1930 (No. 29) - Ratified by Nigeria in 1960

Convention No. 29 requires ratifying States to suppress all forms of forced or compulsory labour (Article 1(1)). As the first convention on the subject, it provides the definition of "forced or compulsory labour" (Article 2(1)) and lists 5 exceptions. It also requires ratifying States to ensure that the use of forced labour is punishable as a penal offence and that penalties are "really adequate and strictly enforced" (Article 25).

1949

Migration for Employment Convention (Revised), 1949 (No. 97)

- Ratified by Nigeria in 1960

The Convention requires ratifying states to facilitate international migration for employment by establishing and maintaining a free assistance and information service for migrant workers and taking measures against misleading propaganda relating to emigration and immigration; includes provisions on appropriate medical services for migrant workers and the transfer of earnings and savings. States have to apply treatment no less favourable that which applies to their own nationals in respect to a number of matters, including conditions of employment, freedom of association and social security.

1957

Abolition of Forced Labour Convention, 1957 (No. 105) - Ratified by Nigeria in 1960

Convention No. 105 prohibits explicitly five situations where forced labour is imposed by state authorities, namely forced labour as punishment for the expression of political views, for the purposes of economic development, for participation in strikes, as a means of racial or other discrimination or as labour discipline.

1958

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

- Ratified by Nigeria in 2002

The ILO adopted this Convention concerning Discrimination in Respect of Employment and Occupation, which is part of the Fundamental Principles and Rights at Work (Declaration on FPRW adopted in 1998 and revised in 2010). The convention requires states to enable legislation which prohibits all discrimination and exclusion on any basis including of race or colour, sex, religion, political opinion, national or social origin in employment and repeal legislation that is not based on equal opportunities.

1975

Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)**- Not yet ratified by Nigeria**

The Convention provides for measures to combat clandestine and illegal migration while at the same time setting forth the general obligation to respect the basic human rights of all migrant workers. It also extends the scope of equality between legally resident migrant workers and national workers beyond the provisions of the 1949 Convention to ensure equality of opportunity and treatment in respect of employment and occupation, social security, trade union and cultural rights, and individual and collective freedoms for persons who as migrant workers or as members of their families are lawfully within a ratifying state's territory. Calls upon ratifying states to facilitate the reunification of families of migrant workers legally residing in their territory.

1997

Private Employment Agencies Convention, 1997 (No. 181) - Not yet ratified by Nigeria

Adopted in 1997, this convention recognises the "role private employment agencies may play in a well-functioning labour market". The purpose of the Convention is to allow the operation of private employment agencies as well as to protect the workers using their services. According to Article 7 of the convention, private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers.

1998

Declaration on Fundamental Principles of Rights at Work, 1998 - Not yet ratified by Nigeria

Adopted by all ILO Member States in 1998, the Declaration defines the 4 core labour standards that all Member States must "respect, promote and realize", whether or not they have ratified the relevant Conventions. The 4 principles are freedom of association and the right to collective bargaining, as well as the elimination of forced labour, child labour, and discrimination.

1999

Worst Forms of Child Labour Convention, 1999 (No.182) - Ratified by Nigeria in 2002

Adopted in 1999, this Convention calls for the prohibition and elimination of the worst forms of child labour as a matter of urgency. The worst forms of child labour include all types of slavery, including the sale and trafficking of children; forced labour to pay off a debt; any other type of forced labour, including using children in war and armed conflict. Other worst forms of child labour include the sexual exploitation of children, the involvement of children in illicit activities, and work which is likely to harm the health, safety or morals of children.

2011

Domestic Workers Convention, 2011 (No. 189) - Not yet ratified by Nigeria

Adopted in 2011, this convention focuses on decent work specifically for domestic workers. Articles 8 and 15 focus on the recruitment side of domestic work with notable provisions on the role of private recruitment agencies, on fees and on repatriation. According to Article 9, domestic workers :

- a) are free to reach agreement with their employer or potential employer on whether to reside in the household,
- b) who reside in the household are not obliged to remain in the household or with household members during periods of daily and weekly rest or annual leave; and
- c) are entitled to keep in their possession their travel and identity documents.

Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)

Recommendation No. 203, which supplements both the Protocol and Convention No. 29, provides non-binding practical guidance concerning measures to strengthen national law and policy on forced labour in the areas of prevention, protection of victims and ensuring their access to justice and remedies, enforcement and international cooperation. It builds on the provisions of the Protocol and should be read in conjunction with it.

2014

Protocol of 2014 to the Forced Labour Convention, 1930 (P029)**- Not yet ratified by Nigeria**

Protocol is a legally-binding instrument that requires States to take effective measures to prevent forced labour and provide victims with protection and access to remedies, including compensation. It supplements Convention No. 29, so ILO member States must have ratified the Convention first to be able to ratify the Protocol.

Whilst Nigeria has not ratified some ILO conventions, the Federal Ministry of Labour and Employment (FMLE) stated – at the flag-off of a national sensitization workshop on the ratification of the Convention 143 – that steps are being taken to ratify ILO Convention 143 – Migrant Workers (Supplementary Provisions) of 1975.⁶ With regards to Private Employment Agencies (PEAs) Convention No. 181 of 1997, the FMLE added that Nigeria had already domesticated some of the major provisions of Convention 181 into national laws and policies. “Sections 23 — 48 and 71 of the Labour Act Cap LI 2004 contain detailed provisions on regulating operations of PEAs as required by the Convention. Further, the National Employment Policy and the National Policy on Labour Migration contain detailed provisions on the regulation of Private Employment Agencies in line with the Convention.”⁷

ILO supervisory system/mechanism⁸

Following her independence in 1960, Nigeria became an International Labour Organization (ILO) member since 17 October 1960 and has ratified 40 Conventions (8 Fundamental Conventions, 2 Governance (Priority) Conventions, 30 Technical Conventions). 26 of these Conventions are in force.⁹ It is however important to note that ratifying an instrument does not necessarily mean that the country is complying with the provisions of the international labour standards. What are the gaps in the application of these ILO instruments?

International labour standards are backed by a supervisory system that is unique at the international level which helps to ensure that countries implement the conventions they ratify. The ILO regularly examines the application of standards in member States and points out areas where they could be better applied. If there are any problems in the application of standards, the ILO seeks to assist countries through social dialogue and technical assistance.

The ILO has developed various means of supervising the application of Conventions and Recommendations in law and practice following their adoption by the International Labour Conference and their ratification by States.

There are two kinds of supervisory mechanism:

Regular system of supervision

Examination by two ILO bodies of reports on the application in law and practice sent by member States and on observations in this regard sent by workers' organizations and employers' organizations.

1. The Committee of Experts on the Application of Conventions and Recommendations.
2. The International Labour Conference's Tripartite Committee on the Application of Conventions and Recommendations.

6 <https://guardian.ng/appointments/migrant-workers-and-challenges-of-job-creation/>

7 Information supply by FMLE representative at the Review and Validation Meeting on ILO Media Toolkit on Forced Labour and Fair Recruitment Reporting held August 23 and 24, 2021 in Abuja, Nigeria

8 Detailed information can be found on the ILO official website (<https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/ilo-supervisory-system-mechanism/lang--en/index.htm>).

9 NORMLEX, ILO, 2021. Ratifications of Nigeria. Available at: https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103259

Special procedures

Unlike the regular system of supervision, the three special procedures listed are based on the submission of a representation or a complaint.

1. Procedure for representations on the application of ratified Conventions.
2. Procedure for complaints over the application of ratified Conventions.
3. Special procedure for complaints regarding freedom of association (Freedom of Association Committee).

Observations and requests made by the supervisory bodies can be a useful resource for journalists. It can help them identify shortcoming or improvements in the implementation of specific international labour standards. Recent requests from the ILO related to the Forced Labour Convention, 1930 (No. 29) can be found on the NORMLEX platform¹⁰

B. GOOD PRACTICES IN SOME OF NATIONAL LEGISLATIONS³

- Armenia

2011 Criminal Code (Amendments) allowed for the confiscation of property from offenders. Additionally, victims of trafficking have been included in the list of priority groups.

- Nigeria

Section 1 of the Nigeria's [2003 & 2005] Trafficking in Persons (Prohibition) Law Enforcement and Administration Act provides that where "the circumstances so justify, trafficked persons shall not be detained or prosecuted for offences related to be a victim of trafficking, including non-possession of valid travel documents, use of a false travel or other document."

- United Kingdom

The United Kingdom's 2015 Modern Slavery Act criminalizes forced or compulsory labour and human trafficking.

- United States

In 2012, the United States Government emphasized the importance of due diligence in preventing forced labour and trafficking with Executive Order No. 13627. The Order, and its subsequent federal regulations, set out strict requirements for contractors and subcontractors who receive federal contracts.

C. DOMESTIC LEGISLATION ON FORCED LABOUR AND FAIR RECRUITMENT

Nigeria has plethora of national legislations intended to address forced labour and unethical recruitment practices some of which are highlighted in this section:

- **The Employment Act 2006**

The act revises and consolidates the laws governing employment relationships and provides for other connected matters. It was enacted by the Parliament of Uganda.

- **The 1999 Constitution of the Federal Republic of Nigeria (CFRN, as amended)**

prohibits forced and compulsory labour in the country. The CFRN includes prohibition of forced and child labour (Section 17, subsection 3 [a - h) – "The State shall direct its policy towards ensuring that: a) all citizens, without discrimination on any ground whatsoever, have the opportunity for securing adequate means of livelihoods as well as adequate opportunity to secure suitable employment; b) conditions of work are just and humane, and that there are adequate facilities for leisure and for social, religious and cultural life; c) the health, safety and welfare of all person in employment are safe and not endangered or abused; d) there are adequate medical and health facilities for all persons; e) there is equal pay for equal work without discrimination on account of sex, or on any ground whatsoever; f) children, young persons and the aged are protected against exploitation whatsoever, and against moral and material neglect; g) provision is made for public assistance in deserving cases or other conditions of need; and f) the evolution and promotion of family life is encouraged."

¹⁰ https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID:3955791

- **The Labour Act (Cap L1 LFN 2004) Section 88(1) (d)** - Act authorizes the Minister to make regulations “imposing upon persons who have accepted the services of any worker or domestic servant without paying wages therefore the obligation to provide for the maintenance of the worker or domestic servant during sickness or in old age”.
- **The Immigration Act 2015** – makes provisions for matters relating to immigration, passports, visas, resident permit, work permits and the prohibition of smuggling of migrants into and from Nigeria.
- **The Child Right Act (2003)** - prohibits any form of children exploitative labour and considered as a crime punishable by a fine not exceeding fifty thousand naira or imprisonment for a term of five years or both. More specifically, Section 28 (1) of the Child Rights Act stresses that no child shall be subjected to any forced or exploitative labour or employed to work in any capacity except where he is employed by a member of his family on light work of an agricultural, horticultural or domestic character; or required, in any case, to lift, carry or move anything so heavy as to be likely to adversely affect his physical, mental, spiritual, moral or social development; or employed as a domestic help outside his own home or family environment. S. 28 (2) stipulates that no child shall be employed or work in an industrial undertaking and nothing in this subsection shall apply to work done by children in technical schools or similar approved institutions if the work is supervised by the appropriate authority. Moreover, Section. 29 extends the provisions relating to young persons in Sections 58, 59, 60, 61, 62 and 63 of the Labour Act shall apply to children under this Act.
- **The National Agency for the Prohibition of Trafficking in Persons (NAPTIP) Act 2003 (amended 2005)** - established NAPTIP as a multidisciplinary agency and Nigeria’s focal point in the fight against trafficking in persons in Nigeria. Trafficking in Persons (Prohibition) Enforcement and Administration Act prohibits forced labour. Forcing or coercing another person into commercial sexual exploitation is a punishable offence with imprisonment of 5 years and fine of 0.5 million Nigerian Naira. Subjugating a minor (under 18 years) into prostitution and commercial sexual exploitation is a punishable offence with imprisonment of at least 7 years and fine of at least 1 million Nigerian Naira. Trafficking in slaves and slaves dealing is again a punishable offence with imprisonment of at least 7 years and fine of at least 2 million Naira.

The Factories Act, 2004 - It provides safeguard for workers to protect their health, provide for safety at the workplace when dealing with machinery, improves the physical condition of the workplace and provides welfare amenities. The Nigerian Factory Act prescribes health, safety and welfare regulations for workers, including penalties for violation of the provisions. Specifically, it states, “Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely fenced, unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises, as it would be if securely fenced, provided that, in so far as the safety of a dangerous part of any machinery cannot by reason of the nature of the operation be secured by means of a fixed guard, the requirements of this subsection shall be deemed to have been complied with if a device is provided, which in the opinion of the Director of Factories satisfactorily protects the operator or other persons from coming into contact with that part.”

The Pension Reform Act 2014 – establishes a uniform set of rules, regulations and standards for the administration and payments of retirement benefits for the public and private sector in the country; make provision for the smooth operations of the contributory pension scheme; and ensure that every person who worked in either public and private sector receives his/her retirement benefits as and when due ; and assist improvident individuals by ensuring that they save in order to cater for their livelihood during old age.

The Trade Disputes Act, 2004 - covers any dispute between employer and workers or between workers and workers which is connected with the employment or non-employment or the form of employment and physical condition of work of any person

The Trade Union Amended Act, 2005 – provides for the democratization and liberalization of the unions and labour and also to guarantee the freedom of association of workers in Nigeria

The Employees Compensation Act, 2010 - the social security/welfare scheme that provides comprehensive compensation to employee who suffers from occupational disease or sustain injuries arising from accidents at workplace or in the course of employment

The National Minimum Wage Act, 2011 - the total emolument paid every month to an employee for performing the services for which he or she is employed. The 2019 amended Act puts the minimum wage at N30,000.

On Nigeria's Legal Frameworks:

The most strategic legal instrument is the Labour Act (CAP L1 LFN 2004) that regulates the employment of persons, and prohibits forced labour. The Nigerian labour law is however out-dated requiring urgent legal review to reflect the dynamism of contemporary labour realities.

The Child's Rights Act (No. 26) of 2003 prohibits subjecting children to forced or exploitative labour, including as 'domestic help' outside their home or family environment.

The Immigration Act of 2015 stipulates that a non-national cannot accept employment (with the Federal, State or Local Governments) without the consent in writing of the Comptroller General of Immigration.

The National Directorate of Employment Act of 1989 provides for maintenance of a data bank on employment and vacancies in the country and act as a clearing house to link job seekers with vacancies, in collaboration with other government agencies.

On Policies, Standards, and Regulations

Nigeria also has a number of policies that address recruitment. The key national policies for labour migration governance in Nigeria include: National Policy on Labour Migration (2014); National Migration Policy (2015); and National Employment Policy (2017). These policies are briefly highlighted here:

The National Policy on Labour Migration of 2014 has among its objectives promoting and protecting the rights of labour migrants in recruitment for employment abroad through supervision and monitoring of recruitment activities. It refers to the application of Convention No. 181 and its Recommendation No. 188 to prevent trafficking and other forced labour outcomes by stopping unscrupulous intermediaries, agencies and employers from luring migrants into exploitative employment, especially domestic workers.

The National Migration Policy of 2015 also addresses labour migration issues, one objective being to strengthen mechanisms regulating the activities of Private Employment Agencies to prevent the exploitation of potential labour migrants.

The National Employment Policy of 2017 aims to ensure that all men and women who are available and willing to work attain secured and sustainable livelihoods through freely chosen employment.

The Labour Migration Unit at the Federal Ministry of Labour and Employment is tasked with the responsibility of addressing the movement of skilled and unskilled persons within and outside Nigeria.

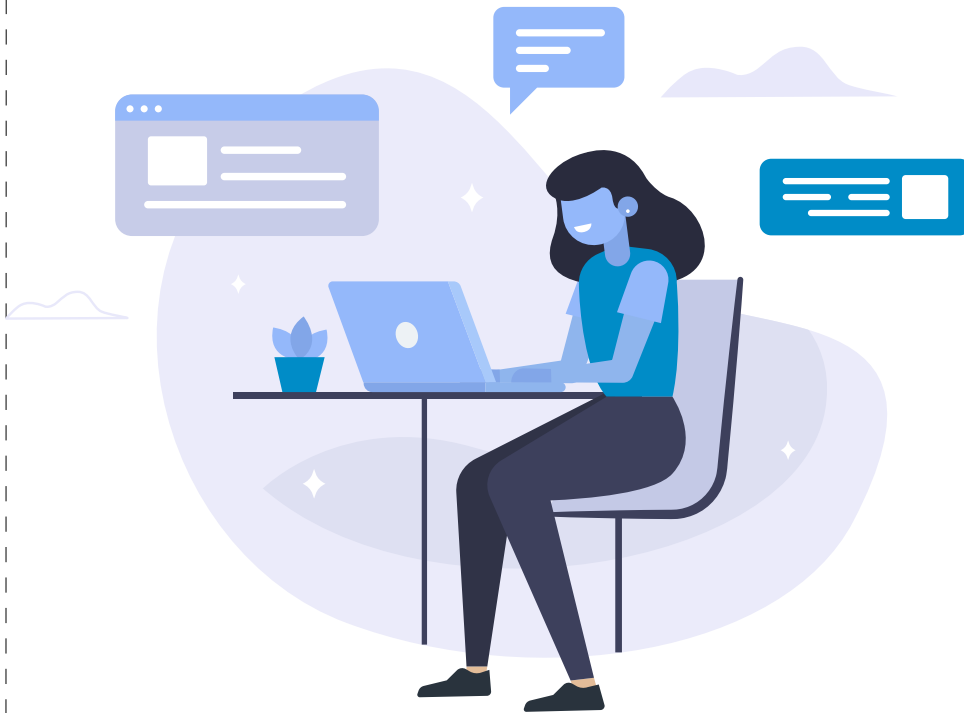
The NELEX platform hosts the Migrant Resource Centre. It was established through co-funding from the EU and IOM, with technical assistance from the ILO and GIZ

LABOUR MIGRATION POLICY FRAMEWORK

Nigeria's National Policy on Labour Migration was approved by the Federal Executive Council in October 2014 (and reviewed in 2020) to reflect emerging trends in labour migration. The Policy aims at promoting good governance of labor migration and providing appropriate framework at the national level to regulate labour migration; to ensure benefits to Nigeria as a country of origin, transit and destination; to ensure decent treatment of migrants and their families; and to contribute to development and national welfare.

MODULE 2

FINDING THE STORY



UNIT 2.1 - GETTING PREPARED

Being fair and factual to the story is a challenging task. It requires good preparation, understanding of the subject matter, hard work as well as long-term dedication. According to photojournalist and documentary filmmaker Mimi Chakarova, the biggest preparation is mental. Beyond the mental preparation, Ms. Chakarova also suggests that quality reporting comes from extensive research. In doing so, you should bear in mind the following do's and don'ts:

Table 2: Do's and Don'ts



DO

Read what is currently being reported by the media and look for stories that are poorly covered: decent work deficits or even abuses in some sectors, gaps in legislation, victim protection, and discrimination in services provided to victims.



DON'T

Look for stories that are sensational or try to fit into an existing narrative by distorting the reality.

**DO**

Reach out to relevant expertise: civil society organizations, academia, professionals working on forced labour.

**DON'T**

Overlook that you are dealing with vulnerable persons. Rushing, even if you are working on tight deadlines, can have dramatic consequences.

**DO**

Assess the feasibility of possible stories (time, format, legal and personal risk, resources) and potential consequences for you and your sources of information.

**DON'T**

Forget that your responsibility is to inform your audience and not to advocate.

UNIT 2.2 - FINDING A STORY

There are examples of reporting on situations of forced labour in this section, the focus of this module is not on revealing a story of abuse. Positive stories can be powerful and provide information that can both prevent situations of abuse and improve public perception about the benefits of labour migration, which, if it takes place under fair recruitment and decent working conditions, can contribute to development, to the wellbeing of countries of origin and destination and to migrants themselves.

Journalists can also tell stories of positive changes in policies, laws, business practices, and how these changes might affect the life of thousands of people.

This section is organised by theme and provides a brief introduction, examples of reporting and, when relevant, a list of questions that can be the starting point of a story.

A. HUMAN STORIES

The most compelling stories are those where people tell their own stories. There is no need to sensationalize these accounts: you can just let the facts and the personal testimonies speak for themselves, adding any required factual information that is missing. Support groups may be able to put you in touch with someone, for example, who has escaped. You must protect their identity if they request it. Human interest stories are often widely shared and can raise awareness about the issues and create social pressure for change.

LEBANON DOMESTIC WORKERS: NIGERIAN WOMEN WEY GO FIND 'GREEN PASTURES' BUT DEM 'SELL' MOLEST AND STARVE FOR DI MIDDLE EAST NATION"¹¹

The BBC Pidgin correspondent writes on the experience of Nigerian women domestic workers in Lebanon “Regina say dem lock her inside one room with oda girls for three days without food and “Na my presence dem sell two girls, wen wan man come inside di office, dem say make im check those girls which one e want.”

[Read full story here](#)

TRAFFICKED NIGERIAN WOMEN RESCUED FROM LEBANON BBC 26 MAY 2020

According to a story in British Broadcasting Corporation¹², a Nigerian woman working as a maid in Lebanon was rescued after being put up for sale on Facebook for \$1,000 (£807)...an undercover BBC News Arabic investigation in Kuwait found that domestic workers were being illegally bought and sold online in a booming black market.

[Read full story here](#)

Key questions you may wish to consider include:

- How were they recruited?
- What work are they doing?
- What journey did they make?
- What are the living conditions outside work?
- If they had been trapped into forced labour, how did they get their freedom?
- What was the reaction of the community around them?

EXAMPLES OF HUMAN STORIES

(2020) “The Exploitative System that Traps Nigerian Women as Slaves in Lebanon” <http://www.ipsnews.net/2020/09/the-exploitative-system-that-traps-nigerian-women-as-slaves-in-lebanon/>

accessed on November 27, 2020

(Thomas-Johnson, 2020), Nigerian woman rescued in Lebanon after being posted for sale on Facebook, <https://www.middleeasteye.net/news/nigerian-woman-rescued-lebanon-after-being-posted-sale-facebook>

accessed on November 27, 2020

¹¹ Oyibo, Helen. (2020). Lebanon domestic workers: Nigerian women wey go find ‘green pastures’ but dem ‘sell’ molest and starve for di Middle East nation. BBC Pidgin Lagos [Online]. Available at: <https://www.bbc.com/pidgin/tori-53255914> accessed on November 27, 2020.

¹² <https://www.bbc.com/news/world-africa-52805193> (last accessed October 18, 2021)

B. LABOUR AND THE WORKPLACE

Decent work sums up the aspirations of people in their working lives. The four pillars of the Decent Work Agenda include: Employment creation, social protection, rights at work and social dialogue. The recruitment conditions of workers may affect the realization of each of these pillars and fair recruitment should apply to all workers. Yet abuses can occur in many industries that can lead to forced labour. It can happen out of sight, for example in domestic work; or in remote areas, such as agriculture, mining and fishing; as well as in sectors closer to our everyday lives, such as catering and hospitality.

Key questions you may wish to consider include:

- What are the main sectors of activity and employment in your region?
- What are the steps workers need to take to get a job? Do they have to pay recruitment fees? How can advance payments force workers into “debt bondage”?
- Do employers and workers know about their rights at work?
- What are the working conditions?
- What information is provided about safety and health on the job?

FATE OF 300 KANO RICE FACTORY WORKERS: SYMPTOM OR DISEASE?

The discovery [...] of a rice factory in Kano where no fewer than 300 workers were held against their wish and forced to work for more than three months has, again, exposed the rotten underbelly of the country’s adherence to citizens’ fundamental human rights in general and workers’ rights in particular. The workers, as widely reported by the media, were under the threat of sack; they were forbidden from leaving the premises of the factory or seeing their family members who thronged the gate of the organisation to seek their whereabouts and or how they fared.

[Read full story](#)

EXAMPLES OF STORIES ABOUT WORK

Ajayi Bidemi Kemi (not real name), 28, from Okunye town in Osun State left for Oman in November 2016, to search for greener pasture after being talked into the deal by a close friend. However, upon arriving in the country her host seized her passports and other vital documents then made her a housemaid. She said within the last four years she has been resold four times to different masters where she worked as a housemaid on monthly stipends that was never paid in most cases.

She was able to establish connection with an NGO that tracks and rescues trafficked women and she ended up coming back with nothing.

C. BUSINESS AND ECONOMICS

Forced labour and unfair recruitment generate huge illegal profits. An ILO study found that modern slavery generates annual profits of over US\$ 150 billion.

News reports can unveil the economics behind these issues and encourage employers and businesses to address the risk of forced labour and promote fair recruitment and decent working conditions in their own operations as well as in their supply chains. Monitoring mechanisms by the FMLE other sister government agencies to ensure fair recruitment processes by both the public and private employers. Key questions you may wish to consider include:

- What are the economic incentives behind unfair recruitment practices, trafficking and forced labour?
- How can these be reversed or overcome?
- What are businesses doing to promote decent working conditions in their operations?
- How do public and private employers ensure due diligence in their supply chains?
- How are corporate promises integrated into actual business practices?
- Has consumer pressure resulted in improvements for workers?

EXAMPLES OF STORIES ABOUT MONEY

HWR, (2020) "How Can We Work Without Wages?" Salary Abuses Facing Migrant Workers Ahead of Qatar's FIFA World Cup 2022

<https://www.hrw.org/report/2020/08/24/how-can-we-work-without-wages/salary-abuses-facing-migrant-workers-ahead-qatars>

Curbing lawlessness of killer factories a newspaper editorial comment

D. MIGRATION

The ILO estimates that there are 150 million migrant workers in the world today.¹³ Stories about migration can highlight the difficult choices individuals and their families face in searching for better opportunities. Stories about migration can also help show the positive contribution migrant workers make to countries' economies, helping to overcome common negative stereotypes and xenophobia. The pressure of remittances by family members as a push factor making many vulnerable to forced labour.

Key questions you may wish to consider include:

- Why do people look for work opportunities away from home?
- What are the legal opportunities to migrate?
- How do people travel?
- Who facilitates migration?
- What happens when legal or established migration routes are suddenly shut?
- How are migrant workers welcomed in countries of destination? Are they treated fairly?

EXAMPLES OF STORIES ABOUT MOBILITY

BBC. (2004). Billy's journey started in Senegal and ended more than five months later in Italy. [Online]. Available at: <http://news.bbc.co.uk/1/hi/world/africa/3520404.stm> [Accessed 10 December 2018].

Tesorero, A. (2017). Indian plumber sings music idol's song, becomes a champ in Dubai. [Online]. Khaleej Times. Available at: <https://www.khaleejtimes.com/nation/dubai/indian-plumber-sings-music-idols-song-becomes-a-champ-in-dubai> [Accessed 10 December 2018].

¹³ ILO. (2015). ILO global estimates on migrant workers. [Online]. Available at: https://www.ilo.org/global/topics/labour-migration/publications/WCMS_436343/lang--en/index.htm [Accessed 9 December 2018].

E. DISCRIMINATION

Discrimination can be based on gender, race, ethnicity, indigenous identity and disability. All these types of discrimination can influence recruitment and working conditions. In some cases, workers can be in forced labour because they belong to a certain ethnic group or caste, or even for holding some form of political opinion. In other cases, women migrant workers can experience discriminatory labour practices at home and abroad.

It is important to take discrimination into account when you look at issues of recruitment and forced labour. Stories about overcoming discrimination in the workplace and promoting equality of treatment on the job can raise awareness and change mind-sets.

Key questions you may wish to consider include:

- Are some people facing discrimination in terms of job opportunities, recruitment, working conditions? In which sectors?
- Are efforts being made to ensure equality in the workplace?
- Does internal and international migration affect some groups of people differently?
- Are some people more vulnerable to forced labour than others? Children? Women? Men? Indigenous people?
- Do women and men have equal rights at work? Are they equally aware of their rights?

EXAMPLES OF STORIES ABOUT DIFFERENCES

Salameh, D. (2018). *Female Migrant Workers: Long-Distance Mothers*. [Online]. Available at: <https://www.7iber.com/society/female-migrant-workers-long-distance-mothers/> [Accessed 28 November 2018].

Seiff, A. (2017). "If You Have Money, You Can Think Whatever You Want". [Online]. MBright. Available at: <https://brightthemag.com/health-nepal-women-travel-stigma-work-ba687e07a2e3> [Accessed 9 December 2018].

Hundreds are starving, homeless as UAE denies work permits to Nigerians Available at: <https://www.icinigeria.org/hundreds-are-starving-homeless-as-uae-denies-work-permits-to-nigerians/>

Slaves in their country: Story of hardship by Nigerian workers in Indian, Chinese factories Abolade Lukman (2020) <https://www.icinigeria.org/story-of-hardship-by-nigerian-workers-in-indian-chinese-factories/> first published on December 28, 2020 by International Centre for Investigative Reporting (ICIR); (accessed August 30, 2021)

F. LAW, ENFORCEMENT AND CRIMES

The justice system in most countries shines light into some of mankind's most unsavoury practices. It is true for abuse of labour rights. If your country takes action against labour abuses, make contact with the organizations and people who are responsible for this, whether they are in the mainstream police or a specialist agency. If there are laws, but they are not enforced, ask why not.

Key questions you may wish to consider include:

- What relevant laws are in place in your country?
- Who is in charge of enforcing the laws?
- How do they go about doing it?
- How well are laws enforced?
- What are the consequences for those who abuse workers' rights?

Below is a news report published in The Guardian Newspaper, available online about law enforcement's role in protecting and rescuing migrant workers and cautioning recruitment agencies. The following news story indicates that the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) has rescued a victim of forced labour in Egypt. A week earlier the same agency in collaboration with the Nigerian Embassy in Beirut had rescued two Nigerians, victims of human trafficking in Lebanon. The Director General of NAPTIP, Dame Julie Okah-Donli, used the opportunity to call on the leadership of the various regulatory bodies in the country to warn their members against aiding the trafficking of Nigerians for illicit purposes.

G. INFORMATION, EDUCATION AND ADVOCACY

EXAMPLES OF STORIES ABOUT JUSTICE

"NAPTIP rescues victim of forced labour in Egypt
by Collins Olayinka, Abuja 20 February 2020

The National Agency for the Prohibition of Trafficking in Persons (NAPTIP), said it has rescued a victim of forced labour in Egypt.

The latest development follows the call by the Director General of NAPTIP, Dame Julie Okah-Donli, on leadership of the various regulatory bodies in the country to warn their members against aiding the trafficking of Nigerians for illicit purposes.

Recall that the Agency, had a few weeks ago, in partnership with the Nigerian Embassy in Beirut, rescued two Nigerians of Kwara State origin, who were victims of human." NAPTIP rescues victim of forced labour in Egypt Appointments — The Guardian Nigeria News – Nigeria and World News accessed 25 February 2021.

FOREIGN EXAMPLES OF STORIES ABOUT JUSTICE

Toronto Police Officer and 9 others arrested for underage trafficking

Available at: [Police officer, 9 others arrested for underage sex trafficking | Inquirer News \[Accessed 25 February 2021\]](#).

Lebanese Police Officer arrested for Prostitution

Available at: [Senior Lebanon morality police officer arrested for prostitution links: Report | Middle East Eye \[Accessed 25 February 2021\]](#).

Justice for Kano forced labour victims a newspaper editorial comment

Stories can be inspired by people who are making a difference to tackle labour abuses and to promote decent work for all.

Key questions you may wish to consider include:

- What is being done to inform people about their rights?
- Who is acting for the survivors of labour abuses?
- What expressions of public support or hostility are there for people in forced labour and for people who migrate?
- Are there adverse effects to the policies promoted by advocacy groups?
- What role do celebrities or other figures play in raising awareness?

Nigerian news media has published numerous examples of public advocacy and educational initiatives around migration. Several stories covered migration-themed conferences at universities and other venues promoting better understanding of labour migration to the public at large. Other articles looked at how fundamental information about migration or concerning migrant workers was conveyed to migrant communities in the Lebanon, such as information on repatriation flights amid the COVID-19 pandemic.

For example, an article On Sunday (16 August), 68 Nigerian women stranded in Lebanon returned home safely on a charter flight organized by the Federal Government of Nigeria arriving at the Nnamdi Azikiwe International Airport in Abuja from Lebanon.



Also Global Voice published story of [Abused and infected with COVID-19, Nigerian domestic workers are stranded in Beirut](https://globalvoices.org/2020/08/13/abused-and-infected-with-covid-19-nigerian-domestic-workers-are-stranded-in-beirut/) <https://globalvoices.org/2020/08/13/abused-and-infected-with-covid-19-nigerian-domestic-workers-are-stranded-in-beirut/>



“The National Union of Civil Engineering Construction, Furniture and Wood Works (NUCECFWW) in Nigeria expressed its shock and disappointment this week over a company’s refusal to comply with the government’s directive to shut down all workplaces as a response to the COVID-19 pandemic. He said that according to reports, one of the Indian workers showed symptoms of COVID-19, raising fears of the virus’ spread among workers.”

News about the Indian workers in Lagos - The National Union of Civil Engineering Construction, Furniture and Wood Works (NUCECFWW) <https://www.bwint.org/cms/nigeria-union-protests-companys-non-compliance-with-covid-19-work-stoppage-1726>

“HERDED LIKE ANIMALS’: NIGERIAN RETURNEES RECOUNT HORROR IN SAUDI DETENTION”¹³

Nigeria on Thursday repatriated nearly 400 of its citizens stranded by the coronavirus pandemic for months in Saudi Arabia, flying them back to the capital Abuja, an aviation ministry official said. The Nigerians were economic migrants stuck in Saudi Arabia after being caught up in the coronavirus restrictions and needed assistance returning home. The repatriation came after one group made a video which circulated on social media showing them in squalid conditions and calling for help.

“Many of you travelled expecting to return at a particular time but COVID-19 came in, and during this period, movements were restricted and that is how many of you were stranded,” aviation ministry official Bolaji Akinremi said. “Many of you went in search of greener pasture -- jobs and different experiences, you are back home with an opportunity to start another life.” “If you can ask so many of us here, this is what they are going to tell you, maybe some will tell you worse than what I said”, recounted Mustapha Zubairu.

“Those that entered with valid documents are not supposed to be treated like this, even those that entered with Umrah documents, because we are all human beings. But they gathered us as animals, they maltreat us”, he said. The group of a total of 800 Nigerians will be flown back between Thursday and Friday. The first group of 384 included 83 women and one infant.

FOREIGN EXAMPLES OF STORIES ABOUT AWARENESS

The abolitionist fighting to free Mauritania’s slaves

<http://edition.cnn.com/2017/06/21/africa/mauritania-slavery-biram-dah-abeid/index.html>

Actors lend their support to a global campaign to end modern slavery

http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_416433/lang--en/index.htm

¹⁴ <https://www.africanews.com/2021/01/28/herded-like-animals-nigerian-returnees-recount-horror-in-saudi-detention/?jwsourc=cl>

UNIT 2.3 - GETTING SUPPORT

A. GAINING SUPPORT

If you are a reporter aiming to do a story which will take time and resources and which may attract hostile attention, you will probably face a tough task in convincing your editors to let you do so.

The only option is persuading editors that the work is important and adds value to the news organisation. You might remind your superiors that:

- Investigations are at the heart of journalism.
- Strong investigative reports will raise the profile of the news organization, improve its standing and potentially increase its revenue.
- The report or reports will be of a uniquely high quality and will bring attention and kudos.
- Your organization can 'own' the subject – that is to say, become the natural home of coverage of the subject. Other people will come forward with related stories.
- There may be the chance to enter the report(s) for awards.

B. FUNDING

In investigations, when you are looking for extra time and resources, it helps if you can set out all the likely costs, including staff time, travel and accommodation costs, and other costs.

Look for external funding for a story: an international non-governmental organization might agree to pay the costs of a reporter travelling to another country to produce a series of reports on migration. Sometimes grants are made to the winners of a competition.

Be aware of the risks that the report becomes one-sided and only reports what the funder wants. It is important that the news organization retains its editorial control and remains in charge of what is ultimately published.

C. COLLABORATING WITH OTHER MEDIA OUTLETS

Collaborating with another news organization can help to reduce costs and increase impact. Even global news organizations like the Guardian and the Washington Post have done it, to great effect. There are also opportunities for smaller news organizations to collaborate across borders.

Collaborative efforts are also useful when the time of publication comes. The simultaneous launch of stories, in different media and possibly, in different countries, can yield a bigger impact and audience.

The Global Investigative Journalism Network, in its Human Trafficking Resources, lists several interesting collaborations.

D. EXTERNAL SUPPORT

Ensure that your reporting has strong support both within and inside your media house.

Possible candidates include:

- Elected politicians
- Business leaders
- Law enforcement officials
- Leaders of NGOs and campaign groups
- Experts such as academics
- Celebrities

Explain your story and ask for their support. Publish a few words of support alongside their picture. This will demonstrate to those who would wish you ill that you have support in the community.

MODULE 3

GETTING THE STORY



UNIT 3.1 - RESOURCES

A. FACTS AND FIGURES

Facts are the basis for all investigative journalism. Mostly, facts are nothing more than dry numbers on a page but with a proper understanding and interpretation they can reveal stories of real interest. Learn to love documents. Look for official or highly respected documents such as official statistics, legal and regulatory frameworks, court documents, company publications newspaper articles.

B. PHOTOGRAPHS AND VIDEOS

Photographs, and increasingly video, are a vital part of modern story-telling. But forced labour and unfair recruitment usually take place in the shadows, and both perpetrators and victims may not be willing to be identified.

If someone agrees to be photographed (or filmed), but asks that they not be identified, it is far, far better to protect their identity during the filming – for example, by only photographing them in silhouette or by filming only the interviewee's hands, rather than relying on post- production techniques such as pixelating or hiding the person's face during the edit or production process.

What can you do if you can't get original images?

- You could use stock images from a picture library but the image may not match your story.
- You can illustrate your story with visual arts such as drawings, cartoons and paintings.
- You might even leave the story without illustration and explain your reader why that is your choice.

Images play an important role but lack of professionalism or resources often leads to sloppy photo editing and, in the end, to a major disservice to the audience.

UNIT 3.2 - SAFETY

A. THE PRINCIPLES OF ETHICAL JOURNALISM

Here are some top tips for staying safe in your reporting:

- Be accurate

Only report those facts which you have checked and double checked and know to be true. Everything else is a claim and should be attributed. Take care to report claims accurately. Do not draw conclusions. Report according to the limits of your ability. If you are covering a sensitive issue, report on what you can see, or at least what you are told by those around you. Leave the analysis, interpretation and speculation to others who have other sources and can see the bigger picture.

- Be sceptical

Analyse all information you are given on a situation. Consider recording the conversations you have with anyone involved in a sensitive story you are covering. Later, they may be pressured to deny your reports, and you may need to present your recordings and transcripts to a court.

- Be balanced

Actively seek out the views of all parties. If they won't speak to you, or you can't reach them, look for an authoritative source of their position, such as their official website or news agency. If you fail, explain why: "For such and such reason, it has not been possible to reach the following source of information."

Don't act as a judge, advocate or human rights activist. Leave this to the experts who can brief you and give you analyses.

- Be impartial

Don't promote the views of one of the parties to the conflict.

Don't use language (usually adjectives) to describe how good (strong, heroic, determined, rightful) one side is, or how terrible (evil, weak, cowardly) the other side is.

Recognise that words used widely and without intended prejudice in one community can cause offence among another. Would you like to be described as a 'tribal' or 'aboriginal'? Show respect to other people. Find out how they themselves prefer to be described.

Recognise when your own bias appears in your reporting and remove it.¹⁵

15. Ethical Journalism Network (2018). Five-point guide for migration reporting. [Online Video]. Available from: <https://www.youtube.com/watch?v=aongjvQ-QCE>. [Accessed: 13 November 2018].

B. PERSONAL SAFETY

Journalists who are reporting on issues such as unfair recruitment or forced labour are particularly at risk – even if they do so in a balanced and objective way. You are likely to be exposing criminal organizations or powerful individuals, or even government abuses. Reprisals may range from intimidation and harassment to actual violence, illegal arrest and arbitrary detention. You need to be aware and to be prepared.

RESOURCES

Committee to Protect Journalists. (2012). Journalist security guide. [Online]. Available at: <https://cpj.org/security/guide.pdf> [Accessed 19 November 2018].

Council of Europe. (n.d.). Platform to promote the protection of journalism and safety of journalists. [Online]. Available at: <https://www.coe.int/en/web/media-freedom> [Accessed 19 November 2018].

IFJ. (n.d.). Safety. [Online]. Available at: <https://www.ifj.org/what/safety.html> [Accessed 19 November 2018].

IFJ. (n.d.). Gender Equality. [Online]. Available at: <https://www.ifj.org/what/gender-equality.html> [Accessed 11 December 2018].

INSI. (n.d.). INSI Safety Code. [Online]. Available at: <https://newssafety.org/about-insi/insi-safety-code/> [Accessed 19 November 2018].

UNESCO. (n.d.). Basic Texts Related to the Safety of Journalists. [Online]. Available at: <http://www.unesco.org/new/en/communication-and-information/freedom-of-expression/safety-of-journalists/basic-texts/> [Accessed 19 November 2018]

UNESCO. (2015). Safety guide for journalists. A handbook for reporters in high-risk environments. [Online]. Available at: <http://www.unesco.org/new/en/communication-and-information/resources/publications-and-communication-materials/publications/full-list/safety-guide-for-journalists/> [Accessed 19 November 2018].

UNESCO. (n.d.). UN Plan of Action on the Safety of Journalists and the Issue of Impunity. [Online]. Available at: <https://en.unesco.org/un-plan-action-safety-journalists> [Accessed 19 November 2018]

C. PHYSICAL AND MENTAL HEALTH

Be mentally prepared for a traumatic assignment. Share stories and experiences with your fellow journalists. Debrief your bosses and colleagues. Be aware of any potential risks to your physical health.

D. DIGITAL SECURITY

- Don't keep contact details of sensitive sources in your handwritten notes, books, in your mobile phone or in computer files.
- Give your sensitive contacts a code name and use this in your notes.
- Protect your mobile phone with a strong PIN code.
- Store the contact details of sensitive sources under an assumed name.
- Delete records of sensitive calls.
- Delete text messages.
- Disguise sensitive numbers in another format.
- Learn how to use higher security for your web browsing.
- Learn how to send encrypted emails.
- Take care with what you post on social media.

E. GOING UNDERCOVER

It is a general rule of journalism that reporters should be open and honest about who they are. They should not disguise their identity or activity in order to gain access to information that would not be shared with a reporter.

However, it can be very hard to gather convincing evidence of crime and anti-social behavior while being fully transparent.

This is why when - and only when - there is genuinely strong public interest reason to suggest crime or serious antisocial behavior, some investigative reporters will take on an assumed identity, for example, by pretending to be an unskilled worker to take a job where workers are abused. This is known as 'going under cover'.

If the reporter makes covert sound or video recordings, a court may decide that they are an invasion of privacy and illegal. Reporters who are uncovered may be subjected to threats and even physical violence.

Consider:

- How will you join the organization you are about to expose?
- Will you work alone?
- How will you make sure that you are safe?
- What is your undercover identity and story?
- How will you avoid asking too many questions and arousing suspicion?
- How will you get the information out?
- How will you get yourself out if/when things go wrong?

RESOURCES

R.AGE.(n.d.). [Online]. Student/Trafficked. Available at: <https://www.rage.com.my/trafficked/> [Accessed 19 November 2018].

Fruit picking investigation (<https://www.smh.com.au/interactive/2016/fruit-picking-investigation/>)

UNIT 3.3 - SOURCES

You can get information from a diversity of sources, including workers and their families, employers or agents and intermediaries that orchestrate recruitment as well as academics.

However unhappy they are about the situation they find themselves in, speaking out may only exacerbate the problem and possibly put them in danger. You will need to be sensitive and respectful, while at the same time encouraging them to provide you with information.

Stories about recruitment may address good or bad practices leading to very different outcomes for the workers' concerned, affecting both their professional and personal life.

Journalists reporting on these stories need to work carefully and methodically to build up a body of evidence, ensuring accurate, fair and balanced reporting.

A diversity of sources must be considered. In the following section you will find tips on addressing particular types of sources.

A. SURVIVORS

You must not pressure them, but it is fair to tell victims that speaking out will inform the public about the scale and nature of the problem. It may give others the confidence to speak. And it may warn others of the dangers they may face in travelling across borders.

If you want people to open up to you about traumatic experiences, you need to win their trust. Victims must know that they will not be denigrated or re-victimized by your reporting. The stories that you write about survivors of abuse and atrocities will also determine whether your interviewees will want to talk to you again for follow-up stories.

You should always treat victims/survivors and their families with compassion, care, respect and dignity. This does not mean you should stop being a skeptical journalist working to find the truth.

Depending on the situation, it is advisable to let the interviewee choose the interview venue. You want them to be in a place where they feel comfortable talking.

Victims and survivors may request that you do not publish any information which could lead to them being identified. News organizations are often reluctant to use anonymous sources because it has the effect of weakening the impact of the testimony.

There may also be the danger that those accused attempt to punish those who speak out. It is vital that reporters do not allow this to happen.

If you promise to protect their anonymity, you must ensure that you do so. Take care that their identity is not revealed, even inadvertently by publishing so much information about the person that someone close to them could work out who you are talking about.

In some very sensitive cases, it goes beyond not mentioning their name or identity in pieces that you publish. You must also keep their identity secret in your own notes, in case these fall into hostile hands.

B. SUPPORT GROUPS, ADVOCACY ORGANIZATIONS, ACADEMICS

Whereas much of the power and emotional impact of a story will come from testimonies of those directly impacted, it will gain strength when bringing a wider perspective, placing the story of one or more individuals into context.

To do this, get information from experts working in the field, such as:

- Support groups for victims and survivors
- Associations
- Trade unions
- Law enforcement agencies
- Social services and other public services
- Academics
- Politicians with a specialist interest in the issue.
- Lawyers
- Global organizations, such as the ILO.

When you meet them, ask them to suggest someone else you should speak to. Build up your network of contacts. Follow them on social media; read their published articles.

When you are researching your story, be sure to take detailed notes of what each person says to you. If, when you come to write the story, you are unsure of your understanding, you will be able to go back and check with the right person. You will also be able to attribute the opinions to the right people. You will soon lose the trust of anyone you mis-quote or attribute the wrong opinion to.

C. ACTORS SUSPECTED OF ABUSE

People accused of crimes or anti-social behavior should be the last people you contact in your investigation, when you have gathered all the evidence and built a strong case against them.

If you contact them too early, they will have the chance to put pressure on witnesses, destroy evidence – and scupper your investigation.

However, in the interest of fairness, you do need to give them a chance to respond properly to any allegations of wrongdoing made against them.

Many news organizations would consider one or two days sufficient time for the accused to give a considered response – but not enough for them to take action – whether legal or illegal – to prevent publication.

If they agree to meet, consider your own safety:

- Take a colleague along with you.
- Inform your editor where you are going.
- Have someone check up on you.
- Take detailed notes or make a recording.
- Conduct the discussion professionally and politely.
- Do not permit yourself to become angry or indignant.

If they refuse to meet, you could ask them to answer your questions by phone or email.

A third option is for them to prepare a written (or recorded) statement for you to use as their response to the allegations against them.

You should be persistent in seeking a response, repeating that you want to hear their view of events in the interests of accuracy and fairness.

If you receive no reply after repeated contact, you should seek to represent their position as best you can, using publicly available sources. You would then write in your report efforts made to get their side of the story.

Always be polite. As a journalist, your role is not to determine guilt, but to set out the facts as far as they can be established so that the public can reach their own conclusions.

MODULE 4

TELLING THE STORY



UNIT 4.1 - WHICH MEDIUM?

Journalists have a number of platforms on which they might publish their story. It is worth considering at an early stage how you might make best use of the material you have to reach the largest number of people and make the most impact.

You don't have to select just one. You can publish your material in different forms on different platforms such as newspaper, web, television etc.

A. WEB

Almost all news outlets have a website and some of them exist only as a website. However, these websites can as easily carry video or audio reports as they can words and pictures. During the process of building a story, consider taking photos, audio or video recordings that can be published in or alongside an article.

A "long read" is a new type of web article, which incorporates pictorial elements such as pictures, infographics, maps and even audio and video clips into a long text article. The combination makes the format very engaging. It is especially suited to features and investigations.

B. SOCIAL MEDIA

Many news organisations make extensive use of social media such as Facebook, Twitter and Instagram. Often, social media are seen as a way of attracting and serving audiences for their mainstream output, but they can equally be used for storytelling in their own right.

Some reporters have become very clever at telling complicated stories on Twitter in a series of tweets – short messages of no more than two or three sentences, often accompanied by a picture or even a short piece of video.

Instagram is especially good for sharing pictures and short videos. It allows for the publication of a series of images of the people who have provided testimonies – with their permission, of course.

The instantaneity of social media is also quite powerful, notably when looking to produce a concrete reaction from a person or an organization involved in your story. Recent examples have shown how the use of Twitter has helped victims of forced labour and human trafficking shed light on their situation with authorities quickly reacting.

However social media should also be considered as a medium where ethical and unethical recruiters operate, leading to forced labour or fair recruitment opportunities. The fact that social media is a space where a growing number of people are going to search for jobs reinforces the idea that quality reporting should also appear on these platforms.

C. RADIO PROGRAMMES

Radio programmes can exist as part of a regular schedule, or exist entirely on their own as a podcast, downloadable and playable at any time. When they are held close to the source of the sound or used with a plug-in microphone, smartphones make good recording devices. Editing can be performed on a smartphone or a computer.

D. VIDEO

Lightweight video production techniques such as filming and even editing on a smartphone make it possible for those with even modest resources to make their own video films, which can be shared online, broadcast on TV, shown in cinema or played to audiences in cinemas and community halls.

E. ANIMATION

Animation is a great way to tell a story where there is a need to protect the identity of those involved and or appeal to certain audiences particularly children.

F. APPS

Many people will be familiar with apps which offered by news organisations as a way of accessing their content. But there have also been early experiments with using apps to tell stories in new ways. The BBC created an immersive video to simulate the experience of migrants risking their life to seek work and a future in another country.

G. TELLING THE STORY IN PICTURES

As mentioned in the previous chapter, journalists must consider carefully how they portray their subject when reporting about labour issues. Particular attention needs to be paid when preserving the anonymity of sources and protecting victims of labour abuses is indicated.

If you've been working hard on a difficult subject such as fair recruitment or forced labour, it is likely that you have more material than you need for a single news report. In this case you could consider a series of reports on the same theme and host it on the web.

UNIT 4.2 - CONSIDER A SERIES

If you've been working hard on a difficult subject such as fair recruitment or forced labour, it is likely that you have more material than you need for a single news report. In this case you could consider a series of reports on the same theme and host it on the web.

RESOURCES

IFJ. (n.d.). Stop violence against women journalists. [Online] Available at: <https://www.ifj-stop-gender-based-violence.org/> [Accessed 11 December 2018].

Independent. (n.d.). Slaves on our streets. [Online]. Available at: <https://www.independent.co.uk/topic/slaves-on-our-streets> [Accessed 11 December 2018].

You might also consider taking the next step and turning your series into a campaign. This is when a news organization goes beyond its usual role of reporting neutrally on an issue and actually takes sides to support a policy change. News media that aim to be impartial and objective will normally only do this when they are fighting criminal activity and promoting human rights such as liberty, health and free labour.

The stories of the campaign may be focused on a single individual and unfold over time, or may feature different individuals who face similar problems. Alternatively, a single issue from a number of different angles can be considered: the trafficked or abused worker, the employer, the agent, the law enforcement officer, and so on.

The stories can run over consecutive days, or as an occasional series. Signposting forthcoming stories helps to keep viewers or readers engaged:

- "Tomorrow, in our continuing series, we'll meet the broker who sent Tope on her perilous journey."
- "We'll hear more from Tope and find out how she's getting on with life as a free woman."

SIX STEPS TO A SUCCESSFUL CAMPAIGN

STEP 1: SET OUT YOUR GOAL

Campaigns can start off big or start small and grow. They will always benefit from good advance planning. However, your objective must be clear from the outset. Are you calling for a change in the law? Or some other action? For example:

- "We will keep campaigning until we see an end to the permit system."
- "All trafficked women must be freed and taken care of by the state."

STEP 2: MANAGE YOUR CAMPAIGN

One person needs to manage the campaign on a daily basis to ensure that it keeps momentum and stays on track. This will usually be the reporter who is writing most of the stories.

The campaign also needs a champion who is senior in the editorial team such as a deputy editor, head of newsgathering, or somebody similar.

The champion will ensure that resources, including time, are allocated. Campaigns need many resources and junior staff may be reluctant to commit them. The champion will also protect the writing team by dealing with any external pressures from parties related to the inquiry.

STEP 3: SEEK TO MAKE A STRONG INITIAL IMPACT

Try to start the campaign with impact and choose a day when the campaign will not be competing against another planned news event.

Make the first campaign story prominent on the front page of a newspaper, or first in a television or radio news bulletin. Support it with side stories, backgrounders, images, and info graphics.

STEP 4: MAKE IT EASY FOR READERS TO JOIN IN

People are increasingly used to have their say on controversial issues by social media. Make the most of this and get them involved. Open up comments on your medium and publish the most interesting and supportive. However, be aware that comments can also be negative, racist, sexist and else. It is important to set clear and firm code of conduct for commenting online.

Set up a dedicated email account for members of the public to send you their comments and even stories or story ideas.

There is a platform for e-petitions where citizens can sign up to support demands for a certain action such as a change in the law. If this is the case, set up a petition or ask a sympathetic politician to do it. Then encourage readers to sign the petition. You can publish the number of signatories as it rises, as an indication that the campaign has growing support.

STEP 5: DO SOMETHING READERS CAN'T DO

Remember the power and the limitations of your news organisation. It can amplify the voice of the readers, ask uncomfortable questions and demand answers from those in the highest authority.

Follow up this sort of action with calls to see if the material was received, been read and if there are any comments to be made on your dossier. Keep that pressure up. If they have nothing to say, try a week later and a week after that. Record your efforts to get an answer and publish it in the paper.

STEP 6: KEEP AT IT

There is an old newspaper adage that says that when you are getting tired of a campaign, the readers are only just beginning to notice it. Unless you have opted for a very short, sharp campaign, you are in it for the long run. Keeping campaigns lively, active and interesting is the job of the whole newsroom, not just the handful of people who are directly responsible for it.

UNIT 4.3 - ARE YOU READY?

A. THE EDITING PROCESS

Like any other type of reporting, reporting on fair recruitment and forced labour requires the use of good editing guidelines and practices. A wide body of resources on editing is available and largely contextualized, which is why the present toolkit cannot mention them all as good editing practices go far beyond our scope.

B. ARE YOU READY?

Before you publish your story or series of stories, bring everyone involved in the story together to ensure you have all the information at hand. You must have clear answers to the following questions:

- What are you trying to say or allege?
- Do you have enough information and evidence to say it?
- What are the implications of your allegations?
- Do you have full confidence in your sources and in your analysis of documents?
- Have you made an extra effort to verify and check all your information?
- Has everyone under criticism been given the opportunity to respond?
- How is the story structured? Work out the beginning, the middle and the end.
- Can you break the story up into manageable parts?
- How will you illustrate the reports? Can you explain the story with pictures, illustrations, tables, or graphics?
- Has a lawyer or experienced editor checked the entire story (including the headlines)?

If you can't answer all these questions fully, you are not ready to publish.

MODULE 5

FOLLOWING UP



UNIT 5.1 - IMPACT, AWARDS AND SPECIALIZING

A. IMPACT

Good journalism makes a difference to people's lives.

The practices you report on might not end, but reports you publish might:

- Lead to an individual or individuals being freed from forced labour
- Encourage an employer to modify their practices and/or encourage their business partners to do the same
- Give workers who had their rights infringed the confidence and contacts to set up a support group for others
- Encourage authorities to strengthen the laws and enforce the existing laws
- Encourage policy-makers to address forced labour and unfair recruitment practices and their root causes
- Raise awareness on the situation of specific categories of workers and change possible public misperceptions

It is important to think about the desirable outcomes for the workers. When reporting on a situation of forced labour, the solution of freeing the workers is a desired outcome. In other instances, when reporting on situations that are not necessarily fair to the workers, such as, for example, decent work deficits in terms of working conditions, the desired outcome may be subtler and involve improving working conditions through changes involving a large number of actors, hence more difficult to reach and monitor.

B. AWARDS

Awards, prizes and fellowships exist for almost all types of reporting. Labour migration issues and notably forced labour regularly feature in generic media awards, especially when they involve intensive investigation. In recent years, some of the most prestigious prizes in different countries have gone to these types of stories:

- Pulitzer prize (USA): Seafood from slaves (2016)¹⁶
- National Magazine Award (Canada): The Cage (2016)
- Albert Londres (France) : Voyage en barbarie (2015)¹⁷

These distinctions help increase the initial impact of a story as it brings the attention of other media professionals to the issues and, at times, the attention of the general public as well.

Several other award schemes also focus on labour and migration issues, including:

- Global media competition on labour migration and fair recruitment¹⁸
- Migration Media Award¹⁹
- Anti-Slavery Day Awards²⁰
- ILCA Labor Media Awards²¹
- International Women in Media Foundations Awards²²

C. SPECIALIZING

Reporters with specialist skills are sometimes called 'beat' reporters, because they cover a specialized beat. The newsroom benefits from journalists specializing on specific issues. By becoming proficient on forced labour and fair recruitment, you can:

- Offer specialist story ideas to the news desk, even when they are not able to report on them,
- Understand and explain complicated stories,
- Know many experts who can be interviewed or provide information,
- Help your colleagues to cover related stories.
- Prepare 'background' pieces, which run alongside a news story, and explain the context,
- Plan ahead, looking for forthcoming news events, and ensure that the newsroom is properly prepared to cover them.

If you specialize you may find your work becomes more interesting and rewarding:

- You will get to know a subject area well.
- It is a different way of working, which may be a refreshing new challenge after years of covering general news.
- You will have a higher public profile in public and at work.
- You will have greater freedom in deciding which stories to cover, and how.
- You may escape reporting on trivial and predictable stories.
- You will be better able to demonstrate your talent, which may earn you the opportunity to tackle more senior editorial roles.

16. AP. (2016). An AP investigation helps free slaves in the 21st century. [Online]. Available at: <https://www.ap.org/explore/seafood-from-slaves/> [Accessed 11 December 2018].

17. Voyage en Barbarie. (n.d.). Accueil. [Online]. Available at : <https://voyageenbarbarie.wordpress.com/> [Accessed 11 December 2018].

18. ILO. (2018). ILO launches 2018 global media competition on labour migration and fair recruitment. [Online]. Available at: https://www.ilo.org/global/topics/labour-migration/news-statements/WCMS_644858/lang--en/index.htm [Accessed 11 December 2018].

19. Migration Media Award. (n.d.). Homepage. [Online]. Available at: <http://www.migration-media-award.eu/index.php?lang=en> [Accessed 11 December 2018].

20. Human trafficking foundation. (2018). Anti-slavery day awards. [Online]. Available at: <https://www.humantraffickingfoundation.org/news/2018/10/16/anti-slavery-day-awards-2018-winners-announced> [Accessed 11 December 2018].

21. ILCA. (2018). Inspiration. [Online]. Available at: <https://ilcaonline.org/inspiration/> [Accessed 11 December 2018].

22. International Women in Media Foundations Awards. (n.d.). Our awards. [Online]. Available at: <https://www.iwmf.org/our-awards/> [Accessed 11 December 2018].

UNIT 5.2 - FINAL TIPS

A. READ UP

You need to know much more than you will ever regurgitate on the page or on air.

Read all you can about the subject. Read the specialist magazines. Follow the relevant blogs. Government bodies and NGOs often publish newsletters about their activities.

You will need to understand how recruitment mechanisms work, what labour migration is about and how national and international legal instruments come into effect.

When an opportunity such as workshops to learn more formally about your adopted subject area presents itself, take it. Every opportunity helps build up knowledge and develop a network.

RESOURCES

ILO Topic page on Fair Recruitment
www.ilo.org/fairrecruitment

ILO Topic page on Forced Labour
www.ilo.org/forcedlabour

Thomson Reuters Foundation (n.d.) Human trafficking and modern day slavery reporting human trafficking and modern day slavery [Online] Available at: <https://www.trust.org/media-development/programmes/?sfid=a15D0000018xNlAlAM&areaOfFocus=Human%20Trafficking%20and%20Modern%20Day%20Slavery> [Accessed 15 November 2018]

B. DON'T GET LOST IN THE SUBJECT

Your job is to explain specialist issues to an audience of ordinary, non-specialist, people. Your job is to explain it clearly. That means:

- Translating jargon into everyday language;
- Cutting out irrelevant detail;
- Explaining things which are not clear;
- Making your stories relevant to readers, listeners or viewers.

C. DON'T BE ALONE

Get in touch with others who are covering the same beat. They can provide assistance with information, contacts, story ideas and advice. Consider joining or forming your own local group, or at least having an occasional informal get-together.

ANNEX

GLOSSARY OF KEY TERMINOLOGIES FOR MEDIA REPORTING IN NIGERIA

FORCED LABOUR AND FAIR RECRUITMENT OF MIGRANT WORKERS

ENGLISH WORD	DEFINITION
Residential permit For the worker	Official approval (document) that permits a migrant to live and work in a country for a specified duration or time.
	The overseas employment promoter / recruitment agency / employer gets the foreign service agreement signed by workers before departure to pursue residential permit for the worker in the country of destination
Discrimination	Any distinction, exclusion or preference made on the basis of race, ethnicity, sex, religion, political opinion, or national extraction or social origin
Immigration Detention	Immigration detention is the process of holding individuals suspected of visa violations, irregular entry or unauthorized arrival, and those subject to deportation and removal in detention until a decision is made by immigration authorities to grant a visa and release them into the community, or to repatriate them to their country of departure.
Human Smuggling/ Trafficking, Trolley (slang)	Human Smuggling refers to the facilitation, transportation or irregular entry of a person (with consent) across an international border, in violation of one or more countries' laws, either clandestinely or through deception, such as the use of fraudulent documents. Same definition for Human Trafficking, but without consent of the trafficked person(s). A Nigerian immigration slang which refers to a smuggler
Access to Justice: Grievance/ complaints registration	It refers to support mechanisms/services for migrant workers to access justice through registering complaints/ grievances against the employer, overseas employment promoter/ recruitment agency or work related problems
Foreign Service Agreement	The Foreign service agreement is a legal document which specifies the nature and duration of work, terms and conditions and rights and responsibilities of workers, it is important for the worker to carefully read and understand the agreement/s contract before signing it.
Asylum Seekers	An asylum seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it.
Occupational safety and health	It refers to measures taken to ensure safety and health at the Workplace; including employees' compensations arising from workplace disabilities. These include use of appropriate safety gadgets, caution while handling dangerous machines and tools, safety against harsh weather and hazardous working conditions to avoid injuries and accidents.
Stranded Migrants	Migrants who "find themselves legally stranded, because they are unable to remain lawfully in the country in which they are physically present, or move to another country, or return to their home country" There should be provision for migrants or citizens who are in stateless position and how to fast-track and facilitate their documentation and regularization of their status.
Expatriate	A professional/specialist who has migrated to a country of which s/he is not a national for purposes of employment. Expatriates should be on bilateral arrangements, and quota system.
	A person temporarily or permanently residing outside of the country of which the person is a citizen. The person may be working or not.

Freedom of Association	Freedom of association is a fundamental human right.
	In the area of employment, it is the right of employers and employees to join any association of their choice for the purpose of collective bargaining and negotiations.
Forced Labour	Refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to authorities.
Deportation	An act of expelling or removing a foreign national from a country, either to the country of origin or to a third country.
Bilateral Agreements	Legally-binding treaties between a country of origin and a country of destination outlining the agreed terms, principles, and procedures governing labour migration between the two states.
Bingo (Slang)	In Nigeria parlance it means “a smuggled person”
Madam (Slang)/ Money Women	Widely used within Nigeria to refer to a woman trafficker
	Used when people are given out to service incurred by parents and are in debt bondage and can be trafficked in order to pay the debt.
Remittances transfer	Money earned or acquired by migrant workers that are transferred back to their country of origin.
Travelling documents	Identity, travel and work documents, such as passport, national or foreign national identity card. These documents are crucial to the mobility and safety of migrant workers through all stages of migration and employment process.
Illegal migrant	The word “illegal” migrant is extensively used in both electronic and print media in Nigeria. The more appropriate word, however, is irregular or undocumented migrant, someone who is not authorized to enter, to stay or to work in the country of destination.
Kafala/ Sponsorship	Several Arab Governments have authorized their citizens/companies to sponsor / take the responsibility of bringing foreign worker, this process is called Kafala. A worker cannot work with a person/company without obtaining permission of a Kafeel.
Kafeel	The Arabic word for sponsoring company or employer in Gulf countries
Minimum Wage	The minimum amount that an employer is legally required to pay workers under the law in those countries in which a minimum wage has been established by law.
Domestic Worker/ House-help	An individual who performs domestic duties such as cleaning, cooking and care work (children, elderly and disabled) in a house-hold (including for other non-household chores at shops/ offices) within employment relationship (i.e. paid work).
	Boi-Boi: A young boy that works as a domestic servant without pay (for apprenticeship).
	“Child Labour”: children who are drafted from villages to cities to work in exchange for education or other benefits who do not derive those benefits in the long run.
Labour Exploitation	A broad spectrum of working conditions and practices that are short of decent work and thus unacceptable. They range from extreme exploitation including forced labour, trafficking and modern slavery at one end, to other unacceptable forms of work.
Equal Opportunity	Refers to equal entitlements in pay, working conditions, employment security and social security irrespective of sex/gender.
Diaspora	Diaspora refers to a people or an ethnic population that leave their traditional ethnic homelands, or countries of origin, and are dispersed throughout other parts of the world.

LONG-LISTING OF OTHER LOCAL TERMS AND SLANGS WIDELY USED IN NIGERIA

LOCAL SLANGS/TERMS	PUTATIVE MEANING
Aduro	name for asylum
Alien	another name for abroad
Askari	refers to police in the Arab region
Blow/ Hamma	to amass sudden riches or wealth
Connection house	where sex workers are kept
Hustle/ Hustling	to look for work abroad/ to seek greener pastures abroad
I chop Azee	someone who has been granted asylum
I don cross	to successfully cross the Mediterranean
Jand	refers to Britain
Japa	to travel/relocate abroad permanently
JJC	Johnny Just Come (new returnee)
Kalabush	when someone has been arrested
K-leg	when there is a problem with the travel arrangements
Malay	refers to Malaysia, or people who are traveling to Malaysia or came back from Malaysia
Naija	unofficial name for Nigeria
Paper/Pali	Passport or travel documents
Push	means to cross someone across the Mediterranean
Obodo oyibo	Broadly used to reference overseas/Europe
Oluwole	fake travel documents
One chance/yawa gas	refers to a problematic situation
Oyibo	Any light skinned complexion person
Trunkay	it means to kidnap someone
Waka	refers to traveling abroad
Yankee	refers to United States of America
Yawa gas	refers to a problem

REPORTING ON FORCED LABOUR AND FAIR RECRUITMENT

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