

Forced Labor Indicators Project (FLIP)



Ministry of Employment and Labour Relations (MELR) Step-Down Trainings on Forced Labour in Ghana



Selection of Labor Inspector Step-down training photos. Clockwise from top left corner: Northern Region, Greater Accra Region, Upper East Region, Bono Region. Center: Upper West Region.

Over the last quarter of 2021, the Labour Department of the Ministry of Employment and Relations (MELR), with support from Verité's FLIP, conducted step-down trainings on forced labour for all labour inspectors in Ghana. This followed a 6-week virtual online Training of Trainers (ToT) Verité conducted for ten (10) labour inspectors from the Labour Department of the Ministry of Employment and Labour Relations in November 2020. The ToT followed a needs assessment conducted in 2019 which revealed a need for more capacity building in the area of forced labour. The ToT equipped the selected trainers with skills on delivering training to colleagues and other stakeholders in general. It was also designed to enable trainers to be able to identify, address, and prevent incidences of forced labour.

With knowledge from the ToT, the trainers conducted their own step-down trainings with support from FLIP, cascading the knowledge and skills to their colleagues, successfully reaching labour inspectors from all regions of Ghana. A total of 160 labour inspectors were trained by the trainers over the period of October to November 2021. A minimum of two (2) trainers trained labour inspectors over a three-day period in each region. Trainings in each region were very successful, and results from the post-tests after the trainings showed an increase in the knowledge base of inspectors on forced labour. A very big thank you and congratulations goes out to the Labour Department of the Ministry of Employment and Labour Relations for this great achievement!



Selection of Labor Inspector Step-down training photos. Clockwise from top left corner: Ashanti Region, Eastern Region, Eastern Region, Greater Accra Region. Center: Bono Region.



What is the most significant change or result you or your employer has experienced because of your participation in the forced labour training?

"I do look out for any of the indicators of forced labour whenever I am conducting inspections nowadays." -Step-down training participant

"It has equipped me with the skill and knowledge to combat forced labour during my inspections." -Step-down training participant

"Labour Officers now consider forced labour incidences as an integral part in the conduct of their routine labour inspections." -ToT participant and Step-down trainer

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Ghana Final Evaluation Highlights

In September to November 2021, an external evaluation firm, *Sistemas, Familia y Sociedad*, conducted an independent performance evaluation of FLIP's engagement in Ghana to align with the project's initial end date (December 2021). Although FLIP will continue to have a presence in both Ghana and Côte d'Ivoire moving forward, the evaluation serves as an important milestone for assessing the project's relevance, coherence, effectiveness, and sustainability to date.

The evaluator conducted a thorough review of project documents and held key informant interviews with project stakeholders and implementing partners. FLIP greatly appreciates the time that many of our stakeholders devoted to this process! Some key highlights and conclusions from the evaluation include the following:

FLIP is effective in meeting its performance targets:

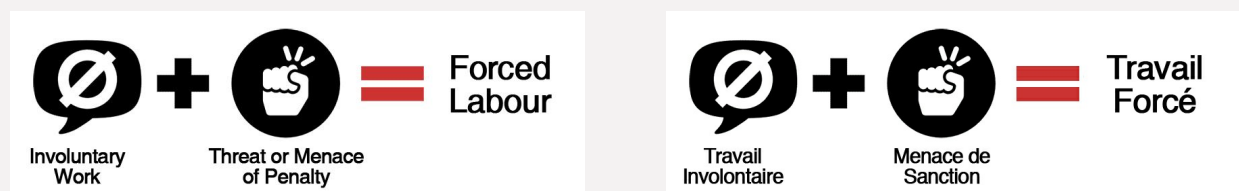
- 255 individuals sensitized on forced labour, 92 of which demonstrated improved FL knowledge
- 92% of interview respondents were assessed as familiar with the forced labour indicators (able to name at least 2 indicators), compared with 70% at the project midline
- 83% were assessed as "highly familiar" (able to name at least 4 indicators), compared with 52% at midline
- Progress on integrating forced labour indicators into monitoring systems (Outcome 2) has been slower, due to COVID-19-related delays and the slow nature of institutionalizing such changes
- The Technical Working Group was broadly seen as an inclusive, important connector across stakeholder groups for addressing FL issues

The Ministry of Employment and Labour Relation's forced labour step-down trainings for labour inspectors, described above, were ongoing at the time of the evaluation.

The independent evaluators provided the following recommendations to Verité:

- Hand over the chair role and responsibilities of the Technical Working Group to the government or appropriate entity to ensure sustainability.
- Replicate the Ghana Technical Working Group model in Côte d'Ivoire.
- Promote the online learning platform, its accessibility and use as a training and reference resource.
- Consider establishing a project gender and social inclusion (GESI) strategy with targets, goals, and outcomes, and regularly report against them, as part of documenting evidence in addressing gender and inclusivity issues in relation to forced labour and labour trafficking.

Coming Soon! Free Online Learning Resources in French



FLIP currently offers **two free, self-paced learning resources** that cover Forced Labour Frameworks and The ILO Forced Labour Indicators. These resources can be used by organizations to build the capacity of their staff in forced labour and related issues. The FLIP team is open to working with institutions through a guided walk-through of the online learning resource or other types of engagement.

FLIP will soon be launching French versions of these resources tailored to the Ivoirian context. These versions will cover:

- international and Ivoirian legal frameworks for understanding forced labour and human trafficking;
- the International Labour Organization's Forced Labour indicators and how to use them,

with a special focus on the 2018 International Conference of Labour Statisticians' Guidelines Concerning the Measurement of Forced Labour; and

- explanations of root causes of forced labour and how to identify and address risk factors.

The online learning resources also feature **interactive knowledge checks** to help you practice identifying indicators and risk factors as well as preventative measures and **downloadable checklists and guidance** to use in the field.

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Project and Contact Information

For more information, contact Josephine Dadzie at jdadzie@verite.org, Amourlaye Toure at atoure@verite.org, or Helga Osei Aku at hoseiaku@verite.org.

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Verité
413.253.9227
verite@verite.org
verite.org



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Verité | 44 Belchertown Road, Amherst, MA 01002

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