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Forced Labor Indicators Project (FLIP)



First FLIP Joint Technical Working Group Meeting



FLIP TWG members from Ghana and Côte d'Ivoire with the FLIP team and Yune Lee, Senior International Relations Officer at USDOL, at the Joint Technical Working Group meeting in Abidjan.

On February 27 and 28, the FLIP Ghana Technical Working Group (TWG) joined their counterparts in Abidjan, Côte d'Ivoire for the first Joint Technical Working Group Meeting between the Ghana and Cote d'Ivoire FLIP TWGs. The TWG in each country is made up of experts from government, private sector, civil society and unions and creates a forum for validation of project activities as well as coordination of each institutions' efforts in addressing the risk of forced labor. The meeting's objective was to identify avenues for cooperation and regional collaboration to address forced labor. The meeting was graciously opened and closed by Mr. Kouadio Oufouez, the Deputy Director of the National Committee for the Fight Against Human Trafficking (CNLTP) of Côte d'Ivoire.

Fourteen members from the Ghana TWG travelled to Côte d'Ivoire to attend this two-day meeting with eleven members of the Côte d'Ivoire TWG. Also in attendance was Ms. Yune Lee, a Senior International Relations Officer and FLIP's project officer from USDOL.

The meeting created a forum where country groups exchanged learnings and experiences on the issues of forced labor from the perspective of their respective countries. The TWG from Côte d'Ivoire discussed the challenges, opportunities and prospects of their work as the group formalizes and works together. The members of the Ghana TWG, which has been in inception since 2019, shared the journey they have embarked on as well as some of the challenges faced and benefits gained as members of the FLIP Ghana TWG. The Ghana TWG members as part of this journey also presented the mandates of their institutions and some of the success achieved on efforts against forced labor, having been a part of the FLIP TWG. The meeting created an opportunity for networking among members and both country teams learnt a lot from the experience sharing. FLIP is happy to have coordinated such collaborations between the two countries and among the institutions.



TWG members from Ghana and Côte d'Ivoire met in Abidjan in February.

Visit the FLIP website

Trainings on Forced Labor in Ghana and Côte d'Ivoire



Forced labor trainings run by FLIP in Ghana and Côte d'Ivoire (from top left): Training for the Centrale Syndicale Humanisme; Step-down training by COCOBOD REOs; Training for the Parliamentary Select Committee on Employment, Social Welfare and State Enterprises; Training for the Commission on Human Rights and Administrative Justice

Forced Labor Training for Trade Unions in Côte d'Ivoire

On February 22 and 23, the Forced Labor Indicators Project (FLIP) trained members of the Centrale Syndicale Humanisme on forced labor and human trafficking. The Centrale Syndicale Humanisme (CSH), created in 2010, is an umbrella organization of trade unions, associations and social organizations in Côte d'Ivoire. With more than one hundred and thirty base sections and seven sectors of intervention, the CSH is among the most representative trade union organizations in Côte d'Ivoire.

Twenty-five people attended this in-person training which took place in Abidjan. The participants came from a wide range of trade union organizations representing the transport, agriculture, industry, mining, domestic work, and health sectors. During the training, participants successfully applied their learning to case studies to understand and contextualize indicators of forced labor and human trafficking.

COCOBOD Refresher and Step-Down Trainings in Ghana

Forced Labor Training for the Parliamentary Select Committee on

On January 23 and 24, a refresher training on forced labor was held for seven Regional Extension Officers (REOs) from the seven cocoa regions of Ghana and some staff of the Cocoa Heath and Extension Division (CHED) of the Ghana Cocoa Board (COCOBOD) in the Eastern Region of Ghana. This followed a training of trainers in 2021 for CHED staff and was in preparation of step-down trainings by the REOs to Cocoa Extension Agents (CEAs) in the country. The training refreshed participants memory on forced labor, human trafficking, the ILO indicators of forced labor and its approach. During this training, participants, working with facilitators, put their knowledge to test by producing the 'Twi' (a widely spoken Ghanaian language) versions of the forced labor definition and its components --- involuntary work and threat or menace of penalty --- which was a major outcome and will be extremely beneficial to CEAs when disseminating information on forced labor to cocoa farmers.

Following from the refresher, the Regional Extension Officers conducted step-down trainings for the over 1,500 Cocoa Extension Agents in all the cocoa regions of Ghana from February 6 to March 1. This enabled the REOs to pass on knowledge on forced labor definitions and the ILO's indicators of forced labor to the CEAs and to prepare the CEAs to communicate topics on forced labor to cocoa farmers. FLIP is excited to have worked with CHED to organize these step-down trainings CEAs across the country.

Employment, Social Welfare and State Enterprises in Ghana

On March 11 and 12, FLIP collaborated with the Ghana Ministry of Employment and Labor Relations (MELR) to conduct a capacity building for the members of parliament in Ghana, specifically the Parliamentary Select Committee on Employment, Social Welfare and State Enterprises in Ghana whose mandate is to deal with all matters relating to employment and social wellbeing of Ghanaians. The training was opened by the Deputy Minister for Employment and Labor Relations, Hon. Bright Wireko Brobby on behalf of the sector minister. In his speech, he emphasized the importance of such capacity building for the committee considering its mandate. Also in attendance were other key senior officers from the MELR, the Chief Director, Director for Policy, Planning, Monitoring and Evaluation (PPME), the Chief Labor Officer and the Head of the Child Labor Unit.

The training focused on the definition and international standards of forced labor, the Ghanaian legal and policy context as it relates to forced labor and human trafficking, the ILO forced labor indicator approach and contextualization of same in the Ghanaian context.

Forced Labor Training for the Commission on Human Rights and Administrative Justice (CHRAJ) in Ghana

On March 27 and 28, FLIP trained officers of the Commission on Human Rights and Administrative Justice (CHRAJ) in Ghana on forced labor definitions, human trafficking, the indicators of forced labor and its approach, child labor, and the relationship between child labor and forced labor, among other topics.

The training brought together a total of thirty participants in the capacities of Regional Directors, Public Education Focal Persons and District Directors from the Bono, Bono East and Ahafo Regions of Ghana. The two-day training was held in Kumasi in the Ashanti Region. Also in attendance was the CHRAJ representative on the FLIP TWG who is the Deputy Director for Public Education, Mr. Mawuli Avutor, who gave the opening remarks on behalf of the Commissioner of CHRAJ.

This district level training follows an initial training organized in 2022 for selected officers at the headquarters and was to ensure there are no knowledge gaps among officers at the district and headquarters level. The Commission expressed its gratitude to FLIP for the collaboration and looks forward to more of such important trainings for its staff. This is because the Commission's mandate is to ensure a free, just and equitable society where human rights and dignity are respected and thus the trainings on forced labor will further enhance the work of the commission in fulfilling its mandate.

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Resources Available Online



Diagram showing the two components of forced labor.

FLIP offers **two free, self-paced learning resources** that cover Forced Labor Frameworks and The ILO Forced Labor Indicators. These resources can be used by organizations to build the capacity of their staff in forced labor and related issues. The online learning resources feature interactive knowledge checks to help you practice identifying indicators and risk factors as well as preventive measures and downloadable checklists and guidance to use in the field.

The FLIP website also has **specialized training materials** for use by government, civil society, and private sector trainers who have had their capacities built by the FLIP team in Training of Trainer models. These resources can be used by trainers to build their knowledge and to train others within their organizations and institutions.

FLIP has recently published **sector-specific resources** providing insight into forced labor dynamics in the cocoa, gold, and oil palm sectors. These resources provide information on how forced labor manifests in each of these supply chains and connect indicators of involuntary work and menace of penalty to situations in these sectors. The resources are currently available for download in both English and French on the FLIP website.

The FLIP team is open to working with institutions through a guided walk-through of the online learning resource or other types of engagement. Please reach out if you want to learn more!

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Training Preview

FLIP recently conducted a training of trainers on forced labor for Labor Inspectors in Côte d'Ivoire. Watch out for more details in the next FLIP newsletter!

Project and Contact Information

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