

FORCED LABOUR

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Rights at Work

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ILO Conventions on Forced Labour

- **ILO Forced Labour Convention, 1930 (No. 29)**
- **Abolition of Forced Labour Convention, 1957 (No. 105)**
- 2014 Protocol to the Forced Labour Convention, 1930 (P29)
- Forced Labour Recommendation, 2014 (No. 203)



ILO Forced Labour Convention, 1930 (No. 29)

Fundamental obligation: *“to suppress the use of forced or compulsory labour in all its forms”*

Sanctions: Exaction of forced labour punishable as a *penal offence*, with *penalties adequate and strictly enforced*

Forced Labour Convention, 1930 (No. 29)

Forced Labour

Any work or service

Exacted from any person

Done involuntarily

Under the menace or threat of a penalty

Elements of Forced Labour

All work or service:

- regardless of the industry, sector or occupation
- legal and formal employment as well as illegal and informal employment

Any person:

- regardless of nationality and legal status (documented and undocumented)

Menace of any penalty:

- Threats
- Tying the worker to the company

Involuntary:

- Workers must consent to enter into employment
- Must be free to leave at any time, subject only to reasonable notice in accordance with national law or collective agreements.



Exceptions

- Compulsory military service
- Normal civic obligations
- Prison labour (if conviction by a court + public authority supervision)
- Work in emergency situations (war, calamity...)
- Minor communal services (within the community)

Forced labour must be distinguished from:

Lack of economic alternatives

Exploitation, long hours, low pay...

Hazardous work



Abolition of Forced Labour Convention, 1957 (No. 105)

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Countries undertake to suppress and not to make use of any form of forced or compulsory labour:

- as a means of political coercion or education or as a punishment for holding or expressing political views;
- as a method of mobilising and using labour for purposes of economic development;
- as a means of labour discipline;
- as a punishment for having participated in strikes;
- as a means of racial, social, national or religious discrimination.



ILO Indicators of Forced Labour

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

Key questions:

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

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

These indicators should be understood from the point of view of the persons affected by forced labour



Some Good Practices





International
Labour
Organization



Thank You