

FORCED LABOUR

"all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."

(Article 2(1), Convention No.29)

Social Performance,
Downstream HSE Excellence Department,
Downstream Business Excellence Division



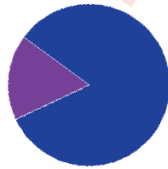
International Labour Organization estimates show that **24.9 million people** around the world are still subjected to forced labour.

20.8 million (83 per cent)

are exploited in the private economy, by individuals or enterprises, and

4.1 million (17 per cent)

are in State-imposed forms of forced labour.



INDICATORS OF FORCED LABOUR

ABUSE OF VULNERABILITY

Employer or recruitment agent takes advantage of people in vulnerable situations. Characteristics like migrant workers who don't speak the local language or understand local laws and regulations will be at greater risk of forced labour than others.



DECEPTION



The failure to deliver what was promised to a worker, whether that promise was made verbally or in writing.

Any situation that has removed a worker's free and informed consent – if they had known the truth about a job, they wouldn't have taken it – is deceptive.

ISOLATION



Workers are in remote locations without the means to leave, or denied contact with the outside world. Isolation can be geographic, linguistic (workers unable to communicate with those around them), social or cultural.

RESTRICTION OF MOVEMENT



Workers cannot enter and exit a worksite or their accommodation freely, or have their movements unreasonably controlled.

PHYSICAL AND SEXUAL VIOLENCE

Workers are physically or sexually abused. This includes hitting or slapping workers, forcing workers to do jobs outside of their employment contract, touching workers inappropriately without their consent, and forcing workers to take drugs or alcohol.



INTIMIDATION OF THREATS

Workers are threatened with physical, legal, financial or other consequences if they try to leave a job or refuse sub-standard working conditions. This includes threats made to workers looking to join a trade union, or threats to report undocumented workers to the authorities.



RETENTION OF IDENTITY DOCUMENTS

Employers are in control of workers' identity documents and hold them somewhere that workers cannot access freely and independently..



such as passports, ID cards and work visas

WITHHOLDING OF WAGES



Wages aren't paid to workers on time or in-full. This includes irregular and delayed wage payments, when workers receive payment in kind that don't match the amounts deducted for these from their wages, or when workers do not control their own bank accounts.



INDICATORS OF FORCED LABOUR

DEBT BONDAGE

Workers incur or inherit debts to employers or agents, and are bound to the employer or agent until a debt is considered paid.

Employers may even continue adding costs – such as for food or accommodation – to a worker's debt.



This can leave a worker with very reduced "take-home" wages, and/or make it impossible for them to clear their debt.

EXCESSIVE OVERTIME

Workers must work for hours and/or days at a time that go beyond the national legal limits or collectively agreed limits. They might be denied breaks, or may have to work beyond these limits to earn the minimum wage.



ABUSIVE WORKING AND LIVING CONDITION

Working conditions and accommodation for workers that are degrading, dirty, hazardous, or otherwise sub-standard.

