



Fight Against Forced Labour in Cocoa



Picture box for facilitators

Fight Against Forced Labour in Cocoa

The International Cocoa Initiative (ICI Foundation) holds the copyright to this publication. This document may be summarized, reproduced, translated and copied, in part or in full, for training and information purposes, for non-profit and non-commercial use, subject to prior approval by ICI. Faithful transcription of any quote contained in this document is required and any modification of this document is prohibited. Reproduction of texts and figures is authorized provided that the source is clearly indicated and the publisher is informed.

© 2024 International Cocoa Initiative (ICI Foundation). All rights reserved.

ICI Secretariat Switzerland
Chemin de Balexert 9
1219 Chatelaine - Switzerland
+4122 341 47 25

ICI National Office Cote d'Ivoire
Cocody II Plateaux, 7eme Tranche, Ilot
264, Lot 3244, Abidjan-Cote d'Ivoire
+255 27 22 52 70 97

ICI National Office Ghana
No. 16, Djanie Ashie Street
East Legon-Accra Ghana
+233 302 998 870

www.cocoainitiative.org
info@cocoainitiative.org

How to Use the Picture Box?

This picture box is a practical educational and awareness-raising tool intended for facilitators. Its purpose is to help communicate on the issue of forced labour of adults and children. With images or drawings representing certain local economic and social practices occurring in communities, it gives facilitators a better understanding, as well as fighting, protection and remediation means and mechanisms addressed to adults and children involved in this phenomenon.

There are different topics that complement each other. The facilitator can choose them depending on the group participating, for more detailed and complete explanations.

COMMUNITY OR LOCAL AWARENESS-RAISING METHODOLOGY WITH THE PICTURE BOX

The facilitator must follow the steps below to conduct a training or awareness-raising activity:

Step 1.

Prepare the Session

Prepare the session with the target audience, community leaders, opinion leaders or household leaders, etc.: agree on a date, a time, a location (quiet, spacious, adapted to group discussion), targeted audience (balance between men/women, children), equipment needed...

Step 2.

Welcome the Participants and Introduce Oneself

- Provide a warm welcome to participants;
- Introduce oneself: First and last name, function, role in the training/awareness-raising mechanism.

Step 3.

Describe the Session's Context and Objectives

Example: Dear parents, ensuring decent work for all workers is a challenge for everyone. Our activities' future depends on it. Today, we will talk about an issue that seems invisible but that is real. We will talk about forced labour. Adults and children are affected. But what does forced labour mean? What are its causes? What are its consequences? What should and shouldn't we do as employers? In other words, how can we combat forced labour? These are the questions

we have to ask to give workers a better chance to benefit from their hard work. With the help of pictures, we will discuss the following topics... (topics) and together, we will learn some lessons and put them into practice.

Step 4.

Show the Images and Discuss Them

1. Announce the theme of the day;
2. Show the images to the participants;
3. Ask questions on one image at a time and discuss its meaning before moving on to the next image, making sure it is understood in the same way by everyone;
4. Ask volunteers or select participants to share their experiences, particularly if they have lived the situations presented and are comfortable sharing.

Step 5.

Learn Lessons from the Discussions About the Images

Select volunteers (men, women, teenagers, children) to summarize the discussions and learn some lessons on the images presented.

How to Use the Picture Box?

Step 6.

Deliver an Awareness-Raising Message

Encourage the administrative, political or Customary authorities, community or opinion leaders, to make strong recommendations to their communities through awareness-raising key messages.

Step 7.

Thank the Participants

- Thank the community leaders and all the participants invited;
- Announce the following awareness-raising activities;
- Relax the atmosphere with a good group dynamic to close the session.

The picture box addresses 6 big topics divided into 25 plates:

1. Communities' perception of forced labour
2. Definition of forced labour
3. Risk factors of forced labour
4. Consequences of forced labour
5. Workers' behaviors
6. General good practices

Communities' Perception of Forced Labour

What perception do communities have of forced labour? Understanding what is commonly said about forced labour helps better explain this issue, which is often invisible in local social practices. It allows us all to start effectively working towards its elimination.

Objectives

1. To gain insight into the knowledge and awareness levels of the community regarding forced labour.
2. To identify the misconceptions and myths that the community may hold about forced labour.
3. To understand the community's attitudes and beliefs towards forced labour and its victims.
4. To assess the community's understanding of the various forms of forced labour and how they manifest in their specific context.

Task

1. Discuss and agree on the definition of forced labour in the general context.
2. Discuss the two key indicators that should be present before a case could be classified as Forced labour or not.

Material

Flip chart, writing pad, colored papers, markers and picture box.

KEY MESSAGE

In communities, forced labour is usually considered as an extreme form of exploitation associated with colonial times.

Question

How is forced labour described in communities?

Amongst communities, forced labour is usually seen as:

- A thing of the past;
- A practice belonging to colonial times;
- Slavery;
- Debt bondage;
- An extreme form of exploitation.



Communities' Perception of Forced Labour



Definition of Forced Labour

In order to understand the concept of forced labour, it is important to know its indicators. The definition of forced labour is defined using the defined indicators. Understanding these indicators provides better understanding of the concept.

Objectives

- To increase awareness and understanding among community members and other stakeholders about the problem of forced labour in the Ghanaian cocoa sector, including its causes, impacts, and prevalence.
- To help community members identify and recognize situations of forced labour in the Ghanaian cocoa sector, including the various forms it can take and the signs that may indicate its presence.
- To establish a common language and framework for discussing forced labour in the Ghanaian cocoa sector, including the legal and ethical implications of this issue.

Tasks

1. Discuss and agree on a common language or term that communities best describe and understand what forced labour in the cocoa sector of Ghana means.
2. Be able to use the two main indicators to explain what forced labour is in the Ghanaian Cocoa Sector.

Question

What is the definition of forced labour according to international legal texts ?

According to international legal standards, Convention Number 29 on forced labour (1930) defines this concept as follows:

The term forced or compulsory labour shall mean all work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself or herself voluntarily (Article 2.1)

Convention n°29 therefore entails the fundamental obligation to eliminate all forms of forced labour.

In other words, States must not only criminalize forced labour and prosecute the perpetrators of such acts, but also the victims and give them access to remedy and reparation, including compensation.

The Labour Act (2003), Act 651 prohibits Forced Labour (Part XIV, 116) and defines Forced Labour as “Work or service that is exacted from a person under a penalty and for which that person has not offered himself or herself voluntarily”

All forms of slavery or practices similar to slavery, such as serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed

From the above Child Forced Labour and WFCL means that:

ALL FORCED CHILD LABOUR IS A WORST FORM OF CHILD LABOUR BUT NOT ALL WORST FORMS OF CHILD LABOUR ARE FORCED CHILD LABOUR

KEY MESSAGE

Forced labour is any work exacted from an individual under threat of a penalty for which the said individual has not consented.

Definition of Forced Labour



Working for more than the agreed period.

Seizure of documents, i.e. ID card.

Fight Against Forced Labour in Cocoa

Involuntary Indicator 1:

Unfree recruitment at birth or through transactions such as slavery or debt bondage.

Unfree recruitment at birth or through transactions such as slavery or debt bondage is the first on the list of the indicators of Involuntariness. Understanding what constitutes debt bondage or unfree recruitment is essential to help address them.



Objectives

- To increase awareness and understanding of participants on the definition of debt bondage and unfree recruitment
- To identify and recognize situations of debt bondage or unfree recruitment within the sector
- Agree on common strategies for addressing this forced labour risk

Task

1. Discuss and agree on an appropriate local term that can be used for unfree recruitment.
2. Guide participants to situate this within their local context.
3. Be prepared to clarify any myth or misconception that may come up.
4. As much possible, let your discussions be within the cocoa context.

Materials: flip chart, markers, picture box.

Question:

What is your understanding of unfree recruitment at birth or debt bondage?

Discussions:

Debt bondage may be described as:

- the condition arising from a pledge by a debtor of his personal service, OR
- of those of a person under his control as security for a debt owed; OR
- an employer requesting for the service of a debtor or anyone under his control

NB: In most cases, employers inflate the interest of the debt to be able to keep the worker's services for longer period of time. Sometimes, when the bonded labourer dies, debts are often passed on to children to continue to work for the employer.

Unfree recruitment can be described as both forced and deceptive recruitment.

Indicators of Involuntariness to Perform a Task



1. Unfree recruitment at birth or through transactions such as slavery or debt bondage

Fight Against Forced Labour in Cocoa

Involuntary Indicator 2:

Situation where the worker must perform tasks which are different from those described at the time of recruitment without workers consent.

The task to be performed in any contract is specified at the beginning of the work.
However, there are instances where employers decide to change the task without the workers consent.

Objectives

- To increase awareness and understanding of participants on the general task that are specified at the beginning of contract.
- To identify and recognize situations where workers have been asked to perform task that were not originally agreed.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. Is it possible for someone to perform a different task rather than one agreed with the employer?
2. In what situation can this happen?

Discussions:

- All task to be performed must be agreed at the time of recruitment whether through verbal agreement or written agreement.
- The worker must accept to perform those tasks before work he/she starts the work.
- In the cocoa sector, common practices of this risk is the "Nnaho" system where an employer introduces another cocoa farm to the worker in the middle of the contract to be perform by the worker without any compensation or remuneration for work done on that new farm.

NB: Any task perform by the worker for his/her employer must be agreed on at the time of recruitment. When ever a new task is to be introduced, it must be agreed before the worker is asked to perform the task.

Indicators of Involuntariness to Perform a Task



2. Situation where the worker must perform tasks which are different from those described at the time of recruitment without workers consent

Fight Against Forced Labour in Cocoa

Involuntary Indicator 3:

Task performed for other employers than those agreed.

The task to be performed in any contract is specified at the beginning of the work.
However, there are instances where employers decide to change the task without the workers consent.

Objectives

- To increase awareness and understanding of participants on labour rights on who a worker is to work for.
- To identify and recognize situations where workers have been asked to perform task for other employers than those originally agreed.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What do we understand when we say a worker is performing tasks for another employer?
2. What are some examples in the cocoa sector?

Discussions:

- Who and where a task is to be performed must be specify at the time of recruitment.
- Workers are not obliged to perform tasks for other employers than those they have contract with.
- For any employer engaged, the worker has the right to accept or reject any agreement.
- When working for other employers, the worker has the right to negotiate for payment terms and not to be done anyone on his behalf.

NB: No employer has the right to negotiate different contract on behalf of a worker with another employer while tasking the worker to perform such task.

Indicators of Involuntariness to Perform a Task



3. Tasks carried out for other employers than those agreed.

Fight Against Forced Labour in Cocoa

Involuntary Indicator 4:

Forced abusive overtime or on call work which have not been previously agreed with the employer.

The task to be performed in any contract is specified at the beginning of the work.
However, there are instances where employers decide to change the task without the workers consent.

Objectives

- To increase awareness and understanding of participants on labour rights relating to working overtime.
- To identify and recognize situations where workers have been forced to work overtime and have consistently been called to work rather than the agreed time.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What constitutes forced abusive overtime?
2. How can we identify issues of forced abusive overtime in our communities or work environment?

Discussions:

- Working unauthorized excess hours to be later compensated at a bigger rate or sometimes not compensated is called overtime abuse.
- Workers have the right to close after completing the already agreed working hours.
- No employer has the right to abuse the worker's right to engage him/her for more than the agreed working hours.
- The right to rest is a key labour requirement and must be respected.

Indicators of Involuntariness to Perform a Task



4. Forced abusive overtime or on call work which have not been previously agreed with the employer.

Fight Against Forced Labour in Cocoa

Involuntary Indicator 5:

Performing hazardous tasks to which the worker has not consented, with or without compensation or protective equipment.

Objectives

- To identify different forms of hazards at different workplace depending on the place of work
- To discuss workers rights on working in hazardous environment
- To discuss linkage between consent and getting compensated
- To discuss best practices for workers in working in hazardous environment

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. Which activities can be classified as hazardous activities in your work place?
2. How do workers conduct activities classified as hazardous?

Keynote:

Hazards exist in every workplace in many different forms. In the cocoa sector, the use agrochemicals at all levels (purchases, transportation, storage, use mixing and spraying, etc) have been identify as a hazardous activity. Spraying is the common activity within the agro-chemical application.

Workers have the right to reject a task that is hazardous and may affect the health of the worker. Before any hazardous task can be performed, a worker must CONSENT to the work.

Indicators of Involuntariness to Perform a Task



5. Performing hazardous tasks to which the worker has not consented, with or without compensation or protective equipment.

Fight Against Forced Labour in Cocoa

Involuntary Indicator 6:

Work with very low or no salary.

Objectives

- To increase awareness and understanding of participants on the right of workers to wages/salaries.
- Define what constitutes very low or no salary.
- To identify and recognize situations where workers have been given very low wages or no wages.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What is our understanding of very low wages/salary and/or no wage/salary?
2. How is very low or no salary determined?

Discussions:

- Workers desire to do get job may push them to accept any offer without necessary asking appropriate questions.
- However, when a worker accepts to work and agree with employer on payment terms, the employer has the responsibility to ensure that the worker receives that is due him/her.
- At no reason should an employer reduce the salary of the worker when work has been done.
- Working with very low or no salary may be determined based:
 - a. Minimum wage.
 - b. Equal work for equal salary/wage principle.
 - c. Available local payment system or agreed wage for a particular work done.

Indicators of Involuntariness to Perform a Task



6. Work with very low or no salary

Fight Against Forced Labour in Cocoa

Involuntary Indicator 7:

Working in degrading living conditions imposed by the employer, the recruiter or another third party.

Objectives

- To increase awareness and understanding of participants on the right of workers to conducive living conditions.
- Understand what constitutes working living conditions.
- To identify and recognize situations where workers have been forced to live in a degrading condition.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

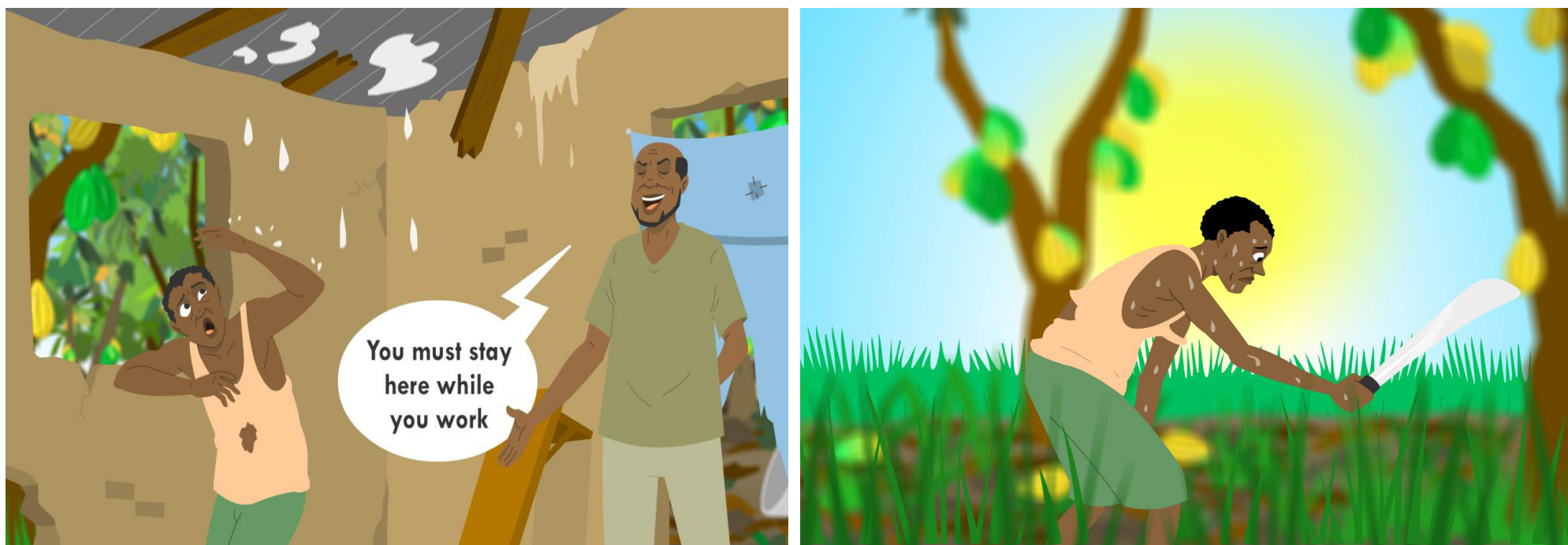
1. What is degrading living conditions?
2. How do employers impose degrading living conditions on a worker? Examples!

Discussions:

- In working environments, living conditions include accommodation, food, water, working environment.
- Employers sometimes may agree with the worker to have the worker live close to where the work is located. This may be ok. However, if the worker accepts to live close to the workplace, the employer has the responsibility to make the place habitable for human life.
- Imposing any degrading living condition on a worker is against his/her labour rights.
- Every worker has the right to decide where he/she wants to stay to perform a particular task.

NB: Workers have the right to choose where to live to perform any task assigned them.

Indicators of Involuntariness to Perform a Task



7. Working in degrading living conditions imposed by the employer, the recruiter or another third party.

Fight Against Forced Labour in Cocoa

Involuntary Indicator 8:

Work for a longer period of time than the one agreed.

Objectives

- To increase awareness and understanding of participants on the right of workers to working periods based on contracts.
- To identify and recognize situations where workers have been forced to work more than what was agreed.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What is our understanding of working for a longer period of time than agreed?
2. Can we cite some examples of this?

Discussions:

- Working for longer period of time that may have implications on the health of the worker.
- Every worker is entitled to leave days as a measure to improve health conditions while working.
- As agreed in a contract (verbal or written), the period of time of the contract (6 months, 1 -2 years, or more), it must be respected and adhered to.
- Anytime an employer desires to extend the contract of a worker, it must be discussed with the worker for his/her consent.
- New contract must be signed for the extended period after the two parties have agreed.

Indicators of Involuntariness to Perform a Task



8. Work for a longer period of time than the one agreed

Fight Against Forced Labour in Cocoa

Involuntary Indicator 9:

Work with limited or no freedom to terminate the labour contract.

Objectives

- To increase awareness and understanding of participants on the right of workers to terminate appointment or contract
- To identify and recognize situations where workers have been working with little or not freedom to terminate contract
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What is our understanding of little or no freedom to terminate contract?
2. In what situation would a worker have no freedom to terminate contract?

Discussions:

- Every contract is time-bound. However, workers have the right to terminate their contract anytime they desire to do so.
- There should be no condition attached a decision by an employer to restrict a worker from terminating his contract.
- Where workers owe employers, there should be an agreed arrangement for the worker to pay the debt according to a plan that may be agreed by the two parties with witnesses.

Indicators of Involuntariness to Perform a Task



9. Work with limited or no freedom to terminate the labour contract.

Fight Against Forced Labour in Cocoa

Indicators of Threat or Menace of Penalty:

Indicator 1: Threats or violence against workers or their families, parents and relatives.

Objectives

- To increase awareness and understanding of participants on the right of workers against any work-related violence and threat
- To identify and recognize situations where workers have been threatened or violence meted against them
- Agree on common strategies for addressing this forced labour risk

Task

1. Discuss and agree on an appropriate local term that can be used to explain the indicator.
2. Guide participants to situate this within their local context with examples.
3. Be prepared to clarify any myth or misconception that may come up.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. What is our understanding of threat to a worker or his/her family?
In what form does threats normally take?
2. How do we understand violence against a worker or his/her family?
What are some examples of violence against workers or their families?

Discussions:

Workplace violence is violence or the threat of violence against workers. It can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. It can involve workers or their families.

Violence or the threat of violence in the workplace affects workers' well being at work even though only a small number of incidents lead to physical injury. Violent behaviour is usually intentional, but it can be unintentional.

Workers who experience any form of violence or threat of violence in the work place must be ready to report such incidence to appropriate authority before it escalates into death.

Indicators of Penalty or Threat of Penalty



1. Threats or violence against workers or their families, parents and relatives.

Fight Against Forced Labour in Cocoa

Indicators of Threat or Menace of Penalty:

Indicator 3: Debt bondage or debt manipulation.

Objectives

- To increase awareness and understanding of participants on the definition of debt bondage and unfree recruitment.
- To identify and recognize situations of debt bondage or unfree recruitment within the sector.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used for unfree recruitment.
2. Guide participants to situate this within their local context.
3. Be prepared to clarify any myth or misconception that may come up.
4. As much possible, let your discussions be within the cocoa context.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

What is your understanding of debt bondage or debt manipulation?

Discussions:

Debt bondage may be described as:

- the condition arising from a pledge by a debtor of his personal service, OR
- of those of a person under his control as security for a debt owed, OR
- an employer requesting for the service of a debtor or anyone under his control.

NB: In most cases, employers inflate the interest of the debt to be able to keep the worker's services for longer period of time. Sometimes, when the bonded labourer dies, debts are often passed on to children to continue to work for the employer.

Indicators of Penalty or Threat of Penalty



3. Debt bondage or debt manipulation

Fight Against Forced Labour in Cocoa

Indicators of Threat or Menace of Penalty:

Indicator 4: Withholding of wages or other promised benefits.

Objectives

- To increase awareness and understanding of participants on withholding of wages or other promised benefits
- To identify and recognize situations where workers wages or promised benefits were withheld
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used for unfree recruitment.
2. Guide participants to situate this within their local context.
3. Be prepared to clarify any myth or misconception that may come up.
4. As much possible, let your discussions be within the cocoa context.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

What do you understand by 'withholding of wages or other promised benefits?' in what form does this take?

Discussions:

- The withholding of wages occurs when an employer fails to pay a worker the wages he/she has promised to pay for work done.
- For example, an employer may decide to withhold a worker's wage after a farming season or might fail to pay the full amount of wages that a worker has earned for the time worked.
- Another form of withholding of wage is making illegal deductions from a worker's wage/salary that was not agreed.
- No employer has the right to deduct or withhold workers wages for work done.
- Workers **must** be paid their deserved wages after work done.

Indicators of Penalty or Threat of Penalty



4. Withholding of wages or other promised benefits.

Fight Against Forced Labour in Cocoa

Indicators of Threat or Menace of Penalty:

Indicator 5: Retention of important documents (such as identity documents or residence permit).

Objectives

- To increase awareness and understanding of participants on their rights to possess their own identity documents.
- To identify and recognize situations where workers' wages or promised benefits were withheld.
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used for unfree recruitment.
2. Guide participants to situate this within their local context.
3. Be prepared to clarify any myth or misconception that may come up.
4. As much possible, let your discussions be within the cocoa context.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

What do you understand by retention of important documents?
In what form does this take?

Discussions:

Retention of workers' documents may take several form including:

- Identity papers such as ID cards, passports,
- Work permits

Workers have the right to keep their own identity papers or documents.
Retention of workers identity documents gives room for exploitation.

Indicators of Penalty or Threat of Penalty



5. Retention of important documents (such as identity papers or residence permit)

Fight Against Forced Labour in Cocoa

Indicators of Threat or Menace of Penalty:

Indicator 6: Abuse of workers' vulnerability by denying rights or privileges, threats of dismissal or expulsion.

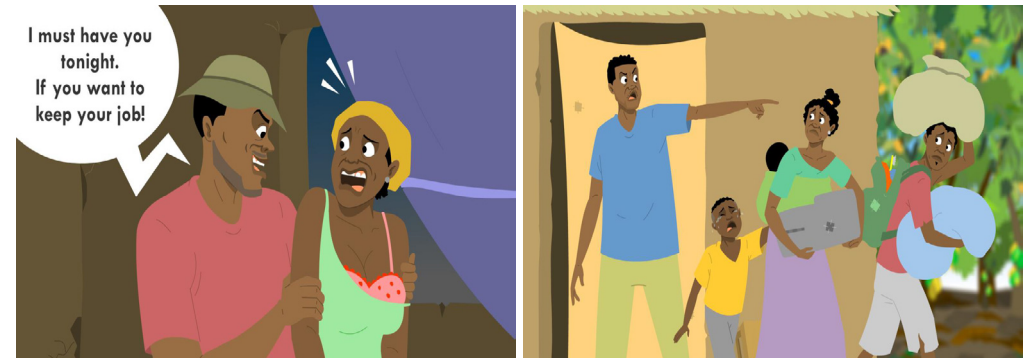
Objectives

- To increase awareness and understanding of participants on their rights and privileges irrespective of workers' vulnerability.
- To identify and recognize situations where workers' vulnerability have been abused
- Agree on common strategies for addressing this forced labour risk.

Task

1. Discuss and agree on an appropriate local term that can be used for unfree recruitment.
2. Guide participants to situate this within their local context.
3. Be prepared to clarify any myth or misconception that may come up.
4. As much possible, let your discussions be within the cocoa context.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

1. Explain the term abuse of workers' vulnerability in the context of their rights and privileges?
2. What is threat of dismissal or expulsion?
3. In what form does these risks take?

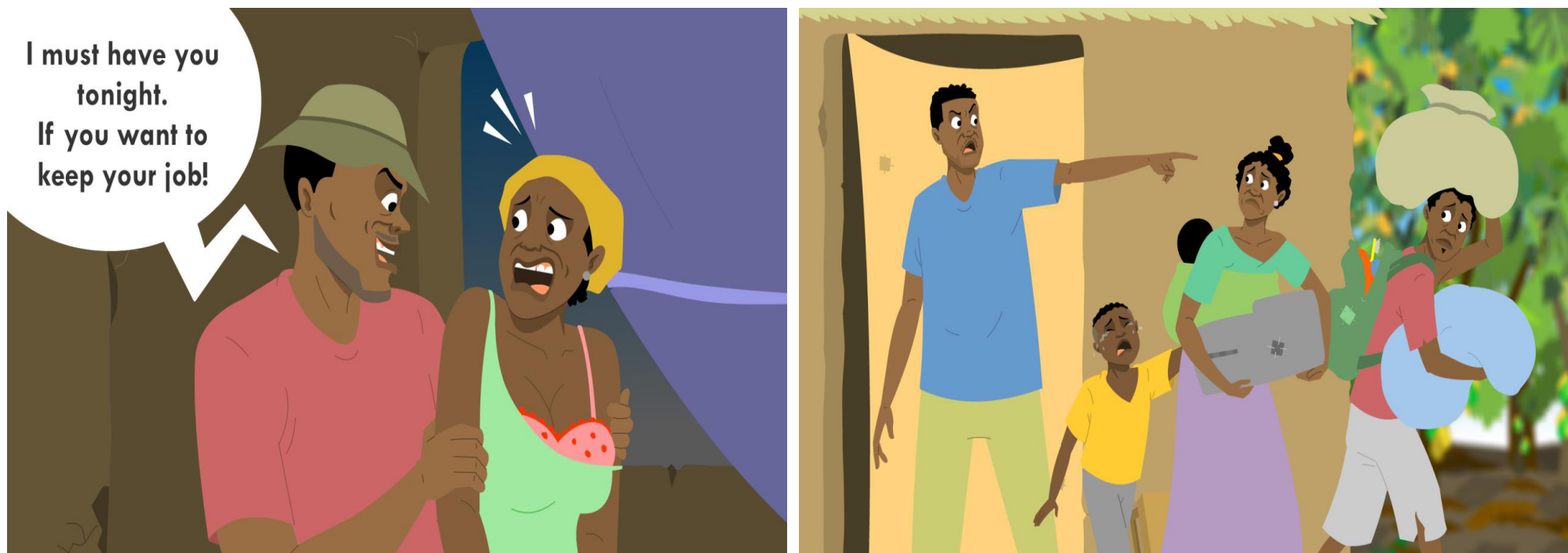
Discussions:

Some groups of people are more likely to be treated unfairly than others. Vulnerable workers are often women, disabled workers, young or older workers, migrant workers, or workers from ethnic minorities.

A right is something that cannot be legally denied, such as the rights to movement, right to wages for work done, etc. A privilege is something that can be given and taken away and is considered to be a special advantage or opportunity that is available only to certain people.

Threats of dismissal or expulsion is one that intimidates workers to do what they do not have the desire to do. Threat of dismissal is becoming a common risk in the cocoa sector when workers disagree with an employer on a decision.

Indicators of Penalty or Threat of Penalty



6. Abuse of workers' vulnerability by denying rights or privileges, threats of dismissal or expulsion.

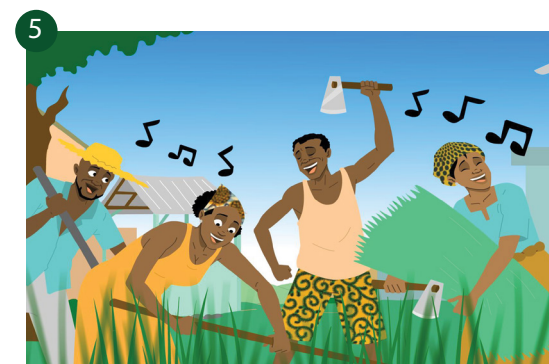
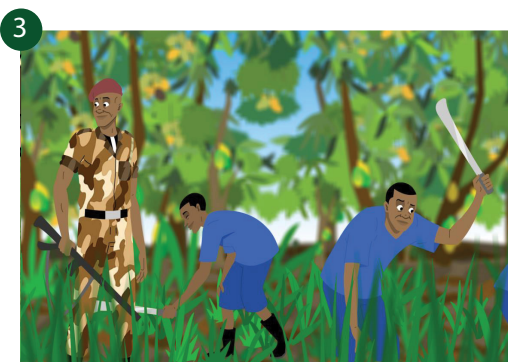
What is Not Considered as Forced Labour

Question

What is not considered as forced labour ?

According to Convention n°29, forced labour does not include the following activities :

1. Any work or service exacted in virtue of compulsory military service laws for work of a purely military character;
2. Any work or service which forms part of the normal civic obligations of the citizens of a country;
3. Any work or service exacted from an individual as a consequence of a conviction in a court of law, provided that the work or service is carried out under the supervision and control of a public authority;
4. Any work or service exacted in cases of emergency, that is to say, in the event of war, calamity or threatened calamity, such as fire, flood, famine;
5. Minor communal services performed by the members of the community in the direct interest of the said community, provided that the population or its direct representatives shall have the right to be consulted in regard to the need for such services.

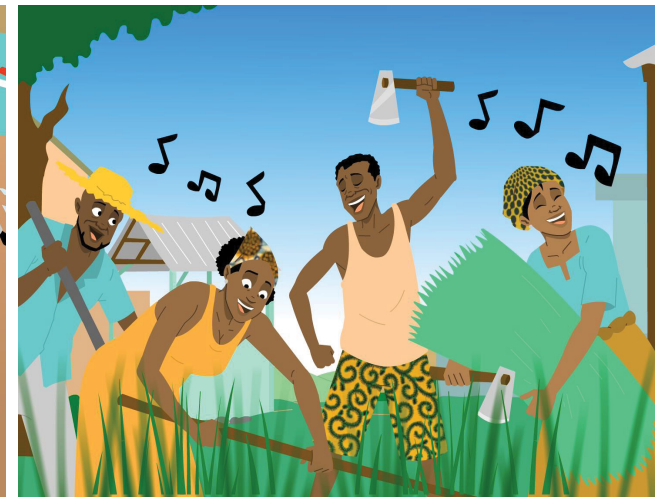


KEY MESSAGE

There are exceptions to forced labour. Some activities are not considered as forced labour.

Fight Against Forced Labour in Cocoa

What is Not Considered as Forced Labour



Risk Factors of Forced Labour

Question

What are the risk factors of forced labour?

SOCIO-CULTURAL FACTORS

- Difficult access to school / training
- Practice of sending children to live with relatives or someone else in urban centres for schooling
- Population's lack of awareness
- Lack of employment possibilities in communities

ECONOMIC FACTORS

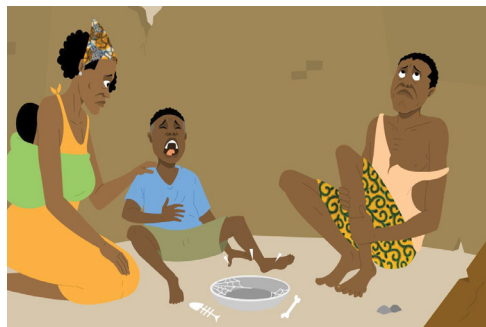
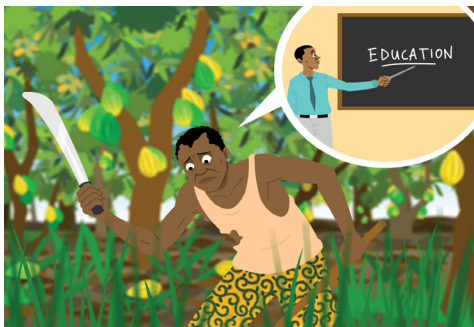
- Debt
- Inadequate skills or access to formal credit
- Seeking well-being
- Plantation size
- Scarcity of workforce
- Insufficient socio-economic infrastructure

TECHNICAL FACTORS

- Non-mechanized farming
- Non-professionalization of the farming profession
- Weak technical support to farmers
- Aging of the plantation
- Lack of knowledge of farming techniques
- Unskilled labour

POLITICAL FACTORS

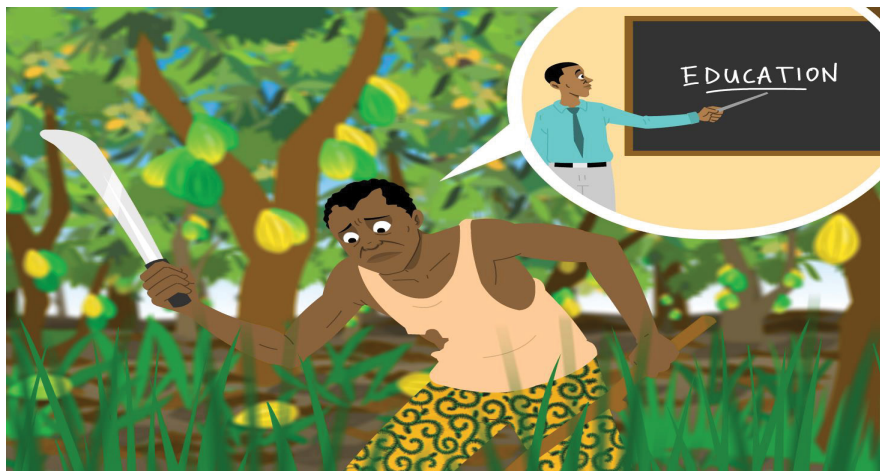
- Low awareness and inadequate knowledge of laws on forced labour
- Weak capacity to enforce the laws
- Inadequate regulation of private employment agencies
- Lack of effective coordination and collaboration between stakeholders also creates an environment in which forced labour can emerge or go undetected



KEY MESSAGE

Risk factors of forced labour mainly stem from the population's lack of awareness, the lack of written contract, illiteracy and inadequate livelihood opportunities in rural areas.

Risk Factors of Forced Labour



Forced Labour in Children

Indicators of Threat or Menace of Penalty:

We will delve into the topic of forced labor in children, examining the various dimensions, challenges, and consequences children face in different contexts in the cocoa sector of Ghana. Forced labor in children is a grave violation of their rights and which is affecting children worldwide. It is essential to address this issue with utmost urgency and commitment, ensuring that every child can enjoy their childhood, access education, and grow in a safe and nurturing environment.

Objectives

1. To develop a comprehensive understanding of the issue of forced labour and be motivated to contribute to its prevention and eradication in children in the cocoa sector.

Task

1. Identify situations that children can be said to be engaged or engaging in forced labour.
2. Give some examples of such situations/instances in the cocoa sector or in the communities.

Materials: Flip chart, writing pad, colored papers, markers and picture box.



Question:

Forced Labour of children is defined as any work performed by a child during a specific reference period pertaining to one of the following categories:

1. Work carried out for a third party, under the threat or menace of penalty applied by a third party (other than the child's own parents) either to the child directly or to the child's parents.
2. Work carried out with or for the child's parents when one or both parents are themselves in forced labour.
3. Work carried out with or for the child's parents, under the threat or menace of penalty applied by a third party (other than the child's parents) either to the child directly or to the child's parents.
4. Work carried out under one of the worst forms of child labour (unconditional WFCL such as debt bondage, forced or compulsory labour).

Forced Labour in Children

Work carried out for a third party, under the threat or menace of penalty applied by a third party (other than the child's own parents) either to the child directly or to the child's parents.



Work carried out with or for the child's parents, under the threat or menace of penalty applied by a third party (other than the child's parents) either to the child directly or to the child's parents.



Work carried out with or for the child's parents which one or both parents are themselves in forced labour



Work carried out under one of the worst forms of child labour (such as the sale)



Hypothetical Situation of Forced Labour of Children

By reading the description of a situation experienced in a cocoa-growing community, we will better explain and understand the phenomenon of forced labour of children.

Situation of forced labour

1. Ibrahim, 12 years old, stops going to school. His father leaves him with his friend Kobenan. He will carry out light works in Kobenan's farm. Then, with his savings, he is planning on learning the profession of tailoring;
2. Ibrahim finds himself in Kobenan's farm. Kobenan gives him sharp tools (machete, axe,...) to carry out hazardous tasks on his cocoa farm (weeding, tree felling, ...). He is threatened to be beaten and deprived of food if he does not carry out the work required;
3. Ibrahim is sad. He cries because these tasks were not part of the agreement between his father and Kobenan. His dream is to go back to tailoring;
4. Ibrahim works with injuries due to hazardous tasks and Kobenan's beatings. He becomes seriously ill due to a lack of health care;
5. Kobenan is reported to the authorities by a member of the community;
6. Kobenan is arrested and imprisoned because of the sufferings he inflicted on Ibrahim in this situation of forced labour.

Good work practices

1. Children carrying out light works freely on a farm, smiling, receiving food and playing.
2. Learning the profession of sewing after doing some light work and saving money by working for another farmer.

KEY MESSAGE

Children are more vulnerable to exploitation.
Let's protect children from any form of forced labor.

Hypothetical Situation of Forced Labour of Children



**GOOD WORK
PRACTICES**



Consequences of Forced Labour

Question

What are the consequences of forced labour?

SOCIAL CONSEQUENCES

On the employer

- Incarceration or other forms of detention;

On the worker

- Exclusion from community and social life;
- Deprivation of food, shelter and other goods;
- Loss of social status;
- Compromised education for the victim's children;
- Loss of human rights;
- Uncertain future;
- Loss of privileges

On the community

- Stigmatization

ECONOMIC CONSEQUENCES

On the employer

- Financial sanctions (fine)
- Imprisonment.

On the worker

- Poverty;
- Loss of employment.

On a national level

- Risk of embargo and boycott of agricultural products;
- Decline in economic growth.



KEY MESSAGE

Risk factors of forced labour mainly stem from the population's lack of awareness, the lack of written contract, illiteracy and inadequate livelihood opportunities in rural areas.

Fight Against Forced Labour in Cocoa

Consequences of Forced Labour



Fight Against Forced Labour in Cocoa

Workers' Behaviors

Question

What are the workers' behaviors when subjected to forced labour ?

RESIGNATION OR REBELLION

- Stay silent and accept one's destiny or rebel.
- The high vulnerability of a forced labour victim means that very often, this is the only option they can consider.

LEGAL ACTION

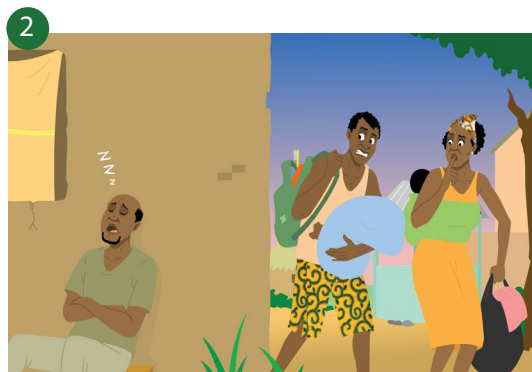
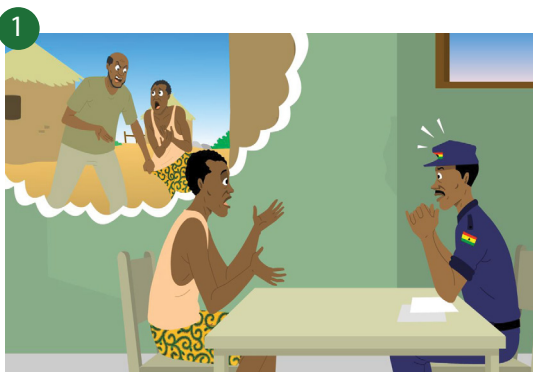
- Report the employer to security forces or customary authorities. This is usually difficult to implement because of the victim's vulnerability, fear of reprisal and lack of knowledge of their rights.

FINDING WAYS TO LEAVE

- Decide to leave because of humiliation, violence, or after too much abuse.
- Escape because the living and working conditions have become unbearable

FINDING WAYS TO LEAVE

- Leaving while the employer is absent;
- Escape outside the employer's village to avoid being taken back;
- Save some money from the salary or gifts to prepare for an escape.



KEY MESSAGE

When subjected to forced labour, it is sometimes very difficult for a victim to leave their situation. While they have the option to report their employer, leave voluntarily or escape, in practice some face various obstacles preventing them to successfully remove themselves from forced labour.

Workers' Behaviors



General Good Practices

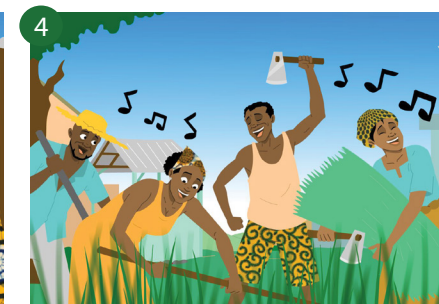
Question

How can we preserve the workers' dignity and ensure a decent work?

1. Children must only carry out light work freely on farms, without insults, beating or injuries, receive food and play while executing their tasks.
2. Children should finish at least basic school. If they are 15 years and drop-out, they should enter into an apprenticeship or only do age-appropriate work on a farm.
3. Workers must be well treated, housed and fed by their employers in accordance with their labour contracts.
4. Workers must work voluntarily (feel happy to work freely on a farm), without threat or penalty inflicted by their employers.
5. Children should finish at least basic school. If they are 15 years and drop-out, they should enter into an apprenticeship or only do age-appropriate work on a farm.
6. Workers must be well treated, housed and fed by their employers in accordance with their labour contracts.

KEY MESSAGE

Employers and workers must have a work relationship that respects their dignity



General Good Practices



**WE MUST GUARANTEE GOOD LIVING AND
WORKING CONDITIONS TO WORKERS AND
RESPECT THEIR DIGNITY**



Drawings & illustrations: Galloper, Studio -7- Kat

ICI Secretariat Switzerland
Chemin de Balexert 9
1219 Chatelaine - Switzerland
+4122 341 47 25

ICI National Office Cote d'Ivoire
Cocody II Plateaux, 7eme Tranche, Ilot
264, Lot 3244, Abidjan-Cote d'Ivoire
+255 27 22 52 70 97

ICI National Office Ghana
No. 16, Djanie Ashie Street
East Legon-Accra Ghana
+233 302 998 870

www.cocoainitiative.org
info@cocoainitiative.org