

ILO GLOBAL BUSINESS NETWORK
ON FORCED LABOUR

Annual report

JUNE 2018 – DECEMBER 2019



International
Labour
Organization



**Driving action, scale and
sustainability through
collaboration.**

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Foreword

Dear Network Community,

In 2016, there were 25 million victims of forced labour around the world. As we work towards the achievement of United Nations' (UN) Sustainable Development Goal (SDG) Target 8.7 on the eradication of forced labour, we know much remains to be done by all stakeholders.

In June of 2018, the ILO Global Business Network on Forced Labour was opened for membership after a period of consultation that determined the need for a network to bring together the ILO with business of all sizes and sectors recognizing that the eradication of forced labour is a pre-competitive, collective, and collaborative endeavor.

We are pleased to share with you the ILO Global Business Network on Forced Labour's first annual report. This report provides an update on the progress achieved thus far and sets out the overall direction and objectives of the network. In short, we have focused on translating the focus areas that were informed by the extensive consultations into action.

We owe thanks to all those who helped to inform the establishing of the ILO Global Business Network on Forced Labour and particular thanks to the Steering Committee for their oversight and direction during the past year. In addition, we are grateful for donor support to the European Union and United States Department of Labour through ILO projects, namely: *From Protocol to Practice: A Bridge to Global Action on Forced Labour (BRIDGE)*; *Measurement, Awareness-raising and Policy Engagement to Accelerate Action Against Child Labour and Forced Labour (MAP 16)*; and *Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME)*. Further appreciation is extended to Mars Incorporated for their contribution in supporting the establishment of the network.

Thank you to the network members for their ongoing support and we look forward to continued engagement in the year ahead.

Deborah France-Massin

Beate Andrees



Director, Bureau for Employers' Activities,
International Labour Organization



Chief, Fundamental Principles and Rights at Work
Branch, International Labour Organization

Message from the Chair

Dear Network Community,

The eradication of forced labour requires collective effort. Through the global convening power of the ILO and its unique tripartite structure, the launch of the ILO Global Business Network on Forced Labour has created a space for companies and business networks to come together in recognition of the need to act in unity and at scale. Now more than ever, locally-owned and driven solutions are necessary to promote sustainable change and the ILO's power and reach provides this opportunity.

We were pleased to see validation of the network's focus areas during its first Annual Meeting on the 21st of October 2019 giving increased inspiration and impetus to the activities planned for 2020. With the network's growing membership, it is set to play a key role as a network of networks to strive for greater coordination and collaboration among those working on forced labour and fair recruitment.

We look forward to returning with further updates at the end of 2020 and encourage others to join us and we seek to work to eradicate forced labour in a broad-based, sustainable manner.

Brent Wilton

A handwritten signature in black ink, appearing to read 'Brent Wilton', with a stylized flourish at the end.

Global Head of Workplace Rights, The Coca-Cola Company
Interim Chairperson, ILO Global Business Network on Forced Labour

About the ILO Global Business Network on Forced Labour

The International Labour Organization's (ILO) Global Business Network on Forced Labour (GBNFL) brings together the ILO with businesses of all sizes and sectors, and their networks, from around the globe to eradicate forced labour.

Operating across all sectors and geographies, ILO GBNFL members work to engage smaller enterprises, develop actionable resources and tools, and devise local solutions that help shape national frameworks to create lasting change.

ILO GBNFL is a global business network coordinated by the ILO. This UN agency brings together governments, employers and workers to set international labour standards, develop policies and devise programmes promoting decent work. The network opened for membership in 2018.

ILO GBNFL reaches across sectors and geographies to advance the business case for an end to forced labour. The network is aligned with, and contributes to, other relevant international initiatives, in particular Alliance 8.7, the global partnership working to deliver on SDG Target 8.7 and eradicate all forced labour by 2030.

KEY FOCUS AREAS:



CONNECT

Break silos by linking up business actors from across sectors and geographies to eradicate forced labour.



CONVENE

Support businesses to engage with other relevant stakeholders, including government bodies, to find sustainable solutions to the structural drivers of forced labour.



INNOVATE

Create spaces where members identify gaps, develop new ways of tackling forced labour, and devise methods to scale up solutions.



SUPPORT

Share user-friendly and action-oriented data, information and resources to help businesses take steps to tackle forced labour.

OUR MEMBERS

ILO Global Business Network on Forced Labour members are businesses of all sizes and sectors, employer and business membership organizations, industry trade groups and sectoral associations. Other business-led initiatives with complementary mandates and expertise join as partners.

Between June 2018 and December 2019. The following companies and business networks joined the ILO Global Business Network on Forced Labour.

Company members



Recognized Partners



Business networks



Highlights

September
2018

INTERACTIVE MAP FOR BUSINESS OF ANTI-HUMAN TRAFFICKING ORGANIZATIONS

In 2018, the website www.modernslaverymap.org was launched. The website is the first of its kind to provide a unified knowledge base of organizations working with the private sector to eliminate human trafficking, forced labour and the worst forms of child labour. It serves as a resource for companies (and others) to navigate emerging partners and resources; for anti-trafficking organizations to improve coordination on the eradication of modern slavery, and for all stakeholders as a baseline from which existing and newly formed initiatives can move forward.

The website was developed with support from ILO's Global Business Network on Forced Labour, United Nations Global Compact, the Global Business Coalition Against Trafficking, and the RESPECT Initiative (comprised of the Global Initiative Against Transnational Organized Crime, Babson College's Initiative on Human Trafficking and Modern Slavery, and International Organization for Migration). The map has had over 10,000 users since its launch.

Visit: www.modernslaverymap.org



March
2019

ILO ADOPTS A DEFINITION ON RECRUITMENT FEES AND RELATED COSTS IN MARCH 2019

With the adoption of the new definition on recruitment fees and related costs, the ILO GBNFL sought to provide information to the business community on the definitions currently used by industry initiatives compared to the newly adopted definition.

The network published this mapping on its website. The overview will be updated as definitions change to ensure updates over time are tracked. The overview will provide a platform to encourage greater alignment with the ILO definition.

Please see the General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs [here](#).

You will find the overview on

www.flbusiness.network/resources

ILO GLOBAL BUSINESS NETWORK ON FORCED LABOUR

Definitions of recruitment fees and related costs by initiatives in relation to the ILO definition of recruitment fees and related costs

This table is intended to provide an overview of current definitions of recruitment fees and related costs compared to the ILO definition of recruitment fees and related costs and to act as a supporting resource on recruitment fees and costs. Please note this table is not intended to be exhaustive but is comprised of publicly available information. Users should always expand accordingly. In addition, it is made up of publicly available information. Users should always be aware that the definition of recruitment fees and related costs is shortened due to excel restrictions and for ease of viewing. In addition, the definition of recruitment fees and related costs is aligned with the ILO Guiding Principles and Operational Guidelines for Fair Recruitment. For the full publication, please visit https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_648121.pdf.

All organizations are invited to contact us at fl-businessnetwork@ilo.org should updates be required.

Last updated: 10th of October 2019

Colour Coding	
No colour	Initiative policy is mostly aligned with the ILO definition
Yellow	Initiative policy is partially aligned with the ILO Definition with publicly available policy on this aspect.
Red	Initiative has no policy on this aspect of recruitment fees and related costs

July
2019

ENGAGING SMALLER ENTERPRISES ON FORCED LABOUR AND FAIR RECRUITMENT

Between the 3rd and 17th of July 2019, the network collaborated with the Malaysian Employers Federation (MEF) to roll out a series of 5 workshops across Malaysia with small- and medium-sized enterprises (SMEs) on fair recruitment and employment of migrant workers.

Over 300 SMEs from a range of sectors attended the workshops. The workshops served to raise awareness among SMEs on fair recruitment and forced labour risks, present MEF's survey findings on current practices of SMEs, and discuss current policy challenges impeding fair recruitment in smaller businesses with a view to support policy advocacy.

Visit:

www.flbusiness.network/news-events



October
2019

THE FIRST ANNUAL FORUM

On the 21st of October 2019, the network held its first annual forum. Nearly forty participants attended to focus on coordination and collaboration for the eradication of forced labour and innovative approaches for engaging smaller enterprises in the collective effort. Network members participated in the panels and group discussions on the thematic areas that provided insights for further promoting these focus areas through the ILO GBNFL.



Key results by focus area



CONNECT

Interactive Map for Business of Anti-Human Trafficking Organizations

The ILO GBNFL, together with United Nations Global Compact, the Global Business Coalition Against Trafficking, and the RESPECT Initiative (comprised of the Global Initiative, Babson College's Initiative on Human Trafficking and Modern Slavery, and IOM) launched www.modernslaverymap.org. This partnership produced a unified resource of information of organizations working with the private sector to eliminate human trafficking, forced labour and the worst forms of child labour.

This map was a recognized contribution to Alliance 8.7 as an outcome of the 2018-2019 workplan determined by the Alliance 8.7 Supply Chain Action Group. The website is updated on a quarterly basis and has had over 10,000 visitors since it was launched.

During the [Second Global Meeting of the Action Group on Supply Chains](#) held in Abidjan, Côte d'Ivoire on 14-15 May 2019, ILO GBNFL Secretariat attended to present the [Modern Slavery Map](#) contribution to participants. The meeting also served to share best practice and foster a common vision on the most urgent needs to address to accelerate progress towards the achievement of SDG target 8.7. On this basis, the Action Group drafted a new workplan for 2020-2021. The ILO GBNFL is working to identify how the network may continue to contribute to Alliance 8.7 more broadly and to the 2020-2021 workplan of the Action Group on Supply Chains.

Contributing to global forums: Consumer Goods Forum and the B-Team, Vancouver, Canada

The Consumer Goods Forum (CGF) and the B-Team hosted the [High-Level Event: Business Leaders & Governments Working to Eradicate Forced Labour](#) in Vancouver, Canada on the 11th of June 2019. The ILO GBNFL presented an update to the audience since it opened for membership in June 2018 and ILO's joint signing of CGFs Call for the End to Forced Labour and Unethical Recruitment.

Increasing small- and medium-sized enterprise representation in global and regional forums

As part of the network's goal to promote the views of SMEs, the network identifies opportunities to support SMEs to participate in regional and global forums on forced labour and more broadly responsible business conduct. All ILO GBNFL members are called upon to encourage change by raising the need to have more SMEs represented in the forums in order to better understand the perspectives and challenges of small businesses and to highlight that respect for human rights is the responsibility of companies of all shapes and sizes.

In November 2018, the ILO GBNFL supported a member of the Steering Committee, Mr Mustain Billah, to attend the United Nations Forum on Business and Human Rights in Geneva, Switzerland in order to present during the International Organisation of Employers (IOE) session on: *How does respect for human rights apply to small and medium-sized enterprises (SMEs)*.

In June 2019, the [Responsible Business and Human Rights forum](#) was held in Bangkok, Thailand. The ILO GBNFL supported a council member of the Malaysian Employers Federation to attend the regional forum and to highlight the need for greater inclusion of SMEs.

To continue its joint promotion of inclusion of SMEs together with IOE, the ILO GBNFL sponsored a representative from WenKen, an SME operating in Malaysia and Singapore, to attend the UN Forum on Business and Human Rights in November 2019 and to speak during the IOE-led session. The representative from WenKen also attended the network-hosted workshop in Johor Bahru, Malaysia in July 2019 and spoke about the challenges that his company and those of his peers faced with top-down approaches that are not always fit for purpose.



CONVENE

Contribution towards Regional Multi-Stakeholder Forum: Responsible Business Conduct for Safe Labour Migration in ASEAN

On the 19th of September 2018, the ILO GBNFL supported the ASEAN Regional Multi-stakeholder Forum on Responsible Business Conduct for Safe Labour Migration held in Manila, the Philippines. Hosted by the Department of Labour and Employment (DOLE) of the Philippines, the event brought together labour officials, law enforcement, the business sector, workers and employers as well as representatives on key Association of South-East Asian Nations (ASEAN) bodies. The ILO GBNFL was presented at the forum.

First annual meeting

Nearly 35 participants including representatives from companies and business networks attended ILO GBNFL's first annual forum meeting in Berlin, Germany on the 21st October 2019. Motivated and energetic participants shaped together the future of the network by discussing and then setting out its approaches to coordination, collaboration, innovation and SME engagement. On coordination and collaboration, key messages included the need to acknowledge the diversity of national contexts and to promote local ownership in order to ensure scale and sustainability, greater coordination on policy advocacy efforts to lead to better amplification of messages, and create positive incentives for actions as opposed to relying on external pressure. In terms of supporting greater engagement with smaller enterprises, members called to put SMEs first and leverage the reach of employer and business membership organizations. More details can be found [here](#).



INNOVATE

Supporting SME engagement on forced labour and fair recruitment together with the Malaysian Employers Federation

Between the 3rd and 17th of July, the network collaborated with the Malaysian Employers Federation (MEF) to roll out a series of five workshops across Malaysia with SMEs on fair recruitment and employment of migrant workers. The workshops took place in Kuala Lumpur (4th of July 2019), Johor Bahru (8th of July 2019), Penang (11th of July 2019), Kota Kinabalu (15th of July 2019), and Kuching (17th of July 2019).

Over 300 represented from SMEs from a range of sectors attended the workshops. The workshops served to raise awareness among SMEs on fair recruitment and forced labour risks, present MEF's survey findings on current practices of SMEs, and discuss current policy challenges impeding fair recruitment in smaller businesses to support policy advocacy.

A call to action: Inclusion of SMEs into responsible business conduct

Together with Laura Spence, a Professor at the Royal Holloway University of London, a briefing note was written outlining the need to ensure SMEs are included into call the for action on responsible business conduct. The briefing note highlights that much of the existing approaches are ill-designed for SMEs with misaligned incentives and inadequate measurements. New approaches are needed to go beyond the changes already accomplished. This includes putting SMEs first, understanding their challenges and collaborating with them to achieve change. The paper is available on <http://www.flbusiness.network/resources> and members are encouraged to use the information in this briefing note to call for a more inclusive approach.



SUPPORT

Supporting businesses and industry initiatives to adopt the new ILO definition on recruitment fees and related costs

In March 2019, the ILO's Governing Body adopted a definition of recruitment fees and related costs, to be read in conjunction with the [General Principles and Operational Guidelines for Fair Recruitment](#). To support members with engaging with new definition, the ILO GBNFL has developed an overview of definitions currently employed by industry initiatives in comparison to the newly adopted definition. The overview also serves to encourage industry initiatives to adopt a definition of recruitment fees and related costs that is aligned to the ILO adopted definition to promote greater global coherence. The overview is available [here](#).

Engaging business on ILO products: The Global Slavery Observatory webinar

In late 2020, the ILO plans to launch a database on forced labour to provide more accessible to a range of stakeholders based on reports by the ILO supervisory bodies, country reports on ILO instruments such as ILO Convention no.29 and ILO Protocol no.29 as well as other sources. This information will be of relevant to business as they inform their risk assessments on forced labour both for their own businesses but also those in their supply chains. The information will also be freely accessible making it a useful resource for smaller companies. In order to engage members in the process and determine how they might best benefit from this resource, a webinar was held on the 22nd of August 2019 for members to discuss use cases for companies and company interest in the database. The Secretariat will continue to keep members informed as the database develops.

A new website for greater member interaction

At the first annual meeting on the 21st of October 2019, the new [ILO GBNFL website](#) was launched. The website will serve as the primary platform to access news and updates from the network as well as a platform where resources on forced labour will be made available to the business community. The website also includes a discussion forum where members are able to interact and share information, knowledge and resources with each other.

Successful capacity building approaches for smaller enterprises on responsible business conduct

A study to understand recipes for success when engaging with SMEs on forced labour was completed in 2019. The study involved mapping of current tools and training aimed at SMEs and interviews with training providers to determine success factors. The study highlighted that understanding SME needs on forced labour is key to developing a targeted approach that resonates with local priorities. The preliminary study results highlight the importance of blended learning approaches, peer-to-peer learning, focus on practical approaches. Framing of forced labour under responsible business conduct can help the topic gain more visibility, and delivery of training by respected entities such as employer and business membership organizations or sectoral associations is a value-add. The results of this study will be used to inform the work of ILO GBNFL and its members as it seeks to engage further with SMEs and at country level and will be made available in 2020.

Governance

The ILO GBNFL is governed by a Steering Committee that is responsible for the overall strategic direction and activities of the ILO GBNFL. The Steering Committee has representatives from large enterprises, business networks, and small- and medium-sized enterprises. The Steering Committee strives to ensure good regional representation and gender balance and to be as reflective of the ILO GBNFL membership as possible. The overall governance of the network is guided by a set of operating principles.

From June 2019, Brent Wilton, Global Head of Workplace Rights for The Coca-Cola Company served as the interim chairperson of the Steering Committee. The Steering Committee for the 2018-2019 period comprised of the following members:

CURRENT STEERING COMMITTEE MEMBERS BY MEMBERSHIP SEGMENT

Large Enterprises

Company

Laura Chapman Rubbo	The Walt Disney Company
Brent Wilton	The Coca Cola Company (interim Chairperson)
Vacant	

SMEs

Company/organization

Mustain Billah	World Bank (formerly Leather and Footwear Manufacturers Association of Bangladesh (LFMAB))
Vacant	
Vacant	

EBMOs

Organization

Didier Bergeret	Consumer Goods Forum (CGF)
Peter Hall	International Organization of Employers (IOE)
Thomas Thomas	ASEAN CSR Network (ACN)
Suresh DeMel	Employers' Federation of Ceylon (EFC)
Angela Bozzon	Brazil Association of Textile Retail (ABVTEX)
Vacant	

Looking ahead

In 2020, the ILO GBNFL will continue to take forward its focus areas with an emphasis on promoting coordination and collaboration, policy advocacy, and engaging smaller enterprises.

Some activities for the network will include:

- ▲ Webinars for network members
- ▲ Opportunities to engage in and support country-level action to advance fair recruitment and eradication of forced labour
- ▲ Promoting greater coordination and collaboration among initiatives engaging with the private sector on forced labour and fair recruitment
- ▲ Promoting better alignment and uptake of the ILO definition of recruitment fees and related costs for global coherence
- ▲ The Second Annual Meeting
- ▲ Engagement with Alliance 8.7 and relevant action groups

Please get in touch with the Secretariat for more information and a detailed workplan.

Thank you to all our members and partners for their ongoing support and we look forward to continued engagement in 2020.

ILO Global Business Network on Forced Labour would like to thank the European Union and the United States Department of Labour for their financial support during the annual reporting period. Thank you to Mars Incorporated for their funds utilized as seed funding to establish the network.

The ILO Global Business Network on Forced Labour brings together businesses of all sizes and sectors, and their networks, from around the globe to eradicate forced labour.

CONTACT US

To join us, and for further information, please contact:
[**fl-businessnetwork@ilo.org**](mailto:fl-businessnetwork@ilo.org) or visit [**flbusiness.network**](https://flbusiness.network)