



International  
Labour  
Organization

GLOBAL BUSINESS  
NETWORK ON  
FORCED LABOUR



# Annual Report

## January – December 2023

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

## ► Contents

►	Message from the Chair .....	4
►	About the ILO Global Business Network on Forced Labour .....	6
►	Highlights in 2023 .....	9
►	Key results by focus area .....	10
►	Looking ahead .....	19

## ► Message from the Chair

Dear network community,

Forced labour has grown in recent years, from 24.9 million in 2016 to 27.6 million people in 2021, per the latest available data. This increase is almost entirely due to an increase of forced labour in the private economy. The imperative to fight forced labour is stronger than ever, and our network and its activities have never been more relevant.

In 2023, the network continued to find opportunities for face-to-face awareness raising, training, and advocacy. We were able to meet with different members and other stakeholders throughout the year to provide guidance, training, and knowledge-sharing. For a second year in a row, we met with the European Commission (EC) and different businesses to discuss business action on forced labour considering the Proposal for a regulation on prohibiting products made with forced labour on the Union market, and to share approaches with respect to due diligence and remediation, as well as commonly used resources and tools.

Significant efforts and resources were invested in Mexico, an Alliance 8.7 Pathfinder Country. On May 2023, together with Mexico's industrial employer organization, the Confederation of Industrial Chambers of the United Mexican States (CONCAMIN), the network hosted an information session and workshop in Mexico City aimed at raising awareness and building capacity of employers to identify and prevent forced labour. The event was a success, given the high number of attendees from different industries and the participation of leading expert speakers from the Mexican government, employer organizations, and the ILO.

It makes me proud to announce that our membership is growing. In 2023, we added three new members to our network: CONCAMIN, our first Mexican employer organization; the Initiative for Compliance and Sustainability (ICS), an international sectoral initiative that aims to enhance working conditions along retailers and brands; and Ipieca, a global oil and gas association for advancing environmental and social performance across the energy sector.

We also continued our online momentum. Following the success of last year's training series for small- and medium-sized enterprises (SMEs) in podcast format, we launched a third episode in 2023. This new podcast offers free tools and resources to implement fair recruitment, contacts of relevant organizations to partner with, and much more.

As of March 2023, I was appointed Chair of the network's Steering Committee. I am truly enthusiastic about contributing positively to our shared objective. I extend my deepest gratitude to our departing Chair, Douglas Opio, and to all the members of the ILO GBNFL Steering Committee, whose hard work has allowed the network to continue to grow and thrive in 2023.

We are sincerely grateful to our donor support from the French Ministry of Labour and the Agence Francaise de Développement, the United States Department of Labor, the Swiss Development Cooperation, the Italian Ministry of Foreign Affairs and International Cooperation, and the Friedrich Ebert Stiftung through various ILO projects, namely: **8.7 Accelerator Lab** which aims to accelerate the replication of promising practices and identify new solutions to end forced labour and child labour globally; **Global Accelerator Lab Project (GALAB)** which contributes to the establishment and operationalization of the 8.7 Accelerator Lab; **Entr'Alliance** which realises the objectives of Alliance 8.7; **Bridge Project** which aims to support global and national efforts to combat forced labour under the 2014 ILO Protocol and Recommendation on Forced Labour; and **Integrated Programme on Fair Recruitment (FAIR III)** dedicated to implementing the ILO Fair Recruitment Initiative Strategy, focused on promoting fair recruitment practices globally.

And finally, as always, a heartfelt thank you to our members for another year of unwavering commitment and efforts.

Yours faithfully,

**Thomas Mackall**

ILO GBNFL Steering Committee Chair for 2023

Senior Counsel, United States Council for International Business

## ► 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 busy businesses take steps to tackle forced labour.

## Our members

ILO GBNFL members are businesses of all sizes and sectors, employer and business membership organizations (EBMOs), industry trade groups, and sectoral associations. Other business-led initiatives with complementary mandates and expertise join as partners.

In 2023, we warmly welcomed to our network three new members: 1) CONCAMIN, Mexico's industrial employer organization; 2) the Initiative for Compliance and Sustainability (ICS), an international sectoral initiative that aims to enhance working conditions among retailers and brands; and 3) Ipieca, a global oil and gas association for advancing environmental and social performance across the energy sector. A total of 22 companies, business networks, and partners comprised our membership base in 2023.

### Company members



### Business networks



### Recognized partners



## Governance

The ILO GBNFL is governed by a Steering Committee that is responsible for the overall strategic direction and activities of the network. The Steering Committee has representatives from large enterprises, business networks, and SMEs. It strives to ensure good regional representation, to be diverse in terms of sectors, ethnicity, and gender, 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. In 2023, the Steering Committee met four times.

### ► Steering Committee members by membership segment

Large enterprises	Company
<b>Vidhi Aggarwal</b>	Apple Inc
EBMOs/SMEs	Company/organization
<b>Abigail Roxas</b>	Employers Confederation of the Philippines (ECOP)
<b>Douglas Opio</b>	Federation of Uganda Employers (FUE)
<b>Marlene Mazariegos</b>	Camara del Agro - Guatemala

Business networks	Organization
<b>Angela Bozzon</b>	Brazil Association of Textile Retail (ABVTEX)
<b>Didier Bergeret</b>	Consumer Goods Forum (CGF)
<b>Linda Kromjong</b>	amfori
<b>Jason Pegat-Toquet</b>	International Organization of Employers (IOE)
<b>Thomas Mackall</b>	United States Council for International Business (USCIB) (2023 <i>Chair</i> )
<b>Thomas Thomas</b>	ASEAN CSR Network (ACN)



## ► Highlights in 2023

There were many highlights throughout the year. With the official end of the pandemic and related restrictions, the network was able to regain momentum and continue expanding its work. We have selected a few achievements below.



### Connect

- We directly reached thousands of business stakeholders, raising their awareness and providing training.
- Our LinkedIn followers increased significantly to over 6,000.
- Our website had approximately 4,200 visitors.



### Convene

- In May, together with CONCAMIN, Mexico's largest employer organization, we co-hosted an information session and training workshop in Mexico City aimed at raising awareness and building capacity of employers to identify and prevent forced labour.
- In June, the ILO GBNFL's Network of Networks met with representatives from the European Commission (EC) to discuss business action on forced labour in light of the Proposal for a regulation on prohibiting products made with forced labour on the Union market.



### Innovate

- We produced a new episode for the training podcast series for SMEs in February, which introduces free tools and resources to fight forced labour. It is our most popular podcast to date, listened to nearly 800 times by the end of the year.
- We spent a large part of the year developing a guide and training materials for EBMOs on how their organizations can engage and train their members to identify and deter forced labour. The guide will be finalized in 2024 and will be released alongside the ILO GBNFL-IOE Guide on Eradicating Forced Labour which includes a practical toolbox.



### Support

- We published, three country specific policy briefs on Mexico to provide an overview of forced labour, fair recruitment, and share recommendations for companies and EMBOs.
- To reach a wider international audience, we published our highly demanded due diligence toolkit for fair recruitment in French and Spanish.

## ► Key results by focus area



### Connect

#### Spreading the word

The Secretariat and members presented at various events and workshops, often working together, and reaching thousands of business stakeholders worldwide. We raised their awareness of forced labour and equipped businesses and their networks with the tools needed to tackle it. A few highlights of our work are below.

- In January, we organised a meeting with the French Association of Private Enterprises (AFEP) and the French Business Confederation (MEDEF) to discuss insights from the Global Estimates on Modern Slavery report, as well as the role of business in eradicating forced labour. More than twenty companies participated in this event.
- In May, approximately 80 employees from Mexican companies across different sectors attended a 1.5-day information session and workshop co-hosted by the Network and the CONCAMIN, Mexico's industrial employer organization. The country briefing focused on sharing updates in the legal and policy environment in Mexico as well as challenges and opportunities for employers. This event was also an opportunity for CONCAMIN to announce its membership to the ILO GBNFL. During the technical workshop, employers and companies received training on forced labour and its connection to unfair recruitment. ILO GBNFL members joined the training to share their knowledge and go-to resources. Take a look at our short [videos](#) from the event now available on our website with English and Spanish subtitles.
- In June, in collaboration with the Network of Networks, we organised a meeting with representatives from the European Commission to discuss business action on forced labour in light of the [Proposal](#) for a regulation on prohibiting products made with forced labour on the Union market. The Proposal aims to keep the European Union (EU) market free from products made, extracted, or harvested with forced labour, whether they are made in the EU or elsewhere. At this meeting, we also discussed the various approaches used by the private

#### LINKING BUSINESSES WITH SUPPORT

The [www.modernslaverymap.org](http://www.modernslaverymap.org) is a unified resource of information on organizations working with the private sector to eliminate human trafficking, forced labour and the worst forms of child labour.

The map currently features 248 initiatives/foundations/NGOs compared to 92 in 2019, that work with the private sector. The network continued to promote the map and encourage relevant organizations to submit their details for inclusion. We would like to thank our collaborating partners for their work on the map.

sector to due diligence, remediation, and commonly used tools. With this, we helped the EC gain an overview of the current private sector initiatives as well as areas where additional support for effective due diligence is required.

- In October, we presented at the ICS annual audit forum to provide an overview of key resources available for business on preventing forced labour as well as the priorities of the ILO GBNFL.
- In October, on the United Kingdom's Anti-Slavery Day, we presented to members of the Food Network for Ethical Trade to give an overview of global forced labour trends and emerging risk with a particular focus on fair recruitment.
- In October, in the margins of the Engaging Business Forum in Atlanta and during the Consumer Goods Forum annual steering committee meeting for the Human Rights Coalition, we presented the ILO GBNFL and facilitated a discussion on the key value add of ILO GBNFL, where government engagement and advocacy was highlighted as a key priority for companies. An evening reception was held for ILO GBNFL members and interested stakeholders.
- In November, we participated in the Alliance 8.7 pathfinder country annual workshop to showcase the work of ILO GBNFL members at country level. ILO GBNFL members, the Malaysian Employers Federation (MEF) and CONCAMIN, joined the meeting to share how their activities have support the engagement of companies in their countries. The objective was for ILO GBNFL members to inspire Pathfinder Countries to interact with the Network on Roadmap<sup>1</sup> implementation.

## Online reach

We continued to grow our online profile in 2023, connecting with existing and new stakeholders.

- Our [LinkedIn](#) followers increased to over 6,000 people and organizations.
- Our X (formerly [Twitter](#)) followers increased by approximately 30 per cent year-on-year to nearly 700 people and organizations.
- Our combined podcasts were listened to over 5,400 times across all years since we produced our very first episode in 2020.
- Our [website](#) had 4,200 visitors.
- New resources were added to our [online library](#). A new section "Key Resources" was created in the library to save our busy visitors time when searching. This section showcases key resources published by the ILO and the ILO GBNFL that are useful for all points in their journey to prevent and eradicate forced labour.

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<sup>1</sup> The roadmap sets out priorities, key actions, responsibilities, timelines, and budgets to become a Pathfinder Country.

- Our newsletter audience continued to grow reaching 276 subscribers.
- Our profile also increased in the ILO's core communications channels. The ILO posted several original social media posts on our behalf, reaching audiences of approximately 222,000 followers on Twitter and over 390,000 followers on LinkedIn. This has helped to raise the profile of forced labour, our network, and several key 2023 products, such as our podcasts.



## Convene

### Advocacy

In July, the network published three country specific policy briefs on Mexico to provide an overview of forced labour, fair recruitment, and recommendations for companies and EBMOs. To lay the groundwork for future training sessions on fair recruitment, this research allowed us to better understand the challenges in Mexico. The briefs have been used to support the engagement of employers.

#### Policy briefs (available in Spanish only):

- [A summary for companies on forced labour in Mexico](#)
- [A summary for companies on fair recruitment in Mexico](#)
- [Measures and recommendations for companies and EBMOs to try and fight forced labour in Mexico](#)



Country briefs – Mexico

We also published in [French](#) and [Spanish](#) our highly sought after **digital fair recruitment toolkit** to help businesses, especially SMEs, set out a due diligence process when hiring workers from abroad. It features step-by-step guidance for companies throughout the recruitment process.

Some of our other global advocacy efforts included presenting the Network, its work, and an overview of key resources available for businesses on preventing forced labour at various meetings such as the ICS annual audit forum, at the Engaging Business Forum in Atlanta, and during the Consumer Goods Forum annual steering committee meeting for the Human Rights Coalition. We also participated in the Alliance 8.7 annual pathfinder country workshop to showcase the work of ILO GBNFL members at country level, and to inspire Pathfinder Countries to interact with the Network on Roadmap implementation.

During the United Kingdom's Anti-Slavery Day, we presented to members of the Food Network for Ethical Trade to give an overview of global forced labour trends and emerging risk with a particular focus on fair recruitment.



For a second year in a row, we met with representatives from the EC to discuss business action on forced labour in light of the Proposal for a regulation on prohibiting products made with forced labour on the Union market. We also shared approaches with respect to due diligence and remediation, as well as commonly used resources and tools.

## Country action

ILO GBNFL advocacy efforts target one or two Alliance 8.7 Pathfinder Countries at a time to maximize impact. In 2023, the network continued to work with the Malaysian business community, but also continued investing effort and resources towards Mexico.

### Malaysia

Malaysia is a major destination country for migrant workers. We know from the [Global Estimates of Modern Slavery](#) that migrant workers are five times more at risk of being in forced labour.

During 2023, the network built on its ongoing efforts in Malaysia during the last couple of years, mostly focused on training Malaysian businesses. We continued to work closely with MEF to support their activities with members and government. We also spent a large part of the year customising our [Due Diligence Toolkit for Fair Recruitment](#) to the Malaysian context, and will be launched in early 2024.

### Mexico

In 2023 our focus continued on Mexico, an Alliance 8.7 Pathfinder Country that has shown increased political will and a growing committed private sector to fighting forced labour.

In May 2023, the ILO GBNFL and Mexico's industrial employer organization, CONCAMIN, co-hosted a 1.5-day information session and workshop in Mexico City aimed at raising awareness and building capacity of employers to identify and prevent forced labour, including training on the 11 indicators of forced labour. The event was a success, given the high number of attendees from different industries (primarily energy, manufacturing, consumer goods, food and tourism, agriculture, and services) across the country and the participation of leading expert speakers from the Mexican government, employer organizations, and the ILO.

Our special edition [podcast on forced labour and child labour in Mexico](#) (in Spanish) continues to be very popular and our third most listened-to podcast from our library (over 600 times since its launch). The podcast considers successful actions by employers' organizations, sectoral associations, small, medium-sized, and micro-enterprises, and the government (including local government). It covers, among other things, responsible business conduct, social protection, certification, trade agreements, and fair recruitment.

## Network of Networks

In 2020 the ILO GBNFL created a neutral platform to bring together 24 organizations fighting forced labour. The aim of the Forum for Business Initiatives, also known as the Network of Networks, is to maximize coordination, minimize duplication of efforts, and support the achievement of collective goals. Forum discussions focus on country level action, the development of tools and resources, changes in policy, and upcoming events.

In 2023 the Network of Networks met four times. During the meetings common challenges such as risks to migrant workers during recruitment, changing policy landscape on forced labour, research on better use of technology and data sharing for preventing and eradicating force labour were discussed.

In collaboration with the Network of Networks, we organised a meeting with the EC to discuss the Proposal for a regulation on prohibiting products made with forced labour on the Union market. At this meeting, we also examined the various approaches used by the private sector to due diligence, remediation, and commonly used tools. This meeting allowed the EC to gain an overview of effective current private sector initiatives as well as pinpoint those areas where additional support is required.



## Innovate

### What really works to end forced labour?

In 2022 we launched the report [Eradicating forced labour: What works in practice](#), but also our easy-to-use interactive, online [toolbox](#) for businesses based on a lengthy in-depth research. The interactive toolbox allows the user to navigate by forced labour indicator to examples of initiatives that identify, prevent, and remediate it.

In 2023, we translated the toolbox to [French](#) and [Spanish](#). Where possible, we have been sharing the report and toolbox with businesses around the globe in different briefings.

We also spent a large part of 2023 working on developing a guide for EBMOs on how they can practically engage and help their member companies to identify, mitigate, eradicate, and remediate forced labour in their own businesses and supply chains. The EBMO guide will also be supported by training material and will provide an introduction to forced labour as well as the ILO's 11 indicators on forced labour. EBMOs will be able to adapt this guide and/or training material to their local contexts and roll out to their membership. This guide will be finalized



in 2024 to be released alongside the ILO GBNFL-IOE *Guide on Eradicating Forced Labour* which includes a practical toolbox (an update of the 2015 IOE-ILO *Combating forced labour: A handbook for employers and business*).

## Podcasts

We continued our online momentum. Following the success of last year's training series for SMEs in podcast format, we launched a third episode in 2023. This new podcast introduces SMEs to free tools and resources to implement fair recruitment, find and contact relevant organizations to partner with, and access relevant information. Of all podcasts published, this is our most listened to podcast to date.

To summarize, our complete SME training package comprises three short episodes where we introduce you to forced labour, share the latest figures, show you how to spot the signs, and point you in the direction of useful free tools and resources. Even better, we introduce you to three SME owners/directors who are taking on forced labour and child labour and truly making a difference.

Since the start of the COVID-19 pandemic, podcasts have proliferated, including podcasts on forced labour and related topics. However, the SME training series is the first time a podcast format has been used by the network to deliver training.

### Training podcasts for SMEs:

- [What is forced labour and why should SMEs get involved? \(November 2022\)](#)
- [Fighting forced labour: Inspiration and advice from SMEs for SMEs \(November 2022\)](#)
- [The best free tools and resources for SMEs fighting forced labour \(February 2023\)](#)

As a teaser, in early 2024, we are hoping to surprise you with two new inspiring podcasts, "*Fighting forced labour in fishing: How Namibia became a pioneer*" and "*Malaysia's rubber industry takes on forced labour*".

All our podcasts are broadcasted through ILO channels, together with all podcasts produced by the ILO. They can be listened to through the various platforms: Apple, Spotify, and Sound Cloud.





## Support

### Accessing the latest data

Forced labour has increased worldwide from 24.9 in 2016 to 27.6 million people in 2021, as shown by the new [Global Estimates of Modern Slavery](#) published by the ILO, IOM and Walk Free in September 2022. This equates to 3.5 people for every thousand in the world. A total of 3.3 million victims of forced labour are estimated to be children. The increase is entirely due to an increase of forced labour in the private economy. In 2022, the network published the [ILO GBNFL factsheet: The latest global facts and figures on forced labour at your fingertips](#), which is a handy two-page summary for businesses featuring the most relevant data on forced labour from the new Global Estimates of Modern Slavery report.

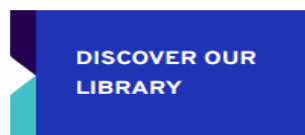
In 2023, the network continued to disseminate this data and discuss the implications of the new figures for the private sector. In January, we met with the AFEP and MEDEF to discuss insights from the Global Estimates on Modern Slavery report, as well as the role of business in eradicating forced labour. In May, we shared this information at our Mexico country briefing and training workshop with the CONCAMIN. As part of our Mexico work, the three policy briefs provide an overview of the latest data and current situation of forced labour and fair recruitment in Mexico.

### Linking businesses with support

The network has an extensive [online library](#) where businesses can access up to date relevant information, tools, and resources on forced labour and fair recruitment. We continue to regularly share and promote these resources at our meetings, as applicable. These resources have been developed and published by the network, the ILO, or members and partners of the network.







## ONLINE LIBRARY

A sample of key resources:

- ▶ [Eradicating Forced Labour: What Works in Practice \(report and toolbox\)](#) - summary of actions that have been identified as gaining ground on the eradication of forced labour by contributing towards identification, prevention and remediation of forced labour ([the toolbox is also available in French and Spanish](#))
- ▶ [Due Diligence Toolkit for Fair Recruitment](#) - helps businesses, especially SMEs, to set out a due diligence process when hiring workers from abroad ([also available in French and Spanish](#))
- ▶ [ILO Forced Labour Observatory](#) - a platform that provides comprehensive global and country information on forced labour
- ▶ [ILO GBNFL Factsheet: The Latest Global Facts and Figures on Forced Labour at Your Fingertips](#) – summary of the main figures and insights of the new Global Estimates on Modern Slavery report ([also available in French and Spanish](#))
- ▶ [Online raining course: The ILO'S 11 Indicators of Forced Labour](#) - webinar that discusses the 11 operational indicators; intended to help with the identification of forced labour, how it arises, and how it affects its victims
- ▶ [ILO Definition of Recruitment Fees and Related Costs](#) - summary and schematic of the ILO's definition of recruitment fees and related costs
- ▶ [ILO Hub: Labour Provisions in Trade Agreements](#) - allows users to navigate and analyse labour provisions in trade agreements through an interactive world map, trend graphs and tables

## Improving inclusion

We continued to make concerted efforts to reach additional audiences, in particular SMEs, and policy makers at national level.

- ▶ While our podcasts are predominantly in English, we have to date produced a podcast in French on forced and child labour in Cote d'Ivoire and another podcast in Spanish on forced labour and fair recruitment in Mexico, available [here](#).
- ▶ To capture our Latin American audience, we have produced three policy briefs in Spanish on forced labour and fair recruitment in Mexico, as well as two videos with English and Spanish subtitles that summarize the information seminar and training event on forced labour and fair recruitment for EBMOs and companies, which took place in Mexico City in May 2023.
- ▶ Our Due Diligence [Toolkit](#) for Fair Recruitment has now been translated into [French](#) and [Spanish](#).
- ▶ We have published our new forced labour [factsheet](#) in English, French, and Spanish.
- ▶ We published the summaries of our research report and toolbox '[Eradicating Forced Labour: What works in Practice](#)' in English, French, Spanish and Portuguese.
- ▶ On social media, we continue to post and share regularly in English, French, and Spanish. For example, for the new global figures on modern slavery, we designed original social media cards in all three languages.
- ▶ We published our quarterly newsletter in both French and English throughout 2023. Our newsletter provides all the latest updates on forced labour initiatives and shareable content you need.

## ► Looking ahead

In 2024, the network will reprioritize its work to focus on country level action including training/capacity building to employers and businesses. This section provides an overview of how we will take forward this objective.

### National level

As with previous years, the Network will continue to focus on country level work, including on Alliance 8.7 Pathfinder Countries where private sector action can provide support and impetus to the wider implementation of national strategies and actions to eradicate forced labour and thereby support sustainable change. Moreover, the ILO GBNFL will explore synergies and join forces with ILO projects being implemented at country level. Some of our country level activities for 2024-2025 will include:

- **Facilitate capacity building for EBMOs and companies:** The ILO GBNFL will support EBMOs in providing training to their members as well as train ILO GBNFL members and their suppliers by adapting training materials to their local context, providing technical support during workshops, building capacity of EBMO staff to continue support after the training sessions/workshops, among others.
- **Create country working groups:** The ILO GBNFL will explore the creation of Country Working Groups in selected countries. The main objective of the working groups will be to bring together EBMOs and companies to identify concrete actions to prevent and eradicate forced labour. These actions may include development of tools, training, research, sectoral analysis, among others. The working groups will develop a work plan and will be responsible for its implementation and monitoring, with the support of the ILO GBNFL.
- **Support policy dialogues:** The ILO GBNFL will support EBMOs to convene government dialogues where ILO GBNFL members participate. This includes countries where the GBNFL has already initiated activities such as Malaysia and Mexico and/or where the ILO has existing projects.
- **Continue to identify opportunities to align with the pathfinder process** and create longer-term engagement.

## Global and regional level

- **Be a centre for knowledge exchange:** The ILO has a wealth of knowledge, information, and tools on forced labour. The private sector requires data, information, and knowledge presented in succinct and actionable forms. The ILO GBNFL will support the private sector in accessing relevant information and will convene regular webinars/dialogues on resources and tools, such as the “Economics of Forced Labour” and “Hard to See: Harder to Count” publications.
- **Facilitate policy discussion:** In the context of current and emerging legislation against forced labour with transnational implications, the ILO GBNFL will organize sessions to share information and engage in discussion with interested and affected governments/regional organizations and the private sector about implementation and challenges.
- **Tool development:** The ILO GBNFL will work to develop or update existing ILO tools on forced labour to provide companies, EBMOs and governments with a global reference point aligned to ILO standards. On a needs basis, the ILO GBNFL will adapt tools and resources for constituents and Network members.

In 2024 the ILO GBNFL will publish and disseminate a guide for EBMOs on how they can practically engage and help their member companies to identify, mitigate, eradicate, and remediate forced labour in their own businesses and supply chains; and the ILO GBNFL-IOE Guide on Eradicating Forced Labour for employers, which includes a practical toolbox (an update of the 2015 IOE-ILO Combating forced labour: A handbook for employers and business). Similarly, the ILO GBNFL will start the development of an e-learning tool to address companies needs in terms of capacity building related to forced labour, paying attention to the different roles in a company (procurement, logistics, human resources, general management, etc.)

- **Continuing to convene:** The ILO GBNFL will continue promoting Network of Networks activities and events.



**Thank you to all our members for their ongoing support and we look forward to continued engagement in 2024.**

**The ILO Global Business Network on Forced Labour would like to thank the French Ministry of Labour and the Agence Française de Développement, the United States Department of Labor, the Swiss Development Cooperation, the Italian Ministry of Foreign Affairs and International Cooperation, and the Friedrich Ebert Stiftung for their financial support during the annual reporting period, complementing the financial and technical resources provided by ILO.**

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

To join us, and for further information

[fl-businessnetwork@ilo.org](mailto:fl-businessnetwork@ilo.org) or visit [flbusiness.network](https://flbusiness.network)