



# Slavery, Forced Labour

Nobody should be forced to work against their will (e.g. through violence, blackmail, debt bondage, confiscation of identity papers).<sup>1</sup> Companies need to ensure that the context of work does not constitute forced labour within the company and by contractors/suppliers.

## Measures to protect against slavery and forced labour

- ✓ Ensure human resources are managed in accordance with clear, transparent, fair policies.
- ✓ Communicate clear policies and expectations about labour practices to contractors and suppliers.
- ✓ Ensure that workers receive fair wages at regular intervals for work completed.
- ✓ Continue to conduct regular audits/inspections and follow-up on findings and recommendations (e.g. labour standards and occupational safety), including appropriate information disclosure.
- ✓ Ensure that the needs of underserved workers are accommodated at work including COVID-related measures, and urge local governments to provide for the welfare of underserved individuals.

## Measures that are illegal and ill-advised

- ✗ Structure work on the basis of repaying loans or advances issued by the company.
- ✗ Assign work with the implicit or explicit expectation that refusal or failure to meet expectations will directly result in dismissal or other negative consequences (e.g. denial of promotion, withdrawal of benefits, police involvement).
- ✗ Delay or decrease amount of pay or not pay wages or contracts for work completed.
- ✗ Cancel/delay audits/inspections due to COVID-19 (e.g. labour standards and occupational safety), delay implementing recommendations, and disclosing appropriate information.
- ✗ Force underserved individuals including children, migrant workers, persons with disabilities, or older persons, to work without providing any other options to prevent economic instability.

<sup>1</sup> This human right is protected under a of international treaties including the [International Covenant on Civil and Political Rights](#), [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment](#), [Convention on the Rights of the Child](#), [ILO Convention No. 105 concerning the Abolition of Forced Labour](#), and [ILO Convention No. 182 concerning Worst Forms of Child Labour](#). See ILO. (2014). The meanings of Forced Labour. [www.ilo.org/global/topics/forced-labour/news/WCMS\\_237569/lang-en/index.htm](http://www.ilo.org/global/topics/forced-labour/news/WCMS_237569/lang-en/index.htm)