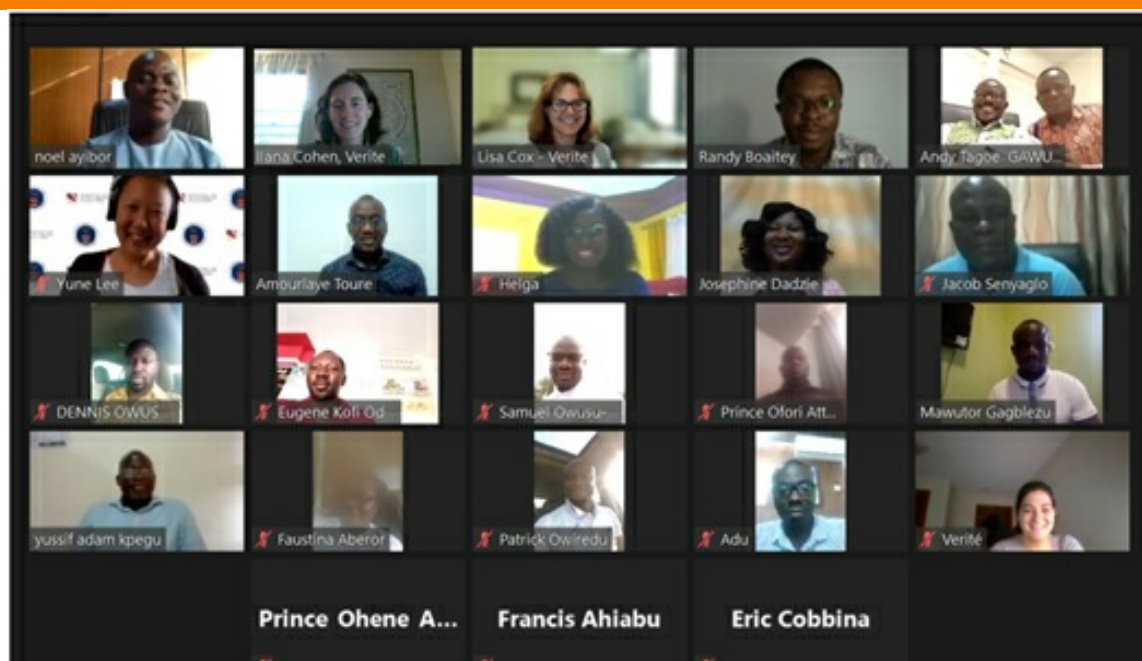


Forced Labor Indicators Project (FLIP)



Virtual Trainings of Trainers on Forced Labour Continue



CHED officials participating in the June-July ToT, Verité Staff, GAWU Staff, and DOL Program Officer.

Over the past few months, FLIP has collaborated with the Cocoa Health and Extension Division (CHED) of the Ghana Cocoa Board (COCOBOD) to organize two trainings of trainers (ToTs) for staff of the division. The trainings were organized in two batches of 20 and 19 participants respectively and took place online between May 26 and June 11 (for batch 1) and between September 1 and September 10 (for batch 2).

The objective of the ToTs was to build the capacity of CHED staff in order to empower them to extend trainings to their Community Extension Agents (CEAS) who will in turn train cocoa farmer groups and cooperatives to understand the concept of forced labor and its indicators. The training material was designed to provide CHED staff with in-depth knowledge on how to identify, address, and prevent forced labor using the ILO forced labor indicators approach. Mr. Andrews Addoquaye Tagoe, Deputy General Secretary of Ghana's General Agricultural Workers Union (GAWU), and also a FLIP Ghana Technical Working Group member, co-facilitated both trainings with FLIP staff. Mr. Randy Boaitey, National Extension Coordinator and a FLIP Ghana Technical Working Group member, co-facilitated the second training.

On behalf of the management of CHED, Mr. Randy Boaitey expressed gratitude to Verité for extending such trainings to CHED to enlighten staff and promote sustainability in cocoa production and shared the following reflections:

"Many institutions, strategies and policies exist worldwide to promote sustainability, world

peace and enhance humanity. However, it is only when such critical but sometimes hidden concepts like forced labour, human trafficking and its related and attendant issues are demystified and addressed that such institutions, strategies and policies will achieve meaningful, impactful and sustainable results...CHED already has structures and programmes in place that ensure farmer education and sensitization, and such systems have been effectively utilized to address child labour and other relevant issues. Therefore, efforts will be made to ensure that the knowledge acquired on forced labour and human trafficking will be integrated and institutionalized within such structures and programmes. This will ensure that farmers are enlightened and adopting best practices to tackle forced labour and human trafficking for overall sustainable cocoa production.”

Mr. Boaitey also noted with appreciation the continual support of the GAWU of the Trades Union Congress (TUC) in ensuring that staff of CHED and cocoa farmers are educated on such pertinent issues. He concluded that collaborations with Verité, GAWU, and other stakeholders should be intensified to achieve the collective and shared vision of sustainability.

FLIP looks forward to continuing to work with COCOBOD and CHED Extension Agents on the implementation of trainings!



CHED officials participating in the September ToT, Verité Staff, and GAWU Staff.

[Visit the FLIP website](#)

Training of Trainers for Cocoa Suppliers

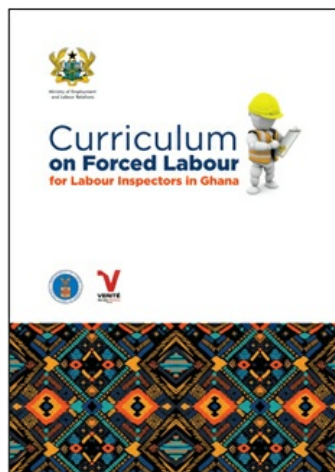
Verité maintains a multi-year **strategic partnership with Mars, Incorporated** to support Mars’ global human rights efforts in its own operations and supply chains. As part of this collaboration, Mars recently asked Verité to help build the capacity of its cocoa suppliers to understand and address the issue of forced labor. To this end, Verité developed a training of trainers (ToT) for lead trainers within the supplier companies based on FLIP’s Curriculum on Forced Labour for Labour Inspectors in Ghana and accompanying training materials.

Members of the Ghana FLIP team worked with other Verité staff to deploy an English-language version of the cocoa supplier ToT to 14 participants over five sessions in August over a virtual platform. Members of the FLIP CDI team and other Verité staff delivered a French-language version of the ToT to 17 participants in September. Together, both ToTs ultimately reached a total of 12 companies. For this initiative, the original FLIP curriculum and associated materials were translated into French, and new training content was created on the legal and policy frameworks and profile of forced labor risk in Côte d’Ivoire to complement the original information on the Ghanaian context. The curriculum was also adapted for the private sector audience through the inclusion of additional content relevant for cocoa supply chain due diligence systems.

Lessons/Exercise Topics	Objectives	Methods	Duration (minutes)
Lesson 1: Forced Labour – Definition and International Standards	To provide an overview of international labour standards and definitions of key terms related to forced labour	<ul style="list-style-type: none"> • Lecture • PowerPoint • Questions for consideration 	45
Lesson 2: Human Trafficking – Definition and International Standards	To provide: <ul style="list-style-type: none"> ▶ an overview of international labour standards ▶ definitions of key terms related to human trafficking 	<ul style="list-style-type: none"> • Lecture • PowerPoint • Questions for consideration 	45
Exercise A: Understanding the Concepts of Forced Labour and Human Trafficking	To help participants understand what is meant by the terms 'forced labour' and 'human trafficking'	Test individuals' knowledge by analysing examples; report back to the group; wrap up with Q&A and key messages.	45
Lesson 3: Ghana and Côte d'Ivoire's Legal and Policy Frameworks Related to Forced Labour and Human Trafficking	To provide an overview of Ghana and Côte d'Ivoire's legal frameworks as they relate to forced labour and human trafficking	<ul style="list-style-type: none"> • Lecture • PowerPoint • Questions for consideration 	30
Lesson 4: Assessing Risk – Understanding What to Look For	To familiarize participants with: <ul style="list-style-type: none"> ▶ the extent of the problem of forced labour ▶ the types of work and employment arrangements that make workers most vulnerable 	<ul style="list-style-type: none"> • Lecture • PowerPoint • Questions for consideration 	30
Exercise B: Assessing Where the Risks of Forced Labour are Greatest	To help participants identify where the risks of forced labour are greatest in their region	Group work to elicit real life examples; report back to the group; wrap up with Q&A and key messages.	45

Excerpt from the English Curriculum on Forced Labour for Cocoa Suppliers.

Launch of the Curriculum on Forced Labour for Labour Inspectors in Ghana



In August, FLIP launched the Curriculum on Forced Labour for Labour Inspectors in Ghana, a resource designed for use by labour inspectors who participated in a virtual 6-week ToT in November and December 2020. Designed based on a needs assessment of the labor inspectorate, which was conducted in November 2019, and validated by the ToT participants, the curriculum covers how to identify, address, and prevent forced labor using the ILO forced labor indicators approach and how to facilitate trainings. The curriculum and accompanying training materials will be used by select labor inspectors to train their colleagues.

Left: Cover page of the Curriculum on Forced Labour for Labour Inspectors in Ghana.

Verité and the FLIP team were grateful that the Honorable Deputy Minister of Employment and Labour Relations, Hon. Bright Wireko-Brobby offered opening remarks at the event and officially launched the curriculum on behalf of the Honourable Minister, Hon. Ignatius Baffour-Awuah. We were also honored to have The Chief Labour Officer, Mr. Eugene Narh Korletey, in attendance to mark the occasion of the curriculum's launch.



Above: Chief Labour Officer, Mr. Eugene Narh Korletey, a ToT participant, with his ToT certificate.

New! Updated FLIP Website

The FLIP Website has been updated to reflect the project's work in both Ghana and Côte d'Ivoire and to build out a new, interactive resource center. The resource center is home to the self-paced courses launched in May 2020, the foundational Forced Labour Frameworks and ILO Forced Labour Indicators courses. It will also be home to curricula and training materials used in FLIP's ToTs and additional learning resources. The site can now be accessed in both English and French.

[Visit the FLIP website](#)

Project and Contact Information

For more information, contact Josephine Dadzie at jdadzie@verite.org, Amourlaye Toure at atoure@verite.org, or Allison Arbib at aarbib@verite.org.

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Verité
413.253.9227
verite@verite.org
verite.org