

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Ghana - 2021

*THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY
LABOUR Protocol of 2014 P029 to the Forced Labour Convention*

REPORTING

Fulfillment of Government's reporting obligations

p29 Fulfillment of Government's reporting obligations

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

a) The most representative employers organizations?, b) The most representative workers organizations?

92. To which employers organizations was the report sent? [12] Please provide the list

Ghana Employers Association

93. To which workers organizations was the report sent? [13] Please provide the list

Trade Union Congress, Ghana (TUCG)

94. Please describe the consultation process(es). [10.2]

through a National Tripartite Committee level

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

<p>83. Have employers and or or workers organizations been consulted in the development and implementation of adopted measures? [6.1]</p>	<p>Yes</p>
<p>84. Please provide details and provide any relevant URL(s) [6.2]</p>	<p>the development was done at the tripartite level which involves the workers and employers organisations.</p>
<p>95. Did employers organizations comment on the report? [11a]</p>	<p>No</p>
<p>96. Did workers organizations comment on the report? [11b]</p>	<p>No</p>
<p>97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them</p>	<p>not received at the time of reporting</p>
<p>Workers' organizations</p>	
<p>83. Have employers and or or workers organizations been consulted in the development and implementation of adopted measures? [6.1]</p>	<p>Yes</p>
<p>84. Please provide details and provide any relevant URL(s) [6.2]</p>	<p>the development was done at the tripartite level which involves the workers and employers organisations.</p>
<p>95. Did employers organizations comment on the report? [11a]</p>	<p>No</p>
<p>96. Did workers organizations comment on the report? [11b]</p>	<p>No</p>
<p>97. Please provide URL(s) to the responses and comments of the employers and workers organizations to</p>	<p>not received at the time of reporting</p>

the above questions, if you have received them	
EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL	
Ratification	
Ratification status	
p29 Ratification status	P29 not ratified
Ratification intention	
61. If you have ratified Convention No. 29 but not the 2014 Protocol to Convention No. 29, what are the prospects for ratification of the Protocol?	Likely
62. What, if any, are the impediments to the ratification of the 2014 Protocol to Convention No. 29?	THERE ARE NO IMPEDIMENTS TO THE RATIFICATION. THE RATIFICATION PROCESS IS UNDER DISCUSSION
Existence of a policy and or plan of action for the suppression of forced or compulsory labour	
63. Is there a national policy and plan of action aimed at realizing the principle of effective and sustained suppression of all forms of forced or compulsory labour through prevention, victim protection and access to remedies? [1.1]	Yes
65. Please also indicate the manner in which employers' and workers' organizations have been consulted. [1.3]	THROUGH NATIONAL TRIPARTITE COMMITTEE LEVEL. THE COMMITTEE INVOLVES GOVERNMENT, EMPLOYERS AND WORKERS ORGANISATIONS
68. Is there a national policy and plan of action setting out measures and specific action for combatting trafficking in	Yes

<p>persons for the purposes of forced or compulsory labour? [1.5]</p>	
<p>69. Please describe these measures. [1.5]</p>	<p>THE NATIONAL PLAN OF ACTION FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA (2017-2021) AIMS TO SIGNIFICANTLY REDUCED THE SCALE OF TRAFFICKING AND ADDRESS THE UNDERLYING SOCIAL CHALLENGES THAT OFTEN MAKE PEOPLE VULNERABLE TO BEING TRAFFICKED</p>
<p>70. Does the Government collect and analyse statistical data and other information on the nature and extent of forced or compulsory labour? [1.6]</p>	<p>No</p>
<p>72. Does the Government envisage collecting data on forced or compulsory labour? [1.6.2]</p>	<p>Yes</p>
<p>Measures taken or envisaged for systematic and coordinated action</p>	
<p>64. Please describe the measures envisaged, the established objectives and the authorities responsible for the implementation, coordination and assessment of these measures. Please provide any relevant URL(s) [1.2]</p>	<p>THE LABOUR (DOMESTIC WORKERS') REGULATIONS, 2020 (L.I 2408). THIS ESTABLISH A GOVERNANCE FRAMEWORK FOR THE REGULATION OF DOMESTIC WORK AND EXTEND LABOUR PROTECTIONS FOR DMOESTIC WORKERS IN PRIVATE HOMES. IT IS COORDINATED BY THE MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS HUMAN TRAFFICKING MANAGEMENT BOARD (HTMB) IS AN INTER-MINISTERIAL COMMITTEE MANDATED TO MEET QUARTERLY, ADMINISTER THE HUMAN TRAFFICKING FUND, ADVISE THE MINISTRY OF GENDER CHILDREN AND SOCIAL PROTECTION ON ANTI-TRAFFICKING POLICY, PROMOTE PREVENTION EFFORTS, AND FACILITATE THE PROTECTION AND REINTEGRATION OF TRAFFICKING VICTIMS</p>

Measures taken or envisaged to prevent forms of forced labour

<p>74. Have measures been taken or are measures envisaged for the prevention of all forms of forced or compulsory labour? [2.1]</p>	<p>Yes</p>
<p>75. If so, please indicate the type of measures, [2.2]</p>	<p>a) Information, education and awareness raising targeting especially people in vulnerable situation and employers, b) Strengthening and broadening of the coverage of legislation, particularly labour law, c) Regulation and supervision of the labour recruitment and placement process, d) Supporting due diligence by the public and private sectors, e) Addressing the root causes that perpetuate forced labour, f) Promotion of safe and regular migration, g) Education/vocational training, h) Capacity building for the competent authorities, i) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations, j) Basic social security guarantees</p>
<p>75.f. Please provide a description of measures taken or envisaged:</p>	<p>to conduct workplaces inspections and the informal sector where most of the children and youth are engaged in forced labour</p>
<p>75.f. Please indicate the population groups benefiting from these measures and the relevant forced labour practices:</p>	<p>18 years and above mostly the youth bracket group</p>

Measures taken or envisaged to protect victims of forced labour

<p>76. Have measures been taken or are measures envisaged for the identification, release, protection, recovery and rehabilitation of victims of all forms of forced or compulsory labour? [3.1]</p>	<p>Yes</p>
---	------------

<p>77. If so, please indicate the type of measures [3.2]</p>	<p>a) Training of relevant actors for identification of forced labour practices, b) Legal protection of victims, c) Material assistance for victims, d) Medical and psychological assistance for victims, e) Measures for the rehabilitation and social and professional reintegration of victims, f) Protection of privacy and identity, h) Specific measures for children</p>
<p>Measures taken or envisaged to facilitate access to remedies</p>	
<p>78. Have measures been taken or are measures envisaged to provide victims of all forms of forced or compulsory labour with access to remedies? [4.1]</p>	<p>Yes</p>
<p>79. If so, please indicate the type of measures, [4.2]</p>	<p>a) Information and counselling for victims regarding their rights, b) Free legal assistance, c) Cost-free proceedings, d) Development of forced labour indicators, e) Access to remedies and compensation, f) Capacity building and enhanced resources for the competent authorities, such as labour inspection, law enforcement, prosecution services and judges, g) Provision for authorities not to prosecute victims for acts which they have been compelled to commit, h) Provision of penalties such as the confiscation of assets and criminal liability of legal persons</p>
<p>80. Please indicate whether the measures aimed at providing access to justice and remedies apply to all victims of forced or compulsory labour, irrespective of their presence or legal status in the national territory. [4.3]</p>	<p>Yes</p>
<p>Non-prosecution of victims for unlawful acts that they would have been forced to carry out</p>	

<p>79.g. Please provide a description of measures taken or envisaged:</p>	<p>the victims in the act are not punished for working despite knowing that they are under forced labour. they are rather rescued and reintegrated into the society they belong.</p>
<p>79.g. Please indicate the population groups benefiting from these measures and the relevant forced labour practices:</p>	<p>the working group in the country</p>
<p>Cooperation with other Member States, international / regional organizations or NGOs</p>	
<p>81. Does the Government cooperate with other member States, international and regional organizations, or non-governmental organizations to achieve the effective and sustained suppression of forced or compulsory labour? [5.1]</p>	<p>Yes</p>
<p>82. Please briefly describe the modalities of this cooperation. [5.2]</p>	<p>for capacity building of the labour inspectors, social welfare staff, Ghana Police Service among others</p>
<p>Promotional activities</p>	
<p>90. Please provide URL(s) to any new information on efforts made to respect, to promote and to realize the principle of effective and sustained suppression of forced or compulsory labour through prevention, victim protection and access to remedies. [14]</p>	<p>labour employment policy 2015 Domestic Workers Regulation, 2020 (L.I. 2408) National Plan of Action 2017-2021 to address child labour National Human Trafficking Secretariat responsible for collecting data on human trafficking and forced labour</p>
<p>Special initiatives or Progress</p>	
<p>85. Please describe any significant changes which have taken place since your last report (for example, changes in the legislative and institutional framework, launching of major programmes, new data, changes in the number of persons in forced labour who</p>	<p>government investigated 556 human trafficking cases, out of these 89 prosecuted. 88 were convicted with various jail terms and fines 1088 children were withdrawn from forced labour out of which 1,017 were males and 71 were females. 783 victims were rescued and</p>

<p>have been identified, released and protected, penalties imposed on perpetrators). [7]</p>	<p>care for by the Government covering from 2017-2021</p>
<p>90. Please provide URL(s) to any new information on efforts made to respect, to promote and to realize the principle of effective and sustained suppression of forced or compulsory labour through prevention, victim protection and access to remedies. [14]</p>	<p>labour employment policy 2015 Domestic Workers Regulation, 2020 (L.I. 2408) National Plan of Action 2017-2021 to address child labour National Human Trafficking Secretariat responsible for collecting data on human trafficking and forced labour</p>
<p>CHALLENGES IN REALIZING MEASURES TARGETED BY THE PROTOCOL</p>	
<p>According to the social partners</p>	
<p>Employers' organizations</p>	
<p>86. What are the main obstacles encountered by your country with regard to realizing the principle of effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]</p>	<p>a) Lack of awareness, b) Lack of information and data, c) Social values, cultural traditions, d) Social and economic circumstances, f) Shortcomings in the legislative framework, g) Lack of resources in the institutional framework, h) Challenges linked to the labour recruitment and placement process</p>
<p>Workers' organizations</p>	
<p>86. What are the main obstacles encountered by your country with regard to realizing the principle of effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]</p>	<p>a) Lack of awareness, b) Lack of information and data, c) Social values, cultural traditions, d) Social and economic circumstances, f) Shortcomings in the legislative framework, g) Lack of resources in the institutional framework, h) Challenges linked to the labour recruitment and placement process</p>
<p>According to the Government</p>	
<p>86. What are the main obstacles encountered by your country with regard to realizing the principle of</p>	<p>a) Lack of awareness, b) Lack of information and data, c) Social values, cultural traditions, d) Social and economic</p>

<p>effective and sustained suppression of all forms of forced labour through prevention, victim protection and access to remedies? [8]</p>	<p>circumstances, f) Shortcomings in the legislative framework, g) Lack of resources in the institutional framework, h) Challenges linked to the labour recruitment and placement process</p>
<p>TECHNICAL COOPERATION NEEDS</p>	
<p>Request</p>	
<p>87. Does your Government think that it should establish technical cooperation activities with the ILO or pursue those that already exist for the prevention and effective suppression of forced or compulsory labour, victim protection and access to remedies? [9.1]</p>	<p>Yes</p>
<p>88. If so, please indicate the needs in this area by level of importance (not important, less important, important, most important) [9.2]</p>	<p>b) Awareness-raising and mobilization activities => Less Important</p> <p>c) Collection and analysis of data and information => Most Important</p> <p>d) Guidance on the development of the national policy and plan of action => Important</p> <p>e) Strengthening the legal framework => Less Important</p> <p>f) Capacity building for the competent authorities => Important</p> <p>g) Inter-institutional coordination => Important</p> <p>h) Promotion of fair recruitment and placement practices => Important</p> <p>i) Promotion of fair migration policies => Important</p>

	<p>j) Vocational training, job-creation and income-generation programmes for at-risk populations => Important</p> <p>k) Basic social security guarantees => Important</p> <p>l) Guidance on supporting due diligence => Important</p> <p>m) Capacity building for employers' and workers' organizations => Important</p> <p>n) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations => Important</p> <p>o) Exchange of experiences between countries or regions; international cooperation => Important</p> <p>p) Other => Important</p>
<p>89. Please provide additional information on the top three needs that you have identified in the elimination of forced labour or compulsory labour. Please provide URL(s) to any other information you may deem necessary.</p>	<p>1. capacity building of the labour inspectors 2. logistics 3. establishment of shelters</p>