

- Cross border collaboration and at regional level: referral mechanisms, data collection on migration, portability of social security rights (entitlements) for workers, etc;

Matters of process:

- Advocacy, mobilization and building partnerships - including with communities, media, workers' (e.g. in transport sector, judiciary) and employers organizations;
- Victim centered approaches;
- Identifying and addressing cross cutting issues (gender, children, etc)
- Mechanisms: coordination, monitoring and impact assessment, sharing and dissemination of information, knowledge and learning, reporting;

Support to the organization of national level trainings:

- Training needs assessment, defining training delivery modalities, and the use of adult training methodologies;

Methodology

The training will be delivered using a blended modality consisting of distance learning followed by a six day face to face workshop to be delivered from March to July 2015.

I. The distance learning component will last 8 weeks and will be structured as follows:

Phase 1: participants' needs assessment and completion of background reading assignment on the four themes to be covered by the course (forced labour, trafficking, child labour and migration). This phase is expected to last 2 weeks.

Phase 2: online course on the linkages between forced labour, trafficking, child labour and migration; this course will begin with an assessment to clarify that the key messages from the background reading assignment have been understood. It will be structured around 3 modules composed of power point presentations, videos and webinars (connectivity permitting), and interactive forums. There will be an assessment at the end of each module.

This phase is expected to last 5 weeks.

Phase 3: immediately following the completion of the online course participants will be given an individual assignment wherein they will be asked to develop a 1 page note outlining the approach/strategy for the delivery of training in their country. The technical note will be peer reviewed by a panel composed of representatives from ITC, ILO and the ECOWAS Commission, following which feedback will be provided to each participant via the course platform.

This phase is expected to last 1 week.

Timeline for the distance learning component: 2 March - 4 May 2015

II. The face to face workshop will take place following the completion of the online course and will be structured as follows:

Day 1: Assessment to identify the key concepts that remain unclear for the participants following the online course; follow up presentations and discussions to build further clarity and comprehension on select topics and issues;

Day 2 - Knowledge sharing forum wherein participants will be invited to present and discuss about select (operational) tools and good practices drawing from experiences from the region as well lessons learned;

Day 3 - Participants are asked to develop their institution's action plan for the provision of national training on how to tackle forced labour, trafficking, child labour and irregular migration;

Day 4 - Peer review of action plans

Days 5 & 6 - Using the content from the online course participants will be asked to simulate the delivery of select training sessions

Timeline for the face to face workshop: July 2015, dates and location to be determined

The languages of this activity will be English and French.

The training will be delivered by a team of facilitators from ITC ILO, the FMM West Africa Project, other ILO field and HQ units, and the ECOWAS TIP Unit as well as, where feasible, select regional and national experts in the field of labour rights dealing with forced labour and human trafficking.

An evaluation of the course methodology and content will be conducted at the close of the training. A certificate of participation will be delivered to each participant contingent on the successful completion of both components.

Deadline and further information

The deadline for applications is **16 February 2015**. Applications may be submitted online via the following link:

<http://intranetp.itcilo.org/MINA177187/en>



A177187

Training for TIP National Focal Points

Online phase 02/03-04/05/2015

Face to face phase: July, 2015 (to be confirmed)

For further information regarding this course please contact:

Aly Cisse
+2349038852638
cissealy@ilo.org or

Olufeyisayo Ilesanmi
+2349038852645
ilesanmi@ilo.org



This Project is co-funded by the European Union and the ECOWAS Commission

Copyright © International Training Centre of the International Labour Organization, 2014. All rights reserved.
Design Luca Fiore – Printed by the International Training Centre of the ILO, Turin, Italy

Made of paper awarded the European Union Eco-label, reg.nr FR/011/002, supplied by International Paper.



www.itcilo.org

Training for TIP National Focal Points

Background

The African Union through the initiative to fight human trafficking in Africa seeks to make the fight against trafficking in persons a priority on the development agenda of the continent. It also calls on African States to build on the Ouagadougou Action Plan to Combat Trafficking in Human Beings, which guides African Union member States in developing and reforming their policies and laws on trafficking in persons. Therefore, combating trafficking in persons and eradicating child labour are priorities for the member states of ECOWAS and Mauritania.

ECOWAS member states under the stewardship of the ECOWAS Commission adopted its first plan of action against trafficking in persons in 2001 and are currently working on a new plan which is to run from 2015 to 2019. Similarly, an action plan for the elimination of child labour especially its worst forms was adopted by ECOWAS member states in 2012. During the 2014 annual review meeting on the implementation of the ECOWAS TIP plan of action, 546 prosecutions for the offence of trafficking in persons was reported by member states for the years 2012-13

Despite this progress the region remains an area of origin, transit and destination for victims of trafficking and smuggled migrants. Cross border as well as internal trafficking of women, men and children remains common although no estimates of the number of victims exist. On the African continent forced labour is the most frequently detected form of trafficking in the region, and more specifically child forced labour according to the 2014 UNODC Global Report on Trafficking.

Countering human trafficking in the West African region suffers from weak national institutions and a lack of awareness and understanding of the inter linkages between trafficking, child labour, forced labour and smuggling and irregular migration among especially vulnerable groups. Apart from these, Mauritania being a source, transit and destination country for women, men, and children from other West Africa countries, it has been used as a corridor to Europe for many human trafficking and migrant smuggling networks.

The most commonly reported forms of trafficking in the region include child labour, domestic servitude, labour exploitation in agriculture, quarries and mines, and exploitation in street hawking as well as sexual exploitation (Counter Trafficking Baseline Assessment, p.5). Boys at some Koranic schools are exploited through begging by unscrupulous masters who abuse the Koranic school system.

This apparent visibility of child trafficking compared to the trafficking of men and women for labour as well as sexual exploitation may be due in part to reporting difficulties, but also the lack of a proper understanding of forced labour and other slavery like practices resulting in the invisibility of victims and high levels of under reporting. Not much is known about the exploitation of migrants' labour on the continent as well as beyond its borders, nor of newer forms of exploitation of children in rituals, in armed conflict, through begging and for illegal adoption.

Rationale for the training

The focus to date in the countries of the region has been on anti-child trafficking policies and to a lesser extent on women trafficked for sexual exploitation. Indeed a number of states possess anti TIP legislation. Much scope therefore exists to remedy the policy gap with respect to the trafficking of men and women for labour exploitation. In this regard, the 2006 AU Ouagadougou Action Plan to Combat Trafficking in Human Beings recommends actionable measures through a three pronged strategy of prevention, protection and prosecution. Further, the adoption in 2008 of the ECOWAS Common Approach on Migration places action against trafficking in persons within broader approaches to migration and free movement of persons, and migration and development is a key positive measure that can be employed to counter certain root causes of trafficking such as persistent and rampant poverty, displacement of persons, forced migration and the mobility of particularly vulnerable groups such as children and women in search of economic opportunity, just to name a few.

It is against this backdrop that the Support to Free Movement of Persons and Migration in West Africa project (FMM) was launched to help harness the positive elements of mobility such as access to employment and remittances which represent a key livelihood strategy for many West Africans and their families. This five year project will support the effective implementation of the ECOWAS Free Movement of Persons Protocols and the ECOWAS Common Approach on Migration through targeted capacity building interventions at regional and national levels.

The FMM project foresees the training of national TIP focal points in order to enhance their knowledge on issues such as forced labour, trafficking for labour exploitation, irregular migration, and employment rights in a migration context and the labour dimensions of a counter trafficking strategy which takes into account the inter linkages and inter relationships between the aforementioned issues.

Such a training is also intended to assist NFPs to prepare and deliver national level trainings targeting multiple stakeholders in the countries targeted by the project.

Overview of the training

Training is to be provided using a blended modality consisting of an online course to be facilitated online and a face to face workshop to be delivered in a location to be confirmed, with both activities to be delivered during the period March to July 2015.

The training will benefit 45 national focal points (Trafficking in Persons, Migration/Free Movement of Persons, Child Labour, etc) in addition to select ECOWAS officials.

It is expected that a key emphasis of the training will be on how to protect vulnerable groups of "people on the move" from trafficking and labour exploitation: children, women, displaced persons, migrants, victims of forced migration.

The training will be "action oriented" and will highlight both the Human Security and Decent Work technical frameworks as "protective" frameworks and their usefulness in identifying and defining counter trafficking responses

Purpose of the training

Understanding the issue

A thorough understanding of the root causes and vulnerabilities that put people on the move at risk of trafficking and other forms of labour exploitation is the basis for developing effective responses. Poverty is usually a root cause, but there exist other risk factors that put vulnerable groups at risk of trafficking and these will differ from place to place.

It is also important to distinguish between trafficking, child labour and forced labour, smuggling and irregular migration in order to determine the appropriate and legally acknowledged course of action when coming to the aid of a victim or taking pre-emptive measures to ensure the protection of at risk groups.

Response dimensions

Crucial questions that need careful consideration when planning action are 'Where to intervene?' (i.e. in source, transit or destination areas); 'at what level?' (i.e. policy/legal or outreach level); 'who to focus on?' (i.e. traffickers, at-risk groups, victims); 'what to do?' (i.e. protection, prevention, victim assistance, prosecution/law enforcement, transnational cooperation) 'how to do it?' (i.e. matters of process) and 'who to work with?'

Trafficking is everyone's business and no one entity can effectively tackle the issue on their own. Government commitment but also effective mechanisms for the coordination of actions across multiple sectors and at multiple levels are important conditions for an effective counter trafficking strategy. Reporting and sharing of information on what works and what does not work as well as progress in the successful prosecution of cases within the ECOWAS region are key for the continuous successful implementation of regional policies, strategies and plans of action.

Learning objectives

The training will aim to:

- Increase participants understanding of trafficking, child labour, forced labour and smuggling and irregular migration, their practical manifestations and the connections between trafficking, migrant smuggling and irregular migration;
- Enhance participants knowledge of effective responses to the labour dimensions of trafficking, child labour, forced labour, smuggling and irregular migration both at an 'upstream' policy/legal level and practical' outreach levels;
- Help participants to distinguish between the different forms of trafficking and the appropriate responses required in each case including the use of victim centred approaches;
- Assist participants in developing safe migration alternatives to smuggling and trafficking;
- Familiarize participants with key process matters as they related to the conduct of national level trainings.

At the end of the course participants are expected to have a better understanding of how to effectively manage national level training programs.

Participants' profile

This course is designed for TIP and other relevant National Focal points of ECOWAS member states and Mauritania along with other officials who will be actively involved in the management of national level training activities to be implemented under the project. In order to foster the building of a critical mass of trainers and contribute to the broader ownership of the capacity building strategy, training may also be opened to other national TIP coordinating agencies, units, committees, taskforces and secretariats, and non-state actors intervening at local, national and regional levels.

Structure and content of the training

The choice of the course content will reflect the learning objectives while also taking into account certain key findings of the counter trafficking baseline assessment:

Understanding trafficking:

- International and regional legal and policy frameworks on forced labour and trafficking in persons, child labour, labour migration and irregular migration; latest facts and figures.
- The concept of forced labour and trafficking vis-à-vis migration and smuggling; how to distinguish between forced labour and trafficking, migration and smuggling; using ILO operational indicators on forced labour.
- Understanding root causes, risk factors and vulnerability - including gender discrimination.
- Who are the victims, defining what sectors are particularly at risk, who are the perpetrators and where and how do they operate.
- Gaps in current policies and institutions in place at national and regional levels that may undermine national counter trafficking efforts.

Targeted action at policy and outreach level to break the cycle of exploitation:

- Addressing demand by traffickers, employers and/or clients, monitoring work place risks and mobilizing employers and (migrant) workers;
- Migration governance: informed/safe migration, enforcement of laws related to labour migration in a context of regional integration and free movement of workers
- Labour market governance improved labour inspection, monitoring work place risks, mobilizing employers and (migrant) workers, licensing and monitoring recruitment/contract labour
- Prevention through education, (life) skills training, youth employment, safe migration, fair recruitment and decent work;
- Identifying and investigating cases of forced labour and trafficking; child labour monitoring systems
- Assistance to victims - including socio-economic reintegration;
- National Action Plans
- One or more of the thematic areas of the 2015-2020 ECOWAS TIP action plan as appropriate
- Select (operational) tools and good practices from the region and elsewhere