

Over half of the world's 21 million victims of forced labour are found in the Asia-Pacific region. The majority work in the formal economy – making the clothes we wear, harvesting the food we eat and producing the goods we take for granted in our everyday lives. Many of these victims are migrant workers.

Increasingly, companies are under pressure to demonstrate that the goods and services they produce and provide are free from slavery and human trafficking. Failure to do so can lead to reputational damage, financial losses, and possible legal action. Conversely, proactive approaches to ethical recruitment and supply chain management can lead to a stronger and more motivated workforce, and facilitate better recruitment of migrant workers.

Leveraging on its dedicated labour migration expertise as the UN Migration Agency, strong field presence and good relations with the Royal Thai Government's Ministry of Labour, IOM's **Corporate Responsibility in Eliminating Slavery and Trafficking (CREST)** programme centres around three pillars of work and is designed to help companies maximize the benefits of migrant labour in their supply chains.

## PILLAR 1



### Training on Slavery and Trafficking

IOM provides targeted training for company managers and workers on ways to reduce the risk of slavery and trafficking in their daily operations and supply chain management. This includes guidance on how to comply with new anti-slavery legislation and trade requirements, as well as practical tips on how to implement ethical recruitment practices and better monitor lower tier suppliers. This training programme can be tailored to the specific needs of your sector and company.

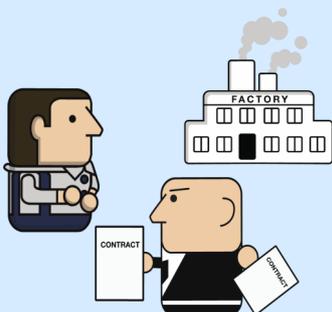
## PILLAR 2



### Pre-departure and Post-arrival Orientation Training

For companies that utilize migrant workers within their supply chains, IOM provides pre-departure and post-arrival orientation training for prospective labour migrants. This training provides workers with information about living and work related conditions, contract terms, human rights' awareness, soft skills and useful contacts for when abroad. This programme helps provide reassurance to companies that their workers are coming through their own choice and are ready to work.

## PILLAR 3



### Supply Chain Mapping and Ethical Recruitment Support

With a focus on ethical recruitment and management of labour migrants, IOM can help companies map their supply chain to identify potential risks and to develop risk mitigation strategies. IOM also supports companies in reviewing employment contracts and implementing the 'employer pays model' of recruitment. This model protects vulnerable workers from unscrupulous labour brokers and recruitment agencies, while also promoting better recruitment practices in which workers are better matched to their roles.



# CREST

CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING

## The Business Case for Ethical Recruitment and Supply Chain Management

Five reasons why it makes business sense to act ethically and how it can save your company money.

### Reason 1: Build and Protect Company Brand and Industry Reputation

Companies that invest in ethical business practices are likely to experience positive results in terms of increased customer and investor trust, which can help boost a company's market value.

### Reason 2: Meet Expectations of Customers and International Buyers

Customers are becoming more discerning about the products they buy. Companies that place emphasis on ethical recruitment and sustainability can benefit from increased market share and retain brand loyalty.

### Reason 3: Avoid Civil and Criminal Litigation

A number of countries have laws on labour standards that extend to global supply chains. Companies risk extensive fines, criminal and/or civil prosecution if they are found to be benefiting from the exploitation of workers.

### Reason 4: Increase Competitiveness

Companies that comply with labour and human rights standards tend to have more productive workplaces due to higher morale, lower staff turnover, fewer workplace incidents and reduced cost for onboarding. Employees that are trained and better matched to their role can result in improvements in quality, efficiency and productivity.

### Reason 5: Minimize Business Risk

Companies that do not map their own supply chain and monitor the performance of their suppliers and contractors in terms of recruiting practices and workers' welfare risk disruption when regulatory action is taken on these suppliers.

## Who are we?

Established in 1951, the International Organization for Migration (IOM) is the United Nations' Migration Agency. With 172 member states, a further 8 states holding observer status and offices in over 100 countries, IOM is committed to the principle that humane and orderly migration benefits migrants and society.

In Thailand, IOM has a strong presence and is one of the largest missions worldwide, with over 340 staff working on more than 35 active projects in 10 locations. IOM Thailand has a main office in central Bangkok and ten other project offices across the country.

## Need more information? Contact:

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*CREST is supported by the IOM Development Fund*



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