



OVERVIEW

Migrant workers play an increasingly important role in the rapidly growing apparel, footwear, leather and home textiles industries. The Asia Pacific region is the largest global producer of fashion goods, and one of the most dynamic regions for both internal and international labour migration.

The intersection between the increasing demand for fashion goods, faster turnaround deadlines coupled with the quest for the most competitive pricing in a region with abundant domestic and trans-boundary labour supply creates a vortex of migration and recruitment dynamics resulting in severe labour rights violations.

Both internal and international migrant workers not only suffer deplorable and hazardous working conditions but face high recruitment fees, long working hours, low wages, a lack of regular contracts, and extremely tight deadlines without commensurate pay and rest hours.

Their vulnerabilities make migrant workers a perfect target for discrimination, exploitation and harassment. Incidents of forced labour and trafficking are much more prevalent among migrants who have used unscrupulous formal or informal recruitment intermediaries.

The International Organization for Migration (IOM), through its Corporate Responsibility in Eliminating Slavery and Trafficking in the Fashion Industry (CREST Fashion) programme, will implement a 3-year regional initiative that will strengthen the capacity of fashion industry to address the risks of labor exploitation, forced labor and human trafficking of internal and international migrant workers in daily operations and global supply chains in both countries of origin and countries of production.

KEY FACTS



Donors:

C&A Foundation and
Government of Sweden

Project Duration:

Nov 2018—Nov 2021

Areas Covered:

Bangladesh, Cambodia,
India, Lao PDR, Thailand

Management Site:

Bangkok, Thailand

Project Beneficiaries:

Internal and International
Migrant Workers; Apparel,
Footwear, Leather, Home
Textiles Industries and their
extended supplier facilities;
Recruiters; Multi-
stakeholder collaboration,
including with governments
and civil society

C&A Foundation



The CREST Fashion programme aims to realize the potential of business to uphold human and labour rights of migrant workers in their operations and supply chains.

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| GUIDELINES AND TRAININGS FOR BUSINESSES | Assistance, due diligence and capacity building to develop a coherent organization-wide approach to migrant workers and ethical recruitment. |
| LABOUR SUPPLY CHAIN MAPPING | Assessments and research across migration corridors to create oversight in the labour recruitment processes. |
| RECRUITER SUPPORT (IRIS SYSTEM) | Defining and setting a benchmark for ethical recruitment through a voluntary certification scheme (the IRIS Standard) for ethical labour recruiters and its monitoring and compliance mechanism. |
| MIGRANT WORKER SUPPORT | Orientations and trainings in countries of origin and destination for workers focusing on their rights, relevant laws and standards, grievance mechanisms, access to healthcare services, relevant contacts, and life-skills training including financial literacy and safety measures. |
| COLLABORATIVE PLATFORM | Exchange of practices and learnings to transform private sector actors into peer influencers and industry leaders in addressing the issue of migrant worker protection. |

HOW TO PARTNER WITH US

Partnerships with CREST Fashion are implemented on a project-basis. We aim to provide strategic, practical solutions that are tailored to our partners in a way that supports longer-term sustainable change through IOM's wider structure and objectives as an inter-governmental organization.

CREST Fashion offers:

- Access to the expertise of IOM with global experience in advising, assisting and implementing diverse programmes to promote orderly and humane migration;
- Project management capacity on the ground across multiple countries in the Asia-Pacific region;
- Time-bound and results-driven interventions with ongoing strategic support;
- Customized methodologies, tools and services based on good practice;
- Opportunities to drive collective action through industry-wide approaches and multi-stakeholder dialogue.