Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration and is committed to the principle that humane and orderly migration benefits migrants and society. As the UN Migration Agency, IOM works with its partners to assist in meeting the growing operational challenges of migration, advance understanding of migration issues, encourage social and economic development through migration and uphold the well-being and human rights of migrants.

Global supply chains are complex and involve a wide range of actors, working at multiple sites, with goods and workers crossing multiple borders. Migrant workers in these supply chains are highly vulnerable to poor working conditions, abuse and exploitation, and sometimes human trafficking for forced labour. IOM is actively engaged in addressing these issues and has developed comprehensive expertise to assist governments and corporate partners in promoting fair labour and ethical recruitment.

**Corporate Policy Development and Compliance Monitoring Support**

- Supply chain mapping and ethical recruitment support
- Capacity building workshops on slavery and trafficking
- Research on labour migration trends

**Risk Mitigation and Assistance to Exploited Workers**

- Pre-departure and post-arrival orientation programmes for labour migrants
- Establishment of migrant resource centres
- Provision of direct assistance to trafficked, exploited, and abused migrants

The IOM Mission in Thailand has over 400 staff working on more than 35 active projects in 10 locations across the country.
Promoting Ethical Recruitment and Fair Labour in IKEA’s Asian Supply Chains

Since 2015, IOM has been engaged with IKEA in improving procurement policies and procedures to ensure ethical recruitment and fair labour practices for migrant workers in IKEA’s supply chains. This includes capacity building workshops and support for the development of the International Recruitment Integrity System (IRIS), a voluntary multi-stakeholder certification process that will identify ethical recruitment intermediaries and support the “employer pays” model for ethical recruitment.

IOM is also in the process of finalizing an initiative to assist IKEA with reviewing and strengthening the recruitment process of Thai workers in the berry-picking sector in Sweden and Finland. The collaboration will provide further insights into how the recruitment process within IKEA’s broader supply chain can be improved.

Global supply chains often involve a wide range of actors, working at multiple sites, with goods and workers crossing multiple borders. Thailand is a major country of destination for migrants from the neighbouring countries, largely due to its role as a regional supply chain hub and one of the world’s largest exporters of agricultural products, seafood and electronics. Regardless of the product, brands operating in Thailand are likely to have migrant labour within their value chains.

IOM provides a suite of services for businesses to ensure ethical recruitment and clean supply chains under its CREST programme. Leveraging on its labour migration expertise, strong field presence and good relations with the Royal Thai Government’s Ministry of Labour, CREST has been designed to centre around three pillars of work to help companies maximize the benefits of migrant labour in their supply chains.

1) Training for the Commercial Sector on Trafficking and Slavery
2) Pre and/or Post Orientation Training for Labour Migrants
3) Supporting Supply Chain Mapping and ethical Recruitment

Partnership with Grant Thornton to Promote Ethical Recruitment

In 2016, IOM signed an MOU with Grant Thornton, a leading business adviser with technical expertise in the assessment, certification and monitoring of ethical migrant labour practices. Through this partnership, both organizations will build on each other’s strengths and engage with local and international companies in helping ensure that internationally recognized standards on migrant labour are met. The collaboration will help reassure consumers that the products purchased come from companies with ethical migrant labour and supply chains.

C&A Foundation

Tackling Labour Exploitation and Human Trafficking in the Asian Fashion Industry

The Corporate Responsibility in Eliminating Slavery and Trafficking in Fashion (CREST Fashion) project, funded by the C&A Foundation, aims to address exploitative practices in the multi-billion fashion industry where millions work in hazardous conditions, facing long working hours, low wages, limited employment rights and inadequate rest hours.

IOM will partner with global brands and their suppliers to enhance labour supply chain transparency and develop policies and operational procedures to prevent forced labour and human trafficking. Migrant protection through the roll-out of safe migration, pre-departure and post-arrival worker information and workplace orientation support services will also be implemented.

BSCI

Responsible Recruitment and Social Compliance Training with BSCI

IOM is supporting the Foreign Trade Association’s Business Social Compliance Initiative (BSCI) in developing guidelines on responsible recruitment for global buyers and their suppliers.

Both organizations are jointly organizing trainings for Thai producers on responsible recruitment, labor supply chain management and social compliance with a particular focus on the processed food and seafood industries.