



Women migrant workers in a garment factory in Thailand © IOM 2021

CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING (CREST) FASHION

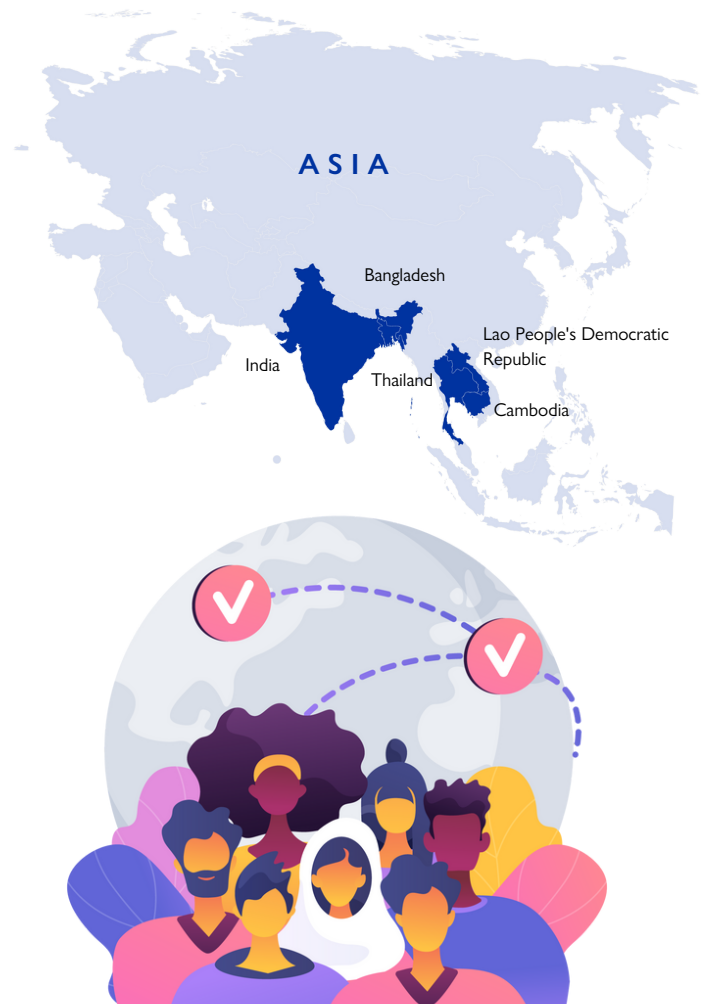
OVERVIEW

CREST Fashion is a migration, business and human rights programme that aims to promote decent work and safe migration for migrant workers, especially women migrants, working in South Asia and South-East Asia's apparel and home textile supply chains.

The three-year regional initiative, funded by the Laudes Foundation, promotes responsible business conduct in line with the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs) through:

- Sustaining private sector commitment to eliminate labour exploitation, slavery and trafficking in global supply chains
- Engaging public and private sector, as well as civil society, in joint advocacy to enhance the human and labour rights of migrant workers and take joint action towards prevention and mitigation of risks of labour exploitation, slavery and trafficking in the target countries
- Conducting outreach activities, training and awareness raising campaigns for migrant workers on safe migration, including Post-Arrival Orientation (PAO) and Pre-Departure Orientation (PDO)

GEOGRAPHICAL PRESENCE



KEY ACHIEVEMENTS

November 2018 - March 2022

PROTECT



284,345 migrant workers directly assisted

with informational materials or awareness sessions on safe migration

6 recommendation papers

developed for government actors to strengthen policies governing labour migration

1,583 stakeholders from government, private sector and civil society engaged in joint advocacy

for fair and ethical recruitment and elimination of forced labour

56,525 people sensitized on migration, business and human rights

through contributing to global, regional and national events

3,000,000 people sensitized on safe migration

through social media campaigns

7 tools developed for government actors

to enhance protection of migrant workers' rights throughout labour migration

22 information, education and communication materials developed for migrant workers

to provide information on their rights, entitlements and safe migration – helping them make informed decisions about migration

RESPECT



58,533 migrant workers indirectly assisted

employed at companies supported by IOM

10 private sector actors (brands and suppliers) committed

to strengthening policies and practices on responsible recruitment and employment

29 private sector actors (brands and suppliers) engaged

in labour process mapping assessments to develop corrective actions and remediation plans to address identified human rights risks

552 private sector representatives with enhanced capacities

419 recruiter representatives

133 brand and supplier representatives

26 tools developed for private sector actors

to enhance respect for migrant workers' rights

REMEDY



1 guideline on remediation developed

to understand legal obligations, processes for state-based remediation and alternative dispute resolution mechanisms

FEATURED RESOURCES AND TOOLS

Informed by our work with businesses and building on IOM's global, regional and local expertise, we have developed practical resources that are available in multiple languages.

A. PROTECT



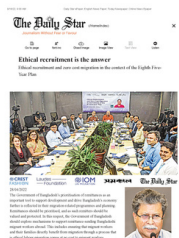
For Governments

SOLUTIONS TO ACHIEVE FAIR AND ETHICAL RECRUITMENT AND DECENT WORK OF MIGRANT WORKERS IN THAILAND DURING COVID-19 RECOVERY

This policy paper aims to provide the Royal Thai Government with guidance to inform the review, development and implementation of evidence-based policies, processes and procedures.



Available in English and Thai



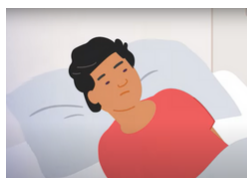
For Governments

ETHICAL RECRUITMENT IS THE ANSWER NEWS ARTICLE IN THE DAILY STAR

The article featured a summary of discussion and actions committed by the Government resulting from the multistakeholder dialogue on "Ethical recruitment and zero cost migration in the context of the Eight Five-Year Plan" in Dhaka, Bangladesh.



Available in English



For Migrant Workers

TIPS FOR COPING WITH ISOLATION DURING COVID-19

The video provides information on how migrant workers can cope with isolation and maintain good mental health during COVID-19.



Available in English, Khmer, Lao, Burmese, Thai, Hindi and Bengali



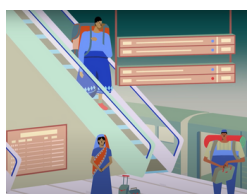
For Migrant Workers

POST-ARRIVAL ORIENTATION VIDEO

The video provides information on Thai labour laws, access to basic services such as health care, social security and education for migrants' dependents, grievance and remediation mechanisms.



Available in Khmer, Lao, Burmese and Thai



For Migrant Workers

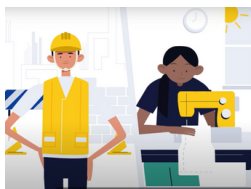
MIGRATING FOR WORK: HOW TO STAY SAFE

The video provides information on considerations when migrating for work and how one can protect themselves from abuse or exploitation.



Available in English, Khmer, Lao, Burmese, Thai, Hindi and Bengali

FEATURED RESOURCES AND TOOLS



For Migrant Workers

RIGHTS OF MIGRANT WORKERS TO BE PROTECTED FROM FORCED LABOUR IN THAILAND

This video provides employers and workers, including migrant workers, with knowledge on situations that may be considered as forced labour, according to the Anti-Trafficking in Persons Act 2008 (amended in 2019).



Available in Khmer, Lao, Burmese and Thai



For Migrant Workers

PRE-DEPARTURE ORIENTATION VIDEO

The video provides migrant workers with information on social and labour market integration at country of destination and how they can access services and develop skills in order to become active participants in their new communities.



Available in Lao

B. RESPECT



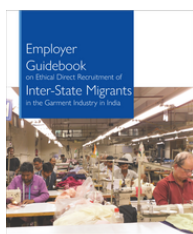
For Businesses

E-COURSE: AN INTRODUCTION TO THE MANAGEMENT OF FAIR AND ETHICAL RECRUITMENT AND EMPLOYMENT OF MIGRANT WORKERS

IOM's e-Course for employers seeking practical guidance on how to recruit and employ migrant workers responsibly within their operations and supply chains.



Available in English



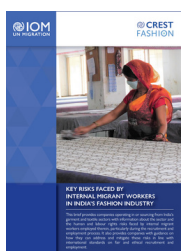
For Businesses

EMPLOYER GUIDEBOOK ON ETHICAL DIRECT RECRUITMENT OF INTER-STATE MIGRANTS IN THE GARMENT INDUSTRY IN INDIA

The guidebook provides concrete, operational guidance to employers to strengthen direct ethical recruitment of interstate migrant workers in the garment and textile industry of India.



Available in English



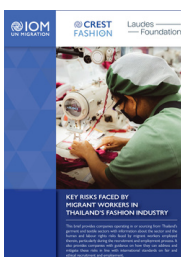
For Businesses

KEY RISKS FACED BY MIGRANT WORKERS IN INDIA'S FASHION INDUSTRY

This brief provides information on India's garment and textile sector and the human and labour rights risks faced by migrant workers employed therein, particularly during the recruitment and employment process.



Available in English



For Businesses

KEY RISKS FACED BY MIGRANT WORKERS IN THAILAND'S FASHION INDUSTRY

This brief provides information on Thailand's garment and textile sector and the human and labour rights risks faced by migrant workers employed therein, particularly during the recruitment and employment process.



Available in English

FEATURED RESOURCES AND TOOLS



For Businesses

HUMAN RESOURCE GUIDEBOOK ON EMPLOYER OBLIGATIONS AND CULTURAL SENSITIVITY

The guidebook aims to support Thai employers, human resource officers, interpreters and local staff working directly with migrant workers to comply with their legal obligations and with labour rights standards. The guidebook was developed with co-funding from the Swedish International Development Cooperation Agency (Sida).



Available in English and Thai



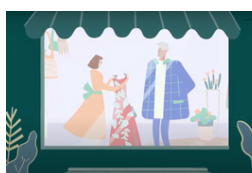
For Businesses

USING TECHNOLOGY TO RECRUIT AND EMPLOY MIGRANT WORKERS RESPONSIBLY

This publication shares learnings on the impact and feasibility of deploying blockchain technology to assess recruitment and employment experiences of migrant workers.



Available in English



For Businesses

FAIR AND ETHICAL RECRUITMENT PRACTICES

The video provides information on fair treatment of workers, including migrant workers and ensuring fair and ethical recruitment.



Available in English, Khmer, Lao, Burmese, Thai, Hindi and Bengali

C. REMEDY



For Businesses

BUSINESS GUIDEBOOK: HOW TO MEDIATE EMPLOYMENT DISPUTES UNDER THAI LABOUR LAW 2021

The guidebook promotes the use of Alternative Dispute Resolution Mechanisms (ADR) in Thailand as an effective way for improving remediation outcomes for all workers, including migrant workers. The guidebook was developed with co-funding from the Swedish International Development Cooperation Agency (Sida).



Available in English and Thai



ABOUT IOM

Established in 1951, 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.

