



Myanmar Migrant Worker Risks, Insights and Resources with a Changing Landscape

Housekeeping

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Questions

- You can ask questions during the webinar via the chat. These will be asked at the end of the speaker sessions. Any questions that we don't get to in the time allowed will be sent to the speakers after the session and the responses shared back to the attendees.*

Agenda

Timing	Item
09.00 – 09.05	Welcome and Housekeeping – Linda Beresford - FNET Opening Remarks – Danny Miles - ETI
09.05 - 09.20	The evolving situation in Myanmar and the impact on migrant Workers: Thi Thi Thien - Myanmar Responsible Business Council
09.20 – 09.35	Insights from Thai businesses employing Myanmar migrant workers: Carl Cooper – Westbridge Foods and Rachel Munns – Worldwide Foods
09.35 - 09.50	Using technology & worker insight to inform enhanced due diligence risks in the region: Mia Tucker - Issara Institute
09.50 - 10.05	Resources to support responsible recruitment practices: Hannah Newcombe – Stronger Together
10.05 - 10.20	Addressing migrant worker issues through capacity building and supplier engagement Aarti Kapoor - Embode
10.20 - 10.30	Q&A Closing Remarks



Myanmar Migrant Workers: Insights, Risks and Resources

Thi Thi Thein

Senior Consultant, Myanmar Centre for Responsible Business

Presentation for ETI/ FNET, 06 September, 2024

Drivers of Migration

- Livelihoods and economic factors
- Insecurity
- Fear of conscription

Migration Challenges

- Documentation process:
 - Lengthy waiting times & extensive corruption
- New regulations:
 - Taxation & Remittance
 - Military bans conscription-age men from leaving MM for work
 - Right to change passport type revoked
 - Fraud channels and powerful brokers



Minimum Wage

New minimum wage of K6,800 starts 1 August

THE National Committee for Setting Minimum Wages announced on 9 August 2024, through Notification 1/2024, that the new minimum wage of K6,800 will be implemented starting from 1 August.

This decision comes after discussions with representatives from various sectors under Sub-section (D) of Section 10 of the Minimum Wage Law 2013. The previous minimum wage, set at K4,800 for an eight-hour workday (K600 per hour), was established by the National Committee on 14 May 2018 by Notification 2/2018, with approval from the Union Government.

In response to the existing wage rate of K4,800 for an eight-hour workday, an additional allowance of K1,000 was approved by Notification 2/2023, dated 9 October 2023, which also covers working days, public holidays, and paid leave under the 1951 Leave and Holidays Act.

Starting from 1 August 2024, workers will receive an additional allowance



Workers in the Hlinethaya Industrial Zone.

of K1,000 on top of the current K1,000 allowance, applicable on working days, public holidays, and paid leave under the 1951 Leave and Holidays Act. This adjustment, however, does not apply to small businesses with fewer than ten

workers, family-run companies, and similar entities.

Moreover, Notification 2/2023, issued by the National Committee on 9 October 2023, has been overlapped and repealed by this new notification. — TWA/KZL.

Date of Effect	Minimum Wage (Kyats/hour)	Minimum Wage (Kyats/day for 8-hour workday)	Additional Daily Allowance (Kyats)	Total Daily Wage (Kyats)	Notes
14 May 2018	600	4,800	-	4,800	Established by Notification No. (2/2018).
1 October 2023	600	4,800	1,000	5,800	Daily allowance introduced under Notification No. (2/2023)
1 August 2024	600	4,800	2,000	6,800	Additional 1,000 kyats allowance added; new total daily wage

Due to constantly declining kyat, failure to increase minimum wage compared to region, Myanmar wages are very low.

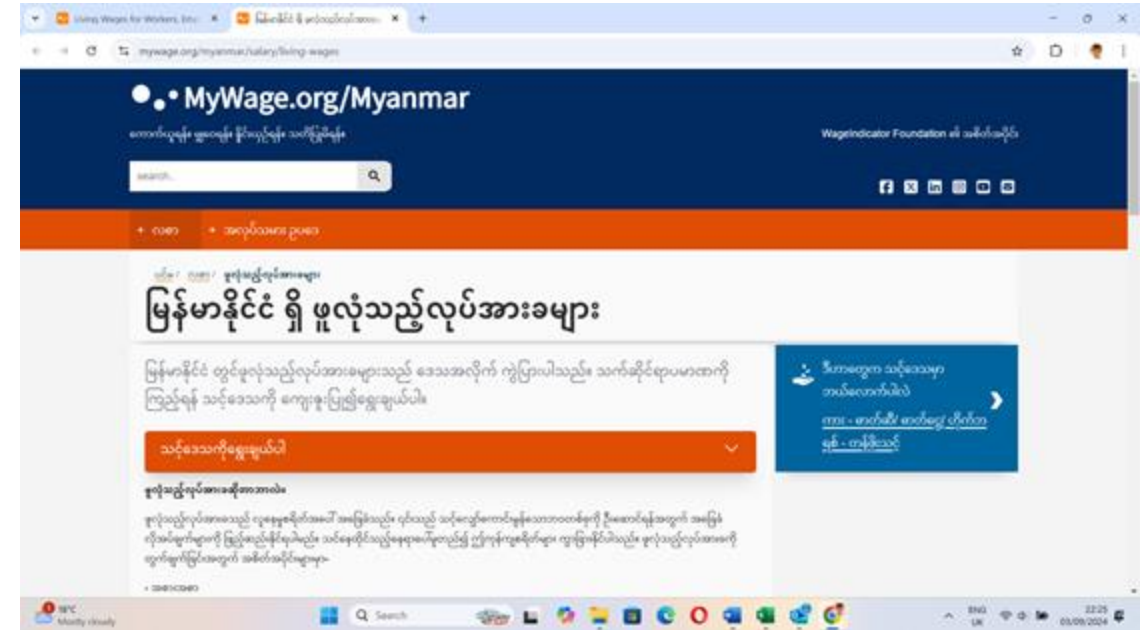
Country	Monthly legal minimum wage (Jan 2024)	USD equivalent	Comments
Myanmar	K144,000 plus MMK 60,000 as of Aug 2024	\$35 \$49 (using 4150MMK/\$1)	Unchanged since 2018. Applies to all sectors, but not state employees, seafarers, or family/small businesses with <10 employees. Calculated as per garment sector practice at MMK 144,000 (30 * MMK4,800) per month. Two 1,000MMK per day 'bonus' are to be paid according to Labour Ministry announcements in Oct 2023 and Aug 2024.
Laos	1.6 million kip	\$77	From October 2023
Cambodia	KHR 818,000	\$200	Raised end 2023. Applies only to the textile, garment, footwear and travel product industries.
Bangladesh	12,500 Taka	\$114	Raised end 2023 by 56%. Bangladesh sets this higher wage for the garment sector than other sectors.
Thailand	THB363/day x 30	\$307	Bangkok rate, assuming 30 day month
Malaysia	MYR 1500	\$317	Expected to increase in 2024

Living Wage

No factories pay a living wage in Myanmar.

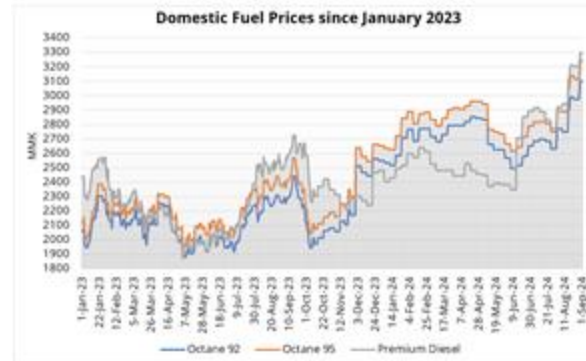
Same is probably true for its competitor countries, Cambodia and Bangladesh.

	Living Wage estimate (July 2024)	#Source: WageIndicator Foundation
Myanmar (Yangon)	MMK 680,512	\$197 (using MMK 4,150= \$1 – the current ‘remittance rate’)
Cambodia	KHR1,472,365	\$358
Bangladesh (Dhaka)	BDT 19512	\$166



Electricity Outages

- August 2024 doubling of domestic electricity bills by Ministry of Electric Power
 - homes will be charged a minimum of MMK 50 per unit for the first MMK 50 units and 300 above 201 units. Previous maximum charge was MMK 125. Most Yangon homes use between 200 to 500 units per month, so as of August 2024, 400 units will cost around MMK 100,000.
- Necessary but painful as electricity in Myanmar is still heavily subsidized
 - a major cost for the state/disincentive for investment.
- In practice, most factories are paying far more for electricity as they rely on generators. Fuel is difficult to obtain.



Source: Reference prices for Octane and Diesel by the Petroleum Products Regulatory Department (PPRD) and compiled by EuroCham Myanmar

Figure 2: Changes in the Domestic Fuel Prices since January 2023

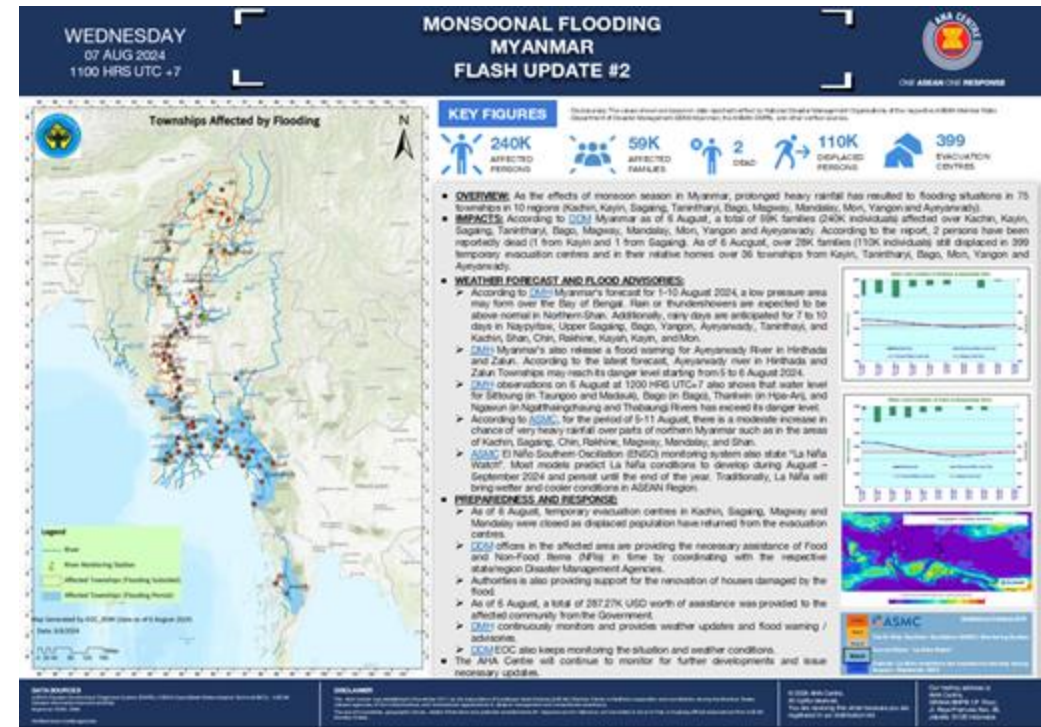
Fuel Shortages

- August: vehicles formed miles long queues at fuel stations across the country, waiting for hours to purchase MMK 50,000 worth of various fuels.
- Creating a black market, paying as much as MMK 10,000 per litre.

Climate Change - Monsoon Floods 2024

- Effects of monsoon season in Myanmar, prolonged heavy rainfall has resulted in floods in 75 townships in 10 regions (Kachin, Kayin, Sagaing, Tanintharyi, Bago, Magway, Mandalay, Mon, Yangon and Ayeyarwady). 59,000 families (240,000 individuals) were affected in these regions
 - Source: DDM Myanmar on 6 August 2024
- Over 28,000 families (110,000 individuals) still displaced in 399 temporary evacuation centres and in their relative homes over 36 townships from Kayin, Tanintharyi, Bago, Mon, Yangon and Ayeyarwady. (Source: [AHA Centre](#) on 06 August 2024)
- Cholera in recent months.

- Natural disasters bring further hardship for hundreds of thousands of IDPs.
- Humanitarian assistance is hindered by ongoing conflicts.
- Resource fatigue, compassion fatigue by well-wishers, volunteers, community organizers.



Insecurity

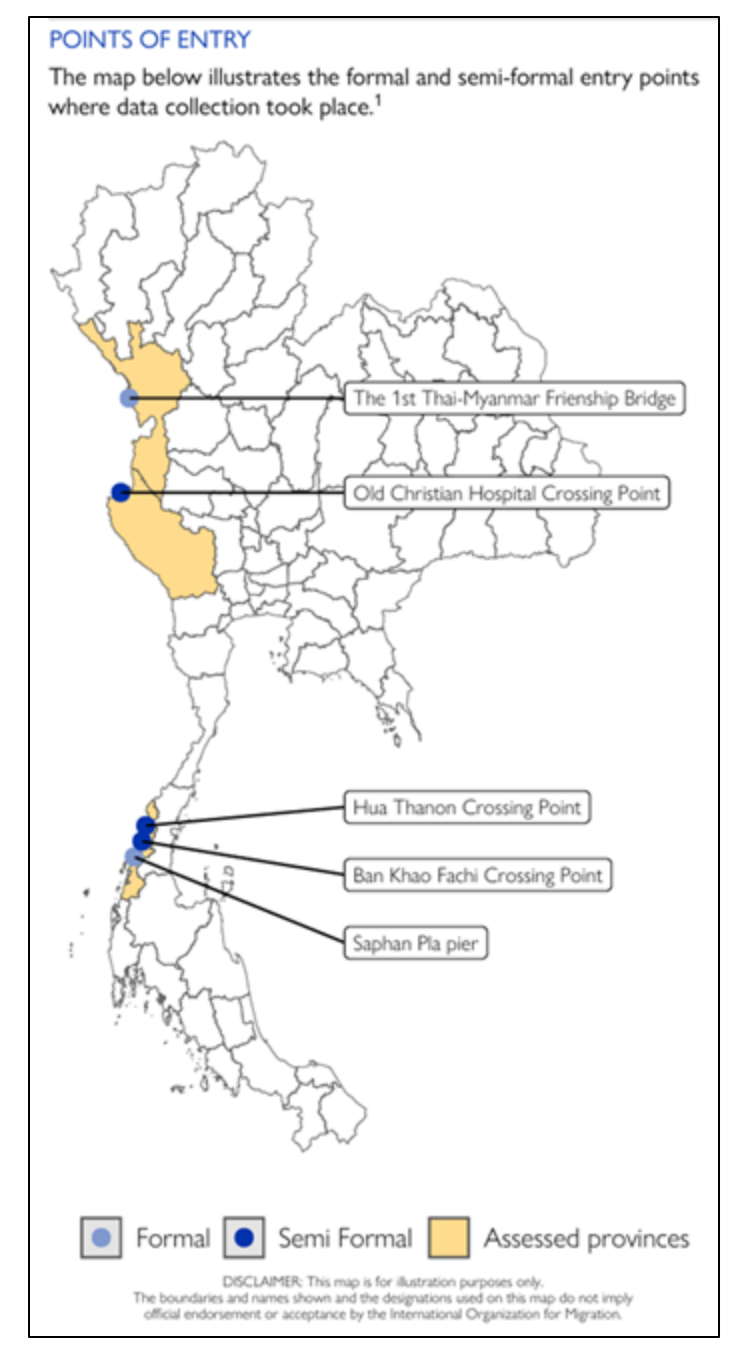


- Myanmar Population 56.6 Million.
- > 3 million people now internally displaced and numbers increasing. (July 2024, UNOCHA)
- 18.6 million people in need of humanitarian assistance. (1 million more than in 2023).
- Includes 6 million children in need.
- China steps up armed patrols on the border as Myanmar conflict deepens. China has reported artillery shells injuring residents and damaging buildings in its territory amid fighting in Shan State. (August 2024).
- Many crimes go unreported.
- Myanmar military extends state of emergency by six months (until Jan 2025).
- Elections planned at the end of 2025.



Border		Status*	Note
Bordering with Thailand	Myawaddy	●	Transport along the Asia Highway to the border is affected by conflicts.
	Tachileik	●	Open for both trade and people crossing.
	Mawdaung/Myeik	●	Operational.
	Kawthaung	●	Operational.
Bordering with China	Muse	●	Transport to/from this border is affected by armed conflicts.
	Kampaiti and Lweje	●	Affected by armed conflicts.
	Pang Seng/Chin Shwe Haw	●	Transport to/from this border is affected by armed conflicts.
	Namsang-Kokang	●	Closed.
Bordering with Laos	Tachileik	●	Operational.
Bordering with India	Tamu	●	Closed.
Bordering with Bangladesh	Sittwe/ Maung Taw	●	Transport to Rakhine State has been affected.
*Denotation			
● Fully open as normal.			
● Border trade is ongoing but limited.			
● Still closed.			

Source: EuroCham Myanmar (31 August 2024)



Source: IOM (June 2024)

People's Military Service Law

Notification No 27/2024 1st Waxing of Tabodwe 1385 ME.

Age - All men aged 18-35 and women aged 18-27 have to serve. Those with special expertise (18 - 45 for males & 18 - 35 for females)

Duration - Military service is no longer than two years, and three years for technicians. Nonetheless, the service can be extended by up to five years during a state of emergency.

Punishment for draft evasion- Evading conscription is punishable by 3-5 years prison. Pretending to be sick or disabled to evade conscription is punishable by 5 years in prison.

Impact on Women - Although in principle single women are required to serve, in practice, it is not happening. However, family members conscripted causing stress as women needed to look even harder for income, hence migration.

Possible impacts of the law -

- Fear of conscription by Tatmadaw (Myanmar army), and some ethnic armed organisations. Ongoing 'press-ganging' including of young people travelling.
- Human resources of the country as targets young people aged between 18 and 35.
- Brain drain.
- Myanmar refugee crisis affecting neighbouring countries, expected to worsen.
- As the law will affect both military supporters and non-military supporters, it could fuel opposition to the regime.
- Concerns increase to round up civilians to work as porters may drive more young people to join anti-regime forces.

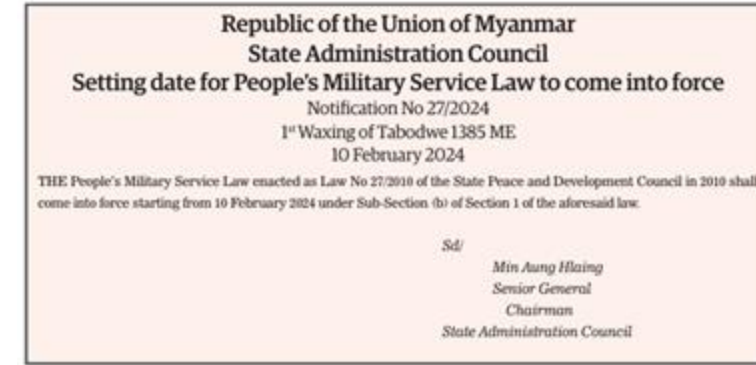


Table 22. Principal occupation of migrants by destination

	Factory work	Construction	Non-farm business	Agriculture	Hospitality
Within Myanmar (%)	18	17	13	8	6
Yangon (%)	35	12	14	2	8
Mandalay (%)	17	15	16	8	8
Shan (%)	6	28	9	10	9
Other State/Region (%)	5	18	11	16	3
Abroad (%)	43	18	3	7	10
Thailand (%)	50	20	3	6	5
Malaysia (%)	47	9	4	6	21
China (%)	26	23	5	26	8
Other countries (%)	19	18	4	5	14
Obs.	940	648	383	309	280

Source: Author's calculations based on MMA data.

Table 23. Sector of factory employment for migrants employed in factories

	Garment	Food and beverage factory	Electronics	Construction materials	Goods
Within Myanmar (%)	58	17	4	4	3
Yangon (%)	70	9	4	2	3
Mandalay (%)	19	41	2	17	0
Shan (%)	4	52	9	9	4
Other State/Region (%)	37	37	3	3	11
Abroad (%)	14	22	16	11	11
Thailand (%)	15	23	13	9	12
Malaysia (%)	10	20	25	15	8
China (%)	11	11	22	28	17
Other countries (%)	12	35	15	12	12
Obs.	334	180	89	67	64

Source: Author's calculations based on MMA data.



MYANMAR

STRATEGY SUPPORT PROGRAM | WORKING PAPER 50

FEBRUARY 2024

Those Who Leave and Those Who Stay: Individual Migration in Myanmar During a Time of Crisis

- Domestic and international migration on the increase
- 2010-2016, only 44% of migrants had children when they migrated, in 2021-2023, 91% of migrants had children before they migrated: increased willingness of individuals with children to migrate and to leave children behind.
- On average/across time, individuals were 24 years old before they first migrated.
- 64% of migrants to Thailand are male
- 47% of households took out loans to send household members overseas; 18 % of migrants themselves took out loans to move overseas.
- Migration costs were significantly higher to send migrants abroad: 1,800,000 MMK (overseas) vs 181.000 MMK (domestic).

Military Bans Conscription-age Men From Leaving The Country For Work

- May 2024:
 - SAC announced the suspension of the application of Conscription-age men for overseas work permits. Age 23 – 31 years.
- Beginning August 2024:
 - Authorities prevent those aged 23-35 from taking flights out of Yangon with PV (visit) passports
 - PV passport holders denied travel unless they have ‘show money’, return flight and hotel booking.
- More airport immigration checks at Bangkok airport.

Note:

- The law requires men aged 18 to 35 and women aged 18 to 27 to serve in the military for two to five years.
- Almost all conscripts to date have been men.



Young people queue in front of the passport office in Yangon in early 2023



In front of the Thai Embassy Visa Section (Photo: February 2024)



Passport Application

- Lengthy waiting times (six months) in-country.
- Extensive corruption
- Passport renewal requires 2% income tax (or 150 THB/month).
- Prohibit passport conversion from Job Passport (PJ) to Visit Passport (PV) (June 2024).
- Workers under the age of 23 and over 31 will be allowed to sign work contract (May 2024).
- Myanmar Embassy in Bangkok's Mobile Unit offering conversion of (temporary) Certificate of Identity (CI)/Thai pink card to passport. Allows workers to continue work in their existing job, or under MoU/agent arrangements (previously could work, but not under MoU).



In 2016, the Myanmar Ministry of Home Affairs starting issuing nine types of passports in different colours:

PB – Business Passport;

PT – Dependent Passport;

PJ – Job Passport (must also show Overseas Worker Identification Card (OWIC) at airport;

PR – Religious Passport;

PS – Seaman Passport;

PE – Student Passport;

PV – Visit Passport;

PD – Diplomatic Passport and

PO – Official Passport.

The three most common types issued are PV, PS and PJ passports.

Passport validity is five years.

Right to Change Passport Type Revoked

- 6 June 2024:
 - PJ (job) passport holders are now permitted to work overseas only if they possess an Overseas Worker Identification Card
 - SAC say that they will prevent those who leave for work with a visit (PV) passport.
 - Military council also revoked right to change passport types e.g. from PJ to PV. Now costs over MMK1 million lakhs.
 - Raises confusion and despair among workers.



Recruitment Channels

MoU Channel

- Zero Cost System
- High Broker Fee

Fake MoU Process and/or Problematic MoU System

- Fake MoU: No real job in Thailand, but broker creates fake employment and charge high broker fee
- Problematic MoU: Real job in Thailand, and broker charge high fee, however, when workers arrive in Thailand, job is no longer available to them
- Original employer and broker have responsibility to issue the employment change certificate to concerned workers to enable them to change employer so that they can look for a new job

Walk-in Recruitment

- Workers already in Thailand (undocumented and go through registration process)
- High broker fee
- Collusion of company staff such as HR and translator in charging fee to workers



Legal Status

UID (Unique Identity) number

လူဝင်မှုကြီးကြပ်ရေးနှင့်ပြည်သူ့အင်အားစန့်ကြီးဌာန
Unique Identification Number

နိုင်ငံသားစိစစ်စနစ်အမှတ်

အမည် / Name
အဘအမည် / Father Name
မွေးသက္ကရာဇ် / DOB
အသွေးအုပ်စု / Blood Group
နေထိုင်လိမ္မော် / Address

လိင် / Sex: Male
အိတ် / Phone

PJ Passport



OWIC card



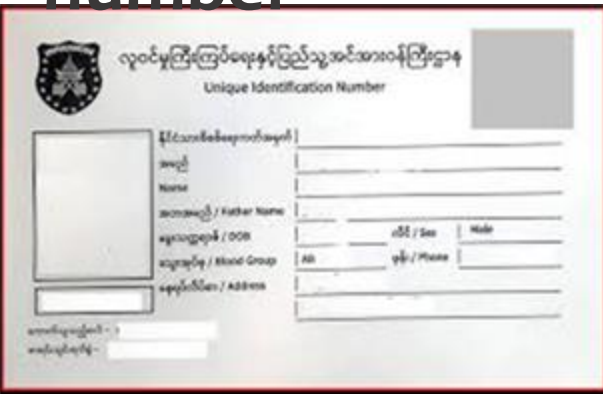
Work permit issued by Thai DOE



Source: Labour Rights Foundation

Legalization of Undocumented Workers

UID (Unique Identity) number



Certificate of ID, CI



Overseas Worker Identification Card, OWIC card



E- Work permit issued by Thai DOE



Smart Card (Unique ID Number)

1 May 2024:

- New restrictions require Myanmar citizens to obtain a biometric 'smart card' to exit the country by border; China, Thailand and India.



Taxation

- Law 55/2023 of 12 September 2023, MoPF Notification No. 79/2023
- Tax on non-residents' salary income earned abroad can be calculated according to whichever of the two methods below yields the lowest amount of tax due:
 - (1) The applicable salary income tax (0% to 25%) under the Union Tax Law after deduction of allowances for the respective financial year; or
 - (2) A 2% tax on salary income without deducting the amount of the exemption provided by sections 6 and 6-A of the Income Tax Law.
- Taxpayers may also subtract the amount of foreign taxes paid from the total tax calculated under this law.
- Myanmar migrant workers in Thailand to pay monthly taxes: Blue collar – THB 150.

Myanmar migrant workers say they won't pay 2% income tax

They say the junta must first ensure their labor rights, while others refuse to fund a coup regime.

By RFA Burmese
2024.01.04



Myanmar migrant workers in Thailand to pay monthly taxes: blue-collar 150 bahts, white-collar 822 bahts

🕒 December 14, 2023 🌐 Global New Light of Myanmar 👁️ 229

Compulsory Remittances

- Under the current regulations, both the agency and the worker are required to sign an employment contract in the presence of a labor ministry official before going abroad.
- Contract requires workers to remit at least **25 percent** of their earnings via authorized i.e. banking channels
- Ministry of Labor has directed agencies to submit evidence that 25 percent of remittances of expatriate Myanmar workers have been sent to their families through official banks.
- Remittance via the official banks by June 28th, and the agencies that fail to send it will be temporarily suspended from sending workers abroad.
- Ministry of Labour pre-departure training for MoU workers also talks about this in the finance session.
- Employment agencies argue this is unrealistic.

NEWS

Action will be taken against the agencies that cannot provide proof of remittance by the worker they sent abroad to their family



Translate By Kyaw Kyaw Win
Jul 16, 2024

Remittance Rate

- 46% of overseas migrants remitted via Myanmar private banks, and 38% used mobile money
 - Migrants in Thailand: 41% mobile money, 36% banks, 15% hundi.
- AYA, CB, KBZ, Yoma, and ABank offer worker remittance rate since 2022.
 - **As of August 2024, remittance rate is USD 1 USD= MMK 4,150.**
- Market rate approx. MMK 5,520.
- Loss of value for remitting through banks is approx 25 %.
- Official Central Bank exchange rate, 1 USD = MMK 2100.

Table 6. Remittance sending systems by migrant’s location

	Mobile money	Myanmar bank	Through relatives and friends	Migrant carried	Through an agent/hundi	Other
Overall	61.8	20.4	12.7	12.6	6.3	1.9
Within Myanmar	69.4	7.5	14.5	16.2	4.1	0.8
Yangon	71.3	9.1	13.6	16.9	3.8	1.0
Mandalay	65.2	5.0	16.6	15.5	6.8	1.5
Shan	74.1	6.6	11.7	10.7	4.3	1.2
Other	66.5	7.1	16.1	18.5	3.3	0.2
Outside of Myanmar	37.6	46.2	5.9	0.5	11.3	4.8
Thailand	41.1	36.1	6.3	0.6	15.2	3.6
Malaysia	28.1	69.8	3.6	0.7	5.1	5.7
Other	39.3	45.3	7.7	0.0	7.3	7.3
Obs.	1141	382	229	216	196	58

Sources: Authors’ calculations from MMA

Source: IFPRI (February 2024)

Fraud Channels and Powerful Brokers

- Different ways of scheming – online & phone
- Powerful brokers /middlemen
- Extensive corruption
- Difficulty to open the case and bring the schemers to court.
- Fake company accounts & fake contact numbers
- Fake employment agencies and training centres
- Fake demand letters
- Coaching workers to what to say.
- Threatening CSOs promoting safe migration and case management.



Recommendations to Businesses

- Understand origin country conditions.
- Go beyond traditional auditing at supplier factories.
- Conduct due diligence of employment agencies in Myanmar before using their service.
- Have clear policies and procedures for recruitment including for walk-in workers.
- Train HR Managers and factory management to listen to the workers' voices.
- Use different channels to hear your workers' voices (including in the supply chain).
- Ensure HR Management pays attention to Myanmar workers' legal status (if a passport/ visa extension is needed, process it before it expires).
- Ensure workers get full access to an effective transparent, and unbiased grievance mechanism.
- Ensure effective communication, non-discrimination and respect labour rights and labour standards throughout the supply chain.

Organizations Working on Myanmar Migrant Workers' Rights

No.	Name	Position	Organization	Location	Email	Phone
1	Mr. Tun Tun Lwin	Myanmar Team Lead	Migrant Worker Rights Network	Samut Sakhon (TH), Yangon (MM)	mwrnygnteam@gmail.com	(959)260889989
2	Mrs. Hnin Wut Yee	Director	Labour Rights Foundation	Samut Sakhon (TH)	labourrightsfoundation@gmail.com	(669) 488 355 52
3	Mr. Kyaw Zin	Director	Yaung Chi Oo Workers Association	Mae Sot (TH)	ycowainfo2012@gmail.com	086-938-2757, 081-671-8368
4	Mrs. Wai Hnin Po	National Project Coordinator	ILO Trigangle in ASEAN Project	Yangon (MM)	pow@ilo.org	(959)976948064
5	Mrs. Wint Wady	Myanmar Program Manager	Issara	Yangon (MM)	wint@issarainstitute.org	(959) 450046671

ကျေးဇူးတင်ပါသည်။

Thank you

Myanmar

Business Insight

Carl Cooper – Westbridge Foods &
Rachel Munns – Worldwide Foods

What we are hearing from Thai businesses

- **3.4million migrants** in Thailand (official figures, expected to be many more).
- **600,000** "official migrants" in Thailand from the **MOU process**.
- 45% of those MOU migrants are from **Myanmar - 280,000**
- Myanmar Gov. can only draw on MOU workers as these are documented.
 - Myanmar have MOUs for labour with S. Korea, Malaysia, Emirates & more
- Myanmar Gov. decision for workers to send 25% back to family – September 2023
 - This policy was changed in July 2024 – 25% must be sent through **official Myanmar banking system** (previously would be wired, money agent)
- Migrant workers who return to do the **U-turn process** - if worker can't show evidence will be stopped from returning to Thailand
- 3 routes currently – MOU, Refugee, Illegal migration
- **Conscription laws** are not fully enacted

MOU Recruitment Due Diligence

- Smaller businesses are **stopping recruitment** from Myanmar
- The larger producers are **not allowing “walk-in” recruitment** due to the increased risk.
- Open and transparent **communication** between producers and in-country agencies
- Extra **post arrival interviews** for all workers to understand if additional recruitment fees have been charged.
- Producers are **flying workers** into Thailand due to border road closures

Supporting workers

- Providing **additional support** services
 - Utilising external grievance and training providers
 - Providing NGO access to workers, *if required*
- **Good communication** to workers is paramount to ensure works can make an informed decision.
- Working with Myanmar embassy in Bangkok to ensure workers get **accurate and credible information** on changes implemented by Myanmar Gov.
- Giving workers the **tools to comply** with the new Myanmar Gov. requirement and (digital wallets)

‘Walk-in’ migrant workers

‘Migrants seeking ‘walk-in recruitment’ opportunities can be categorised into the below groups:

- a) Existing MOU workers who seek a new employer and meet the criteria under government regulation

- b) Individuals who have entered Thailand illegally or absconded from their previous employer and have been or seek regularisation via the government amnesty.

Pink Card migrant workers

- Undocumented workers in Thailand can be regularised and granted a Pink Card via the Government amnesty.
- The government amnesty allows undocumented workers to regularise without fear of deportation. **It was last opened in July 2023 for 30 days.** The frequency of amnesties is determined on businesses labour demand.
- To apply for a Pink Card during the amnesty workers must have an employer.
- The broker system enables workers to obtain a Pink Card when the amnesty is open without having a formal employer. Brokers are cited as the employer. This is illegal.

Effectively managing walk-in recruitment – DRAFT Guidance

Key recommendations:

- All applications must be made in-person and not via a 3rd party
- Job advertisements must:
 - Be in local languages
 - List the documentation required to apply
 - Clearly state that there is no cost to apply
- Companies should:
 - Seek to align recruitment drives with the government amnesty
 - Avoid active recruitment on country borders
- 3rd party worker interviews should include questions such as:
 - How did you find out about the role?
 - Did you pay any fees/costs during the recruitment process?

Effectively managing walk-in recruitment – DRAFT Guidance

- Where workers have paid fees, they should still have fair access to employment
- A grievance mechanism should be promoted to applicants should they have concerns or questions during the application process
- A written disciplinary process must be in place should factory employees be found to be charging workers job finding fees, recommending 3rd parties or receiving ‘kick-backs’
- Where workers are found to have paid fees directly to factory employees or in contrary to the applicable factory policy, fees should be repaid to the worker



**UPDATES FROM THE GROUND:
WORKER & LOCAL PERSPECTIVES ON THE ONGOING CRISIS IN
MYANMAR & ACTIONS TO SUPPORT WORKERS**



ISSARA TRANSFORMS THE LIVES
OF WORKERS IN GLOBAL SUPPLY
CHAINS THROUGH WORKER VOICE,
PARTNERSHIP & INNOVATION.

LOCALLY BASED & GLOBALLY SCALABLE PARTNERSHIP, TOOLS, & EXPERTISE FOR ETHICAL SUPPLY CHAINS

We leverage our labor expertise, unique business intelligence, and position on the ground at origin and destination to help business partners with:

- **Worker voice-centered tech** for visibility of labor risks throughout their supply chains; and
- Solutions to **remediate worker-reported issues** and address **root causes**, with iterative **systems improvements** informed by feedback and experiences of workers.



INCLUSIVE LABOR MONITORING (ILM) ACTION NETWORK

Expansive Worker Voice System



In-person outreach spanning countries, worksites, & communities



Free, independently managed, 24/7 multilingual hotlines



Ethical recruitment application for ethical hiring & recruitment-related insights



Social media for ongoing outreach, engagement, & empowerment

Collaborative Case Management



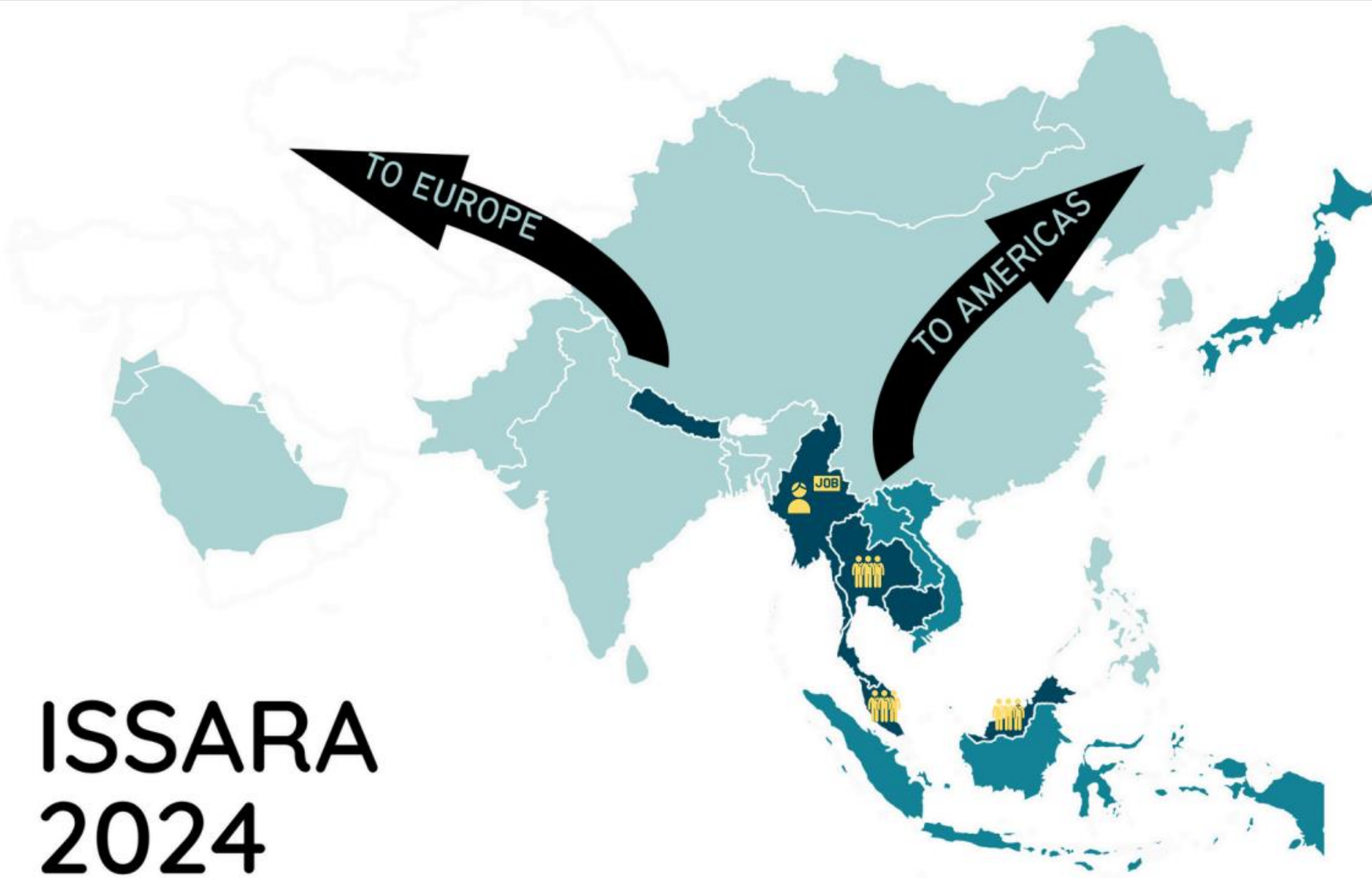
OUR WORKER VOICE CHANNELS RECEIVE **10,000-20,000** CALLS PER MONTH, MAKING IT ONE OF THE LARGEST INDEPENDENT WORKER VOICE SYSTEMS IN THE WORLD



ILM ACTION NETWORK PARTNERS

TWININGS





ISSARA 2024



ESTABLISHED



EXPANSION



EXPLORATION



BURMESE WORKERS ONLY: 8,409 worker-reported labor abuses impacting 1+ workers; 100,000+ total workers having issues remediated

All	Pre-COVID (2018-19)	COVID (2020-22)	2023	2024
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5 RECOMMENDATIONS FOR BUSINESS TO MOST EFFECTIVELY MINIMIZE RISKS TO WORKERS & BUSINESS THAT ARE ALSO A GREAT OPPORTUNITY FOR BUILDING HRDD FROM THE BOTTOM UP

KEY PRINCIPLES!

- DO HELP PEOPLE FLEEING MYANMAR
- DO BE COMPASSIONATE
- DO STAND WITH RESPONSIBLE SUPPLIERS
- DO NOT PROMOTE RISKY STEPS FOR BUSINESSES
- DO NOT PROMOTE ACTIVITIES THAT SUPPORT THE JUNTA

RECOMMENDATION 1. Brands and retailers sourcing from Thailand are encouraged to suspend social audits regarding recruitment, and instead stand behind their suppliers engaging independent, credible worker voice mechanisms.

Recognise that responsible suppliers are having to deal with unprecedented, constantly changing externalities out of their control.

Worker voice mechanisms provide assurances of compliance and ongoing, meaningful engagement with workers and suppliers in line with HRDD principles. They are trusted by workers and able to provide urgent support, counseling, and education to migrants, while at the same time providing invaluable, credible data, insights, and identification of risks to business.



5 RECOMMENDATIONS FOR BUSINESS TO MOST EFFECTIVELY MINIMIZE RISKS TO WORKERS & BUSINESS THAT ARE ALSO A GREAT OPPORTUNITY FOR BUILDING HRDD FROM THE BOTTOM UP

KEY PRINCIPLES!

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RECOMMENDATION 2. Suppliers are encouraged to recruit for workers through the Golden Dreams app - including walk-in workers. Buyers are encouraged to incentivize Golden Dreams use as an effective and proven risk mitigation tool.

In a sea of online scamming, workers & jobseekers can find **accurate, reliable job information** on the Golden Dreams app and share evidence of their current documents and residence in Thailand - one of the best options for licensed employers to hire and vet safely and securely.



5 RECOMMENDATIONS FOR BUSINESS TO MOST EFFECTIVELY MINIMIZE RISKS TO WORKERS & BUSINESS THAT ARE ALSO A GREAT OPPORTUNITY FOR BUILDING HRDD FROM THE BOTTOM UP

GOLDEN DREAMS KEY FEATURES

- ✓ THE LATEST UPDATES ON RIGHTS, POLICIES, AND LAWS RELATED TO MIGRANT WORKERS IN ORIGIN & DESTINATION COUNTRIES, AS WELL AS OTHER NEWS
- ✓ UPDATED INFORMATION ON EMPLOYERS, RECRUITMENT AGENCIES, AND SERVICE PROVIDERS SUCH AS HOSPITALS AND NGOs
- ✓ RATING AND REVIEW FUNCTIONS TO ALLOW USERS TO EXCHANGE VIEWS AND OPINIONS ABOUT EMPLOYERS, RECRUITERS, AND SERVICE PROVIDERS
- ✓ DISCUSSION GROUPS AND COMMUNITY POLLING TO ENCOURAGE COLLECTIVE EXPRESSION OF VIEWS AND PROBLEM SOLVING, AND LEARN THE OPINIONS OF OTHER WORKERS ON COMMON ISSUES THEY FACE
- ✓ EASY AND SECURE REGISTRATION THROUGH FACEBOOK OR GMAIL
- ✓ ABILITY TO SHARE A PROBLEM OR SEEK IMMEDIATE ASSISTANCE FROM THE ISSARA TEAM, 24 HOURS A DAY, THROUGH A FREE PHONE HELPLINE OR PRIVATE MESSAGING
- ✓ A SECURE PLATFORM FOR THE JOBSEEKERS TO DIRECTLY APPLY FOR THE JOBS ADVERTISED BY REGISTERED RECRUITERS AND EMPLOYERS.





If you are looking for a job, you might have to pay tens of thousands to apply for a job through brokers - but what they promise and what you get at the factory often don't match. However, with Golden Dreams, the working conditions and benefits stated in the job post are what you actually receive.

That's why Golden Dreams has been useful for me and I recommend you use it too!

First, I worried that workers would give me bad ratings and reviews but later I've learned that the ratings and reviews help us to see what we need to improve.

-Recruitment Agency

I can be sure that job seekers received correct information.

-Supplier

Golden Dreams is very useful for securing a job without needing to pay anything. It's especially helpful for job seekers from remote areas or those far from the city who want to apply to a recruitment agency. With so many fake brokers cheating job seekers in these challenging times, I highly recommend using Golden Dreams to avoid such unsafe situations.

All you need is a smart phone!



Recommendations for least risky hiring can vary based on the types of documents workers have, & this is an evolving situation

SIDEBAR - TIPS FOR SUPPLIERS / EMPLOYERS ON BEST PRACTICE RECRUITING AS OF SEPT 2024

- **BEST BET - LOWEST RISK & COST:** Recruit walk-in workers through Golden Dreams, filtering for:
 - workers already in Thailand,
 - with CI or PJ passports with 2-5 years' validity. (PV passports not currently permitted for low-skilled jobs)
- **TIP ON DOCUMENT EXTENSION:** Extend workers' documents in Thailand - do not make them return to Myanmar for this.
 - CI to PJ: In Mahachai. PJ extension: at Embassy.
- **TIP ON CANCELLATION LETTERS:** If worker contracts are ending, ensure that the wording of the **cancellation letter** does not prohibit workers from finding another job in Thailand, thus forcing them to return to Myanmar.
- **ON FORCED REMITTANCES:** It is the worker's responsibility to remit or not; suppliers are not being pressured by Thai govt
- **Contact Issara for free advice if you have any questions!** We track local policies and developments around the clock in all languages.
thailand@issarainstitute.org / myanmar@issarainstitute.org



5 RECOMMENDATIONS FOR BUSINESS TO MOST EFFECTIVELY MINIMIZE RISKS TO WORKERS & BUSINESS THAT ARE ALSO A GREAT OPPORTUNITY FOR BUILDING HRDD FROM THE BOTTOM UP

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RECOMMENDATION 3. Suppliers and recruitment agencies can strengthen their various recruitment practices to best prepare for recruitment-related risks both in the short term and in the long term. Issara can work with suppliers on:



- Comprehensive job advertisements
- Vetting recruitment agencies
- Ethical Management Services Agreements (MSAs)
- Diagnostic of current recruitment practices
- Ethical employment contracts
- Ethical Recruitment Networks (ERN)



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RECOMMENDATION 4. Consider a charitable contribution to help stabilize 16+ Burmese NGOs and trade unions operating in Myanmar and Thailand

- Expand assistance to people from Myanmar escaping the war and forced conscription
- Enable a future vibrant civil society for Myanmar in the longer term!

“The support will enable us to expand our reach to more vulnerable populations & equip them with the knowledge & skills to survive in Thailand.” – Burmese NGO



5 RECOMMENDATIONS FOR BUSINESS TO MOST EFFECTIVELY MINIMIZE RISKS TO WORKERS & BUSINESS THAT ARE ALSO A GREAT OPPORTUNITY FOR BUILDING HRDD FROM THE BOTTOM UP

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- **RECOMMENDATION 5. Consider a contribution to the Responsible Recruitment Revolving Fund**

- The first recoverable grant was just paid back this week @ 100%, a second is in process, & more applications are being considered!

“Thank you so much to Issara Institute for providing revolving funds to support ethical recruitment agencies. These funds will empower us to continue our mission, improve our services, and maintain the ethical standards in recruitment.”

– Burmese Recruitment Agency working with Thai seafood producer



**Worker voices
matter.**

WORKERVOICES.ORG





THANK YOU!

www.issarainstitute.org

Mia Tucker

Manager, Strategy &
Global Partnerships

mia@issarainstitute.org





Responsible recruitment | Fair work | Free from exploitation

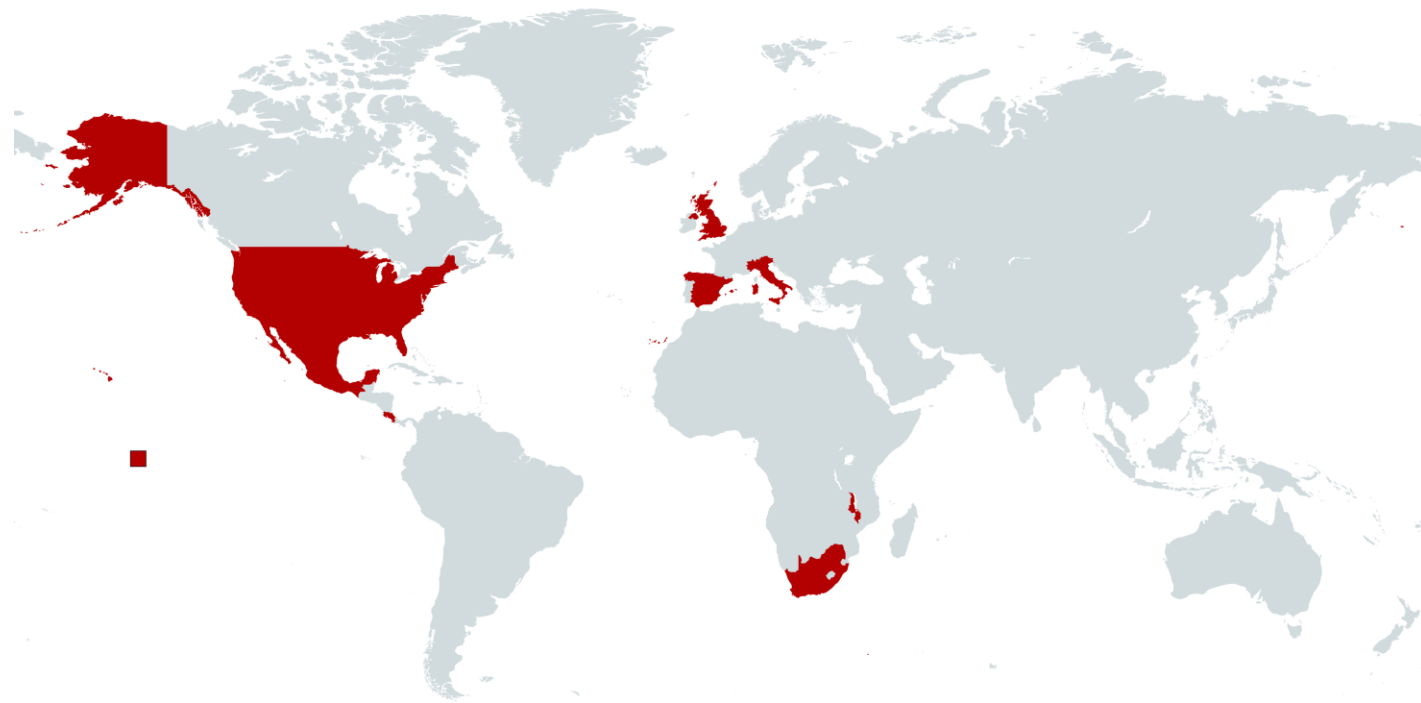
Resources to support responsible recruitment practices

Hannah Newcomb, Co-CEO

Friday 6th September

stronger together

Responsible recruitment | Fair work | Free from exploitation



Our Vision is a world where all workers are recruited responsibly and have fair work free from exploitation.

Our Mission is working together to enable organisations to embed responsible recruitment and employment practices and mitigate labour exploitation in their operations and supply chains

Stronger Together's framework

14 Organisational Standards

- 1. NO FORCED LABOUR
- 2. NO CHILD LABOUR
- 3. NO RECRUITMENT FEES ARE PAID BY WORKERS
- 4. JOB INFORMATION IS ACCURATE AND TRANSPARENT AND EMPLOYMENT STATUS IS APPROPRIATE
- 5. ALL WORKERS ARE PROPERLY RECRUITED AND REGISTERED AND LEGAL ELIGIBILITY TO WORK IS ESTABLISHED
- 6. WAGES AND BENEFITS ARE PAID FAIRLY AND PROPERLY
- 7. REGULAR WORK IS OFFERED AND WORKING TIME IS NOT EXCESSIVE
- 8. WORK CONDITIONS ARE SAFE AND HYGIENIC
- 9. ACCOMMODATION AND TRANSPORT ARE SAFE AND HYGIENIC
- 10. FREEDOM OF ASSOCIATION IS RESPECTED
- 11. OPPORTUNITY AND TREATMENT ARE FAIR, EQUAL AND DIVERSE
- 12. TERMINATION RIGHTS ARE PROVIDED
- 13. ACCESS TO REMEDY IS ENSURED AND A WORKER-CENTRED CULTURE IS PROMOTED
- 14. ETHICAL AND PROFESSIONAL BUSINESS CONDUCT

Mapped to global and national frameworks & ethical labour standards

Dhaka Principles for migration with dignity

ILO International Labour Organization

The Consumer Goods Forum Sustainable Supply Chain Initiative

Ethical Trading Initiative **IRIS**

WORLD EMPLOYMENT CONFEDERATION

OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

RAINFORREST ALLIANCE

INTERNATIONAL FRESH PRODUCE ASSOCIATION

SUSTAINABLE WINERY 3E EQUALITAS

Ethical Charter

Practical guidance/ Management systems



Roadmap to responsible recruitment

1

Subscribe to the RRT Online Tool

2

Attend responsible recruitment interactive online training courses

3

Complete the RRT self-assessment

4

Access practical resources

5

Become a responsible recruitment business partner

6

Continuously improve and share progress

1. Responsible Recruitment Toolkit online tool

Subscribe to our **RRT online tool** and access a comprehensive solution to help your business achieve and demonstrate responsible recruitment

	PROGRESS
Consulting ensures that strategic supply chain partnerships are maintained, as part of an overall management strategy.	Completed
Consulting ensures all relevant new and existing staff have been trained and/or have the knowledge and skills strategic supply chain partnerships are in place.	In Progress
Consulting clearly communicates our commitment to carry out labour supply chain due diligence to all new prospective and existing Recruitment Intermediaries (and sub-agents), sub-contracted Labour Providers and any other service providers.	Completed
Consulting has an up-to-date map of our labour supply chain, identifying all businesses and individuals of recruitment and the relationships between them.	In Progress
Consulting obtains the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour Providers or other service providers, or before authorising supply to any clients. Hannah Newcomb Consulting verifies legitimate business entity, accord with legal and other requirements and do not violate workers' rights.	In Progress
Consulting obtains the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour Providers or other service providers, or supply to any clients, Hannah Newcomb Consulting negotiates and signs a and operational service level agreement .	Not Started
Consulting obtains the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour Providers or other service providers. Hannah Newcomb Consulting confirms written authorisation from the relevant client.	In Progress
Consulting carries out appropriate ongoing due diligence with all business partners and takes proactive steps where they are identified.	Not Started
Consulting works collaboratively with clients to continually improve responsible recruitment practices.	Not Started

Access step-by-step guidance mapped to international ethical standards, self-assess and record actions taken

TEXTO LOCAL

México (sector agrícola) Costa Rica (sector agrícola) Estados Unidos (sector agrícola)

Acuerdo entre México, Estados Unidos y Canadá (2018), en vigor desde el 01-07-2020: En su Capítulo 23 contiene los artículos: 23.1 que reconoce derechos laborales justos y equitativos; el Artículo 23.6 que reafirma la obligación de los países de garantizar los derechos laborales; y el Artículo 23.12, donde se establece el principio de no discriminación.

de los Estados Unidos Mexicanos (1917), última reforma publicada 06-06-2023: Establece en su Artículo 123, que nadie podrá ser obligado a prestar servicios laborales, salvo en los casos expresamente autorizados por la ley.

de México (1970), última reforma publicada 27-12-2022: En conjunto establece las garantías mínimas que aseguran los derechos de las personas trabajadoras y el deber de los empleadores de respetarlos.

de México, Sanctionar y Erradicar los Delitos en Materia de Trata de Personas y para la Protección y Asistencia a las Víctimas de estos Delitos (2012), nueva Ley de Migración y el Código de Procedimientos Penales (2012), nuevo Código Penal Federal (2012) y el Código de Procedimientos Penales (2012) constituyen una forma de trata de personas, señalando al trabajo forzoso como un delito grave. Además, el Artículo 23 establece que una de las manifestaciones de esta grave violación a los derechos humanos.

de México hasta el 31 de Julio 2023.

de México: Los documentos de identidad de los trabajadores para "conservarlos" en las oficinas de la empresa, con la consideración que el custodio de estos documentos representa un riesgo para la libertad de la empresa. En muchos casos, la persona trabajadora podría tener temor de su empleador y no sentirse en la libertad de pedir un cambio de trabajo o de salir del país. Por lo anterior, muchos trabajadores con estatus migratorio irregular o sin la elegibilidad legal para trabajar en México. Un empleador podría pensar que está contratando libremente a una persona, cuando en realidad, esa persona está siendo controlada, manipulada y explotada por el empleador. La falta de diligencia en la cadena de suministro laboral, y la falta de mecanismos de gestión idóneos para detectar casos de trabajo forzoso entre sus trabajadores, ni tampoco haberles informado sobre sus derechos laborales.

Discover specialist guidance contextualised to specific countries and sectors

	A practical step-by-step guide for Retailers, Brands, Employers and Labour Providers in Global Supply Chains.	Guidance	Download
	Template Labour Provider Code of Practice for the Responsible Sourcing and Supply of Workers A comprehensive template Code of Practice for Labour Providers, aligned to the Clearview Technical Standards. This resource applies to: Labour Providers. Issue 1 - October 17	Document Template	Download
	Template Labour User Responsible Recruitment Policy A comprehensive template Responsible Recruitment Policy for Labour Users, aligned to the Clearview Technical Standards. This resource applies to: Labour Users. Issue 1 - October 17	Document Template	Download
	Template Retailer and Brand Responsible Recruitment in Supply Chain Policy A comprehensive template Responsible Recruitment Policy for Retailers and Brands, aligned to the Clearview Technical Standards. This resource applies to: Retailers and Brands.	Document Template	Download


Download extensive resources

The dashboard displays a navigation menu on the left with options like 'Home', 'Guidance', 'Documents', 'Reports', and 'Settings'. The main content area features a donut chart with segments in red, yellow, and green, and a line graph showing data trends over time. The URL in the browser is https://responsiblerecruitmenttoolkit.org/dashboard/.

View and share real-time reports and benchmark against comparators

2. Training


Our **online training courses** bring the responsible recruitment standards to life with case studies, activities and practical take-away actions



Introduction to Responsible Recruitment

Understand the principles and business case for implementing responsible recruitment in accessible and applicable terms

[HOVER OVER TO SEE MORE](#)



Eliminating Worker-Paid Recruitment Fees

Practical steps to eradicate the charging of fees to workers in your operations and supply chains

[HOVER OVER TO SEE MORE](#)



Fair, Equal & Dignified Opportunity and Treatment

Practical steps to ensure fair, equal and dignified, opportunity and treatment of workers during their recruitment and on-going supply


[HOVER OVER TO SEE MORE](#)



Labour Supply Chain Due Diligence and Partnerships

Practical steps to carry out labour supply due diligence and work strategically with labour supply chain partners

[HOVER OVER TO SEE MORE](#)



Safe Work for Agency/Contract Workers

Practical steps to ensuring that work is safe for agency/contract workers.

[HOVER OVER TO SEE MORE](#)

3. Complete the RRT self-assessment

WHAT TO DO	PROGRESS
<p>4.1. Before any job opportunities are advertised, all details and terms specific to the work are clearly and accurately documented and confirmed between all parties in the labour supply chain.</p>	<p>+ Completed (1) ▼</p>
<p>4.2. When advertising any job opportunity, jobseekers are clearly and accurately informed in writing of the key details and terms of the job so that they can make a voluntary informed decision about whether to apply.</p>	<p>+ Completed (1) ▼</p>
<p>4.3. Where jobseekers are recruited in their country of origin, they receive and understand pre-departure orientation training at no cost to them, so that they can make a voluntary informed decision about whether to work abroad before they travel.</p>	<p>+ Completed (1) ▼</p>
<p>4.4. When workers are offered a job opportunity, they receive clear and accurate written information (see guidance) containing all terms that apply in a language they understand so that they can make a voluntary informed decision about whether to accept before they start work and/or before migrant workers' travel.</p>	<p>+ In Progress (0.5) ▼</p>
<p>4.5. All workers are issued a written legal contract that accords with national law and is appropriate to their work arrangements and true employment status.</p>	<p>+ In Progress (0.5) ▼</p>
<p>4.6. If workers are engaged through a scheme or intermediary structure that delivers costs savings regarding employment taxes and social cost deductions, such a scheme:</p> <ul style="list-style-type: none"> • Is allowed by national law (and does not evade tax). • (Where relevant) has the prior authority of the business partners. • Has been audited and the audit confirms the scheme is compliant with national law and the worker is protected. 	<p>+ Not Started (0) ▼</p>
<p>4.7. Where recruitment intermediaries or business partners are used to recruit workers, including recruiting migrant workers in their country of origin, we carry out appropriate due diligence to ensure that all job offers are transparent and all jobseekers are clear about the nature of work and terms and conditions at all stages of recruitment and employment.</p>	<p>+ Not Applicable ▼</p>
<p>4.8. This standard is integrated as part of overall human rights due diligence, including effective policies, procedures, risk assessments, labour supply chain due diligence, grievance mechanisms and worker feedback channels, response and remediation procedures, and communication and training</p> <p>See 'Effective Management Systems and Due Diligence are Embedded', 'Access to Remedy is Ensured and a Worker-Centred Culture is Promoted' and 'Business Conduct is Ethical and Professional'</p>	<p>+ Completed (1) ▼</p>

New filters added to the online tool

Guidance & Self-Assessment 📌 Steps Assessed Overall 15% Overall Progress Status 12%

Filters


Search:

Ethical standard links:


- A. Clearview Technical Standards
- B. Dhaka Principles for Migration with Dignity
- C. Ethical Charter Implementation Program (ECIP)
- D. ETI Base Code
- E. GLAA Licensing Standards
- F. GLOBALG.A.P. GRASP
- G. ILO General Principles for Fair Recruitment
- H. IOM IRIS
- I. SMETA 7.0
- J. WEC Code of Conduct


FILTER [CLEAR](#)



RRT APPROACH Progress Status: 19%


A. MANAGEMENT SYSTEMS AND DUE DILIGENCE
19%

RESPONSIBLE RECRUITMENT STANDARDS Progress Status: 11%


1. NO FORCED LABOUR
65%


2. NO CHILD LABOUR
0% - NOT ASSESSED

H. IOM IRIS

I. SMETA 7.0

- 1. Employment Is Freely Chosen
- 1.A. Responsible Recruitment And Entitlement To Work
- 2. Freedom Of Association And Collective Bargaining
- 3. Working Conditions Are Safe And Hygienic
- 4. Child Labour Shall Not Be Used
- 5. Legal Wages Are Paid
- 5.A. Living Wages Are Paid
- 6. Working Hours Are Not Excessive
- 7. No Discrimination Is Practiced
- 8. Regular Employment Is Pprovided
- 8.A. Sub-Contracting And Homeworkers Are Used Responsibly
- 9. No Harsh Or Inhumane Treatment Is Allowed
- 10.C. Business Ethics
- Management Systems Assessment

4. Access resources to support implementation

	<p>Labour Supply Chain Due Diligence Checklist (English UK)</p> <p>The RRT Labour Supply Chain Due Diligence Checklist provides practical steps to adopt responsible procuring practices when appointing new labour providers, recruiters or recruitment intermediaries, and to assess and mitigate any labour rights risks through the recruitment process.</p> <p>Issue 4 - October 2023</p>	<p>Download</p>
	<p>Labour Supply Chain Due Diligence Checklist (Thai)</p> <p>The RRT Labour Supply Chain Due Diligence Checklist provides practical steps to adopt responsible procuring practices when appointing new labour providers, recruiters or recruitment intermediaries, and to assess and mitigate any labour rights risks through the recruitment process.</p> <p>Issue 1 - September 2023</p> <p>Please use/download the Adobe Acrobat Reader to view this document.</p>	<p>Download</p>

	<p>Template No Recruitment Fees Policy (UK English)</p> <p>A comprehensive policy template on Recruitment Fees, aligned to the RRT guidance.</p> <p>This resource applies to all businesses at all tiers in the supply chain.</p> <p>Issue 2 - March 2023</p>	<p>Download</p>
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	<p>Worker Induction Template - PowerPoint</p> <p>A template PowerPoint presentation for worker inductions.</p>	<p>Download</p>
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AUTHORISED PARTNERS REGISTER		RRT RESPONSIBLE RECRUITMENT TOOLKIT.ORG	
Date of Last Review		Business/Department Name	
Date of Next Review		Date of Next Review	
Name of the labour provider, recruiter or intermediary	Example Labour Recruiter		
(1) [Pre-authorisation] Have you communicated your responsible recruitment policy with the recruitment partner?	In Progress		
(2) [Pre-authorisation] Have you verified they are appropriately registered/licensed?	Yes		
(3) [Pre-authorisation] Have you verified that they have the necessary insurance in place?	Yes		
(4) [Pre-authorisation] Have you verified that they are not being liquidated/declared bankrupt?	No		
(5) [Pre-authorisation] Have you verified that their directors are fit and proper?	In Progress		
(6) [Pre-authorisation] Have you verified that they have no legal proceedings against them related to labour or human rights abuses?	No		
(7) [Pre-authorisation] Have you negotiated and signed a written legal contract with them?	Yes		
(8) [Pre-authorisation] Have you negotiated and signed an operational service level agreement?	Yes		
(9) [Pre-authorisation] Have you confirmed written authorisation from the relevant client to use their services?	No		
(10) [Ongoing due diligence] Do you regularly repeat the pre-appointment checks? (Points 2 & 6)	In Progress		
(11) [Ongoing due diligence] Do you require that they complete a self-assessment to demonstrate responsible recruitment practices and continuous improvement?	In Progress		
(12) [Ongoing due diligence] Do you carry out independent audits of their responsible recruitment practices?	No		
(13) [Ongoing due diligence] Do you oversee the recruitment of workers undertaken by this business?	Yes		
(14) [Ongoing due diligence] Are workers able to report any complaints or concerns about the business confidentially to you?	Yes		
(15) [Ongoing due diligence] Do you regularly interview a sample of workers to understand whether they have any complaints or concerns with this business?	In Progress		

	<p>Template Service Level Agreement between Labour Recruiter and Labour User Client</p> <p>The Responsible Recruitment Toolkit Template Service Level Agreement between labour recruiter and labour user client is a document that enables both labour recruiters and labour user clients to understand their respective obligations during the recruitment, deployment and employment of workers.</p>	<p>Download</p>
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	<p>Good practice checklist to manage the impact of extreme heat in the workplace - Indoor and Outdoor</p> <p>This good practice checklist provides practical steps to support your business in managing the impact of extreme heat in indoor and outdoor workplaces and to ensure that working arrangements and conditions keep workers safe.</p> <p>Issue 1 - February 2024</p>	<p>Download</p>
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5. Become a Business Partner

How to apply

To apply to become an RRT Business Partner you must be a 'Plus' level subscriber on the RRT online tool and provide the relevant evidence in the form below.

The Scheme Owners will verify your application and confirm your status within 3 business days. If approved as an RRT Business Partner you will receive the RRT Business Partner logo for the relevant calendar year and your profile and evidence will automatically appear on the public list.

By uploading evidence here, you are making a voluntary disclosure of a commitment to responsible recruitment.

The Scheme Owners do not validate uploaded evidence and will not comment or enter into dialogue on any individual business. An RRT Business Partner status should not be treated as evidence of compliance with any relevant legal licensing or conformance with industry certification.

You will need to update your evidence each year to renew your Business Partner status and to receive the new RRT Business Partner logo. Renewals will open approximately 3 months before the start of the calendar year and will close approximately 3 months after the new calendar year has started.

Please see full terms and conditions [here](#).

Business Name: RRT Plus Free Access Business Type: Labour Recruiter
 Industry Type: Garments Country: United Kingdom
 Business Partner Year: 2021 Business Partner Status: Evidence Submitted - Pending Verification

Last date of evidence submission: 22/10/2020

Business Partner Commitments	Evidence of Implementation
<p>1. RRT Plus Free Access has developed and implemented a Responsible Recruitment Policy.</p> <p>To renew: The Responsible Recruitment Policy must be reviewed annually. Please upload an updated version of the policy for each subsequent year, demonstrated through version control.</p>	<p>Upload your latest version of the Responsible Recruitment Policy. Annual review demonstrated through version control. View</p>
<p>2. A member of the RRT Plus Free Access senior leadership team has overall responsibility for implementing responsible recruitment in our operations and supply chain.</p> <p>To renew: Please update details if responsibilities change.</p>	<p>Please confirm details of relevant manager:</p> <p>Name: Rox Bennett Job Title: C</p>
<p>3. A staff member from RRT Plus Free Access has completed a session on the 'Introduction to Responsible Recruitment RRT training course.'</p> <p>To renew: For each subsequent year, a staff member must complete a new RRT course, or a different staff member must complete the same course. Please update the session details accordingly.</p> <p>*To be regarded as having completed a training session, delegates must actively attend the full duration of the session and to have received a certificate of completion.</p>	<p>Either upload certificates from the training session attended: File not uploaded</p> <p>OR enter details of the training:</p> <p>Title of course: Introduction to Responsible Recruitment Date of session: 2020-06-22 Delegate name: Rox Bennett</p>
<p>4. RRT Plus Free Access has subscribed to the RRT online tool at the 'Plus' level and completed an honest self-assessment for our own operations across all steps within the last 12 months (i.e. 100% of steps are assessed).</p> <p>To renew: For each subsequent year, the self-assessment must be reviewed to ensure it is still an honest reflection.</p>	<p>You have currently assessed 100% steps (you must assess 100%) *This to confirm this statement is true. Yes</p>



6. Continuously improve and share progress with clients

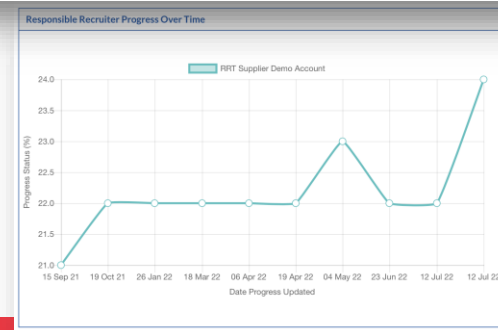
RECORD AN ACTION:

Upload relevant document: (JPG, PNG or PDF)

[Choose File](#) | no file selected

Add commentary:

SUBMIT NOTE: If you have recorded an action and would like it listed below click **REF**



Benefits for suppliers to our UK Responsible Recruitment Sponsors'

Suppliers benefit from:

- **Free 'Full' level subscriptions** to the RRT online tool.
- **Discounts on 'Supply Chain'** subscriptions to the RRT online tool
- Free access to **RRT Business Partners.**
- Free places on a **range of RRT online training** courses
- Regular communications and events



*Eligible suppliers include Sponsors':

a. Own-label suppliers (at any tier) and not-for-resale suppliers/service providers (at tier one)

b. Direct labour providers/recruiters or those used by their suppliers (a.)

Responsible Recruitment is a key theme in many of our collaborative programmes

US fresh produce



Activate Responsible Recruitment in your Supply Chain for U.S. Fresh Produce

Understand the responsibilities and best practices for responsible recruitment in your U.S. fresh produce labor supply chain

HOVER OVER TO SEE MORE

Mexico agriculture



Contratación responsable y trabajo justo para el sector agrícola en México

Comprender las mejores prácticas laborales internacionales para alinearse con los estándares sociales y los requisitos del mercado

HOVER OVER TO SEE MORE

Italy wine



Reclutamento e lavoro equo nel settore vitivinicolo italiano – corso base

Introduzione allo sfruttamento lavorativo nel settore vitivinicolo e prevenzione attraverso politiche e procedure di reclutamento responsabile

HOVER OVER TO SEE MORE

**stronger
together**

Responsible recruitment | Fair work | Free from exploitation

Thank you

www.stronger2gether.org

www.responsiblerecruitmenttoolkit.org



Supply Chain Focus and Worker Wellbeing – FNET Presentation

6 September 2024

Aarti Kapoor

1. Introduction

Cocoa farmer interviewed by Embode in India as part of a large-scale, comprehensive supply chain community assessment



Embode

An international agency with expertise in areas of:

- Business & Human Rights, Social Sustainability
- Labour migration, recruitment corridors, labour rights and opportunities

www.embode.co





Here are some of our clients. A fuller list of our clients and projects can be found at

<https://www.embode.co/our-work>



Procter & Gamble



2. Supplier Challenges



Supplier Context

To understand supply chain businesses, it is important to consider some contextual factors.

1. **Insufficient Labour Supply:** Thai businesses are reliant on foreign workers for low-skilled and semi-skilled work.
2. **Jurisdictional compliance is primary:** Thai businesses must **primarily** ensure compliance with Thailand and sending country regulations.
3. **Buyer requirements go beyond:** Thai businesses are being asked to comply with further standards such as Employer Pays Principle.
4. **Contextual Misfit:** Imposition of requirements which do not fit with context result in unintended detrimental consequences on both suppliers and workers.

3. Supplier Solutions



Effective Interventions

How to make HRDD interventions in supply chains effective for workers and their employers?

1. **Supplier Engagement:** This is the first step in supply chain HRDD. Supply chain businesses are primary partners.
2. **Consider contextual factors:** It is essential to consider the context and sub-contexts of the human rights risks and situation. i.e. political, cultural, legal and socio-economic.
3. **Worker Consultation:** Worker voice must be worker led and not simply represented by non-worker agencies. For Myanmar workers, it is integral to listen to people in general.
4. **Worker Wellbeing:** Impact should be measured on the level of wellbeing workers experience.

3. The Ganapati Initiative

Ganapati Initiative Pilot was sponsored

by  AIM
PROGRESS



HERSHEY'S



Piloted – 2023 to 24

in Thailand and Malaysia.



MARS



A total of 17 suppliers were onboarded (out of over 25 nominated supply chain companies).



reckitt



Final Impact report to be published by AIM-Progress this month

The Ganapati Initiative – advancing responsible recruitment

The Initiative works directly with supply chain businesses to support their systems and processes.

- **Confidentially**: one-on-one relationship with safe communication boundaries
- **Collaboratively**: context-appropriate and sharing tasks towards targets
- **Consultatively**: enabling business specific solutions

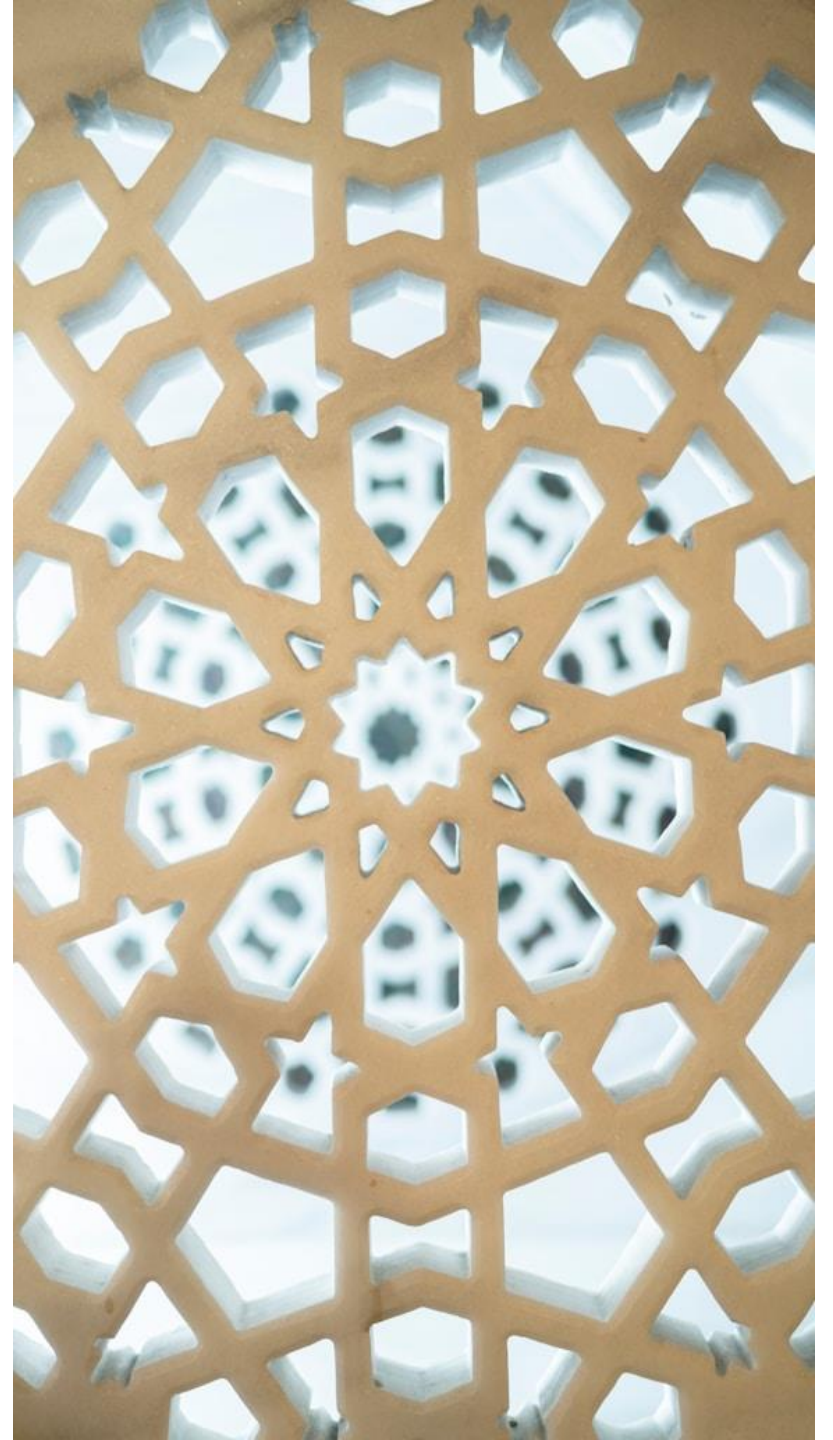
Each supplier enters and participates in Ganapati for 12-month journey. In which they endeavour to work and improve standards across 10 themes



Ganapati Framework

The framework includes the following ten focus areas within which Responsible Recruitment targets are developed:

1. **Foreign Employment Processes:** This does not only involve national regulations but also of origin countries.
2. **Recruitment Fees and Costs:** The difference between the two and standardised approach.
3. **Contracting standards:** Basic minimum requirements for each worker such as contract in a language they can understand.
4. **Pre departure and Post arrival Orientation:** Both with the recruitment agencies and the employer organisation.
5. **Working conditions:** Fundamentals of pay, payslips and passport safety. This should also include access to healthcare.
6. **Living conditions:** Basics of what workers are entitled to and expect.
7. **Freedom of movement:** Including access to transport and access to services, as well as the freedom to return home.
8. **Worker representation:** This would include the right to freedom of assembly as well as adequate worker consultations.
9. **Grievance Mechanisms:** Both judicial and non-judicial mechanisms and referral services
10. **Remediation:** How to access internal and independent services.



Thank you

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Closing Remarks – Danny Miles

Thank you to our speakers today and the insightful case studies shared in such an informative way.

Speakers are happy to share their slides and recording to be shared with the attendees on the call and members of both FNET and ETI.

Any questions will be posed to the speakers after the call concludes.

