



IOM • OIM

CREST

CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING

ABOUT

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 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.

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 for the commercial sector 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.

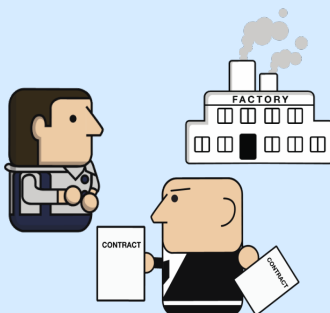
PILLAR 2



Pre-departure and Post-arrival Orientation Training

For companies that utilize migrant workers, IOM provides pre-departure and/or 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, resolving workplace disputes, 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 prepared to work.

PILLAR 3



Supply chain mapping and ethical recruitment support

IOM helps companies map their labour supply chain to better understand their workers' journeys from communities of origin to the workplace. This helps employers to identify risks and develop mitigation strategies to prevent recruitment-related abuses. 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 transparent recruitment practices that are merit-based and fair.



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PILLAR 1: Training for the commercial sector on slavery and human trafficking

IOM provides targeted training for companies on ways to reduce the risk of slavery and trafficking in their daily operations and supply chains. 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. The programme runs for approximately 4 hours and can be tailored to your company's specific needs. Our standard training package includes:

Module 1: Overview of human trafficking and slavery

Learn the basics of trafficking and slavery, including legal definitions, prevalence and types of exploitation.

Module 2: Understanding industry specific vulnerabilities (ie textile, construction, electronics)

Learn how trafficking and slavery affects your specific sector, including how to identify possible 'red flags.'

Module 3: Supporting survivors in the workplace and community

Learn how trafficking and slavery affects a person, as well as how to build trust and support survivors.

Module 4: The business case for ethical recruitment and supply chain practices

Learn about the risks of inaction, and benefits of proactive ethical recruitment and supply chain management. This module includes guidance on new anti-slavery legislation and trade requirements.

Module 5: Protecting your business from the risk of slavery and human trafficking

Learn practical tips about how to promote ethical recruitment and supply chain practices, and conduct social audits.

Optional Module: Understanding basic workplace rights, social inclusion and improving communication skills

Learn how to create a productive and supportive workplace, which welcomes migrant workers and benefits all staff.

Who are we?

Established in 1951, the International Organization for Migration (IOM) is the United Nations' Migration Agency. IOM works to help ensure the orderly and humane management of migration, to promote international cooperation on migration issues, to assist in the search for practical solutions to migration problems and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people.

As of 2016, IOM has 165 member states and 8 observer states in over 100 countries with more than 481 offices worldwide.

Need more information?

Please contact Mr David Knight, Chief of Mission for IOM Viet Nam for more information about the CREST programme, <dknight@iom.int> or +84 4 3850 1810.



IOM Development Fund
DEVELOPING CAPACITIES IN MIGRATION MANAGEMENT

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