



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.

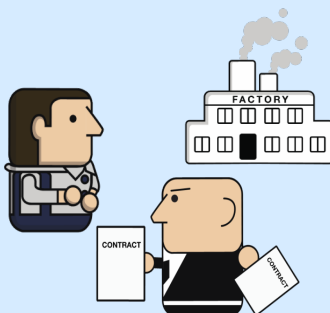
PILLAR 2



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 3: Supply Chain Mapping and Ethical Recruitment Support

With a global presence and dedicated expertise in labour migration and counter-trafficking, IOM is well placed to help companies map their supply chain to identify potential risks, develop risk mitigation strategies, and adopt and implement ethical recruitment practices. We offer a suite of services that can be tailored to your company's individual needs and the migration pathways of your workers.

How can we help?

1. Support and conduct supply chain mapping to better understand how workers are being recruited and the practices of lower tier agents and sub-agents,
2. Provide technical guidance for the implementation of ethical recruitment policies and practices, to support a step-wise approach to implementing the 'employer pays' model of recruitment,
3. Review recruitment/ deployment procedures and employment contracts to identify possible red flags and reduce the risk of exploitation for migrant workers,
4. Provide tools, templates and social audit support,
5. Develop policies, such as mission statements and codes of conduct, that clearly articulate company labour standards and expectations for suppliers, and
6. Leverage IOM's large global footprint to facilitate multi-stakeholder engagement with governments, businesses and civil society actors across geographic regions.

While we do not certify supply chains or provide 'exploitation-free guarantees' for companies, we can help shine a light on recruitment processes and the practices of lower tier suppliers.



CREST is closely aligned with the **International Recruitment Integrity System (IRIS)**, which is a voluntary multi-stakeholder certification process for recruitment and employment agencies, that is also being developed by IOM and partners. In particular, CREST will promote the IRIS Code of Conduct, and encourage the use of IRIS tools. For more information about IRIS, please visit: <www.iris.iom.int>.

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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