



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.

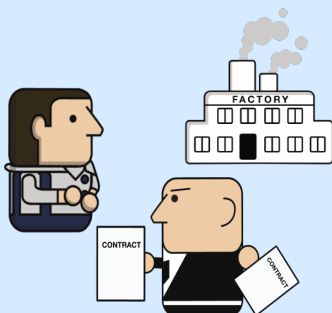
PILLAR 2



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 2: Pre-departure and post-arrival orientation training for migrant workers

For companies that utilize migrant workers within their supply chains, IOM provides pre-departure and/or post-arrival orientation training for prospective labour migrants. This programme helps prepare workers for the move to another country and provides practical information on workplace rights, and guidance on how to adapt to the new work environment. For companies, this programme provides reassurance that workers are joining the company through their own free will, and are coming prepared to work. The programme typically runs for one or two days, and is tailored to the specific needs of the company and the prospective workers. Our standard modules include:

Module 1: Living and working in the destination country

Workers learn about the migration process, including arriving at an international airport and immigration policies and procedures. This module also includes information about the destination country, including cultural tips.

Module 2: Welcome to the workplace

Workers learn about company policies, as well as practical information about adapting to the work environment.

Module 3: Basic labour rights and protection

Workers learn about universal human and labour rights, including what rights are protected through local laws.

Module 4: Contract terms and conditions

Workers learn about employment contracts, including minimum conditions and how to spot possible 'red flags.'

Module 5: Health and safety

Workers learn about workplace health and safety, as well as tips for promoting physical and mental wellbeing.

Module 6: Workplace disputes and grievances

Workers learn about different workplace complaints and grievances, and how to seek recourse if issues arise.

Module 7: Soft skills (optional)

Workers learn basic communication skills to promote better interaction with supervisors, co-workers and customers. This module can include basic language training, if appropriate.

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

CREST is an initiative of IOM Viet Nam, with support from IOM's Development Fund