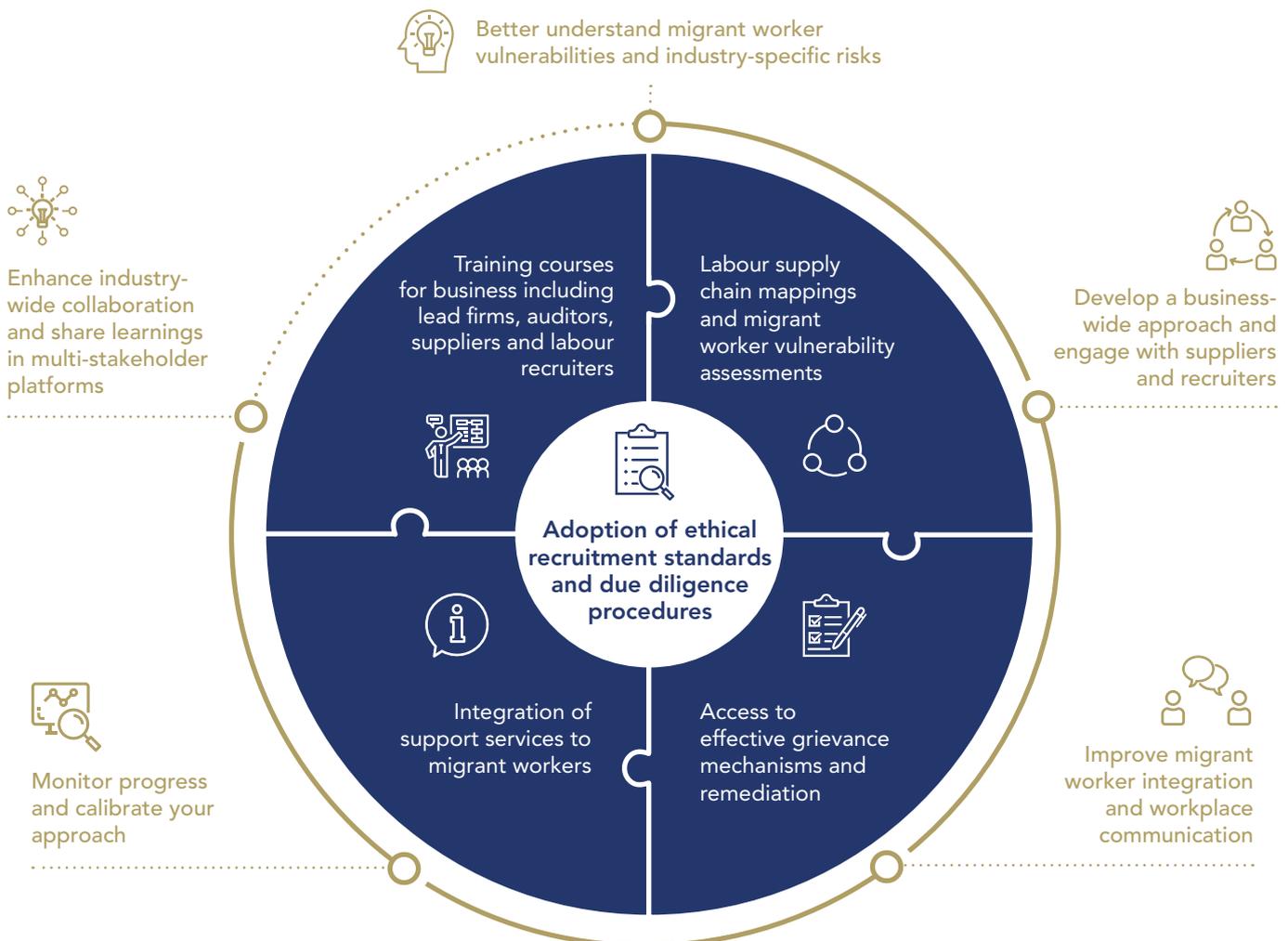


## CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING (IOM CREST)

The private sector is recognized as a positive and critical partner in achieving the United Nations' Sustainable Development Goals. The International Organization for Migration (IOM) promotes international cooperation on migration and is working to engage the private sector towards ethical recruitment and safe migration for the benefit of all. Recognizing the need to better address the vulnerabilities of migrant workers, IOM's Corporate Responsibility in Eliminating Slavery and Trafficking

(IOM CREST) project aims to realize the potential of business to uphold human and labour rights of migrant workers in their operations and supply chains. IOM encourages its partners to build stronger commitments on ethical recruitment, take concrete actions to address migrant workers vulnerabilities and collaborate with others to achieve more sustainable solutions. To this end, IOM CREST supports business through a suite of good practices, tools and methodologies.

## HOW IOM CREST CAN SUPPORT BUSINESS



# ACHIEVING ETHICAL RECRUITMENT AND SAFE LABOUR MIGRATION IN INTERNATIONAL SUPPLY CHAINS



## Enabling adoption of ethical recruitment standards and due diligence procedures

Responsible businesses can exercise human rights due diligence and other practices to mitigate the risk of abuses within their supply chains. IOM's ethical recruitment due diligence toolkit supports companies to incorporate ethical recruitment standards in its relationships with associated labour recruiters to minimize business risks and respect labour and human rights of migrant workers. The toolkit provides a platform to track, report and correct incidences of rights violations. This includes:

- imbedding responsible recruitment into policies and management systems
- identifying and assessing recruitment risks
- preventing and mitigating recruitment risks
- tracking implementation, results and corrective action



## Training courses for business including lead firms, suppliers, auditors and labour recruiters

Raising awareness and developing action plans to address modern slavery risks internally and with suppliers, particularly those in lower tiers, can be challenging.

IOM CREST training can be customized to lead firm standards, sector specific risks, and to promote engagement with lower tier suppliers. Taking a participatory approach with practical tools and tips, the training aims to develop the capacity of lead firms, suppliers (including lower tiers), auditors, and labour recruiters to identify and reduce the risk and prevalence of modern slavery in recruitment and employment of migrant workers.



## Labour supply chain mappings and migrant worker vulnerability assessments

Navigating recruitment processes which occur before employment begins is complex. Yet, exploitation that occurs during recruitment creates a greater risk of modern slavery conditions during employment.

Labour supply chain mapping is an approach that creates visibility and enhances business understanding of the risks

migrant workers face in their journeys from their home countries and communities to the workplace. With a comprehensive risk assessment, businesses are better able to mitigate the risks and proactively address migrant worker vulnerabilities.



## Access to remedy

Currently migrant worker access to effective grievance mechanisms and remediation is often limited. Effective grievance mechanisms linked to remediation can be a successful early warning mechanism that helps to reduce and minimise rights violations.

Access to remedy is an important responsibility for governments and business to ensure harm is minimized and remediated. IOM CREST supports business to develop remediation guidelines and mechanisms that support workers in raising grievances and builds business capacity to provide accessible, transparent and effective remediation through dialogue and stakeholder engagement to improve management systems to prevent further and future harm.



## Provision of services to migrant workers

Migrant workers face difficulties in accessing accurate, job-specific information. Information gaps such as pre-employment expectations and employment realities are common. This leaves workers ill-equipped to make informed migration decisions and raise concerns on unethical practices or exercise their rights once in the workplace

Strengthening support services to migrant workers throughout their migration journey can help business ensure that migrants are productive and engaged workers. This could include:

- empowering migrants with rights-based pre-migration information and employment-specific knowledge on working and living outside of their communities of origin (pre-departure orientation)
- training for workers and supervisors on rights and responsibilities
- worker representation that is inclusive of and accessible to migrant workers
- support for return and reintegration or onward migration

International Recruitment Integrity System (IRIS) standard for ethical recruitment

UN Guiding Principles on Business and Human Rights

UN Global Compact for Migration and Sustainable Development Goals

CREST SERVICES, TOOLS AND METHODOLOGIES BUILD ON

Dhaka Principles for Migration with Dignity

Tested methodologies and on the ground experiences from existing partnerships

## ABOUT IOM

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. With 172 Member States, a further eight States holding observer status and offices in over 100 countries, IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

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. The IOM Constitution recognizes the link between migration and economic, social and cultural development, as well as to the right of freedom of movement.

## WHY PARTNER WITH IOM CREST



Access to expertise of the UN Migration Agency with over 65 years of experience advising, assisting and implementing diverse programmes to promote orderly and humane migration



Customized methodologies, tools and ongoing strategic support based on good practice



Project management capacity across multiple countries and migration corridors in the Asia-Pacific region



Tap into IOM's existing local, international and regional partnership networks



Sustainable change through IOM's ability to connect different actors, support collective action, industry-wide approaches and bring business voice to government and policy dialogues

## HOW TO PARTNER WITH IOM CREST

Partnerships with IOM CREST are designed individually and can take different forms across different countries and migration corridors. Ultimately, CREST aims to provide strategic and policy-level advice and practical solutions responsive to business needs. It supports sustainable change through IOM's wider structure as an inter-governmental, UN related agency.

### FOR MORE INFORMATION AND IOM CONTACTS IN BANGLADESH

Please visit [bangladesh.iom.int](http://bangladesh.iom.int) or write to Ms. Nirvana Mujtaba at [nmujtaba@iom.int](mailto:nmujtaba@iom.int)

### FOR MORE INFORMATION AND IOM CONTACTS IN ASIA-PACIFIC

Please visit [www.crest.iom.int](http://www.crest.iom.int) or write us at [iom\\_crest@iom.int](mailto:iom_crest@iom.int)