



Promoting the Rights of Workers
Vulnerable to Forced Labor Globally

Driving Responsible Recruitment in Asia

Myanmar Roundtable

May 15, 2019



The Responsible Business Alliance

The Responsible Business Alliance (RBA) is a coalition of the world's leading companies **working together** to **improve efficiency** and **social, ethical, and environmental responsibility** in the global supply chain.

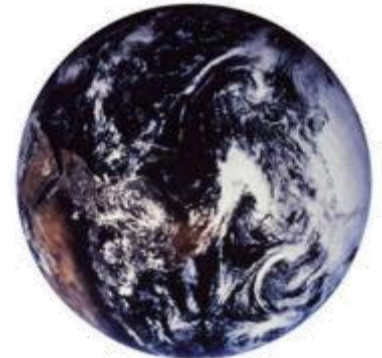
<http://www.responsiblebusiness.org/>



Responsible Business Alliance

Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally





Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition
Advancing Sustainability Globally

MEMBERS





Expanding Our Initiatives Past Electronics



Responsible Business Alliance

Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally





The Responsible Labor Initiative



Multi-industry, multi-stakeholder initiative

End-to-end ethical recruitment and employment due diligence

Primary focus on forced labor in supply chains

Based on leading Responsible Business Alliance standards and programs

Launched June 2017



RLI Members





RBA Code of Conduct

LABOR

A1 Freely Chosen
Employment

A2 Child Labor Avoidance

A3 Working Hours

A4 Wages and Benefits

A5 Humane Treatment

A6 Non-Discrimination

A7 Freedom of Association

HEALTH & SAFETY

B1 Occupational Safety

B2 Emergency Preparedness

B3 Occupational Injury and
Illness

B4 Industrial Hygiene

B5 Physically Demanding Work

B6 Machine Safeguarding

B7 Sanitation, Food and Housing

B8 Health and Safety
Communication

ENVIRONMENTAL

C1 Environmental
Permits/Reporting

C2 Pollution
Prevention/Resource Reduction

C3 Hazardous Substances

C4 Wastewater and Solid Waste

C5 Air Emissions

C6 Materials Restrictions

C7 Storm Water Management

C8 Energy Consumption & GHG
Emissions

ETHICS

D1 Business Integrity

D2 No Improper Advantage

D3 Disclosure of Information

D4 Intellectual Property

D5 Fair Business, Advertising &
Competition

D6 Protection of Identity & Non-
Retaliation

D7 Responsible Sourcing of
Minerals

D8 Privacy

MANAGEMENT SYSTEM

E1 Company Commitment

E2 Management Accountability
and Responsibility

E3 Legal and Customer
Requirements

E4 Risk Assessment and Risk
Management

E5 Improvement Objectives

E6 Training

E7 Communication

E8 Worker Feedback and
Participation

E9 Audits and Assessments

E10 Corrective Action Process

E11 Documentation and Records

E12 Supplier Responsibility



Workers shall not be required to pay fees

“Effective January 1, 2016, workers shall not be required to pay fees to obtain or retain their employment. Where the worker is legally required to pay a fee or cost directly, the worker is reimbursed as soon as practicable upon employment, but no later than 90 days after commencement of employment. Documentation of payments should be provided but may not always be required for repayment.”

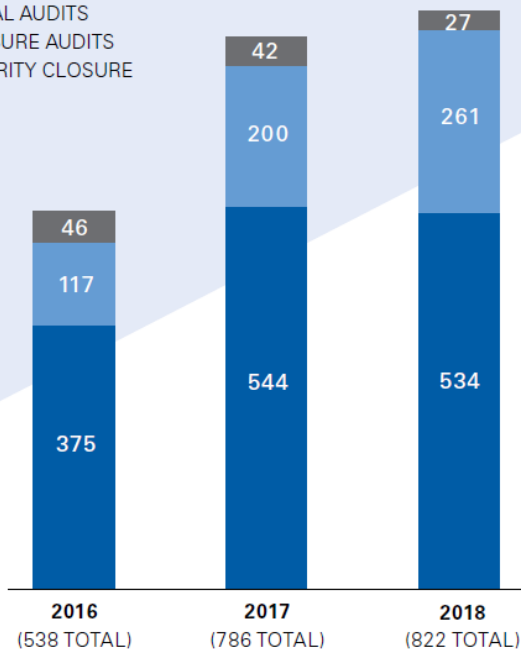




RBA Audits

VAP AUDITS PERFORMED

- INITIAL AUDITS
- CLOSURE AUDITS
- PRIORITY CLOSURE



TOP FINDINGS BY COUNTRY

COUNTRY	SECTION
<div>China</div> 	Working Hours
	Emergency Preparedness
	Occupational Safety
	Wages and Benefits
<div>Taiwan</div> 	Emergency Preparedness
	Working Hours
	Freely Chosen Employment
	Supplier Responsibility
<div>Thailand</div> 	Working Hours
	Emergency Preparedness
	Occupational Safety
	Supplier Responsibility
<div>India</div> 	Emergency Preparedness
	Working Hours
	Occupational Safety
	Energy Consumption and GHG
<div>Malaysia</div> 	Working Hours
	Occupational Safety
	Emergency Preparedness
	Freely Chosen Employment



Common issues found

Restricted movement during non-work hours

Hefty penalty for early contract termination

Restricted access to toilet facilities

High recruitment fees

Withholding of personal documents

No contract / Contract substitution

Involuntary overtime

Forced, involuntary prison, indentured, bonded (including debt bondage, trafficked or slave) labor



RLI Program: RWP Baseline Workers Survey in Malaysia

Workplace Profiles:



Total number of workplaces: **15**



Workplace size: **Small-Medium**

Industries:

Electronics

Apparel

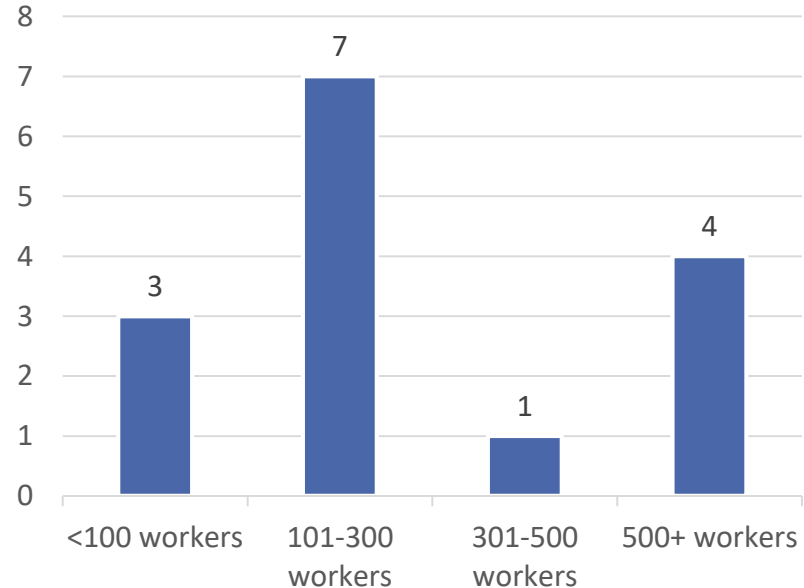
Plastics

Furniture

Paper

Food

Factory Size - # Workers





Who are the workers?



Total number of
workplaces: **15**



Total number of
responses: **1022**

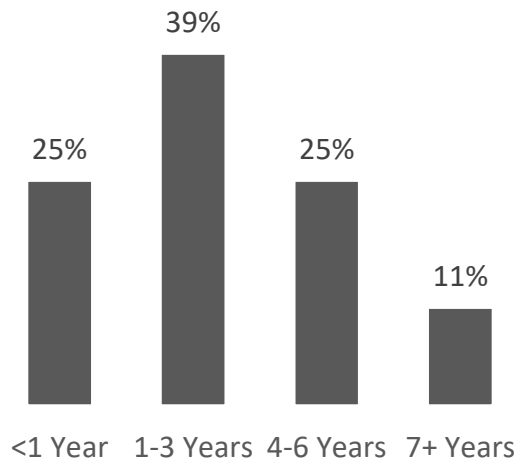


Survey date:
Dec 18 – Feb 19

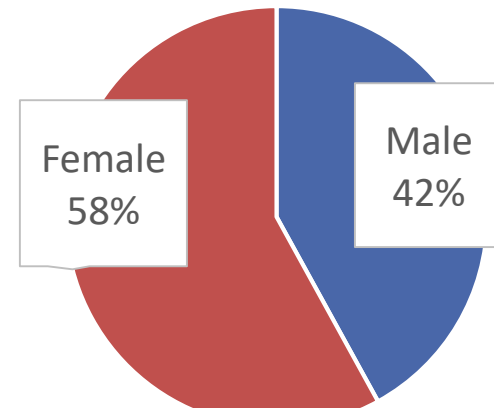
Native Country

Indonesia	41%
Nepal	26%
Vietnam	11%
Bangladesh	9%
Myanmar	9%
Other	4%

Job Tenure



Gender



Source: Recruitment survey 2018 - 2019

