



Leadership
Group for
Responsible
Recruitment



Driving Responsible Recruitment in Asia

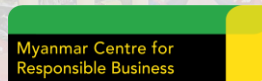
Strategic Dialogue with the Government of Myanmar

17th May 2019, Yangon

အာရှတွင်တာဝန်ယူမှုရှိသောလုပ်သားစုဆောင်းခြင်းဖြစ်ပေါ်လာစေရေး

အစိုးရနှင့်မဟာဗျူဟာမြောက်ဆွေးနွေးပွဲ

မေလ ၁၇ရက်၊ ရန်ကုန်



AGENDA FOR STRATEGIC DIALOGUE WITH GOVERNMENT OF MYANMAR

9.00	Welcome	MCRB / IHRB DDG, MOLIP
9.15	Introductions	All
9.30	The role of Business Associations in promoting professional practice and respect for rights	Institute for Human Rights and Business, Consumer Goods Forum, Responsible Labor Initiative
9.45	The approach and actions of the Government of Myanmar to ensure Responsible Recruitment	Myanmar Government Representatives
10.15	Due diligence of migrant worker recruitment – the role of brands and their suppliers	Multinational brands
10.45	Engagement with civil society stakeholders	Issara Institute
11.00	Break	
11.15	Outline of regional developments	IOM / ILO
11.30	Critical challenges – general discussion	All
12.30	Summary - Next Steps and action points	MCRB, IHRB
12.50	Closing Remarks	Govt Representative / CGF
13.00	Lunch	

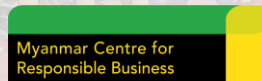


Leadership
Group for
Responsible
Recruitment



The role of Business Associations in Promoting Professional Practice and Respect for Rights

အခွင့်အရေးများကို လေးစားခြင်းနှင့် ပရော်ဖက်ရှင်နယ် အမှုကျင့်များကို
မြှင့်တင်ရာတွင် စီးပွားရေးအသင်းအဖွဲ့၏အခန်းကဏ္ဍ





Hewlett Packard
Enterprise



M&S
EST. 1884

The Coca-Cola Company



Walmart 

MARS
incorporated

TESCO



VINCI 



VERITÉ



The Employer Pays Principle

No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.

www.employerpays.org

The Consumer Goods Forum (CGF) | Board



Retailer College

Olaf KOCH
METRO



Manufacturer College

Ian COOK
Colgate-Palmolive



CGF Social Sustainability Committee | SSC

Eat Well, Live Well.



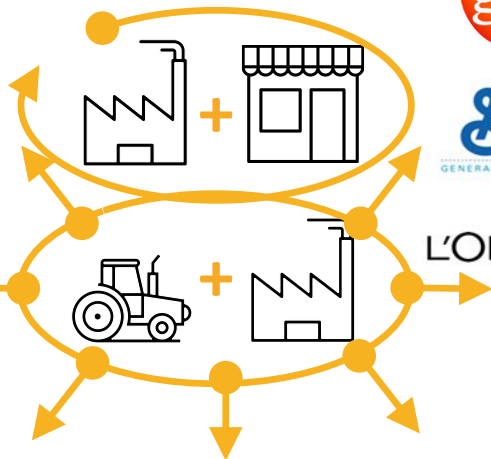
HUGO BOSS



FERRERO



Walgreens Boots Alliance



Priority Issues Identified for the Industry

**#1 – Passport/ valuable
possession retention**

#2 – Recruitment practices (fees | migrant...)

#3 – Wages (Unpaid / intermittent / under payment)



Priority Industry Principles



Forced labour is an unacceptable human rights violation that can take multiple forms, and must be addressed.

While certain employment and recruitment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers.

We will take active measures to apply these Principles across our global value chains and own operations, to cases where such practices may lead to forced labour. We will seek to apply these Principles to all workers regardless of their employment status, location, contractual arrangements or role. We will do this as part of our collective journey to advance the human rights of workers and positively shape global labour markets.



**EVERY WORKER
SHOULD HAVE
FREEDOM OF MOVEMENT**



The ability of workers to move freely should not be restricted by their employer through abuse, threats and practices such as retention of passport and valuable possessions.



**NO WORKER
SHOULD PAY
FOR A JOB**

Fees and costs associated with recruitment and employment should be paid by the employer, not the employee.

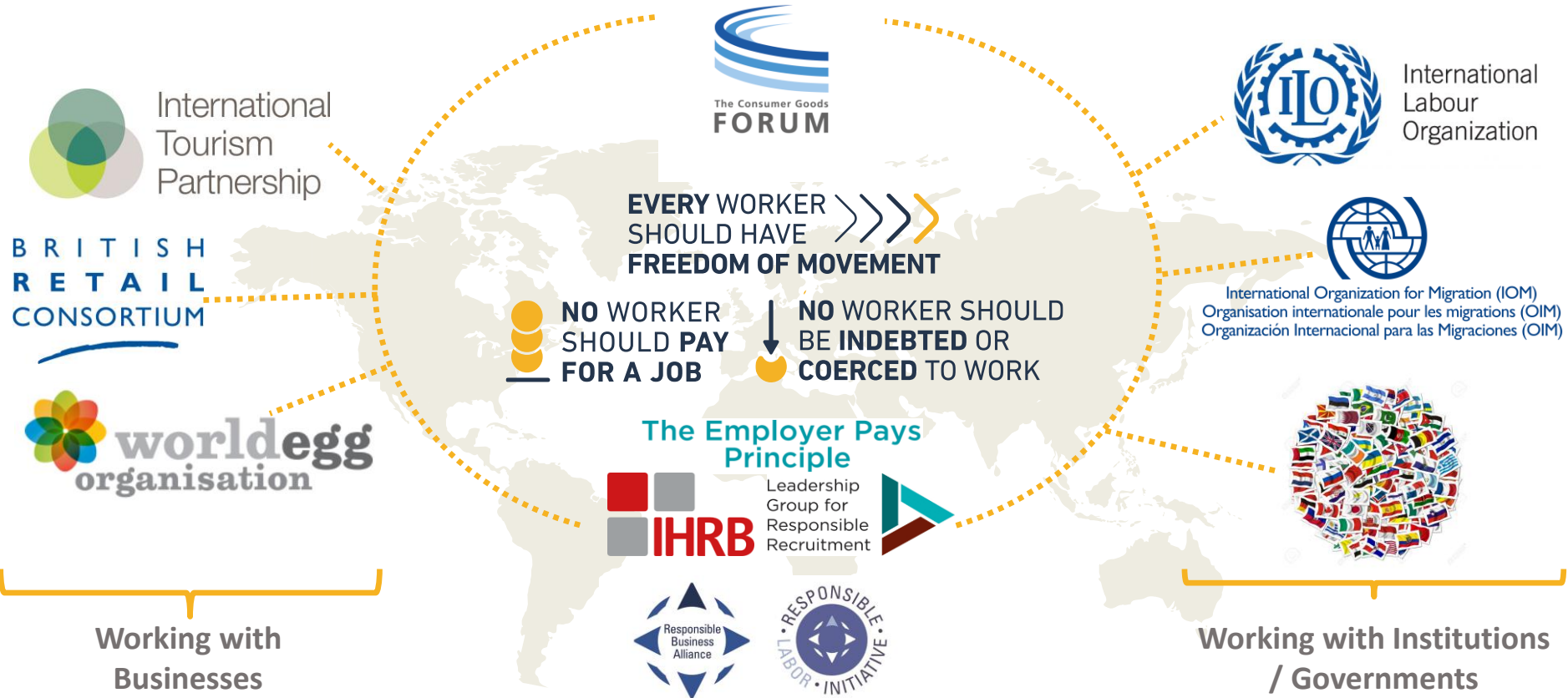


**NO WORKER SHOULD
BE INDEBTED OR
COERCED TO WORK**

Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed.



Engaging all relevant actors





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





RLI Members





Forced Labor and Human Trafficking: A Top Issue

2018 Top 5 Issues:

1. Forced Labor and Human Trafficking
2. Working Hours ↑
3. Safe Use of Hazardous Substances and Chemicals
4. Conflict Minerals ↓
5. Occupational Safety ↑

2017 Top 5 Issues:

1. Forced Labor and Human Trafficking
2. Conflict Minerals ↑
3. Safe Use of Hazardous Substances and Chemicals ↓
4. Working Hours ↑
5. Ethical Sourcing of Raw Materials ↑

2016 Top 5 Issues:

1. Forced Labor and Human Trafficking ↑
2. Safe Use of Hazardous Substances and Chemicals ↑
3. Occupational Safety
4. Child Labor ↑
5. Working Hours ↓



RBA Code of Conduct

LABOR	HEALTH & SAFETY	ENVIRONMENTAL	ETHICS	MANAGEMENT SYSTEM
A1 Freely Chosen Employment	B1 Occupational Safety	C1 Environmental Permits/Reporting	D1 Business Integrity	E1 Company Commitment
A2 Child Labor Avoidance	B2 Emergency Preparedness	C2 Pollution Prevention/Resource Reduction	D2 No Improper Advantage	E2 Management Accountability and Responsibility
A3 Working Hours	B3 Occupational Injury and Illness	C3 Hazardous Substances	D3 Disclosure of Information	E3 Legal and Customer Requirements
A4 Wages and Benefits	B4 Industrial Hygiene	C4 Wastewater and Solid Waste	D4 Intellectual Property	E4 Risk Assessment and Risk Management
A5 Humane Treatment	B5 Physically Demanding Work	C5 Air Emissions	D5 Fair Business, Advertising & Competition	E5 Improvement Objectives
A6 Non-Discrimination	B6 Machine Safeguarding	C6 Materials Restrictions	D6 Protection of Identity & Non-Retaliation	E6 Training
A7 Freedom of Association	B7 Sanitation, Food and Housing	C7 Storm Water Management	D7 Responsible Sourcing of Minerals	E7 Communication
	B8 Health and Safety Communication	C8 Energy Consumption & GHG Emissions	D8 Privacy	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

RBA Trafficked and Forced Labor – “Definition of Fees” January 2019

(Revised by the RBA Board of Directors on November 1, 2018. This version is effective January 1, 2019)

Definitions:

A **Foreign Migrant Worker** is an individual that [is recruited] and migrates from his or her home country to another country for specific purposes of employment. [Note: Fees guidance in sections I.A, I.B, II and III below all apply]

Professional Employees are those engaged in work that is predominantly intellectual and varied in character as opposed to more routine mental, manual, mechanical, or physical work; such work involves the consistent exercise of discretion and judgment in its performance and is of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time.

Scope:

The RBA recognizes that responsible employment, including its costs, is critical to the protection of workers from poor working conditions, abuse and exploitation. Trafficking, require the most protection. Production / hourly workers, the provision excluding Professional Employees.

The definition of **Foreign Migrant Worker** residency and/or **Professional Employee**

Overarching Principle:

Workers shall not be required to pay fees for their employment.



• *“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.”*

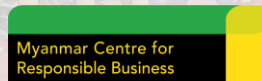
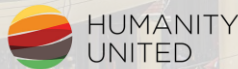


Leadership
Group for
Responsible
Recruitment



The Approach and Actions of the Government of Myanmar to Ensure Responsible Recruitment

တာဝန်ယူမှုရှိသောလုပ်သားစုဆောင်းခြင်းဖြစ်လာရန်
မြန်မာနိုင်ငံအစိုးရ၏ လုပ်ဆောင်ချက်များနှင့် ချည်းကပ်နည်းများ။



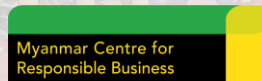
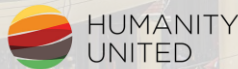


Leadership
Group for
Responsible
Recruitment



Due Diligence of Migrant Worker Recruitment – the Role of Brands and their Suppliers

ရွှေ့ပြောင်းအလုပ်သမားများစုဆောင်းရာတွင် Due Diligence
ကုန်အမှတ်တံဆိပ်များနှင့်၎င်း၏
ကုန်ပစ္စည်းပေးသွင်းသည့်ကုမ္ပဏီများ၏အခန်းကဏ္ဍ



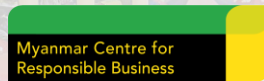
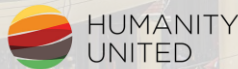


Leadership
Group for
Responsible
Recruitment



The Engagement with Civil Society Stakeholders

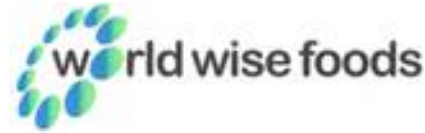
အရပ်ဖက်လူမှုအဖွဲ့အစည်းများနှင့်
ချိတ်ဆက်ဆောင်ရွက်သည့်အခန်းကဏ္ဍ



Issara's Ethical Recruitment Program: Engagement with Civil Society Stakeholders



Current Issara Business Partners



Good Food, Good Life



LYONS SEAFOODS

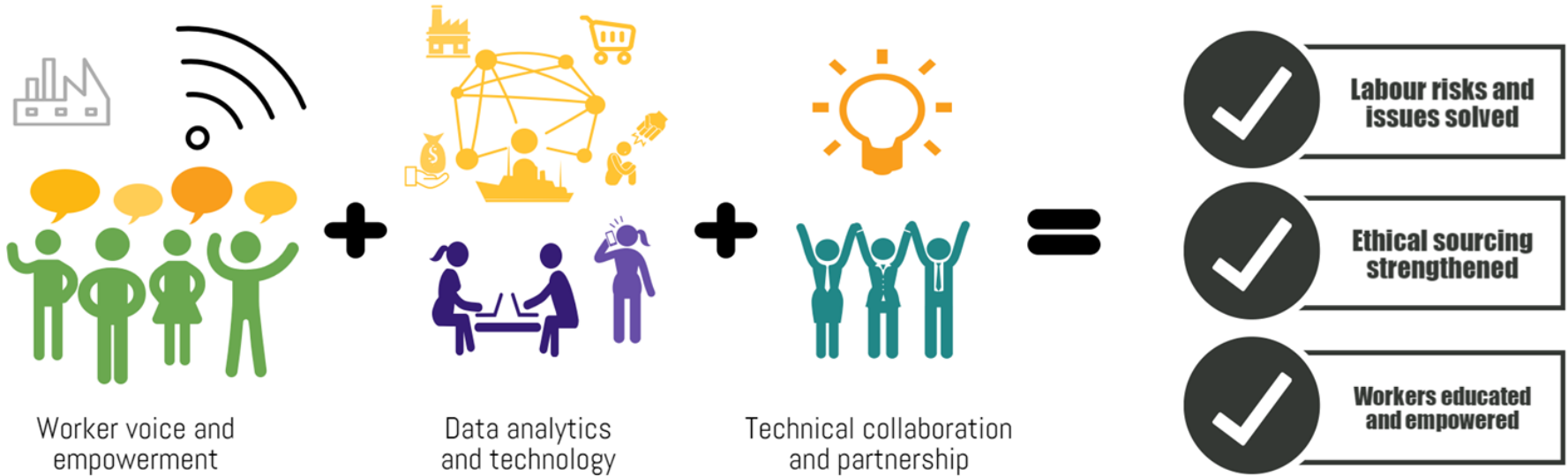


Waitrose



The Issara Model

Tackling human trafficking and forced labour through data, technology, partnership and innovation



First Miles Outreach

500+ Golden Dreams Ambassadors, and thousands of other job seekers, returnees, and other villagers, have been trained and educated by CSO Network to End Trafficking (CSO-NET)



CSOs Network To End Trafficking (CSO-NET)



First Miles Outreach

- Ambassadors and migrants trained by CSOs are working across Myanmar to promote ethical recruitment by empowering job seekers with up-to-date knowledge on how to migrate safely, and rights for workers in destination countries



Pre-departure outreach to workers



Outreach before crossing to Thailand



Post-arrival Outreach



Yes, Ethical Recruitment is Possible!

- ✓ Recruitment risk, job seeker vulnerability, and behavior change can be addressed at the village level
- ✓ Job seeker trust of CSOs is high
- ✓ Job seeker use of digital and smartphone-based applications and technologies is increasing
- ✓ CSOs are helping to reduce reliance of both recruitment agencies and job seekers on middlemen, though reach is still limited
- ✓ CSOs are supporting exploited workers to file recruitment abuse cases
- ✓ Not “picking winners”; building ecosystem through multi-stakeholder efforts
- ✓ Support and building demand and incentives for progressive recruitment agencies



ISSARA MEANS **FREEDOM** > WWW.ISSARAINSTITUTE.ORG

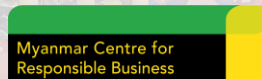


Leadership
Group for
Responsible
Recruitment



Outline of Regional Developments

ဒေသအတွင်းတိုးတက်မှုများ။



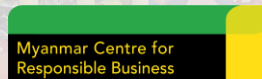


Leadership
Group for
Responsible
Recruitment



Critical Challenges

အဓိက စိန်ခေါ်မှုများ





Leadership
Group for
Responsible
Recruitment

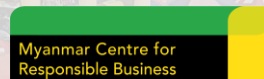
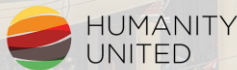


Building on the Myanmar's progress in labour migration

- Simplifying the recruitment process
- More knowledge for workers
- Transparency of costs of recruitment
- Alignment of business expectations with Myanmar, Thailand and Malaysia.

ရွှေ့ပြောင်းအလုပ်သမားအရေးတွင် မြန်မာနိုင်ငံ၏တိုးတက်လုပ်ဆောင်မှုများမှ...

- လုပ်သားစုဆောင်းခြင်းလုပ်ငန်းစဉ်ကို ရှင်းလင်းလွယ်ကူအောင်လုပ်ဆောင်ခြင်း။
- အလုပ်သမားများအတွက် အသိပညာဗဟုသုတ တိုးပွားအောင် လုပ်ဆောင်ခြင်း။
- လုပ်သားစုဆောင်းသည့်ကုန်ကျစရိတ်ကို ပွင့်လင်းမြင်သာမှုရှိအောင် လုပ်ဆောင်ခြင်း။
- မြန်မာ၊ ထိုင်း၊ မလေးရှားနိုင်ငံတို့ကြား စီးပွားရေးမျှော်လင့်ချက်များကိုထိန်းညှိခြင်း။



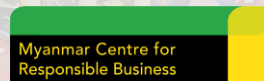


Leadership
Group for
Responsible
Recruitment



Summary - Next Steps and Action Points

အချုပ် - ရှေ့ဆက်လုပ်ဆောင်ရမည့်အချက်များ





Leadership
Group for
Responsible
Recruitment



Closing Remarks

အပိတ်အမှာစကား

