

# CORPORATE RESPONSIBILITY IN ELIMINATING SLAVERY AND TRAFFICKING (CREST)

Women working on SodaStream devices at the SodaStream factory in Israel. © Remy Gieling 2019/Unsplash

CREST is IOM's migration, business and human rights initiative in Asia that supports businesses to uphold and promote the human and labour rights of migrant workers in key sectors and migration corridors.

## MIGRANT WORKERS IN GLOBAL SUPPLY CHAINS

Millions of migrant workers make positive contributions to societies. Despite their resilience, they remain disproportionately vulnerable to forced labour and human trafficking throughout the labour migration process. Businesses have the power to act as catalysts for sustainable positive change.

## RESPONSE DESIGNED FOR BUSINESS

Through CREST, IOM develops partnerships and projects with businesses to help them:

- **Strengthen** their commitments to end the exploitation of migrant workers
- **Implement** human rights standards that address migrant workers' vulnerabilities in global supply chains
- **Promote** collaboration across sectors and all stakeholders for sustainable positive change
- **Respond** to impacts of COVID-19 and support socio-economic recovery
- **Accelerate** migrant worker access to grievance channels and effective remedy



## HOW CREST WORKS

We work closely with our partners based on the shared values outlined in the UN Guiding Principles on Business and Human Rights.

### PROTECT



IOM works with governments to strengthen policies and regulatory frameworks to protect migrant workers and enhance cross-border cooperation.

This includes providing technical assistance and training to governments, as well as strengthening data through targeted research on labour migration topics.

### RESPECT AND REMEDY



IOM works with businesses to carry out human rights due diligence and remediation measures that are inclusive of migrant workers.

This includes providing targeted assistance, training, and resources to help businesses strengthen their policies and management systems and establish effective grievance mechanisms and remediation measures.

### MIGRANT WORKERS



IOM supports businesses to design and implement human rights policies and systems that are inclusive of the needs and perspectives of migrant workers.

This includes facilitating engagement between businesses, civil society and worker representatives, as well as supporting migrant workers to access information and orientation programmes and grievance mechanisms.

### PARTNERSHIPS



IOM works in partnership with multinational enterprises, employers, labour recruiters, governments, migrant workers, civil society, and multi-stakeholder initiatives to realize and sustain human rights objectives.

This includes migrant-centred human and labour rights risk assessments, advisory and technical support to strengthen policies and management systems, action-oriented training and customized tools and multi-stakeholder engagement to foster greater collaboration.

See CREST partners

# KEY RESULTS (2017-2022)



## STRENGTHENED BUSINESS CAPACITY

**2,403** private sector stakeholders

trained on ethical recruitment and responsible employment of migrant workers, human rights due diligence and remediation.



## INCREASED THOUGHT LEADERSHIP

**25** research and knowledge products

on migrant worker vulnerabilities and the risks of forced labour in key sectors, migration corridors and supply chains.

**18** gender-sensitive tools

developed and tailored to the specific needs of buyers, suppliers, labour recruiters and migrant workers on ethical recruitment, remediation, migrant orientation and inclusion.



## ENHANCED POLICY DIALOGUE AND COOPERATION

**17** national and regional level consultations

to enhance policy coherence based on international ethical recruitment standards.

**39** multi-stakeholder

events to promote knowledge sharing and collaboration.



## IMPROVED SUPPLY CHAIN TRANSPARENCY

**928** private sector actors engaged in labour migration process mappings

to identify, mitigate and address the human and labour rights risks facing migrant workers in international supply chains and provide effective remedy.

**540** migrant workers interviewed

across the material, apparel, footwear, furniture, food, electronics and health care sectors.



## IMPROVED RECRUITMENT AND EMPLOYMENT MANAGEMENT SYSTEMS

**5** policies and procedures

developed for lead companies and their supply chains in Asia.



## EMPOWERED MIGRANT WORKERS

**205,706** migrant workers

benefiting from supply chain interventions including ethical recruitment measures, revised policies and standards, pre-departure and post-arrival orientation, skills and safe migration information trainings.



## STRENGTHENED COVID-19 RESPONSE & RECOVERY

**4,483** migrant workers

received direct needs-based humanitarian assistance, individual psychosocial and community support in 2022.

WHERE WE  
OPERATE

Sweden

Japan

Hong Kong Special Administrative Region, China

Lao People's Democratic Republic

Nepal

Republic of Korea

Bangladesh

Myanmar

Viet Nam

The Philippines

India

Thailand

Cambodia

Malaysia

Indonesia

# FEATURED RESOURCES AND TOOLS FOR BUSINESS

Informed by our work with businesses and building on IOM's global, regional and local expertise, we have developed practical resources that are available in multiple languages. More resources can be downloaded at the [CREST website](#).

## ETHICAL RECRUITMENT AND RESPONSIBLE EMPLOYMENT



### MIGRANT WORKER GUIDELINES FOR EMPLOYERS

This guidance offers the concrete steps that employers of various sizes and sectors can take to recruit and employ migrant workers ethically and responsibly.

[READ](#)

### SUPPORTING TOOLS

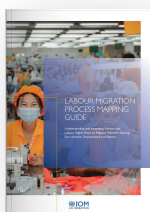
Summary - Common Challenges and Risks Experienced by Migrant Workers at All Stages of Labour Migration >

Checklist - Labour Recruiter Service Agreements >

Guidance Note - Recruitment Fees and Related Costs >

Checklist - Employment Contracts >

Checklist - Migrant Workers' Accommodations >



### LABOUR MIGRATION PROCESS MAPPING GUIDE: UNDERSTANDING AND ASSESSING HUMAN AND LABOUR RIGHTS RISKS TO MIGRANT WORKERS DURING RECRUITMENT, EMPLOYMENT AND RETURN

The Guide aims to help business enterprises identify, mitigate, and address human and labour rights risks faced by migrant workers in global supply chains. Three supporting tools, which include effective interview techniques and key considerations to ensure migrant worker safety and well-being, are also attached in the Guide.

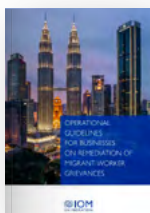
[READ](#)

### UNDERSTANDING THE MIGRANT WORKER JOURNEY IN INTERNATIONAL SUPPLY CHAINS

This comprehensive analysis of migrant worker recruitment and employment practices enables companies to develop an effective plan to remedy adverse human rights impacts, design stronger human rights policies, as well as improve management systems that will address existing and potential risks in a sustainable way.

[READ](#)

## REMEDiation



### OPERATIONAL GUIDELINES FOR BUSINESSES ON REMEDIATION OF MIGRANT WORKER GRIEVANCES

The guidelines provide companies with a clear framework for designing and implementing an effective remediation programme that emphasizes meaningful engagement of migrant workers.

[READ](#)

## GENDER



### ADDRESSING WOMEN MIGRANT WORKER VULNERABILITIES IN INTERNATIONAL SUPPLY CHAINS

The brief introduces and describes vulnerabilities experienced by women migrant workers in supply chains and suggests actions that buyers, employers and labour recruiters can take to address them.

[READ](#)



### SPOTLIGHT ON LABOUR MIGRATION IN ASIA

The report explores past, current and future trends of labour migration in Asia and emphasizes the importance of companies proactively seeking to understand migrant worker journeys across the breadth of their supply chains, including the risks of irregular or dangerous migration routes.

[READ](#)


### DEBT AND THE MIGRATION EXPERIENCE: INSIGHTS FROM SOUTH-EAST ASIA

The report explores how debt influences migration decision-making, its role in facilitating migration, the lived experiences of indebtedness among migrant workers, and, finally, how debt shapes return and reintegration.

[READ](#)

## COVID-19



### COVID-19: GUIDANCE TO ENHANCE MIGRANT WORKER PROTECTION DURING THE CURRENT HEALTH CRISIS

The guidance is developed to support employers and labour recruiters to respond effectively to the COVID-19 pandemic.

[READ](#)


### LABOUR RECRUITER RAPID ASSESSMENT ON COVID-19 IMPACT

The first COVID-19 multi-country rapid assessment with labour recruiters in Asia. The findings provide a snapshot of the pandemic's impacts on the international labour recruitment industry in South, East and South-East Asia.

[READ](#)


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## About IOM

Established in 1951, IOM is the leading intergovernmental organization in the field of migration and is committed to the principle that humane and orderly migration benefits migrants and society.



Scan to access the CREST website