

ISSARA INSTITUTE RESPONSIBLE RECRUITMENT SECLG 15 NOV 2022

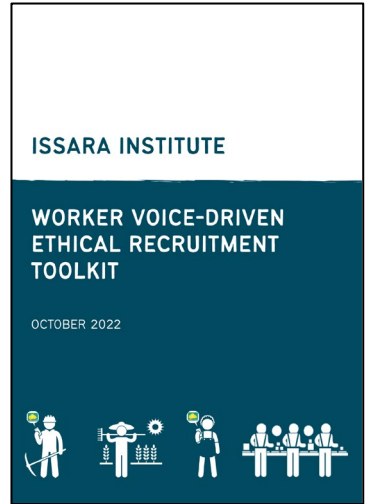


ISSARA INSTITUTE

- **Non-profit** organization, founded in 2014
- Operating in US and **South and Southeast Asia**
- No campaigning or advocacy
- Create “safe space” for suppliers and recruitment agencies
- **Partnerships** with global buyers for transparency, remedy, improvement, and systems strengthening
- **Worker voice-centered tech** for visibility of labor/social risks throughout supply chains and **multilingual grievance management**
- Solutions to **remediate** worker-reported issues and also address root causes, with iterative improvements informed by feedback and experiences of workers – **worker validation**.



UPSTREAM ETHICAL RECRUITMENT SEAFOOD ROADSHOW



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Business

Thailand Is Short of 500,000 Foreign Workers After Government Lifted Most Covid Bans

- Thailand seeks workers from neighbors in Southeast Asia
- Shortage of workers is acute in tourism, fisheries sectors



Thailand is on a recovery path after enduring its steepest contraction in more than two decades in 2020. *Photographer: Andre Malerba/Bloomberg*

By **Suttinee Yuvejwattana**
July 11, 2022 at 10:47 PM PDT

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- Quarantine for migrant workers dropped
- Acute migrant worker labor shortage

“...the country would need a total of at least 3 to 4 million migrant workers to get the economy moving forward.”
- *Poj Aramwattananont, vice chairman of the Thai Chamber of Commerce*

- Military coup and violence in Myanmar
- Amnesty period for undocumented workers in August 2022
- Negative repercussions for MOU recruitment



SEAFOOD STAKEHOLDER VOICES

- Inflation
- Rising fuel prices
- Fleet / vessels not in operation
- Softening demand international markets
- Processor reliance on Thai recruitment agency services
- Reliance on existing informal networks upstream



SEAFOOD WORKER VOICES

- Amnesty periods and Myanmar civil unrest driving demand jobs; now lots of workers
- Seafood factories and vessel owners taking advantage of jobseeker vulnerabilities
- Labor law enforcement issues
 - Amnesty process -> corruption
 - Workers being paid below minimum wage
 - Workers without contracts
 - Workers not being paid (up to 1 year!)
- Community/household level impacts

Supporting the education of migrant children in Thai seafood industry: Needs assessment findings and fund support request



SUPPORTING THE EDUCATION OF MIGRANT CHILDREN IN THAI SEAFOOD INDUSTRY:
NEEDS ASSESSMENT FINDINGS AND FUND SUPPORT REQUEST

OVERVIEW

In August-November 2022, the Issara field team conducted an updated needs assessment regarding the situation of children of migrants working in the Thai seafood industry, as illustrated in Figure 1. This report summarizes those findings, and outlines support needed.

Request: Issara is creating and managing a zero-overhead fund that Strategic Partners can contribute to help address the greatest needs of these children and their communities. We welcome contributions - financial or in-kind - that your company may be able to make. Pledges are also appreciated.

BACKGROUND

The Royal Thai Government passed an Education for All policy in 1990, stipulating that every child regardless of nationality or legal status has the right to 15 years of free basic education. Translating policy to practice has been quite challenging, however, and in 2015 UNESCO reported that over 60% of migrant children were not attending school. At this time, the Issara team conducted its first needs assessment for children of migrants working in the seafood industry, finding - consistent with broader national trends - that donor-funded, NGO-run non-formal education was more prevalent than government-funded Thai public schools increasing their capacity and openness to non-Thai children, for children of migrants working in the seafood industry. At this time, Issara Strategic Partners joined forces to contribute both cash and in-kind contributions to support NGO-run schools with greatest needs.

However, since then, there have been concerted efforts by the government and NGO sector to reduce the cultural, financial, and logistical barriers to non-Thai children attending Thai public schools. At the same time, however, the COVID-19 pandemic and dramatically rising fuel costs have significantly negatively impacted the seafood community, both the Thai upstream seafood SMEs and the families and communities of the foreign migrant workers working in those SMEs.

Therefore, the purpose of this updated needs assessment was to ascertain greatest needs to the families and communities in the upstream seafood supply chain in Thailand, and to understand how global brands and retailers interested in supporting the migrant communities and families in their seafood supply chain could do so in a smart and impactful way that helps to fill urgent gaps and humanitarian needs, while still supporting the Royal Thai Government in fulfilling their inclusive educational policy objectives.



ETHICAL RECRUITMENT & IMPLEMENTING EMPLOYER PAYS PRINCIPLE

Main Challenges

- Migrant worker vulnerabilities – destination + origin country recruitment risk
- Transparency and visibility of supplier recruitment practices
- Social audits & certification not sufficiently addressing recruitment issues

Solutions

- Supplier transparency and accountability – MSAs, recruitment agency due diligence
- Worker voice-driven ethical recruitment
- Golden Dreams Marketplace: fee-free, broker-free labour recruitment channels





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ရွှေအိပ်မက်

THANK YOU!

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