



# THE RESPONSIBLE WORKPLACE AND RESPONSIBLE RECRUITMENT PROGRAMS

Supporting Program Partner:



Transforming the Market for Ethical Recruitment and Employment

*"We anticipate that what RBA Foundation learns and implements through the grant project in Malaysia will be transferable to other countries and regions that rely on foreign migrant workers, thereby greatly expanding the reach and impact of this program to the potential benefit of millions of workers."*

Karrie Denniston,  
Senior Director

**Walmart Foundation**

Made possible by a grant from  
the Walmart Foundation



## THE CHALLENGE

Many Southeast Asian countries, including Malaysia, have become large employment bases for international production in a variety of industries, creating jobs for millions of workers. However, unethical recruitment practices can put workers in these countries at risk for exploitation, including forced labor. Primary drivers that perpetuate these risks include:

- Lack of effective education and systems to drive ethical recruitment
- Lack of worker understanding regarding legal protections and rights
- Inefficient worker-to-employer communication and feedback loops

## OUR APPROACH

Supported by a generous grant from the Walmart Foundation, the Responsible Business Alliance Foundation and supporting program partner ELEVATE will implement the Responsible Workplace and Responsible Recruitment Programs, which aim to transform the market for ethical business practices and include workers directly in the development of effective solutions to persistent challenges.

## RESPONSIBLE WORKPLACE PROGRAM

Building on the success of the Workplace of Choice pilot, this program focuses on improving workers' awareness of their labor rights, developing worker-management communication and amplifying workers' voices to improve working conditions and mitigate issues that contribute to forced labor. Program elements include:

- Worker Surveys by Laborlink
- Worker-Management Communications
- Worker Education
- Worker Helpline



## RESPONSIBLE RECRUITMENT PROGRAM

This program provides a development path, with public recognition for progress, to labor providers to meet ethical recruitment standards of today's leading industry customers. Program elements include:

- Three-Step System
- Ethical Recruiter Training & Verified Self-Assessments
- Forced Labor Audits
- Certification Equivalency

## CUSTOMERS

Sponsor your supply chain partners in the **Responsible Workplace and Responsible Recruitment Programs!**

### Benefits:

- Implement a turnkey program to reduce prevalence of forced labor in your supply chain
- Create proof points for forced labor due diligence disclosures
- Work collaboratively with your supply chain partners to improve labor conditions on the ground

## WORKPLACES

Participate in the **Responsible Workplace Program!**

### Benefits:

- Protect workplaces from risks of forced labor conditions
- Demonstrate commitment to social compliance and legal adherence
- Gain actionable worker insights to improve worker conditions and productivity

## LABOR AGENTS & RECRUITERS

Participate in the **Responsible Recruitment Program!**

### Benefits:

- Get on a progressive improvement path to meet ethical recruitment standards
- Meet increasing customer expectations
- Differentiate your business operations from competitors
- Gain public recognition for your efforts

*"The RBA Foundation is grateful to the Walmart Foundation for its generous support and its shared vision of a global supply chain supported by an ethical recruitment system that protects foreign migrant workers. Through the RBA Foundation, we look forward to working with the Walmart Foundation to build upon the vast experience, tools and best practices developed by the RBA."*

- Rob Lederer, Executive Director, **Responsible Business Alliance**

## CONTACT US TO LEARN MORE ABOUT THESE PROGRAMS:

Responsible Workplace Program: [RWP@RBAFoundation.org](mailto:RWP@RBAFoundation.org)

Responsible Recruitment Program: [RRP@RBAFoundation.org](mailto:RRP@RBAFoundation.org)

