



Supporting Program Partner:



"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 RESPONSIBLE WORKPLACE PROGRAM

Transforming the Market for Ethical Recruitment and Employment

THE CHALLENGE

Malaysia has become a large employment base for international production in a variety of industries, creating jobs for millions of workers. However, sometimes unethical recruitment practices can put workers at risk for exploitation, or even forced labor, and be a business risk for workplaces.

RESPONSIBLE WORKPLACE PROGRAM

The Responsible Business Alliance Foundation and supporting program partner ELEVATE will implement the Responsible Workplace Program, which aims to transform the market for ethical recruitment practices.

Program elements include:

- Forced labor risks & recruitment worker surveys
- Worker-management communication training
- Effective pre-departure orientation training
- Improving workers' awareness of their labor rights
- Worker helpline, third-party support for migrant workers

YOUR COMMITMENT

- Obtain director-level commitment to program
- Complete application
- Designate a factory point of contact to liaise with program manager
- Complete factory management survey
- Allow onsite visit of survey trainer and worker participation in labor practices & recruitment worker surveys
- Commit to sending staff to in-person training, one per year
- Advertise helpline and promote its use
- Share success stories and key program learnings

WORKPLACE BENEFITS

STANDOUT FROM COMPETITION:

Demonstrate action to buyers in taking ownership of social compliance and due diligence to Modern Slavery legislation

LEARN HOW YOU COMPARE TO PEERS:

Benchmark progress among other participants

PERFORM RISK ANALYSIS:

Understand the level of exposure of your workforce on the prevalence of forced labor conditions

GAIN ACTIONABLE DATA INSIGHTS:

Communicate directly with workers to understand where are the most impactful areas to take action to improve working conditions and decrease worker turnover

IMPROVE PRODUCTIVITY:

Obtain analysis and strategic business recommendations to increase worker satisfaction

TAKE IMMEDIATE ACTION:

Access a set of turnkey tools that support worker engagement and management systems

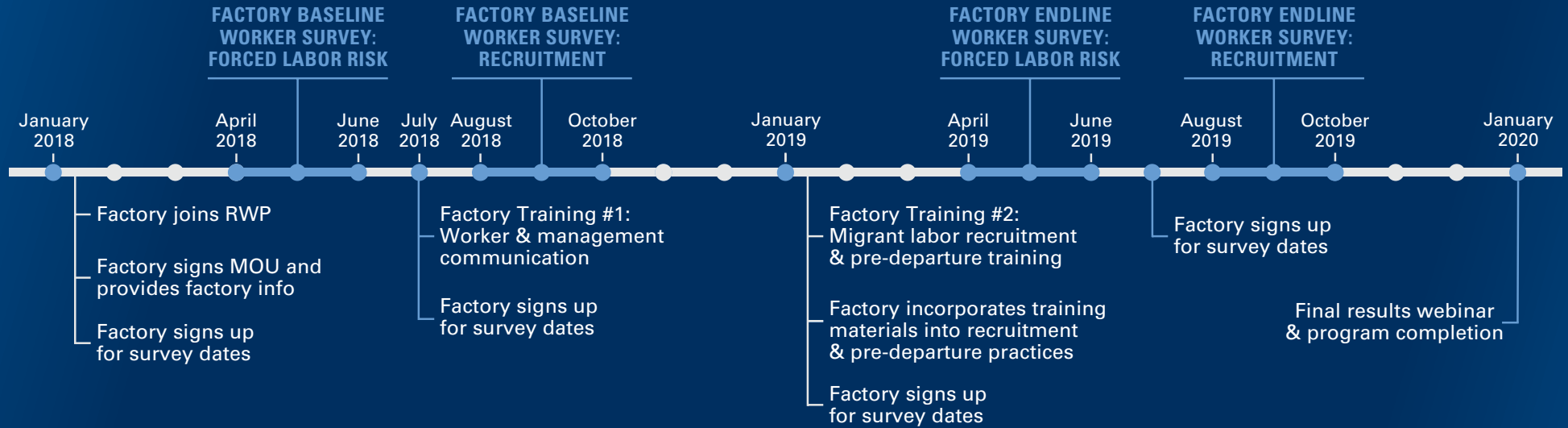
RECEIVE PROGRAM UPDATES:

Receive newsletters that provide program updates, key findings, and action items

IMPLEMENT COLLABORATIVE SOLUTIONS:

Reap benefits of collective customers, buyers, and other workplaces collaboration in a systemic way to address root causes of forced labor

RESPONSIBLE WORKPLACE PROGRAM TIMELINE



THE RESPONSIBLE RECRUITMENT PROGRAM

The Responsible Workplace Program works in conjunction with the Responsible Recruitment Program to provide worker validation to recruitment practices.

PROGRAM ELEMENTS INCLUDE:

- Three-step system
- Ethical recruiter training & verified self-assessments
- Forced labor audits
- Certification equivalency

CONTACT US TO LEARN MORE:

Responsible Workplace Program:
RWP@RBAFoundation.org

Responsible Recruitment Program:
RRP@RBAFoundation.org

