



THE RESPONSIBLE RECRUITMENT PROGRAM

Transforming the Market for Ethical Recruitment and Employment

Supporting Program Partner:

ELEVATE

THE CHALLENGE

Malaysia has a large employment base for international production in a variety of industries, creating jobs for millions of workers. However, some unethical recruitment practices can put workers, especially foreign migrant workers, at risk for exploitation or even forced labor. This challenge also represents a tremendous business risk for companies.

RESPONSIBLE RECRUITMENT PROGRAM

The Responsible Business Alliance Foundation will implement the Responsible Recruitment Program, which aims to transform the market for ethical recruitment practices targeting labor recruitment agencies.

Program elements include:

- A three-step system development path
- Ethical recruiter training and verified self-assessments
- Forced labor audits
- Certification equivalency

YOUR COMMITMENT

- Complete application, including:
 - Submission of a "Declaration of Commitment" form signed by the owner or company representative at an executive/ senior management level with decision-making authority
 - Questionnaire on basic information about your company's set up and operations, such as license and countries where you source or supply workers
- Designate a company point of contact to liaise with program manager
- Commit to sending staff to in-person training
- Participate in self-assessment, audit and corrective action activities to demonstrate adherence to ethical recruitment standards
- Advertise helpline and promote its use among workers recruited through your channels
- Share success stories and key program learnings

LABOR RECRUITER BENEFITS

GET ON A PROGRESSIVE PATH TO MEET ETHICAL RECRUITMENT EXPECTATIONS

You will participate in a progressive improvement path to meet the ethical recruitment standards of today's leading industry customers, regardless of your current experience and capacity

DEVELOP AND SUSTAIN LONG-TERM BUSINESS RELATIONSHIPS:

By meeting higher customer expectations, you can enhance your potential to develop and sustain long-term business relationships

DIFFERENTIATE YOUR BUSINESS:

Differentiate your operations from competitors to attract more workers and customers

GAIN PUBLIC RECOGNITION:

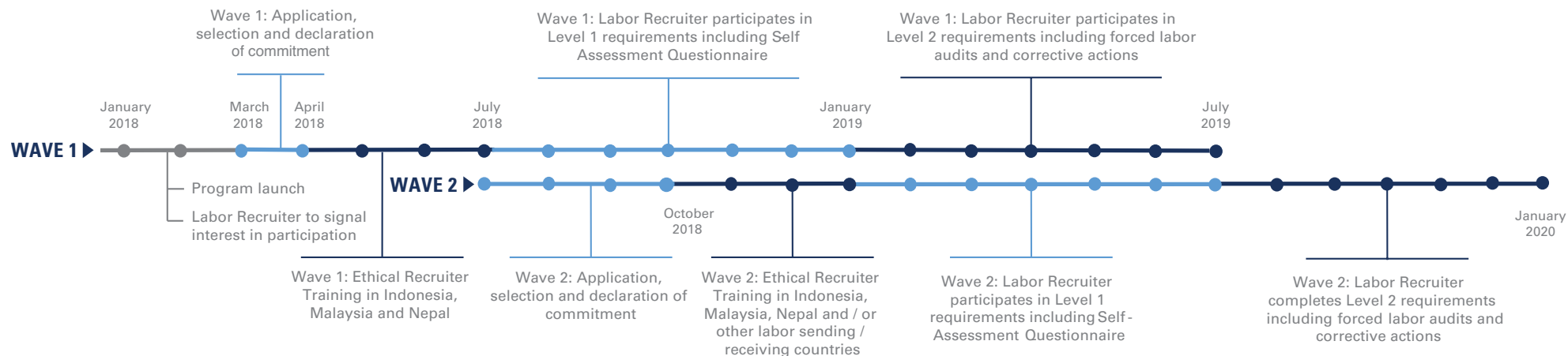
Your company will get broad visibility and public recognition for your efforts

"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

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Walmart  **Foundation**

RESPONSIBLE RECRUITMENT PROGRAM TIMELINE



RESPONSIBLE WORKPLACE PROGRAM

The Responsible Recruitment Program works in conjunction with the Responsible Workplace Program (implemented with supporting program partner ELEVATE) to provide worker validation to recruitment practices.

PROGRAM ELEMENTS INCLUDE:

- Worker surveys by Laborlink
- Worker-management communications
- Worker education
- Worker helpline

CONTACT US TO LEARN MORE ABOUT THESE PROGRAMS:

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Responsible Workplace Program:
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