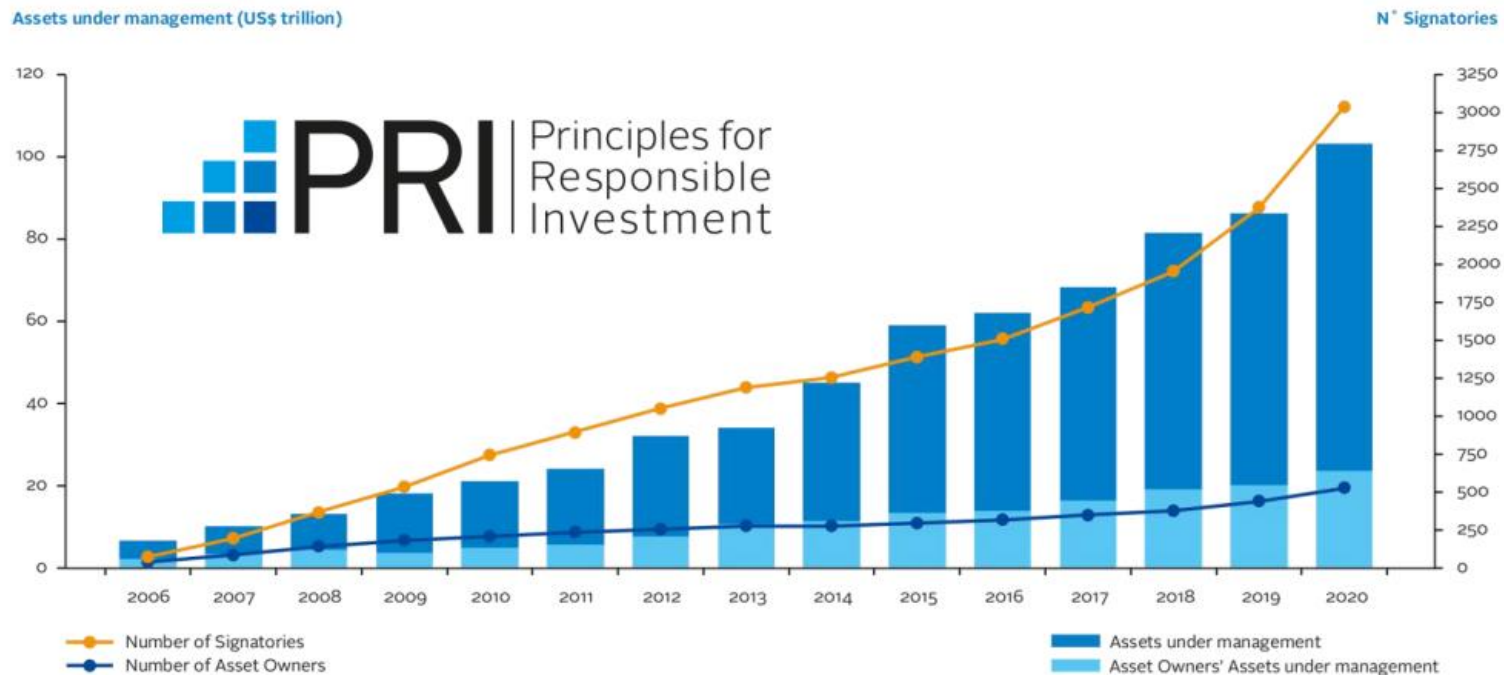


***Workshop:
How to improve conditions for
migrant workers and prevent
modern slavery and why it is
relevant for investors relations***

Andy Hall, Independent human rights defender and migrant workers rights specialist

Antje Monshausen, Tourism Watch – Brot für die Welt

Sustainable finance initiatives have diversified and grown at a rapid pace, with now over 3,000 signatories to the PRI.



Trends in finance governance



“It will help create the world's first-ever “green list” – a classification system for sustainable economic activities – that will create a common language that investors can use everywhere when investing in projects and economic activities that have a substantial positive impact on the climate and the environment.”

European commission, June 18, 2020

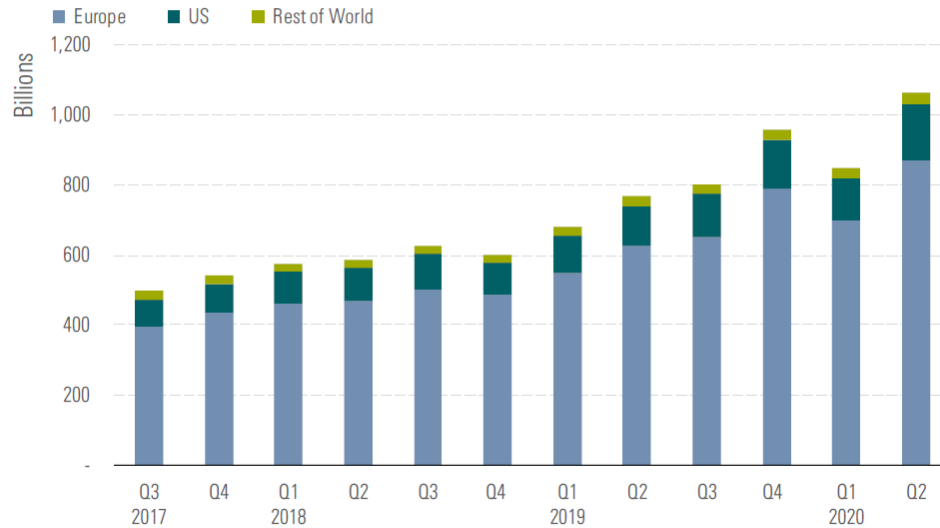
“An intensifying climate crisis would bring about a fundamental reshaping of finance, with a significant reallocation of capital set to take place sooner than most anticipate.

*Larry Fink, CEO Blackrock,
World Economic Forum 2020*

“Sustainability matters to investors,” says Prof. Amel-Zadeh. Their study found that companies with a good sustainability rating received 15 per cent per cent more investment from wealthy investors every month over the years 2016-19, compared to those with a low rating.

COVID-19 is now enhancing this trend

Exhibit 3 Quarterly Global Sustainable Fund Assets (USD Billion)



Source: Morningstar Direct, Manager Research. Data as of June 2020.

More than 90% of sustainable indices outperformed their parent benchmark during the period of the heightened market uncertainty and drawdown associated with this crisis.

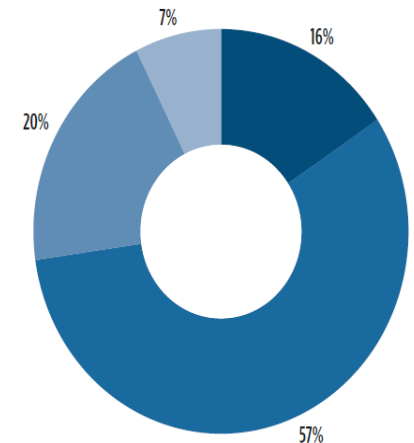
Source: BlackRock, 2020 'Sustainable Investing: Resilience amid Uncertainty'

Figure 1: Changes expected to investment activity (planned capital invested)

n = 121

Percent of respondents likely or very likely to:

- 16% Increase
- 57% Stay the same
- 20% Decrease
- 7% Uncertain

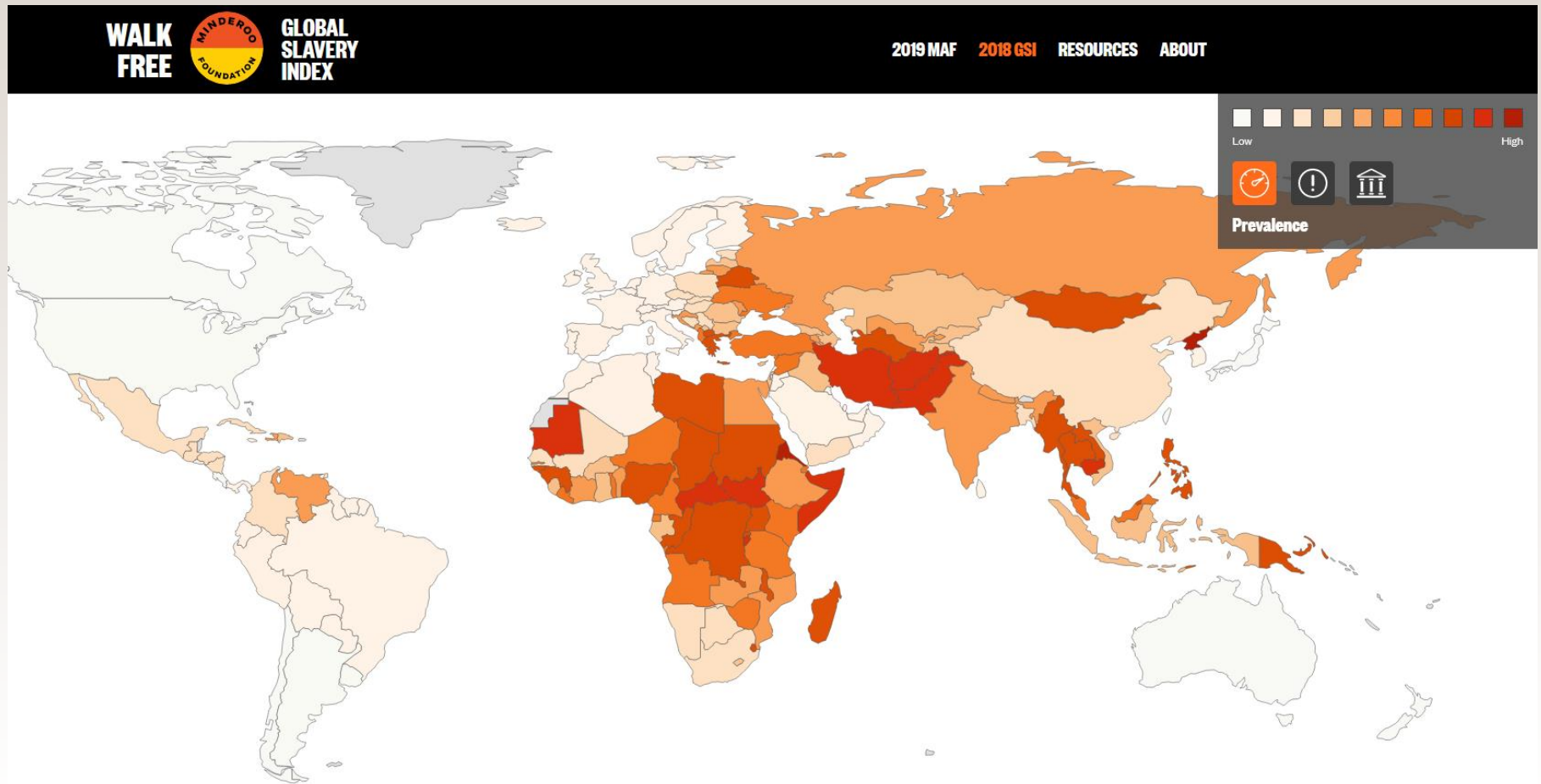


Source: GIIN, Annual Impact Investor Survey 2020

Topics in ESG finance

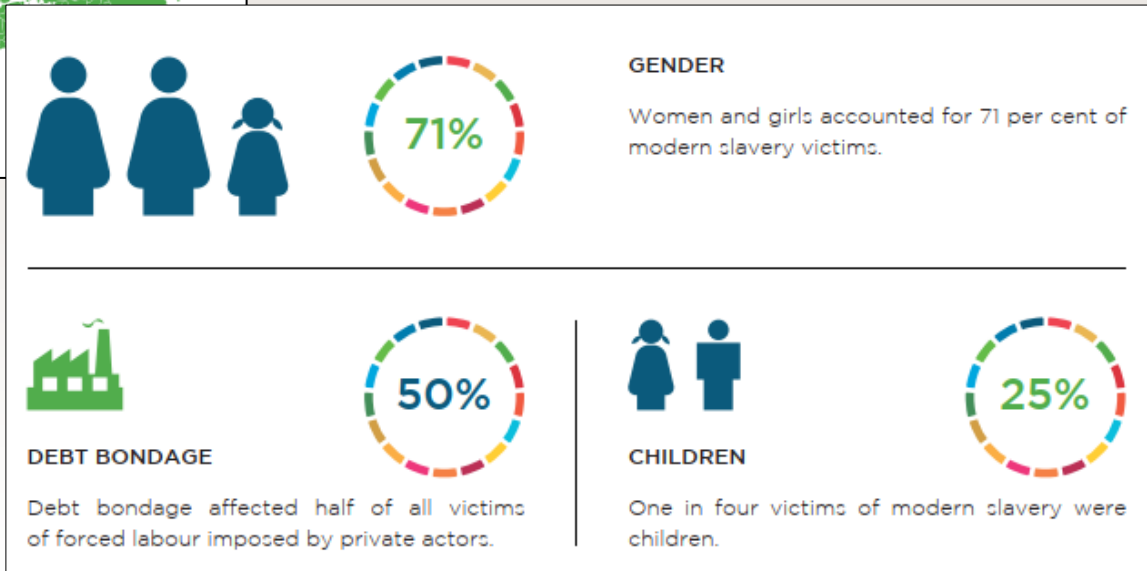
- Environmental – strong focus so far (e.g. EU taxonomy)
 - Reducing emissions and climate impact
 - Biodiversity
 - Energy, Waste, etc.
- Social – still weak (based on interviews)
 - Gender, inclusiveness and non-discrimination
 - Modern slavery, labour rights, social security
- Governance
 - Human rights and environmental due diligence management

Prevalance of Modern Slavery Worldwide



<https://www.globalslaveryindex.org/2018/data/maps/#prevalence>

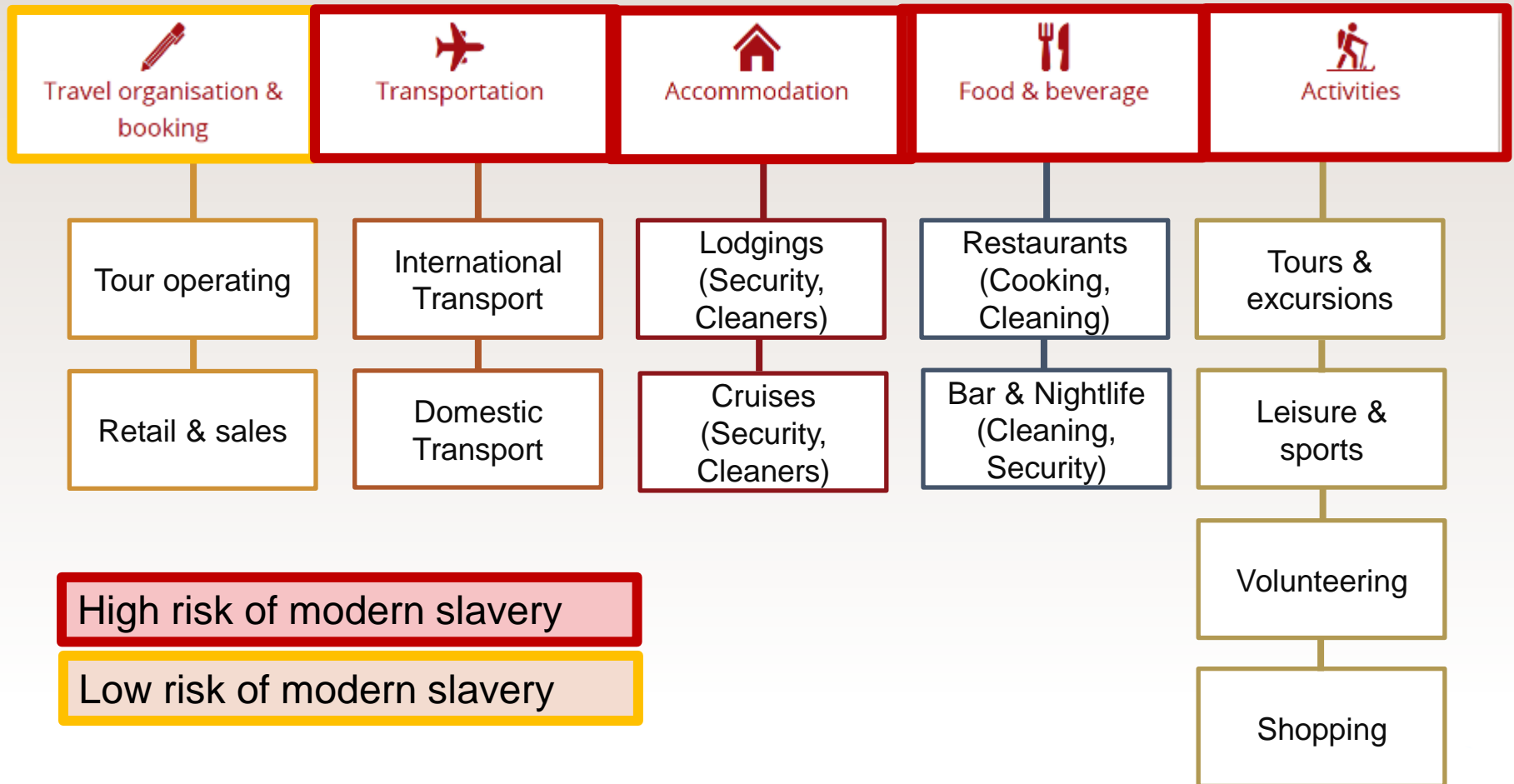
On any given day in 2016...



Source: ILO Global Estimates on Modern Slavery 2017:

https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf

Analysing risks of modern slavery along the tourism supply chain



Migrant Labour in Tourism

- 330 Million jobs in tourism worldwide (2019)
- 10-25% of all workers in tourism are foreign-born (16% in Europe, 20% in US)

Advantages for migrant workers	Dis-advantages for migrant workers
Labour-intensive sector	A lot of invisible labour involve (outsourcing and subcontracting also)
Low-skilled jobs, training minimal	Low-paid jobs, long hours, poor accomodation, minimal security
Remittances potential	Unethical recruitment, high fees and costs, contract substitution, debt bondage
Own migration background (inter-culturally an asset)	Higher risk of exploitation due to discrimination, isolation/language

A brief overview of Modern Slavery Legislation

INTERNATIONAL LEGISLATION ON MODERN SLAVERY

- California Transparency in Supply Chains Act (2010)
- UK Modern Slavery Act (2015)
- French Corporate Duty of Vigilance Law (2017)
- Australian Modern Slavery Act (2018)
- Tariff Act of 1930 (US Customs and Border Protection (CBP))



All work or service that is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.



All work or service which is exacted from any person under the menace of any penalty for its non-performance and for which the worker does not offer himself voluntarily.

FORCED LABOUR DEFINITIONS

“



ILO Forced Labour Indicators



Debt bondage



Restriction of
movement



Withholding
wages



Retention of ID
documents



Abuse of
vulnerability



Deception



Abusive living
and working
conditions



Physical and
sexual violence



Intimidation and
threats



Excessive
overtime



Isolation

What are the CBP (US Customs and Border Protection) penalties for forced labour?



Withhold Release Orders (WROs)



Loss of trusted trader status



Civil penalties

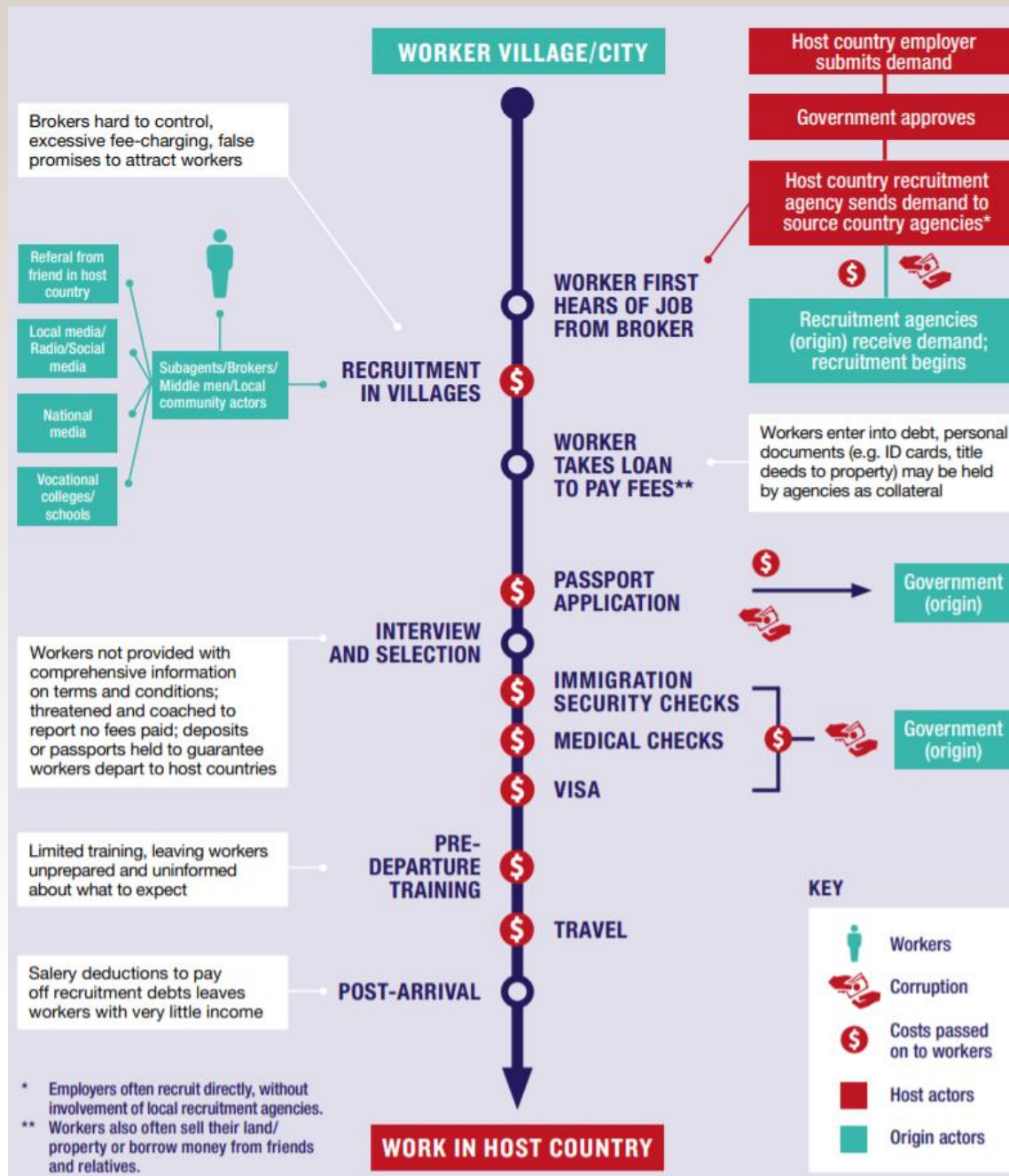


Criminal penalties



Knock on effects on US government and UN purchasing bodies

SOURCE COUNTRIES OF MIGRANT WORKERS: RISKS IN THE RECRUITMENT PROCESS




Source: Impactt
Limited Analysis for [UK Government Modern Slavery Statement](#)

RECRUITMENT FEES BY NATIONALITY



Source: Impactt
Limited



[HOME](#)
[NEWS](#)
[BERITA](#)
[OPIN](#)


Glovesmaker WRP to reimburse recruitment fee paid by workers

Jason Thomas - July 8, 2020 6:41 PM

[News source](#)

WORLD – APPLE REQUIRES SUPPLIERS TO REPAY USD 616,000 IN RECRUITMENT FEES

06 March 2019

Email   

Apple Inc. required suppliers to repay USD 616,000 in recruitment fees to 287 of the suppliers' employees, the iPhone maker reported in its "Supplier Responsibility 2019 Progress Report" released Wednesday. It reported suppliers have returned USD 30.9 million in recruitment fees to workers since 2008.

[News source](#)

The Guardian NGO's softly-softly tactics tackle labor abuses at Malaysia factories

Transparency didn't rush to expose abuses at five factories and shame their western customers - instead it asked the companies to work with the factories to fix the problems

[News source](#)

16 Jul 2020

US blocks imports of gloves by Top Glove after Channel 4 News investigation found workers were being exploited

 Jonathan Miller
Foreign Affairs Correspondent



[News source](#)



News
Swindled migrant workers in Qatar to get \$30m pay-out

[News source](#)



Exploitation in focus

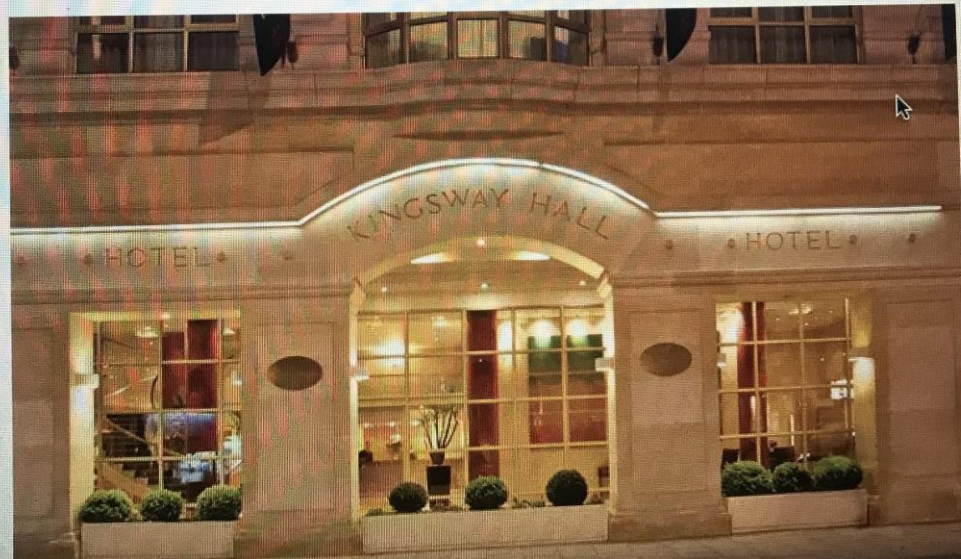
'I'm trapped': the UAE migrant workers left stranded by Covid-19 job losses

In debt, unable to earn and refused repatriation over coronavirus fears, many migrant workers face an uncertain future

- [Coronavirus - latest updates](#)
- [See all our coronavirus coverage](#)

UK hotel group to launch anti-slavery programme

Shiva Hotels aims to raise awareness of sexual and labour exploitation among both staff and guests to mark World Day Against Trafficking in Persons



UAE Case Study: TOURISM, COVID 19 AND FORCED LABOUR

- BACKGROUND: NEPAL-GULF FOREIGN WORKER RECRUITMENT CHANNELS - KICKBACKS, CORRUPTION, DEBT BONDAGE AND DECEPTION
- BACKGROUND TO UAE SITUATION: COVID 19 AND UAE DECREE 279 (2020)
- TRANSGUARD CASE STUDY: 2019 COMPLAINT (ADNH COMPASS), COVID-19 AND MASS LAY-OFFS AT EMIRATES GROUP - WORKERS VOICES FROM THE GROUND
- FOREIGN CORRUPT PRACTICES, BRIBERY, MODERN SLAVERY AND THE WAY AHEAD FOR INVESTORS
- CCLA INVESTORS LETTER 5TH AUG 2020

BUSINESS NEWS

AUGUST 5, 2020 / 11:28 AM / UPDATED 2 MONTHS AGO

Investors raise concerns about migrant workers' rights in Gulf

By Alexander Cornwell



DUBAI (Reuters) - A group of investors is raising concerns about the treatment of migrant workers in the Gulf, warning that labour practices risk leading to abuses such as modern slavery.

What can be done?

RISK ASSESSMENT (INTERNAL, EXTERNAL) FOR MODERN SLAVERY ISSUES (N.B. RISKS IN RELYING ON SOCIAL COMPLIANCE AUDITING)

IMPORTANCE OF ETHICAL RECRUITMENT/REMEDIATION OF FORCED LABOUR

OVERCOMING RISKS FROM LABOUR OUTSOURCING COMPANIES

CONTRACTUAL PROVISIONS AND CONTRACTUAL ACCOUNTABILITY

PRICING IN COSTS TO PREVENT MODERN SLAVERY IN SUPPLY CHAINS

UNDERSTANDING THE REAL ON THE GROUND SITUATION