

Socially Responsible Sourcing in Thailand: Progress and Systemic Challenges

**Werapong Prapha
Oxfam Thailand's Private Sector Coordinator
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OXFAM

Brief Agenda

- Introducing Oxfam's work on labour rights and supply chain – Contextual and Trend Analysis
- Oxfam's and stakeholders' expectations of suppliers and businesses
- Challenges and Implications for suppliers



"Male workers have more chance of being promoted than female workers."



68%

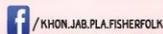


|| คนรุ่นพ่อแม่มีOWN 4 พัน
เลี้ยงลูก 10 คน
คนรุ่นผมมีOWN 100 พัน
เลี้ยงลูก 2 คน ยังอยู่ลำบากเลย

ทรัพยากรหายไปเยอะ ถ้าไม่อนุรักษ์พื้นที่เขี่ยเลย
ต่อไปทะเลอยู่ไม่ได้เลย **||**

โกศล จิตรจำลอง

นายกสมาคมประมงพื้นบ้านอ่าวคันทรี่ไค
อ.เมือง จ.ประจวบคีรีขันธ์



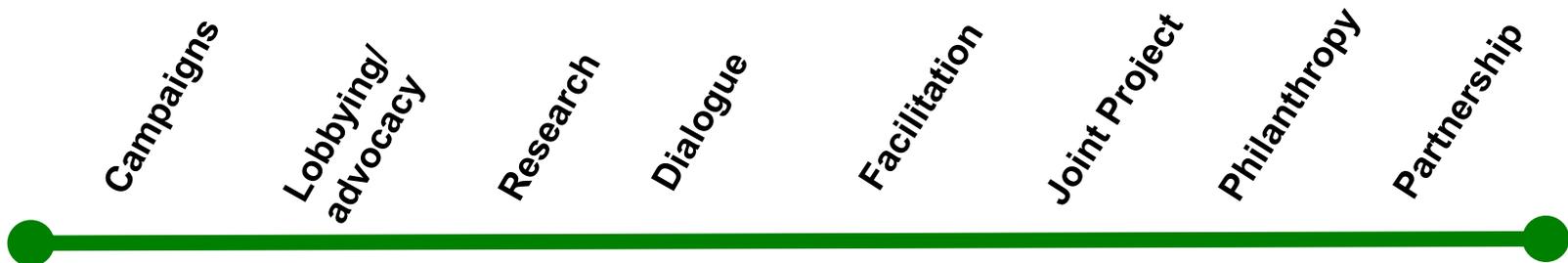
Brief Contextual Analysis

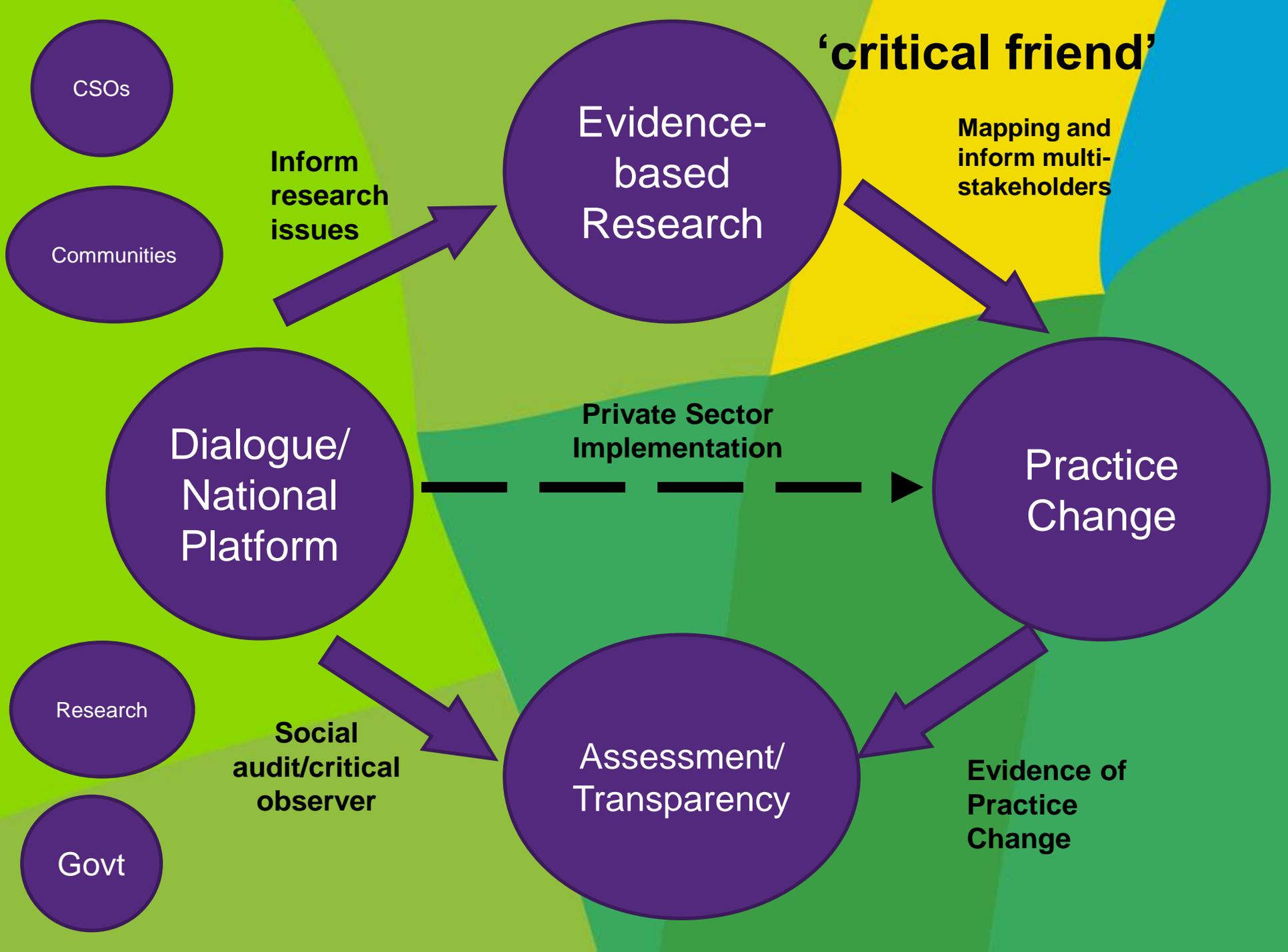
- HIGH level of income inequality/ HIGH level of environmental degradation
- Relatively 'weak' and 'not free' press
- Relatively 'weak' Civil Society sector
- Large family-owned and MNC private sector (overseas subsidiaries)
- Businesses are under pressure for human rights abuses/environmental degradation → Business case for sustainability/win-win scenario
- Emerging Middle-Class – Politically and Economically

HOW OXFAM ENGAGES WITH BUSINESS

- Oxfam seeks to **engage business** in a positive spirit: to assist business to work in ways which enable people to realise their rights and work their way out of poverty.
- Oxfam will also strongly **challenge business** actions that threaten the well-being of poor and vulnerable people and communities. We seek to ensure that legal obligations are met and voluntary standards are strong and enforced.

Spectrum of Oxfam engagements with companies





'critical friend'

Inform research issues

Mapping and inform multi-stakeholders

Private Sector Implementation

**Dialogue/
National
Platform**

**Assessment/
Transparency**

**Practice
Change**

**Evidence of
Practice
Change**

**Social
audit/critical
observer**

CSOs

Communities

Research

Govt



Thailand's Ethical and Sustainable Business Forum
Tuesday 15th March 2016
Crowne Plaza Bangkok Lumpini Park



MSIs/Public Forums/ Campaign Events



Participating in the Shrimp Sustainable Supply Chain Task Force

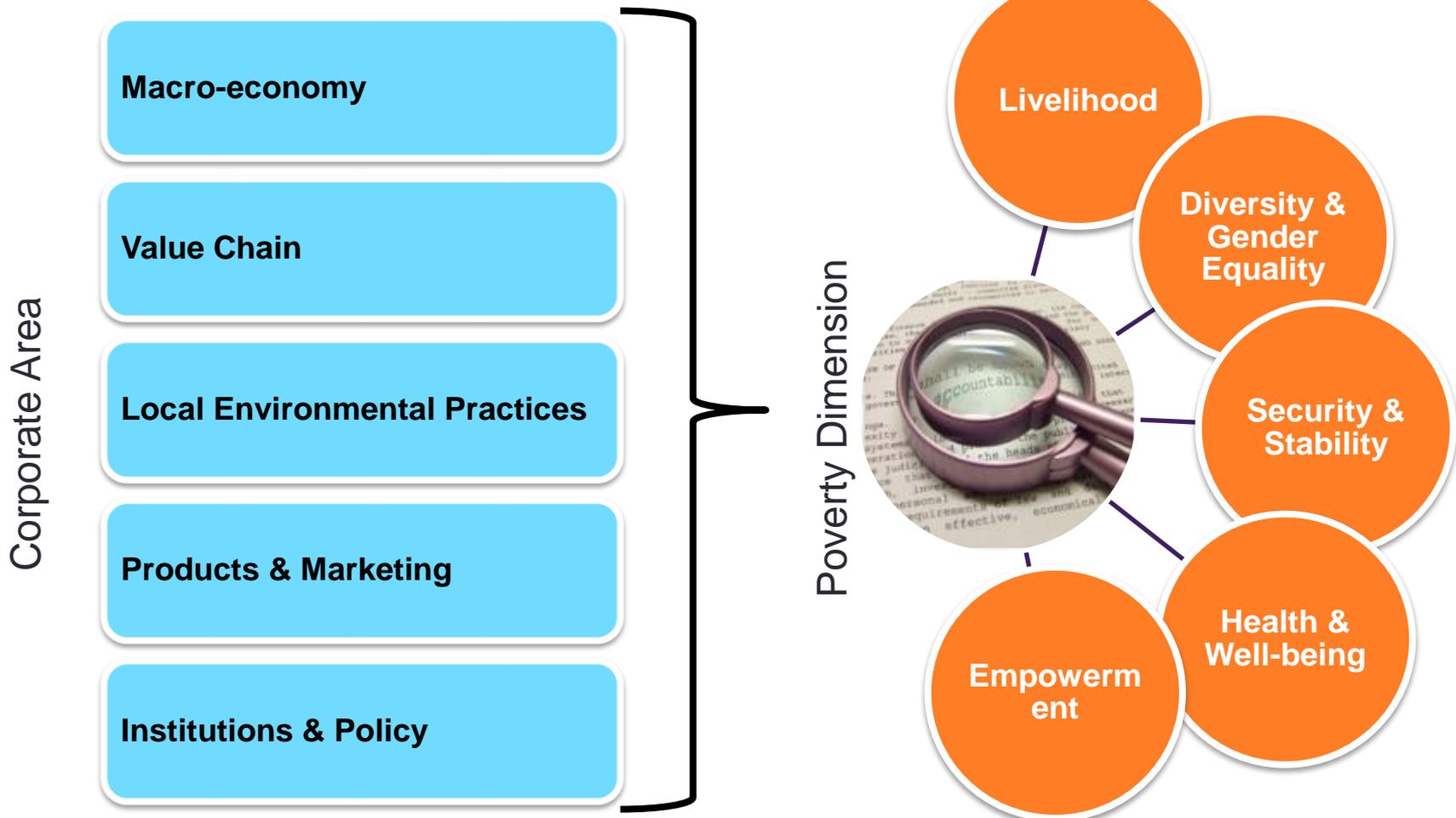


Civil Society's Platform on Sustainable Seafood → Coalition

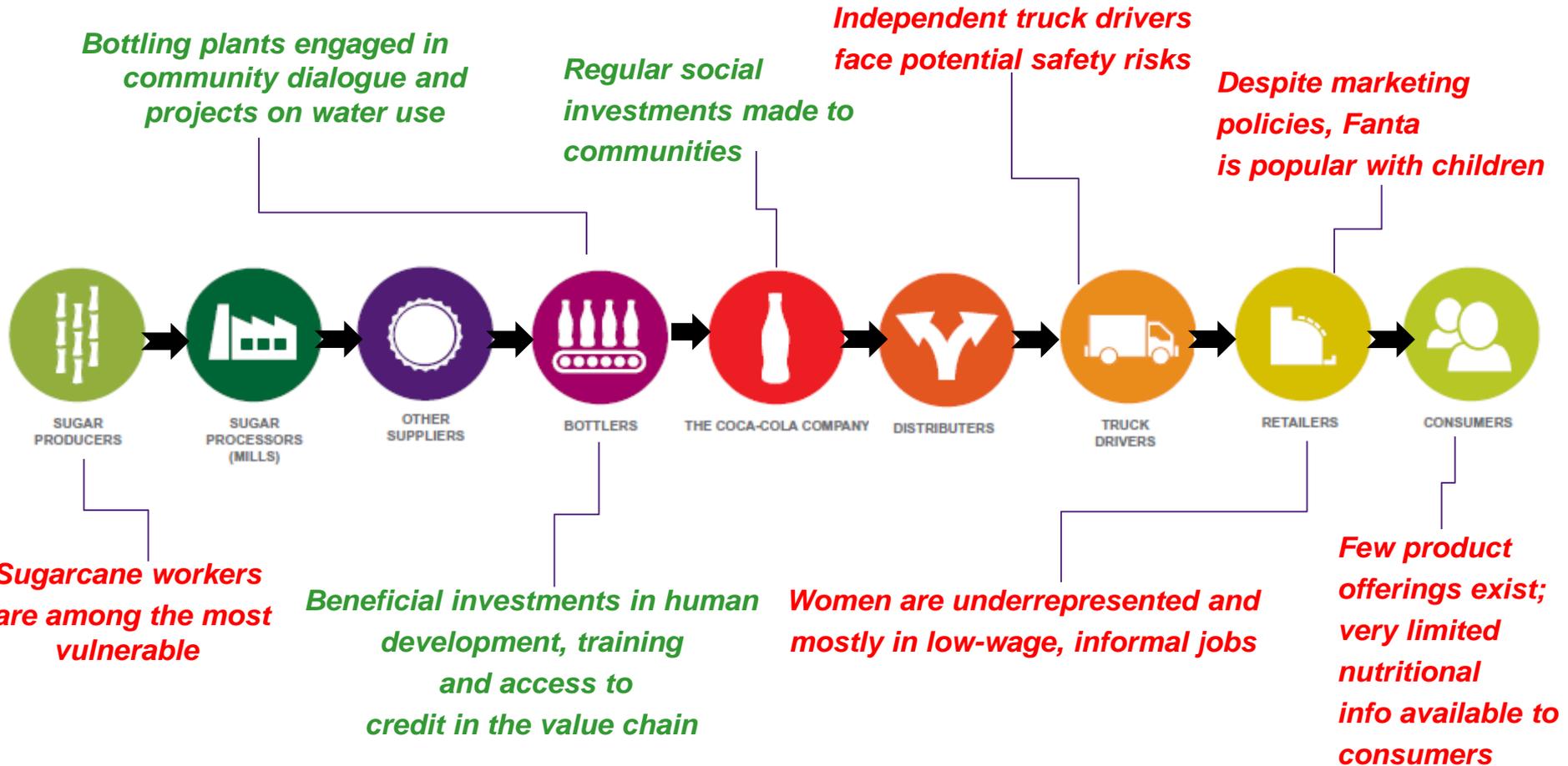


5x5 Poverty Footprint Framework

Elements of the 5x5 Framework



Poverty Footprint Example from the Coke study



Expectations from Thai Stakeholders

- Changing from the **‘Tone at the Top’** – Leadership
- Set **clear expectation and communications** of ‘transition plans’
- Assess **actual and potential human rights AND environmental risks**
- **Listens to critics** (blind spots) and to workers.
- **Advocates for regulation** for a level playing field (industry & government)
- Keeps social, environmental and economic performance in balance → **show evidence!**



What suppliers can do?



- **LSE study (2007)**, Lessons from Nike, 800 Nike suppliers across 51 countries → **monitoring alone appears to produce limited results**
- More open management attitude and active listening to workers' concerns.
- Grievance mechanisms reviewed & strengthened following consultation with workers
- **Unilever - 'Chat with management'** introduced and annual worker conference



*The most effective communication channel for me is the 'chat with **management**' where 10 workers sit on the floor talking to the manager.
(FGD with UVN workers)*

Implications and Conclusions

- 1. Suppliers play a significant role** in ensuring that a ‘good business case’ (moral obligations and profitability) is better for everyone in the long-run.
- 2. Effective collaboration/dialogue between companies and suppliers/workers** is key to success to ensure clear commitment and ongoing support to guide through changes in policies.
- 3. Stakeholder engagement and partnerships** – with other companies, suppliers, sub-contractors, agents, trade unions, CSOs, experts and government officials → Understand root causes and power analysis.

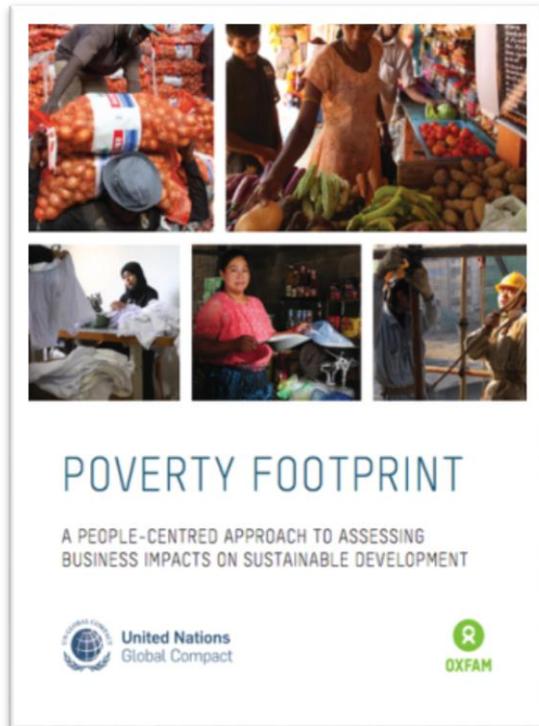


OXFAM and other TOOLS

Poverty Footprint

<http://www.globalcompactvietnam.org/upload/attach/PovertyFootprint.pdf>

Oxfam with UN Global Compact



Community-based human rights impact assessment tool

<http://www.oxfamamerica.org/static/media/files/community-based-human-rights-impact-assessments-practical-lessons.pdf>

Ethical Trade Initiative's Human Rights Due Diligence Framework

<http://www.ethicaltrade.org/issues/due-diligence>

Thank you! Questions?

