



International
Labour
Organization

Responsible and Sustainable Supply Chains for Migrant Workers in Thailand (RISC-Migrant)

July 2025

Portrait of a young woman. Region of Mawlamyaingyune. Report from Myanmar, May 2013. © ILO / Marcel Crozet

At a glance



Key areas of work

Advancing decent work for migrant workers in Thailand's rubber sector through three pillars:

- ▶ Social protection
- ▶ Skill development opportunities
- ▶ Responsible business conduct (RBC)



Partners

- ▶ State Enterprise Workers' Relation Confederation Foundation (SERC Foundation)
- ▶ Employers' Confederation of Thailand (ECOT)
- ▶ Ministry of Labour, Thailand, including Social Security Office



Donor

Ministry of Foreign Affairs, Japan (MOFA)



Duration

March 2025 - March 2026



Target groups

Migrant workers, employers, policymakers and other key industry stakeholders



Sectoral and geographical focus

Rubber sector in Thailand

What is RISC-Migrant?

The RISC-Migrant project is a one-year initiative led by the International Labour Organization (ILO) and supported by the supplementary budget of the Ministry of Foreign Affairs, Japan (MOFA). It delivers rapid and targeted support to protect migrant workers in Thailand's rubber sector with a focus on natural rubber plantations and initial processing and manufacturing factories.

Profile: Migrant workers in Thai rubber sector

- ▶ Natural rubber is a critical raw material of strategic importance to sectors such as healthcare, construction and automotive tires. As global expectations grow, an increasing number of manufacturers and buyers are seeking their raw materials from sustainable sources.
- ▶ Thailand is the world's leading producer and exporter of natural rubber. It accounts for 36 per cent of global production, making it the top supplier worldwide. Thailand's warm and humid climate provides and supports a supply chain that includes cultivation, initial processing and manufacturing.
- ▶ The Thai rubber sector relies heavily on migrant workers, mainly from Myanmar, Cambodia and Lao People's Democratic Republic, who perform essential roles. These workers often encounter limited access to social protection, skills training opportunities and decent working conditions. Small businesses also face difficulties in meeting their legal and social responsibilities.



Farmers. Preparation of dairy products. Region of Mawlamyaingyune. Report from Myanmar, May 2013. © ILO / Marcel Crozet

► Project Outcomes

To address the issues unique for migrant workers and for the Thai rubber sector as well as to amplify the decent work outcomes, the project will address three pillars, namely, (i) social protection, (ii) skills development for livelihoods, and (iii) responsible business conduct (RBC), in close collaboration with ILO government, employer and worker constituents as well as other key stakeholders.



► Activities

Pillar 1: Social protection

- Organize training for migrant workers to gain understanding about social security registration and claims;
- Conduct focus group discussions on the importance of social security;
- Organize a workshop on the extension of social security to agriculture workers.

Pillar 2: Skills development

- Organize training for migrant workers to gain understanding on basic employable skills including Occupational Safety and Health (OSH) and emergency response;
- Organize training for migrant worker leaders in leadership, advocacy skills for legal aid and policy reform, as well as the knowledge of grievance mechanisms and human rights due diligence.

Pillar 3: Responsible Business Practices (RBC)

- Provide legal consultation or referral to assist migrant workers to resolve labour complaints or workers' compensation claims with relevant agencies;
- Conduct outreach sessions to migrant workers to provide information about the right to collectively bargain as well as initiate informal group formation or encourage the workers to join existing unions.
- Organise workshops to the private sector to address implementation gaps relating to their responsible business conduct and social protection coverage.

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