

Concept note

Creating better jobs through responsible labour practices training in the poultry supply chains

Training of Trainer program on responsible business

Thai Broiler Processing Exporters Association, Employer Confederation of Thailand and International Labour Organization

1. Introduction and rationale

The "Responsible Supply Chains in Asia" (RSCA) project is a three - year programme conducted by the International Labour Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD), financed by the European Union (EU). The programme aims at contributing to an enhanced respect for human rights, labour and environmental standards by businesses engaged in supply chains in Asia, including in Thailand, in line with international instruments on Corporate Social Responsibility (CSR), Responsible Business Conduct (RBC) and Business and Human Rights. The programme is seeking to promote inclusive growth and competitiveness of Thailand agricultural industry in the long run through responsible business conduct. This is also an opportunity for the industry to reaffirm Thailand's position as a leader of sustainable food producers in the region, presenting Thailand as a resilience, responsible sourcing destination and attracting more investment. To contribute to the inclusive growth and competitiveness, the programme has an objective to strengthen businesses' capacity in understanding and applying labour standards that are aligned with international policy frameworks on responsible businesses such as MNE Declaration. The project is collaborating with the Thai Broiler Processing Exporters Association and Employer Confederation of Thailand in launching a training program for poultry exporter companies to ensure better jobs creation through responsible labour practices training for their personnel and companies in their supply chains.

2. Objectives and expected accomplishments

Overall objectives of the training programme

- To raise awareness of business executives on the importance of international labour standards.
- To advance capacity of human resource personnel (HR) and social compliance officers of key poultry exporter companies (HQ level) who already have background knowledge on labour and skills in facilitating and training (hereinafter lead trainers).
- To enable lead trainers to train their HR of companies in their supply chains (such as poultry processing factories) on international labour standards.
- To create a network among companies to share their common challenges and how they have addressed them.

Expected accomplishment

- Increased knowledge and understanding of lead trainers on international labour standards.
- Training action plan of poultry exporter companies to train companies in their supply chains.
- Increased capacity of lead trainers to perform their tasks regarding training companies in their supply chains as well as mitigating risks in supply chains
- Companies in supply chains of poultry exporter businesses are trained and gained better understanding on labour requirements.
- Good practices and challenges shared among poultry exporter companies during the peer learning session and companies can apply good practices from others in their own operation.

Benefits for participating companies

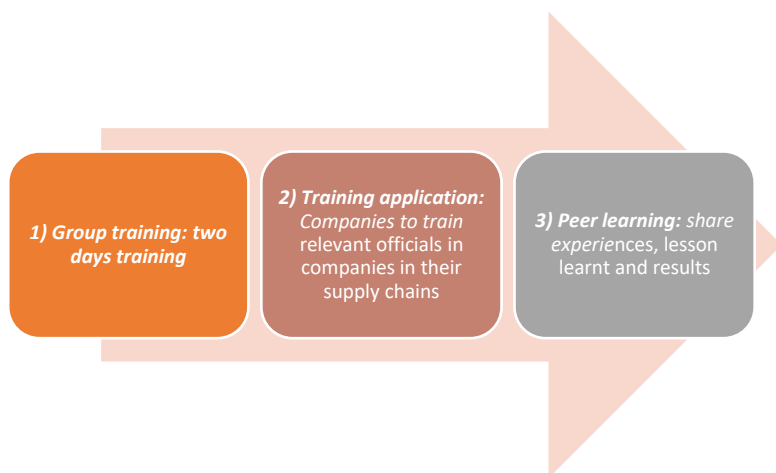
- Strengthen human resources and social compliance officers' knowledge on international labour standards
- Retention of workforce and attracting talents
- Improve risk management in terms of labour, legal and reputational risks
- Advance positive reputation as leaders on social sustainability in the industry.
- Enhanced buyers trust in Thai poultry suppliers and secure more reliable business especially for export markets

3. Target group

Participants of the launch: Executives of leading poultry exporter companies, Thai Broiler Processing Exporters Association, Employer Confederation of Thailand, Representatives of Ministry of Labour, Ministry of Agriculture and Cooperatives, Ministry of Commerce, European Union, UN agencies and media.

Training participants: 24 members from 3 poultry exporter companies (Betagro, Cargill and CPF) and three persons from Association and Employer Confederation of Thailand. Participants are not required to be members of the association. At least 20% shall be women.

4. Methodology



Three steps

- 1. Group training (12-13th November 2020) :** Two days training (Please see the draft agenda below):
 - The methodology of the training includes the launch of the training, followed by a multi-stakeholder dialogue in a form of panel discussion to hear perspectives from buyer, multi stakeholder's initiative, European Unions and Thai government.
 - The training will focus on substantive topics of international labour standards from the training manual on '[Labour Standards in Global Supply Chains](#)'. The focus topics, as mutually identified with businesses and association, will be forced labour, fair recruitment and workplace collaboration. The training for these topics will be interactive and participatory, starting with activities, discussion on practices among peers and a summary of principles under international labour standards.
 - The training will also include social management system and facilitation skills. Companies will also draft a training action plan for their target audience, companies in their supply chains.
- 2. Training application (4th week of November):** Following the action plan, the representatives from poultry exporter companies will utilize and apply knowledge and method learnt from the training to train companies in their supply chains. The training will be supervised and supported by ILO and the consultant. After training, companies in the supply chains to evaluate the training, using tools provided by the ILO.
- 3. Peer learning (1st week of December):** The facilitated session will allow companies to share the outcome of their training, their experiences, challenges, good practices and lesson learned during the training. The session includes a conclusion on the next step and the way forward.

Evaluation of the training program (Kirkpatrick Methodology)

- **Assess on the reaction and learning of lead trainers:**
 - Evaluation by poultry exporter companies representatives after the training co organized by ILO and the Association. The criteria includes the satisfaction, quality of content and trainer, methodology of training and increased knowledge.
- **Assess on lead trainers' application of knowledge learnt:** Feedback from companies in their supply chains who were trained by poultry exporter companies' representatives.
- **Assess on the results of training:** To collect quantitative data during the peer learning session, meeting notes, quotations.

Documentation of the process

- Through a photographer

Agenda

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12 – 13 November 2020

Salon B, Swissotel, Bangkok

Day 1 (12 November 2020)	
Time	Agenda
8.00 – 9.00	Registration
9.00 – 10.00	<p>Welcome remark</p> <ul style="list-style-type: none"> Mr. Graeme Buckley, Director, ILO Country Office for Thailand, Cambodia and Lao PDR <p>Remark</p> <ul style="list-style-type: none"> Mr. Ekasit Kunanantakul , President, Employers' Confederation of Thailand Mr. Kukrit Areepakorn, Manager, Thai Broiler Processing Exporters Association H.E. Mr. Pirkka Tapiola, Ambassador of the European Union to Thailand <p>Opening remark</p> <ul style="list-style-type: none"> Mr. Surachai Chaitrakulthong, Vice Minister for Labour <p>Declaration of commitment from businesses executives: participation in the training programme and apply international labour standards</p> <p>Photo session</p>
10.00-10.30	Coffee break
10.30-12.00	<p>Responsible Business Practices and International Labour Standards for business competitiveness</p> <ul style="list-style-type: none"> Mr. Petros Sourmelis, Minister-Counsellor, Head of the Economic and Trade Section Ms. Pimchanok Vornkorporn, Director- General, Office of Trade Policy and Strategy Office, Ministry of Commerce Ms. Joyce Chau, Director Asia Pacific, Amfori (via vdo conference) Mr. Adrian Bahnerth, Head of Department Sustainability & Quality Assurance, Migros (HK) Ltd (via vdo conference) Mr. Ukrish Kanchanaketu, Advisor, Employers' Confederation of Thailand

	Moderator: Mr. Fredy Guayacan Benitez, Programme Manager, Responsible Supply Chains in Asia (RSCA)
	Q&A with panellists
12.00- 13.00	Lunch
13.00 –14.00	Introduction to the training and Social Management System <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator
14.00-14.15	Coffee break
14.15-16.15	Workplace cooperation and communication (Freedom of association and grievance mechanism) <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator Ms. Chayanich Thamparipattra, National Project Coordinator (NPC), RSCA
16.15-17.00	Wrap up and Q&A <ul style="list-style-type: none"> Mr. Arun Kumar, Specialist on Collective Bargaining and Social Dialogue
Day 2 (13 November 2020)	
8.30 – 8.45	Refresh the learning
8.45 - 10.45	Fair Recruitment <ul style="list-style-type: none"> Ms Anna Olsen, Technical Specialist, TRIANGLE in ASEAN programme Mr. Adisorn Kerdmongkol, Advisor, ECOT
10.45 – 11.00	Coffee break
11.00 -11.45	Forced Labour <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator Ms. Chayanich Thamparipattra, NPC, RSCA
11.45 - 12.45	Lunch
12.45 – 13.45	Forced Labour <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator Ms. Chayanich Thamparipattra, NPC, RSCA
13.45 -14.30	Wrap up and Q&A <ul style="list-style-type: none"> Ms. Emily Sims, Senior Specialist and Manager ILO Helpdesk for Business
14.30-14.45	Coffee break
14.45 – 15.45	Q&A on facilitation technics and methods <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator
15.45 - 17.00	Drafting training plan and summary of the training <ul style="list-style-type: none"> Ms. Tanida Disyabut, Facilitator