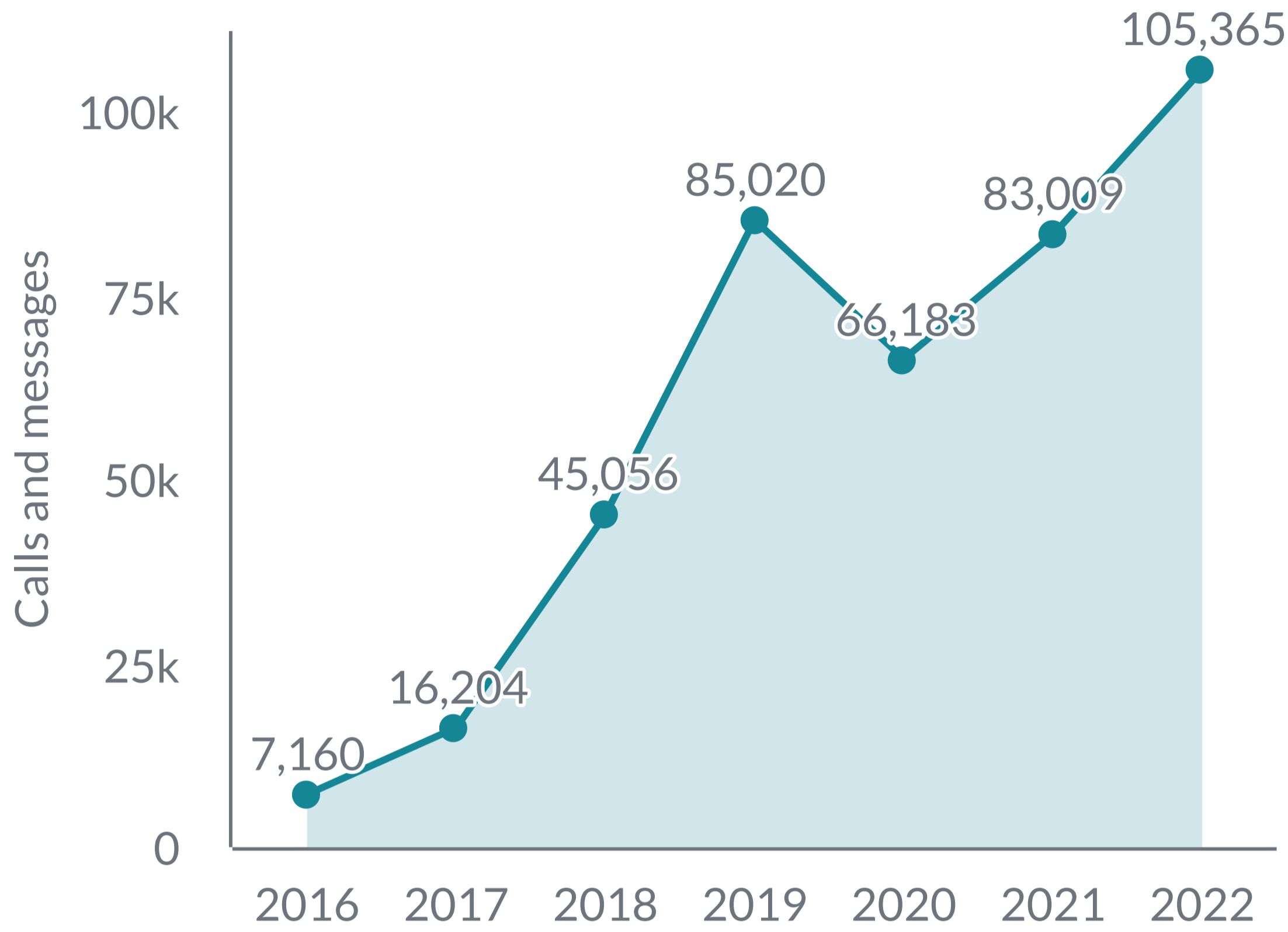




WORKER VOICE & EMPOWERMENT

CALLS & MESSAGES THROUGH WORKER VOICE CHANNELS (JANUARY 2016 - DECEMBER 2022)



WORKER VOICE COVERAGE

307,766

BURMESE, INDONESIAN, KHMER, NEPALESE, THAI

WORKER-LED OUTREACH

185,641

MIGRANTS TRAINED & EMPOWERED BY MIGRANTS

GOLDEN DREAMS USERS

44,744

REGISTERED USERS

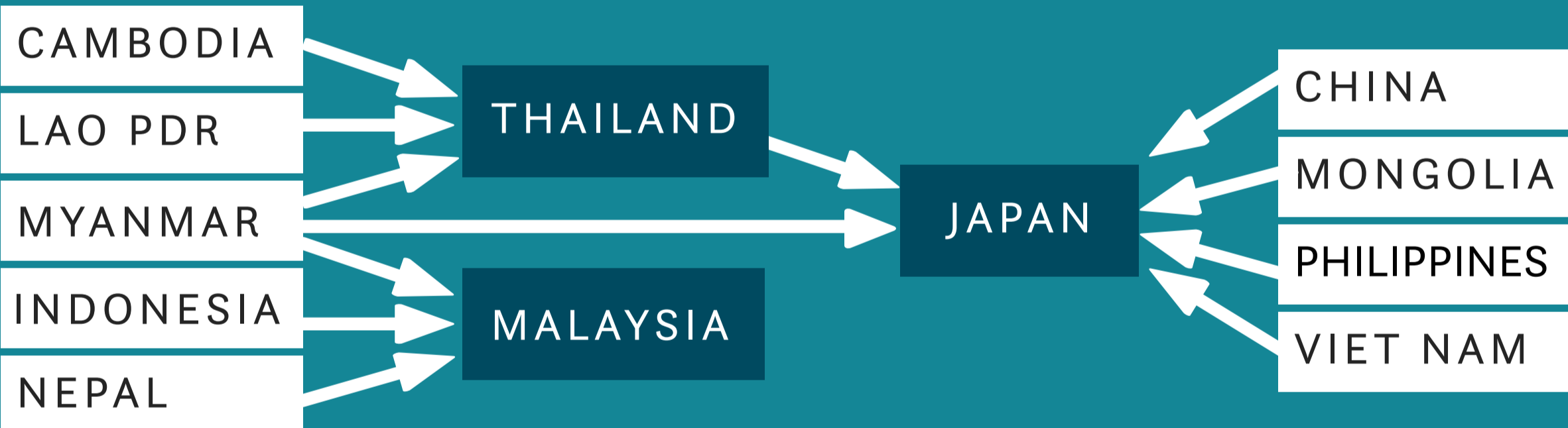
PRE-DEPARTURE TRAINING

10,740

JOB SEEKERS EDUCATED

TRANSFORMING SUPPLY CHAINS

LABOUR RECRUITMENT CORRIDORS COVERED



MOST COMMON FORMS OF LABOUR EXPLOITATION REMEDIATED IN 2022

- **WORKING CONDITIONS:** Forced overtime; cheated on annual or sick leave; heavy workloads with reduced workforce; persistent and degrading threats and verbal/physical abuse by HR, line supervisor, etc.
- **RECRUITMENT:** Illegal fees charged to workers; legal documents not provided to foreign migrant workers
- **PAYMENT:** Wage theft through unreasonable or unfair targets, or manipulation of timesheets
- **LIVING CONDITIONS:** Hazardous or unsanitary dorm/canteen

WORKER DRIVEN REMEDIATION

34,608

WORKER-REPORTED CASES REMEDIATED

BUSINESS CAPACITY BUILDING

137

SUPPLIERS & RECRUITERS TRAINED

REMEDATION OWED (USD)

\$1.4 M

AS VALIDATED BY WORKERS

REMEDATION PAID (USD)

\$542 K

AS VALIDATED BY WORKERS

HOW WE DO IT: COST-EFFECTIVENESS & SCALE THROUGH NETWORKS & TECH

2022 EXPENDITURE

\$1.2 M

US DOLLARS

PEOPLE POWER

28

ISSARA STAFF

STRATEGIC PARTNERS

13

GLOBAL BRANDS & RETAILERS

WORKER LEADERS & AMBASSADORS

625

ACROSS THE REGION

CIVIL SOCIETY PARTNERS

35

AND GROWING

SOFTWARE DEVELOPED

2

INCLUSIVE LABOUR MONITORING & GOLDEN DREAMS

ACADEMIC COLLABORATIONS

2

MIT & STANFORD