

The Mekong Club Remediation Toolkit

User Guide

The Remediation Flowchart was created by the Mekong Club to assist companies to address violations of labour rights within their supply chains. The toolkit consists of five parts:

1. **PREPARATION** – to reduce the likelihood of violations, and be ready to respond should they happen
2. **COMMUNICATION** – what to communicate, when and to whom
3. **INVESTIGATION** – how to run an effective investigation without endangering workers
4. **REMEDY** – minimum standards and recognised good practice in providing remedy to victims.
5. **LEGAL GUIDE** – an additional section on relevant labour laws in seven jurisdictions.

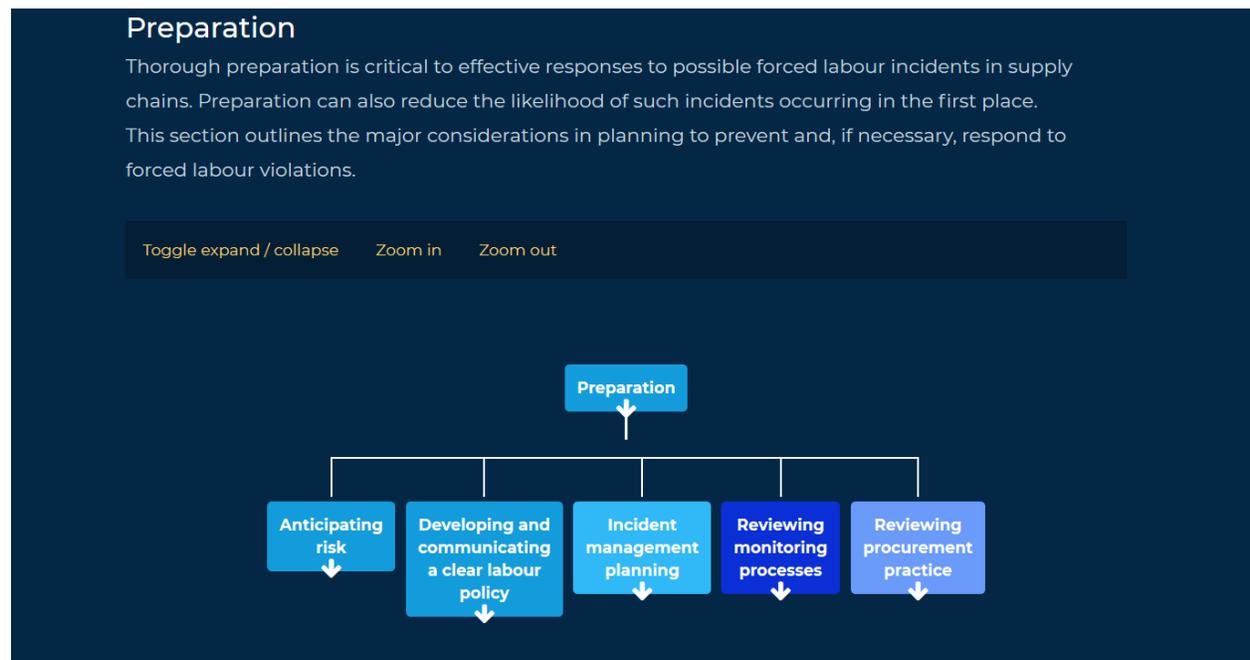
When you first access the toolkit, you will see five different headings, each linked to a flowchart:



The toolkit may be browsed in any order, jumping from one step to another. However, adopting a chronological approach is recommended during the first use, in order to have a comprehensive overview.

Companies will be much better placed to anticipate, prevent and address violations if they have reviewed and acted on the Toolkit – particularly the Preparation section – before any violation has occurred.

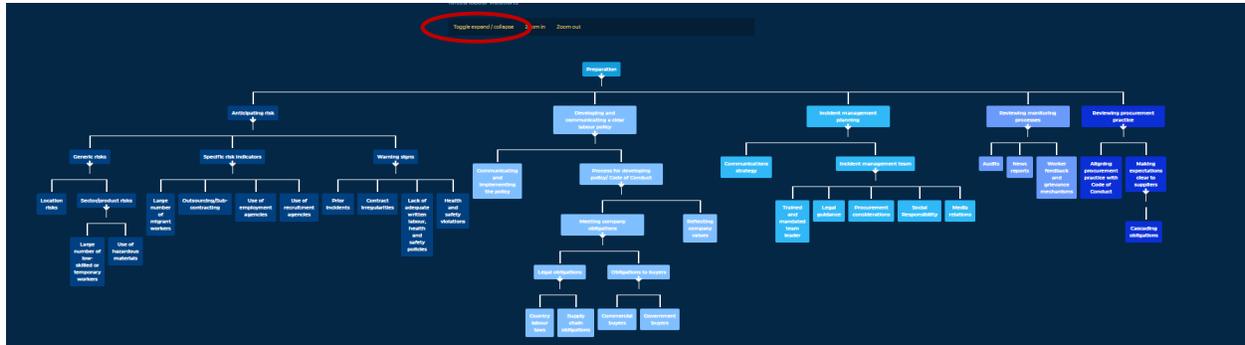
When you click on “find out how”, you will be redirected to the relevant flowchart:



You can use the arrows to expand the flowchart and navigate the topics you are interested in.



Or use the “Toggle expand/collapse” command on the top menu to visualize all the content at once.



When you click on a box a window will pop up with an additional descriptive text. The window may also contain links to external web pages, internal Mekong Club resources, or viewable and downloadable documents.

When multiple boxes are displayed, you can also use the mouse to drag different parts of the chart into focus.



Note on the Legal Section of the Toolkit

This section – developed pro-bono by Baker McKenzie – includes information and considerations on how the legal framework in six Asian jurisdictions deal with labour violations such as:

- Recruitment fees
- Child labour
- Illegal wage deductions
- Contract substitution
- Wage withholding
- Withholding of documents
- Deprivation of liberty
- Intimidation, threats and violence
- Sexual harassment
- Bonded labour



You will find a summary table by clicking on “Overview of labour violations”.



Or you can download tables for each country by clicking on the relevant box and following the link:

The image shows a screenshot of a web application interface. On the left, there is a navigation menu with the title 'Overview of labour violations'. Below this title are six buttons representing different countries: 'China', 'Hong Kong', 'Malaysia', 'Myanmar', 'Thailand', and 'Vietnam'. The 'Thailand' button is circled in red. On the right side of the interface, there is a dark blue panel titled 'Thailand' with a close button (an 'x' icon) in the top right corner. Below the title, there is a paragraph of text: 'The attached table provides an overview of the legal situation in Thailand with respect to acts considered violations of international labour standards. This document is a guide only and should not be a substitute for formal legal advice.'