



MillionMakers™ – a social audit by workers

Only workers can vouch for claims about supply chains conditions.

Current social audit standards are based on very small and selected samples of workers. They suffer from a serious methodological flaw. Besides bias and skews, such bare-bones data cannot reveal nuances in worker sentiment. They present results that do not match realities on the ground. Sampled social audits cannot gauge if suppliers comply with ethical standards, they fail to flag labor abuses and they perpetrate the exploitation of vulnerable workers¹.

Only workers can genuinely appraise their workplace conditions. Naturally, any solution to tackle labor abuses must protect workers from retaliation and enable effective, targeted remediation.

Sahyadri Farms Sustainable Grassroots Limited ('Sahyadri') India, used MillionMakers™ to cross-check if feedback from workers aligned with findings of a Sedex SMETA² social audit on their workplace conditions.

MillionMakers™ enabled each Sahyadri worker with a Bluenumber® self-sovereign identity (SSI) and invited them to provide Direct Worker Voice data via an anonymous, consented and paid survey.

Workers create data about working conditions and earn income immediately.

Sahyadri workers were screened for eligibility and opted-in to a set of five surveys, altogether 90 Yes/No questions about actual working conditions measured against ILO indicators. Surveys were delivered daily. Workers were free to choose and complete the questions at their own pace on their own mobile device and wherever they wished. There was no opportunity for Sahyadri to manipulate how any worker responded, or to know who they are.

After completing the set, workers claimed payment for the license fee from MillionMakers™ for one-time use to aggregate answers and produce an Sahyadri report.

100% of workers in the Sahyadri factory provided data. 76 workers generated 6,840 ILO data points. Each worker earned INR400 in license fees and have a data set ready for licensing again to any of Sahyadri's buyers. They earn income every time.

Workers confirmed the technical concerns SMETA raised did not impact them.

¹ Antislavery.org, 2022, 'The inadequacies of social auditing: why we need worker-led solutions', Available at <https://www.antislavery.org/social-auditing-inadequate-why-we-need-worker-led-solutions/>

² <https://www.sedex.com/solutions/smeta-audit/>



Workers and Farmers in supply chain are paid to license data to verify RU World® social audits.



Million Makers



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