



Responsible recruitment | Fair work | Free from exploitation

Responsible Recruitment Trends & RRT Update

Thursday 22nd June

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Responsible recruitment | Fair work | Free from exploitation

Our Vision is a world where all workers are recruited responsibly and have fair work free from exploitation.

Our Mission is working together to enable organisations to embed responsible recruitment and employment practices and mitigate labour exploitation in their operations and supply chains

stronger
together

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At RRT, we believe **good work starts with responsible recruitment.**

We define responsible recruitment as:

*Recruiting all workers' **lawfully** and in a **fair** and **transparent** manner that **respects and protects their rights** throughout their **recruitment, work** and **post-termination**.*



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RRT Ethical Standards

Responsible recruitment standards

1. NO FORCED LABOUR

2. NO CHILD LABOUR
Working Time is Not Excessive

3. NO RECRUITMENT FEES
Work is Safe

4. TRANSPARENT RECRUITMENT
Accommodation is Safe & Hygienic

5. ELIGIBILITY TO WORK
Transport is Safe

6. WAGES AND BENEFITS
Opportunity & Treatment are Fair & Equal

7. REGULAR WORK AND WORKING TIME

8. SAFE WORK CONDITIONS

9. ACCOMMODATION AND TRANSPORT
A Sustainable Commercial Model is Operated

10. FREEDOM OF ASSOCIATION

11. FAIR TREATMENT

12. TERMINATION RIGHTS
Strategic Supply Chain Partnerships are Maintained

13. REMEDY AND WORKER-CENTRED CULTURE
Workers are Treated as Customers

14. BUSINESS CONDUCT

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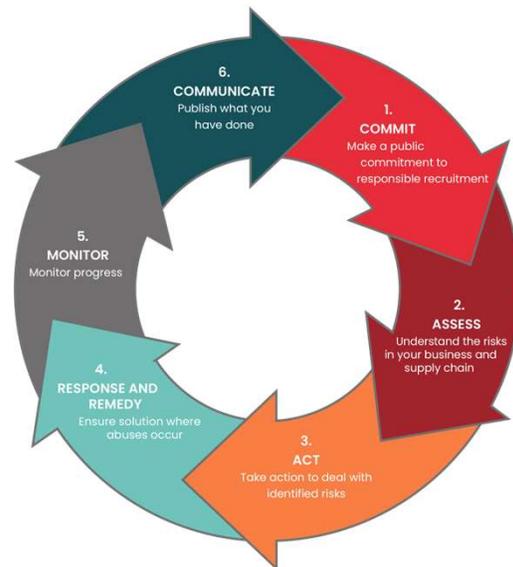
Responsible Recruitment Standards



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RRT Approach

A strategic management system, with effective labour supply chain due diligence, to embed responsible recruitment standards in your business and supply chain.



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Technical Update

Shared
responsibility



15. EFFECTIVE
MANAGEMENT
SYSTEMS AND DUE
DILIGENCE

Climate
hazards



8. SAFE WORK
CONDITIONS

Gender
perspective/inclusion



11. FAIR TREATMENT



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What's next for RRT?

Translation to Spanish

- Guidance translated to Spanish
- Strategic resources in Spanish, adapted to Mexico and Costa Rica

Local Context per standard

- New local context section for Mexico and Costa Rica
- Updated local context for the US fresh produce sector



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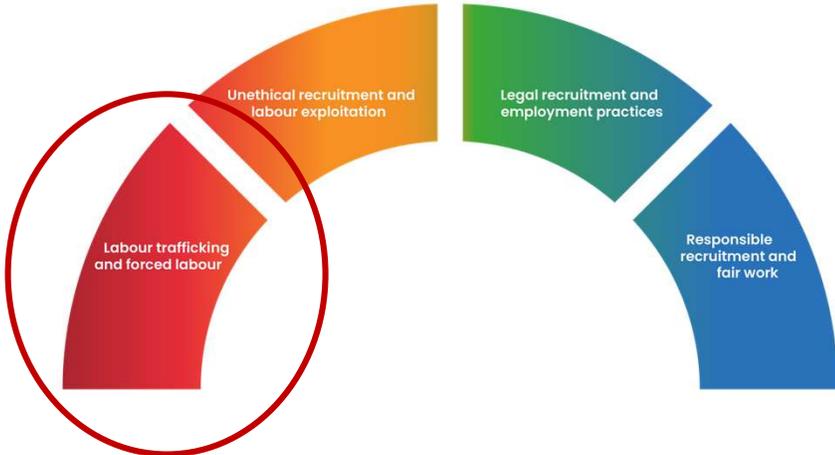


RRT RESPONSIBLE RECRUITMENT TOOLKIT.ORG

Latest insights & RRT support

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Spectrum of employment and recruitment practices



Labour trafficking and forced labour

Unethical recruitment and labour exploitation

Legal recruitment and employment practices

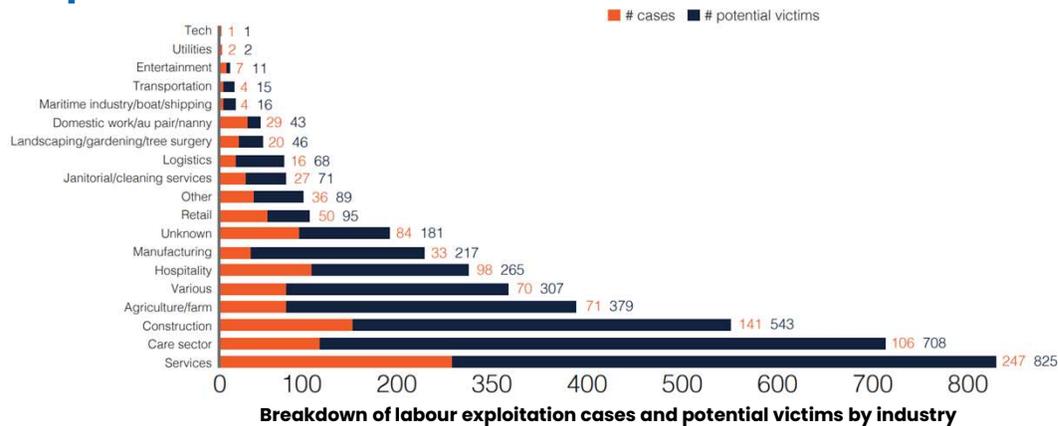
Responsible recruitment and fair work



RRT RESPONSIBLE RECRUITMENT TOOLKIT.ORG

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According to 2022 figures, in the UK... The service sector is the most prevalent with cases of labour exploitation



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Current tactics used in exploitation

Recruitment tactics

1. Job offer and job advertisement
2. Smuggling, holding ransom
3. False promises or statements
4. Abduction
5. Accommodation offer



4. TRANSPARENT
RECRUITMENT

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Current tactics used in exploitation

Methods of control

1. Financial control
2. Tied accommodation
3. Confinement
4. Restricted movement
5. Monitoring



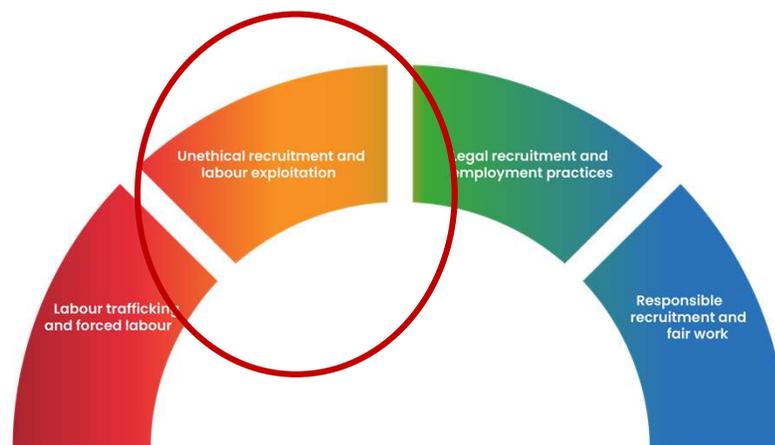
1. NO FORCED
LABOUR



3. NO RECRUITMENT
FEES

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Spectrum of employment and recruitment practices



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Labour abuse



[Home](#) > [Business and industry](#) > [Business regulation](#)

Indicators

- National Minimum Wage
- PPE inadequate
- Long/excessive hours
- Harassment
- Deductions from pay
- Holiday/leave insufficient
- Breaks insufficient
- HSE concerns

Press release

More than 200 companies named for not paying staff minimum wage

Over 200 employers are today (21 June 2023) being named by government for failing to pay their lowest paid staff the minimum wage.

From: [Department for Business and Trade](#) and [Kevin Hollinrake MP](#)

Published 21 June 2023



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Labour abuse

Indicators

- National Minimum Wage not paid
- PPE inadequate
- Long/excessive hours
- Harassment/intimidation/ bullying
- Deductions from pay/ wages
- Holiday/leave insufficient
- Breaks insufficient
- HSE concerns



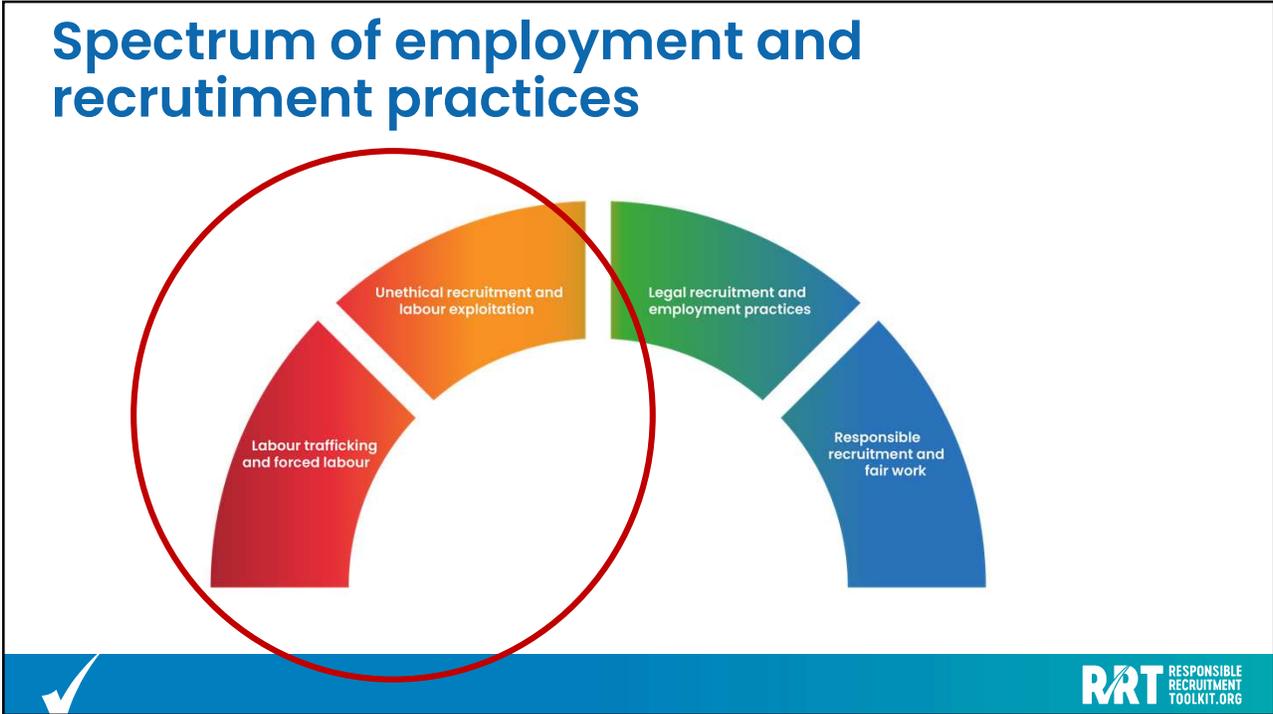
6. WAGES AND BENEFITS



7. REGULAR WORK AND WORKING TIME



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Risks facing migrant workers globally

Recruitment	Employment	Return
<ul style="list-style-type: none"> • Unauthorised labour recruiters • Recruitment fees • Lack of transparency of terms • Misinformation about wages • Discrimination • Passports withheld • No employment contracts • Contract substitution • No visa • Unsafe transport or lodging 	<ul style="list-style-type: none"> • Lack of cultural knowledge and workplace rights • Discrimination and harassment • No freedom of association • Incorrect pay, forced overtime and inadequate rest time • Unlawful wage deductions • No health and safety training and practices • Retention of documents 	<ul style="list-style-type: none"> • Unfair dismissal or termination • No freedom to terminate employment or change employer • Involuntary return • Non-payment of outstanding wages • Remaining financial debt • Lack of support to travel home
At all stages of labour migration		
<ul style="list-style-type: none"> • No or limited access to remedy when human and labour rights are violated • Social isolation, psychological stress or depression • Challenges with language barrier • Lack of safety, health, labour and social protections • Increased risk of exploitation and abuse • Severe human and labour rights violations, including trafficking in persons and forced labour 		



15. EFFECTIVE MANAGEMENT SYSTEMS AND DUE DILIGENCE



13. REMEDY AND WORKER-CENTRED CULTURE

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Further developments

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Recruitment fees continues to be a key focus

- Template policy aligned to Employer Pays Principle (EPP) and Impactt/CGF principles
- Practical steps, guidance and training aligned to the EPP on eliminating worker-paid recruitment fees
- S2G is workstream lead for Workstream 4 in SWS Taskforce where feasibility of EPP and practical progress on remediation being discussed

4 Through which means do you currently communicate to workers about non-payment of recruitment fees? (Multiple Choice) 11 votes, 11 participants

In our job adverts - 4 votes	36%
In job offer letters - 1 vote	9%
We explain to workers during interview - 5 votes	45%
We cover it during induction training - 8 votes	73%
In an employee handbook - 8 votes	73%
Other - 1 vote	9%

5 Through which means do you currently communicate to workers about non-payment of recruitment fees? (Multiple Choice) 10 votes, 10 participants

In our job adverts - 4 votes	40%
In job offer letters - 2 votes	20%
We explain to workers during interview - 7 votes	70%
We cover it during induction training - 5 votes	50%
In an employee handbook - 5 votes	50%
Other - 1 vote	10%



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Country-comparisons

Country	Scheme	Recruitment Fee	Recruitment Cost	Recruitment Fee %	Recruitment Cost %
UK	UK SWS	£100	£100	100%	100%
	Canada SAWP	~\$1000	~\$1000	~100%	~100%
	US H2A	~\$1000	~\$1000	~100%	~100%
	Italy SWV	~\$1000	~\$1000	~100%	~100%
New Zealand	...	...	...	...	...

Australia	...	...	...	...	...

Spain	...	...	...	...	...

Stronger Together and IOM working together on country comparisons of seasonal migration schemes in agriculture

Mapping to ILO Definition of Recruitment Fees and Related Costs plus other factors affecting worker finances such as housing, scheme length, minimum hours/weeks, tax and social contributions

Countries mapped so far:

- UK SWS
- Canada SAWP
- US H2A
- Italy SWV

Other countries to be included:

- New Zealand
- Australia
- Spain



RRT Benefits

RRT Sponsors



Sponsors drive extensive benefits throughout their global supply chains

RRT Sponsors' suppliers benefit from an exceptional package of support to enable them to embed responsible recruitment practices, simply, at a pace that suits them, including:

- **Free 'Full' level subscriptions** to the RRT online tool.
- **Discounts on 'Supply Chain' subscriptions** to the RRT online tool
- Free access to **RRT Business Partners**.
- Unlimited free places on a **range of RRT online training courses**
- Regular communications and events e.g. Responsible Recruitment Update Forums

"As leading companies committed to protecting vulnerable workers, we are pleased to announce this extension of responsible recruitment support to the tens of thousands of businesses in our supply chain. Responsible recruitment has never been more important in the context of Covid-19. The pandemic has increased the vulnerability of jobseekers and workers, and responsible recruitment is key to building resilient supply chains"

RRT Sponsors



*Eligible suppliers include RRT Sponsors':
 a. Own-label suppliers (at any tier) and not-for-resale suppliers/service providers (at tier one)
 b. Direct labour providers/recruiters or those used by their suppliers (a.)



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RRT Roadmap



1. **Subscribe to the RRT Online Tool** to access a comprehensive solution to help your business achieve and demonstrate responsible recruitment
2. **Attend RRT interactive online training courses** to bring the responsible recruitment standards to life with case studies, activities and practical take-away actions
3. **Complete the RRT self-assessment** to help identify areas of good practice and any gaps in your responsible recruitment management systems.
4. **Access practical resources** – like template policies, checklists and service-level agreements – to address any gaps and support implementation.
5. **Become an RRT business partner** to publicly demonstrate your commitment to responsible recruitment.
6. **Continuously improve, access further training, document progress and share with clients**



INTRODUCTION TO RESPONSIBLE RECRUITMENT



ELIMINATING WORKER-PAID RECRUITMENT FEES



LABOUR SUPPLY CHAIN DUE DILIGENCE & PARTNERSHIPS



EQUAL OPPORTUNITY AND TREATMENT



SAFE WORK FOR AGENCY/CONTRACT WORKERS



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To reflect

- How does due diligence keep pace with increasingly sophisticated exploitation techniques?
- Do you conduct labour supply chain due diligence in the country of origin?
- Can workers raise problems through trusted and accessible grievance mechanisms?
- Do workers have access to effective remedy?

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Thank you!

Q&A

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Slide 27

MGG0 [@Hannah Newcomb] Margaret ask us:

If you can think of some / a couple of questions at the end to draw participants into discussion that will be great please.

And the next item in the agenda after our presentation is this:

Group discussion:

Sharing new or emerging risks or issues participants are seeing.

Sharing of any new resources and tools relevant.

So, if you have more ideas, feel free to edit the slide

Mariana Gomezgil Gabriel, 2023-06-21T16:03:21.978