



# Responsible Recruitment Working Group

The Food Network for Ethical Trade – 12<sup>th</sup> July 2022



# Competition Law Statement

*“Today we are meeting to discuss a Food Network for Ethical Trade agenda on subject of Responsible Recruitment.*

*We take competition compliance seriously. Whilst discussions can cover matters of interest to our industry, we cannot discuss or exchange sensitive commercial information.*

*If at any time during this meeting, you think our discussions may be in breach of competition rules, please inform the Chair. The Chair may close the meeting at any time if she believes that discussions are in breach of competition law”*

12<sup>th</sup> July 2022

11.30 – 13.00 Hrs

# Agenda

1. Welcome & introductions
2. Identifying risks
3. Progress made
4. Resources (New)
5. KPI Review and Survey Results
6. UK sub-group update
7. Knowledge sharing – Risk Assessment
8. AOB

# Hi my name is

## 1. Welcome & Introductions

✓ Name

✓ Organisation

✓ Interests and expectations from WG

participation



## 2. Identifying risks



### Recent press coverage:

- Nepali workers in the UK

<https://www.theguardian.com/global-development/2022/may/27/migrant-fruit-pickers-charged-thousands-in-fees-to-work-on-uk-farms-investigation-shows>

- Exploitation in the UK fishing sector:

<https://www.theguardian.com/global/2022/may/17/migrant-workers-exploited-and-beaten-on-uk-fishing-boats>

- Indonesian seasonal agricultural worker – new allegations of high recruitment fees

### Discussion:

- Issues identified within own-operations or supply chain
- Horizon scanning
- Additional relevant press coverage
- Learnings and next steps

# 3. Progress updates

## Discussion:

- Individual updates on progress and learnings from implementing RR principles



# 4. Resource sharing

[Migrant Worker Guidelines for Employers](#) by the International Organization for Migration (IOM) -

[e-Course on an Introduction to the Management of Fair and Ethical Recruitment and Employment of Migrant Workers](#)

Guidelines on how to recruit and employ international migrant workers ethically and responsibly. It offers concrete steps employers across various sectors can take to run their businesses in a manner that respects human and labour rights of migrant workers.

Trainings & resources from the Responsible Recruitment Toolkit (RRT)

[Introduction to Responsible Recruitment | 21/07/2022](#)

Some free places available, fees where applicable listed on website.



# 5. KPI Review

## KPIs

- Percentage of WG members satisfied that WG are meeting the agreed objectives.
- Percentage of WG members who feel either ‘somewhat confident’ or ‘very confident’ embedding responsible recruitment principles in their own-operations and supply chains.
- Percentage of FNET members with a commitment to the Employer Pays Principle.
- Percentage of WG members who have taken ‘one step forward’ in their journey to embedding responsible recruitment principles, including the Employer Pays Principle (EPP), in their own-operations and supply chains.

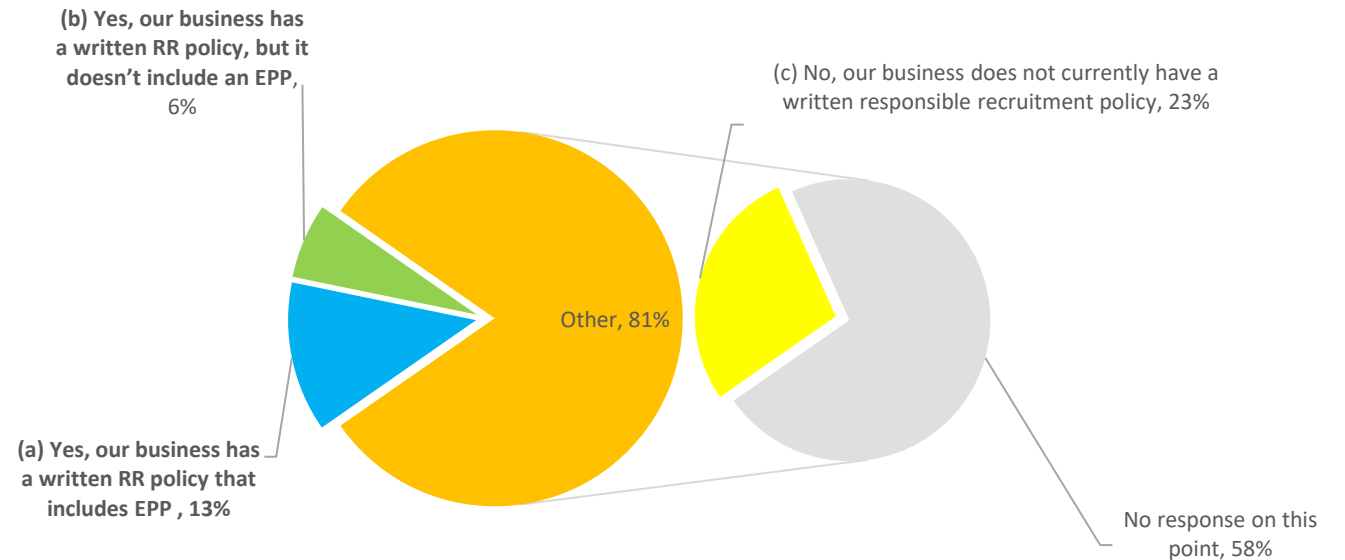


# 5. Survey Results

Does your business have a responsible recruitment (RR) policy that includes the Employer Pays (PP) Principle?

**Response:**

**19% of member business have a responsible recruitment policy of which 13% includes and EPP clause**



# 6. UK sub-group update

Just Good Work App Seasonal workers

**Just Good Work**  
Seasonal Worker  
Scheme Rollout  
June 2022



# 7. Knowledge sharing – Risk Assessment

## Discussion:

- Attendees to share and discuss their approach to risk assessment

## Examples:

- FNET Country Risk Ratings
- Global Slavery Index
- Volume and Value
- Sedex SAQ e.g. 'no fees policy', migrant workers numbers etc.
- Higher risks groups:
  - Migrant workers- esp. where there are high language/cultural barriers
  - Those in temporary/seasonal/subcontracted/informal labour roles
  - Women
- High risk demographics X high risk industry



# 8. AOB

## Next meeting:

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## AOB:

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