



Responsible Recruitment Working Group

The Food Network for Ethical Trade – 10th October 2023, 14.00 – 15.00 hrs



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”

Agenda

Estimated timing	Agenda Item	Content
14.00 -14.10 hrs	Welcome and Introductions	Introductions Competition law statement Meet new PMM
14.10 – 14.30 hrs	Progress made updates	Attendees are invited to share <ul style="list-style-type: none"> ➤ progress they have made in the last 12 months ➤ challenges experienced ➤ What each want to achieve in the next 12 months regarding RR
14.30 – 14.40 hrs	Resources sharing	Attendees to highlight: <ul style="list-style-type: none"> ➤ New resources, tools, training etc. of interest to other members. ➤ Changes in legislation relevant to this topic. ➤ Upcoming webinars or events
14.40 – 14.50 hrs	UK sub-group update	Presentation – SWS recruitment in 2023 season - by Pro-force (James Mallick) & Q&A
14.50 – 15.00 hrs	Next steps	Next meeting AOB

FNET 2023 season overview

PRO-FORCE 



Labour Market

UK Recruitment

- High vacancies, low unemployment
- Remains challenging
- High competition for labour

EU Recruitment

- Almost non-existent
- Additional services are vital – transport and accommodation
- Changes to the EUSS application process have driven up demand from our client

SWS Recruitment (Horticulture and Poultry)

- No shortages are being reported
- Higher returnee levels have improved productivity

Skilled Worker

- Increased demand

Key challenges – non SWS (Food production, Distribution)

Labour availability and flexibility

Having sufficient accommodation and transport

Challenges expected with EU leavers

Challenges expected with Ukrainian leavers

Key challenges – SWS (Horticulture, Poultry)

Challenging season due to the weather patterns

Challenges expected with EU leavers

Challenges expected with Ukrainian leavers

Ethical Trading & Human Rights



Home Office



HM Government



Gangmasters &
Labour Abuse Authority



Foreign, Commonwealth
& Development Office



Department
for Environment
Food & Rural Affairs

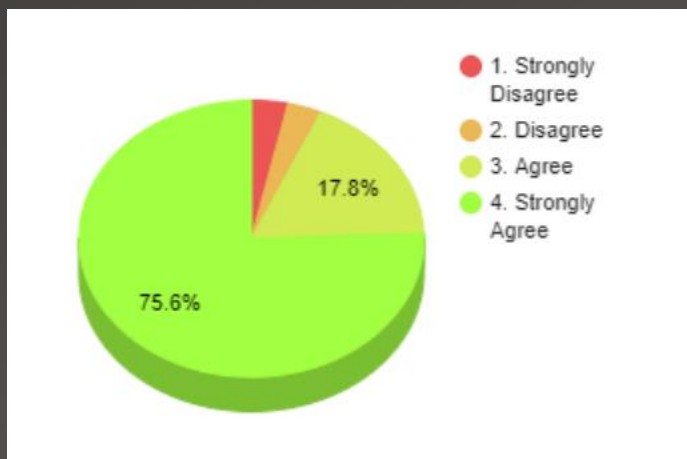


Responsible Recruitment Progress Assessment



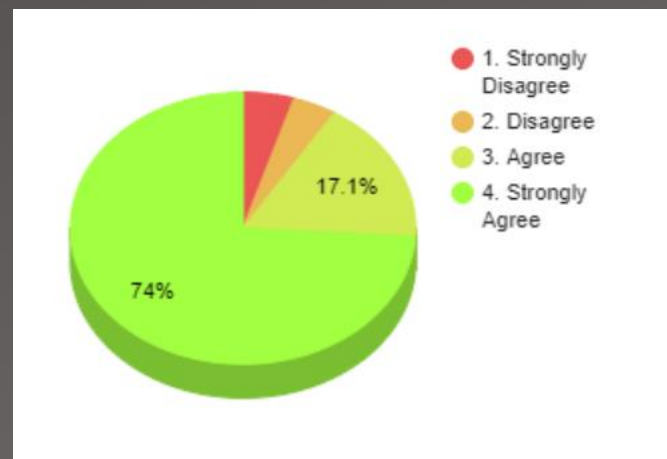
SWS 2023 Pro-Force recruitment survey preview

93.4 % agreed they were provided with good information during the recruitment for my job in the UK



10%

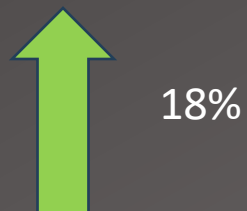
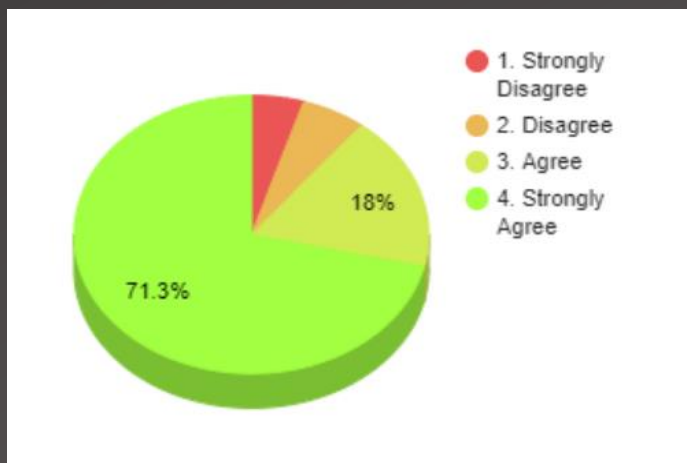
91.1% agreed they were provided with a contract in a language they understood



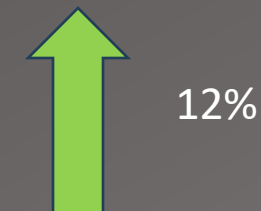
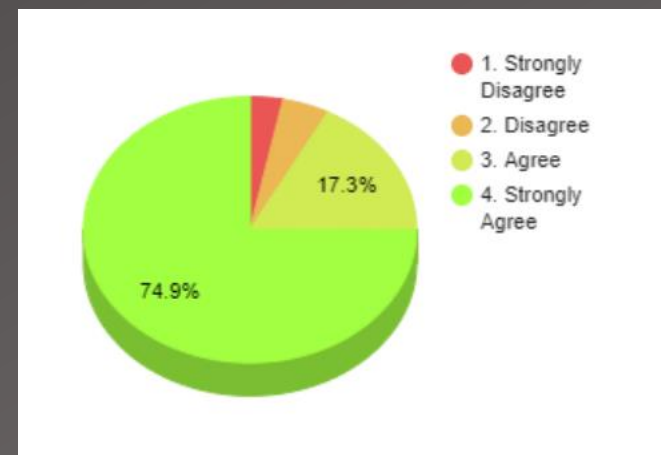
13%

SWS 2023 Pro-Force recruitment survey preview

89.3% felt welcomed when they arrived

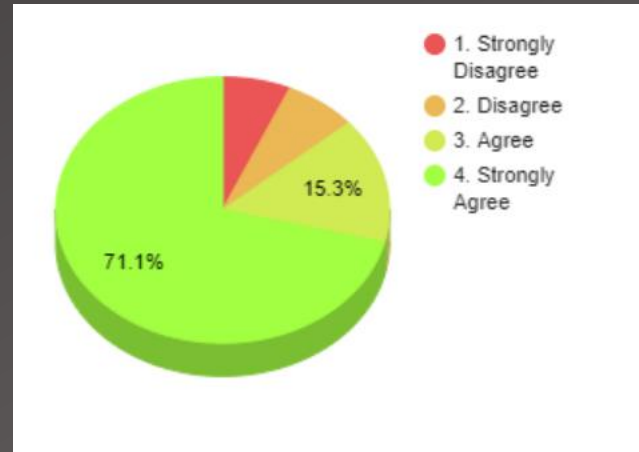


92.2% agreed they were provided with information and their job and accommodation when they arrived



SWS 2023 Pro-Force recruitment survey preview

86.4% agreed they knew how to raise a complaint



16%