



Foros Comercio Ético
Ethical Trade Forums

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May 24, 2022



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- Some existing initiatives/best practice to mitigate
- Introduction to The Ethical Trade Forums and Conexión Social
- Introduction to the National Plan against forced labour
- Specific challenges addressed
- Q&A
- Thanks/close



Challenges at the agri-food industry in Spain

1. Working hours that are excessive during peak season due to lack of availability of qualified workers and/or lack of HR planning.
2. Wages and/or overtime hours payment not done correctly. This is nowadays more extended after the latest strong increases of the national minimum wage in the last few years
3. Lack of fluent and constructive dialogue with worker representatives
4. Poor Health & Safety conditions. Covid-19 improved some areas due to more awareness and control but also brought additional and uncertain risks to manage.
5. Poor management systems that do not include effective induction & training programs, plus access to adequate and effective grievance channels
6. Risks of labour exploitation including bonded labour at labour providers and sexual harassment mainly to migrant workers
7. Lack of regular employment by using temporary contracts instead of permanent discontinuous contracts. Also informal hiring, mostly of migrant workers, without work permit
8. Living conditions of some migrant temporary workers with no access to decent housing
9. The value chain is not balanced and not considered fair by growers that state that business return does not help to invest in improving workers conditions and building sustainable companies

Existing initiatives

1. Administration

1. AENEAS-Cartaya – FUTEH
2. PRELSI
3. Municipalities working on temporary housing projects

2. Local initiatives from CSO

1. Providing shelter and support to migrant workers at suburbs – different NGO
2. Huelva - Housing initiatives – ASNUCI
3. Almeria - Mesa de la Vivienda + CEPAIM

3. Stronger Together

4. Ethical Trade Forums

The Ethical Trade Forums

Our mission

To improve labour conditions and ensure sustainability by increasing the awareness, collaboration and professionalism throughout the agri-food sector.

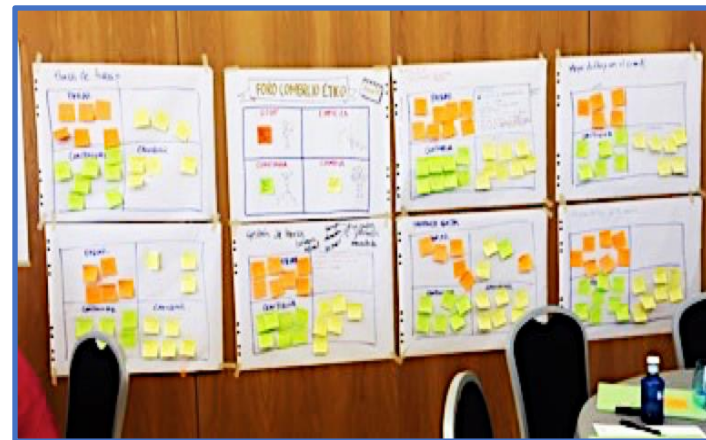
Our target

Local producers, growers, cooperatives, processors and exporters.

Why is the ETF needed?

- Intense market demand in a highly productive region
- High level of vulnerable migrant and seasonal labour
- Low level of implementation of social management systems– especially among smaller growers and packers - and certain gaps in regulation.
- Increasing reputation risk and CSO, unions & media pressure
- High capacity of innovation but lack of resources for investment
- In response to UN Guiding Principles on Business and Human Rights and to law requirements such as Modern Slavery Acts in different countries or the future mandatory EU Human Rights Due Diligence requirements

The Ethical Trade Forums



ETF Almería – June 2019

Type & number of participants:

Fee members: 9 Retailers / Corporations

27 Importers / Brands

Non fee members: Over 500 producers

Forums Stakeholders

Governance structure:

3 Retailers

3 Importers/Brands

Working Groups Coordinators

Conexión Social

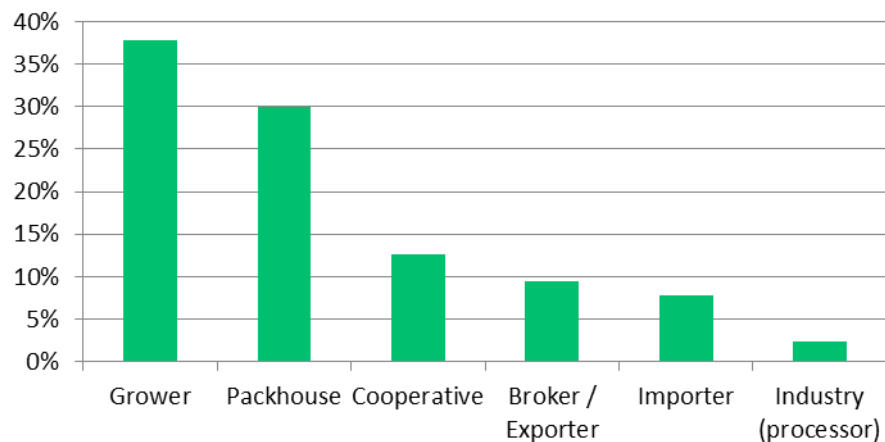


Workshop ETF Huelva – March 2019

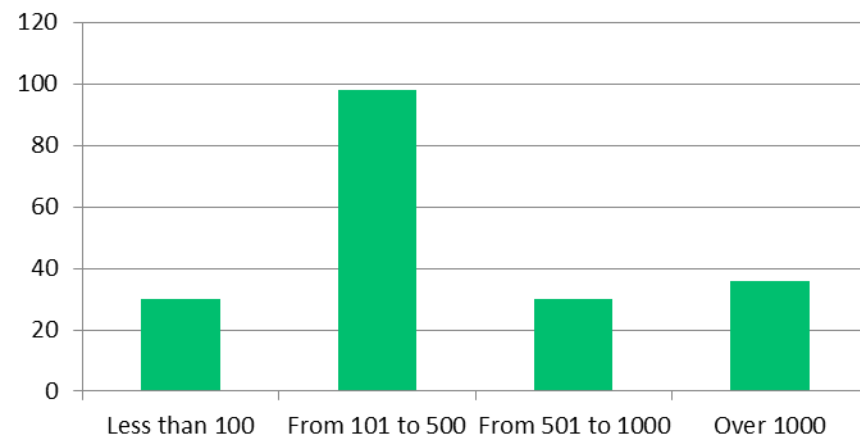


Target profile

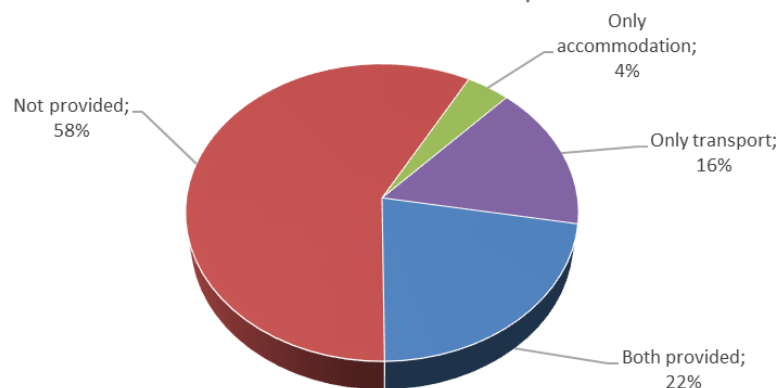
Main activity



Peak season workers



Accommodation and transport



When did you first meet the ETF?

(193)



Methodology

Providing guidance and support: Conexión Social consultants

Delivering expert assistance on issues related to working conditions, sustainability and Human Rights. Providing reports and consultancy on the ground for members, investigating issues and helping to find and implement practical solutions.

Collaborating aligned: Working Groups

Offering resources and establishing channels that serve to the dialogue with different stakeholders building tools and guides together to tackle the sector systemic challenges.

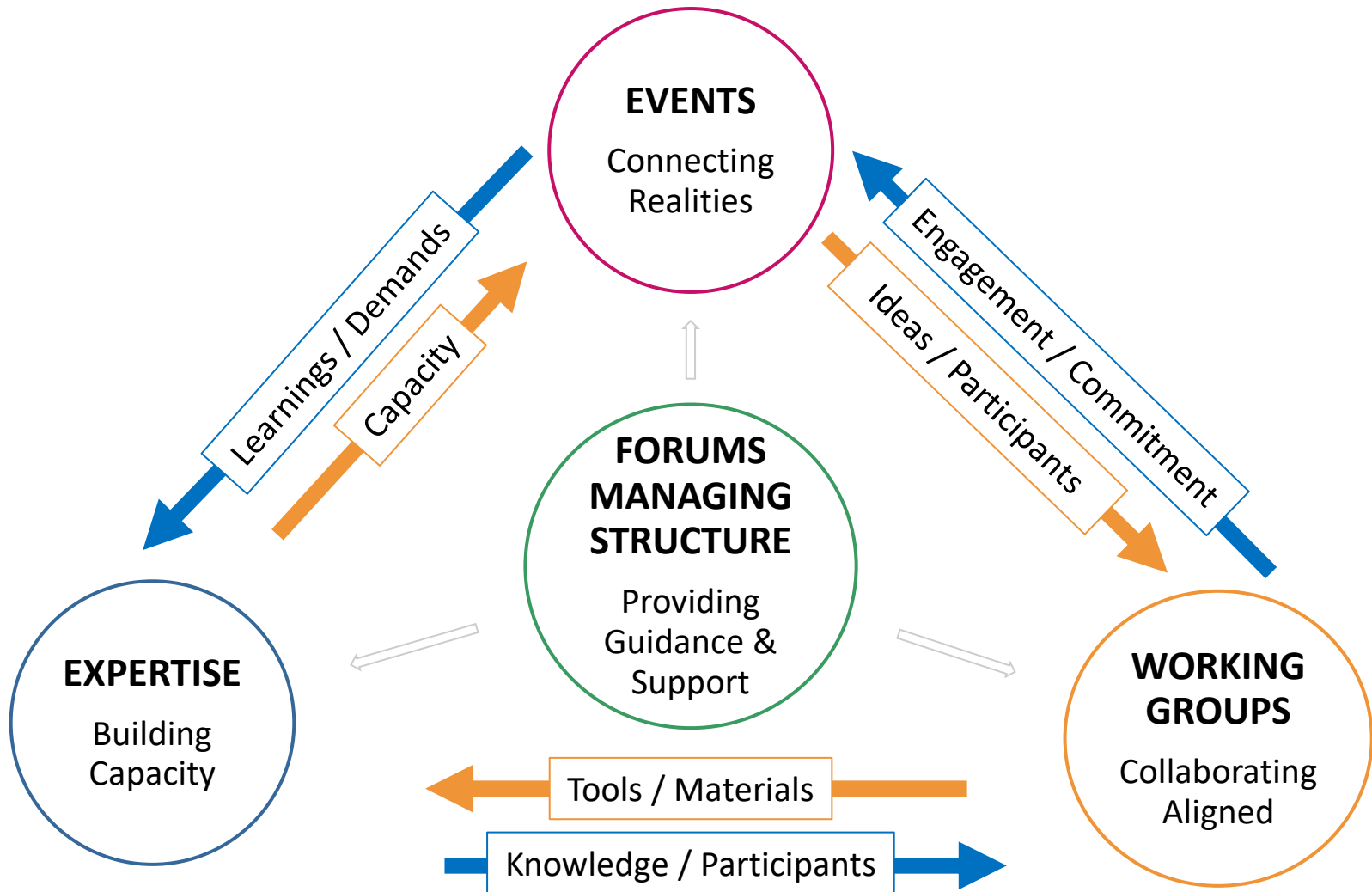
Building capacity: Expertise area

Bringing experts and sharing best practices, tools and guides, to address the challenges and implement practical solutions, while developing participants knowledge and skills.

Connecting realities: Events

Delivering events for the agricultural sector with the participation of its stakeholders providing a safe space to discuss labour and sustainability issues and sharing best practices.

Ethical Trade Forums Pillars: Double Cycle



Impact & Benefits

40 Events

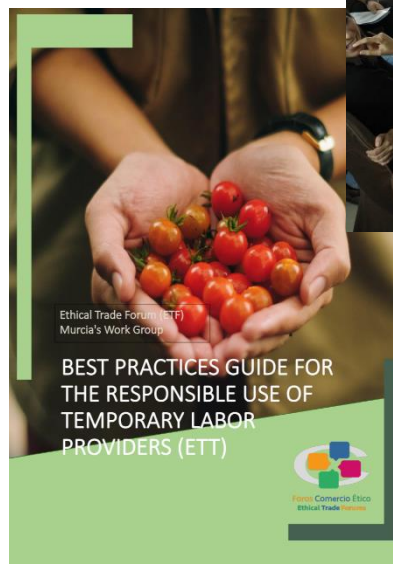
- ✓ 88 Expert presentations
- ✓ 90 Workshops
- ✓ 66 Best practices shared

7/12 active Working Groups

- ✓ 16 tools finalized by WG
- ✓ [Documents & tools available at www.foroscomercioetico.com](http://www.foroscomercioetico.com)

31 Online seminars 2020-2022

- ✓ 1041 attendees 2020
- ✓ 777 attendees 2021
- ✓ 244 attendees 2022
- ✓ 15 best practices shared



What about non-tangible results?

[Video attendees](http://www.foroscomercioetico.com)

www.foroscomercioetico.com

Some of the central themes at former ETF events

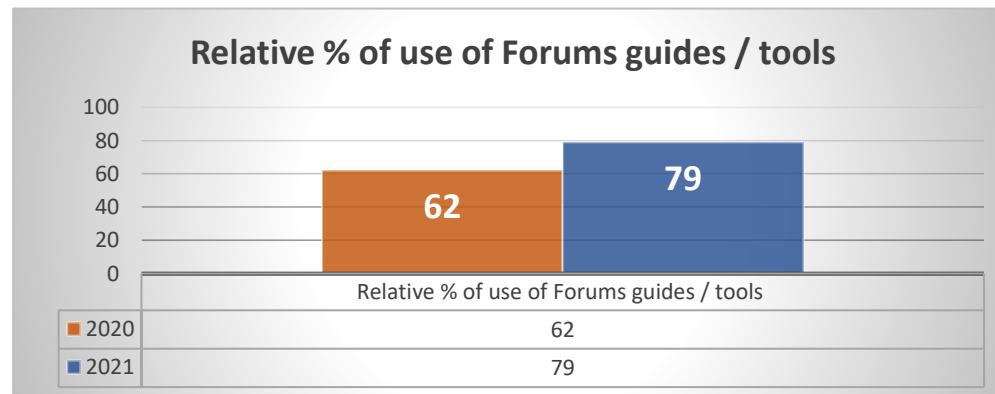
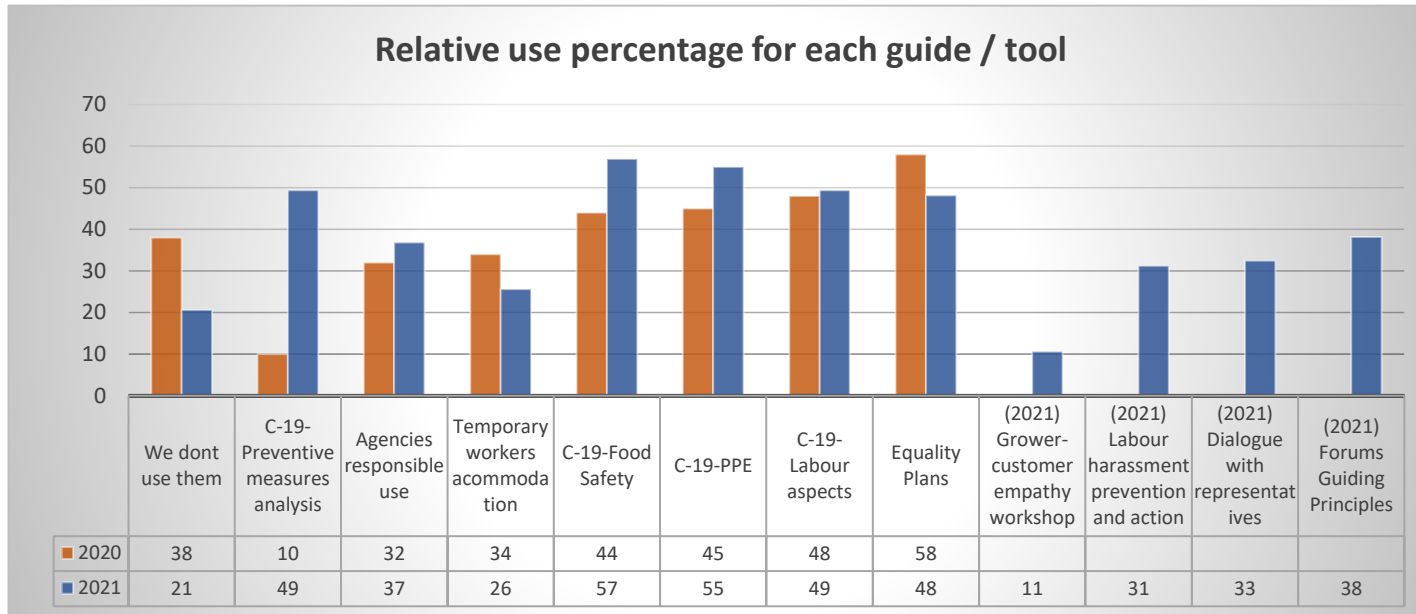
- Regular employment, equality and diversity management (2012)
- The ETI Base Code and Spanish Labour Legislation (2013)
- Proper management of working hours (2014)
- Occupational Risk Prevention (2014)
- Inclusive communication for the cohesion of work teams (2015)
- Sustainable Management Systems (2015)
- Motivation of workers (2016)
- Social Audit (2016)
- Collective Agreements and Customer Codes of Conduct (2017)
- Modern Slavery and Responsible Recruitment (2017)
- Conflict Resolution (2018)
- Equality Plans and Anti-Harassment Protocols (2018)
- Social Risk Assessment at the Company (2019)
- Corporate Social Responsibility (2019)
- Moving towards a Fair Value Chain (2020)
- Economic, social and environmental sustainability of the sector (2020)

Collaborating Aligned – Working Groups

WG NAME	STARTING YEAR	TOTAL MEMBERS	ACTIVE MEMBERS	2022 MEETINGS	2021 MEETINGS	2020 MEETINGS	ONGOING WORK	DELIVERED TOOL
Responsible Use of Labour providers	2018	3	Open to grow	0	1	0	Public consultation of tools WG in Stand By	Responsible use of Agencies Guide & Checklist
Guiding Principles of the Forums	2018	11	11	2	4	6	Pilot experiences, updated checklist. Exploring options for digitalisation	Forums Principles Guide & Updated Checklist
Accommodation Guidelines for temporary workers	2018	27	2	-	-	6	Group evolved to Circular Labour Migration WG in Stand By	Housing Guide + Checklist
Communication Group	2019	10	10	TBC	Open line	Open line	Quarterly Bulletins	Bulletins + LinkedIn + WEB news
Field workers survey	2019	12	12	1	3	5	Multicultural Workers Survey+ pilot results	Workers voice pilot surveys
Empathy grower/customer	2019	4	0	0	-	1	WG in Stand by	Empathy Workshop Guide
Anti-harassment protocol	2019	7	6	0	2	10	WG in Stand by	Anti-harassment protocol & Equality Plans guidelines
Covid-19	2020	35	0	0	-	16	WG in Stand by	4 Covid-19 Guides
Workers & management dialogue	2020	12	12	0	4	3	In-House Pilot projects to boost social dialogue.	Guide + successful pilot in 1 company & going pilot in other
Grievance mechanisms	2020	13	13	2	6	5	Planning a central FCE grievance mechanism for the industry	Grievance management Guide
Circular Labour migration	2020	14	14	2	7	1	Pilot project. 1 year duration. Concatenation of harvest season across the country.	No tool delivered yet.
Environmental Sustainability	2021	34	25	2	7	-	Delivering workshops and seminars around water management. Drafting new water management checklist for the industry.	Carbon footprint Guide



KPI 2021: Collaborating Aligned – Working Groups

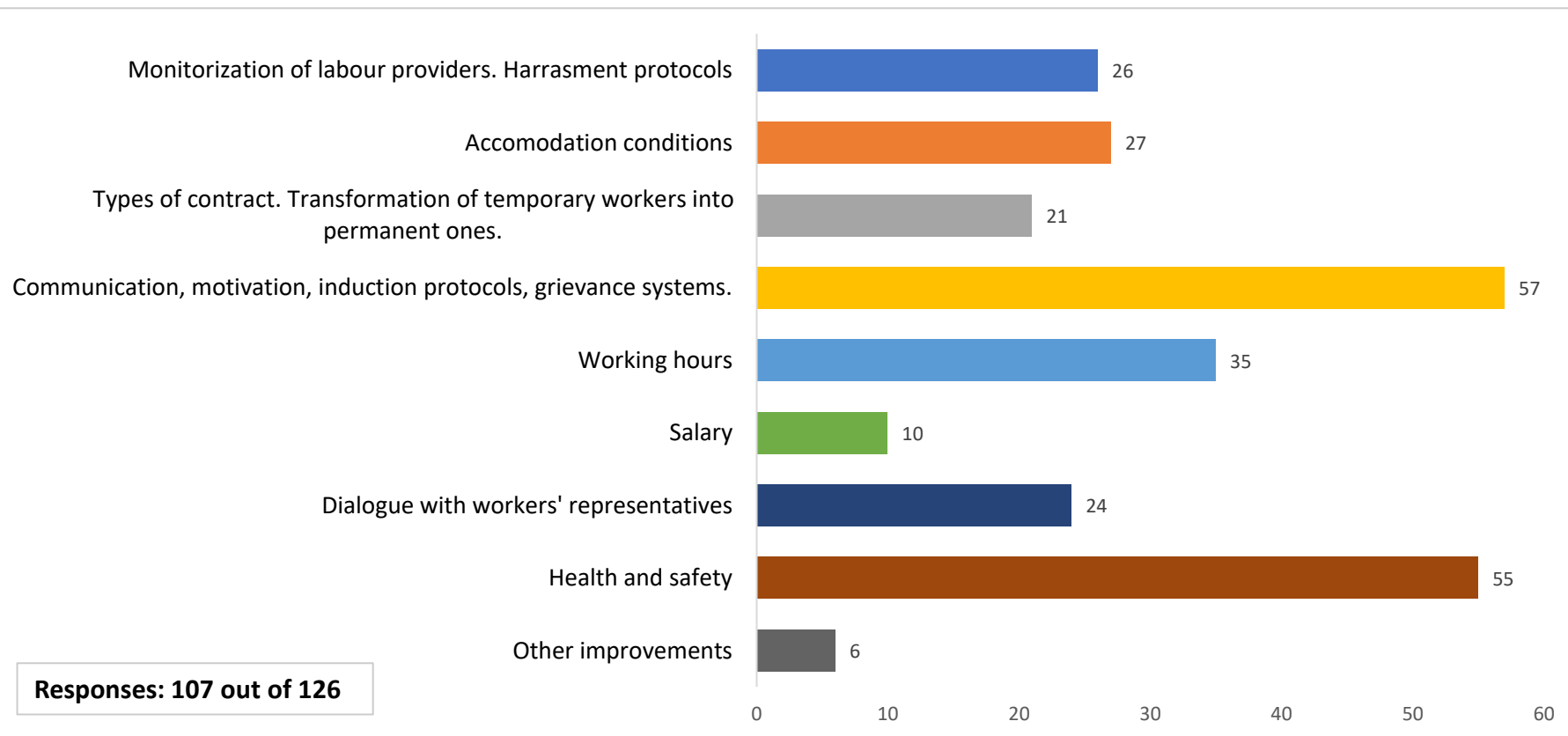


Source: Ethical Trade Forums Annual Survey - 2021
www.foroscomercioetico.com

Transforming the sector: Impact analysis 2020



Have you ever implemented best practices learnt or inspired at the Forums?



This slide is the one that actually tells us that the Forums have a real impact on workers conditions in the sector as we see the number of implemented best practices.

Source: Ethical Trade Forums Annual Survey - 2020
www.foroscomercioetico.com

National Action Plan against forced labour

Labour and Social Economy Ministry

Link: [BOE 20-12-2021](#)

Duration: 3 years

The European Strategy for the eradication of human trafficking (2021-2025)

The National Action Plan against compulsory labor relations and other forced human activities aims to effectively and sustainably combat forced or compulsory labor in all its forms and manifestations.

The Action Plan contains forty-one actions, structured into thirteen objectives grouped into five areas of action, following the scheme provided for in the Protocol and the ILO Recommendation.

DSTSH incoadas durante los años 2013 a 2020

Años	Laboral	Mendicidad	Sexual	Act. ilícitas	Matrimonios	Órganos	Total
2013	11	6	129	=	=	0	146
2014	10	4	154	=	=	0	168
2015	15	4	74	0	3	0	96
2016	8	2	69	3	2	0	84
2017	10	4	107	2	5	1	128
2018	13	1	91	3	6	1	115
2019	27	0	148	7	1	0	183
2020	21	2	89	8	0	0	120
Total	115	23	861	23	17	2	1.039

National Action Plan against forced labour - Areas

I. Measures of analysis and study of the phenomenon

Objective 1. Deepen the knowledge of the phenomenon of forced labor and its dimensions

Objective 2. Creation of specific statistical tools on forced labour, harmonized in the European context

Objective 3. Creation of a forced labor indicator

II. Prevention, awareness and training measures

Objective 4. Actions aimed at informing and raising awareness in society about the phenomenon

Objective 5. Specialized training actions for public employees and other key agents

Objective 6. Preventive and support actions for more inclusive education

III. Detection, investigation and prosecution measures

Objective 7. Actions to improve the capacity of the Labor and Social Security Inspection in the fight against situations of forced labor

Objective 8. Actions to improve the capacity of the National Security Forces to detect, investigate and fight against this crime

National Action Plan against forced labour - Areas

III. Detection, investigation and prosecution measures

Objective 9. Actions to improve the capacity of the Public Prosecutor's Office and the judges to prosecute these criminal practices

Objective 10. Establishment of coordination, collaboration and cooperation procedures and protocols aimed at promoting early detection, improving the investigation and prosecution of crime

IV. Measures of protection and care and assistance to victims

Objective 11. Actions aimed at improving the protection and care of victims

Objective 12. Actions to strengthen coordination, collaboration and cooperation with social partners and specialized NGOs

V. Measures of coordination and international cooperation

Objective 13. Actions aimed at strengthening international cooperation in cases of forced labor

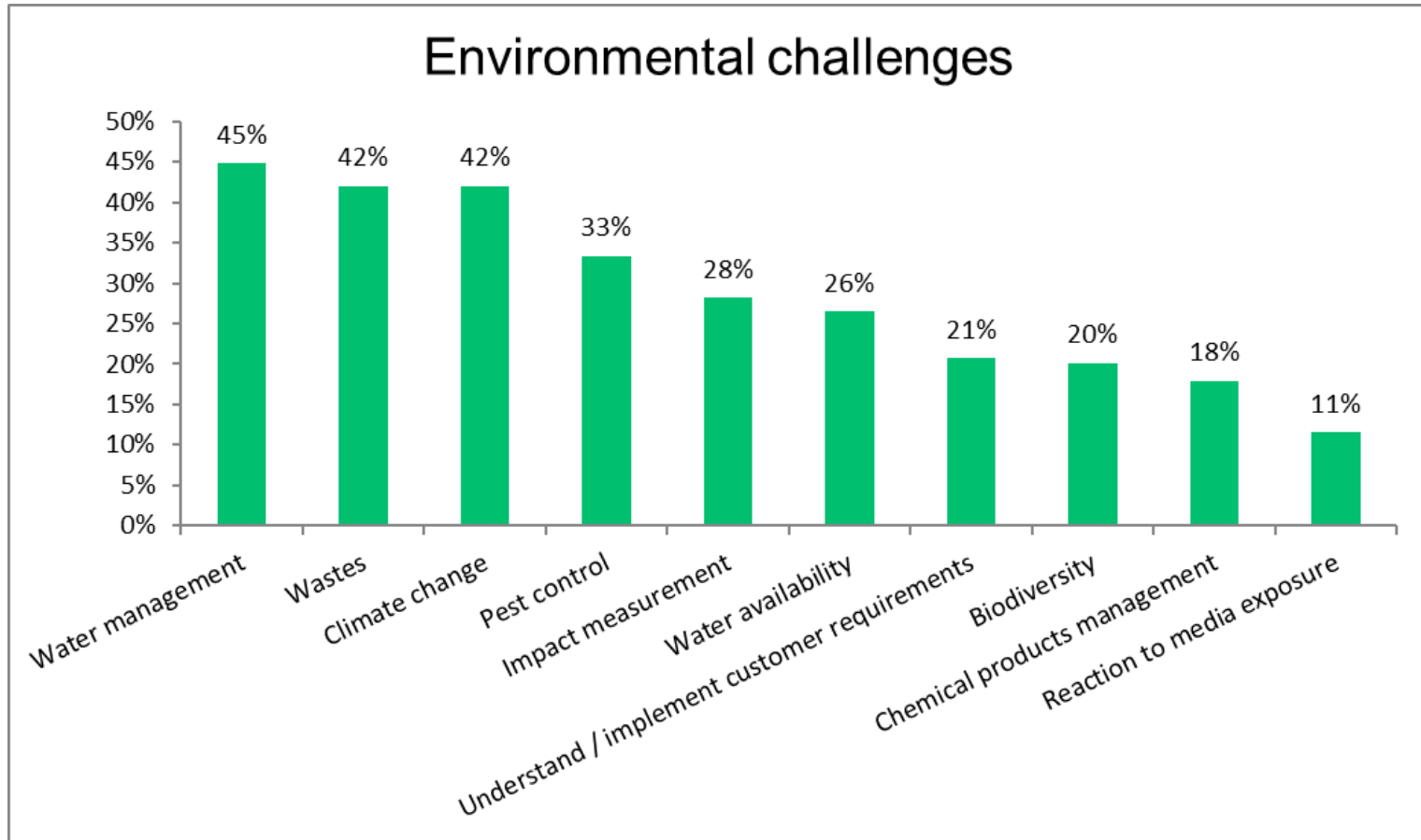
Targeted Social challenges

- At the ETF we are aware of the following labour and social long term challenges at the sector and we have decided to implement several actions through our WG using multistakeholder dialogue.

1. Poor social management systems
2. Minimum wage and/or overtime hours payment is not done correctly.
3. Lack of fluent and constructive dialogue with worker representatives
4. Lack of proper access to adequate and effective grievance channels
5. Risks of migrant workers labour exploitation
6. Informal hiring, mostly of migrant workers, without work permit
7. Living conditions of some migrant temporary workers with no access to decent housing



Environmental challenges



Source: Ethical Trade Forums Annual Survey - 2021
www.foroscomercioetico.com

2022 MEMBERSHIP: Participation & benefits for IMPORTERS/BRANDS

Importers/Brands are kindly invited to support the Ethical Trade Forums.

These will be some of the benefits:

- Access to the news & information service at members online area
- Reception of the online Newsletter, update emails and reports
- Visibility as members on the Forum website & communications
- Reception of Forum annual results analysis report
- Use of Forums logo as a member of it
- 2 passes for each Forum event
- Preliminary clarification of severe issues
- Participation in quarterly Follow up Members Group Calls
- Access to participation in Working Groups
- Chance of better knowing the local supply base, address social and environmental compliance challenges and engage in collaborative projects

Fee: 2.000€/year

www.foroscomercioetico.com

2022 MEMBERSHIP: Participation & benefits for RETAILERS/CORPORATIONS

Retailers/Corporations are kindly invited to support the Forums

These will be some of the benefits:

In addition to the general fórum benefits such as, Newsletters, bulletins, update reports, access to the forum website & communications, 2 passes for each Forum event, Forum annual results analysis report and coordinated responses to media & NGOs

1. **Coordination of Industry experts** to help address relevant topical issues as they arise.
2. **Access to the best practice guidance** developed by Forums members to address issues faced by suppliers. This prevents each retailer creating their own version which can be frustrating for suppliers & time consuming for retailers.
3. **Greater training and upskilling reach as multiple suppliers can be upskilled at once**
4. **Unlocks time** for the retailers to focus elsewhere if required as the forum benefits from having the Conexion Social Team to maintain momentum
5. **Improved Standards by creating, sharing best practices and minimum expectations** within our supply chains which should help to reduce the number of media stories as standards continue to improve
6. **Impact** it is difficult to make a huge impact alone but with the support of the other retailers, growers and importers through the Spanish Ethical Forums we can make a positive impact by improving worker standards and generating sustainability within our supply chains.

Fee: 5.000€/year

Q&A





Foros Comercio Ético
Ethical Trade Forums

Thank you!

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