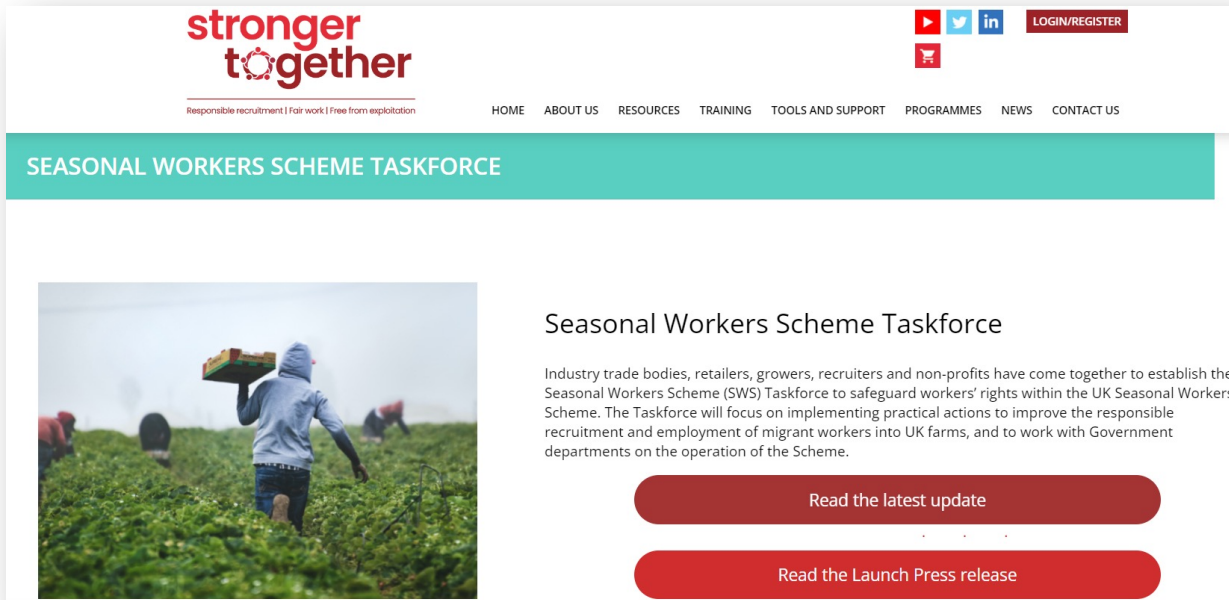




Update on Seasonal Workers' Scheme Taskforce and Workstream activities

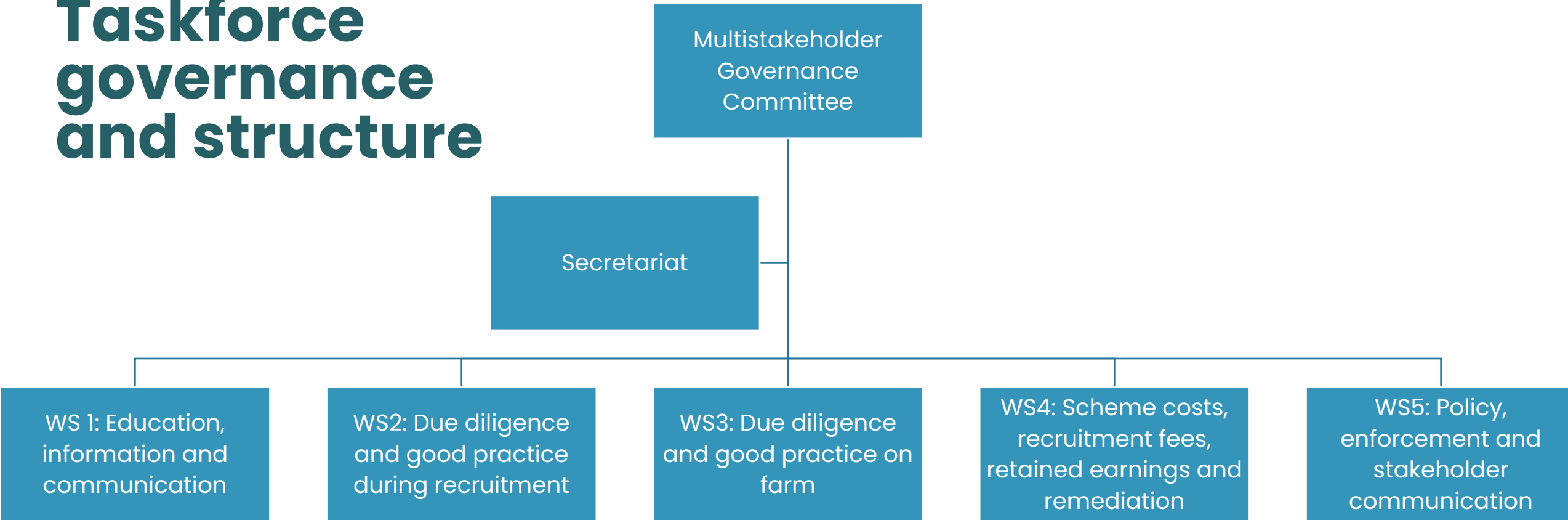
The Seasonal Workers Scheme Taskforce



The screenshot shows the website for 'stronger together', which has a tagline 'Responsible recruitment | Fair work | Free from exploitation'. The navigation menu includes HOME, ABOUT US, RESOURCES, TRAINING, TOOLS AND SUPPORT, PROGRAMMES, NEWS, and CONTACT US. The page title is 'SEASONAL WORKERS SCHEME TASKFORCE'. On the left, there is an image of a worker in a field carrying a crate. The main heading is 'Seasonal Workers Scheme Taskforce'. Below this, a paragraph states: 'Industry trade bodies, retailers, growers, recruiters and non-profits have come together to establish the Seasonal Workers Scheme (SWS) Taskforce to safeguard workers' rights within the UK Seasonal Workers Scheme. The Taskforce will focus on implementing practical actions to improve the responsible recruitment and employment of migrant workers into UK farms, and to work with Government departments on the operation of the Scheme.' At the bottom, there are two red buttons: 'Read the latest update' and 'Read the Launch Press release'.

- Following roundtables in autumn 2022, industry trade bodies, retailers, growers, recruiters and non-profits formally established the Taskforce in March 2023
- Objective: To work collaboratively to develop and implement tangible actions to help safeguard and ensure access to workers' rights in the UK Seasonal Workers Scheme
 - Implementing practical actions to improve the responsible recruitment and employment of migrant workers into UK farms within current Scheme Design
 - Working with Government departments and enforcement agencies on potential changes to Scheme rules, regulation, oversight and enforcement

Taskforce governance and structure



Members are made up of: retailers, growers, suppliers, Scheme Operators, industry and membership associations, migrant worker community organisations, non-governmental and inter-governmental organisations

Observers are made up of: government departments, public bodies and devolved administrations

Progress of post roundtable projects

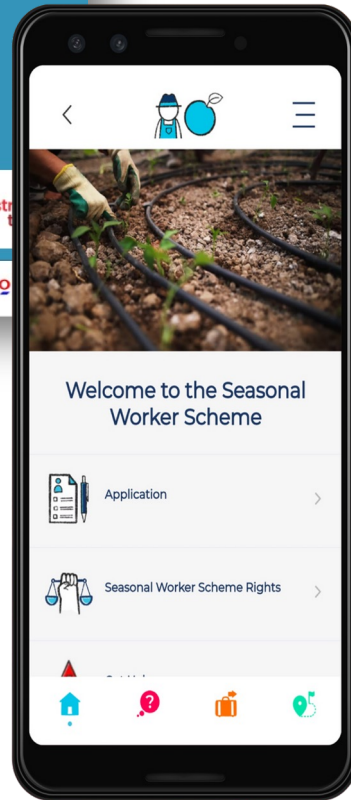
Projects funded by UK Supermarkets (and others) with industry input which came out of the autumn 2022 roundtables; included:

- 7 regional/3 online grower good practice roadshows and a supporting toolkit which reached over 380 delegates from 150 different growers – with 82% of growers feeling very/confident about managing seasonal workers after the workshop compared to 59% before.
- Development of a common assessment of Scheme Operators, which is now being rolled out with an initial cohort and will include interviews with workers during recruitment in-country and once on-farm, and,
- Further development and roll out of the multi-language Just Good Work worker information app – which now includes updated seasonal worker scheme specific content and further translations and worker outreach



UK Grower Seasonal Worker Toolkit March 2023

Collaborating partners:



SWS Taskforce Workstreams

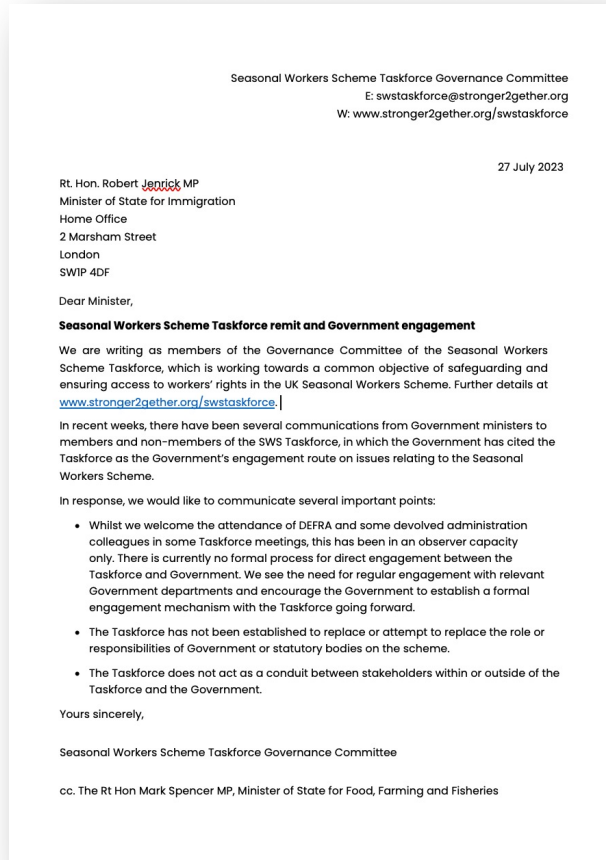
Workstream	Objective
1. Education, information and grievance mechanisms	To support and enable provision of appropriate, comprehensible information to workers pre-decision, pre-departure, on-arrival and on-farm to inform decision making, manage expectations and drive a positive Scheme experience; To review access to and effectiveness of existing grievance mechanisms and recommend future actions.
2. Due diligence and good practice during recruitment	To increase understanding of country-specific risks, improve the quality and integrity of Scheme Operator assessment, and increase supply chain transparency to enable more effective due diligence
3. Due diligence and good practice on-farm	To support growers to reduce risks and enhance the recruitment and on-farm experience of seasonal workers
4. Improving worker finances	To make tangible progress on improving the overall finances of workers recruited to work in the Seasonal Workers Scheme including through eliminating worker-paid recruitment fees and related costs, maximising overall retained earnings and having a rights-compatible clear process and defined responsibilities for recruitment fee remediation including root cause analysis to avoid reoccurrence and abuse.
5. Policy, enforcement and stakeholder communication	To refine the policy asks from each workstream and emerging areas, to be approved and authorised by the Taskforce Governance Committee.

Risk-based approach to prioritising activities

- Workstream activities to be prioritised by risk assessment
- Common pro forma for project concept notes

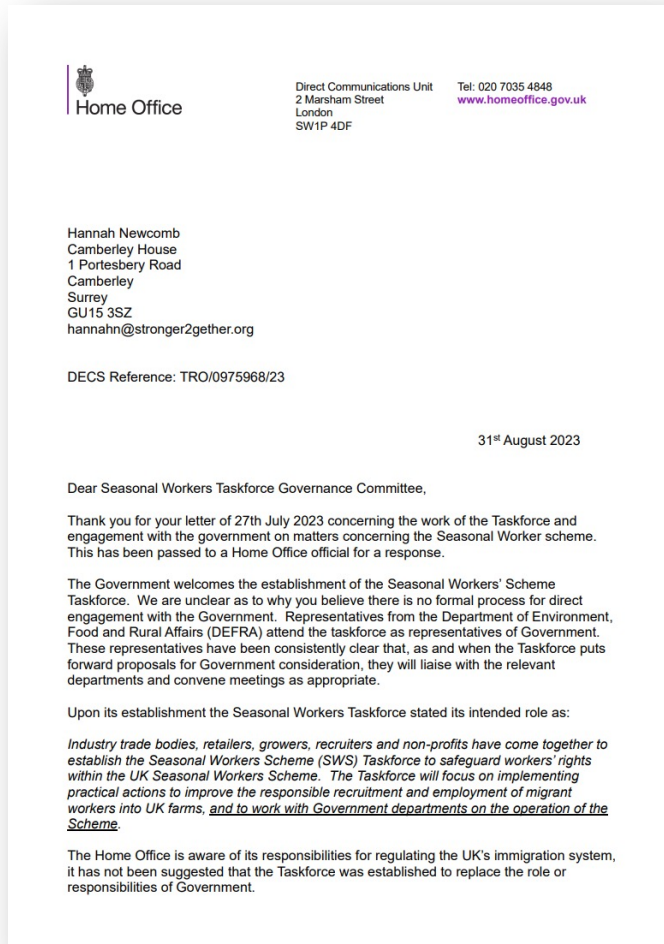
What activities are ongoing by Taskforce members already been approved by the Taskforce to mitigate	How likely do we have to mitigate negative impact?	Severity of Impact on Welfare (1-5)	Perceived Prevalence (1-5)	Current Risk Score (Severity x Prevalence)	
Scheme operators close collaboration with in-country LPs, RRPA, Scheme Operator self assessment tool, Just Good Work app development for SWS and translations	Low	4	4	16	IOK, Tajikis. inspector.
Scheme operators close collaboration with in-country LPs, RRPA, Scheme Operator self assessment tool, Just Good Work app development for SWS and translations	Medium	5	4	20	IOK/FUDD Funded Projects (Tajikistan), GLAA agr. inspectorates in-country
Regional Grower Good Practice Roadshows, country comparisons mapping of recruitment fees	High	4	4	16	IOK/FUDD Funded Projects (Tajikistan), GLAA agreement inspectorates in-country (Kyrgyz, Uzbekistan)
PDO schemes, Just Good Work app development for SWS and translations, worker outreach, growers toolkit	High	3	3	9	IOK/FUDD Funded Projects (Kyrgyz, Tajikistan), GLAA agreement with I. inspectorates in-country (Kyrgyzstan, Uzbekistan)
PDO schemes, RRPA, Scheme Operator self assessment tool	High	2	3	6	GLAA in-country relationships (Kyrgyzstan, Uzbekistan)
Regional Grower Good Practice Roadshows, RRPA, Scheme Operator self assessment tool, Just Good Work Worker Outreach, Serious Incident Escalation Protocol, growers toolkit	High	4	4	16	Home Office Farm Visits / Inspections
Regional Grower Good Practice Roadshows, growers toolkit, Just Good Work App	Medium	3	3	9	Home Office Farm Visits / Inspections
Regional Grower Good Practice Roadshows, GLAA Farm Visits / Inspections, Serious Incident Escalation Protocol, Just good Work App, growers toolkit	High	4	4	16	FPC Guidance on Temporary Accommodation, GLAA Farm Visits / Inspections
Regional Grower Good Practice Roadshows, Serious Incident Escalation Protocol, Just good Work App, growers toolkit	High	4	2	8	Home Office Farm Visits / Inspections
RRPA	Medium	4	4	16	Scheme rules on transfers
Growers toolkit	Medium	3	3	9	Gov guidance on minimum 32 hour allocation
Workstream 5 letter to Home Office, Common Policy Asks, engagement with HQ, UKVI, DEFRA	Medium	4	5	20	ICIBI recommendations
Regional Grower Good Practice Roadshows, Serious Incident Escalation Protocol	Medium	3	3	9	Home office Farm Visits / Inspect
Work on scoping existing mechanisms of support, Just Good Work App signposting	Medium	4	4	16	Work Rights Centre, MS&E Helpline Support Centre
Serious Incident Escalation Protocol	Low	4	4	16	GLAA Far
	Low	4	5	20	

Statement to Government on remit of SWS Taskforce – 27 July 2023



- There is currently no formal process for direct engagement between the Taskforce and Government. We see the need for regular engagement with relevant Government departments and encourage the Government to establish a formal engagement mechanism with the Taskforce going forward.
- The Taskforce has not been established to replace or attempt to replace the role or responsibilities of Government or statutory bodies on the scheme.
- The Taskforce does not act as a conduit between stakeholders within or outside of the Taskforce and the Government.

Response from Home Office – 31st August 2023



- Representatives from DEFRA attend the Taskforce as representatives of Government
- Believe that there is a far stronger prospect for effective engagement where that engagement draws in views from a broad base of relevant stakeholders.
- The existence of the Taskforce in no way precludes its constituent and non-constituent members from representing their views to Government, nor is it the only mechanism through which the Home Office engages with customers.
- UK Visas and Immigration will shortly be launching a new program of engagement. As well as monthly engagement with the sponsors, UKVI will launch quarterly engagement with a number of sector stakeholders.

November

- Multi-stakeholder event to reflect on progress made in 2023 and plans for 2024
- Date to be confirmed

Joining the SWS Taskforce

- Contact swstaskforce@stronger2gether.org
- Agree to Terms of Reference
- Join a workstream
- Access weekly updates
- Shape progress