



FNET Fortnightly Call

Every other Wednesday from 10.00 – 11.00am



Competition Law and Safe Space Statements

Participant Identity:

*Please display your **name** and the **business name***

Competition Law Statement

“We are meeting to discuss issues raised in the forum of the Food Network for Ethical Trade.

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 the chair believes that discussions are in breach of competition law”

Safe & Brave Space Statement

*The fortnightly members call is a **safe & brave** space for members to discuss and exchange ideas on human rights risks and improvement actions and all are reminded to please always respect this principle.*

Agenda

28th August 2024

Timing	Item
10.05 – 10.10	Welcome Competition Statement
10.10 – 10.30	<ul style="list-style-type: none">• Presentation from Emily Roberts, Business Engagement Officer, Unseen - on Unseen's Modern Slavery helpline
10.30 – 10.45	<ul style="list-style-type: none">• Oliver Fisher, Research Manager, FLEX on how to meaningfully engage with workers and build trust to hear their experience.
10.45 – 11.00	Member questions, working group updates & AOB





Modern Slavery & Exploitation Helpline

FNET Fortnightly Call

August 2024

Emily Roberts | Business Engagement Manger | e.roberts@unseenuk.org

modern slavery & exploitation helpline

- UK wide service
- Confidential
- Independent
- 24/7
- Range of service users
- Person-centred
- Trauma-informed
- Interpreters
- Collaborative
- Multiple ways to contact



how are calls managed?



Possible response / follow up actions:

- Connect potential victim with first responder to refer into National Referral Mechanism
- Report information to law enforcement
- Provide safety planning
- Signpost to alternative organisations and support
- No immediate action – caller to get back in contact if needed or if additional info is obtained



Unseen's Helpline Business Portal

- Secure online platform - share live information from MSEH
- Cases involving own operations
- Cases involving suppliers (supplier lists)
- General trends / case studies
- Facilitating next steps
- Collaboration
- Support with remediation

Email business@unseenuk.org for more information

closing thoughts and questions

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Worker engagement and building trust: learnings from research

28 August 2024

Oliver Fisher, Research Manager
Focus on Labour exploitation

**FOCUS ON
LABOUR
EXPLOITATION**
Working to end labour exploitation



Background to Focus on labour exploitation

- Policy and research organisation with a vision for a world free of labour exploitation
- Focus on transforming systems and structures
- Large focus on migrant workers



Models for engaging with workers

1. Community-based model
2. Feminist participatory action research (FPAR)



Community based model

- Migrant and community organisations as researchers and experts
- Community researchers: speak the same language and/or came from the same community as participants
- Enable 'hard-to-reach' migrant workers i.e., workers who are traditionally not represented in policy research due to barriers like language, immigration status and lack of trust



Feminist participatory action research

- Experience, knowledge and perspectives of the group or community being researched are not just acknowledged but form the foundation of the research
- Working in partnership and participation is essential at all stages of the research process – design, data collection, analysis and research-based action.
- Peer researchers that have lived experience of the issue/topic being researched



FLEX FRAMEWORK FOR ASSESSING PARTICIPATION

<p>8. Worker Control – Workers initiate the agenda and have responsibility and power to make decisions and bring about changes</p>	<p>Degrees of participation</p>
<p>7. Delegated Power – Workers do not decide the agenda but are fully informed and are responsible for aspects of an initiative or project.</p>	
<p>6. Partnership – Workers are fully informed and consulted in the decision-making process, with outcomes resulting from negotiations and shared decisions.</p>	
<p>5. Involvement – Workers are fully informed, and their views are listened to in order to inform the decision-making process, but there is no guarantee their views will be acted on.</p>	
<p>4. Consultation – Workers are fully informed and encouraged to express their opinion but have little or no impact on outcomes.</p>	
<p>3. Informing – Workers are informed of decisions and actions, but their views are not actively sought.</p>	<p>Tokenistic</p>
<p>2. Decoration – Workers are indirectly involved in decisions and actions but are not fully aware of the purpose of their involvement or how decisions might affect them.</p>	
<p>1. Manipulation – Workers are told what to do and tend not to be informed of why, rubberstamping decisions already taken.</p>	



Making the seasonal worker scheme safer and fairer

- 18-month project focused on improving experiences for workers on the Seasonal worker scheme (SWS)
- Community based approach (SEEAC, Rosmini, and CASL)
- Combination of outreach and data collection



Building trust with workers on the SWS

- Training for community research organisations (ethical research, signposting, research methods) and ongoing support
- Outreach is a key component alongside data collection
- Modes of communication that workers prefer (e.g. in person, social media, phone calls)
- Active listening and semi-structured approaches



Considerations for engaging with workers

- Workers/community research cannot be expected to be representative of the collective views and experiences of all those with lived experience of precarity or exploitation
- Be honest with workers and partners about what you can and can't offer, approaching relationships with respect and not assuming you have all the answers
- It is not something that can be done ethically if you are in a rush



Thank you!

Oliver Fisher

oliver.fisher@labourexploitation.org

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Developing Common Due Diligence WG

Our In-person workshop on 24th October will focus on Cost Effective and Enhanced Due Diligence Systems

Please send case study examples related to Enhanced Due Diligence (EDD). Specifically, we are looking for real-world instances that highlight:

- **EDD Processes:** *Examples that detail the steps and methodologies used in conducting Enhanced Due Diligence.*
- **Risk Mitigation:** *Case studies that illustrate how EDD has been employed to mitigate ethical risks.*
- **Best Practices:** *Successful EDD strategies implemented across different sectors.*
- **Challenges and Solutions:** *Instances where EDD posed significant challenges and how these were overcome.*

It would be great if you are able to join the session to present to the group either in person or through a pre-recorded video.



FNET - Member Queries



- **FNET member requests your help in finding a sponsor**

We are trying to find remedy for a survivor of exploitation who is in the UK under a Sushi Chef VISA and has been exploited by their employer.

Could your company sponsor this highly skilled individual as a Sushi Chef which is the preferred and quickest route to support the worker? Let FNET know so we can put you in touch with the member involved in the case.

- **Audit Company CA Uploads Query**

A member has been advised by their suppliers in France that the audit company is commissioned to upload corrective actions onto Sedex. They state that although corrective actions have been sent that the auditor has not been able to upload the information provided or be able to edit the audit.

Is anyone else aware of the audit company taking on the role of uploading corrective actions?

Has anyone else experienced an issue with audits being locked to the auditor?

- **Couriers/Last Mile Delivery Services**

FNET is organising an online meeting on October 2nd from 1-2.30pm on couriers. We are eager to invite other businesses in the food sector (primarily food service but could be any company that uses couriers) to attend. If you have contacts in businesses that use couriers/last mile delivery services, please contact Suzanne.

- **New GRASP methodology:**

Has anyone seen the new GRASP standard - and if so, can you share it please?

Are any retailers accepting the new GRASP standard?

Upcoming FNET meetings



- **Responsible Recruitment Working Group** – In person Workshop – 4th September 9-4pm, Bakkavor, Spalding site
- **Empowering Work WG Meeting** - Thursday 3rd October 2-4pm
- **Raw Materials & Services working group** – Thursday 10th October 1-3pm
- **Climate Change & Human Rights working group** – Wednesday 16th October 11-1pm
- **FNET onboarding call for new members** – Thursday 17th October – 12-13.30pm
- **Developing Common Due Diligence Tools Workshop** – Thursday 24th October 9-4.00pm - Samworth's Craft & Innovation Centre, Melton Mowbray
- **All members meeting** – 6th November G's Fresh, Barway, Ely 9-4.30pm
- **Raw Materials & Services working group** – Thursday 16th January 2025 1-3pm
- **Climate Change & Human Rights working group** – Thursday 30th January 2025 1-3pm