

# Multistakeholder Roundtable 2: Seasonal Worker Scheme

15 November 2022

## Summary outputs

The following is a summary of the outputs generated by participants at the second multistakeholder roundtable on the seasonal worker scheme, held at the Form Rooms in Covent Garden on Tuesday 15 November 2022.

## Objectives and outputs

The objectives for the day were to identify opportunities for collaborative action to improve the scheme for 2023, and to find consensus on, and prioritise, asks of government.

The participants agreed that actions should be prioritised against the following criteria:

- SMART (specific, measurable, attainable, relevant, time-bound) and within scope of the Scheme
- Risk and evidence-based
- Positive impact on worker welfare
- Affordable, feasible, commercially viable
- Strategic, with a long-term focus
- Shared responsibility and accountability

Participants discussed opportunities under 10 different themes, before prioritising 3-4 actions per theme to present back to the group. These were then voted on and the top 5 went into detailed action-planning sessions.

The key output of these action planning sessions is a set of task and finish working groups formed to take actions forward. Details on the organisations participating in the working groups and a description of the proposed actions are set out below.

Working groups are expected to meet and take actions forward with immediate effect, reporting back to the full group in early February 2023.

### Statement from Home Office and DEFRA:

*We really appreciate the initiative being taken by the ALP and retailers through these multi-stakeholder workshops. It's vital that we all work together to improve the experience of migrant workers through the seasonal worker visa route so it delivers effectively for us all. It was great to be a part of the first workshop and to contribute to the insights it gathered in such a constructive and positive event. Whilst our attendance at this second round table is not possible at this time we want to assure delegates that we are very keen to see the outputs and we'll continue to engage with those taking forward the next steps. More specifically, whilst focussing on what the sector can proactively take forward, this second round table event will identify issues and opportunities that government is best placed to act on. We look forward to seeing those outputs and will report back. We intend to initiate stakeholder workshops in the spring of 2023 to work through operational improvements relating to worker welfare, drawing in insights from our annual survey of visa route workers (2020 and 2021) and a summary of findings from the operation of the pilot for the visa route in those years, both of which will be publishing soon.*

## Action plans

### 1. Education and information for jobseekers and recruits, pre- and post-arrival

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| <b>Purpose:</b> To build awareness, prevent exploitation and develop trust in the SWS   |  |
| <b>Summary of components:</b> <ul style="list-style-type: none"> <li>• Build on and develop the Just Good Work app</li> <li>• Promote via social media, via governments and through other actors in source countries</li> <li>• Make JGW available and accessible for all recruits</li> <li>• Confirm and measure understanding of standards and rules among recruits, pre- and post-arrival</li> <li>• Take lessons learned from the IOM pilot project on <i>Supporting safe and orderly migration from Kyrgyzstan and Tajikistan to the UK</i> to improve communication and consider how to scale (runs to March 2023)</li> </ul> |  |
| <b>Key stakeholders:</b> <ul style="list-style-type: none"> <li>• Workers</li> <li>• Labour providers</li> <li>• Growers</li> <li>• In-country governments</li> <li>• Need to map relevant actors in main source countries</li> </ul>   | <b>Task and finish working group</b><br>AG Recruitment<br>Association of Labour Providers (ALP)<br>Concordia<br>Fruitful Jobs<br>IOM<br>Just Good Work (Fifty Eight)<br>M&S<br>Pro-Force<br><b>Coordinated by: British Retail Consortium (BRC)</b> |

### 2. Risk-based approach to source countries

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| <b>Purpose:</b> To increase understanding of country-specific risks and mitigation requirements  |   |
| <b>Summary of components:</b> <ul style="list-style-type: none"> <li>• Develop good practice on due diligence for source countries that is achievable for labour providers</li> <li>• Clearly identified risks to jobseekers and recruits</li> <li>• Collaboration with embassies, labour inspectorates and manpower ministries</li> <li>• Clear pathway to legal and responsible recruitment</li> </ul>                       |   |
| <b>Key stakeholders:</b> <ul style="list-style-type: none"> <li>• Labour providers</li> <li>• Home Office</li> <li>• GLAA</li> <li>• FCDO</li> <li>• UK foreign embassies in key source countries</li> <li>• Trade unions</li> <li>• Foreign labour inspectorates</li> <li>• Migration Advisory Committee</li> <li>• NGOs and INGOs including: IOM, ILO, IJM, Oxfam, Anti-Slavery International, Justice &amp; Care</li> </ul> | <b>Task and finish working group</b><br>AG Recruitment<br>ALP<br>Concordia<br>Fruitful Jobs<br>IOM<br>Justice & Care<br>Pro-Force<br>Tesco<br><b>Coordinated by: Ethical Trading Initiative (ETI)</b> |

### 3. Minimising scheme costs to recruits

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| <b>Purpose:</b> Prevent and reduce the costs paid by workers to access the scheme  |  |
| <b>Summary of components:</b> <ul style="list-style-type: none"> <li>• Mapping and breakdown of costs to identify opportunities for reduction or prevention</li> </ul> |  |
| <b>Key stakeholders:</b> <ul style="list-style-type: none"> <li>• Labour providers</li> </ul>  | <b>Task and finish working group</b><br>Agricultural Investments<br>Asda<br>FLEX<br>IOM<br>NFU<br>Pro-Force<br>RE Recruitment<br>The Co-op<br>Work Rights Centre<br><b>Coordinated by: ALP</b> |

### 4. Scheme operator assessment

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| <b>Purpose:</b> To improve the quality and integrity of Scheme Operator assessment and increase supply chain transparency to enable more effective due diligence  |   |
| <b>Summary of components:</b> <ul style="list-style-type: none"> <li>• Consideration of an independent assessment of each scheme operator for 2023 (UK and 1 source country)</li> <li>• Creating of individual improvement plans which are independently monitored to verify actions are completed – this is transparently shared with all stakeholders <ul style="list-style-type: none"> <li>○ UK and source country management practices, plus source country recruiter</li> <li>○ Will include following workers journey to farm and use of suitable worker interview/pulse survey/tech to gather their views.</li> </ul> </li> </ul> |   |
| <b>Key stakeholders:</b> <ul style="list-style-type: none"> <li>• Labour providers</li> <li>• Retailers</li> </ul>  | <b>Task and finish working group</b><br>AG Recruitment<br>Aldi<br>Berryworld<br>Clockhouse Farm<br>DPS Ltd<br>G's<br>HOPS<br>Lidl<br>Morrisons<br>Scottish Government<br>Tesco<br><b>Coordinated by: FNET and Stronger Together</b> |

## 5. Common policy asks

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| <b>Purpose:</b> To improve the Seasonal Worker Scheme through changes to government policy and Scheme rules  |   |
| <b>Summary of components:</b> <ul style="list-style-type: none"><li>• Initiative engagement with senior Home Office personnel</li><li>• Develop a maximum of three concise asks, which are practical and deliverable in the short-term, agreed and signed by multistakeholder group</li><li>• An advocacy plan that takes short-term, medium-term and long-term goals into account</li></ul> |   |
| <b>Key stakeholders:</b> <ul style="list-style-type: none"><li>• Retailers</li><li>• Labour providers</li><li>• MPs in rural constituencies</li></ul>  | <b>Task and finish working group</b><br>ALP<br>Anti-Slavery International<br>Directorate of Labour Market Enforcement<br>FLEX<br>Fresh Produce Consortium<br>Just Right Scotland<br>Morrisons<br>Sainsbury's<br>Scottish Government<br>Waitrose<br>Work Rights Centre<br><b>Coordinated by: NFU and BRC</b> |

## 6. Remediation

Remediation was not taken forward as a topic for action planning but there were several participants keen to set up a workstream on this issue.

### Task and finish working group

ATLEU

FLEX

FNET

Tesco

**Coordinated by: Stronger Together**

## Full list of themes discussed

1. Actions to prevent third-party recruitment scams
2. Improving information for jobseekers and recruits
3. Achieving good practice in the recruitment and supply of workers by scheme operators
4. Minimising scheme cost risks to workers
5. Implementing effective and transparent supply chain due diligence on scheme operators and growers
6. Building capacity among growers
7. Implementing worker grievance, helpline and voice tools to understand worker experience
8. Improving worker support, transfer, return and reparation process
9. Establishing a scheme recruitment fee remediation process
10. Achieving common position on asks of government with regards to scheme rule changes and wider policy recommendations