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Responsible recruitment | Fair work | Free from exploitation

# Stronger Together & FNET

Tuesday 1<sup>st</sup> November 2022



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Responsible recruitment | Fair work | Free from exploitation

**Our Vision** is a world where all workers are recruited responsibly and have fair work free from exploitation.

**Our Mission** is working together to enable organisations to embed responsible recruitment and employment practices and mitigate labour exploitation in their operations and supply chains



# Our collaborative programmes



# What we do

## Capacity building guidance, resources and training

- **Training:** a range of live interactive online or in-person workshops and practical e-learning modules tailored to different actors, knowledge levels, sectors, countries and functions.
- **Guidance and resources:**
  - best-practice, in-depth toolkits
  - template policies and procedural documents
  - powerful short films
  - information posters and leaflets for workers
  - topical webinars

## Country, sector and thematic collaborative supply chain programmes

- UK Consumer Goods
- UK Construction
- Fast Forward – UK Apparel and General Merchandise
- Spain
- South Africa
- Malawi
- US
- Mexico and Costa Rica
- Global responsible recruitment

## Monitoring, Evaluation and Market Differentiation

- **Self-assessment tools:**
  - Checklists
  - Online self-assessment tools (PRT and RRT online tool)
  - Business Partners
- **Independent verification:**
  - Checklist Verification Assessments
  - Organisational Progress Assessment
  - [Fast Forward](#) forensic labour standards audits
  - [Clearview](#) responsible recruitment certification

## Bespoke consultancy, advisory and training services

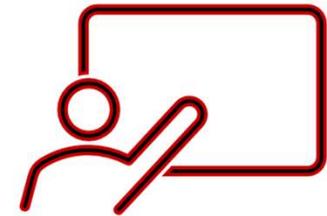
- Compelling presentations to Board/ C-suite/ management/supply chain
- Strategy and policy development
- Risk assessment and control
- Bespoke training and capacity building
- Monitoring and communicating effectiveness

# Benefits for Consumer Goods Sponsors' suppliers\*



**One free delegate place** per organisation on 'Tackling Modern Slavery in UK Businesses' and 'Advanced Tackling Modern Slavery in UK Businesses' open training workshops, **available every 3 years**

+ additional places at a discounted rate

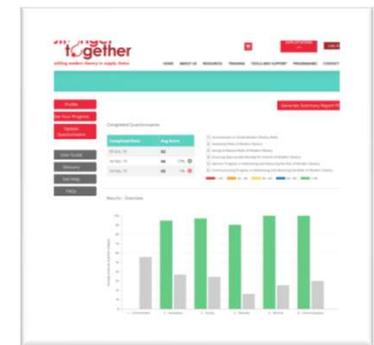


\*Sponsors' eligible suppliers include:

- UK based suppliers of own-label product or goods-not-for-resale
- Direct service provider suppliers
- Direct labour provider suppliers
- Labour providers servicing Sponsors' UK based primary suppliers

**Free access to the Progress Reporting Tool**  
(currently for Manufacturers/Producers/Growers only)

Free dedicated **topical webinars** with guest expert speakers to share best practice and explore current trends and challenges.



# Benefits for RRT Sponsors



## Sponsors drive extensive benefits throughout their global supply chains

**RRT Sponsors' suppliers** benefit from an exceptional package of support to enable them to embed responsible recruitment practices, simply, at a pace that suits them, including:

- **Free 'Full' level subscriptions** to the RRT online tool.
- **Discounts on 'Supply Chain' subscriptions** to the RRT online tool
- Free access to **RRT Business Partners**.
- Unlimited free places on a **range of RRT online training** courses
- Regular communications and events e.g. Responsible Recruitment Update Forums

\*Eligible suppliers include RRT Sponsors':

- a. Own-label suppliers (at any tier) and not-for-resale suppliers/service providers (at tier one)
- b. Direct [labour providers](#)/recruiters or those used by their suppliers (a.)

*"As leading companies committed to protecting vulnerable workers, we are pleased to announce this extension of responsible recruitment support to the tens of thousands of businesses in our supply chain. Responsible recruitment has never been more important in the context of Covid-19. The pandemic has increased the vulnerability of jobseekers and workers, and responsible recruitment is key to building resilient supply chains"*

RRT Sponsors



# Modern Slavery: New Global

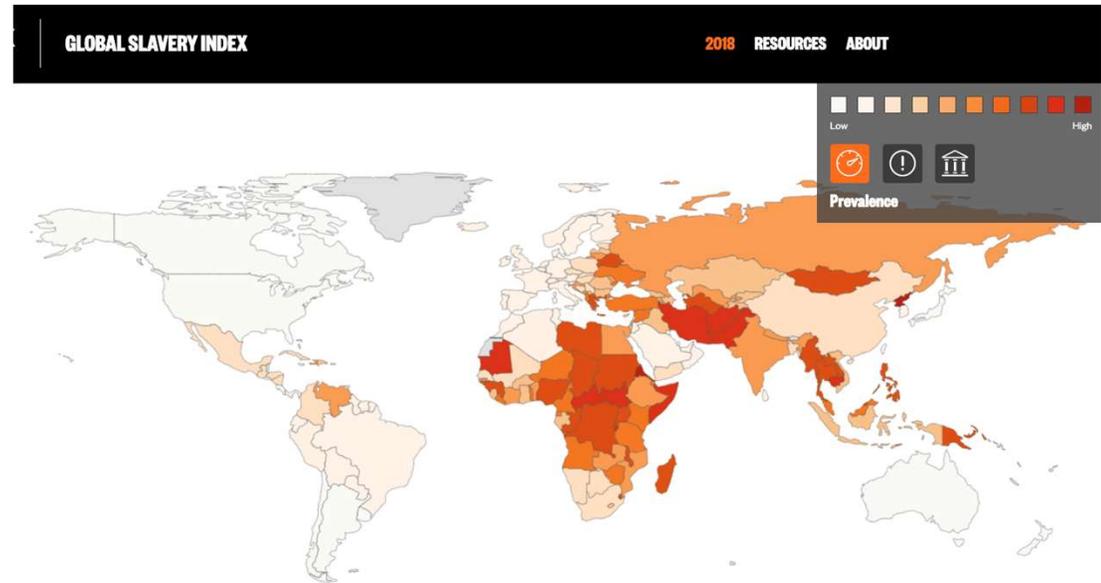
## Global:

**49.6 million** people were living in modern slavery in 2021, of which **27.6 million were in forced labour**

Of the 27.6 million people in forced labour, **17.3 million are exploited in the private sector**; 6.3 million in forced commercial sexual exploitation, and 3.9 million in forced labour imposed by state.

**An increase of 2.7 million in the number people in forced labour between 2016 and 2021**

Top five sectors adult forced labour (87 per cent): services (excluding domestic work), manufacturing, construction, agriculture (excluding fishing), and domestic work.



# UK Statistics – New Report by the Salvation Army



Find your local Salvation Army | [salvationist.org.uk](https://salvationist.org.uk) ↗



## Criminal gangs tighten grip on modern slavery in the UK

published on 13 Oct 2022

Last year 3,068 people were rescued and supported in safe houses and outreach services, the majority of whom had been forced to commit crimes, work against their will, or coerced into sex work.

This is a 15% increase on the previous year. The Salvation Army is warning that this is just the tip of the iceberg.

The Salvation Army has released its 11<sup>th</sup> [annual report](#) on support provided to adult victims of modern slavery.

Of the more than 3,000 individuals referred to the charity, **46% experienced labour exploitation** such as being forced to work in factories, building sites or farms with little or no pay – **this is a 36% rise from 2020/21**

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# UK insights

## Insights:

- UK immigration system and risks – more routes expected
- Recruitment fees – RRT support
- Modern Slavery Bill and civil society principles
- Retained EU Law (Revocation and Reform) Bill
- Cost of living exacerbating risks of modern slavery
- Living wage foundation new rates



GOVERNMENT CHRONICLE

Her Majesty the Queen. Our entire nation.

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COMMUNITY COHESION

### Julie McAulty: Key role for councils as cost-of-living crisis increases slavery risk

17 September 2022

... authority staff must be empowered to know the signs, indicators and how to respond to modern slavery, writes the UK & Europe programme director of Hope for ...

Department of Health & Social Care

Policy paper

### Memorandum of understanding between the Government of Nepal and the Government of the United Kingdom of Great Britain and Northern Ireland on the recruitment of healthcare professionals (text only)

Updated 22 August 2022

UK Parliament

## Parliamentary Bills

UK Parliament > Business > Legislation > Parliamentary Bills > Retained EU Law (Revocation and Reform) Bill

### Retained EU Law (Revocation and Reform) Bill

Government Bill

Originated in the House of Commons, Session 2022-23

Last updated: 22 September 2022 at 15:20

## New employment status guidance for employers and workers

### As farms look further afield for labour, investigation finds Kent pickers saying they struggle to pay fees charged by unlicensed brokers

A technician operates an agricultural machine in the strawberry sheds at Clock House farm. Photograph: Hollie Adams/Bloomberg/Getty

# UK immigration risks



**Plus:**  
Scale-up visa  
Health and Care  
Worker visa

Department  
of Health &  
Social Care

Policy paper

**Memorandum of understanding between the Government of Nepal and the Government of the United Kingdom of Great Britain and Northern Ireland on the recruitment of healthcare professionals (text only)**

Updated 22 August 2022

**Revealed: Indonesian workers on UK farm 'at risk of debt bondage'**

**As farms look further afield for labour, investigation finds Kent pickers saying they struggle to pay fees charged by unlicensed brokers**



A technician operates an agricultural machine in the strawberry sheds at Clock House Farm. Photograph: Hollie Adams/Bloomberg/Getty

The Telegraph Queen Elizabeth II News Sport Business Opinion Ukraine Money Life Style Travel Cult

Royals UK news Politics World Health Defence Science Education Environment Investigations

### How nurses recruited from Zimbabwe are being caught in UK 'bonded labour' schemes

NHS series: Care workers, lured from south east Africa to start their careers in this country, are being scammed and exploited by middlemen

By Ray Mwanza  
28 August 2022 - 7:00am

Related Topics  
Zimbabwe, Africa, Global Health  
Security, Migration, Care homes

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# Current UK political landscape

## Modern Slavery Bill

*'Strengthen the protection and support for victims of human trafficking and modern slavery and increase the accountability of companies and other organisations to drive out modern slavery from their supply chains'*



Queen's Speech 2022

It is anticipated that the new Modern Slavery Bill will:

- Extend the range of organisations required to report;
- Require that statements are published to a specified Government registry;
- Introduce a single reporting deadline;
- Mandate the details to be included;
- Provide civil penalties for non-compliance;

There are groups also advocating for the Bill to also introduce import ban legislation.

# Recruitment Fees

● This article is more than 1 month old

## Indonesians wait for UK farm jobs after paying deposits of up to £2,500

**Exclusive:** Workers say they have been charged to guarantee a job - which may be illegal - and have not yet had an interview

- **Indonesian man who paid £1,000 for UK farm job**
- **Analysis: Seasonal workers left at risk of exploitation**



📷 A seasonal worker picking grapes in Hampshire. More than 1,200 Indonesians have been placed on British farms this year by AG Recruitment working alongside Al Zubara Manpower. Photograph: Luke MacGregor/Alamy

Indonesians dreaming of working in Britain are understood to have paid deposits of up to £2,500 to a Jakarta agency to “guarantee” jobs on UK farms that have not yet materialised.



Gangmasters and  
Labour Abuse Authority

*McCaffrey said businesses relying on overseas labour could better protect those using the visa by funding their travel. “In an ideal world, those who are profiting from people coming here should pick up that bill ... They need workers here for their businesses to run, and £1,000 for somebody coming from a long way away when they’re coming to do that kind of job is a huge amount of money for them to find, and it’s probably much less for these big companies to find.”*

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# Recruitment Fees & Debt Bondage – Resources

Stronger Together Posters & Worker Questionnaires translated into **three** new languages responding to new visa routes and feedback from sponsors and suppliers

- Uzbek
- Nepali
- Filipino



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 Are you being forced to work when you don't want to?  
Do you have to pay someone money to give you work?  
Are you being forced to live in accommodation against your will?  
Is someone controlling your identity documents or bank account?  
Is someone threatening or intimidating you or your family?

 के तपाईंलाई आफूले नचाहेको सधैँतमि काम गर्नु बाध्य गर्दछ?  
के तपाईंलाई काम दिएकोपत तपाईंले कसैलाई पैसा तर्दिनु पर्दछ?  
के तपाईंलाई तपाईंको इच्छाविरुद्धको आवासमा बस्नुका लागि बाध्य गर्दछ?  
के तपाईंका पहिचान दस्तावेजहरू वा बैंक खातामाथि अरु कसैको नियन्त्रण छ?  
के कसैले तपाईं वा तपाईंको परिवारलाई धम्काउने वा तर्साउने गर्दछेको छ?

 Ishlashni xohlamaganingizda sizni ishlashga majburlashadimi?  
Sizga ish berishlari uchun kimgadir pul to'lashingiz kerakmi?  
Sizning xohishingizga qarshi siz xohlamaydigan turar joyda yashashga majburlashadimi?  
Kimdir sizning shaxsingizni tasdiqlovchi hujjatlarni yoki bank hisobingizni nazorat qilmoqdam?  
Kimdir sizga yoki oilangizga tahdid qilyaptimi yoki qo'rqityaptimi?

 Pinipilit ka bang magtrabaho kahit ayaw mo?  
Kailangan mo bang magbayad sa isang tao para mabigyan ka ng trabaho?  
Pinipilit ka bang tumira sa akomodasyon na labag sa kalooban mo?  
May kumokontrol ba sa mga ID o bank account mo?  
May nagbabanta o nananakot ba sa iyo o sa pamilya mo?

**YES? हाँ? JAVOBINGIZ "HA"MI? OO?**  
GET HELP! सहयोग लनुहोस्! YORDAM OLING! HUMINGI NG TULONG!



**ELIMINATING WORKER-PAID RECRUITMENT FEES | 2 hrs training webinar**

Dates available to book now

1 December 2022 - 14:30-16:30 GMT [Book Now](#)

14 March 2023 - 9:00-11:00 GMT [Book Now](#)

## Overview

As momentum to promote responsible recruitment practices in supply chains builds, organisations are particularly focusing on the issue of recruitment fees, recognising that the practice of charging fees to workers is exploitative and can lead to situations of debt bondage and forced labour.

This 2 hour interactive training webinar will equip you with practical steps to eradicate the charging of fees to workers in your operations and supply chains.

By the end of this training you will:

- Understand the importance of eliminating recruitment fees and related costs and what constitutes a recruitment fee
- Be confident in your next steps to eliminate recruitment fees and understand what to do if recruitment fees are uncovered in your business or supply chains.

# Cost of living and impact on workers



According to the [Financial Capability Strategy for the UK](#):

- **25%** of workers have lost sleep over money worries;
- Over **half of employees** say that current financial worries stop them from performing at their best; and
- **46%** of employees say that financial pressure affects their relationship with their manager.

# Living Wage Foundation Rates

The infographic features a stylized map of the United Kingdom and Ireland. The UK is shown in white with a small orange dot in the south, while Ireland is highlighted in yellow. The background is split into teal and orange sections. A white circle on the left contains the text '£10.90 UK LIVING WAGE'. A central black box with white text reads 'FOR THE COST OF LIVING'. A white circle on the right contains the text '£11.95 LONDON LIVING WAGE'. The Living Wage Foundation logo is in the top right, and the hashtag #LIVINGWAGE is in the bottom right.

Living Wage Foundation

£10.90 UK LIVING WAGE

FOR THE COST OF LIVING

£11.95 LONDON LIVING WAGE

#LIVINGWAGE

The screenshot shows the TUC website's blog listing page. The header includes the TUC logo and the tagline 'Changing the world of work for good'. Navigation links for 'About unions', 'Campaigns', 'Research & analysis', and 'Workplace guide' are visible. The main content area features a blog post titled 'We need a £15 minimum wage. This is how to get there' by Afzal Rahman, published on 23 Aug 2022. A 'Stay Updated' sidebar on the left offers an email sign-up form.

TUC Changing the world of work for good

About unions Campaigns Research & analysis Workplace guide

Home / Blog listing

Stay Updated

Want to hear about our latest news and blogs? Sign up now to get it straight to your inbox

Your email address

Sign up

We need a £15 minimum wage. This is how to get there

Author: Afzal Rahman

Published date: 23 Aug 2022

The TUC has set out, today, a plan for pay growth underpinned by a £15 minimum wage. As workers struggle to stay afloat, it is clear that higher wages have to be at the heart of the UK's economic strategy.

**Take your next steps**  
**Get in touch:**

[info@stronger2gether.org](mailto:info@stronger2gether.org)

**We look forward to hearing from  
you**



@S2G\_UK



/stronger-together



www.stronger2gether.org

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## Questions

**What/where are the biggest risks in your operations/supply chains?**

**What steps are you taking to mitigate these risks?**