



Seasonal Workers 2023 Grower update and discussion





Welcome and Introduction

Today's session



Update on seasonal workers' supply, government and other stakeholders' positions, Grower Seasonal Workers' Toolkit & Checklist – David Camp, ALP Chair



Update on Seasonal Workers' Scheme Taskforce and Workstream activities – Hannah Newcomb, Taskforce Secretariat Lead/Stronger Together Co-CEO



2023 Growers' Experience – this season's challenges and further support that would be helpful - Open discussion facilitated by Louise Nicholls, FNET Technical Lead



Seasonal Workers' Scheme Update

2023 SW Scheme

- *We have made an initial 45,000 visas available for seasonal workers – with of course, the possibility of 10,000 more, if we can show that they're needed*
- *while they're here, give them a minimum of 32 hours of work every week, and pay them at least the national living wage*

Press release

Government provides boost to horticulture industry with certainty over seasonal workers

45,000 visas for seasonal workers to be available for horticulture businesses next year

From: [Department for Environment, Food & Rural Affairs](#) and [The Rt Hon Mark Spencer MP](#)

Published 16 December 2022



The Scheme Operators

Current horticultural scheme operators:

- Agri-HR
- Concordia
- Ethero (trading as Telpasc)
- Fruitful Jobs
- HOPS
- Pro Force

Current poultry scheme operators:

- Pro-Force
- RE Recruitment

Source
country
recruitment
2022 v 2023

Nationality	No.	%
Ukraine	7,318	21%
Kyrgyzstan	4,341	13%
Uzbekistan	4,233	12%
Tajikistan	3,894	11%
Nepal	2,747	8%
Kazakhstan	2,672	8%
Moldova	2,230	6%
Indonesia	1,454	4%
Romania	1,137	3%
Bulgaria	1,029	3%
Russia	727	2%
Macedonia	666	2%

Positive reaction to Rishi Sunak's Food Summit talks



2024 Seasonal Workers

- Seasonal workers for horticulture available in 2024 will again be 45,000 (plus 2,000 for poultry), with the potential for a further 10,000 visas should the demand be proven.

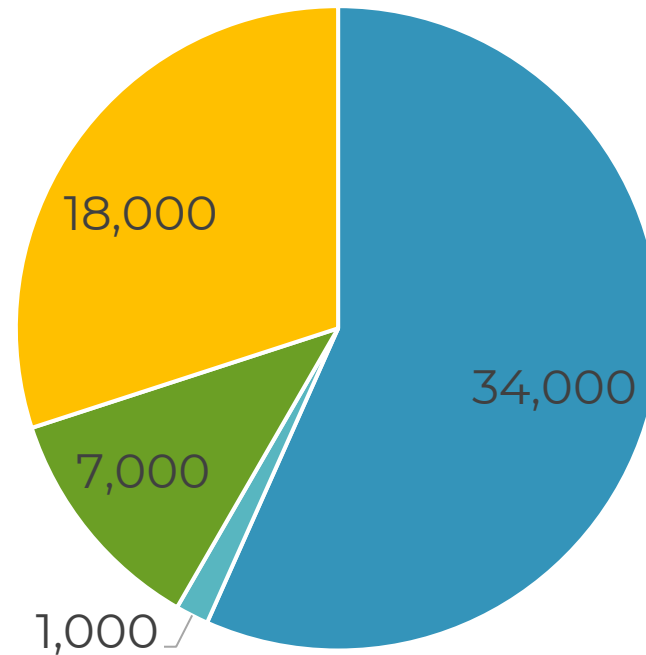


No 10 food summit 'no more than a PR stunt' and failed to tackle key issues

Rishi Sunak's Farm to Fork meeting, the first of its kind, failed to address solutions to inflation, soaring costs and food security, say attenders

Estimate of 2023 horticultural seasonal workers

Estimate 60,000 total, made up of:



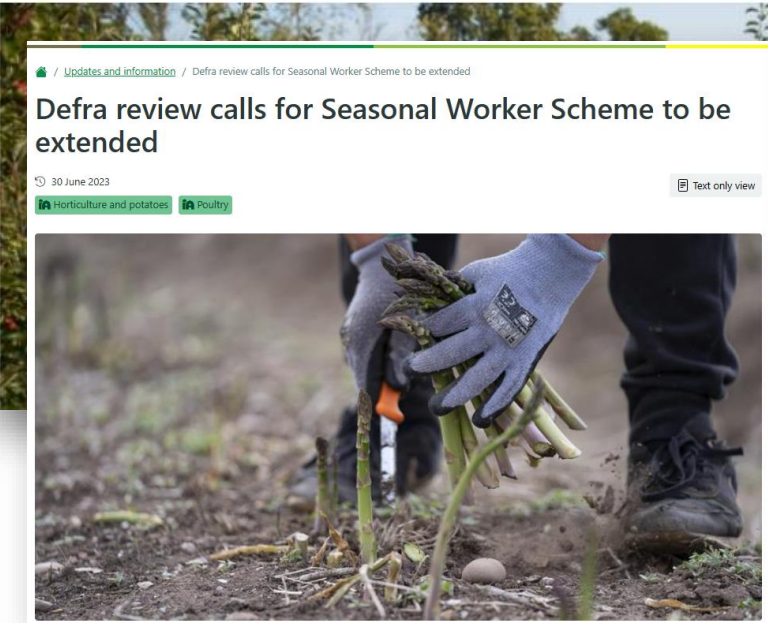
■ SWS visa ■ UK/domestic ■ Ukrainian BRPs ■ EUSS

Gloucestershire farmer to cut crops over worker uncertainty

7 days ago

Extending visa scheme for migrant farm workers will help save UK food production, review finds

Chronic worker shortage putting UK food production at risk, independent review warns



Independent Review into Labour Shortages - Seasonal Worker Recommendations

- Guarantee for 5 years
- Remove cap on numbers
- Extend visa to 9 months
- Allow businesses to recruit directly
- Apply an 'employer pays' principle in relation to the NHS health surcharge

TBIJ **LIVE**

THE ROTTEN TRUTH: EXPLOITATION ON BRITISH FRUIT FARMS

Emiliano Mellino
Reporter, TBIJ



Catherine McAndrew
Landworkers' Alliance

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27.03.23 IS WORK WORKING?

'THEY TREAT YOU LIKE AN ANIMAL': HOW BRITISH FARMS RUN ON EXPLOITATION

Migrants on the UK's rapidly expanding farmworker visa scheme face systematic bullying, abuse and growing debt

Debt, Migration, and Exploitation

The Seasonal Worker Visa and the Degradation of Working Conditions in UK Horticulture



NEW ECONOMICS FOUNDATION



THE JOINT COUNCIL OF THE WELFARE OF IMMIGRANTS

sustain

FOCUS ON LABOUR EXPLOITATION
Working to end labour exploitation



By Catherine McAndrew, Oliver Fisher, Clark McAllister, & Christian Jaccarini (2023)

NGO policy positions re SWS scheme

1. The Employer Pays Principle should be applied for workers traveling to the UK to work in agriculture.
2. Workers should have options to work more widely within or outside of the sector if there is no work available via their Scheme Operator or they lose their license
3. The visa should be renewable subject to ongoing employment. There should be a route to settlement.
4. Introduce regulations on accommodation standards with a clear oversight mechanism and prohibit charging if wages drop below the real living wage or they are not provided with work.
5. Establish bilateral agreements with sending countries, including reference to ensuring migrant and workers' rights are upheld at point of recruitment, during travel and in employment in the UK.
6. Monitor NLW compliance, provision of a minimum of 32 paid hours a week, with compensation mechanisms in place if work is not available at any point during the 6 months of the visa.
7. Increase the resources for labour market enforcement to ensure regular proactive inspections

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

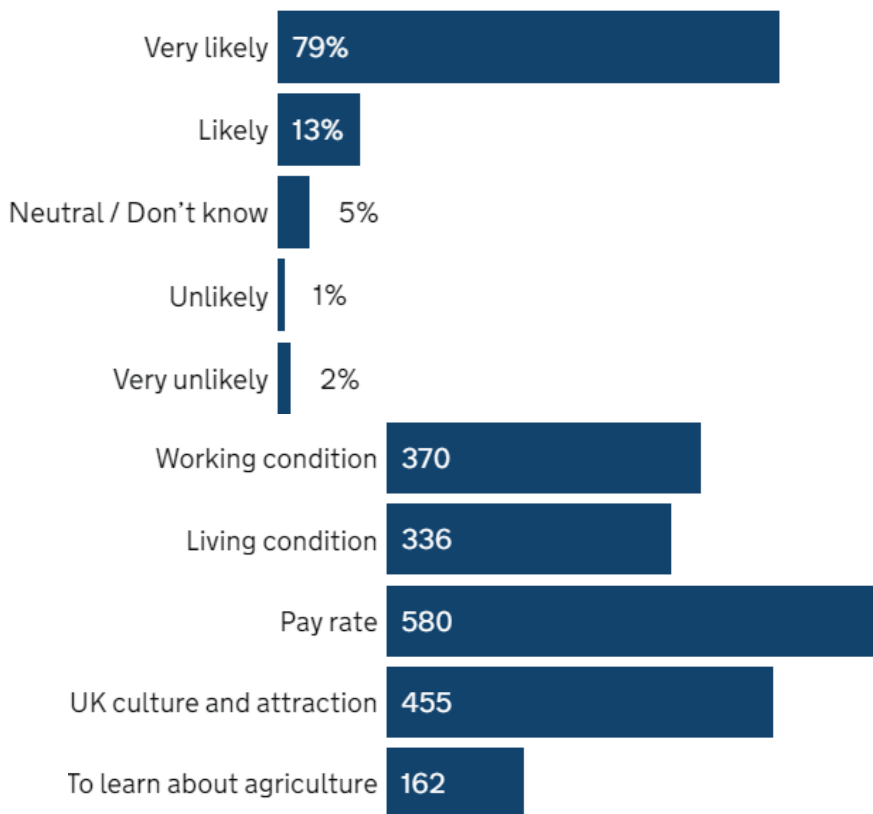


ATLEU
ANTI TRAFFICKING AND
LABOUR EXPLOITATION UNIT



Seasonal workers survey results 2021

Updated 18 July 2023

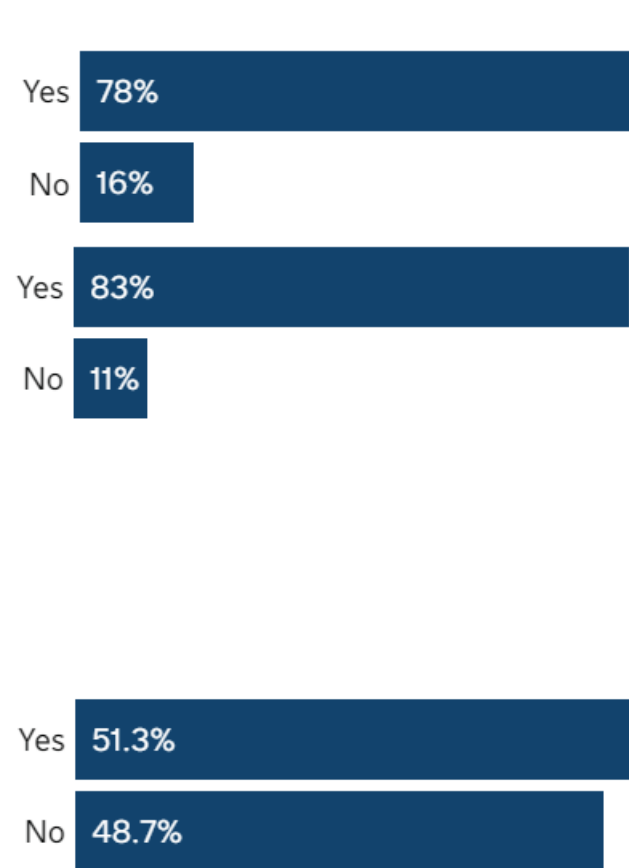


- 6.6k invitations in summer 2022, survey was not sent to 18.8k Ukrainians who had returned home. 772 responses; 12% response rate; 3% of total. The 2020 survey had 1554 responses from 7211 visas issued; 98% respondents were Ukrainian.
- Responses in 2020 and 2021 were broadly similar
- 92% of respondents said they would work on UK farms again – pay and UK culture were the top reasons
- 92% stated that they did not pay any fees to recruiters or recruitment agencies in their home countries; 6% had; 2% dnk

Source: <https://www.gov.uk/government/publications/seasonal-workers-pilot-review/seasonal-workers-survey-results-2021>

Seasonal workers survey results 2021

Updated 18 July 2023



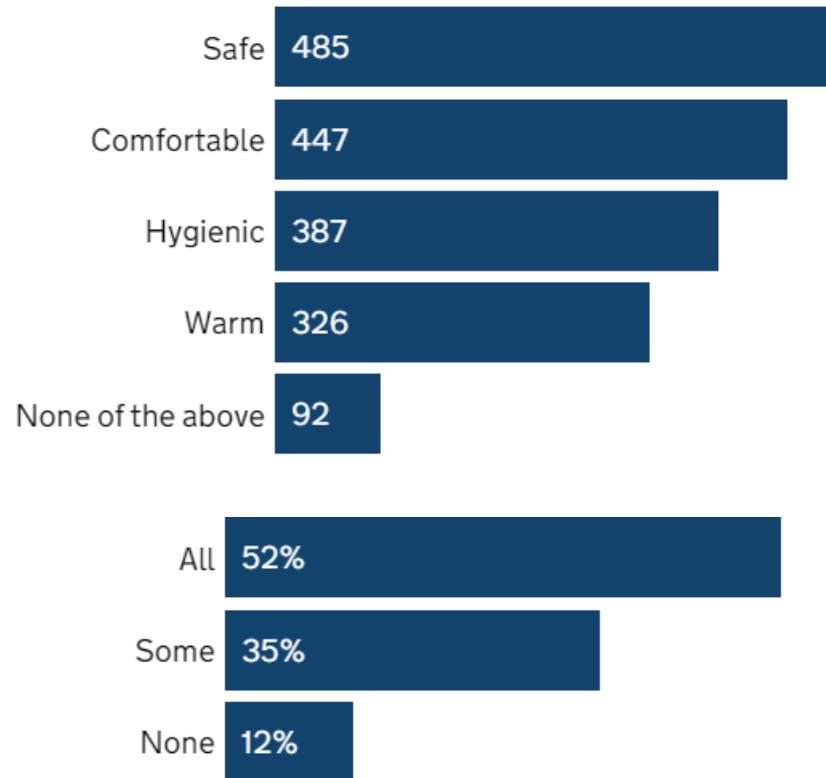
Treatment on farm

- 78% said they felt supported by managers while working; 16% not
- 83% said they were treated equally by farm managers; 11% not
- 10% stated that they had been threatened by farm staff
- 93% stated they were paid in full and 99% on time
- 85% said their contractual agreements were adhered to; 7% not
- 12% filed a complaint - most frequently 'living conditions', 'treatment by farm managers' and 'working conditions'; of these 40% said it was not easy to file and only 44% felt their complaint was followed up
- 155 respondents, said they had become sick or injured - 49% of these said farm managers ensured they received adequate treatment; 51 said that farm managers did not

Source: <https://www.gov.uk/government/publications/seasonal-workers-pilot-review/seasonal-workers-survey-results-2021>

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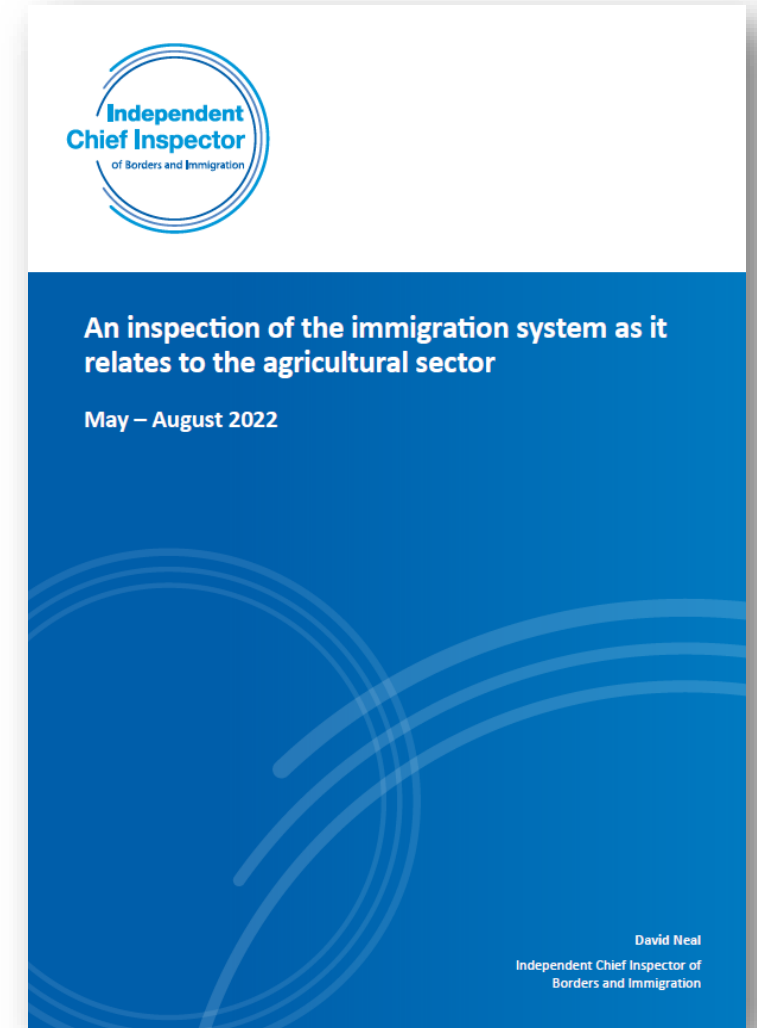
Facilities on farm

- 85% stated the accommodation matched the description given to them prior to starting work; 75% stated that their accommodation had toilet facilities; 83% adequate running water; 89% adequate cooking facilities; 50% wi-fi or internet connection; 48% adequate privacy
- 95% agreed their physical working conditions were OK or good re hygiene, health and safety; 89% re the intensity of work and working hours.
- 52% were provided with the appropriate clothing and equipment needed to undertake their work safely; 35% with some and 12% with none

Source: <https://www.gov.uk/government/publications/seasonal-workers-pilot-review/seasonal-workers-survey-results-2021>

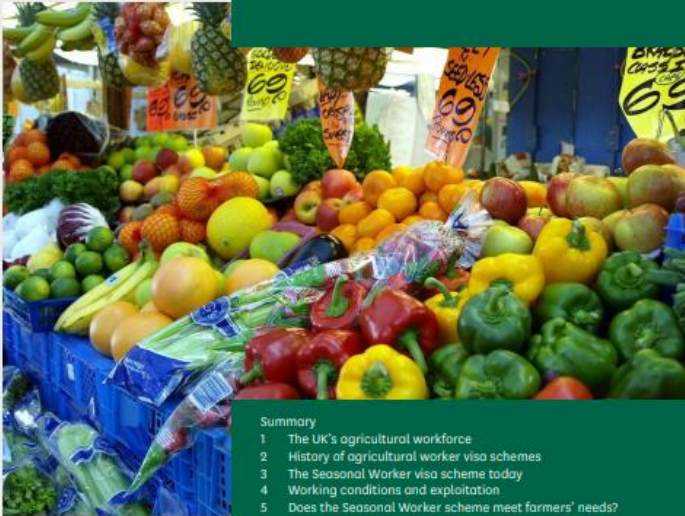
Home Office actions

- **Action 1 – Compliance – By April 2023**
 - Publish a review of SWS route
 - Establish a dedicated team to monitor on farms
- **Action 2 – Communication – By April 2023**
 - Publish a roadmap covering how the Home Office will actively seek the views of those who participate and contribute and ensure that engagement continues to be mutually beneficial
- **Action 3 - Clarity of roles & responsibilities – By July 2023**
 - Publish a document clarifying who is responsible for what across the Home Office, other govt depts, devolved administrations, and local authorities



Source: [gov.uk/government/publications/an-inspection-of-the-immigration-system-as-it-relates-to-the-agricultural-sector-may-to-august-2022](https://www.gov.uk/government/publications/an-inspection-of-the-immigration-system-as-it-relates-to-the-agricultural-sector-may-to-august-2022)

Seasonal Worker visas and UK agriculture



Summary

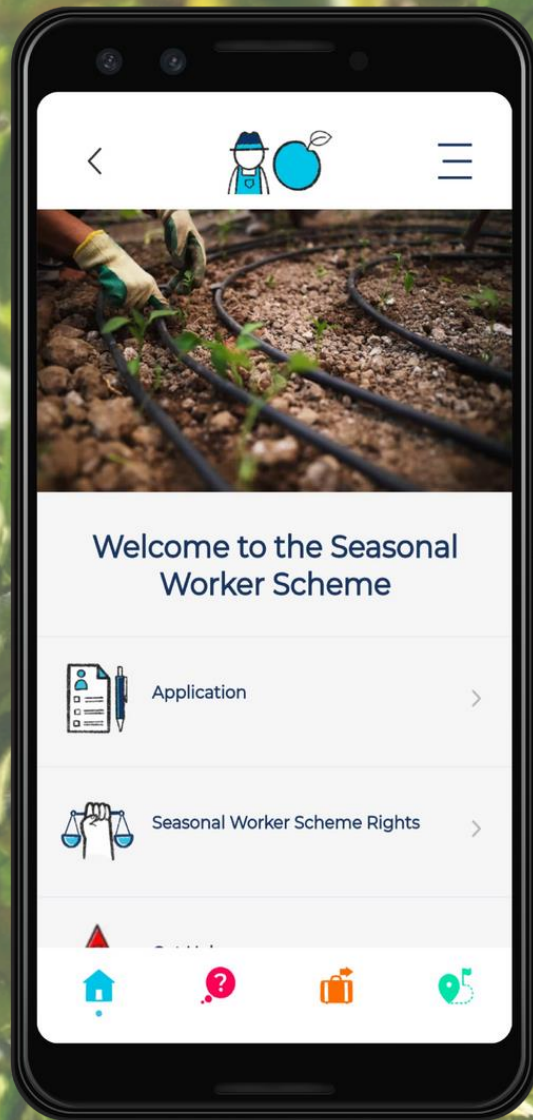
- 1 The UK's agricultural workforce
- 2 History of agricultural worker visa schemes
- 3 The Seasonal Worker visa scheme today
- 4 Working conditions and exploitation
- 5 Does the Seasonal Worker scheme meet farmers' needs?

commonslibrary.parliament.uk



Just Good Work App - 2023 Update

- In 2023 social media outreach has reached over 94,000 individuals
- 19,868 total users and 16,242 new downloads
- 76% of users were outside the UK - 4688 users in the UK
- Customisation options available for automated onboarding, multi-lingual induction, messaging, document e-signing and more. Contact business@justgood.work to discuss



Make sure workers have access to regular updates and more at www.justgood.work/resources


Gangmasters &
Labour Abuse Authority

Just
good
work



stronger
together



Migration Advisory Committee Inquiry



GOV.UK

[Home](#) > [Entering and staying in the UK](#) > [Visas and entry clearance](#) > [Work and investor visas](#)

Policy paper

Seasonal Worker visa inquiry: call for evidence

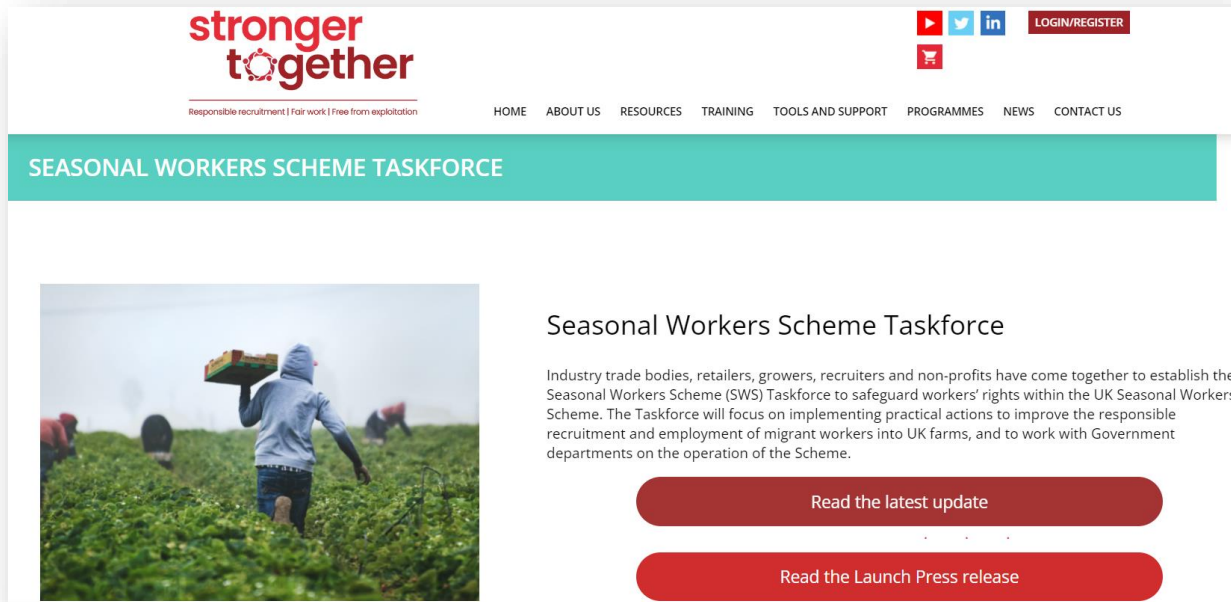
We want to hear views about the Seasonal Worker visa, and how well it meets the needs of employers, employees and other organisations.

- Seeking views on anything to do with the Seasonal Workers' visa, for example:
 - The economic impact of the visa
 - How well it works for employers
 - How well it protects the welfare of migrants
 - How it's organised
 - Anything that could be improved
- Deadline is 19 September 2023



Update on Seasonal Workers' Scheme Taskforce and Workstream activities

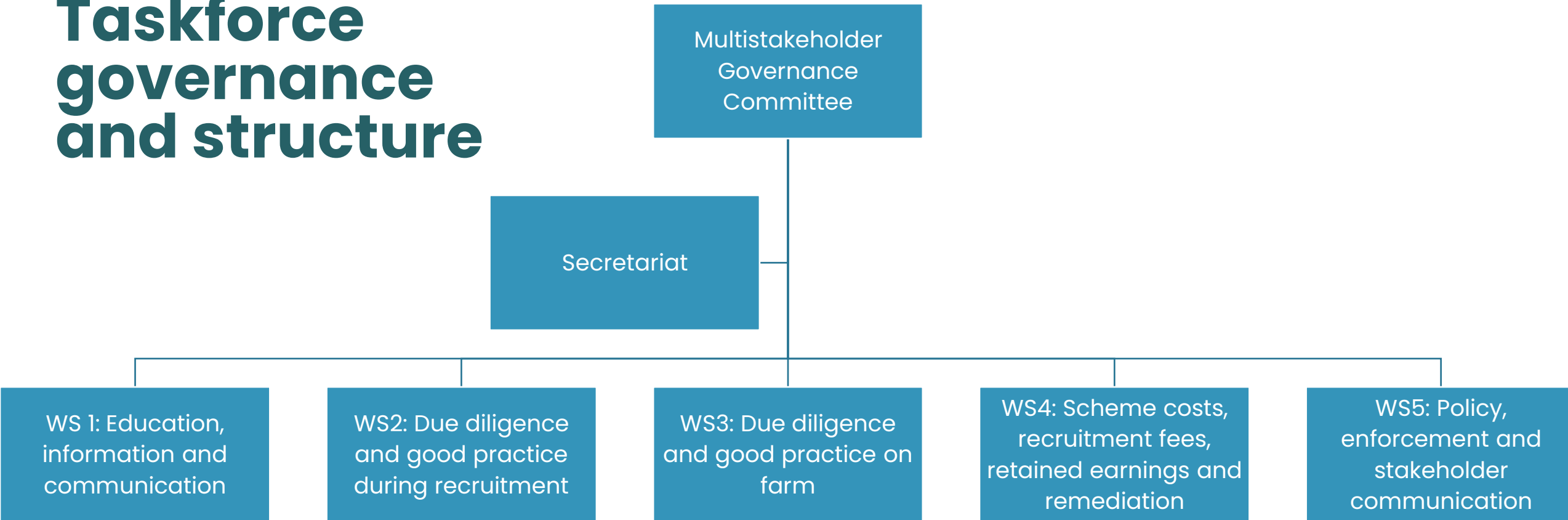
The Seasonal Workers Scheme Taskforce



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 a photograph of a worker in a blue hoodie carrying a crate of produce through a field. 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 of the text area, 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

SWS Taskforce Workstreams

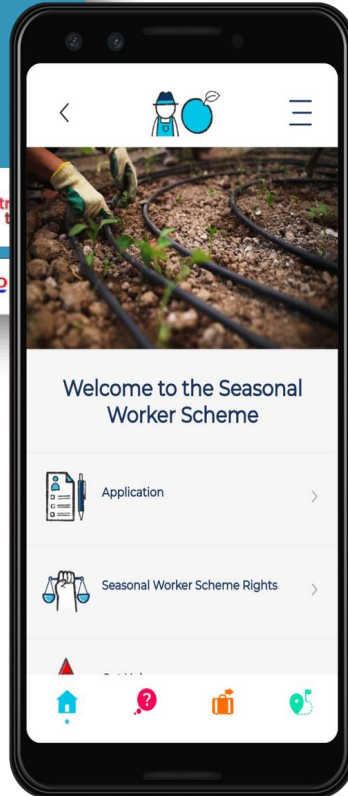
Workstream	Objective
1. Education, information and grievance mechanisms	To support and enable provision of appropriate, comprehensible information to workers pre-decision, pre-departure, on-arrival and on-farm to inform decision making, manage expectations and drive a positive Scheme experience; To review 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.

Progress of projects



UK Grower Seasonal Worker Toolkit March 2023

Collaborating partners:



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

Plus IOM PDO development and worker advice and help from Work Rights Centre/Worker Support Centre

Statement to Government on remit of SWS Taskforce



- 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.

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)	
Safe and legal cause significant	Low	4	4	16	ION, Tajikis, inspectors.
work required to repay these	Medium	5	4	20	ICM/FUDD Funded Projects
volume of work required to repay these	High	4	4	16	ICM/FUDD Funded Projects
of exploitation - deception about working	High	3	3	9	ICM/FUDD Funded Projects (Kyrgyz, Tajikistan), GLAA agreement with I. inspectorates in-country (Kyrgyzstan, Uzbekistan)
of their contractual rights, Scheme operators and	High	2	3	6	GLAA in-country relationships (Kyrgyzstan, Uzbekistan)
emotional and psychological stress caused to workers, Poor	High	4	4	16	Home Office Farm Visits / Inspections
impact on workers' health and wellbeing, costs to workers	Medium	3	3	9	Home Office Farm Visits / Inspections
impact on workers' health and wellbeing, risk of sexual	High	4	4	16	FPC Guidance on Temporary Accommodation, GLAA Farm Visits / Inspections
workers' financial wellbeing and risk of exacerbating any	High	4	2	8	Home Office Farm Visits / Inspections
measures placed on workers and the knock on psychological	Medium	4	4	16	Scheme rules on transfers
measures placed on workers and the knock on psychological	Medium	3	3	9	Gov guidance on minimum 32 hour allocation
UK and not being given any work or being given short	Medium	4	5	20	ICIBI recommendations
supervisors leaves the scheme open to abusive	Medium	3	3	9	Home office Farm Visits / Inspect
their employment/wellbeing in doing so	Medium	4	4	16	Work Rights Centre, MS&E Helpline Support Centre
and abusive working practice	Low	4	4	16	GLAA Far
tion, this	Low	4	5	20	

October/November

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



2023 Growers' Experience Open Discussion



UK Grower Seasonal Worker Toolkit

March 2023

Grower Toolkit & Checklist

- 338 Roadshow attendees, with 151 separate grower businesses attending
- Over 96% attendees found it useful. 79% found it very or extremely useful
- 82% of growers felt very/confident about managing seasonal workers after the workshop compared to 59% before
- How many have used the Toolkit and Checklist since? Any feedback/comments

GROWER SEASONAL WORKER CHECKLIST - 'CORE' SCORE

This Grower CORE Score Checklist supports growers to adopt a consistent approach in recruiting and employing seasonal workers. Use for self-assessment, gap analysis and action planning; to support collaborative working with clients and peers; and to access key guidance and resources. It does not detail everything that a grower needs to comply with in order to meet ethical audits but does cover the CORE requirements to better ensure legal compliance, improved recruitment and performance outcomes and a positive experience for seasonal workers.

Grower Name: _____ Site: _____ CORE Score %

Completer Name: _____ Email: _____ Date: _____

Scoring System: 0 = Not implemented/Don't know | 1 = Partially implemented | 2 = Fully implemented | N/A = Not applicable

No	Requirement	Checkpoint	Supporting Resources	CORE Score	Action Required
In-house recruitment of seasonal workers by grower					
1.	Grower has established and implemented responsible recruitment policies and procedures for its in-house recruitment of seasonal workers, in line with relevant legal and ethical standards.	Policy is written in accordance with RRT Template Responsible Recruitment Policy	RRT Standard - All Workers are Properly Recruited RRT Workshop - Introduction to Responsible Recruitment	0	-
2.	Grower's in-house recruiters are trained and have the understanding and skills required to implement responsible recruitment standards, policies and procedures.	View training records and confirm with recruiters	RRT Training Needs Assessment RRT Standard - All Workers are Properly Recruited RRT Workshop - Introduction to Responsible Recruitment	0	-
3.	Grower's in-house recruiters understand how to properly establish that all workers are legally eligible to work and workers with student visas do not exceed visa hours limits.	View training records and confirm with recruiters	Immigration to work rules Right to work checks: an employer's guide; Right to work checks: an employer's guide ; employer guidance ; Check if a document allows someone to work ; Guidance on examining identity documents ; Basic passport checks ; ALP Academy - Preventing Illegal Working	0	-
4.	The statutory excuse is established for all workers, prior to commencement of employment.	Personnel records show evidence of a correctly completed: Manual right to work check or Identity Service Provider check or Online right to work check ; for each worker	RRT Standard - All Workers are Properly Recruited Right to work checks: an employer's guide; Right to work checklists RRT Standard - All Workers are Properly Recruited	0	-

What have been this season's challenges?



What actions have you implemented?

Actions growers said they would implement		this season following the Roadshow	
Scheme Operator SLA and KPIs	42%	Managing weekly hours worked	21%
Improve worker contracts and handbook	40%	Improve worker performance management process	21%
Setting worker eligibility and selection criteria	37%	Improve worker productivity	19%
Improve healthcare arrangements	35%	Introduce site workforce KPIs	19%
Worker communication plan	35%	Improve safety	18%
Introduce Just Good Work	35%	Address hidden worker exploitation risks	16%
Supervisor training	35%	Improve formal grievance procedures	14%
Cultural awareness and inclusion	33%	Improve accommodation	12%
Arrange audit of labour providers	26%	Pay and terms & conditions rules	9%
Optimise Season Retained Earnings	23%		

2023 Growers' Experience Open Discussion – Any specific requests of Government to change the Scheme rules?



2023 Growers' Experience Open Discussion – How would you like your Scheme Operator(s) to improve?



**What further training
or other support
would be helpful?**

