



Part of
**stronger
together**

Responsible Recruitment Toolkit Update

Tuesday 15th November



Responsible Recruitment Toolkit Update





Responsible recruitment | Fair work | Free from exploitation



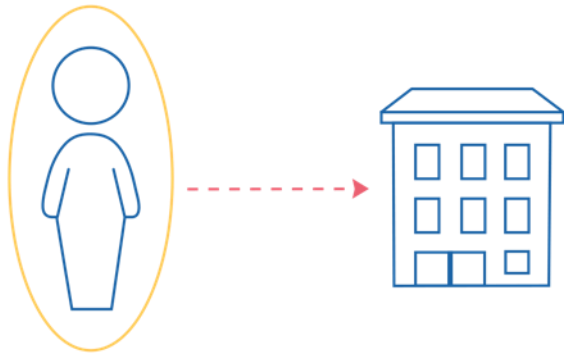
Our Vision is a world where all workers are recruited responsibly and have fair work free from exploitation.

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

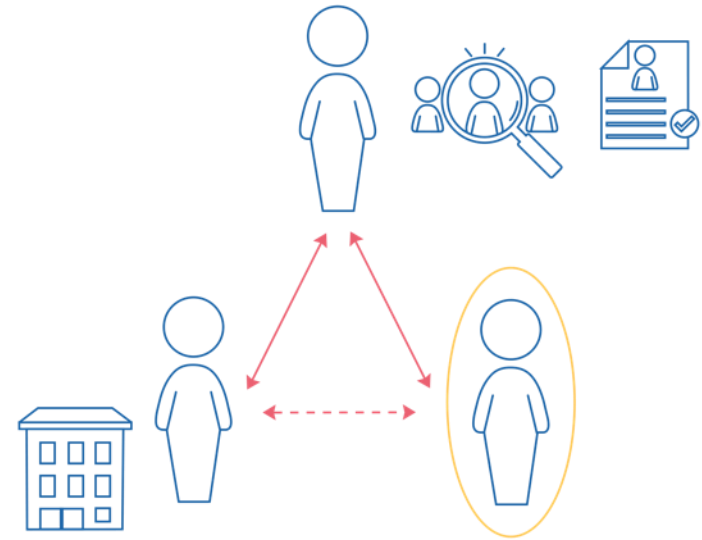
Stronger Together – A snapshot of global activity



Recruitment and the outsourced supply of workers present amongst the greatest risks of worker exploitation in supply chains



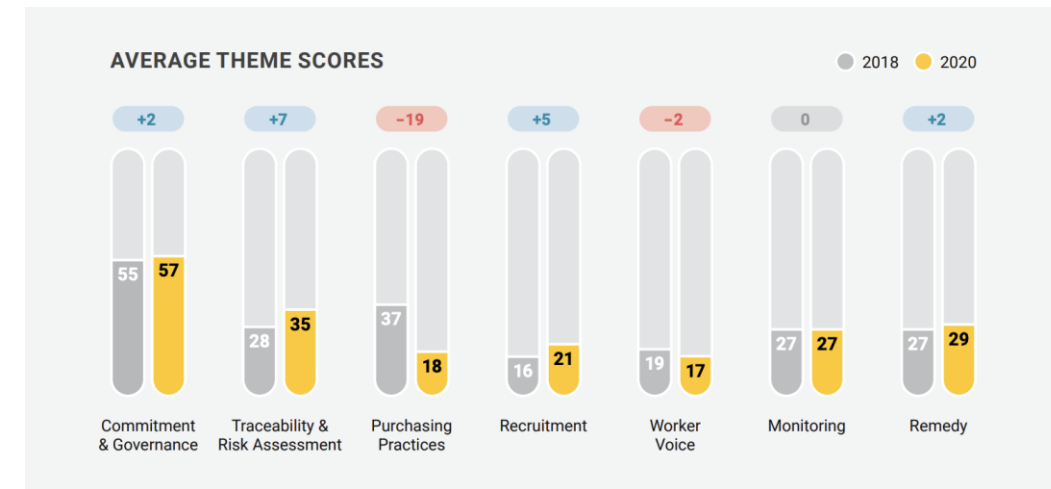
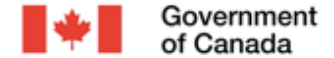
RECRUITMENT



**OUTSOURCED
SUPPLY/MANAGEMENT**

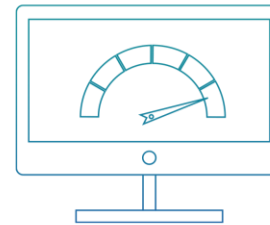
Momentum is growing but businesses need support

- An increasing number of brands, trade associations and IGOs have made public commitments to responsible recruitment
- The UK, US, Canadian, Australian and New Zealand Governments jointly stated:
- ***“Governments should advance **responsible recruitment policies and practices** including by implementing policies that incentivise and support responsible practice, by supporting initiatives such as the ‘**Employer Pays Principle**’, and contributing to the growing knowledge base of promising practices for **protecting workers from fraud and exploitation in the recruitment process**”***
- Know the Chain benchmarks highlight recruitment as an area where businesses need to make significant progress

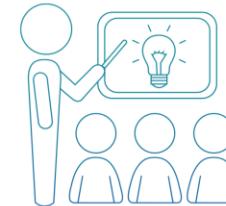


Stronger Together
has a range of
services to help
businesses achieve
and be recognised
for **responsible
recruitment**

OUR TOOLKIT OF SERVICES



RRT Online tool



RRT Training



RRT Sponsorship



Clearview certification



RRT Business Partners



Bespoke support

RRT Sponsorship

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"

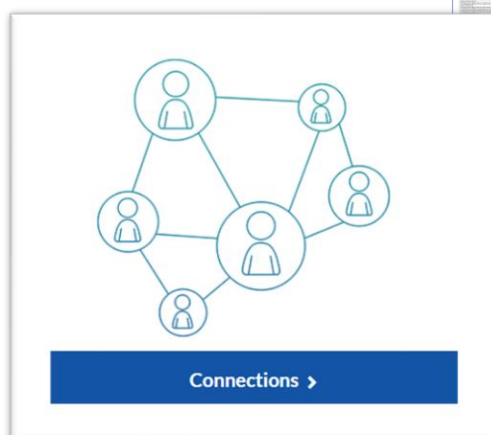
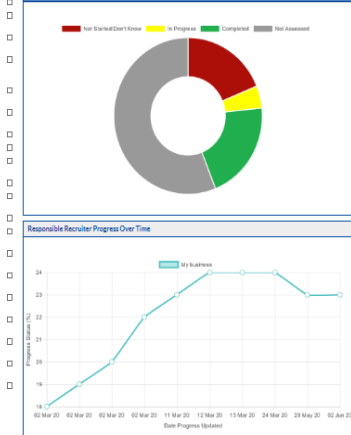
RRT Sponsors



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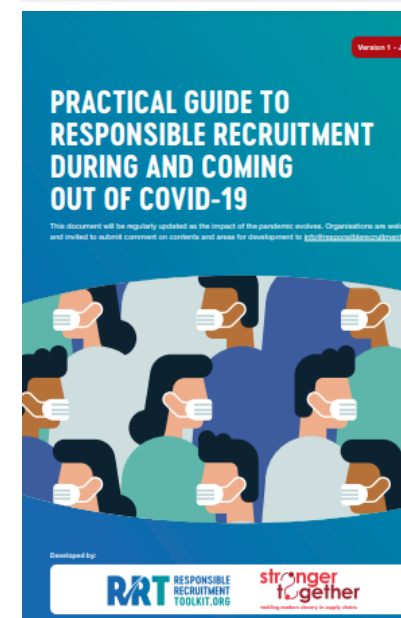
Latest developments

| | PROGRESS |
|---|-------------|
| b Consulting ensures that strategic supply chain partnerships are maintained, as part of an overall management | Completed |
| b Consulting ensures all relevant new and existing staff have been trained and/or have the knowledge and skills ategic supply chain partnerships are in place. | In Progress |
| b Consulting clearly communicates our commitment to carry out labour supply chain due diligence to all new prospective and existing Recruitment Intermediaries (and sub-agents), sub-contracted Labour Providers and id any other service providers. | Completed |
| b Consulting has an up-to-date map of our labour supply chain, identifying all businesses and individuals of recruitment and the relationships between them. | In Progress |
| g the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour s or other service providers, or before authorising supply to any clients, Hannah Newcomb Consulting verifies legitimate business entity, accord with legal and other requirements and do not violate workers' rights. | In Progress |
| g the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour s or other service providers, or supply to any clients, Hannah Newcomb Consulting negotiates and signs a and operational service level agreement . | Not Started |
| g the acceptance of any services from any Recruitment Intermediaries (and sub-agents), sub-contracted Labour s or other service providers, Hannah Newcomb Consulting confirms written authorisation from the relevant | In Progress |
| b Consulting carries out appropriate ongoing due diligence with all business partners and takes proactive steps re they are identified. | Not Started |
| Business Name: My Business Last Update: 2nd Jun 2020 Responsible Recruiter Key Stats Total Applicable Steps: 282 (0 Non-Applicable) Progress Status: 23% Completed Steps: 58 In Progress Steps: 13 Not Started/Don't Know Steps: 53 Not Assessed: 158 Responsible Recruiter Current Performance | Not Started |
| Business Name: My Business Last Update: 2nd Jun 2020 Responsible Recruiter Key Stats Total Applicable Steps: 282 (0 Non-Applicable) Progress Status: 23% Completed Steps: 58 In Progress Steps: 13 Not Started/Don't Know Steps: 53 Not Assessed: 158 Responsible Recruiter Current Performance | Not Started |



| | | |
|--|---|--------------------------|
| | Template Recruitment Fees Policy (UK English) A comprehensive policy template on Recruitment Fees, aligned to the RRT guidance. This resource applies to all businesses at all tiers in the supply chain. Issue 1 – March 2022 | Download |
| | Template Recruitment Fees Policy (US English) A comprehensive policy template on Recruitment Fees, aligned to the RRT guidance. This resource applies to all U.S. businesses at all tiers in the supply chain. Issue 1 – April 2022 | Download |
| | Labour Supply Chain Due Diligence Checklist The RRT Labour Supply Chain Due Diligence Checklist provides practical steps to adopt responsible procuring practices when appointing new labour providers, recruiters or recruitment intermediaries, and to assess and mitigate any labour rights risks through the recruitment process. Issue 2 – February 2022 | Download |
| | RRT Independent Impact Assessment – Programme Overview The independent impact assessment was carried out to assess the impact of the RRT Sponsor Programme using the OECD DAC Evaluation framework. The key findings will provide an evidence base to guide future programme development. | Link |
| | Authorised Partners Register The RRT Authorised Partners Register helps your business track progress on due diligence undertaken on each labour recruiter/provider/intermediary in your labour supply chain, and lists verified businesses that are approved to recruit and/or supply workers or provide any other related services. Issue 1 – January 2022 | Download |
| | Template Service Level Agreement between Labour Provider/Recruiter and Recruitment Business Partner The RRT Template Service Level Agreement between Labour Provider/Recruiter and Recruitment Business Partner is a document that supports the implementation of responsible recruitment standards at lower tiers of the labour supply chain by enabling these businesses to understand their respective obligations during the recruitment of workers Issue 1 – January 2022 | Download |

| THORISED PARTNERS REGISTER | | RRT RESPONSIBLE RECRUITMENT TOOLKIT.ORG |
|--|----------------------------|---|
| Date of Last Review | | |
| Business/Department Name | | |
| Last or Next Review | | |
| of the labour provider, recruiter or intermediary: | Example Labour Recruiter 1 | |
| authorisation) Have you communicated your responsible recruitment policy with the host partner? | In Progress | |
| authorisation) Have you verified they are appropriately registered/licensed? | Yes | |
| authorisation) Have you verified that they have the necessary insurance in place? | Yes | |
| authorisation) Have you verified that they are not being liquidated/bankrupt? | No | |
| authorisation) Have you verified that their directors are fit and proper? | In Progress | |
| authorisation) Have you verified that they have no legal proceedings against them to labour or human rights abuses? | No | |
| authorisation) Have you registered and signed a written legal contract with them? | Yes | |
| authorisation) Have you registered and signed an operational service level agreement? | Yes | |
| authorisation) Have you confirmed written authorisation from the relevant client to a service? | No | |
| inging due diligence) Do you regularly repeat the pre-appointment checks? (Points 3) | In Progress | |
| inging due diligence) Do you require that they complete a self-assessment to drive responsible recruitment practices and continuous improvement? | In Progress | |
| inging due diligence) Do you carry out independent audits of their responsible recruitment practices? | No | |
| inging due diligence) Do you increase the recruitment of workers undertaken by this RRT? | Yes | |
| inging due diligence) Are workers able to report any complaints or concerns about stress confidentially to you? | Yes | |
| inging due diligence) Do you regularly interview a sample of workers to understand if they have any complaints or concerns with this business? | In Progress | |



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Global Responsible Recruitment Trends and Insights



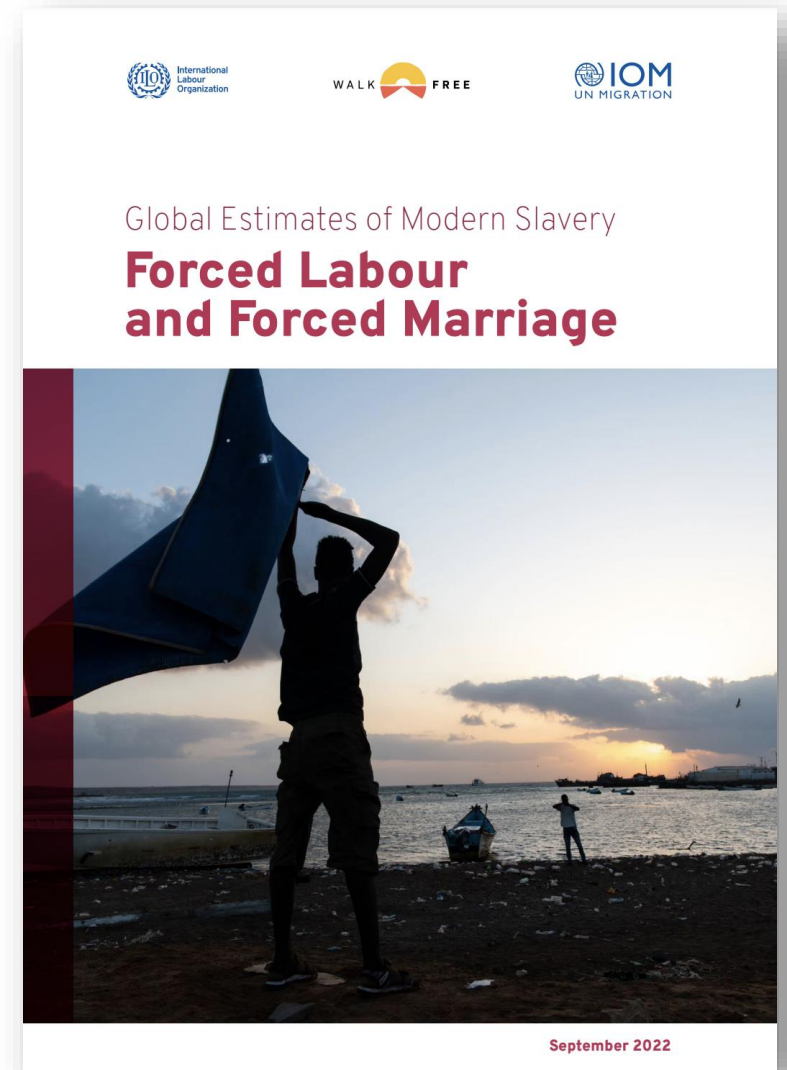
Global: New Estimates of Modern Slavery

49.6 million people were living in modern slavery in 2021, of which **27.6 million were in forced labour** – an increase of **2.7 million 2016 and 2021**

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

Key points relating to responsible recruitment:

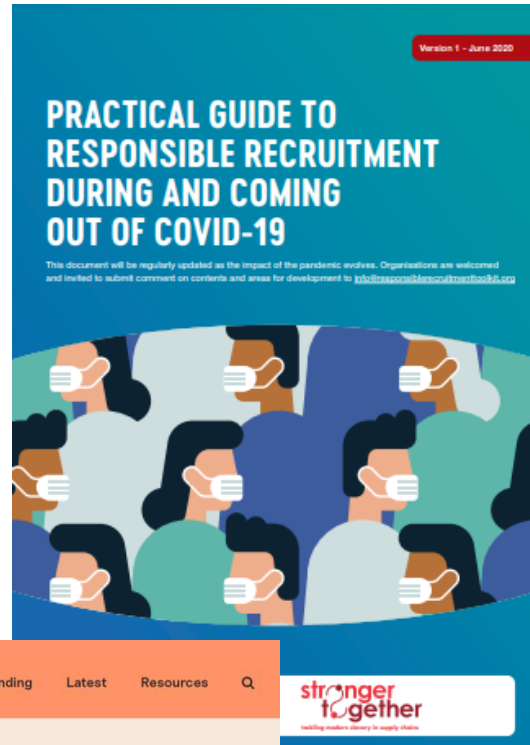
- Of cases of adult forced labour exploitation, 43% of workers are working involuntarily because they must perform **different job tasks from those specified during recruitment**, and around 1 in 5 because of **debt owed to their employer, recruiter or related party**.
- Forced labour prevalence of adult migrant workers is more than **three times higher** than that of adult nonmigrant workers.
- ILO, Walk Free and IOM highlighted **promoting fair and ethical recruitment as a key policy priority** for addressing forced labour.



Global: Compounding risks

Cost of living
rises

Covid-19
Pandemic



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

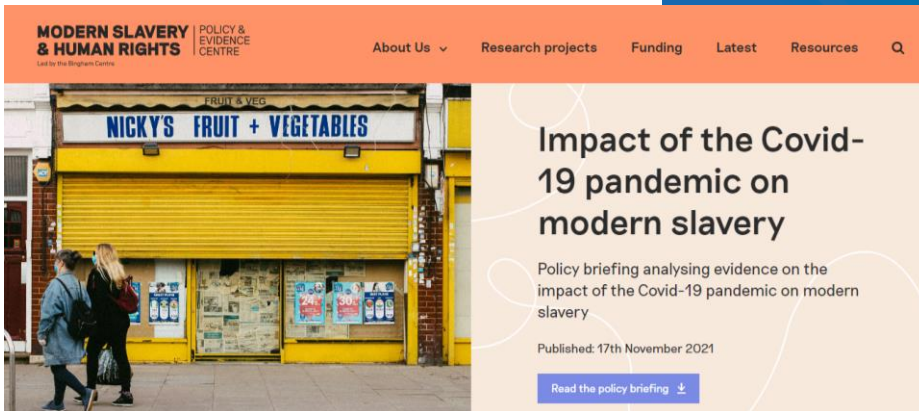
- 25%** of workers have lost sleep over money worries;
- Over **half of employees** say that current financial worries stop them from performing at their best; and
- 46%** of employees say that financial pressure affects their relationship with their manager.

Paul McNulty: Key role for councils as cost-of-living crisis increases slavery risk

24 AUGUST 2022

Local 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 Justice.

Modern slavery still exists. Not only that, but there are currently more people trapped in slavery than at any other point in history. Globally there are an estimated 40.3 million people trapped in slavery right now, and of these 136,000 are here in the UK.



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Global: Compounding risks

Climate change



United Nations
UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER

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COP27: Urgent need to respect human rights in all climate change action, say UN experts

04 November 2022





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ABOUT US EMERGENCIES WHAT WE DO NEWS AND STORIES OUR PARTNERS GET INVOLVED




Ukraine crisis creates new trafficking risks

As millions of refugees flee Ukraine, aid agencies are raising the alarm about the risks of sexual exploitation and abuse and human trafficking.

Conflict

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Practical Guide For Supporting Workers Affected By The War In Ukraine



stronger2gether.org
Issue 2 - August 2022

stronger together ALP

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Global: Legislation

Import bans

Mandatory Human Rights Due Diligence



EUROPEAN
COMMISSION

Brussels, 23.2.2022
COM(2022) 71 final
2022/0051 (COD)

Proposal for a
**DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
on Corporate Sustainability Due Diligence and amending Directive (EU) 2019/1937**

(Text with EEA relevance)
{SEC(2022) 95 final} - {SWD(2022) 38 final} - {SWD(2022) 39 final} -
{SWD(2022) 42 final} - {SWD(2022) 43 final}

The new Supply Chain Act is to ensure better human rights protection

-  Companies must ensure compliance with human rights among their entire supply chain.
-  They must set up grievance mechanisms and report on their activities.
-  This will apply as of 2023 for companies with a workforce of at least 3,000 and later to companies with a workforce of at least 1,000.

The new Supply Chain Act (Lieferkettengesetz) aims to protect the rights of people who produce goods for the German market.



U.S. Customs and
Border Protection

Australian Senate passes bill banning imports made using forced labour

Independent Rex Patrick says the onus is now on the Coalition to allow the bill to clear the House of Representatives

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REUTERS®
2 minute read · September 14, 2022 12:40 PM GMT+1 · Last Updated 2 months ago



EU proposes banning products made with forced labour

By Philip Blenkinsop



Global: Legislation

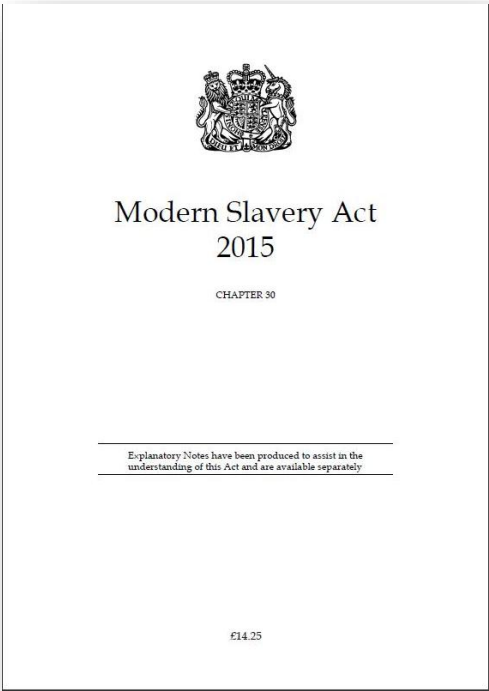
Transparency

Modern Slavery Act 2018 (NSW)



The California Transparency in Supply Chains Act 2010

Norway's Transparency Act 2022



UK: Modern Slavery Bill & recommendations

‘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.

The Anti Trafficking Monitoring Group

Recommendations for Strengthening Measures on Victim Support through the Modern Slavery Bill

The Queen's Speech 2022 announced the introduction of a Modern Slavery Bill in order to '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.'

In 2019, the Government held a consultation on Transparency in Supply Chains and published their intention to change the law to strengthen the provisions based on the findings. However, no consultation has yet been held on the section of the Bill which will be focused on victim support. Effective victim support is not only essential to foster recovery for survivors but is fundamental to preventing future exploitation and successfully breaking up trafficking networks bringing offenders to justice. Building on the proposals for the UK in the United States Trafficking in Persons (TIP) Report 2022, 22 organisations have put together five key recommendations to support the Bill in its stated aim to 'strengthen the protection and support for victims of human trafficking and modern slavery':

1. Create an environment where all victims of modern slavery feel safe to report to authorities
2. Develop processes to ensure victims of modern slavery are identified in a timely manner
3. Tailor response for child victims of modern slavery
4. Support victims of modern slavery to access criminal and civil justice
5. Empower victims of modern slavery to recover

1. **Create an environment where all victims of modern slavery feel safe to report to authorities.** In order for further crimes to be prevented, victims to be supported and criminals to be prosecuted, individuals affected by modern slavery must feel safe to report their experiences to law enforcement and local government. In order to achieve this, the Government must legislate to create a 'firewall', (where data is not shared with immigration enforcement) to enable individuals with insecure immigration status to report crimes without fear of removal. Immigration advice and advice on identification should be in scope for legal aid prior to entering the National Referral Mechanism (NRM) and legal aid should not be means-tested for potential and confirmed victims of modern slavery. In 2017, the Government committed to provide Places of Safety to allow victims time to address their immediate needs before making a decision about whether to enter the NRM and it's vital that this commitment is fully enacted.

UK: Immigration risks

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 field. Photograph: Hollie Adams/Bloomberg/Getty



From file: Workers picking asparagus on a field in UK | Photo: picture alliance/Loop Images/Simon Ford

FARMING | AGRICULTURE | EXPLOITATION | MIGRANT WORKERS

UK: Nepali seasonal workers scammed by recruiters

Analysis

Rapid expansion of visa scheme leaves seasonal workers at risk of exploitation

Emily Dugan

Experts say scheme's rules urgently need significant changes to prioritise worker protection

- Indonesians wait on UK farm jobs after paying deposits of up to £2,500
- Indonesian man who paid £1,000 for UK farm job



...ne to waste.
...y Brexit,

Seasonal workers scheme

Revealed: Migrant care workers in Britain charged thousands in illegal recruitment fees

Exclusive: new visa scheme to attract staff to ease the chronic shortages in the sector has left many open to exploitation
Read full story: [Migrant workers trapped in debt bondage](#)



By law, agents can't charge a fee for finding a candidate work, but workers from Africa are among those being charged. Photograph: Daisy-Daisy/Getty Images
Care workers recruited from overseas to look after elderly and dis

Skilled worker visa Health and Care visa

Opinion UK social care

Exploitation of migrants is rising as care homes struggle to fill jobs

Chronic underfunding of the sector has led to recruitment problems and mistreatment of workers

SARAH O'CONNOR [Add to myFT](#)



BRIEFING PAPER

A ONE WAY TICKET TO LABOUR EXPLOITATION

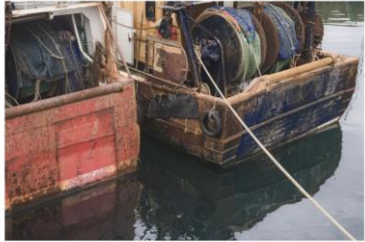
HOW TRANSIT VISA LOOPHOLES ARE BEING USED TO EXPLOIT MIGRANT FISHERS ON UK FISHING VESSEL

FOCUS ON LABOUR EXPLOITATION

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How UK immigration policy is leading to exploitation at sea

Blog 20 Jun 2022



Transit visas in UK fishing

Further insights



Thank you

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