



RESPONSIBLE RECRUITMENT

Stronger Together US has launched a new collaborative multi-stakeholder program to drive a responsible recruitment market place for farm worker employment in the US produce industry. The program seeks to create demand for responsible recruitment, increasing the supply of ethically sourced labor, and improving the recruitment and employment experience for migrant workers.

VISION AND PURPOSE

Systemic industry collaboration drives a responsible recruitment marketplace, whereby:

- + Industry participants have the necessary knowledge of what responsible recruitment means and the tools and skills for its implementation or oversight
- + Workers are empowered with an increased understanding of employment terms and conditions, no-fee recruitment, and remedy options, and avoid fraudulent operators
- + Responsible recruitment standards become the expected norm, reducing the risk of exploitation of migrant workers and reducing risk exposure for employers and their customers.

OPPORTUNITIES TO GET INVOLVED

All interested stakeholders are invited to participate in a widely collaborative effort:

- + **ROUNDTABLE DISCUSSIONS**
Join one of our multi-stakeholder round-tables, which brings together industry stakeholders to discuss and explore challenges and opportunities within an industrywide approach to responsible recruitment.
- + **STAKEHOLDER FORUM**
Participate in our Stakeholder Forum on Responsible Recruitment to support the promotion of responsible recruitment by building awareness, dialogue, and furthering cooperation among stakeholders, and by contributing to this knowledge hub. Collaboratively shape 'fit for purpose' responsible recruitment management tools and methodologies, to improve business performance and improve the recruitment experience for migrant workers.
- + **TRAINING AND GUIDANCE**
Engage, inform and equip your suppliers and employees to raise the standard of recruitment and employment practices in their own organizations and labor supply chain. Farm labor contractors (FLCs) and employers will be invited to join expert training workshops on responsible recruitment and tackling forced labor, covering the business case for action as well as straightforward steps that they can implement. Also available will be free to download toolkits and online tools to build capability, self-assess and report progress across all areas of responsible recruitment and tackling forced labor.
- + **RESEARCH AND MATERIALS FOR MIGRANT WORKERS**
Partner with us on our research and survey work to understand the recruitment and employment experience of migrant workers, and/or our work to inform workers about their rights and how to seek remediation and support.
- + **CERTIFICATION FOR LABOR BROKERS**
Support the industry to embed responsible recruitment approaches, including partnering with us to pilot a social labor assurance certification for labor brokers.

REGISTER YOUR INTEREST

at www.stronger2gether.org/us | usainfo@stronger2gether.org.

FAQ

1 WHAT IS THE CURRENT SITUATION?

There is a growing number of migrant workers in the US produce industry; in FY2018 the number of workers admitted to the US on an H2A visa rose to nearly 243,000. Responsible recruitment focuses on achieving commercial goals while also delivering exceptional work seeker experience. However, this is not always the norm. Unscrupulous operators undercut responsible FLCs at the expense of workers' rights. Migrant workers are vulnerable to exploitation and are at risk of forced labor due to poor recruitment, contracting, and management practices by unscrupulous or uninformed labor brokers and employers. Through the program FLCs and employers will have an opportunity to learn about, meet and demonstrate responsible recruitment practices. To create a demand for and achieve this significant change, the program seeks to unlock systemic industry-wide collaboration.

2 WHAT DO YOU WANT FROM FARM LABOR CONTRACTORS?

Direct employers of migrant farmworkers are the primary audience for this program. This includes both growers and farm labor contractors. The program will offer a limited number of FLC's an opportunity for free access to the 'Responsible Recruitment Toolkit', a one stop, practical toolkit for all businesses committed to recruiting responsibly, and 'Clearview' a global social compliance scheme for labor recruiter and providers whose objective is to drive responsible recruitment practice in supply chains.

3 WHAT IS THE COST?

There is no cost to attend our roundtables or participate in the stakeholder forum. We will offer no-cost licenses to the program's tools and services to a certain number of early adopters at no cost, subsidized by our grant funding from the Walmart Foundation. In the future, as we scale the program, the tools and services will be funded via subscription and usage fees.

4 WHERE WILL THE WORK TAKE PLACE?

The initial focus of the program will be California and Florida; however, we are seeking resources to expand the program to other states as well.

5 WHEN WILL THE WORK TAKE PLACE?

Year one is focused on raising awareness and building demand for responsible recruitment practices via stakeholder engagement; ensuring an infrastructure for workers' access to remedy is in place via local partners; and measuring the baseline performance of the produce industry on recruitment practices as workers experience them. Year two continues awareness-raising activities and introduces to early adopters at no cost a variety of pre-existing tools and services (i.e. the Responsible Recruitment Toolkit, training workshops, Progress Reporting Tool, and Clearview Certification) adapted to the US context. This will establish peer influencers and the business case for future scale.

6 WHERE CAN I REPORT SUSPICIONS OF/OR FORCED LABOR EXPLOITATION?

The National Human Trafficking Hotline, **1-888-373-7888**, run by the non-governmental organization Polaris since 2007, is a national, toll-free hotline, available to answer calls, texts, and live chats from anywhere in the United States, 24/7, in more than 200 languages.

STRONGER TOGETHER US - Responsible Recruitment has been funded by the Walmart Foundation.



STRONGER TOGETHER

Stronger Together is a multi-stakeholder, business-led initiative aiming to reduce modern slavery, particularly forced labor, labor trafficking and other hidden third-party exploitation of workers. It provides guidance, training, resources, and a network for employers, labor providers, workers, and their representatives to work together to reduce exploitation. Stronger Together is a not-for-profit founded in the UK that has worked for six years in the UK within the agricultural sector, construction sector and beyond and for the past two years in South Africa. Our tools will be both contextualized and launched for the US produce industry.