

# Responsible Recruitment to End Worker Exploitation

Eradicating exploitation from global supply chains should be about more than improving working conditions on factory floors. We now know that many labour issues find their roots in the recruitment process. Workers are being exploited before they even enter a factory or step foot on a farm. Migrants are most vulnerable to deceptive recruitment practices, and their end employer is not always aware of such issues.



**244M**

The number of migrants worldwide (2015)



**21M**

The number of workers in forced labour (2015)



**19M**

The number of victims exploited by private individuals or enterprises



## BSCI PARTICIPANTS IMPROVE WORKERS' RIGHTS BY ENCOURAGING RESPONSIBLE RECRUITMENT PRACTICES:

### TRANSPARENCY

- No coercion or threat of violence;
- Accurate information on employment conditions before job-seeker leaves their location of origin; and
- Contracts in a language that is understood by the worker.

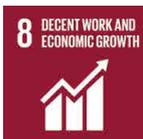
### EMPLOYER PAYS

- Workers should not pay for a job; and
- Costs related to recruitment are covered by the employer.

### SECURITY

- Freedom of movement;
- No confiscation of personal documents or vital possessions;
- No semi-legal recruitment or denial of social benefits; and
- No excessive work hours or poor working conditions.

## ENCOURAGING RESPONSIBLE RECRUITMENT CONTRIBUTES TO THE FOLLOWING UN SUSTAINABLE DEVELOPMENT GOALS (SDGS):



## OUR SOLUTION

BSCI provides the expertise and tools to help participants map their supply chain, identify areas where there is a risk of exploitative recruitment practices, and define preventative and remedial measures accordingly.

Our approach is one based on collaboration and continuous improvement. Our online platform connects BSCI participants, encouraging them to define collective action for more effective solutions. Our training methods ensure knowledge and awareness is cascaded throughout the supply chain.



### DUE DILIGENCE IN GLOBAL SUPPLY CHAINS

Our step-by-step approach helps BSCI participants:

- Identify risks of exploitative recruitment practices in their own operations and supply chains;
- Define a strategy to increase the transparency of business partners' recruitment processes; and
- Conduct effective audits and remedy abusive recruitment practices efficiently;



### CONTINUOUS IMPROVEMENT

Our face-to-face and online training develops producers' skills in areas such as:

- Business risks associated with recruitment practices and how to mitigate them;
- How to assess recruitment practices and those of business partners; and
- How to improve recruitment practices and communicate progress to BSCI participants.



### STAKEHOLDER ENGAGEMENT

Promoting responsible recruitment requires a balanced focus on business and governmental policy. To these aims, BSCI:

- Partners with stakeholders such as the International Organization for Migration (IOM), International Labor Organization (ILO) and governments;
- Mobilises a collective voice with business and stakeholders to mitigate risks of exploitation; and
- Engages policymakers and influencers through advocacy work.



Read more about BSCI's Responsible Recruitment Practices on the BSCI website.

The Foreign Trade Association (FTA) is the umbrella organisation of BSCI and the Business Environmental Performance Initiative, and also offers an International Trade Policy service. FTA unites over 2,000 retailers, importers and brands to defend values of international trade and offers practical solutions towards more sustainable supply chains.

To learn more, visit the FTA website at: <http://www.fta-intl.org>



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