

**stronger
together**

Responsible Recruitment

Stronger Together



Mission

We work with industry and others to reduce hidden labor exploitation by engaging with and building the capacity of businesses and other stakeholders to deter, detect and deal with forced labor in supply chains



Goal

Strong Together motivates market rewards for responsible recruitment, boosts the supply of ethically sourced labor and reduces risks for workers and business across the labor supply chain.

Stronger Together Model for Change



Pragmatic business-focused tools



Collaboration across the supply and labor chain



Platform and support network for sharing challenges & best practices



Internationally accepted methodology to prevent, identify & remediate forced labor

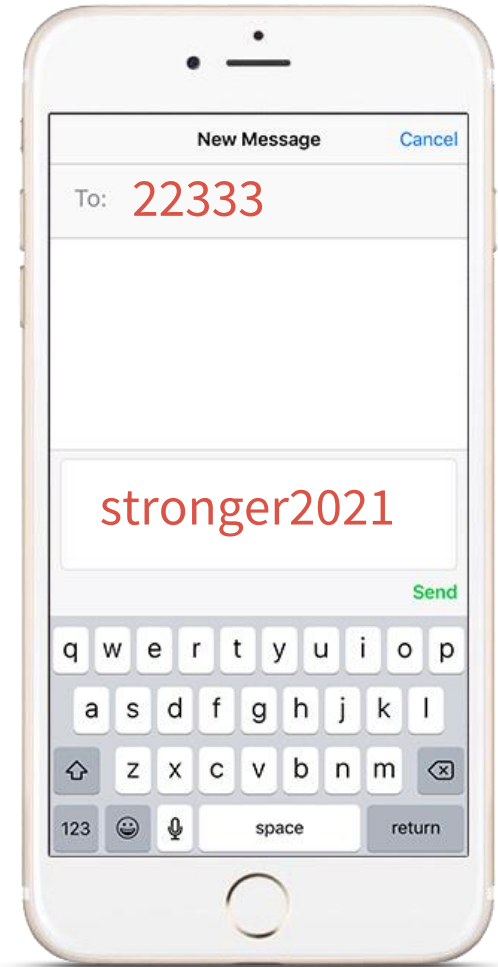
YOUR VIEWS

We will use live polling to share some thoughts and views anonymously and transparently to this entire group.

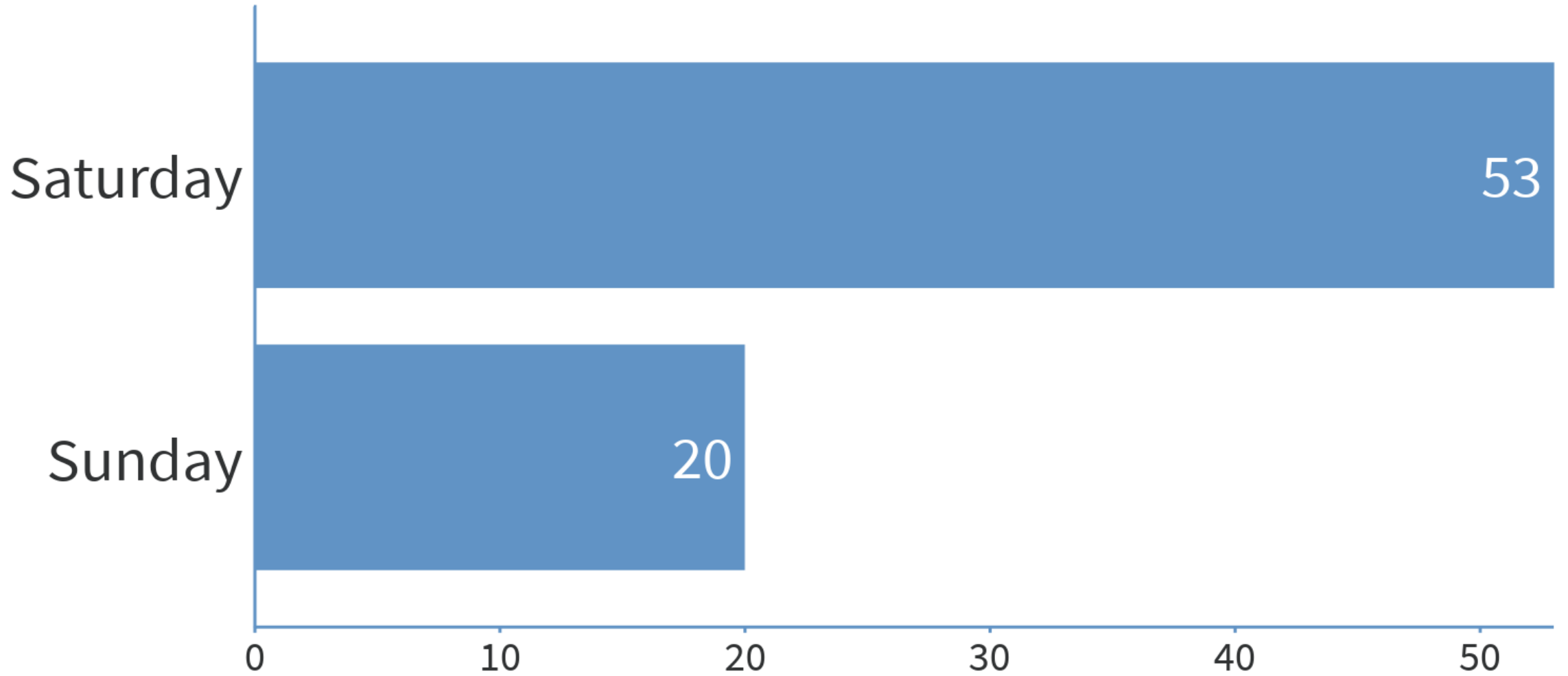
To participate, please enroll by sending a text to: 22333

Send this message: **stronger2021**

Note: This commercial service is strict about user privacy. We will never see your cell phone number and you will not receive any follow up texts after this presentation is finished.

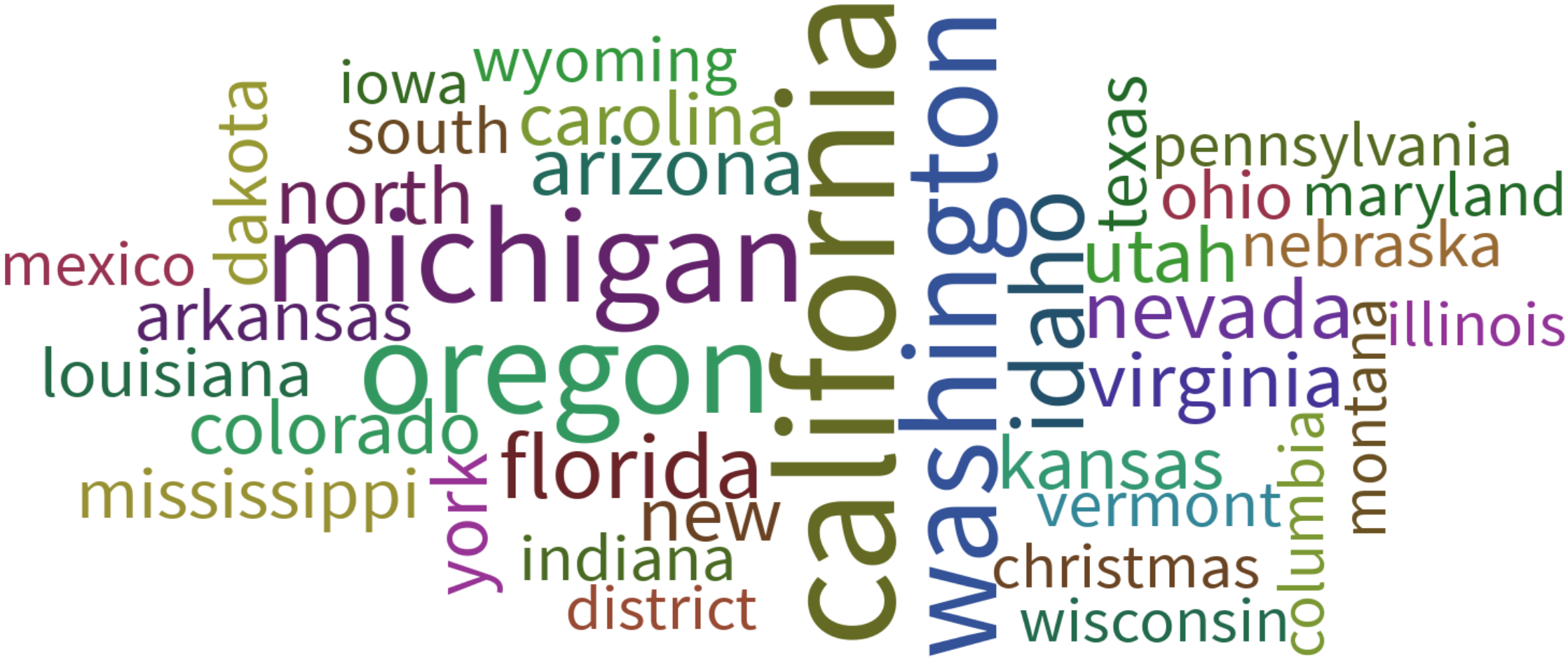


Saturday or Sunday?

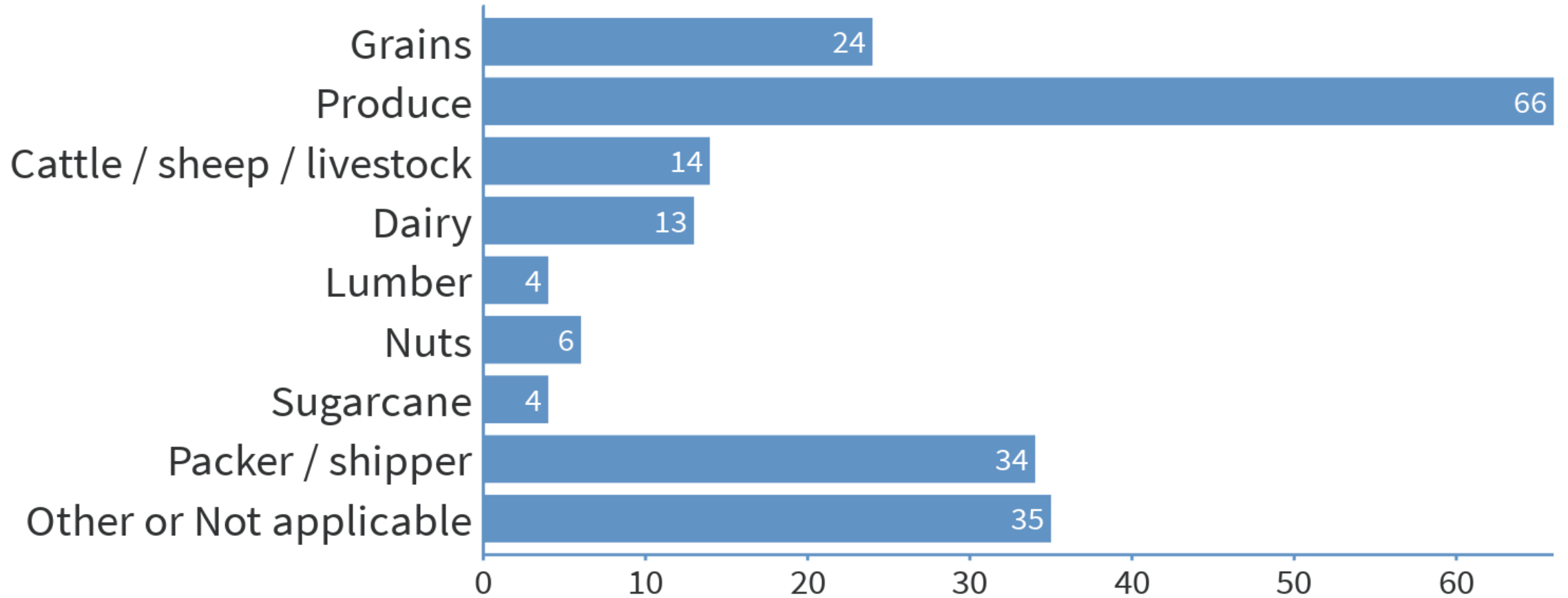


Total Results: 73

Which states do you have business in? (up to 3 answers)



My company or my clients grow or raise these products / services (select up to 3)

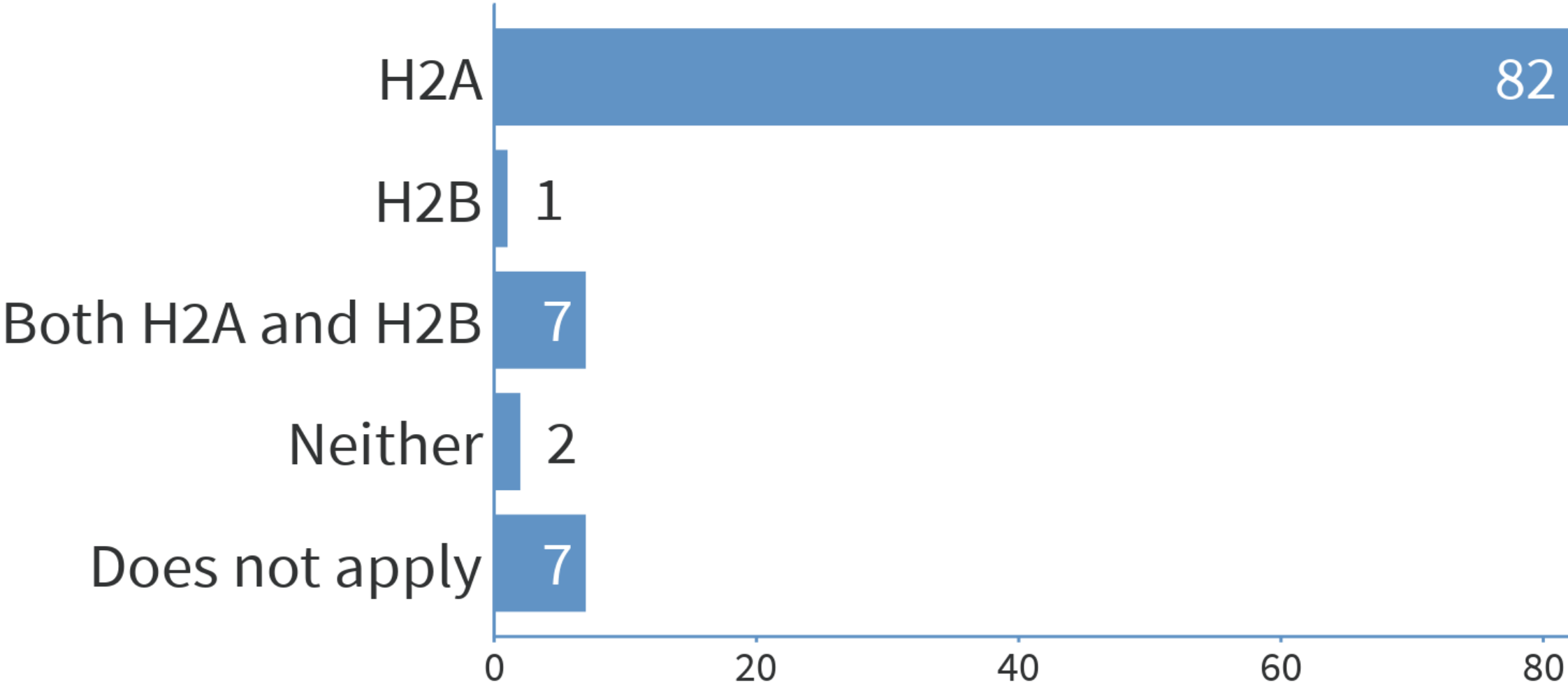


Total Results: 200

How industry characterizes challenges

- Identify / retain good quality workers
- H-2A is available but difficult
- Cross-border hiring has risks
- Crew bosses play a major role
- Workers are sometimes fickle (but not always)
- Costs of compliance and best practices are not being rewarded

Does your company use or facilitate H2 workers?

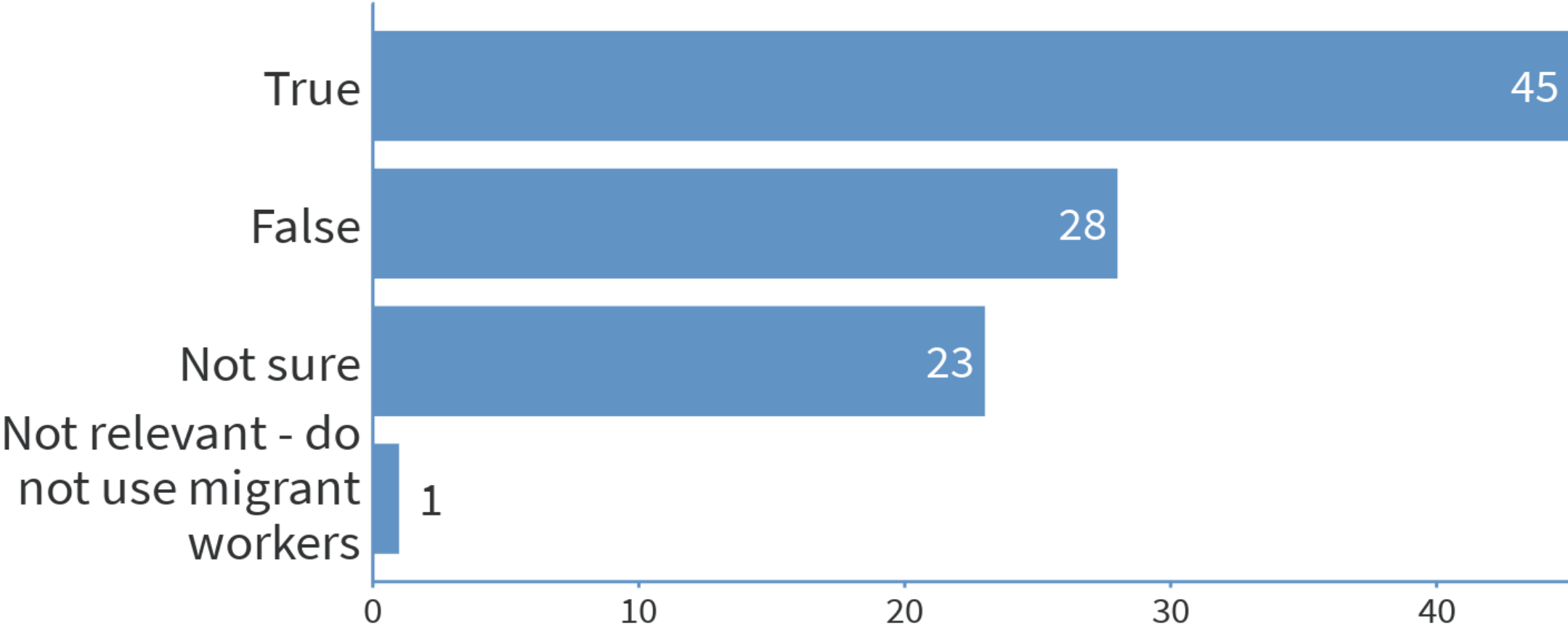


Total Results: 99

How industry characterizes challenges

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I believe that H2 workers from Mexico pay something to get their jobs in the US



Total Results: 97

How industry characterizes challenges

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Responsible recruitment means ...

“Fairness and obeying laws”

“Honest, transparent, good match, address need”

“Respect, integrity, ethical”

“Fair to all”

“Ethic”

“Fair”

“Legal”

“Transparent”

“Accurate”

“Compliant”

“Legal fair ethical”

“Legal, fair”

“Ethical honest”

“Integrity”

“Transparency”

“Actively involved”

“Integrity legal”

“Fair and sustainable”

“Know law and follow it”

“Compliance”

“Ethical”

“Fair and integrity”

“Humane”

“Honesty”

“Willing to work”

“Clear, accurate, stakeholder”

“Fair ethical humane”

“Fair and transparent”

“Transparency”

“Ethic”

“Honesty”

“Transparent, respectful, integrity, Compliant”

“Free fare”

“No fees”

“Fair”

“Honest & Ethical”

“Legal”

“Legal and ethical responsibility”

“Empathy”

“Ethical”

“Ethical and fair”

“Fair, legal”

“Gratis”

“Integrity”

“Fair”

“Transparency”

“Respectful”

“Legal compliance”

“Fun”

“Integrity”

“Honesty”

“Obeying the law”

“Honest”

“Transparency”

“Transparency”

“Honest, transparent”

“Legal”

“Transparent”

“Fair”

“Honest”

“Ethical and fair practices”

“Honest”

“Transparency”

“Ethical”

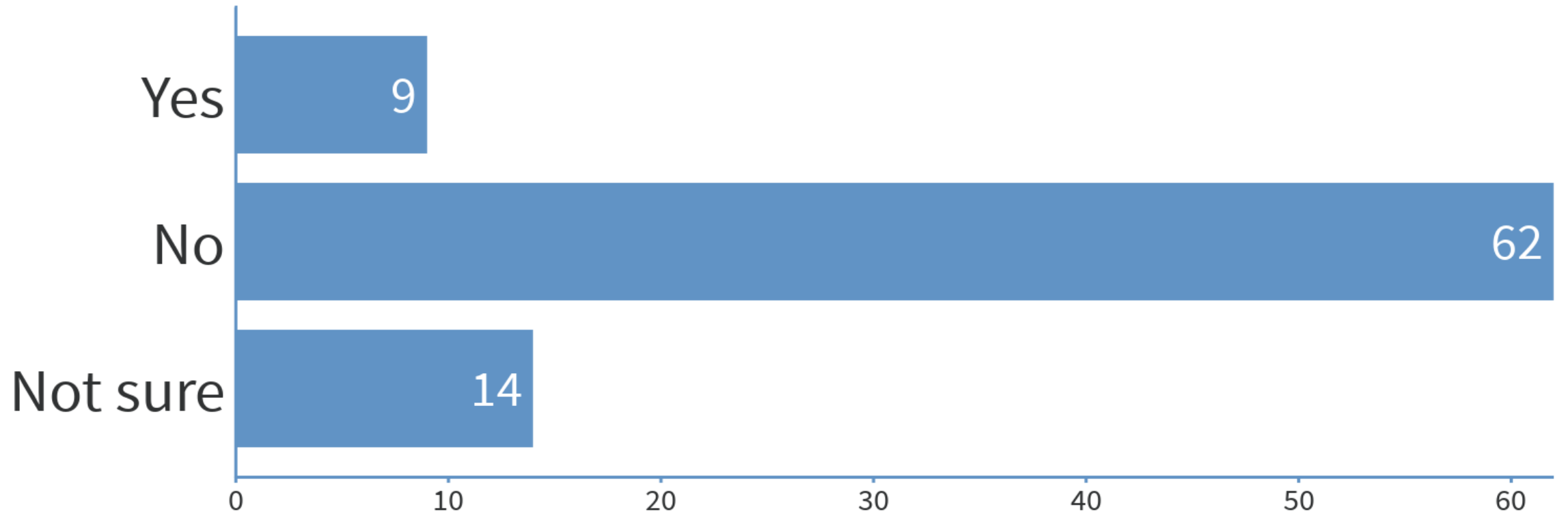
“Ethically sourcing labor”

“Fair”

“Ethical”

Total Results: 97

Do any of your customers - or their customers - provide a business incentive for responsible recruitment? (e.g., preferential purchasing, monetary or other recognition)

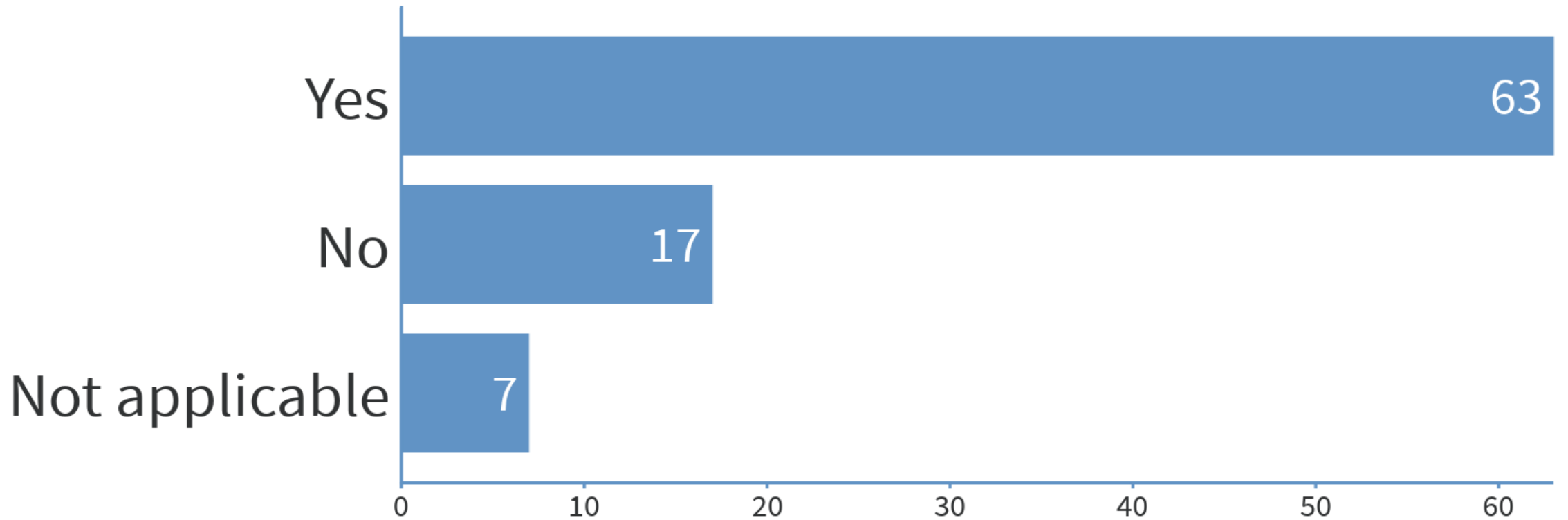


Total Results: 85

Top ideas: Florida and California

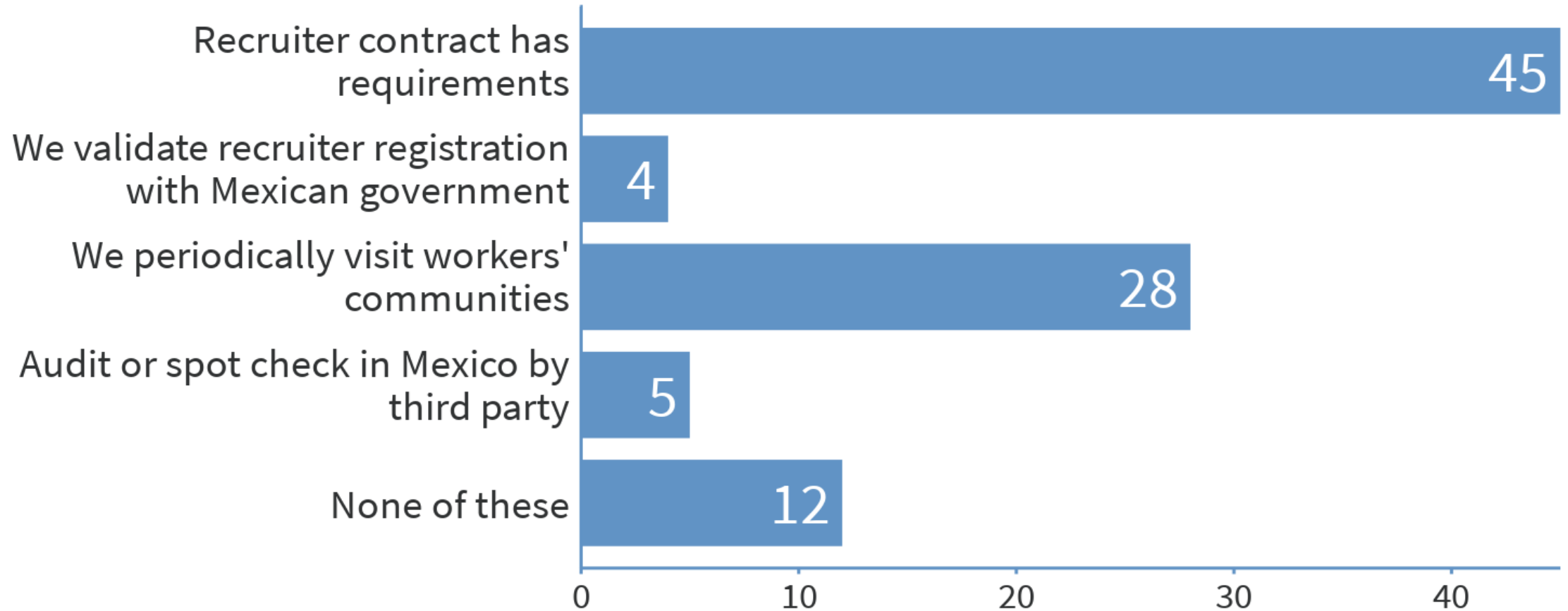
- Support small farmers
- Business models
- Education
- Support for domestic workers
- Community of origin verification
- Offer stability via year-round work
- Expand the labor pool through friends and family of current workers
- Bonuses for returns / referrals
- Offer company SWAG as incentives: caps, shirts, mugs with company logo
- Use technology for recruitment, but still keep a personal touch so that workers feel welcome
- Modify activities to require fewer workers / reduce physical stress / increase productivity

Has your company researched whether your workers (domestic or migrant) pay any type of fees to obtain employment?



Total Results: 87

H2 users only: how does your company verify recruitment practices that are used at workers' communities of origin?



Total Results: 94



CIERTO

Creating Value In The Supply Chain

Thank You!

For further information:

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For further information:

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