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
Stronger 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?

Saturday: 53

Sunday: 20

Total Results: 73
Which states do you have business in? (up to 3 answers)

- California
- Texas
- Ohio
- Michigan
- Oregon
- Arizona
- Colorado
- Florida
- New Jersey
- Michigan
- Indiana
- Wisconsin
- Pennsylvania
- Maryland
- Nevada
- Utah
- Nebraska
- Virginia
- Louisiana
- Montana
- North Dakota
- Wyoming
- South Carolina
- South Dakota
- Mexico
- Arkansas
- Louisiana
- Mississippi
- Kansas
- Vermont
- Columbia
- Minnesota
- Oklahoma
- New York
- Christmas
- New Jersey
- District
- York
My company or my clients grow or raise these products/services (select up to 3)

- Grains: 24
- Produce: 66
- Cattle/sheep/livestock: 14
- Dairy: 13
- Lumber: 4
- Nuts: 6
- Sugarcane: 4
- Packer/shipper: 34
- Other or Not applicable: 35

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?

- H2A: 82
- H2B: 1
- Both H2A and H2B: 7
- Neither: 2
- Does not apply: 7

Total Results: 99
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
I believe that H2 workers from Mexico pay something to get their jobs in the US

- True: 45
- False: 28
- Not sure: 23
- Not relevant - do not use migrant workers: 1

Total Results: 97
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
Responsible recruitment means ...
Do any of your customers - or their customers - provide a business incentive for responsible recruitment? (e.g., preferential purchasing, monetary or other recognition)

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>62</td>
<td>14</td>
</tr>
</tbody>
</table>

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?

- Yes: 63
- No: 17
- Not applicable: 7

Total Results: 87
H2 users only: how does your company verify recruitment practices that are used at workers' communities of origin?

- Recruiter contract has requirements: 45
- We validate recruiter registration with Mexican government: 4
- We periodically visit workers' communities: 28
- Audit or spot check in Mexico by third party: 5
- None of these: 12

Total Results: 94
CIERTO
Creating Value In The Supply Chain
Thank You!

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