



Social
Sustainability



2018 Global Forum on Responsible Recruitment & Employment

EVENT REPORT - 11TH-12TH JUNE - SINGAPORE

#GFRRE18

About The Consumer Goods Forum

The Consumer Goods Forum (“CGF”) is a global, parity-based industry network that is driven by its members to encourage the global adoption of practices and standards that serves the consumer goods industry worldwide. It brings together the CEOs and senior management of some 400 retailers, manufacturers, service providers, and other stakeholders across 70 countries, and it reflects the diversity of the industry in geography, size, product category and format. Its member companies have combined sales of EUR 3.5 trillion and directly employ nearly 10 million people, with a further 90 million related jobs estimated along the value chain. It is governed by its Board of Directors, which comprises more than 50 manufacturer and retailer CEOs. For more information, please visit: www.theconsumergoodsforum.com.

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About the Institute for Human Rights and Business

Founded in 2009, IHRB is the leading international think tank on business and human rights. IHRB’s mission is to shape policy, advance practice and strengthen accountability in order to make respect for human rights part of everyday business.

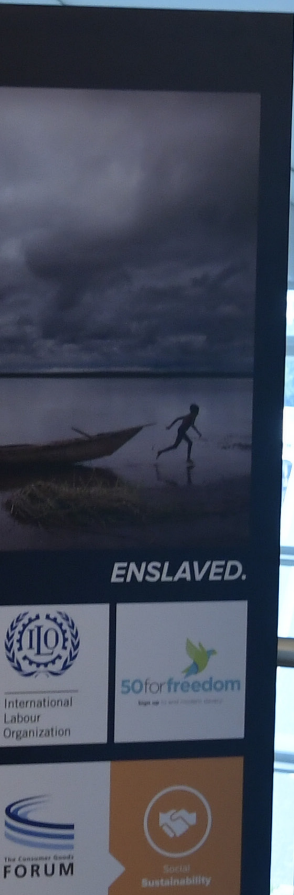
IHRB works with governments, businesses, and civil society in all sectors to identify human rights risks, convene relevant stakeholders, facilitate business leadership and develop collective responses. As one of the key programmes for IHRB, the Migrant Workers Programme focusses in particular on how workers are recruited and in particular the payment of recruitment fees to secure employment. IHRB also convenes the Leadership Group for Responsible Recruitment, a business-focused initiative bringing together a group of major global brands committing to one simple premise - The Employer Pays Principle: No worker should pay for a job. The costs of recruitment should be borne not by the worker but by the employer.

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About GFRRE18

The Consumer Goods Forum and the Institute for Human Rights and Business, alongside key partners, teamed up to bring you the 2018 Global Forum on Responsible Recruitment & Employment in Singapore. This important event provided an opportunity to explore successes and barriers to eliminating worker-paid fees, that often lead to debt bondage and forced labour. Delegates heard from those working with migrant workers, practitioners and CEOs about what is needed for faster progress. They also heard from industry experts as they discuss the CGF's Priority Industry Principles and how to implement change, as well as markers for progress from the Leadership Group for Responsible Recruitment.

The Global Forum brought together over 200 delegates from global brands, suppliers, recruitment agencies, civil society, academics and governmental representatives to explore means of accelerating collective action towards a time when no worker pays for a job and the "Employer Pays" model of ethical recruitment becomes the normal way to do business.

The event was held in partnership with:



HUMANITY
UNITED

Membership Launch of ILO Global Business Network on Forced Labour



Speakers

Brent Wilton, The Coca-Cola Company (Moderator)
Karrie Peterson, from the US Department of Labour
Deborah France-Massin, International Labour Organization
Beate Andrees, International Labour Organization
Laura Chapman-Rubbo, The Walt Disney Company
Didier Bergeret, The Consumer Goods Forum
Mustain Billah, Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh

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This session highlighted the newly formed International Labour Organisation (ILO) Global Business Network on Forced Labour. Karrie Peterson opened by outlining the four-fold aim of the initiative to be: i) improving understandings of the nature of human trafficking and forced labour; ii) improving co-led approaches to preventing such impacts; iii) improving compliance with responsible recruitment policies; and iv) promoting responsible recruitment policies amongst business.

Deborah France-Massin and Beate Andrees then elaborated on some of the drivers behind the Network's formation, including that despite nearly two decades of the corporate social responsibility agenda there is still not yet a critical mass of companies aware of the most effective approaches to tackling forced labour. At the same time, there is an increasing proliferation of actors working on these issues. In response to these and other factors, the Network will seek to accelerate action.

Laura Chapman-Rubbo reflected on the value the new Network offered, including: the need to map the various initiatives that exist; the opportunity to tap into the wealth of knowledge the ILO holds but

has to date been difficult particularly for business to tap in to; and the opportunity to target small- and medium-sized businesses through facilitation and collaboration, using the ILO's extensive relationships at the local levels.

Didier Bergeret and Mustain Billah closed the session by each emphasising the importance of this Network in facilitating collaboration and aligning the work of the many forced labour initiatives globally to achieve much needed coherence and drive the best possible outcomes.

Key Takeaways

- There is still not a critical mass of companies aware of the most effective approaches to tackling forced labour.
- ILO's Business Network will seek to accelerate action.
- The Network will facilitate collaboration by aligning the work of forced labour initiatives globally .

Thank You!

The Consumer Goods Forum and the Institute for Human Rights and Business would like to express our thanks to the additional partners and sponsors of the 2018 Global Forum on Responsible Recruitment & Employment. Without your support, this event could not have taken place.



PARTNERS





NETWORKING MOMENTS



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CGF Sustainability @CGF_Sus · Jun 22
 We had the privilege to host "ENSLAVED", a visual story of #modernslavery, by Lisa Kristine, at the #GFRRE18 and #CGFSummit. Many thanks to Lisa and @ilo. Find out more: goo.gl/98CPBR



Paul Polman @PaulPolman · Jun 12
 Biz leaders around the world need to do more and come together to fight #forcedlabour. I support the @CGF_The_Forum, who have issued a #calltoaction at #GFRRE18. #UnitedAgainstForcedLabour @Unilever @ihrb @UNmigration



#GFRRE18

IJM Canada @IJMCanada · Jun 14
 Grateful for the collaboration of @CGF_Sus, @CGF_The_Forum, @IHRB, leading brands, corporations & other NGOs during #GFRRE18 to advocate for ethical recruitment in supply chains. #BizHumanRights #ForcedLabour #ModernSlavery

Ruth Freedom Pojman @rpojman · Jun 12
 @MarcelaManubens presents how she @Unilever made the case 4 responsible recruitment & employment, their 10 Go importance of collaboration externally & internally w procu Resources #GFRRE18 @CGF_Sus @CGF_The_Forum @ihrb



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Katie Henke @M
 #GFRRE18 @Lib
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David Schilling @dschilling44 · Jun 12
 Grant Reid, CEO of @marsGlobal, endorses 'no worker paid fees' and said, "Success is not defined by profitability or quarterly returns but a long-term purpose-led sustainability plan that advances human rights." @ICCRonline #GFRRE18 @UNmigration @CGF_Sus @ihrb @ILO_EndSlavery

John Morrison @Jomo1966 · Jun 12
 "If you are not looking for slavery in your supply chains, then you are part of the problem" says Andrew Forrest, CEO @FortescueNews at Day Two of #GFRRE18 in #Singapore - the original #SingaporeSummit #SingaporeMeeting #SingaporeSling @ihrb @CGF_Sus @CGF_The_Forum #modernslavery



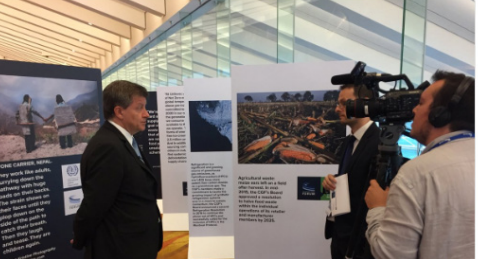
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Hans Piera @hpiera · Jun 11
 Food for thought: Did you pay for your job? Why should #MigrantWorkers? Interesting question from Bhim Kuman Nesar to cooperate reps at #GFRRE18 in #Singapore @CGF_The_Forum @CGF_Sus



IHRB @ihrb · Jun 12
 IHRB's Neill Wilkins kicks off #GFRRE18 day 2 with IKEA, @UNmigration and ethical recruiters Staffhouse (Philippines) & Fair Employment Agencies (Hong Kong). How to ensure #EmployerPays is a viable biz model? Mapping, auditing & certifying agencies all on the agenda. #singapore

CGF Sustainability @CGF_Sus · Jun 13
 Video shoot under way with @GuyRyder from @ilo on @CGF_Sus's industry call to action on #forcedlabour #CGFSummit #GFRRE18



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