

# ETI Update



ethical  
trading  
initiative

Keeping members informed of our latest developments and events. To provide feedback or to make a contribution, contact Julia Hawkins: [julia@eti.org.uk](mailto:julia@eti.org.uk)

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## Bulletin board

**ETI meeting space available**  
Contact [carol@eti.org.uk](mailto:carol@eti.org.uk)

### Secretariat Vacancy

Project Manager sought for maternity leave cover from Jan/Feb 2005. See page 7 for details.

## Meeting dates

### China Project Group

Sub-Group  
27 October, 9 am – 12 noon  
Full Group  
4 November, 10.30 am – 2 pm

### Biennial Conference Steering Group

3 November, 10 am – 1 pm  
ETI offices

### Homeworkers Group

2 November, 11am – 2pm  
Sainsbury's, London

### Gangmasters Group

Press Launch and celebration  
17 November, 3pm  
House of Lords Terrace

### Sri Lanka Garments

24 November, 10 am –  
12.30 pm  
ETI offices

### Roundtable: MFA Phase Out

27 October  
1 – 5 pm  
venue tbc

### ETI Annual General Meeting

24 November  
1 – 5 pm  
The Hatton

## Projects and Working Groups

### Child Labour Project

*Identifying and mitigating risks in the supply chain: focus on Tamil Nadu, India*

We communicated our decision to close the project in Tamil Nadu to local partners and suppliers in early September. A report of the project will be available by the end of the year. We then plan to hold a meeting to discuss how ETI will approach work on child labour.

Contact Juliet Edington: [Juliet@eti.org.uk](mailto:Juliet@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/chlab](http://www.ethicaltrade.org/Z/actvts/exproj/chlab)

### China Project Group

*Exploring tripartite collaboration to promote change*

Feedback on the China Project Group members' OHS proposal in our latest Sub-Group meeting revealed that a number of issues need to be resolved before the proposal can be discussed properly. Some of these issues were discussed in this meeting. The rest will be discussed in the next sub-Group meeting.

The Secretariat will draft a revised OHS proposal for discussion in the next Full Group meeting.

Don't forget to write up your experiences of implementing the Base Code in China on the ETI Message Board. Information logged there will be used to update the *Companion to ETI Base Code Implementation in China*, which will take place this month. [http://www.ethicaltrade.info/Z/lib/2003/10/china-bcicompn/ETI-china\\_BCIcompn.pdf](http://www.ethicaltrade.info/Z/lib/2003/10/china-bcicompn/ETI-china_BCIcompn.pdf)

#### Next meetings

Sub-Group

27 October 9 am – 12 noon

Full Group

4 November 10.30 am – 2 pm

Contact Fiona Mabbott: [fiona@eti.org.uk](mailto:fiona@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/china](http://www.ethicaltrade.org/Z/actvts/exproj/china)

### Homeworkers Project

*Applying the Base Code to an invisible workforce: jewellery making in India*

Progress is as follows:

#### In the UK...

- Trade union and retailers' sections of the Guidelines for implementing the Base Code with homeworkers were discussed in the Group's September meeting and have now been circulated for comment.
- A series of actions identified by our mid-project review has been agreed by the Group.
- The draft report of the case study of homeworkers in the UK Christmas crackers industry has been written and a final version will be sent to members at the end of October. Lessons learned from that case study are being applied in the India case study.

#### In India...

- Research on the needs and priorities of homeworkers has been completed. The research was carried out by our local co-ordinator, supported by a research team.
- The findings will be shared with Delhi stakeholders at two workshops in mid-October, and a report circulated by the end of October.
- In October and November, Delhi stakeholders and UK Group members will discuss next steps for the project in light of the research results.

Contact Pins Brown: [pins@eti.org.uk](mailto:pins@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/hmwkr](http://www.ethicaltrade.org/Z/actvts/exproj/hmwkr)

### Smallholders Project

*Progressing the Base Code through the supply chain: developing guidelines in the Kenyan tea and fresh produce sectors.*

Kenya Co-ordinator presents research findings. In our last meeting in London, Kenyan co-ordinator Maggie Opondo, presented the findings of her research into the needs and priorities of Kenyan smallholders and their workers. On the basis of these findings, Group members agreed several

revisions and additions to the Smallholder Guidelines and changes to the project plan. The Group also concluded that it will not be possible to test implementation of the Guidelines within a project timeframe, but will include the assessment methodology and finalise other tools in the Guidelines.

**ETI delegation to visit Nairobi in November** to conduct a feedback seminar for all stakeholders in Kenya, and to hold a final consultation on the revised Guidelines. Plans to conduct follow-up activities for Kenyan stakeholders will also be discussed, though these will be outside the remit of the ETI project.

### Sri Lanka Garments Project

*Testing different audit approaches in the ready-made garments industry.*

**Testing of audit approaches moves to early 2005.** The worker interview tool is being finalised and will be piloted over the next month. The trial audits will take place in January 2005.

#### Next meetings

UK Group: 24 November, 10.am – 12.30 pm, ETI offices  
Colombo Group: 24 November.

Contact Juliet Edington: [juliet@eti.org.uk](mailto:juliet@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/sriqarm](http://www.ethicaltrade.org/Z/actvts/exproj/sriqarm)

### Temporary Labour (Gangmaster) Working Group

*Towards a licence to operate: designing a code of practice and inspection process for providers of temporary labour in UK agriculture*

Group members are now closely involved in consultations on setting up the new Gangmasters Licencing Agency, which will create a public register of licensed gangmasters. The Group has developed a new programme of work which aims to promote improved labour practices in advance of the legislation. This will include:

- **holding a press launch** of the code of practice and the Group's report in the Palace of Westminster on 17 November. We will be

calling on labour providers to implement the code now. Contact: [fiona@eti.org.uk](mailto:fiona@eti.org.uk)

- **running a programme of regional workshops** for labour providers and labour users to inform them of the changes in the industry and what they need to do to improve their practices and prepare for the introduction of licensing. The first two workshops are planned for 27 October and 1 November. Contact [angie@freshproduce.org.uk](mailto:angie@freshproduce.org.uk)
- establishing a voluntary **register of labour providers** willing to publicly commit to implementing the code of practice. Contact [fiona@eti.org.uk](mailto:fiona@eti.org.uk)
- **training** a pool of auditors in the use of the assessment technique and make these service providers known to the industry. Contact [fiona@eti.org.uk](mailto:fiona@eti.org.uk)

The code of practice will be promoted as a way of helping labour providers understand what practices they must adopt in order to prepare for the introduction of licensing. It will complement other business development opportunities and advice.

#### Next meetings

Sub-group meeting tbc  
Press launch and celebration:  
17 November, 3 pm, House of Lords Terrace

Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/ukagr](http://www.ethicaltrade.org/Z/actvts/exproj/ukagr)

## Research

### ETI Impact Assessment

*Assessing and improving the impact of corporate members' implementation of the ETI Base Code*

#### Research in India and Vietnam continues.

Research is continuing in selected footwear and clothing factories in Vietnam and clothing factories in Delhi. The IDS research team is planning to hold workshops to share and discuss the preliminary findings with local stakeholders in November (Delhi) and December (Vietnam).

**China scoping study due to start end October.** Stephanie Barrientos and Jude Howell from IDS

will be visiting China at the end of the month to start work there.

### Company case study in Costa Rica underway.

At its last meeting on 4 August, the Steering Group agreed that the planned UK horticulture case study will be replaced by two smaller case studies in the food sector. The first of these is already underway, focusing on specific company initiatives in the banana sector in Costa Rica. The location for the second of these studies is not yet confirmed.

**Members' workshop/roundtable planned for early 2005.** This event will provide the opportunity to hear preliminary findings from the Phase Two case studies, discuss the challenges encountered and implications for ETI, and explore how we should approach Phase Three. Further details will follow.

Contact Man-Kwun Chan: [man-kwun@eti.org.uk](mailto:man-kwun@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/rsproj/impact](http://www.ethicaltrade.org/Z/actvts/rsproj/impact)

## Membership support and development

### Corporate reporting process proposal

**Comments please!** We need to know what you think about the new guidelines for corporate reporting. In particular, we want to hear your views on the following:

- Management indicators
- Supplier performance tables
- Improvement actions tables

**Deadline for comments: 15 October 2004.** Please send them to [santiago@eti.org.uk](mailto:santiago@eti.org.uk)

**Work on data collection tools.** We are working with the consulting company Acona to put together the excel-based data collection tools for companies to implement the new guidelines. We are doing our best to make them as user-friendly as possible and to make sure they take into account the data systems our members are already using.

## Membership recruitment

We have started discussions with **Compass**, the largest catering and support services in the food sector in the UK and Ireland. We have also made contact with **Fat Face**, an outdoor and leisure clothing brand.

## ETI Code Violation Procedure

**We have begun a review of the ETI Code Violation Procedure** based on our experiences of testing it in three different types of industry and situations. The review will also draw on members' experiences as well as procedures used by other organisations.

If any of you have useful experiences or lessons you would like to share which may be relevant to this review, please send them to Fiona Mabbott at [fiona@eti.org.uk](mailto:fiona@eti.org.uk)

## Publications and events

### ETI Biennial Conference 2005

**\*\*\*DIARY DATE\*\*\***

**Dates:** 12-13 May 2005

**Venue:** Novotel (Hammersmith, London)

**Conference Steering Group established.** We have convened a tripartite group to steer the development of the conference programme and co-ordinate members' input into the process. Steering Group members are:

- *Food Group:* Fiona Wheatley, Sainsbury's Supermarkets
- *GM Group:* Rob Brown, Boots the Chemists
- *NGO caucus:* Maggie Burns, ETI NGO Co-ordinator
- *Trade union caucus:* Tony Young, ETI TU Co-ordinator

**Have your say.** The conference is a great opportunity for you to raise awareness about your work and to keep abreast of critical issues in ethical trade. But it will only meet your

expectations if you let us know what they are! ***So please send any topic suggestions/ideas to your Steering Group representative by 25 October.***

**Next Steering Group meeting:** the Group will meet on 3 November, 10am – 1pm at the ETI offices, to select topics for inclusion in the conference programme.

Contact Man-Kwun Chan: man-kwun@eti.org.uk

### Members' roundtable

#### MFA Phase-out: Who gains? Who loses?

**\*\*\*BOOK NOW\*\*\***

Date: 27 October

Time: 1 pm – 5 pm

Venue: tbc

The aim of the session is to deepen members' understanding of the forthcoming phase-out of the Multi Fibre Agreement. Participants will have the chance to learn about the findings of research conducted by the international project group on the impact of phase-out. Topics for discussion will include:

- impact on the world economy as a whole;
- impact for companies and workers of the likely major shift in location of garment production and resulting industry and job losses;
- what companies can do to protect the thousands of workers at risk.

Contact Adil Rehman: adil@eti.org.uk

### ETI Annual General Meeting 2004

**\*\*\*BOOK NOW\*\*\***

Date: 24 November

Time: 1 – 5 pm

Venue:

The Hatton

51-53 Hatton Garden

London EC1

The afternoon will start with registration and refreshments at 1pm, followed by the AGM

business meeting. Following this, as with previous years, an all-members meeting will be held. We aim to hold a number of workshops on issues prioritised by members. The emphasis will be on sharing learning and problem solving.

**Request for discussion topics.** Please send suggestions for topics to be discussed in the all-members meeting to Adil. A final decision on topics for discussion will be made on 22 October.

Contact Adil Rehman: adil@eti.org.uk

## Other ETI activities

### ETI Training Programme

**Background research underway.** The Co-op College has started its background research to help it develop a detailed plan for the development of the training programme for ETI members and their suppliers and partners. We will review the research with the College on 25 October. Once the plan and our partnership agreement with the College are drafted, both will be submitted to the Board for approval.

**Next steps.** The next key steps will be:

- developing a train-the-trainers programme and modules for the programme.
- establishing a 'quality assurance' group, which will be tasked with reviewing and commenting on training materials. We will shortly be seeking member representatives with experience of designing and delivering training to join the group.

Contact Fiona Mabbott: fiona@eti.org.uk

## ETI and beyond

### Multistakeholder Initiatives Project

**Consultations in Turkey planned for 2-4 November.** Representatives of the MSI Steering Committee, including Dan Rees, will visit Turkey in early November to meet with local trade unions, NGOs, government, trade associations, companies and the ILO. They will present the project and explore possibilities for engaging these local groups.

**Invitation to participate.** All ETI GM members sourcing in Turkey have recently received an

invitation to participate in this project. So far five members have expressed an interest.

The **next meeting** of the Steering Committee will take place in Istanbul on Friday 5 November.

Contact **Juliet Edington**: [juliet@eti.org.uk](mailto:juliet@eti.org.uk)

## Wine Industry Ethical Trading Initiative (WIETA)

We were pleased to hear about the considerable progress WIETA has made in its first 18 months at the annual Wines of South Africa tasting at Lords Cricket Ground on 8 October. Participants from the UK wine industry including buyers, retailer buyers and agents heard staff talk about:

- *the support they have received* from UK retailers who are recognising the robust inspection and accreditation process that it is implementing and encouraging their suppliers to join. So far two ETI corporate members have joined the organisation.
- *the progress they are making in auditing.* A multi-disciplinary pool of experienced auditors have been trained in the inspection process and have started to audit worksites. So far 31 sites have been audited and six member organisations have been accredited.
- *the awareness-raising activities they are carrying out with workers.* WIETA developed a 'worker awareness' leaflet earlier this year and is now working on a photocomic, to be shot this month with workers, management and owners acting out different scenarios.
- *their plans for the future.* These include penetrating the Dutch market, which is the second largest export market for South African wines after the UK as well as South African wine retailers.

Contact Fiona Mabbott: [fiona@eti.org.uk](mailto:fiona@eti.org.uk),  
[Nicky@wieta.org.za](mailto:Nicky@wieta.org.za) or [pete@wieta.org.za](mailto:pete@wieta.org.za) or go to:  
[www.wieta.org.za](http://www.wieta.org.za)

## Flower industry

**HEBI recruits full-time staff.** An office administrator and assistant are now in place, and a project manager is currently being recruited.

**Flower forum.** The next ETI Flower Forum meeting is on Wednesday 20 October from 2-4pm. There will be a presentation from and discussion with ASOCOLFLORES, the Colombian flower growers' association at that meeting. Please inform Pins Brown if you wish to attend.

Contact Pins Brown: [pins@eti.org.uk](mailto:pins@eti.org.uk)

## Social Accountability and Sustainable Agriculture (SASA)

**SASA conference reports available.** For those who don't already know, SASA was a collaborative project of FLO, SAI, SAN and IFOAM which aimed to improve social auditing processes in agriculture and to foster closer cooperation and shared learning between the initiatives. The project ended earlier this year and reports from its concluding conference in April 2004 are available on the project website at [www.isealalliance.org/sasa/](http://www.isealalliance.org/sasa/)

## ETI-TGWU fringe meeting at TUC Congress

### Reporting back

**After Morecambe Bay.** ETI and the TGWU organised a joint fringe meeting at the TUC Congress in September. Speakers were:  
The Rt Hon. Alun Michael MP, Minister of State for Defra  
Jack Dromey, Deputy General Secretary TGWU  
Jim Sheridan MP  
Hsiao-Hung Pai, journalist.

This provided a very valuable opportunity to raise the profile of both the gangmaster issue and ETI with a key audience.

## TUC conferences

### Beating the pandemic – The Workplace response to HIV/AIDS

Date: Saturday 4 December 2004

Venue: Congress House, Great Russell Street, London

[www.tuc.org.uk/events/detail.cfm?event=2338](http://www.tuc.org.uk/events/detail.cfm?event=2338)

### Migrant workers and trade unions

Date: Wednesday 10 Nov 2004

Time: 10 am – 4 pm

Venue: Congress House, Great Russell Street, London

<http://www.tuc.org.uk/extras/MigrantworkersTU1.doc>

For more information contact Mairin Power,  
020 7467 1357 or email [mapower@tuc.org.uk](mailto:mapower@tuc.org.uk)

## Secretariat news

**New Secretariat mother-to-be!** Our congratulations to Pins Brown, who is expecting a baby next March. We are recruiting a Project Manager to cover for Pins during her maternity leave. The position will also be advertised on the ETI website, in the Guardian newspaper on Wednesday 13 October and through all our networks. The advert is reproduced in below.

### ETI Secretariat Vacancy

#### *Project manager – maternity cover*

We are looking for an exceptional candidate to join our growing Secretariat to provide maternity cover. The contract will be for an initial minimum period of seven months, starting January 2005, with the possibility of future extension/permanent contract.

You will cover the management of projects designed to identify good practice in the implementation of corporate codes of conduct and build capacity to deliver them. You will develop, co-ordinate and administer projects involving organisations with diverse agendas in the UK and overseas, to ensure lessons are documented and shared. Strong project management experience with diverse stakeholder groups, communication and administration skills, and understanding of current debates about corporate codes of labour practice, all required.

***A salary of £34,228 plus benefits and 25 days holiday per year, pro-rata.***

The closing date for applications is Monday 8 November. Interviews will be held during the week commencing 15 November.

Contact Joseph Reeve, ETI, 2nd Floor, Cromwell House, 14 Fulwood Place, London WC1V 6HZ  
joseph@eti.org.uk Tel: 020 7404 1463 for  
Recruitment Information Pack and application form  
or access from [www.ethicaltrade.org](http://www.ethicaltrade.org)

### ETI offices available for hire

Our first floor office space is available for hire to members for meetings. The room costs £200 per day. We will be happy to provide lunch and refreshments at cost. The maximum capacity is about 40 – 50 people. [carol@eti.org.uk](mailto:carol@eti.org.uk)

*ETI Update* is published by the ETI Secretariat every four to six weeks.

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