

# ETI Update



ethical  
trading  
initiative

Produced by the Secretariat to keep members informed of our activities. 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

### Roundtable on Freedom of Association

9 March, 1.30 – 5.15 pm  
Aeonian, Capper St., London

### Roundtable on ETI Impact assessment

14 April

### ETI Biennial Conference –

*Deadline for free places 28 February*

## Meeting dates

### Homeworkers Group

23 February, 10.30 am – 1.30 pm, ETI offices

### Impact Assessment Group

18 March, 10 am – 2 pm  
ETI offices

### Smallholders Project

16 May, 11 am – 2 pm  
ETI offices

### Sri Lanka Garments Project

*New date:* 18 April, 11 am – 1.30 pm  
ETI offices

### TLWG Sub-group

3 March, 9.30 am – 12.30 pm  
ETI offices

### Training QA Panel

23 March, 11.30am  
ETI offices

### Purchasing practices

*New date:*  
19 April, 11 am – 2 pm  
ETI offices

## Projects and Working Groups

### Child Labour Project

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

We are still in the process of finalising the project report. We hope to make it available by the end of March, after which we plan to hold a meeting to discuss how ETI will approach future work on child labour.

Contact Juliet Edington: [juliet@eti.org.uk](mailto:juliet@eti.org.uk)  
[www.ethicaltrade.org/Z/actvts/exproj/chlab](http://www.ethicaltrade.org/Z/actvts/exproj/chlab)

### China Project Group

*Exploring tripartite collaboration for change*

**Occupational Health and Safety (OHS) proposal agreed.** Good progress is still being made and the China Project Sub-Group agreed a simplified version of its OHS proposal at its January meeting.

**Hong Kong NGOs and trade unions are to visit London** to kick-start practical discussions on project implementation. After this trip, which we hope can coincide with the ETI Biennial Conference in mid-May, a return trip is planned for some members of the Group to meet with the NGOs and trade unions in Hong Kong and to go to their offices and partner organisations on the mainland. At the same time we also hope to recruit a local co-ordinator for the project.

**Changing places...** Neil Kearney, General Secretary of ITGLWF will be joining the Group, as will Maggie Burns, to replace Mary Sayer of Women Working Worldwide.

The date and time of the **next Full Group meeting** is yet to be confirmed.

Contact Fiona Mabbott: [fiona@eti.org.uk](mailto:fiona@eti.org.uk)  
Find more information at 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: the Christmas cracker industry in the UK and jewellery making in India*

**Guidelines for applying the Code to homeworkers near completion:** The sections of the Guidelines which provide trade union recommendations have now been agreed, as have the first half of the retailer recommendations.

**Presentation of research findings on India homeworkers.** At the last Group meeting, Pins presented the findings from the Indian research on homeworkers in some sections of members' supply chains. A report of the research will shortly be available on the members' area of the ETI website. Recommendations from the research will form the basis of new sections of the Homeworker Guidelines to be developed by the tripartite Local Group in Delhi.

**And finally:** our Delhi-based local co-ordinator Vinita Singh is now back from maternity leave.

The **next meeting** is on Wednesday 23 February, 10.30am – 1.30pm, at the ETI offices.

Contact Liz Kirk: [liz@eti.org.uk](mailto:liz@eti.org.uk)  
[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*

**Smallholder Guidelines agreed.** Thanks to a lot of hard work from all involved, we're pleased to say that the Smallholder Guidelines - including accompanying booklet and photobook for smallholders - have been completed. All three documents will be presented for approval at the Board meeting on 24 February and it looks likely that the launch date for both the UK and Kenya will be in September.

**'Good practice solutions workshop' held.** The half-day workshop held on Feb 3 looked at members' experiences of going beyond the Base Code and at learning from fair trade models on pricing issues.

The **next meeting** is on Monday 16 May, 11 am – 2 pm, at the ETI offices, with Local Co-ordinator Dr Maggie Opondo also present.

Contact Liz Kirk: [liz@eti.org.uk](mailto:liz@eti.org.uk)  
Find more information on our website at:  
[www.ethicaltrade.org/Z/actvts/exproj/smlhldr](http://www.ethicaltrade.org/Z/actvts/exproj/smlhldr)

## Sri Lanka Garments Project

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

It will surprise no-one to hear that the trial audits scheduled for January have been delayed in the wake of the Asian Tsunami.

Activities have been rescheduled as follows:

- **Training** of the multistakeholder audit team took place on 19 February;
- The first round of **trial audits** is scheduled for March; and
- The **UK meeting** will be on 18 April, not February as originally scheduled. We hope that preliminary results of the audits will be available to share at this meeting.

Our Sri Lanka Co-ordinator Sonali Gunsekera, a trade union member and a corporate member of the Colombo group will be at the ETI Conference in May.

**Next UK meeting (please note change in date)**  
18 April, 11am -1.30pm, at the ETI offices.

Contact Juliet Edington: [juliet@eti.org.uk](mailto:juliet@eti.org.uk)  
[www.ethicaltrade.org/Z/actvts/exproj/srigarm](http://www.ethicaltrade.org/Z/actvts/exproj/srigarm)

## 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**

**Over 150 labour providers now registered.**

Following the launch of the report and the Code of Practice in November, labour providers have been registering on the TLWG website ([www.lpcode.co.uk](http://www.lpcode.co.uk)). After an initial rush, registrations slowed in the pre-Christmas period but have now picked up again.

**First auditor training programme delivered.**

After attending the course, which was run at the

end of January by Impactt and Ethical First, the auditors will carry out a witnessed first audit to help them apply what they've learnt and to make sure approaches among auditors are consistent as the scheme develops.

**Some confusion remains** among labour users and labour providers about the relationship between the TLWG and the proposed licensing system. To address this, the TLWG have:

- produced an explanatory leaflet and agreed to arrange regional briefing sessions for labour users and providers;
- decided to revise the TLWG website to clarify the difference between the TLWG work and the Gangmaster Licensing Authority.

**Next meeting** of the TLWG Sub-Group:  
3 March, 9.30am – 12.30pm, at the ETI offices.

Contact Fiona Mabbott: [fiona@eti.org.uk](mailto:fiona@eti.org.uk)

## Possible ETI project on purchasing practices

**Exceptional turnout at exploratory meeting.**

Interested members attended a tripartite meeting to explore whether/how ETI might take forward work on the issue of company purchasing practices. Over 20 members expressed an interest in participating. Since then, an explanatory paper has been circulated to those members as a tool for encouraging buyers to get involved. Corporate members have also been asked to identify which of their own companies' purchasing practices they would like to look at as part of the project. This will form the basis for discussion at the next meeting.

**Next meeting (please note change in date)**  
19 April, 11am– 2.00 pm, at the ETI offices.

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

## Research

### ETI Impact Assessment

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

**All but one of the Phase 2 case studies are now completed** and IDS has started collating and analysing the findings. For various reasons the final case study has had to be postponed, but we can confirm that it will be looking at specific company initiatives in UK horticulture, and will take place between now and April.

The members' roundtable to share and discuss the findings from Phase 2 will be on 14 April. All members are welcome - see page 5 for details.

Contact **Man-Kwun Chan**: [man-kwun@eti.org.uk](mailto:man-kwun@eti.org.uk)  
[www.ethicaltrade.org/Z/actvts/rsproj/impact](http://www.ethicaltrade.org/Z/actvts/rsproj/impact)

## Membership support and development

### ETI Strategy 2005-08

**Thank you to all those members who contributed to shaping ETI's future direction.** Members expressed their preferences on a number of options presented to them at the November AGM. The Secretariat then drafted outline strategic objectives for the period 2005-08 and these were approved by the Board in December as the basis for developing a strategy. The Secretariat has now prepared a draft strategy document for the Board approval in February. This will be sent to members once it has been agreed.

### Resignation of Lambert Howarth

**We regret to announce that Lambert Howarth**, which has been a member of ETI since November 1999, has resigned from ETI.

In explaining their decision, the company stated that 'membership of ETI has been important to Lambert Howarth, firstly in demonstrating a supplier's commitment to their customer's social compliance policy and secondly in developing social compliance awareness'. Lambert Howarth, whose main customer is Marks & Spencer, now intends to focus its energy on working collaboratively with other companies within the 'M&S Top 15' group of suppliers.

### Board changes

**Welcome to James Howard** of ICFTU, who has replaced **Dwight Justice** on the ETI Board. In

addition to representing ICFTU on the Board, Dwight served on various ETI working groups including the current China project group and the ETI Workbook Development Group. The Secretariat and the Board would like to extend a warm thanks to Dwight for the strong contribution he has made to ETI in his seven years of service.

**Other new Board members:** Lakshmi Bhatia (Alternate Corporate Elected Representative), Robert Brown (Corporate Elected Representative), Liza Lort-Phillips (NGO Elected Representative), John Sayer (NGO Elected Representative), and David Ould (Alternate NGO Elected Representative).

**Board members standing down/resigning** are Gert ter Voorde (Corporate Elected Representative), Elaine Jones (Alternate Corporate Elected Representative), Fiona Gooch (NGO Elected Representative), Jane Turner (NGO Elected Representative) and Robin Robison (Alternate Elected NGO Representative). A warm thanks you to all of you for your valued input.

### Resignation of Alan Roberts

**With great regret**, Alan Roberts has announced that he will be stepping down as Chair after the May conference. We have had dozens of messages expressing members' appreciation for Alan's work with ETI over the past seven years and yes, we are planning an appropriate way for members to say 'au revoir' when the time comes!

On 24 February, the Board will agree the details of the process for recruiting a new chair before May. We expect that the post will be publicly advertised and members will be asked to suggest likely candidates. A recruitment agency may contact members about this directly.

### Corporate annual reporting on 2004

**Deadline for report submission Friday 25 February 2005.** Please use electronic format for your whole report. For appendices you must use the Excel templates provided as this will shorten the time it takes to give you feedback. Please also remember that the original copy of the report must be signed by a board director.

Contact **Santiago Porto**: [santiago@eti.org.uk](mailto:santiago@eti.org.uk)

## Alleged code violation procedure review

Following consultation with ETI members and others who have been involved in investigations of alleged code violations, we have prepared a paper outlining the findings and options for improving the procedure. We are currently in the process of verifying the information with those people consulted and will then circulate the paper to the wider membership for comment/discussion.

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

## Member personnel moves

**Sarah Durham** has joined WHSmith as their Corporate Responsibility Manager... **Sarah Barlow** has moved from Next to Monsoon, where she has taken up the position of Ethical Trade Manager... Sarah has been replaced at Next by **Bernice Przybysz**, whose role is Code of Practice Manager.

## Publications and events

### Seminar: Freedom of association and collective bargaining

\*\*\* FINAL REMINDER \*\*\*

Date: Wednesday 9 March 2005

Time: 1.30pm – 5.15 pm

Venue:

AEONIAN

2nd Floor

Shropshire house

2 – 10 Capper Street, London

Don't miss the chance to hear about and discuss:

- How can companies identify FoA?
- How can companies meet their commitment to the ETI Base Code?
- What are the options for tackling common challenges?

Speakers include Neil Kearney, General Secretary, ITGLWF; representatives of the National Union of Plantation and Agricultural Workers in Zambia and Premier Foods.

**Deadline for confirming attendance: Friday 25 February (email [adil@eti.org.uk](mailto:adil@eti.org.uk))**

## ETI Biennial Conference

### Ethical trade: shaping a new agenda

12-13 May 2005

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

As an ETI member organisation you are allocated two free places at the event. **To secure your free places and guarantee your attendance at your first-choice workshops you will need to book by 28 February.** After that date we will promote the event widely and allocate places on a first-come, first-served basis. Please register online on the ETI website ([www.ethicaltrade.org](http://www.ethicaltrade.org)) using your user name and password.

Contact Adil Rehman ([adil@eti.org.uk](mailto:adil@eti.org.uk)) or Man-Kwun Chan ([man-kwun@eti.org.uk](mailto:man-kwun@eti.org.uk))

### Members' roundtable on ETI Impact Assessment

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

Date: Thursday 14 April 2005

Venue: ETI offices

Time: tbc

This event will provide members with the opportunity to hear preliminary findings from the Phase 2 case studies (South Africa - horticulture, Vietnam - garments and footwear, India - garments, Costa Rica - bananas, China - garments scoping study). It will also be a chance for members to discuss the challenges encountered in conducting the research, the implications for ETI, and what the priorities should be for the final phase of the project – in other words, how to share and promote the findings.

**To book a place email [adil@eti.org.uk](mailto:adil@eti.org.uk).**

### Additions to ETI website

The following documents are now available on our website:

- *ETI Annual Report 2003/4: Putting ethics to work*
- 'Shaping a new agenda' – brochure and booking information for ETI Biennial Conference 2005
- *Addressing labour practices on Kenyan flower farms: a report of ETI involvement 2002-4*

- Conference papers from ETI China conference 2004

### **ETI website accessibility**

Following implementation of the new Disability Discrimination Act, we have recently had our website audited by an organisation called Enable, which specialises in accessibility. We are now implementing an action plan agreed with Enable to make sure our website meets legal and best practice requirements.

contact [adil@eti.org.uk](mailto:adil@eti.org.uk)

## **Other ETI activities**

### **ETI Training Development**

#### **Board approves training implementation plan.**

The Board approved this document which outlined how the training modules will be developed between January and September this year.

#### **Training Quality Assurance Panel first meeting.**

A tripartite panel of ETI members with interest in and experience of training was established in January. The panel met with the Project Team on 8 February to discuss the framework for the five modules.

#### **First module to be piloted w/c 4 April 2005.**

Members who would like to participate in the testing of the first module of the training programme, 'Introduction to Ethical Trade and the ETI' should contact Fiona at the ETI Secretariat. This is an opportunity for members to participate in the course and to give feedback to make sure it is pitched at the right level.

#### **Next meetings of the Quality Assurance Panel:**

23 March, 11.30 am, ETI offices  
20 April, 11.30 am, ETI offices

Contact Fiona Mabbott: [fiona@eti.org.uk](mailto:fiona@eti.org.uk)

## **ETI and beyond**

### **Joint Initiative for Corporate Accountability and Workers' Rights (JO-IN) (previously the Multistakeholder Initiatives Project)**

**Reporting back on Amsterdam meeting.** ETI and the other multi-stakeholder initiatives met with brands who are interested in working with this project in Amsterdam on 24 January, where we were able to fully introduce ourselves and discuss key aspects of the project. We hope to sign Terms of Engagement with about 10 brands by the end of March. ETI members involved in these discussions are M&S, Gap Inc and Mothercare.

**Text of common code agreed.** The project steering committee has agreed the text of the code to be used for the purposes of the project. The ILO standards department is currently reviewing the workplace standards section for consistency with International Labour Standards. The code will be put on the project web-site once completed.

**Project focus areas agreed.** These include three workplace standards: freedom of association, wages and hours and three aspects of code implementation: quality of workplace inspection including worker interviews, achieving supplier remedial action and worker complaints mechanisms. The key output will be guidance notes on good practice.

**The next steps** are to appoint a Turkish Project Manager and consult further with key Turkish organisations (February), sign terms of engagement with participating brands (April) and to select suppliers to work with (May).

### **Coming up:**

**Meeting of government cross-departmental group on CSR:** Dan Rees, Fiona Gooch and David Croft will attend a meeting of the new cross-departmental group on CSR on 10 March to discuss ethical trade, Fairtrade and the role of government in promoting responsible supply chain management.

**Ethical corporation presentation:** Dan Rees and Louise Nicholls (M&S) are giving a workshop about 'alliance building' to participants of the Ethical Corporation's Conference on 23 February. The presentation will be based on ETI's experience in the Temporary Labour Working Group.

**Vodafone** Dan Rees will speak at a conference organised by Vodafone on 8 April that will examine the responsibility of the telecommunications industry for promoting labour standards. A number of other ETI members will be sharing their experiences.

### Flower industry

The **next ETI Flower Forum meeting** will be on 24 February at 11.45 am, following on from the Food Group meeting. This meeting will discuss the future profile of the Flower Forum.

### Recent contacts

**Rohan**, an outdoor clothing retailer, has expressed interest in joining ETI. We expect to present their application to the ETI Board in May. We have also had an initial positive engagement with **Rombouts Coffee**, which is part of the RHM Group.

### Oxfam Tsunami briefing

A briefing note produced by Oxfam on how companies should respond to the Asian Tsunami can be found at:  
[www.oxfam.org.uk/what\\_we\\_do/issues/conflict\\_disasters/bn\\_tsunami.htm](http://www.oxfam.org.uk/what_we_do/issues/conflict_disasters/bn_tsunami.htm)

## Secretariat news

### Welcome to Liz Kirk

Liz Kirk joined the Secretariat on 1 February to cover for Pins while she is on maternity leave. She will be managing the Smallholder and Homeworker Projects. Liz comes to us with a wealth of experience that includes two years in Bangladesh working with women's organisations in the garment industry and more recent consultancy work with IDS in Sussex. Pins' last day in the office before going on maternity leave is 4 March.

### Ethical Corporation conference: How to manage ethical risk in China

**27 – 28 April 2005, London**

This conference is your two-day roadmap to developing a responsible - and profitable - business in the world's most dynamic marketplace. You need to establish more than just your production in China. What about your operating standards, best practices, corporate values and principles?

Building on the success of Ethical Corporation magazine's inaugural conference for companies operating in China, this conference will directly reflect the opportunities and concerns you face in China.

See [www.ethicalcorp.com/china2005](http://www.ethicalcorp.com/china2005) for complete details of the agenda and speakers.

For more information and news of special discounts for ETI members, call Peter Carkeek on +44 (0)20 7375 7160 or email [peter.carkeek@ethicalcorp.com](mailto:peter.carkeek@ethicalcorp.com)

Disclaimer: The inclusion of information about other organisations and/or their events and activities does not necessarily imply endorsement by ETI.

ETI Update is published every six weeks.  
EDITOR: Julia Hawkins: [julia@eti.org.uk](mailto:julia@eti.org.uk)

Ethical Trading Initiative  
Cromwell House  
14 Fulwood Place  
London WC1V 6HZ  
United Kingdom

t +44 (0) 20 7404 1463  
f +44 (0) 20 7831 7852