

ETI Update



ethical
trading
initiative

Produced by the ETI Secretariat to keep members informed of our activities. To provide feedback or to make a contribution, contact Julia Hawkins: julia@eti.org.uk

Contents

p2 Projects and Working Groups

- China Project Group
- Homeworkers Project
- Smallholders Project
- Sri Lanka Garments Project
- Temporary Labour (Gangmaster) Working Group
- Purchasing Practices Project
- Capacity building work

p4 Membership support and development

- Membership applications
- Recent contacts
- Corporate annual reporting 2005
- New look for website
- Engaging with suppliers

p5 Publications and events

- Report back on AGM and members' meeting
- New conference briefing papers
- New ETI annual report and poster for suppliers
- ETI Training Programme

p6 ETI and beyond

- ETI in the media
- Jo-In project
- ETI Director speaking engagements
- Ethical trade reaches Milton Keynes...
- Relunched TUC Guide: *Hazards at work*
- New MSN publication

p7 Secretariat news

- New admin assistant

Bulletin board

ETI Training Programme

Book now!

Module 1:

15 February 2006, ETI offices

Module 2:

15-16 March 2006, ETI offices

New! Conference briefing papers summarising key

lessons from the ETI

Conference May 2005 - see p.5

New! ETI Annual Report and poster for suppliers – see p.5

Meeting dates

Board meeting

1 December 2005

GM and Food caucus

10 am – 12 pm, 1 December
ETI offices

NGO caucus

2 – 5 pm, 30 November
ETI offices

Trade union caucus

10.30am – 1 pm
TUC, Congress House

Homeworkers Group

24 January 2006
11 am - 1.30 pm, ETI offices

Smallholders Project

9 March 2006: half-day learning workshop, ETI offices

Sri Lanka Garments Project

22 Feb 2006
11 am – 1.30 pm, ETI offices

Projects and Working Groups

China Project Group

Exploring tripartite collaboration for change

Progress on OHS project. The UK OHS Group had a successful visit to China during October, with the following key results:

- **Local co-ordinator recruited.** We are delighted to welcome Belinda Hui as the new local co-ordinator for the project. Belinda was appointed during the visit and began working for the project at the beginning of November.
- **Local site teams established.** Individual site teams were established for each factory participating in the OHS project, comprising:
 - A local staff representative of a corporate member of the China Group
 - A representative of a China/Hong Kong-based worker rights organisation working with the China Group
 - A representative of the factory/supplier management.

These two key achievements, coupled with agreement on the role of a multi-site team (locally based, bringing together each site team) enables the local group to move forwards with implementation activities.

Project management handover. Fiona Mabbott handed over management of the UK Group to Helen Turner at the full China Group meeting on 24 November. Helen accompanied the OHS group to China in October, allowing for comprehensive hand over.

Next meeting

To be confirmed (end January or early February).

Contact Helen Turner: helen@eti.org.uk
www.ethicaltrade.org/Z/actvts/exproj/china

Homeworkers Project

Applying the Base Code to an invisible workforce: examining fabric embellishment in India

First tripartite trip to Delhi 18-21 October. Local and UK members of the Homeworkers Group met

in Delhi for the first time to discuss the guidelines that have been developed remotely by both groups over the past 18 months.

Another first: consultations with Indian

homeworkers on the guidelines. The Delhi trip was preceded by the first ever consultations held with Indian homeworkers from the fabric embellishment, biri and kite manufacturing sectors on the actions recommended in the guidelines. The responses obtained both through this consultation process and through the October meetings of Delhi and UK groups will be key to refining and completing the first draft of the guidelines, planned for November – February 2006.

Further consultations planned to finalise

guidelines. Immediately after completing the first draft of the guidelines, the Delhi Group plan to hold further consultations with homeworkers and key implementing partners such as contractors and exporters. This means the draft guidelines could be ready for testing by Group members in April.

Next meeting

Tuesday 24 January, 11 am – 1.30 pm
ETI offices

Contact Liz Kirk: liz@eti.org.uk
www.ethicaltrade.org/Z/actvts/exproj/hmwkr

Smallholders Project

Progressing the Base Code through the supply chain: developing guidelines for working with smallholders

Product in demand: ETI website statistics show that over 1,500 full downloads of the *ETI smallholder guidelines* have been made since the UK launch at end of September, demonstrating the significant gap that the guidelines have filled. Don't forget that English, Spanish and Kiswahli versions are available on the ETI website.

The **next meeting**, which will be a half-day learning workshop, will be held on 9 March 2006 at the ETI offices. Time to be confirmed.

Contact Liz Kirk: liz@eti.org.uk
www.ethicaltrade.org/Z/actvts/exproj/smlhldr

Sri Lanka Garments Project

Testing different audit approaches in the ready-made garments industry

Reporting back from Sri Lanka. The first meeting of all Sri Lankan and UK Group members took place in Colombo from 30 September – 1 October. This included a session with government, industry and not-for profit stakeholders to present work to date.

The project now moves into its second phase of audit testing with new momentum. Commercial and self-audit methodologies will be refined to take into account the analysis of auditors and Group members, and the Group will examine the possibility of bringing more parties in to review the multi-stakeholder model and refine tools and implementation. With support from UK members, the Sri Lankan Group will also now explore potential for the establishment of an agency to further current work on the multi-stakeholder audit.

Next meeting

Wednesday 22 February
11am – 1.30 pm
ETI offices

Contact Liz Kirk: liz@eti.org.uk
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

The Temporary Labour Working Group continues to implement its code of practice in the fresh produce industry while working with the newly established Gangmaster Licencing Authority (GLA) to ensure a smooth transition to mandatory licensing and registration.

Over 500 labour providers have registered on the TLWG Website, with 400 audits completed or booked.

The GLA and DEFRA are now carrying out public consultations to help work out important details of the regulations, including which businesses will be required to obtain a licence and the conditions of the licence itself. ETI hosted a consultation event for members of the TLWG on 21 October. TLWG members are preparing their responses on government proposals. The deadline for the submission on the exclusions and the licensing standards is 15 December.

Next TLWG meeting

Friday 9 December, 10am – 1pm
ETI offices

Contact Fiona Mabbott: fiona@eti.org.uk

Purchasing Practices Project

Exploring how common purchasing practices affect suppliers' ability to meet international labour standards

Project plans completed: At the end of October, the whole Group reviewed individual sub-group plans and each sub-group is now implementing their respective plan. It was agreed that key milestones for each of the sub-group projects would be collated into one summary plan to enable the group to consider the timings, format and structure for future sharing platforms.

Next meeting

Beginning of February 2006, date to be confirmed.

Contact: Helen Turner: helen@eti.org.uk

Capacity building work

The Secretariat has been gathering learning from members' capacity building activities and from multi-stakeholder fora around the world. Recommendations for capacity building activity by ETI will be put to all members at the December Caucus meetings, where we will be seeking your views and suggestions on which activities you would like to proceed with. Members are also welcome to respond in writing before 9 December.

Contact Pins Brown: Pins@eti.org.uk

Membership support and development

Membership applications

The Secretariat presents the application of **Marshalls plc** for corporate membership. Established in 1881, until recently Marshalls has been a family-run company. It is now a large plc, with numerous subsidiaries relating to the various different branches of the business. Marshalls manufactures and supplies landscape, driveway and garden products from a range of materials including concrete, natural stone, iron, steel, wood, glass and polyurethane for domestic, commercial and public sector use.

Recent contacts

The Secretariat is still in discussion with **Burberry**. Other companies considering membership are **Sunking**, a flower importer, and **Typhoo**, which has recently been sold by Premier Foods to Apeejay of India. We have also had preliminary discussions with **Jordans Cereals**.

Sadly, **BBC Worldwide** and **Peter Black Footwear** have announced that for various reasons, they will not be renewing their ETI membership.

Corporate annual reporting 2005

As circulated by email on 11 November, some companies have voiced their concerns about the new reporting framework. During the last meeting on 27 October, this group of companies agreed on the following:

- The Secretariat is to provide training either individually or in groups on request before the reporting deadline in March 06.
- Reporting companies will complete as much of the reports as they can so the Secretariat can provide meaningful feedback, the tool can be fully tested and we do not lose historical data. It is equally important that when a company is unable to answer a question or provide data, it gives a clear explanation on why they are unable to do so. All this information will allow the Annual Reporting Working Group to better understand the challenges for individual companies and for the membership as a whole.

- ETI will reconvene the Annual Reporting Working Group in March 06 to review the issues raised by the members in their annual reports.
- ETI will convene a working group to work on definitions of minor and major non-compliances.

Contact **Santiago Porto**: santiago@eti.org.uk

New look for the website

We are continually investing in the website to ensure it is a focused, manageable and useful resource. We have now created clearer themes throughout, improved site interactivity, provided simpler navigation and a variety of ways to access the core library of information. There are new sections, for example the **press room** (see p6 'ETI in the media') and a **search engine** which allows you to look for a document within the ETI website (top right hand corner).

Remember, this is as much a **members' resource** as it is our public face on the web. The redesign took account of a great deal of very useful member feedback, and your continued input will ensure its ongoing value as a key communication tool within our alliance and beyond. If you have any questions or suggestions about the new website, please feel free to email Adil Rehman at: adil@eti.org.uk

Visit the new ETI Website at www.ethicaltrade.org

Engaging with suppliers

A discussion paper has been circulated to canvass members' view of proposals to change or improve the way ETI engages with suppliers - both members and non-members. This paper presents the Secretariat's initial view on two questions:

- (1) What are supplier companies telling us about their needs and how ETI satisfies them?
- (2) How else could ETI promote effective engagement with supplier companies?

Members are asked to provide feedback either:

- during membership caucus meetings on 1 December
- by email to santiago@eti.org.uk before 15 December
- during an ETI Supplier Consultation Forum to take place end of January 2006

Publications and events

ETI Annual general meeting and members' meeting – report back

After completing the AGM in record-breaking speed, our members' meeting this year provided a forum for 'nitty gritty' debate on how to implement several Base Code issues, including regular employment, working hours, the living wage and discrimination. Over 70 workshop participants listened to the perspectives of Dr. Aqueel Khan of Verité; Lara Ladipo of Tesco; Steve Homer of Flamingo and Neil Kearney, ITGLWF and had practical discussions around case studies. Thank you to all those members who shared their views so openly on how to tackle these very complex issues.

New! ETI Conference Briefing Papers A new agenda for ethical trade

We are pleased to announce the publication of **six briefing papers** that set out a new agenda for ethical trade and provide practical guidance on putting this agenda into practice. Based on presentations and discussions at the ETI Conference earlier this year, the papers are designed to:

- raise awareness of the "new agenda" for ethical trade;
- demonstrate how the new agenda can benefit brands and retailers, their suppliers, NGOs and trade union organisations alike;
- show how corporate leaders are already acting on the new agenda;
- provide clear guidance on practical steps that companies and other stakeholders can take to deliver on the new agenda (the papers include nearly 30 "good practice" case studies).

Comprehensive coverage of critical issues

The series covers the following topics:

1. *Quick fix or lasting solution?* Dealing responsibly with typical non-compliances.
2. *Finding common ground:* working with trade unions in supplier countries.
3. *Managing compliance with labour codes at supplier level:* a more sustainable way of improving workers' conditions?
4. *Moving production:* stalling the race to the bottom.
5. *Bridging the gap between commercial and ethical trade agendas:* pioneering approaches to purchasing practices.
6. **SUMMARY PAPER** Ethical trade: shaping a new agenda.

Coming soon: Chinese and Spanish versions

Chinese and Spanish versions of the summary paper will be available soon from the website address below.

Download the papers for free at
www.ethicaltrade.org/d/conf2005.

New! ETI Annual Report and poster for suppliers

This year's annual report is a little different. As well as providing a concise summary of ETI's many achievements this year, it doubles up as a poster for suppliers which outlines 'five good reasons' why suppliers should comply with codes of labour practice.

We need your help! The report/poster was formally launched at our AGM on 23 November. But this is just the beginning. We hope that corporate members will find the poster a valuable communication tool for suppliers and anticipate that there will be lots of opportunities to distribute it throughout your supply chain. The poster side of the annual report will soon also be available on the website as an A4 size pdf document, so it can be distributed electronically as well as in hard copy.

Please let Carol Sheldon (carol@eti.org.uk) know how many hard copies of the poster/report you would like us to send you.

ETI Training Programme

Putting our learning into practice

Following a successful launch at the House of Commons on 31 October and completion of the pilots, the Training Programme is now being finalised ready for roll out early next year:

*****BOOK NOW******

Module 1: Introduction to ethical trade and ETI

When: 15 February 2006

Where: ETI offices

Trainer: Elaine Jones, Co-operative College

What it covers: provides a background to ethical trade and codes of conduct; introduction to ETI; getting started on ethical trade.

How an ETI member describes it: *"a one day introduction to the WHY? WHAT? and some brief thoughts on the HOW? of ethical trade, covering key provisions of the ETI Base Code (and others) along with some well-structured exercises to cement the learning"*

Module 2: Developing and implementing an ethical trading policy

When: 15/16 March 2006

Where: ETI offices

Trainer: Elaine Jones, Co-operative College

What it covers: understanding and mapping supply chains; making changes; working to get compliance with the Base Code; the ETI approach.

How an ETI member describes it: *"a 2 day course delivered by professionals who have "been there, seen it, done it", and who understand the challenges. Through a series of exercises and discussions the course is a must for those charged with the task of implementing ethical trade within their sphere of work"*

*****30 % Discount for members - BOOK NOW!******

contact Steve Kingman, steve@co-op.ac.uk

Tailored private in-house courses

As well as these open courses, we will also offer private in-house courses which can be tailored to the specific needs of ETI members and non-members. If you are interested in holding an in-house course for a selection of your staff or would like any more information about the ETI Training Programme, please contact **Fiona Mabbott**,

fiona@eti.org.uk or Chris Cooper, Chris@co-op.ac.uk

ETI and beyond

ETI in the media

Media interest and coverage continues to grow

Since the last *Update* was published in early October we have had over 20 enquiries from the media and over 10 substantive articles about ETI activities in the press, including *The Grocer*, *Fresh Produce Journal*, *Supply Management*, *Food Manufacture* and *Ethical Corporation*.

New press room for ETI website. We have recently launched a new press section of the website as a resource for journalists to find out more about ETI and catch up on our latest news. The press section contains all our press releases, examples of positive coverage of ETI in the media plus general background information about us.

Contact Julia Hawkins: julia@eti.org.uk

<http://www.ethicaltrade.org/Z/abteti/press/index.shtml>

Joint Initiative on Corporate Accountability and Workers Rights (JO-IN)

Detailed discussions held in Istanbul on implementation of draft common code.

Over 60 brands, their suppliers, government representatives as well as Turkish and international trade unions and NGOs involved in the Jo-In project met in Istanbul on 3 October. Participants discussed detailed proposals for how the draft common code will be implemented and assessed during the project and how stakeholders will be consulted. Detailed feedback has been incorporated into project design and stakeholders have been contacted with feedback to the questions raised. The project is now negotiating terms of engagement with the suppliers who will be involved.

Next steps. The immediate next steps are to:

- finalise the project design,
- establish a local stakeholder group and international stakeholder advisory committee,

- recruit a team of independent experts to assess the factories in the project against the common code
- develop a training course for Turkish stakeholders on how they can relate to and engage with each of the multi-stakeholder initiatives.

ETI Director speaking engagements

Dan Rees recently attended the **SAI Advisory Board** meeting on 17 November in Hamburg to present ETI's work and discuss how ETI and SAI could work together more effectively. A number of useful ideas emerged, including sharing good practice on worker interviews. Dan also spoke at the **European Commission Conference** on Responsible Sourcing on 18 November in Brussels to share the experience of the JO-IN project to date (see section on JO-IN).

Ethical trade reaches Milton Keynes

*****BOOK NOW*****

Dan Rees, Lakshmi Bhatia of Gap and Elaine Jones, consultant and former ethical trade manager at the Body Shop will address 'the Business Case for ethical trade' at a meeting on 29 November organised by the Milton Keynes Chamber of Commerce and the Milton Keynes Fairtrade Forum. All are welcome – please email enquiry@mkchamber.co.uk or call the Chamber of Commerce at 01908 259 000 if you wish to attend.

When:

Tuesday 29 November, 7 – 9 pm

Where:

Milton Keynes Chamber of Commerce,
599 Avebury Boulevard
Central Milton Keynes, MK9 3HR

Contact **Peter Williams**: peter@sustmk.co.uk 01908 227827 for more information.

Relaunched TUC Guide: *Hazards at work*

The TUC has just re-launched this 52-chapter resource, which deals with major workplace hazards and shows workers how to organise to make their workplace safe. It is primarily intended for health safety representatives and others interested in organising for health and safety, but

will also provide a useful resource for managers and safety professionals.

To find out more or order a copy, call Mike Power at the TUC on 0207 467 1294 or email MPower@TUC.ORG.UK

New publication from MSN

Brand campaigns & worker organizing: Lessons from Lesotho, Thailand and Honduras

The Maquila Solidary Network has just produced an 82-page booklet profiling three successful international campaigns that helped defend workers' right to organise. Based on MSN's involvement in these three campaigns and on interviews with other participants, the booklet draws both positive and negative lessons for labour rights advocates in both North and South. It's available in English and Spanish for \$7 including postage; reduced rates are available for bulk orders.

For further information or to obtain a copy: info@maquilasolidarity.org

Secretariat news

New admin assistant

We are pleased to announce that Sam Mackay will be joining the team on Monday 5 December. Sam has been working at the Office of Rail Regulation and previously spent 18 months as a Volunteer Administrative Officer at Jubilee Scotland. We look forward to working with him.

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