

Responsibility and Rights: The Glasgow Commonwealth Games Upholding Human Rights, Preventing Forced Labour and Trafficking

Summary Report:

On 22 October 2013 in Glasgow, the Scottish Human Rights Commission, Anti-Slavery International and the Institute for Human Rights and Business jointly convened policy makers, business representatives and other organisations to discuss and share information about human rights and the Glasgow Commonwealth Games 2014, particularly issues concerning human trafficking, forced labour and the role of public procurement.

The Glasgow Commonwealth Games scheduled for July 2014 are an occasion to showcase all that is best about Scotland and will deliver key opportunities for Scottish business both during the Games and in the longer term. With increased attention will also come greater scrutiny on a range of issues, including those relating to human rights and in particular forced labour and trafficking. Some of these issues will be directly related to the Games, while others reflect pre-existing systemic challenges for Scottish businesses and policymakers. The Commonwealth Games therefore presents a unique opportunity to examine the roles and responsibilities of government and business in ensuring respect for human rights, including preventing forced labour and trafficking.

The expected outcomes of the event were to:

- Ensure greater understanding by participants of procurement, forced labour and trafficking;
- Showcase previous, current and future work and initiatives around these issues;
- Examine the extent and nature of forced labour and trafficking in Scotland;
- Bring together potential partners for networks and collaborations to promote human rights and combat forced labour and trafficking.

The conference was attended by a variety of organisations working around or interested in learning more about forced labour and trafficking and what could be done to address these challenges, along with representatives from the Scottish Government and the UK and Scottish Parliament. Speakers included the Minister for the Commonwealth Games and Sport, Shona Robison MSP, and the Chief Executive of the Commonwealth Games 2014, David Grevemberg.

Summary of Opening Address

Minister for The Commonwealth Games and Sport, Shona Robison MSP

The Minister stressed how important it was to uphold fundamental human rights in the context of the Commonwealth Games. She noted the Scottish Government's commitment to upholding human rights, and ensuring communities have a positive experience of the Games.

The Minister stressed the need to combat human trafficking and forced labour and noted that human rights are very often violated far from the eyes of the world. She affirmed the Government's commitment to ensuring that Scotland is a hostile place for those who would abuse the rights of workers and other individuals.

The 2014 Commonwealth Games are a unique opportunity for Scotland through showcasing the nation as a place to work, live, learn, visit, invest and do business in. The Scottish Government also sees the Games as an opportunity to boost engagement, cohesion and inclusion across Scotland's diverse communities. Indeed, to harness the full potential of 2014, it is essential that all of Scotland's communities – including migrants, asylum seekers and refugees – are provided with the opportunity to engage, and are invited to and empowered to participate.

The Scottish Government is committed to creating a modern, inclusive Scotland, which protects, respects and progressively realises the human rights of all. Scotland's institutions have a key role in implementing and upholding human rights standards. In those areas where they already have competence, Scotland takes a distinctive approach, reflecting widely held progressive values.

Scotland uses its international engagement as an opportunity to help increase respect for, and understanding of, human rights worldwide and will do so in the context of the Games, which provides a tremendous opportunity for positive and productive bilateral dialogue with Commonwealth countries. Scotland will use these opportunities to share experiences, values and expertise with a view to seeing the human rights of people across the world fully realised.

The Minister stressed that the responsibility of the state in upholding rights is key, but cannot be achieved alone and law abiding businesses of Scotland must play their part. The Scottish Government's approach to international trade is guided by opposition to corruption and bribery, and the promotion of ethical business practices. The UN Guiding Principles on Business and Human Rights are a seminal development in the debate on the responsibilities of business and the recently launched UK Action Plan on business and human rights is a positive development to build on. The Scottish Government are considering what part they can play to give effect to the UN Guiding Principles. To this end, ongoing discussions are being held with the Scottish Human Rights Commission, Amnesty International and representatives of the business community.

Scotland's role in giving effect to the UN Guiding Principles will be part of Scotland's first National Action Plan for Human Rights, which has been facilitated by the Scottish Human Rights Commission and will be launched on International Human Rights Day on 10 December. The Scottish Government has been closely involved in the development of the Plan, in collaboration with a range of other stakeholders – making it an endeavour that is not just Government's plan, nor the Commission's but Scotland's Plan. The progressive realisation of human rights is a process, not an event, and the launch of the first National Action Plan on Human Rights is a significant milestone in that journey for Scotland.

Turning specifically to the subject of human trafficking, the Minister noted that this challenge is not something the Scottish Government can tackle alone. Close partnership with the Crown

Office, Police Scotland, the UK Government and others is key to stopping traffickers and providing better support for victims and potential victims of trafficking. Lessons have been taken from security planning around London 2012, and Police Scotland have been designated with overall responsibility for the coordination and delivery of safety and security operations during the 2014 Games. Monitoring and prevention of human trafficking is central to this effort.

Summary of Opening Address

Professor Alan Miller: Chair Scottish Human Rights Commission

Professor Alan Miller, Chair of the Scottish Human Rights Commission, affirmed the Commission's hope that the Commonwealth Games would be an outstanding success and demonstrate the best in sport and humanity – including diversity, achievement and solidarity. He recommended a framework of human rights values to ensure a human-centred Games and expressed his confidence in Glasgow and its people as the most supportive of environments for such an outcome.

In calling for the Games Organising Committee “to set the bar high” as regards the preparation, the event itself and its legacy, Professor Miller drew attention to the challenges of procurement and trafficking, responding to unforeseen developments such as political protest and the opportunity and responsibility to embed human rights values in Scotland, the Commonwealth and future mega-events. He recommended that the Organising Committee publish a human rights policy statement demonstrating its awareness of its responsibilities and so building confidence and gaining the support of many stakeholders. This statement could most appropriately be published on 10 December, International Human Rights Day, and so also align with the launch that day of Scotland's first National Action Plan for Human Rights.

Session 2 - The Commonwealth Games and human rights

Mega-sporting events: The human rights challenges and opportunities

Lucy Amis – Institute for Human Rights and Business

Lucy Amis, Research Fellow with the Institute for Human Rights and Business, presented findings from IHRB's new report: *Striving for Excellence: Mega-Sporting Events and Human Rights*.

Mega-sporting events (MSEs) like the Commonwealth Games, Olympics and FIFA World Cups, invite high expectations and are a magnet for campaign groups, not least because the values they espouse invite high expectations. MSEs have massive potential for human rights good, in which a web of public and private sector actors can jointly help to benefit society. Citing examples from the South Africa World Cup, and Sydney, Athens and London Olympics, the presentation outlined recent examples linked to MSEs of job creation, urban regeneration, new public housing, increased sports participation, and improved attitudes towards people with disabilities.

The presentation noted as well how MSEs over many years frequently attract negative human rights headlines. Drawing on experiences from recent Olympics, Commonwealth Games and FIFA World Cups, allegations linked to MSEs were catalogued of forced evictions and housing rights abuses, dangerous working conditions, migrant worker exploitation and debt-bondage, criminalisation of homelessness, sweatshop labour and child labour in the supply chains of merchandise. Also noted were the controversies in recent months tied to forthcoming MSE

hosts: Brazil (mass protests over escalating MSE costs, corruption and concerns about housing evictions), Russia (debates over homophobia and racism), and Qatar (cases of migrant workers exploitation). Sponsors of these events frequently come under scrutiny over human rights issues as well, even where the concerns are not directly linked to the MSE itself.

The profile of the MSE helps put a spotlight on issues that could otherwise be hidden away. It would be wrong to conflate the Commonwealth Games, with the Olympics and FIFA World Cups, which are an order of magnitude larger, have a far greater physical footprint and bigger budget. Yet it was felt that in the run-up to the Commonwealth Games it will be important not to be complacent, and to build on an emerging body of good practice from sports governing bodies, recent Olympic organising committees and others, outlined in greater detail in IHRB's report.

It will never be possible to eliminate the risks entirely, but it is important to put systems in place to mitigate human rights harm. IHRB noted the Glasgow 2014 Organising Committee's Procurement and Sustainability Policy and its commitment to being a living wage employer, to meet high standards of health and safety, and to require that suppliers ensure workers' rights are protected. Also highlighted were the opportunities presented by the Scottish National Action Plan for implementation of the UN Guiding Principles on Business and Human Rights, the Commonwealth Charter (2012) and Joint Government communiqué on Human Rights and the Olympic Games (2012), endorsed by the UK, Brazil, Russia and South Korea.

IHRB is working with the British Embassy in Brasilia, with support from the Brazilian Government, and is keen to share good practice from the 2012 Olympics, the 2014 Commonwealth Games, and Brazil's MSEs for future events around the world.

The IHRB report *Striving for Excellence: Mega-Sporting Events and Human Rights* is available at: http://www.ihrb.org/pdf/2013-10-21_IHRB_Mega-Sporting-Events-Paper_Web.pdf

Public procurement and human rights

Jamie McRorie – Pinsent Masons LLP

Jamie McRorie, a Senior Associate with the law firm Pinsent Masons, noted that when he first started working in this area it was a shock to discover there was no guidance for government around public procurement and human rights. In the European Union, over 100 Billion Euros are spent every year by governments, the results of which affect every area of our lives. Public procurement also allows state departments the opportunity to help ensure the state duty to protect human rights whilst also offering government the opportunity to create and outline the pre-conditions they expect as standards from business and other stakeholders.

It is common within government contracts to include provision for non-discrimination, equality and transparency and expect appropriate levels of implementation. Much of government interest and focus is however to remove trade barriers and ensure no discrimination between bidders for government contracts. What is lacking is a requirement to identify and deliver human rights requirements within tenders, bids and delivery of government contracts.

During times of austerity the perceived additional costs and legal caution by government and business mean that human rights issues are often considered too difficult to include in public tenders. In particular, economic arguments and delivery of best price solutions, or government comfort with trusted suppliers, can overwhelm interest in including human rights policies or practice.

Human rights could however easily be included in procurement requests. The purchaser of

goods and services always has the right to specify terms and where criteria feature price and quality human rights could easily be included under the quality standards, and should be. International human rights standards should become a natural part of the contract and procurement process generally for both state and private actors. Public contracts are an opportunity to deliver that change and promote it to others.

Session 3 - One emerging challenge: labour exploitation and trafficking

What is human trafficking and labour exploitation

Klara Skrivankova – Anti-Slavery International

Klara explained how one might view and understand forced labour and trafficking from a human rights perspective drawing on the work of Anti-Slavery International. Trafficking is a process of bringing someone into a situation of exploitation. It is a series of inter-connected actions with the final purpose being a form of exploitation (such as forced labour). There are three constitutive elements of trafficking and various forms of coercion are included. The whole process is exploitative, although this is not always evident, especially at the initial stages of the process. Forced labour is sometimes an outcome of trafficking. On the other hand, forced labour means maintaining someone in a situation where services or work are exacted under a menace of penalty to which a person has not offered himself or herself voluntarily (as defined by the ILO). In summary, trafficking is a sub-set of forced labour, rather than a synonym for forced labour. Individual experiences of exploited people vary, and forced labour situations often evolve over time (often as a function of an individual's immigration status). In reality, there is a continuum of work related situations that range from the optimum (decent work) to the extreme (forced labour). Awareness of the continuum is important in identifying potential victims.

The ILO has developed six indicators to aid the identification of forced labour. These are:

- Threats of or actual physical or sexual violence;
- Restriction of movement and confinement, to the workplace or to a limited area;
- Debt bondage: where a worker works to pay off debt or loan, and is not paid for his or her services;
- Withholding of wages, refusing to pay the worker at all or excessive wage reductions;
- Retention of passports and identity documents;
- Threat of denunciation to the authorities.

Although not every single indicator signifies forced labour, their concentration (usually two or more) suggests a situation of forced labour. These indicators are included in the Gangmasters Licensing Authority's standards;

More details:

Skrivankova, K.: [Between decent work and forced labour: examining the continuum of exploitation](#), Joseph Rowntree Foundation, 2010.

Inquiry into Human Trafficking in Scotland

Claudia Bennett – Equality and Human Rights Commission

Claudia Bennett is a senior solicitor working with the Equality and Human Rights Commission (EHRC) in Scotland and helped undertake and deliver the Inquiry into Trafficking in Scotland. She shared some of the methodology, key findings and subsequent use of the Inquiry and its report.

The EHRC has a statutory remit to promote and monitor human rights throughout the UK and to

protect, enforce and promote equality. The Commission has a wide range of legal powers including the right to conduct enquiries. The EHRC Inquiry into Human Trafficking in Scotland, led by Baroness Helena Kennedy QC, was launched in February 2011 with the final report released in November 2012. The enquiry analysed a wide range of written evidence and undertook face-to-face interviews. Uniquely it also included evidence directly from the victims of trafficking.

Recommendations were made in 10 areas

- Strategy
- Public and professional awareness
- Legislation
- Intelligence on human trafficking
- Prosecution of traffickers
- Asset recovery against traffickers and organised crime
- Regulation of legitimate sectors where traffickers operate
- Involvement of the private sector against human trafficking
- Independent system in decisions on and support for victims
- End-to-end service for victims from identification to recovery

The following steps have been taken as a result of the enquiry:

- i. A Scottish Government-led Summit on human trafficking, bringing in stakeholders, including both Scottish and UK;
- ii. The establishment of an Anti-Trafficking Progress Group (ATPG) to take forward over an 18 month period the action points agreed at the Summit;
- iii. Statutory aggravation is now part of the Criminal Justice (Scotland) Bill, which should make it easier to prosecute the perpetrators of human trafficking;
- iv. Consultation on Human Trafficking (Scotland) Bill proposal;
- v. An increase in the profile of human trafficking not just in Scotland but at a UK level.

More information on the Inquiry can be found at www.equalityhumanrights.com/humantrafficking

Human Trafficking (Scotland) Bill

Jenny Marra MSP

The proposed Human Trafficking (Scotland) Bill was launched on 11 September 2013 by Jenny Marra MSP and is currently in Consultation. Jenny explained why she felt there was a need for the bill, what the bill entailed and then outlined the consultation and legislative process.

The bill aims to use the powers of the Scottish Parliament to make wide-ranging changes to Scotland's anti-trafficking laws. To date, Scotland has only ever prosecuted twice for the crime of human trafficking, despite finding one victim of human trafficking every four days.

The proposed changes include embedding the international definition of human trafficking, the Palermo Protocol, into Scottish law. Currently, the law on human trafficking is split between various Acts that define it differently. With one clear and comprehensive definition, police and prosecutors would have the ability to act on a crime that is unambiguously defined in law.

The bill also includes a proposal to create a Survivors Service for victims, a powerful advocacy body that would link victims to support available in Scotland. The service would be underpinned by minimum standards of care for victims, giving them legal entitlement to rights and services focussed on their recovery.

The bill's proponents hope that it will engage all sectors of society in the fight against modern

slavery in Scotland by obliging the Scottish Government to produce a comprehensive anti-trafficking strategy, engage the private, public and third sectors, and report to parliament on progress every three years.

The proposed bill has been welcomed by leading experts and the consultation will close on the 6 January 2014, where the responses will be analysed and a final proposal drawn up. That proposal is then put to Parliament, where MSPs will decide if a Bill should be introduced.

For further details of the bill or to respond to the Consultation (ends 6th January 2014)
<http://www.scottish.parliament.uk/gettinginvolved/67134.aspx>

Presentation – Glasgow 2014 and Human Rights

David Grevenberg: Chief Executive Glasgow 2014

David Grevenberg, Chief Executive of Glasgow 2014, gave a presentation on the importance of Human Rights to the Commonwealth Games and how the Games offer an opportunity to promote rights.

He began by noting that the Commonwealth Games is all about people and stressed that the Organising Committee has an obligation – both moral and legal, and with the UN Guiding Principles on Business and Human Rights in mind – to respect, support and promote these rights through the course of their day-to-day work.

70 nations and territories will take part in the Games and 6,500 athletes and team officials will live in the Athletes' Village in the east end of the city. Around one million tickets will be available and more than 1.5 billion people from all corners of the globe will tune in to watch the Games. Quite simply, the Games will be Scotland's biggest ever celebration of sport and culture. For the Organising Committee, the 11 days of sport and an event of this scale also come with responsibilities.

Mr. Grevenberg noted that the Commonwealth Charter, presented to the Queen in March 2013, was the first time that the Commonwealth has had a single document setting out its core values and aspirations. Within that Charter there is a commitment to equality and respect for the protection and promotion of civil, political, economic, social and cultural rights. It also makes clear that the Commonwealth is opposed to all forms of discrimination, whether rooted in gender, race, colour, creed, political belief or other grounds. For many people, the Commonwealth Games is the most visible manifestation of the Commonwealth. The Commonwealth Games Federation has three core values: Humanity, Equality and Destiny. These values inform every aspect of the Organising Committee's work.

The Organising Committee's Procurement Sustainability Policy requires that suppliers comply with the International Labour Organisation's fundamental conventions. Suppliers outside of the UK must adhere to the terms of the Ethical Trading Initiative's Base Code and, if relevant, the Code of Conduct of the World Federation of the Sporting Goods Industry. In Scotland, the Organising Committee itself is a Living Wage employer and aims to promote the Living Wage through its supply chain. The Committee also want the Games to set a high benchmark for sustainability and is committed to sustainable sourcing – ensuring that goods and services are procured in a way that demonstrates, wherever feasible, ethical, social, environmental and economic benefits.

The Games are for everyone – of any religion or none, and regardless of political beliefs. Ways of achieving this include the provision of multi-faith facilities, engagement with faith leaders and by satisfying a diverse range of cultural dietary requirements in the Athletes' Village. The Accessibility, Diversity and Inclusion Strategy is another guiding document, setting out

principles for developing a culture where diversity and inclusion are embedded across all plans, processes, and services, the aim being to develop accessible and inclusive venues, services and processes for athletes, Games Family, workforce, spectators and any other groups who come into contact with games related activities.

Mr. Grevemberg summarised his vision of the Glasgow 2014 Commonwealth Games as providing a genuinely inclusive, memorable and equitable experience for all, with long-lasting benefits and will include:

- — effective engagement practices;
- — wider participation in sport, the economy, volunteering and culture;
- — improved disability equality and diversity awareness;
- — enhanced awareness of Para-Sport;
- — more accessible and inclusive public service provision); as well as
- — knowledge transfer, including best practice and lessons learned, for future mega-sporting events.

The full version of this speech can be found at:

<http://www.ihrb.org/pdf/speeches/2013-10-18-David-Grevemberg.pdf>

Glasgow 2014 have outlined their approach to human rights in a policy document available on their website.

<http://www.glasgow2014.com/document/approach-human-rights-december-2013>

Session 4 - Examples of responses to labour exploitation and trafficking

The police response to forced labour and trafficking

Detective Superintendent Louise Raphael – Police Scotland Public Protection Unit

Detective Superintendent Louise Raphael described the preparations the Police Scotland have made for the Commonwealth Games noting that activity taking place behind the scenes is now beginning to gather some traction and momentum, moving gradually from the preparation stage towards more operationally based planning.

The Scottish Government's overall objective is to deliver a safe, secure and peaceful Games and clearly the need to adequately address the scourge of human trafficking is a priority. Police Scotland aspires to improve response to this issue generally, to increase the intelligence picture, to improve awareness and information sharing, to increase proactive operational activity including exploiting all financial recovery opportunities, and to ensure that adequate care for victims is in place. The Police Scotland long-term strategic objectives are therefore complimentary to particular requirements in respect of the Games.

To a large extent the issue of human trafficking in Scotland is still not clear and more importantly what can be anticipated in relation to the games is even more uncertain. The creation of Police Scotland on 1 April 2013 brought with it the establishment of the National Human Trafficking Unit (NHTU), effectively an amalgamation of the Human Trafficking resources of the former Strathclyde Police and Scottish Crime and Drug Enforcement Agency (SCDEA). The NHTU is in a unique position in comparison to colleagues elsewhere in the country in that it is singularly dedicated to the development of policy, intelligence and operational activity across Scotland. In support of the Unit's function and in recognition that human trafficking can exist in any community, there are individuals focused on human trafficking related issues embedded in each of the 14 Divisions across Police Scotland.

The commission of trafficking offences is largely linked to organised crime and the NHTU sits within the Public Protection portfolio of Police Scotland. This is no accident and reflective of a commitment to ensure that the focus remains very firmly on the victims of such crimes. Detective Raphael noted that the nature and scale of human trafficking in Scotland is still not fully known. Public understanding is low and the issue is often confused with illegal immigration or migrant workers. This being the case, there is often limited sympathy for the victims of trafficking. It is acknowledged that the victims themselves don't always recognise themselves as such, and even if they do, their experience of authority in their own country is often that of corruption and distrust. For that reason very often victims remain to be convinced that the police are there to help.

There is no current information to suggest an increased threat of human trafficking as a result of the Games. That said, the police clearly cannot be complacent and need to ensure a state of readiness. To enable an effective response, particular attention will be given to:

- A sustained campaign to raise awareness within the public, private and third sector as well as the public in general. To assist, the police launched the Reading the Signs leaflet in conjunction with Scottish Government and the Scottish Business Resilience Centre.
- Liaison and collaboration with key partners including Trafficking Awareness Raising Alliance Migrant Help and the Home Office is healthy and productive and assists not only in intelligence gathering and crime mapping but in fulfilling the obligation to ensure that the interests of victims are at the forefront of operational activity.
- Developing Standard Operating Procedures, a Senior Investigating Officer Toolkit and a Victim Strategy for use by front line officers. The police have also produced a Strategic Action Plan and a further specific strategic plan in respect of the Commonwealth Games.

Increased awareness and intelligence effectively fuels operational activity in relation to prevention, detection and disruption. The Police have been very successful in recent years in disrupting and dismantling organised crime groups and it will come as no surprise therefore that much of what they have learned from this discipline has been re-channelled elsewhere including human trafficking. Operational activity has increased and through working with partners it is hoped that the police can identify and support victims. Using all legal and proportionate means the police will gather evidence on criminals and target their activity through prevention, disruption and enforcement. This collective effort to improve police responses to human trafficking will assist in delivering a safe, secure and peaceful Games.

The Staff Wanted Initiative

Neill Wilkins – Institute for Human Rights and Business

Neill Wilkins, Programme Support Manager at the Institute for Human Rights and Business (IHRB) described the work that has been undertaken by this project, relating it in particular to the UN Guiding Principles on Business and Human Rights.

The **Staff Wanted Initiative** is a joint project between Anti-Slavery and IHRB which seeks to raise awareness within the UK hotel industry of the steps needed to combat the exploitation of vulnerable workers, and address trafficking and forced labour.

Despite the efforts of some in the industry, exploitation still occurs in hotel operations both big and small. Mistreatment of workers, particularly agency workers on whom the industry relies so heavily, can take many forms including excessive working hours, being required to be constantly available for work, piece-work rates that deny the minimum wage, withholding of wages and excessive deductions for services, uniforms, food, transport and accommodation, as well as debt bondage and outright forced labour. Exploitation is particularly felt by migrant workers, whose lack of awareness of their employment rights can make them particularly

vulnerable.

The low cost – low value business model employed by many hotels does not help the image of the hospitality industry, reducing its appeal to staff, customers and the wider general public and reducing its leverage with government and other key stakeholders. The UN Guiding Principles on Business and Human Rights provide a useful framework to understand and challenge the situation facing the industry and those who work in it.

State Duty to Protect - the UN Guiding Principles reaffirm the state duty to protect individuals from rights abuses involving third parties, including businesses. This means taking appropriate steps to protect the rights of all workers whatever their employment situation or industry. The effective regulation of agencies supplying workers to the hospitality sector (as with many industry sectors in the UK which are not included within the remit of the Gangmasters Licensing Authority) is however patchy and labour laws and employment regulations are often poorly enforced. As well as allowing exploitation of workers this results in law-abiding, conscientious staffing agencies and those using their services being undercut by rogue operators.

Corporate Responsibility to Respect -the UN Guiding Principles also make clear that all businesses have an independent responsibility to respect all human rights, even in situations where governments do not meet their obligations. The hotel industry has not fully engaged to date with any sustainability agenda beyond environmental best practice. All hotels, whatever their size however, should take full responsibility for staff working on their premises, whether directly employed or supplied by agencies. UK law is clear and wilful blindness to exploitation is not an option.

Human Rights Due Diligence – the UN Guiding Principles set out a process of human rights due diligence to help businesses ensure they meet their responsibility to respect human rights. The Staff Wanted Initiative has aimed to contribute to understanding of due diligence by developing the SEE Formula: *Scrutinise, Engage and Ensure*. This provides hotels with clear information and guidelines to better understand their relationships with both their workforce and the agencies that supply them, to ensure that they are not complicit in abuse and to protect workers from exploitation.

There have been a number of activities undertaken as part of the Initiative. Prior to the London 2012 Olympic Games, SEE formula leaflets were sent to all 1500 hotels, big and small within the Greater London Area. There has also been some engagement with the industry. An Early Day Motion 276 in the UK Parliament attracted the support of 52 MPs and there have also been consultations with the Home Office who organised an industry specific roundtable to discuss the issue followed by a wider convening looking at trafficking across a number of sectors.

Going forward, the Staff Wanted Initiative will continue to look for opportunities to promote better awareness and engagement by the industry and other stakeholders in this crucial issue.

More details www.staff-wanted.org

Stronger Together

David Camp - Association of Labour Providers (ALP)

Stronger Together is a new initiative launched in October 2013 to help businesses in the UK tackle hidden labour exploitation. David Camp, director of the Association of Labour Providers outlined the thinking behind the project and what it hopes to achieve.

The “**Stronger Together**” initiative has been developed by the Association of Labour Providers, the Gangmasters Licensing Authority and Migrant Help with sponsorship by leading UK supermarkets the Co-operative Food, Marks & Spencer, Sainsbury’s, Tesco and Waitrose.

Supporting partners include Anti-Slavery International, the British Retail Consortium, British Growers Association, Food & Drink Federation, Salvation Army and Sedex. These leading organisations and industry bodies within UK food production, retail and horticulture have joined forces to tackle the scourge of modern day slavery, human trafficking, forced labour and other hidden migrant worker exploitation.

The Global Slavery Index 2013 estimates that there are now as many as 29.8 million people in modern slavery globally and Joseph Rowntree Foundation research indicates that several thousand suffer here in the UK. In 2012, 29% of cases of labour exploitation reported to the UK Human Trafficking Centre occurred within the food processing and agricultural sectors.

Workers may be forced to work against their will by a controlling individual or gang, and to hand over most of their earnings. They may be required to pay to obtain work, or be forced to use associated services such as accommodation against their will. It can be difficult for businesses to detect, often hidden deep down in their complex supply chains.

Stronger Together provides employers and labour providers with a range of free resources to help them deter, identify and tackle hidden worker exploitation. These materials, which include best practice guidance and a toolkit containing multi-language workplace posters and worker leaflets, are freely available to download through the **Stronger Together** website. The guidance is transferable to other sectors facing similar issues.

In addition to the online resources, a series of interactive workshops will be held across the UK to help companies in the food industry understand their responsibilities and the best practice in tackling hidden labour exploitation in the workplace. The aim is to engage over 1000 farms, food producers and labour providers who in turn will reach more than 100,000 workers.

More details: <http://stronger2gether.org>

Conclusion

Alan Miller- Scottish Human Rights Commission

The meeting ended with final words from Alan Miller who thanked everyone for attending what was generally seen to have been a very useful and informative day. He summed up the different elements from the day's discussions, acknowledging the diverse range of interest and engagement from both government bodies and wider civil society and the considerable amount of good work and programmes of action being undertaken by different agencies and organisations. He concluded by noting how these efforts illustrate where Scotland is on its journey to embed a sustainable human rights culture and the importance of the Scottish National Action Plan for Human Rights, by which it is hoped Scotland might realise the potential of human rights in all areas of life.

<http://www.scottishhumanrights.com/actionplan>

Supported by



Annexe 1 - Agenda



Responsibility and Rights: The Glasgow Commonwealth Games Upholding Human Rights, Preventing Forced labour and Trafficking

The Glasgow Commonwealth Games present a unique opportunity to examine the roles and responsibilities of business and government in preventing forced labour and trafficking in Scotland and abroad. This one-day conference will bring together representatives from business, civil society and government to discuss how and why vulnerabilities for workers exist and the need to deliver a level playing field for law abiding and ethical businesses.

9.30 am **Registration** (refreshments and networking)

10.00 am **Introductions / Opening facilitation** Neill Wilkins – IHRB

Session 1 **Keynotes on the Commonwealth Games**

10.05 am **Opening remarks Minister for The Commonwealth Games**
Shona Robison MSP
Opening Address
Alan Miller – Scottish Human Rights Commission

Session 2 **The Commonwealth Games and human rights**

10.40 am John Morrison – Institute for Human Rights and Business
Chair
Lucy Amis – Institute for Human Rights and Business
Mega-sporting events: The human rights challenges and opportunities
Jamie McRorie - Pinsent Masons LLP
Public procurement and human rights

Session 3 **One emerging challenge – labour exploitation and trafficking**

11.50 am Alan Miller – Scottish Human Rights Commission
Chair
Klara Skrivankova - Anti-Slavery International
What is human trafficking and labour exploitation?
Claudia Bennett - Equality and Human Rights Commission
Inquiry into Human Trafficking in Scotland 2012
Jenny Marra MSP
Human Trafficking (Scotland) Bill

1.00pm **Lunchtime Presentation**
David Grevenberg – Chief Executive Glasgow 2014

Session 4 **Examples of responses to labour exploitation and trafficking**

2.00pm Aidan McQuade – Anti-Slavery International
Chair
Neill Wilkins – Institute for Human Rights and Business
The Staff Wanted Initiative
David Camp – Association of Labour Providers
Stronger Together Initiative

Closing Reflections Alan Miller, John Morrison, Aidan McQuade

Annexe 2 - Participants

Responsibility and Rights: The Glasgow Commonwealth Games

Upholding Human Rights, Preventing Forced Labour and Trafficking 22nd October 2013

The conference was jointly convened by: The Scottish Human Rights Commission, Anti-Slavery International and the Institute for Human Rights and Business



The Scottish Human Rights Commission promotes and protects the human rights of everyone in Scotland. They work to increase awareness, recognition and respect for human rights, and make them more relevant and easier to apply in everyday life. The Commission is dedicated to helping everyone understand their rights and the shared responsibilities we all have to each other and to our community. The Commission is independent of the UK and Scottish Parliaments and Governments.



Anti-Slavery International, founded in 1839, is the world's oldest international human rights organisation and the only charity in the United Kingdom to work exclusively against slavery. They work at local, national and international levels to eliminate all forms of slavery around the world by:

- Supporting research to assess the scale of slavery in order to identify measures to end it;
- Working with local organisations to raise public awareness of slavery;
- Educating the public about the realities of slavery and campaigning for its end.
- Lobbying governments and intergovernmental agencies to make slavery a priority issue and to develop and implement plans to eliminate slavery;



The Institute for Human Rights and Business (IHRB) is a global centre of excellence and expertise on the relationship between business and internationally proclaimed human rights standards.

They provide a trusted, impartial space for dialogue and independent analysis to deepen understanding of human rights challenges and issues and the appropriate role of business. They seek to address problems where the law may be unclear, where accountability and responsibility may not be well-defined, and where legitimate dispute settlement mechanisms may be non-existent or poorly-administered.

The Institute works to raise corporate standards and strengthen public policy to ensure that the activities of companies do not contribute to human rights abuses, and in fact lead to positive outcomes.

Other organisations who participated:

Amnesty International, Association of Labour Providers, CARE for Scotland, Care Inspectorate, Church of Scotland, Commonwealth Games 2014, Community Safety Glasgow - Tara Project, Confederation of British Industry Scotland, COSLA Strategic Migration Partnership, Edinburgh Napier University, Equality and Human Rights Commission Scotland, Event Scotland, Glasgow University Healthcare Improvement Scotland, Holyrood Communications, Human Rights Consortium Scotland, Justice and Peace Scotland, Migrant Help, Minority Ethnic Christians Together In Scotland, More Than Gold 2014, My Pinkie Promise Marketing and Events, Napier University, NomoGaia, People and Planet, Pinsent Masons LLP, Police Scotland, Poverty Alliance, Queen Margaret University Edinburgh, RBS Group, Robert Gordon University, Scottish Bakers, Scottish Business Resilience Centre, Scottish Catholic International Aid Fund, Scottish Churches Anti-Human Trafficking Group, Scottish Council for Development and Industry, Scottish Govt Human Rights Division, Scottish Parliament, Scottish Police, Scottish Refugee Council, Standard Life Investments, Together, TUC, UK Parliament, University of Stirling, University of Strathclyde, Walk Free, West Lothian Youth Commonwealth.