



GLOBAL LABOUR PROVIDER CERTIFICATION SCHEME

Clearview is a global social compliance certification scheme for labour providers.

Clearview certification enables labour providers to demonstrate to existing and potential clients that they operate responsibly, professionally, legally and ethically in their sourcing and supply of workers.

Clearview certification provides users of labour providers, and the brands and retailers that procure their goods and services, with an independent means by which to demonstrate due diligence and to protect brand reputation.

Clearview is a business-driven programme harmonising a best practice methodology to deliver a shared, consistent and global approach for the assurance and continuous improvement of safe and ethical working conditions of workers supplied by labour providers in domestic and global supply chains.

SCHEME CONTEXT

Labour providers are able to provide effective workforce sourcing and staffing solutions to enable their clients to plan and react efficiently and economically to seasonal peaks and troughs, additional orders or shortfalls and daily production and workforce variations.

However, poor labour provider recruitment, supply and management practices can leave workers vulnerable to unsafe and unacceptable employment conditions.

Unscrupulous labour providers exploit work seekers and workers with the most extreme forms of abuse, including forced labour and modern slavery, occurring many tiers down global supply chains and to the most vulnerable, voiceless, often migrant workers.

In exploiting workers such unscrupulous and poorly run labour providers gain unfair competitive advantage against decent and legitimate businesses that are endeavouring to operate ethically and responsibly.

Users of labour provider businesses seek economic efficiencies and as such mistreatment and exploitation of workers can become embedded into operating practices.

SCHEME OVERVIEW

Clearview is a global social compliance programme which enables labour providers to demonstrate through independent verification that they are operating responsibly, professionally and ethically. In doing so, it offers these businesses a market advantage against their competitors.

Clearview establishes a consistent and comprehensive social compliance certification scheme covering all the activities of labour providers operating within or across borders and whether offering either or both a sourcing and recruitment service or a labour supply and management solution.

ClearView focuses on the conditions faced by unskilled and base skilled workers in their recruitment and supply by labour providers to work under the supervision and direction of user enterprises. The Scheme applies to workers recruited and supplied in any country for sectors which include but are not limited to food processing, agriculture and horticulture; garment and general merchandise manufacturing, warehousing and logistics, general factory and industrial work, construction, cleaning, catering and hospitality.

The scheme adds value to all stakeholders in the labour supply chain, providing certification that not only goes beyond measurement of base level compliance, but also drives behavioural change and continuous improvement in labour provision, which in turn delivers competitive advantage.

SCHEME DESIGN

The Clearview Global Labour Provider Certifications Scheme establishes:

- A set of best practice operating policies:
 - A 'Supplier Policy for the Responsible use of Labour Providers' – this is a template policy for use by brands and retailers to apply to their national and global supply chains;
 - A 'Company Policy for the Responsible use of Labour Providers' – this is a template policy for use by user enterprises to apply to their own business and their labour providers;
 - A 'Company Policy for the Responsible Provision of Labour' – this is a template policy for use by labour providers to apply to their own business);
- The appointment of competent Audit Bodies and auditors trained by Scheme experts
- A set of General Regulations which describes how the scheme works
- A set of Technical Standards developed by industry experts against which labour providers will be audited and certified.



The technical standards are mapped to existing and developing good practice including: the IOM International Recruitment Integrity System (IRIS) code of conduct, the ILO Fair Recruitment initiative, the Institute of Business and Human Rights Dhaka Principles, the Global Social Compliance Code, the CIETT Code of Conduct, the ETI Base Code, Smeta and BSCI methodologies, the UN Guiding Principles on Business and Human Rights, the Corporate Human Rights Benchmark and the Fair Labor Association Workplace Code of Conduct and Compliance Benchmarks.

The standards place significant emphasis on management systems, worker voice and access to remedy and “Forced Labour Indicators Assessment” based on ILO, Stronger Together and other indicators.

“ Global labour recruiters operate in a world that is half-light and half-shadow.

Once an employer decides to contract migrant workers from abroad for all or part of its workforce, recruiters offer functions that are useful to both the employer and the migrant.

These include identifying, interviewing, and processing visa documents of potential workers, matching them with jobs abroad and helping them travel to their destination.

These positive contributions to labour mobility can sometimes be eclipsed by the abuses that arise in the recruitment industry. Unscrupulous recruiters charge fees for every possible service related to migration, discriminate on the basis of gender and age, make false promises about the job on offer in the destination country to increase the amount that migrants are willing to pay, or lend money at usurious rates to cover these outsized expenses.

This behaviour represents a business model in the industry that creates unfair competition and has a negative impact on working conditions.

The criminal end of the market is occupied by fraudulent actors who charge migrants for access to non-existent jobs, and organized criminals who may smuggle migrants to locations where they are forced to work without pay and prevented from escape by threat of violence.



SCHEME **BENEFITS**



BENEFITS TO LABOUR PROVIDERS

- Independent audit shared with many clients reduces audit duplication saving time and cost
- Consistency of scheme certification approach reduces auditor subjectivity
- Competitive advantage through market differentiation of showing certification outcomes to current and prospective clients



BENEFITS TO USER ENTERPRISE

- Scheme methodology drives continuous improvement in ethical and operational labour supply standards
- Independent audit to certified standards provides due diligence to ensure brand protection, reduced exposure and potential liability
- Independent audit to certified standards provides customer, investor and shareholder reassurance, confirming ethical treatment of contingent labour in the workplace



BENEFITS TO BRAND/RETAILER

- Greater trust and increased transparency in labour supply chains
- A single certified approach to labour provider auditing allows collaborative working across brands to drive supply chain consistency and best practice methodology
- A programme to assess modern slavery risks in labour provision many tiers down in the labour supply chain



SCHEME **KEY FEATURES**

- A collaborative business led programme with integrity assurance embedded into the scheme methodology
- A “beyond audit”, “beyond compliance”, UN Guiding Principles programme design philosophy
- Inclusive, adaptive and continuous improvement approach
- An independent expert multi-stakeholder Technical Advisory Committee to oversee and approve the General Regulations (how the Scheme certification works), Technical Standards (the social compliance standards required of labour providers) and the operating procedures
- Certification audits conducted by social compliance Audit Bodies through scheme trained and competent approved auditors
- Programme management and administration operated through www.clearviewassurance.com.

SCHEME **OPERATORS**

- The Association of Labour Providers (ALP) is the scheme owner responsible for the scheme strategic approach, methodology and technical standards.

ALP was established in February 2004 as the trade association for organisations that provide temporary, contract and seasonal workers predominantly to food, agricultural and consumer goods supply sectors.

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- NSF provides scheme management, administration and registration.

NSF is a leading global provider of independent assurance and certification services to a wide range of industries.

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