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ANCHORING DUE DILIGENCE

A SEA Alliance webinar series to accelerate action on
Human Rights Due Diligence

Session 3: Responsible Recruitment

Respecting the rights of workers starts with responsible recruitment and hiring.

Thursday 1 December | 3 PM GMT/ 10 AM EST

View the recording that includes a presentation from panelists and Q&A [here](#).

What is responsible recruitment?

The seafood industry relies on many workers to produce, harvest, and process fish and other seafood products. However, taking on a new job—especially if a worker must migrate between countries for that job—is often risky. Even before a worker steps foot in a processing facility or arrives at a vessel, they may accrue debts that make them vulnerable to coercion, exploitation, debt bondage, and threats.

Responsible recruitment—sometimes referred to as ethical or fair recruitment—refers to concepts, initiatives, and supporting structures that uphold migration with dignity. Complementary actions from companies and governments are important due to governance gaps that leave workers and job seekers vulnerable to exploitation during or due to migration for work.

For a company to ensure migration with dignity and follow fair recruitment and employment practices, no worker should pay a fee to secure a job, workers should be recruited through legal and ethical processes, and the hiring process must include worker safeguards and transparency.

For more information visit the Roadmap for Improving Seafood Ethics, [RISE](#).

What should companies do to support responsible recruitment?

1. Companies should establish human rights due diligence processes and commit to implementing the Employer Pays Principle.
 - Resource: [Employer Pays Principle](#)



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2. Adopting the Employer Pays Principle is important to reduce worker vulnerability and ensure that responsible recruitment is fully embedded in commercial practices. To be meaningful, commitments must be timebound and backed up by an implementation plan.
3. To identify and address recruitment-related risks and fees, begin by understanding where migrant labor is used, mapping recruitment supply chains, evaluating recruitment practices, and engaging directly with workers.
 - Resource: [Evaluate recruitment practices throughout your company's supply chains](#)
4. Where workers have incurred fees in their recruitment journey, companies should commit to repayment of recruitment costs.
 - Resource: [Principles and Guidelines for the Repayment of Migrant Worker Recruitment Fees and Related Costs](#)

Getting Started Doesn't Have to be Complicated

- Build your coalition and internal champions by sharing the [Roadmap for Improving Seafood Ethics \(RISE\)](#) and by sharing the [webinar series](#).
- Take the free RISE Responsible Recruitment 15-minute [eLearn](#) and share it with your team.
- Engage one key supplier and possibly workers (if trust and the proper safeguards are in place) to ask questions and to learn more about the recruitment process.
- Work with a consultant to develop a strategy to commit to the Employer Pays Principle and improve the recruitment process. *SEA Alliance members should contact Andy Hickman (Andy.Hickman@seafish.co.uk) for information on existing resources.*