

# Human and labour rights in the supply chain

## Book Chain Project Seminar London, July 2022

Candida Barbato, Global Business and Human Rights consultant



**Candida Barbato**

*Global Business and Human Rights Consultant*



- Sustainability consultant
- > 15 years international experience in Business and Human Rights programmes
- Italy-based and working in Italy and worldwide with international brands, NGOs, local suppliers and other stakeholders



# Topics

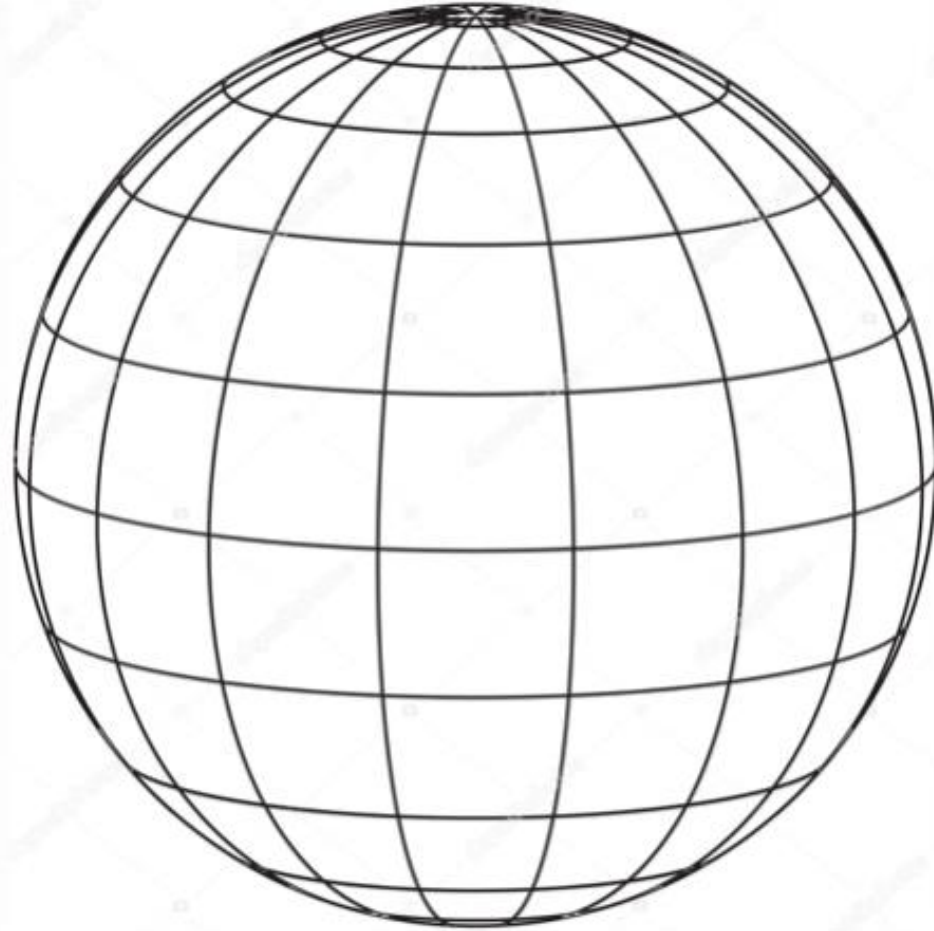
- **Business and human rights – Global and Italy insights**
- The Book Chain Project work with Italian printers
- The Future of Business and Human Rights – Some considerations



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# Business and Human rights insights – Global overview



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# Business and Human rights insights – Global overview

## 1. More and more people lack access to decent work

- Unemployment - impact of COVID 19
- In work poverty – real wages decreasing
- Forced labour
- Business models based on vulnerable work (seasonal, temporary, agency jobs)



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# Business and Human rights insights – Global overview

## 2. National governments struggle to protect human/labour rights

From some extreme examples.....

.....To frequent situations



- Lack of social and legal protections for vulnerable workers (e.g. seasonal, agency, freelance, migrants)
- Failure to «regulate» and control labour intermediation
- Insufficient enforcement mechanisms (e.g. labour inspections)



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# Business and Human rights insights – Global overview

## 3. Supply chain legislation for multinational businesses on the rise

From voluntary initiatives...



...To legal obligations

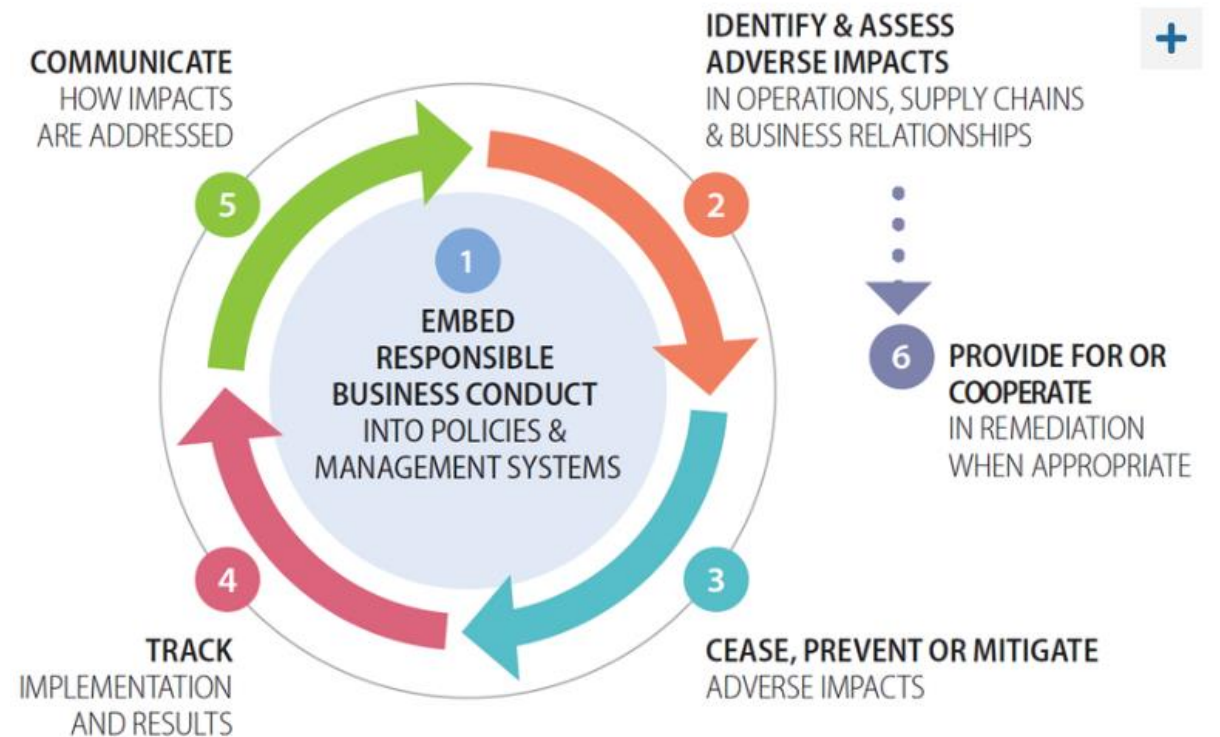


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# Business and Human rights insights – Global overview

## 4. Emphasis on due diligence

1. Prevent, mitigate and remediate (incl. compensate) for potential negative impacts
2. Impact on Human rights (and the environment in certain cases)
3. Scope: Own operations and all business relationships
4. Transparency and engagement



OECD Guidelines





# Business and Human rights insights – Italy overview



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# Business and Human rights insights – Italy overview

## 1. The spotlight on labour exploitation and poor living conditions in agriculture in the Southern Regions

April 26, 2017

### A Woman's Death in Italy Spotlights Modern Slavery

Tweet Share 7

RELATED CAMPAIGNS & TOPICS  
**Bankrupt Slavery: Dismantling the Business of Human Trafficking, Human Trafficking**

Earlier this month the [New York Times](#) ran a story on Paola Clemente, a 49-year-old woman who died working in the grape fields of southern Italy. The investigation into her death uncovered a complex network of human trafficking and forced labor exploitation

### Oxfam study on unfair working conditions in Italy's wine industry

The organisation interviewed 79 workers on behalf of Swedens Systembolaget.

### 'Agromafia' Exploits Hundreds of Thousands of Agricultural Workers in Italy

By Maged Srour



### Labour in vineyards and farms checked across Europe

269 possible victims of exploitation were identified during the action week

Update date: 18 Nov 2021

The long read  
**Are your tinned tomatoes picked by slave labour?**

How the Italian mafia makes millions by

Migrant farmworkers in the Italian region of Calabria | Photo: ANSA/Quotidiano Del Sud

EXPLOITATION | AGRICULTURE | FARMING | MIGRANT WORKERS

### Secret slaves: Indian farm workers in Italy

### How The Pandemic Helped Gangmasters Exploit The Invisible Agricultural Workers Of Italy

### Robots Take Over Italy's Vineyards as Wineries Struggle With Covid-19 Worker Shortages

Italian winemakers have increasingly relied on migrant workers for the autumn harvest, but travel restrictions and soaring wage costs are pushing many to turn to machines

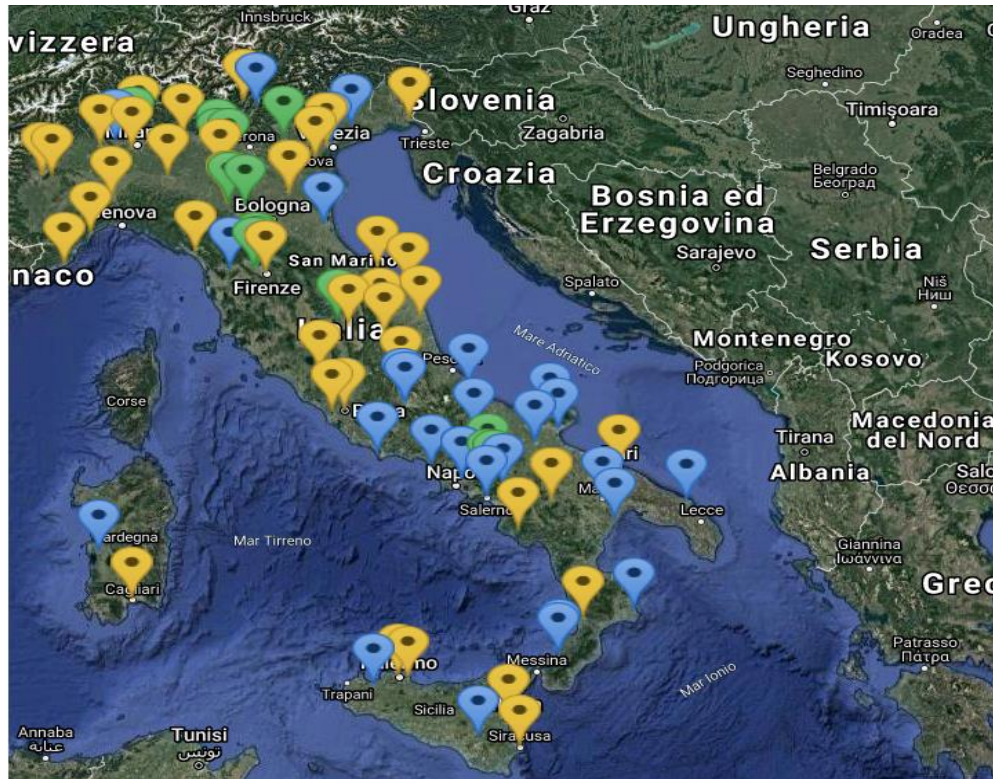


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# Business and Human rights insights – Italy overview

## 2. Risk of labour exploitation wider than agriculture and Southern regions



Labour exploitation cases reported in the media, 2021



# Business and Human rights insights – Italy overview

## 3. The publishing sector recently in the spotlight

### Book printer raided in gangmaster investigation

Jo Francis  
Tuesday, July 27, 2021

One of Europe's biggest book printers has become embroiled in a 'gangmaster' scandal involving the exploitation and abuse of foreign workers.

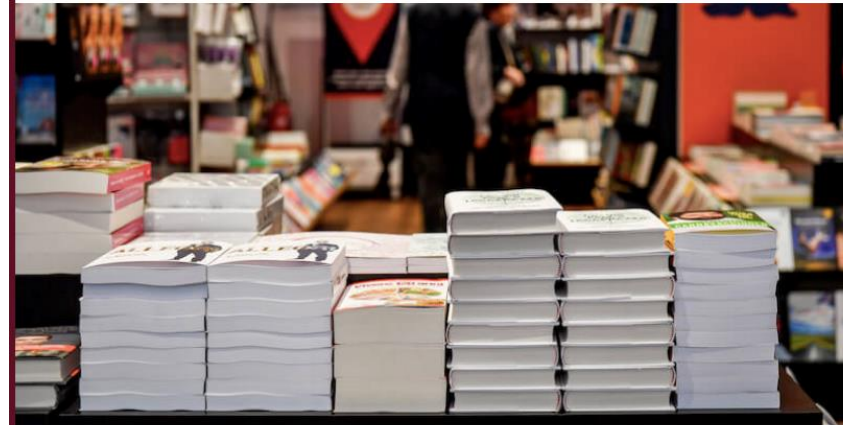


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### Lo sciopero alla "Città dei Libri"

Cioè il più grande magazzino di libri italiano: decine di lavoratori chiedono più tutele. Le uscite arriveranno nelle librerie in ritardo



(LaPresse/ Claudio Furlan)

NO SPESSO FRUTTO DI LAVORATORI  
RA NON PUÒ ESSERE UN ALIBI.

GUERRA 30 LUGLIO 2021

<https://www.ultimavoce.it/citta-dei-libri-di-stradella-questa-volta-i-lavoratori-hanno-vinto/>

# Business and Human rights insights – Italy overview

## 4. The State's cross sector response (1)

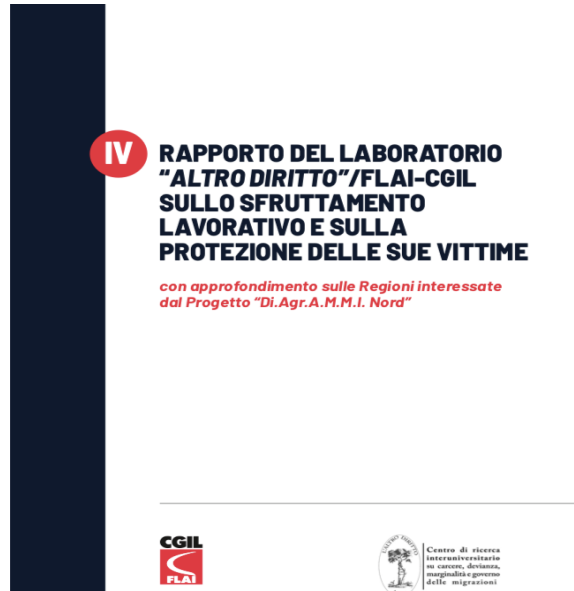
### Law 199/2016 illicit intermediation

- Improved definition of labour exploitation
- Not only the intermediary but also the «labour user»
- Whether or not violent, threatening and intimidating behaviours are used

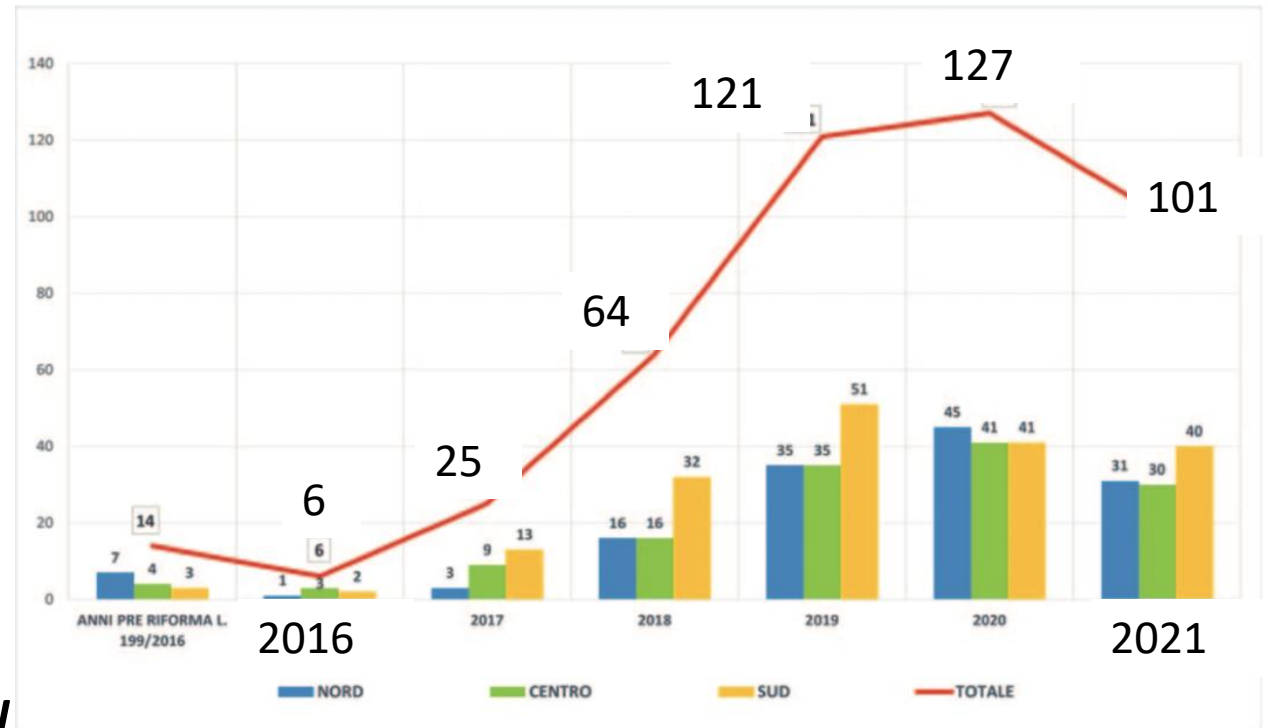


# Business and Human rights insights – Italy overview

## 5. The State's cross sector response (2) – some outcomes



Report "Altro Diritto\*/FLAI-CGIL on labour exploitation and victim protection – *status of legal proceedings/court cases since the introduction of law 199/2016*



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# Business and Human rights insights - Italy

## 6. Where local stakeholders say the solutions are

- **Supporting companies recruitment needs**
- **Public policies facilitating migrants integration in Italy**
- **More and better labour inspections**
- **Ensuring economic sustainability for medium / small suppliers**
- **Promoting unions in productions sites**
- **Training workers about their rights**
- **Promoting legality among local employers**



**Role for  
international  
buyers**



# Topics

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- **The Book Chain Project work with Italian printers**
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# Work done with Carnstone in Italy - Context

## Pope joins call to end labor exploitation in printing industry

Italian author Maurizio Maggiani tells Pope Francis about the abuse of migrant workers



- In mid-2021: a large, well-known Italian printer had become embroiled in a forced labour scandal
- Subcontractor of the printer has people working for them in condition of forced labour

## Book printer raided in gangmaster investigation

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# Work done with Carnstone in Italy - Action

- In late Feb 2022, webinar in Italian on responsible recruitment. All Italian users invited - 16 users from 8 printers joined
- Resources provided post webinar: Code of Conduct, Session slides, Best practise guidance
- Run anonymous surveys to encourage input and discussions
- Discussion focused on the challenge of identifying criminal/illegal recruiters and the importance of recruiting directly



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## Program

- An introduction to the Book Chain Project
- The international context – expectations from their clients (you!), but also legislative requirements
- Forced labour in practice
- What are the advantages of adopting good recruitment practices
- Practical steps to take
- The BCP Code of Conduct

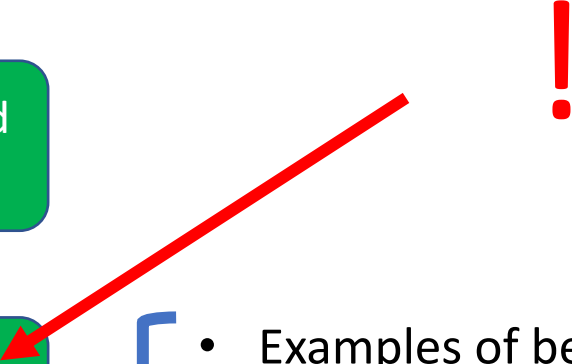
# Work done with Carnstone in Italy - Action

## Key highlights from anonymous polls

Around  $\frac{3}{4}$  of suppliers more confident to tackle forced labour issues after attending the session

$\frac{3}{4}$  of suppliers unsure or not ready to provide info to customers in response to new legislation

Over half requested more help

- 
- Examples of best practice and model procedures
  - More resources
  - How can we avoid unintentional errors?
  - More information on laws
  - What should we include in contracts with agencies?



# Topics

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# The future of Business and Human rights trends - Considerations

Quality education

Reduction of extreme poverty

Access to technology



Climate change

Inequality

Migration

More people living outside the protection of the law

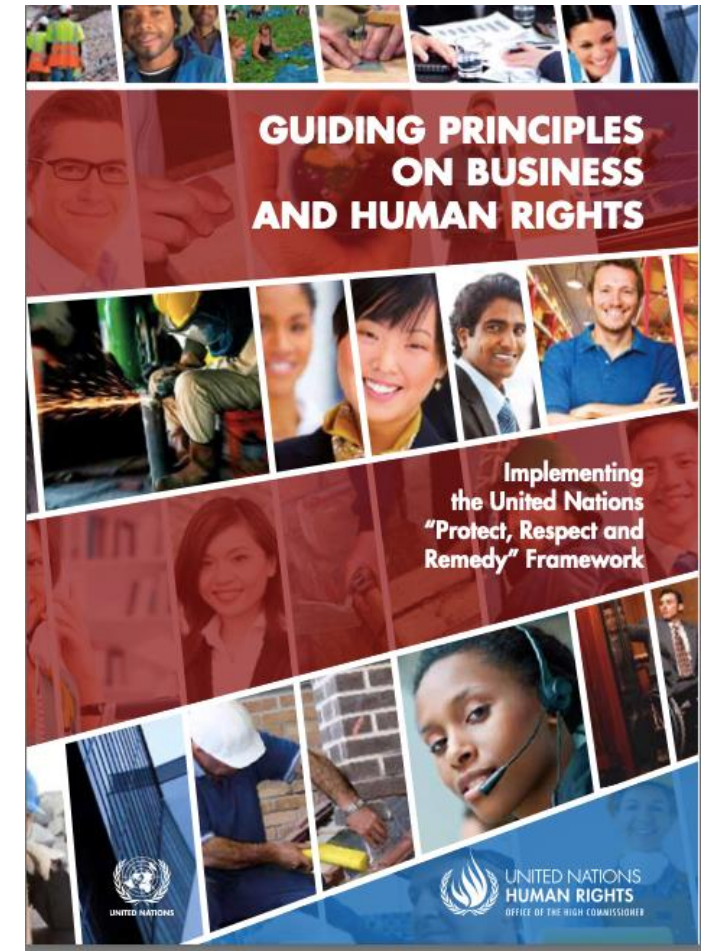


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# The future of Business and Human rights trends - Considerations

- Respecting the law and traditional “audit” - not enough
- New supply chain regulation points towards taking more responsibility
- Engagement with national governments increasingly essential



# Thank you!

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