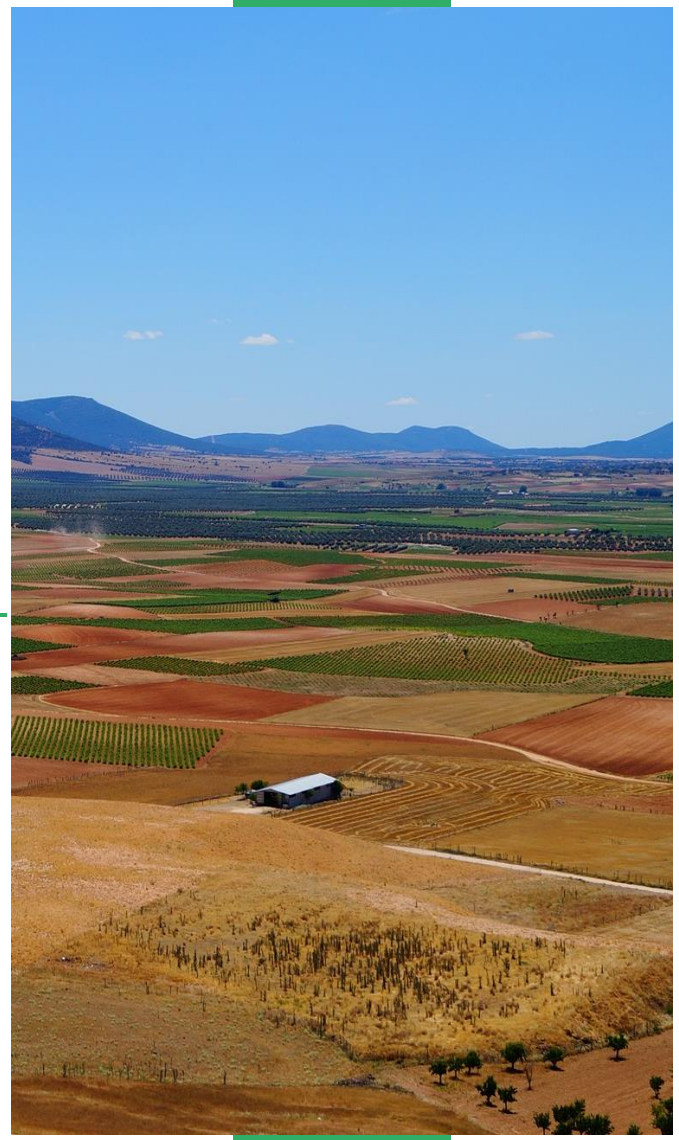
Foros Comercio Ético
Ethical Trade Forums

General Assembly

Activity report 2023

Ethical Trade Forums Association (ETFA)

Granada, June 12, 2024



Letter from the President

Dear Associates,

I cordially welcome you all to our second General Assembly of the Ethical Trade Forums Association.

I would like to begin this assembly by expressing my deep gratitude to each of you, our associates, for your continued commitment to the principles of ethical trade and for your ongoing support to your association. Thanks to your partnership, during 2023 we have experienced growth that not only reflects the commitment of our members, but also the growing awareness and demand for fair and ethical business practices in our industry.

Along with growth also comes new challenges, which we have met with determination and vision. We are committed to continue working tirelessly to promote fair and ethical trade that benefits the industry's workers and their families.

During this assembly, we will have the opportunity to discuss concrete strategies and actions to address these challenges and continue to move toward our common goal of improving the working conditions and well-being of all those involved in our industry as well as to ensure sustainability of the sector.

I invite you all to actively participate in the assembly and to continue to join us in the challenges we face to increase the impact of our actions within the Spanish agricultural sector.

See you soon!

Sincerely yours,

Juan Pérez Egea

President of Ethical Trade Forums Association

Foros Comercio Ético
Ethical Trade Forums

2023 Activity report

ETFA General Assembly

2023 Activities
On-site events

Date	Type of activity	Place	Title	Participants
March 28	On-site event	Huelva	Basic and minimun wages and benefits	45
March 30		Murcia		44
March 31		Almería		41
June 13	Internacional event	Sevilla	Strengthening the supply chain through workers participation	75
June 15		Murcia		107
January 23 2024*	Online event	Online	Encouraging collaboration on research projects with specialized bodies	88
January 25 2024*			Canal Foros – The grievance management tool for the industry	105

* Correspond to November 2023 Meetings that were held online in January 2024.

2023 Activities Working groups

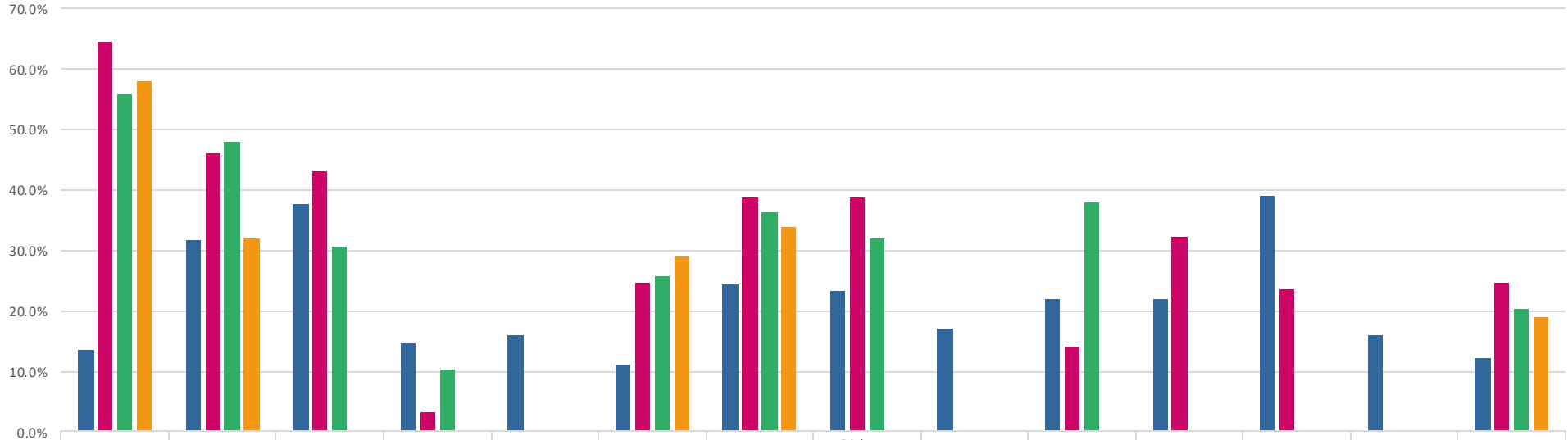
GRUPOS TRABAJO
Foros de Comercio Ético
Ethical Trade Forums

Foros Comercio Ético
Ethical Trade Forums

Health and safety	• Launch of the working group and creation of three main work areas (Comparative H&S Criteria, Preventive Culture, Community of Practice). • Define action plans for the work areas. • First meeting Community of Practice SafeHabitus project.
Labor consultancies	• Reconnection with the College of Social Graduates of Murcia and Alicante. Evaluate options to offer training. • Meeting with the College of Social Graduates of Alicante, with positive expectations to pilot training.
Sustainability	• June 2023: Workshop within the International Meeting of Seville and Murcia: LEAF Marque. • October 2023: Online seminar: Biodiversity in the agri-food sector (part II): implementation strategies and best practices.
Grievance management mechanisms	• In 2023 it was done the operational evolution to the collaborative project Canal Foros. • A meeting was held at the end of 2023 to give an update to the group on Canal Foros implementation plans and progress. Stand-by group. Will provide support as needed for Canal Foros.
Social dialogue	• March 2023: Workshop within the Regional Meeting of Huelva: measuring the state of social dialogue in the company. • Creation of a diagnostic tool for social dialogue in the company.
Labor migration	• May 2023: Online seminar to promote the project along with best practices. • October 2023: Integration of APP Foros into the mission of the working group. • December 2023: App Foros: start of development of structure and creation of draft content.
Guiding Principles	• Since the guide and checklist were published, the group had no relevant activity in 2023. • Occasional updates were made to the Excel versions of the checklist based on suggestions from companies that used it.

More info: https://foroscomercioetico.com/grupos-de-trabajo/

Working groups: use of the guides



	Covid-19	Equality Plans	Prevention of and action against harassment at work	Empathy workshop	How to manage multicultural and multifunctional teams	Best practices for the accommodation of employees	Responsible use of Temporary Employment Agencies (TEA)	Dialogue between workers' representatives and the company	Communication strategies for conflict prevention and management	Guiding Principles of the Forums	Grievance mechanisms for employees	Sustainability - Carbon footprint	Prevention of extreme heat	None of the above
2023	13.4%	31.7%	37.8%	14.6%	15.9%	11.0%	24.4%	23.2%	17.1%	22.0%	22.0%	39.0%	15.9%	12.2%
2022	64.5%	46.2%	43.0%	3.2%		24.7%	38.7%	38.7%		14.0%	32.3%	23.7%		24.7%
2021	55.8%	47.9%	30.7%	10.4%		25.8%	36.2%	31.9%		38.0%				20.2%
2020	58.0%	32.0%				29.0%	34.0%							19.0%

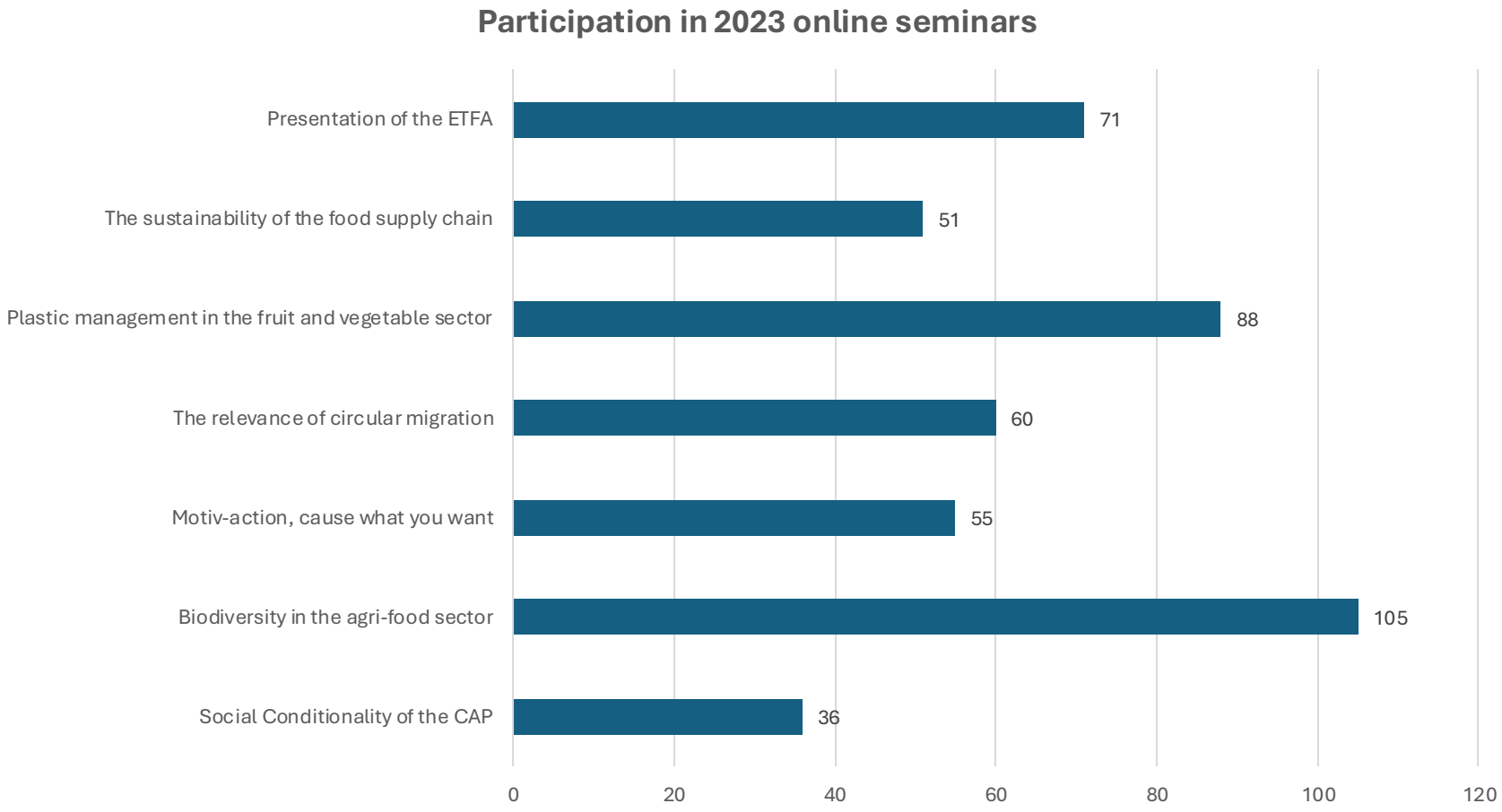
2023 Activities

Capacity building: Online seminars

Date	Title
January 31	Presentation of the Ethical Trade Forums Association
March 16	The sustainability of the food supply chain in Spain in 2023: Risks and opportunities
March 21	Plastic management in the fruit and vegetable sector
May 30	The relevance of circular migration
September 28	Motiv-action, cause what you want
October 17	Biodiversity in the agri-food sector (part II): Strategies, implementation and best practices
December 12	Social Conditionality of the Common Agricultural Policy (CAP) Presentation

2023 Activities

Capacity building: Online seminars



2023 Activities

Capacity building: In person

3 capacity building in December 2023

Requirements for social management systems		Communication skills for managers and supervisors		Social dialogue in workers committees	
3 hours	In person	3 hours	In person	3 hours	In person
26 participants		18 participants		20 participants	

Foros Comercio Ético
Ethical Trade Forums

Goals and outcomes

ETFA General Assembly

2023 Performance indicators

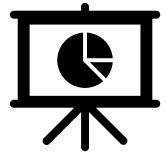
Goals and outcomes

Foros Comercio Ético
Ethical Trade Forums

2023 Goals

2023 FEES: 200.000€
PROJECTS INCOME: 25.000€
CAPACITY BUILDING: 0
ON-SITE EVENTS: 8 (6 regional + 2 international)
ONLINE SEMINARS: 6
WORKING GROUPS: 7
ASSOCIATES + PERMANENT PARTNERS: 155
A MEMBERS: 11
B (+B1) MEMBERS: 56
C MEMBERS: 37
D MEMBERS: 51

2023 Outcomes



2023 FEES: 161.400€ (81%)
PROJECTS INCOME: 56.090,21€ (224%)
CAPACITY BUILDING: 2.718,35€
ON-SITE EVENTS: 7 (3 reg.+ 2 int. + 2 online jan24) (87%)
ONLINE SEMINARS: 7 (116%)
WORKING GROUPS: 7 (100%)
ASSOCIATES + PERMANENT PARTNERS: 97 (63%)
A MEMBERS: 10 (91%)
B (+B1) MEMBERS: 32 (57%)
C MEMBERS: 37 (100%)
D MEMBERS: 14 (27%)

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