



International Metropolis Conference: The Promise of Migration (Ottawa-Gatineau, 24-28 June 2019)

Plenary Session 4: Non-state actors and the migration industry

Fair Recruitment

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Fair recruitment in context



258 million
international
migrants in
2017

48 per cent
women migrants



164 million
migrant workers
- 58% men and
42% women

260,000
Private Employment
Agencies worldwide



Low-skilled workers,
both migrants and
nationals, are particularly
at risk of recruitment
abuses and forced labour

Up to 10 billion USD
in illegal recruitment
fees are collected
annually from migrant
workers



Why fair recruitment matters?

Factors limiting positive effects of migration



- **High cost of labour migration, including recruitment fees and related costs, for low-skilled migrant workers**
- Risk of trafficking and forced labour
- Limited labour market integration – discrimination and/or exploitation, low wages, poor working conditions
- Underutilization of skills - skills recognition and skills matching

Why fair recruitment matters?

Key challenges for workers

- Charging of recruitment fees and related costs
- Threats and intimidation, abuse and violence
- Deception with regard to contracts, working and living conditions
- Restriction of freedom of movement and retention of passports
- Recruitment below working age or into hazardous work

Key challenges for governments/ policymakers

- Ensuring effective regulatory frameworks are in place and enforced
- Ensuring bilateral or regional agreements are in place, effectively monitored and protect workers
- Addressing rapidly changing migration landscape and labour market characteristics



Why fair recruitment matters?



Key challenges for employers

- Employers can also face high costs
- Information asymmetry
- Need to match workers' skills to those needed by the employer

Key challenges for recruitment agencies

- Lack of appropriate government regulation and oversight can create commercial uncertainties
- Increasing cost to business especially when corruption and bribery occur in the recruitment process
- Overly complex regulation can impede fair labour recruiters from entering the market

Growing consensus on reducing migration and recruitment costs

Relevant international initiatives

- UN Secretary-General's Report to UN High-level Dialogue on International Migration and Development 2013
- **UN 2030 Agenda: SDG 10.7.1** Recruitment cost borne by employee as a proportion of yearly income earned in country of destination
- **ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of recruitment fees and related costs**
- The UN Global Compact for Safe, Orderly and Regular Migration, Objective 6
- **Abu Dhabi Dialogue:** Colombo Ministerial Declaration, 24 Jan 2017 / ADD SOM Communiqué (May 2018)
- Several multi-stakeholders initiatives (WEC, IHRB, RBA, ITUC-MRA, IOM-IRIS)

Relevant national / bilateral initiatives

- More than 90 countries regulate recruitment fees
- Bilateral agreements with specific provisions on recruitment



Fair Recruitment Initiative



1. Enhance global knowledge of national and international recruitment practices

- ✓ SDG Indicator 10.7.1 methodology testing
- ✓ Research, thematic studies and tools

2. Improve laws, policies and enforcement to promote fair recruitment

- ✓ General Principles and Operational Guidelines for Fair Recruitment
- ✓ Definition of recruitment fees and related costs
- ✓ Promotion of relevant standards, e.g. ILO Convention No. 181

3. Promote fair business practices:

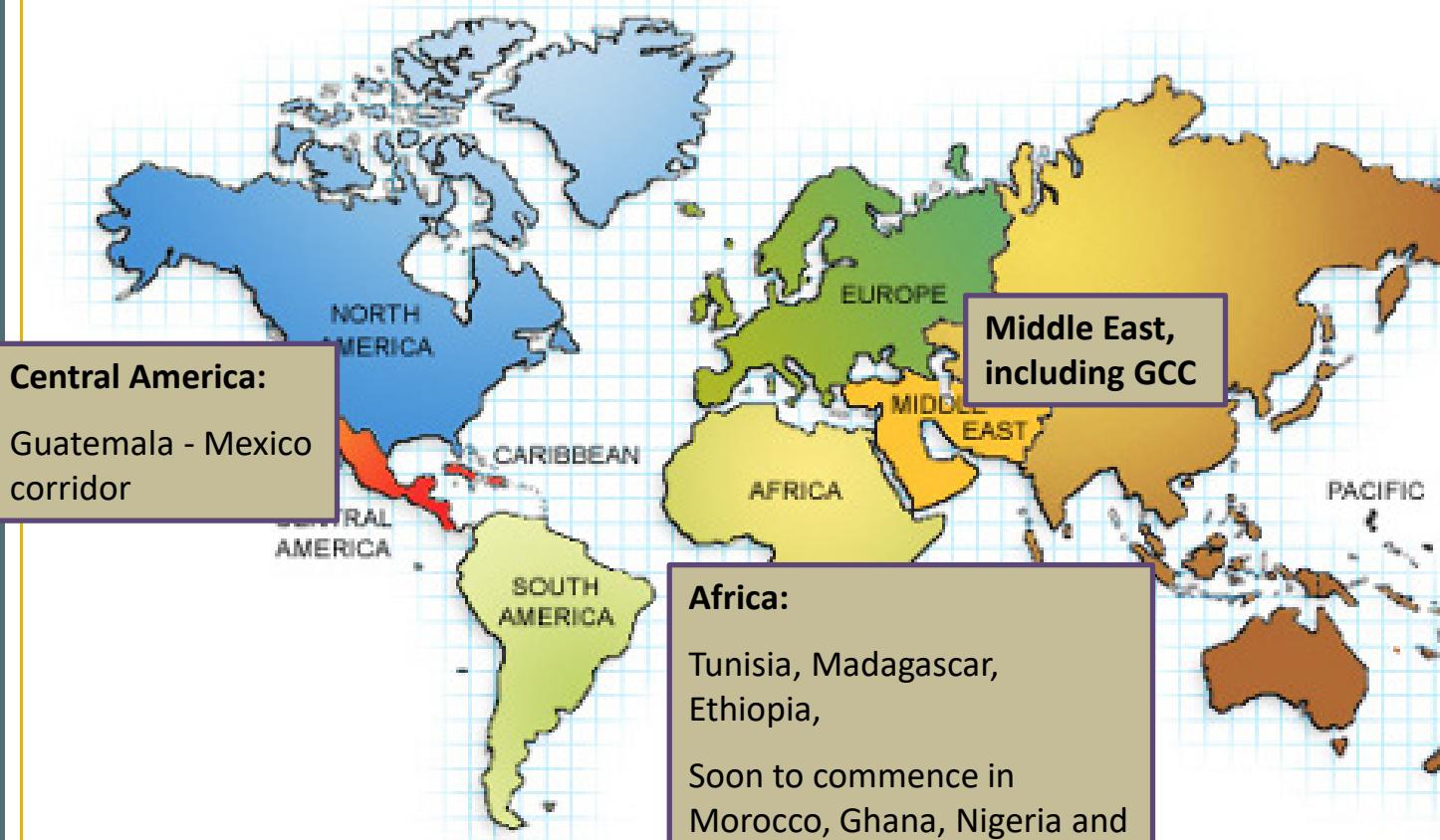
- ✓ Develop tools and guidance for business and labour recruiters
- ✓ Support model to undertake due diligence

4. Empower and protect workers

- ✓ Support social dialogue mechanisms to address unfair recruitment practices.
- ✓ Assist trade unions to organize workers and protect their rights
- ✓ Support cooperation between trade unions and CSOs



ILO's recruitment-related work



Global Level work

- **Principles and Operational Guidelines for Fair Recruitment (2016)**
- **Definition of Recruitment Fees and Related Costs (2018)**

- **SDG 10.7.1** indicator piloting
- Fair Recruitment Initiative launched in **10 pilot countries**
- Global **training course** on fair recruitment

- Global toolkit for **journalists**
- **Alliance 8.7** and forced labour business network
- ILO-IOM study examining **e-recruitment platforms**

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