



ILO Fair Recruitment Initiative

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ILO Special Action Programme to Combat Forced Labour

Why?

Increased concerns raised about the growing role of **unscrupulous employment agencies, informal labour intermediaries and other operators** acting outside the legal and regulatory framework



 **There are 232 million international migrants**
and **740 million internal migrants**

Most are migrating in search of decent employment and a better livelihood

 **21 million people are in forced labour** and trafficked globally
Of the total figure, 9.1 million people (44%) moved either internally or internationally for work

 Migrant workers who **borrow money from third parties**
face an increased risk of being in forced labour

 New ILO research shows significant problem of debt-bondage
& contract deception which can amount to trafficking

How ?

- In response to those challenges, ILO launched in 2014 a multi-stakeholder global **Fair Recruitment Initiative** to:
 1. Enhance global **knowledge** on national and international recruitment practices
 2. Improve **laws, policies and enforcement** to promote fair recruitment
 3. Promote **fair business** practices
 4. Empower and protect **workers**
- The Initiative is jointly led by FPRW/SAP-FL and MIGRANT
- It builds on promising initiatives, practices and projects in the field (e.g. ROAP) and seeks to enhance their impact and scalability



Our approach

1

Enhancing global knowledge on national and international recruitment practices

The Fair Recruitment Initiative will undertake studies related to recruitment along migration corridors and in labour intensive sectors on:

- good practices of **laws, policies and enforcement mechanisms**, including a compilation of regulatory and enforcement models that have demonstrated a measurable impact in reducing human trafficking and irregular migration
- **economic determinants** of informal/formal recruitment and- measurement of recruitment costs
- **alternative options** to private employment agencies, including via public employment agencies, workers' cooperatives and directly through accredited employers, with tripartite and bipartite supervision



Improving laws, policies and enforcement to promote fair recruitment

2

- The Fair Recruitment Initiative will develop **practical guidance on fair recruitment** derived from internationally recognized human rights and labour standards
- A **promotional campaign** will be undertaken for the ratification of key Conventions, including ILO fundamental conventions, the Migration for Employment Convention (Revised), 1949 (No. 97) and its accompanying Recommendation (No. 86), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and its accompanying Recommendation (No. 151), the Employment Service Convention, 1948 (No. 88) and the Private Employment Agencies Convention, 1997 (No. 181)
- In pilot countries, it will also support **capacity building of legislators** on how to better regulate public and private employment services. Training tools will be offered to **labour inspectors, and other enforcement authorities** on how to strengthen enforcement of recruitment norms and policies
- The longer term objective is to ensure the following are in place: **legislation to regulate recruitment**, including licensing and monitoring mechanisms, **complaints mechanism and effective access to remedies** such as penal pursuit for serious rights' violations and adequate compensation, **support services**, stable employment relationships as well as enhanced **collaboration between private and public employment agencies**.

Enhancing national laws & policies by providing international guidance

- As a standard-setting organization, the ILO is uniquely placed to develop further guidance on fair recruitment to promote recruitment practices that respect the principles enshrined in international labour standards.
- The ILO will also promote the exchange of good practices on reducing the financial and human costs of labour migration.



3

Promoting fair business practices

- The Fair Recruitment Initiative will convene global and regional stakeholder consultations, led by the social partners (e.g. IOE, ITUC), to **map existing tools** that include detailed guidance on fair recruitment, especially cross-border recruitment
- The initiative will develop an **easy-to-use online platform** to help stakeholders access international standards, practical tools, and good practices
- It will also support and test models that undertake **human rights due diligence** in a number of pilot countries and sectors, and will disseminate their results



Empowering and protecting workers



- The Fair Recruitment Initiative will support the compilation and promotion of **good practice examples of social dialogue mechanisms** that have effectively addressed unfair recruitment practices. This includes:
 - mature industrial relations systems
 - early warning information sharing and consultations in reference to action at national, regional and global level
 - creation of complaint and remedy mechanisms at national level
- **Assistance will be provided to trade unions and their affiliated organizations** to support the organisation of migrant workers and the protection of their rights
- The initiative will support the **collaboration of trade unions and civil society actors** through interventions in individual cases and assistance, creation of alliances to conduct campaigns for structural change in the recruitment process and provision of training to key stakeholders

Thank you!

www.ilo.org/fairrecruitment