



Promoting Fair Recruitment and Decent Work – GCM Objective 6

Framing / Setting the Problem Questions for the Three Parallel Thematic Sessions

Global Forum on Migration and Development – 1st Thematic Workshop
Palais des Nations, Geneva 21-22 March 2019



Context: migrant worker recruitment



164 million migrant workers (41.6 per cent women, 2018) often concentrated in specific sectors: Garment industry, domestic work, construction, agriculture...

Factors limiting positive effects of migration and development potential

- High cost of labour migration, including recruitment fees, for low-skilled migrant workers leads to exploitation, risk of human trafficking, forced labour, debt bondage
- Limits labour market integration – discrimination in low wages, poor working conditions
- Underutilization of skills - skills recognition and skills matching

Eliminating worker paid fees

International labour standards prohibit charging workers for their jobs

ILO Convention No. 97, No. 143, No. 181, etc.

New international initiatives

- ILO General Principles and Operational Guidelines for Fair Recruitment and definition on recruitment fees and related costs (forthcoming)
- SDG 10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination
- The UN Global Compact for safe , orderly and regular migration, Objective 6 ‘Facilitate fair and ethical recruitment, safeguard conditions that ensure decent work’
- Multi-stakeholders initiatives (e.g. WEC, IHRB, RBA, ITUC-MRA, IOM-IRIS, etc.)

Relevant national/bilateral initiatives

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

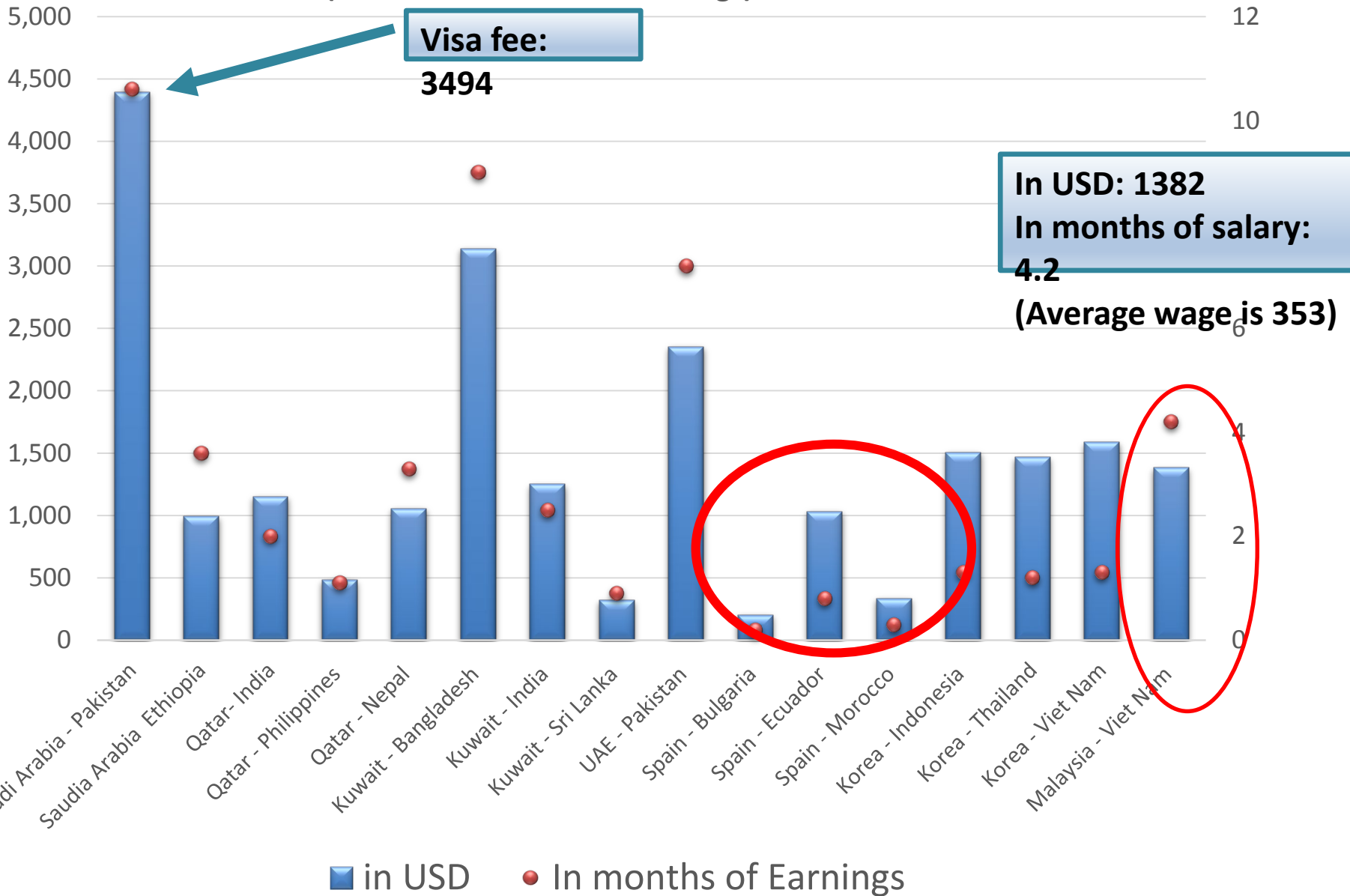


10 REDUCED INEQUALITIES



ILO-World Bank KNOMAD Surveys on Recruitment Costs

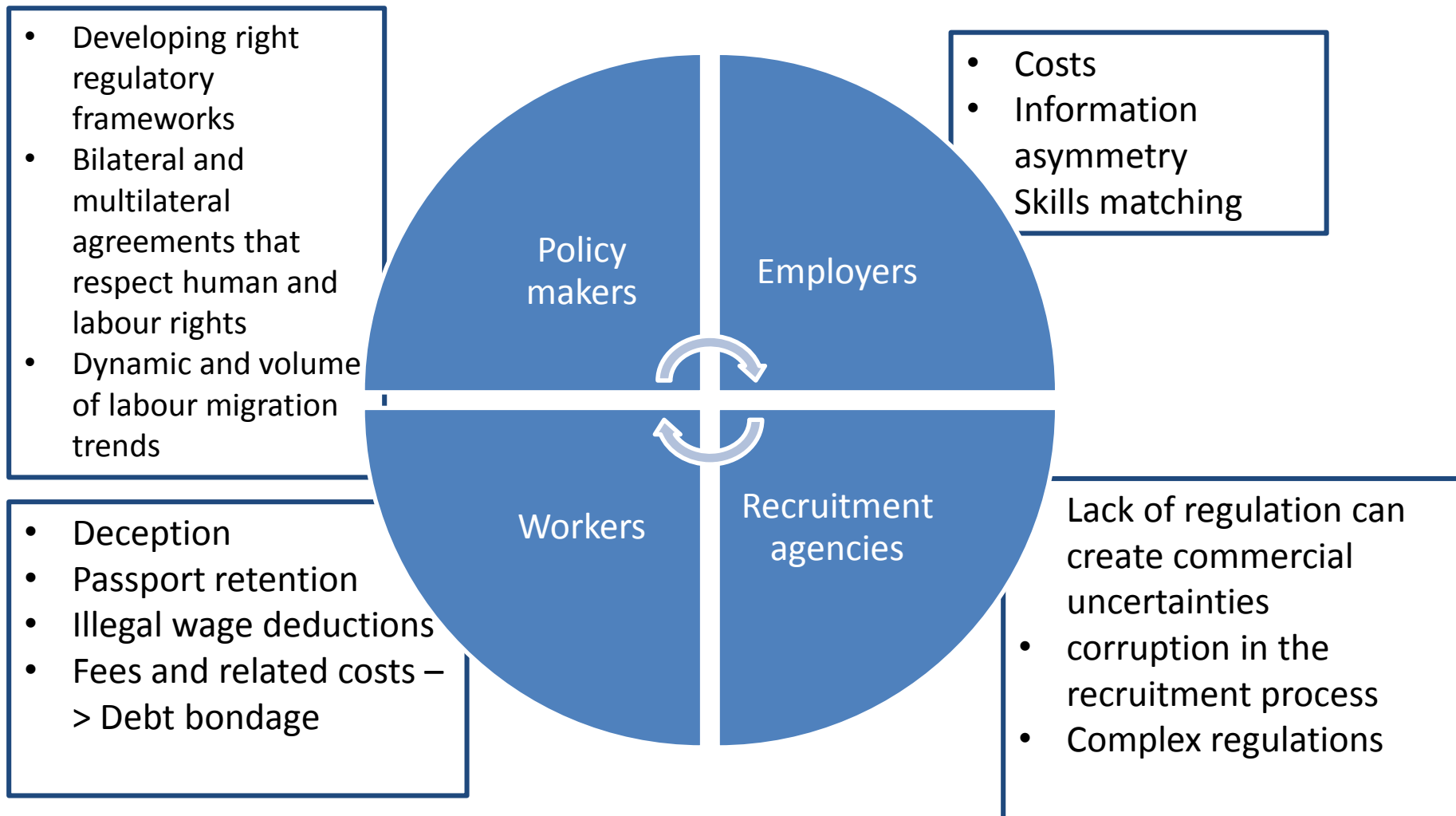
Average Recruitment Cost
(USD and in months of earnings)



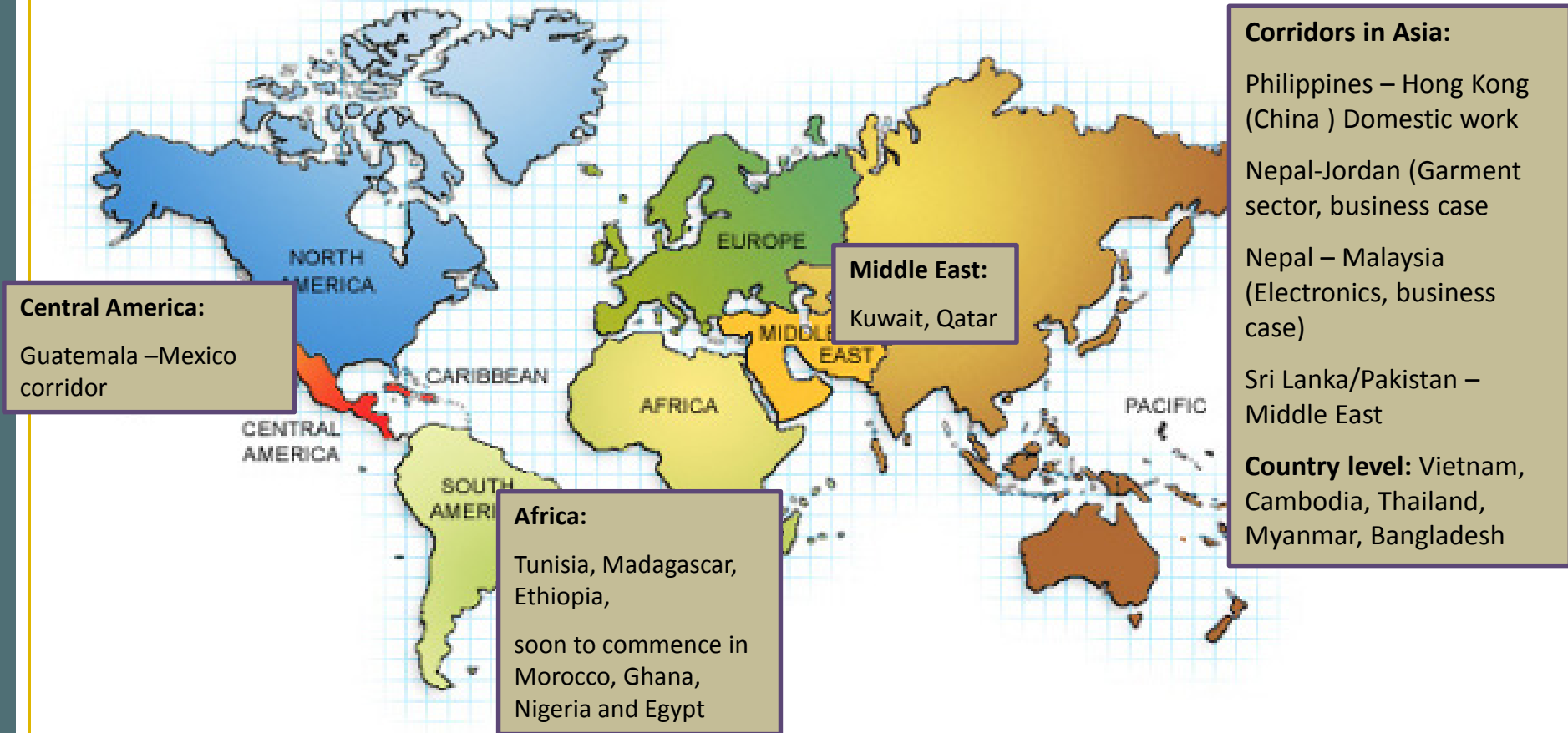
Visa fee:
3494

In USD: 1382
In months of salary:
4.2
(Average wage is 353)

Key challenges in regulating recruitment – across borders



ILO's Recruitment Related Work



Global Level work

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

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

- Global toolkit for **journalists**
- **Alliance 8.7** and forced labour business network



Guiding questions and expected outcomes

GCM Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

- What **innovative practices, policies, and regulatory frameworks** have been developed by Governments and other stakeholders to ensure the **progressive elimination of recruitment fees and related costs** charged to migrant workers; and what are the challenges in implementing these measures?
- Which **accountability and oversight** mechanisms are in place to ensure that public and private recruitment regulations and practices are monitored, and **access to justice is ensured** in cases of non-compliance, especially for women migrant workers?
- What are the **challenges and opportunities for business**, both at multinational and SME level, to really incorporate fair recruitment practices; and what role can Governments and other stakeholders, including workers' organizations play in cooperating with business to promote such practices?

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Thank you for your attention!