

## FAIR FOR EMPLOYERS

IRIS serves as a due diligence tool for employers to assess labour recruiters' compliance with ethical recruitment principles and improve transparency in the hiring process.

Unethical recruitment exposes employers and brands to reputational damage and legal liabilities. It also causes skills mismatches and poor retention, which lead to loss of productivity.

Companies can drive positive change by taking concrete actions to promote ethical recruitment:

IRIS supports employers and brands to:

- Identify labour recruiters committed to ethical recruitment
- Enhance due diligence in the procurement of recruitment services
- Demonstrate efforts to eliminate modern slavery

- Adopt the “Employer Pays” Principle
- Support IRIS
- Know their labour supply chain
- Share best practices
- Support industry-wide approaches
- Empower workers with pre-departure orientation
- Mainstream the concerns of migrant workers into sustainability policies
- Engage with governments

The Leadership Group for Responsible Recruitment is a collaboration between leading companies and expert organizations committed to eradicating the charging of recruitment fees to workers by implementing the “Employer Pays Principle”:

**No worker should pay for a job – the costs of recruitment should be borne not by the worker but by the employer.**

<https://www.ihrb.org/employerpays/leadership-group-for-responsible-recruitment>



IRIS is developed by IOM and IOE with a consortium of stakeholders.



The International Organization for Migration (IOM) is the United Nations Migration Agency dedicated to promoting humane and orderly migration for the benefit of all.



The International Organisation of Employers (IOE) is the largest network of the private sector in the world, with more than 150 business and employer organisation members.

### IRIS is supported by



Schweizerische Eidgenossenschaft  
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Confederaziun svizra



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Gangmasters Licensing Authority



**FAIR FOR WORKERS  
FAIR FOR LABOUR RECRUITERS  
FAIR FOR EMPLOYERS**



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## INTERNATIONAL RECRUITMENT INTEGRITY SYSTEM (IRIS)

IRIS is a voluntary multi-stakeholder certification system for international labour recruiters.

IRIS aims to bring transformative change to the recruitment industry by:

- Identifying and supporting ethical labour recruiters
- Promoting the “employer pays” business model
- Improving due diligence by companies, governments, and workers
- Increasing transparency in recruitment processes and labour supply chains

IRIS is comprised of a standard, a certification scheme, and a compliance and monitoring mechanism.

The IRIS Standard is based on international human rights instruments, ILO Conventions and guidelines, as well as best practice from the recruitment industry.

Furthermore, the Standard provides the benchmarks for compliance with the IRIS principles of ethical recruitment. Labour recruiters compliant with the Standard will receive IRIS certification.



### GENERAL PRINCIPLES

- A. Respect for laws and fundamental principles and rights at work
- B. Respect for ethical and professional conduct

### PRINCIPLES

1. Prohibition of recruitment fees to jobseekers
2. Respect for freedom of movement
3. Respect for transparency of terms and conditions of employment
4. Respect for confidentiality and data protection
5. Respect for access to remedy

## FAIR FOR WORKERS

IRIS helps jobseekers to identify labour recruiters that are committed to ethical recruitment.



When migrant workers pay high recruitment fees, have their passports withheld and are exposed to other unethical recruitment practices, they are more vulnerable to exploitation in the workplace. These practices increase workers' vulnerability to human trafficking.

Ethical recruitment means hiring workers lawfully, and in a fair and transparent manner that respects their dignity and human rights.

IRIS helps to protect and empower migrant workers by:

- Improving transparency of recruitment and deployment processes
- Eliminating the risks of exploitation during recruitment
- Improving access to remedy

## FAIR FOR LABOUR RECRUITERS

IRIS recognizes and supports labour recruiters committed to ethical recruitment to increase their visibility and gain market advantage.

Labour recruiters play an important role in matching jobseekers with employment opportunities. However, exploitation of workers during recruitment is far too common.

Unethical recruitment practices expose labour recruiters to the risk of losing business, incurring reputational costs, and facing legal liabilities.

IRIS supports ethical labour recruiters by:

- Recognizing businesses that comply with ethical recruitment principles
- Improving management systems and recruitment processes through capacity building
- Leveling the playing field to gain market advantage
- Fostering industry-wide adoption of ethical recruitment principles

IRIS also collaborates with trade unions, NGOs and other stakeholders to build socially sustainable businesses.

