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
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
ILO-World Bank KNOMAD Surveys on Recruitment Costs

Average Recruitment Cost (USD and in months of earnings)

- **Visa fee:** 3494 USD
- In USD: 1382
- In months of salary: 4.2
- (Average wage is 353 USD)

The graph shows the average recruitment costs in various countries, with Saudi Arabia-Pakistan having the highest cost at approximately 4,500 USD. The diagram also indicates the correlation between cost in USD and months of salary, with some countries showing significantly higher costs in USD compared to the average wage.
Key challenges in regulating recruitment – across borders

- Developing right regulatory frameworks
- Bilateral and multilateral agreements that respect human and labour rights
- Dynamic and volume of labour migration trends

- Deception
- Passport retention
- Illegal wage deductions
- Fees and related costs – Debt bondage

- Costs
- Information asymmetry
- Skills matching

Lack of regulation can create commercial uncertainties
- Corruption in the recruitment process
- Complex regulations

Policy makers
Employers
Workers
Recruitment agencies
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

**Country level:**
- Vietnam, Cambodia, Thailand, Myanmar, Bangladesh

**Corridors in Asia:**
- Philippines – Hong Kong (China) Domestic work
- Nepal-Jordan (Garment sector, business case)
- Nepal – Malaysia (Electronics, business case)
- Sri Lanka/Pakistan – Middle East

**Central America:**
- Guatemala – Mexico corridor

**Africa:**
- Tunisia, Madagascar, Ethiopia,
  soon to commence in Morocco, Ghana, Nigeria and Egypt

**Middle East:**
- Kuwait, Qatar

**Middle East:**
- Kuwait, Qatar

**Corridors in Asia:**
- Philippines – Hong Kong (China) Domestic work
- Nepal-Jordan (Garment sector, business case)
- Nepal – Malaysia (Electronics, business case)
- Sri Lanka/Pakistan – Middle East

**Country level:**
- Vietnam, Cambodia, Thailand, Myanmar, Bangladesh

**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?
Thank you for your attention!