

GFMD Platform for Partnerships: Calls for Action

The International Recruitment Integrity System (IRIS)

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Negative Impacts of Unethical Recruitment

- **Exorbitant recruitment fees**
 - Debt bondage, forced labour
 - Links with human trafficking and smuggling
 - Human and labour rights abuses
- **False promises or misrepresentations of the job offer**
 - Low wages and exploitative working conditions
- **Compromised integrity of labour market/ immigration systems**
 - Visa overstaying, problems with integration, downward pressure on wages and working conditions of national workforce
- **Costs for Employers**
 - Exacerbated skills mismatches, low retention rates, reputational damage

UN Priority: Lowering Costs of Migration

- 2013 High Level Dialogue on Migration and Development
 - Global Forum on Migration and Development
 - Post-2015 Development Agenda
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Complexities and Challenges

- Lack of recruitment regulations
- Inadequate enforcement of existing laws
- Inconsistency among legal frameworks
- Jurisdictional gaps or “loopholes” in the enforcement of regulations governing recruitment

Public Private Alliance (PPA) for Fair and Ethical Recruitment

- A consortium of like-minded **governments, businesses and civil society organizations**
 - A **consultative platform** for involved parties
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- The background of the slide is a dark blue gradient. In the center, there is a large, faint, light blue graphic. It consists of a gear-like structure with several concentric circles and radial lines, resembling a stylized globe or a network. In the foreground of this graphic, there are silhouettes of three people: a man on the left, a child in the middle, and a woman on the right, all holding hands. The overall theme suggests a global or community-based alliance.

PPA Goals

Commitment : unite to eliminate unethical recruitment
by strengthening fair recruitment practices

to increase

Collaboration : governments, companies & civil society

to drive

Coherence : among the efforts of many actors across
sectors and regions

PPA Outcome

Practical tools for
governments and companies
to ensure ethical labour recruitment

The background features a large, semi-transparent globe with a grid pattern. In the center of the globe, there is a silhouette of a family consisting of two adults and a child, all holding hands. The text is overlaid on this graphic.

The International Recruitment Integrity System (IRIS)

- Global voluntary **accreditation system** for intermediaries committed to fair recruitment practice
- Strengthen **implementation** and **enforcement** of existing regulations
- Improve migrant workers' **safety** and **protection**



Three Pillars of IRIS

- **Guiding Principles** of fair recruitment practice
- **Accreditation & compliance framework**
- **Referral protocol** that links to remedial mechanism, e.g. government regulation, law enforcement, litigation



Steps Forward

- June 16-17 : **IRIS Expert Meeting** (sponsored by the Government of Australia)
- Development of the **accreditation and compliance framework**
- Development of **pilot projects to test IRIS** (seeking partnerships with Government, the private sector and civil society groups)
- Call for **financial support** for the PPA to further develop IRIS, other practical initiatives

Call for a Multi-Stakeholder Approach

- Governments need to **improve the regulation** of recruitment intermediaries
- End-user companies need to ensure **fair recruitment practices throughout supply chains**
- Recruitment intermediaries need to **commit to fair recruitment practices**
- Civil society organizations need to support these efforts with intelligence **from the ground up**

For more information:

<http://iris.iom.int>

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