GFMD Platform for Partnerships: Calls for Action

The International Recruitment Integrity System (IRIS)

Federico Soda
Head, Labour Migration and Human Development Division
International Organization for Migration
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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
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
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 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