

OVERVIEW ANNEX INPUTS FOR RT 1.1 ON REDUCING MIGRATION COSTS

Country/Organization	No. of Inputs	Title of M&D Policy or Practice
UAE	1	A Warm Emirati Welcome To All Arriving Guest Workers
Burundi and IOM	1	The establishment of a Department of Diaspora
IFAD	1	Global Call for Proposals: Scaling Up Remittances (SURE)
United Arab Emirates	1	Mandate that workers should not pay for recruitment, and ensure that this is made transparent in contracts
Jordan	1	Develop standardized contracts to ensure payment of minimum wages and prevent contract substitution
Europe, Saudi Arabia, India	1	E-recruitment through a central labour clearing house
Kuwait and Philippines	1	Undertake specific measures to protect migrant domestic workers
ILO	26	Agreements between the Philippines and the Canadian Provinces of Alberta, British Columbia, Manitoba, and Saskatchewan to facilitate migration under Canada's Temporary Foreign Worker Program
		Agreement between the Republic of Korea and countries of origin (Employment Permit System)
		Agreement between the Philippines and Saudi Arabia on the prohibition of charging or deducting from workers' salary any cost attendant to recruitment and deployment
		Agreement between Jordan and Indonesia concerning domestic workers
		Agreement between Malaysia and Indonesia on Recruitment and Placement of Indonesian Domestic Workers
		Andean Network of Public Employment Services

	Caribbean and Mexican Agreements on Seasonal Agricultural Workers
	European Union Directive on temporary agency work (2008/104/EC)
	Employment Agencies Act and Conduct of Employment Agencies and Employment Businesses Regulations
	Prohibition against employees paying fees
	Ontario's Employment Protection for Foreign Nationals Act (Live-in Caregivers and Others) and Manitoba's Worker Recruitment and Protection Act (WRAPA)
	Recognized Seasonal Employer (RSE) programme
	India Emigration (Amendment) Rules 2009
	Employment Agency Regulations (RACT)
	Labour Institutions Act
	Paying domestic workers for stand-by time
	Minimum wage standards
	Prohibition on fees and charges for recruitment, placement or providing employment on seafarers
	Conduct of Employment Agencies and Employment Business Regulations
	Monitoring the application of the Vietnam Association of Manpower Supply (VAMAS) Code of Conduct (COC-VN)
	World Employment Federation (formerly CIETT)
	Remittance cost-comparison websites
	Pakistan Remittance Initiative
	Encouraging savings and investments
	Innovative and tailored banking
	Financial literacy training

Annex to the RT 1.1 Background Paper on Reducing Migration Costs

This Annex contains descriptions and references to examples of relevant frameworks, policies, programmes, projects and other experiences in relation to the issues raised in the policy part of the Background paper. This second part of the Background paper aims to form the basis of an evolving catalogue of policies and practices with a view to be stored and displayed on the GFMD PjP website in the M&D Policy and Practice Database. See <http://www.gfmd.org/pfp/ppd>.

Title of M&D Policy or Practice: A Warm Emirati Welcome To All Arriving Guest Workers	
Country: United Arab Emirates	Partner(s):
Thematic Area(s): Reducing Migration Costs«F19»	Tags: «F21»
Summary: <p>The Ministry of Human Resources and Emiratization has issued a brochure that aims to inform guest workers arriving in the United Arab Emirates. The short (10 page) brochure contains summarizes 10 important things to know, and contains information on recruitment costs, personal identification, starting work, contract termination and moving to a new employer. It provides guest workers an overview of their basic rights and obligations under their UAE employment contract. The brochure is available in 11 languages (Arabic, English, Hindi, Urdu , Malayalm, Tamil, Dariya, Sinhali, Bengali, Chinese and Nepali).</p>	
Web Links: Link to brochure	

Title of M&D Policy or Practice: The establishment of a Department of Diaspora	
Country: Burundi	Partner(s): International Organization for Migration
Thematic Area(s): Reducing Migration Costs; Diasporas.«F19»	Tags: Diaspora Empowerment and Engagement; Minimizing Economic and Social Costs of Migration.«F21»
<p>Summary:</p> <p>In 2009, the Government of Burundi has created a Department for the Diaspora at the Ministry of External Relations and International Cooperation. Several activities by this department eventually led to the launch of the National Policy for the Diaspora on 3 June 2016. This included a recommendation to develop a strategic implementation plan. Additionally, the preparation of a bill on relations between the Republic of Burundi and its Diaspora has started, and will become law as soon as it is adopted by the Parliament. Other measures taken by the Government of Burundi are the practical arrangements for the creation of a Province dedicated to the Diaspora. These measures reflect the importance that the Government of Burundi attributes to the theme of ‘Migration and Development’ in general and that of ‘Diaspora’ in particular.</p>	
Web Links:	

Title of M&D Policy or Practice: Global Call for Proposals: Scaling Up REmittances (SURE)
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Country:	Partner(s): International Fund For Agricultural Development (IFAD)	
Thematic Area(s): Reducing Migration Costs; Remittances«F19»	Tags: Remittances; Minimizing Economic and Social Costs of Migration.«F21»	
<p>Summary:</p> <p>In 2016 IFAD launched its 6th Global Call for Proposals: Scaling Up REmittances (SURE) aiming at financing innovative models to increase economic opportunities for the rural poor by leveraging the impact of remittances and diaspora investment for rural development.</p> <p>The 2016 SURE Call for Proposals was launched on 16 June on occasion of the International Day of Family Remittances.</p> <p>The Call focused on two main objectives:</p> <ul style="list-style-type: none"> • Promoting access and use of remittances as an instrument of financial inclusion • Promoting migrant investment and entrepreneurship as an instrument of local economic development <p>Evaluation of received proposals is currently ongoing. First contracts are expected to be signed by the end of 2016.</p>		
<p>Web Links:</p> <p>www.ifad.org/remittances</p> <p>www.ifad.org/what/operating_model/bid/tags/22877918</p>		

Title of M&D Policy or Practice: Mandate that workers should not pay for recruitment, and ensure that this is made transparent in contracts	
Country: United Arab Emirates	Partner(s):
Thematic Area(s): Reducing migration costs	Tags:
Summary: The UAE law includes the prohibition of accepting or demanding payment from workers “whether before or after recruitment” (Article 18 of UAE Labour Law No. 8, 1980). The Government’s promotional materials for arriving migrant workers, developed after the coming into force in 2016 of three Decrees by the Ministry of Human Resources and Emiratization, state that: “UAE law requires your employer to pay the costs of your recruitment and deployment. These include any fees paid to a private recruitment agency that is accredited by the government of your country, the costs of the issuance of an entry visa and travel to the UAE, and the costs of post arrival processing requirements such as medical tests in the UAE and the issuance of your residency permit.”	
Web Links:	

Title of M&D Policy or Practice: Develop standardized contracts to ensure payment of minimum wages and prevent contract substitution	
Country: Jordan	Partner(s):
Thematic Area(s): Reducing migration costs	Tags:
Summary: A unified, standardized contract for all migrant workers in Jordan’s garment sector was developed in 2015 and agreed upon by two apparel employer associations and Jordan’s garment union. The contract is helping to end the practice of contract substitution. Also, the contract will give migrant workers a clearer understanding of their working conditions and offers a certain amount of salary irrespective of nationality.	
Web Links:	

Title of M&D Policy or Practice: E-recruitment through a central labour clearing house	
Country: Global	Partner(s):
Thematic Area(s): Reducing migration costs	Tags:
<p>Summary: EURES (the European Job Mobility Portal) - a European cooperation network which provides information as well as labour recruitment and placement services. It has a portal network of 1,000 EURES advisors who maintain daily contact with employees and employers across Europe.</p> <p>An e-portal for migrant domestic workers in the Kingdom of Saudi Arabia (at musaned.gov.sa), and a similar e-recruitment mechanism for low skilled workers in India (at emigrate.gov.in) may also hold promise pending an independent review of their capacity to protect migrant workers.</p>	
Web Links:	

Title of M&D Policy or Practice: Undertake specific measures to protect migrant domestic workers	
Country: Kuwait and Philippines	Partner(s):
Thematic Area(s): Reducing migration costs	Tags:
<p>Summary: Although domestic workers are explicitly excluded from protections under the Labour Law in GCC countries, in June 2015, a separate law regulating the domestic work sector was adopted by Kuwait's national assembly, providing some labour rights to this vulnerable group of workers – including a minimum wage. The lack of a credible mechanism to enforce this law remains a shortcoming however.</p> <p>Another example is the Philippines Migrant Workers and Overseas Filipinos Act which provides a legislative framework for protecting overseas Filipino workers. Among other provisions, it promised direct assistance to workers abroad (including legal assistance), penalties for illegal recruiters, reintegration services and the establishment of resource centres in countries of destination.</p>	
Web Links:	

Title of M&D Policy or Practice:

Agreements between the Philippines and the Canadian Provinces of Alberta, British Columbia, Manitoba, and Saskatchewan to facilitate migration under Canada's Temporary Foreign Worker Program.

Country: Philippines and
Canada, ILO

Partner(s):

Thematic Area(s):

Reducing migration costs, Agreements between origin and host countries on recruitment.

Tags:**Summary:**

The agreements established a clearly defined recruitment process which must be followed by all parties, including by private recruitment agencies (PRAs). The agreements were signed by provinces at different times and vary according to the regulatory approaches of the each province. Some agreements have lapsed. The agreements may require that the Canadian employers be approved and registered by the province before they are allowed to recruit foreign workers. Employers may also need to demonstrate proof of registration to the Philippines Department of Labour and Employment which in turn alerts licensed PRAs in the Philippines to the recruitment opportunities. All four Canadian provinces also require foreign workers recruiters to be licensed. Recruitment in the Philippines must meet the requirements of both the Philippines and the receiving province and lists of licensed recruiters in the Philippines and the provinces are publicly available. The agreements also provide that the costs for hiring Filipino workers must be borne entirely by the employers in Canada stating that employers and agencies "must not request, charge or receive, directly or indirectly, any payment from a person seeking employment".

Web Links:

Title of M&D Policy or Practice: Agreement between the Republic of Korea and countries of origin	
Country: Republic of Korea, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
Summary: The Republic of Korea introduced the Employment Permit System (EPS) in 2004, which recognized the need for low-skilled workers by Korean enterprises (particularly of small and medium sizes) in construction, manufacturing, agriculture and services, and introduced a government-to-government labour recruitment programme based on mandatory MOUs with 15 countries in Asia. A major achievement is the reduction in the average cost paid by a worker from US\$3,509 under the trainee system in 2002 to US\$927 under the EPS system in 2011 (Kyung, 2013)	
Web Links:	

Title of M&D Policy or Practice: Agreements between the Philippines and the Canadian Provinces of Alberta, British Colombia, Manitoba, and Saskatchewan to facilitate migration under Canada’s Temporary Foreign Worker Program.	
Country: Philippines and Canada, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
Summary: The agreements established a clearly defined recruitment process which must be followed by all parties, including by private recruitment agencies (PRAs). The agreements were signed by provinces at different times and vary according to the regulatory approaches of the each province. Some agreements have lapsed. The agreements may require that the Canadian employers be approved and registered by the province before they are allowed to recruit foreign workers. Employers may also need to demonstrate proof of registration to the Philippines Department of Labour and Employment which in turn alerts licensed PRAs in the Philippines to the recruitment opportunities. All four Canadian provinces also require foreign workers recruiters to be licensed. Recruitment in the Philippines must meet the requirements of both the Philippines and the receiving province and lists of licensed recruiters in the Philippines and the provinces are publicly available. The agreements also provide that the costs for hiring Filipino workers must be borne entirely by the employers in Canada stating that employers and agencies “must not request, charge or receive, directly or indirectly, any payment from a person seeking employment”.	
Web Links:	

Title of M&D Policy or Practice: Agreement between the Philippines and Saudi Arabia	
Country: Philippines and Saudi Arabia, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
Summary: Under the MOU signed by the two parties in 2013 charging or deducting from salary any cost attendant to recruitment and deployment from workers’ salaries is prohibited.	
Web Links:	

Title of M&D Policy or Practice: Agreement between Jordan and Indonesia	
Country: Jordan and Indonesia	Partner(s): ILO
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
<p>Summary: Jordan and Indonesia have a Memorandum of Understanding (MOU) concerning domestic workers which covers not only the costs migrants incur at the pre-departure stage, but while at the destination and even upon return. The MOU states that the employer is responsible for paying the following:</p> <ul style="list-style-type: none"> • Work and residency permits. If the employer fails to avail of the permits, he or she will pay a fine to the relevant Jordanian authority • Life insurance policy. The policy shall be valid for two years, issued by an accredited and registered insurance company. • Return ticket. If the domestic worker changes sponsors, the new employer should pay for the return ticket. • Bank account. The employer shall open a bank account in the name of the domestic worker, and deposit the salary within 7 days of the pay date. • Accommodation, meals, medical care and clothing. <p>Jordan's MOU with the Philippines and Indonesia requires that contracts are approved and stamped by the Philippine and Indonesian embassies in Amman.</p>	
<p>Web Links: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_436468.pdf</p>	

Title of M&D Policy or Practice: Agreement between Malaysia and Indonesia	
Country: Malaysia and Indonesia	Partner(s): ILO
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
<p>Summary: Their MOU on the Recruitment and Placement of Indonesian Domestic Workers signed on 15 May 2006, amended by a Protocol on 30 May 2011, affirmed the right of domestic workers to hold their passports and to communicate with their families. It also provided that payment of monthly wages must be made into a bank account, and for one rest day per week (with the option to compensate with overtime payment). Recruitment fees, to be paid upfront by the employer, are capped at US\$1,500 (4,511 Malaysian ringgit [MYR]). Under the MOU, the employer can deduct a maximum of US\$600 (MYR1,800) for these fees from the workers' salary, although salary deductions may not exceed 50 per cent of the worker's monthly salary. The MOU also includes a standard employment contract (to be endorsed by the respective diplomatic missions); stipulates the costs to be borne by the employer and by the worker; and outlines the responsibilities of the employer, worker and recruitment agencies in Indonesia and Malaysia. The MOU requires Indonesian agents to pay for the deployment cost if the domestic worker recruited is not qualified and/or refuses to work without reason.</p>	
<p>Web Links: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_436468.pdf</p>	

Title of M&D Policy or Practice: Andean Network of Public Employment Services	
Country: Andean Community, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Agreements between origin and host countries on recruitment.	Tags:
Summary: The Andean Community is in the process of establishing the Andean Network of Public Employment Services, which will give citizens of the Andean Community access to job offers in the four countries of the Community.	
Web Links:	

Title of M&D Policy or Practice: Caribbean and Mexican Agreements on Seasonal Agricultural Workers	
Country: Canada, ILO	Partner(s): Mexico, Trinidad & Tobago, Jamaica, Barbados, countries of the Organization of Eastern Caribbean States
Thematic Area(s): Reducing migration costs, government to government managed migration agreements.	Tags:
Summary: The agreements aim to meet the temporary seasonal needs of Canadian agricultural producers during peak harvesting and planting periods. Under the Seasonal Agricultural Workers Program the governments of Mexico, Trinidad and Tobago, Jamaica, Barbados, and the countries of the Organizataion of Eastern Caribbean States established public authorities, with labour attachés to provide consular assistance in Canada, to oversee recruitment and placement.	
Web Links:	

Title of M&D Policy or Practice: European Union Directive on temporary agency work (2008/104/EC)	
Country: European Union, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Host country policies on recruitment.	Tags:
Summary: The Directive adopted by the European Parliament and the Council in 2008, 295 aims to guarantee protection to temporary workers by recognizing temporary work agencies as employers while encouraging greater diversity in contractual employment arrangements. A core principle of the Directive is equality of treatment (Article 5) which is also enshrined in the ILO's fundamental and migrant worker conventions. The principle of non-discrimination applies to all workers, whether they are employed by an employer or enterprise directly or by a temporary employment agency. At the same time, the Directive requires member states to review restrictions or prohibitions on the use of temporary agency work in consultation with social partners (Article 4). The Directive also regulates access to employment that is particularly relevant in this context. According to Article 6, a temporary work agency shall not charge workers any fees "in exchange for arranging for them to be recruited by a user undertaking, or for concluding a contract of employment".	
Web Links: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/declaration/documents/publication/wcms_377813.pdf	

Title of M&D Policy or Practice: Employment Agencies Act and Conduct of Employment Agencies and Employment Businesses Regulations	
Country: United Kingdom, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Host country policies on recruitment.	Tags:
Summary: The Employment Agencies Act, 1973, as well as the Conduct of Employment Agencies and Employment Businesses Regulations, 1976 and 2003, are the main statutory instruments regulating employment agencies. Under this Act employment agencies are not permitted to charge job seekers a fee for finding work, or require individuals to pay for services as a condition of finding them work. Agencies are also not allowed to prevent workers from ending their employment, supply workers to replace workers taking industrial action, or make unlawful deductions from workers' pay. The main provisions protecting employers include the requirement that agencies carry out suitability checks when the job involves working with vulnerable people. End-employers must be provided with the full terms and conditions, including fees and procedures detailing the actions to be taken if workers are unsatisfactory. The Employment Agency Standards Inspectorate (ESA) enforces these regulations.	
Web Links: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_459869.pdf	

Title of M&D Policy or Practice: Prohibition against employees paying fees	
Country: United States, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Host country policies on recruitment.	Tags:
Summary: Private intermediaries are prohibited by law from requiring fees from migrant workers. The U.S. Department of Labor prohibits employers from accepting or requesting money from migrants for recruitment costs (H-2A: 20 C.F.R. § 655.135(j). H-2B: 20 C.F.R. 503.16(o)), and also requires employers to contractually forbid their labor recruiters from seeking or accepting payments from prospective employees (20 C.F.R. § 655.135(k)).	
Web Links:	

Title of M&D Policy or Practice: Manitoba's Worker Recruitment and Protection Act (WRAPA) and Ontario's Employment Protection for Foreign Nationals Act (Live-in Caregivers and Others)	
Country: Canada, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Host country regulation of recruitment.	Tags:
<p>Summary: In 2008, the Province of Manitoba passed the Worker Recruitment and Protection Act (WRAPA), which marked a subsequent shift in Provincial legislation towards licensing systems for agencies recruiting foreign workers that provide for proactive and enforcement mechanism. Recruiters must obtain licenses to operate and need to pay a security deposit of CAD 10,000. Recruiters are prohibited from charging any fees to foreign workers and employers from recovering recruitment fees from workers. It applies to all migrant workers in Manitoba. The Manitoba Employment Standards Division (MESD) carries out inspections to ensure that migrant workers are being properly paid and provided with legal benefits. MESD carried out over 500 inspections between 2009 and 2014, over 200 (40 percent) of which found at least one issue of non-compliance. Under WRAPA, employers have serial liability for the actions of the labour recruiters they use, as well as any sub-contracted agents in their labour supply chain.</p> <p>Employment Protection for Foreign Nationals Act (Live-in Caregivers and Others), 2009,163 (Bill 210) in the Canadian Province of Ontario prohibits recruiters from charging a foreign national who is employed as a live-in caregiver a fee, directly or indirectly, for any service, good or benefit provided to the foreign national. Bill 210 also prohibits an employer from directly or indirectly recovering or attempting to recover any cost incurred by the employer in the course of arranging to employ the foreign national. Parties are prohibited from contracting out of the Act so that even if a migrant worker has signed an employment or recruitment contract which permits the charging of these fees, it would be unenforceable.</p>	
<p>Web Links: http://www.gov.mb.ca/labour/standards/wrpa.html https://www.labour.gov.on.ca/english/es/spotlight_fn.php http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_377813.pdf</p>	

Title of M&D Policy or Practice: Recognized Seasonal Employer (RSE) programme	
Country: New Zealand, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Host country policies on recruitment.	Tags:
<p>Summary: New Zealand launched the Recognized Seasonal Employer (RSE) programme in 2007 to fill labour shortages in the horticulture and viticulture industries. The RSE began with an initial annual cap of 5,000 workers but that was raised to 8,000 for the 2009 season and 9,000 in 2015. Migrants are mostly recruited the Pacific island countries. In the countries of origin, ministries of labour, and district and community leaders are generally involved in the selection of potential migrants (with the exception of Vanuatu and Solomon Islands, where workers are recruited through registered private recruitment agents). Recruitment fees to workers are prohibited in law and practice. In an evaluation of the programme, Gibson and McKenzie (2014) concluded that it had achieved a high degree of circularity of migrant workers, with very low overstay rates. Migrants who participated in the programme had benefitted from increases in per capita incomes, expenditure, and savings.</p>	
<p>Web Links: http://documents.worldbank.org/curated/en/502981468059040351/Development-through-seasonal-worker-programs-the-case-of-New-Zealands-RSE-program</p>	

Title of M&D Policy or Practice: India Emigration (Amendment) Rules 2009	
Country: India, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Origin country policies on recruitment.	Tags:
Summary: The India Emigration (Amendment) Rules 2009 (Section 10, viii) states that a licensed PRA ‘shall not employ sub-agents for the purpose of conducting or carrying on his business’.	
Web Links: http://apmigration.ilo.org/resources/recruitment-monitoring-and-migrant-welfare-assistance-what-works	

Title of M&D Policy or Practice: Employment Agency Regulations (RACT)	
Country: Mexico, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Origin country policies on recruitment.	Tags:
<p>Summary: The Employment Agency Regulations (RACT) of 2006, as amended in 2014, regulates private recruiters in Mexico. Before private recruiters may legally operate, they are required to obtain a licence. Licensed recruiters may charge fees to employers for their services, but they are prohibited from charging fees to workers and may not make agreements with employers to have their recruitment fees deducted from workers' wages. In addition to setting out the conditions for private employment agencies that wish to provide recruitment services within Mexico, there are additional requirements if they seek to place Mexican workers in employment abroad. Specifically, the legislation requires recruiters to: verify the seriousness and reliability of the employer to safeguard the worker; ensure the working conditions match those offered to the applicants on housing, social security, and repatriation; verify the workers' right to seek consular protection; and, guarantee to cover the repatriation costs of workers where there has been a breach of the contract terms. The new amendments to the RACT also require the Ministry of Labour and Social Welfare, to inform the Ministry of the Interior every six months of all authorizations and registrations issued for private employment agencies that place Mexican workers abroad. In addition to regulations set out in the RACT for private recruiters, the Government of Mexico is also taking several steps to improve the labour mobility of Mexican migrant workers and reduce the impact of temporary migrant work on Mexican families through programmes providing free recruitment services and/or related social assistance</p>	
<p>Web Links: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_377813.pdf</p>	

Title of M&D Policy or Practice: Labour Institutions Act	
Country: Kenya, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Origin country policies on recruitment.	Tags:
<p>Summary: Part VII of Kenya's Labour Institutions Act of 2007 has provisions to regulate the activities of private employment agencies that engage in internal and cross-border recruitment. These include registration requirements, obligations on agency directors, competency requirements for employment officers, recruitment-related offences and appeals procedures. In 2014, further implementing regulations were developed. In the case of recruitment for foreign employment, the costs of recruitment should be met by the recruitment agent or the employer, including visa fees, airfare and a surety bond. A service fee could be charged to the worker to cover administrative fees or costs rendered during the recruitment, such as medical or occupational tests, provided that they did not exceed one quarter of the worker's first monthly salary.</p>	
<p>Web Links: https://www.unodc.org/documents/human-trafficking/2015/Recruitment_Fees_Report-Final-22_June_2015_AG_Final.pdf</p>	

Title of M&D Policy or Practice: Paying domestic workers for stand-by time	
Country: Spain, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, labour standards for migrant workers.	Tags:
Summary: Spain now requires domestic workers to be paid for stand-by time when they are not working but have to be on call. It has incorporated domestic workers into its social security system, and is encouraging more employers to comply by reducing the administrative charges they pay.	
Web Links:	

Title of M&D Policy or Practice: Minimum wage standards	
Country: Canada, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Labour standards for migrant workers.	Tags:
Summary: The employer must pay a wage equal to the highest provincial minimum wage, or the rate that HRSDC determines to be the prevailing wage for the type of agricultural work being performed, or the rate being paid by the employer to Canadian workers performing the same type of agricultural work. The employer must pay CanAg Travel the cost of round-trip airfare from either Mexico City or Kingston, Jamaica to Canada and cover the costs of transportation from the point of arrival in Canada to the place of employment. Part of the cost of the worker's air travel may be recovered from the employee through regular payroll deductions (Mexican workers must repay the employer up to a maximum of \$589 to cover the travel costs. This amount is recouped through regular payroll deductions at a rate of 10% of the worker's gross pay from the first day of full employment until the maximum is reached. Workers from the Caribbean repay the employer up to a maximum of \$515 to cover travel costs. This amount is recouped through payroll deductions of \$4.29 per working day from the first day of full employment until the maximum is reached.	
Web Links: http://metcalffoundation.com/wp-content/uploads/2012/09/Made-in-Canada-Full-Report.pdf	

Title of M&D Policy or Practice: Prohibition on fees and charges for recruitment, placement or providing employment on seafarers	
Country: Philippines, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Labour standards for migrant workers.	Tags:
<p>Summary: The Department of Labor and Employment (DOLE), through department order No. 130 (2013) has regulated that no fees or other charges for recruitment, placement or providing employment can be placed on seafarers. Republic Act No. 10361 Sec. 13 (2012) Regulates that no placement fees shall be charged to Filipino Domestic Workers . The Government also established a domestic worker minimum wage of US\$ 400 per month. This salary must be clearly stated in the employment contract that Philippines law requires to be submitted to the nearest Philippines Overseas Labour Office otherwise the recruitment will not be permitted (POEA Advisory on Processing of Filipino Household Service Workers, 2007). POEA has taken firm measures against recruiters that violate the regulation such as passing off domestic workers as “waitress” or “receptionist” so as not to be bound by the 400 US\$ minimum wage rule and other standards stipulated in domestic worker contract.</p>	
<p>Web Links: http://www.dole.gov.ph/files/MLC%202006/DO%20130-13.pdf http://www.gov.ph/2013/01/18/republic-act-no-10361/</p>	

Title of M&D Policy or Practice: Conduct of Employment Agencies and Employment Business Regulations	
Country: United Kingdom, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Code of conduct.	Tags:
<p>Summary: The UK made an industry Code of Conduct a statutory instrument making compliance with the Code a legal requirement. The ‘Conduct of Employment Agencies and Employment Business Regulations’, 2003 and 2007 set out the expected business standards of PRAs in relation to the provision of ancillary services (i.e. services additional to recruitment and placement), terms of employment contracts, recruiting during industrial disputes, restrictions on charging fees to companies, prohibition on withholding payments to workers, provision of information to workers, situations where more than one PRA is involved, situations where the workers are deemed to be vulnerable, and charges for transportation and accommodation. The Code also reminds businesses of the need to comply with related legislation such as that relating to discrimination, equal pay, health and safety, immigration, working time, and trade union membership.</p>	
<p>Web Links: http://apmigration.ilo.org/resources/recruitment-monitoring-and-migrant-welfare-assistance-what-works</p>	

Title of M&D Policy or Practice: Monitoring the application of the Vietnam Association of Manpower Supply (VAMAS) Code of Conduct (COC-VN)	
Country: Vietnam, ILO	Partner(s): International Labour Organization (ILO)
Thematic Area(s): Reducing migration costs, Code of Conduct.	Tags:
<p>Summary: The Vietnam Association of Manpower Supply (VAMAS) Code of Conduct (COC-VN) was adopted in 2010, and 108 recruitment agencies signed up to commit to its principles and guidelines relating to various aspects of the recruitment process (fees, contracts, pre-departure training, dispute settlement, etc.). Through a monitoring and evaluation (M&E) mechanism the application of the Code of Conduct has been assessed three times, with the most recent assessment including 70 agencies that send 60% of migrant workers from Vietnam. VAMAS also organises trainings for recruitment agency staff and provincial labour officers, and has signed collaboration agreements with local authorities, inspection agencies, Vietnamese labour management sections in receiving countries as well as the Vietnam General Confederation of Labour in order to enhance awareness and understanding of the Code and strengthen collaboration in its monitoring.</p>	
<p>Web Links: http://www.ilo.org/dyn/migpractice/migmain.showPractice?p_lang=en&p_practice_id=116</p>	

Title of M&D Policy or Practice: World Employment Federation (formerly CIETT)	
Country: Global, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Code of conduct.	Tags:
<p>Summary: In 2006 CIETT endorsed its Code of Conduct of the International Confederation of Private Employment Agencies. The Code of Conduct was revised in 2015 to align even more closely with efforts on fair recruitment at the international level and is a reflection of the organizations endorsement of the ILO's Convention No. 181 on Private Employment Agencies. Among the ten principles is guidance on the “Respect for free-of-charge provision of services to jobseekers” which states that ‘Private employment services shall not charge directly or indirectly, in whole or in part, any fees or costs to jobseekers and workers, for the services directly related to temporary assignment or permanent placement.’</p>	
<p>Web Links: http://www.wecglobal.org/uploads/media/CiETT_Code_of_Conduct.pdf</p>	

Title of M&D Policy or Practice: Remittance cost-comparison websites	
Country: Global, ILO	Partner(s):
Thematic Area(s): Reducing migration costs, Remittances.	Tags:
<p>Summary: Remittance price comparison websites can increase market transparency and encourage greater competition. Examples include SendMoneyAsia and SendMoneyPacific.</p>	
<p>Web Links: http://www.sendmoneyasia.org/ http://www.sendmoneypacific.org/</p>	

Title of M&D Policy or Practice: Pakistan Remittance Initiative		
Country: Pakistan, ILO	Partner(s):	
Thematic Area(s): Reducing migration costs, Remittances.		Tags:
<p>Summary: The Pakistan Remittance Initiative (PRI) was launched in 2009 by the State Bank of Pakistan, the Ministry of Overseas Pakistanis and the Ministry of Finance for the purpose of (a) facilitating and supporting a faster, cheaper, convenient and more efficient flow of remittances, and (b) to create investment opportunities in Pakistan for overseas Pakistanis. The PRI has encouraged the financial sector to provide greater commitment to remittance services.</p>		
Web Links:		

Title of M&D Policy or Practice: Encouraging savings and investments		
Country: Bangladesh, ILO	Partner(s):	
Thematic Area(s): Reducing migration costs, Remittances.		Tags:
<p>Summary: The Bangladesh Bank, national commercial banks, and public commercial banks have created a number of investment products aimed specifically at migrants and their families. These products include bonds, deposit pension schemes (DPS), fixed deposits, savings accounts, investment loans, and investments in capital markets through, for instance, the Non-Resident Investor's Taka Account (NITA).</p>		
Web Links:		

Title of M&D Policy or Practice: Innovative and tailored banking		
Country: India, ILO	Partner(s):	
Thematic Area(s): Reducing migration costs, Remittances.		Tags:
Summary: The Indian ICICI Bank offers hybrid solutions with remittance kiosks and ATMs in migrant areas and dormitories. Kiosks in Singapore and Bahrain can be used to transfer funds to India on the same day. ICICI sees mobile banking as a powerful medium for further financial inclusion.		
Web Links:		

Title of M&D Policy or Practice: Financial literacy training		
Country: ILO	Partner(s):	
Thematic Area(s): Reducing migration costs, Remittances.		Tags:
Summary: The provision of basic skills to manage finances can have a considerable impact on the choice of modes of remittance transfers, expenditure preferences, savings behaviour and options for converting remittances into assets.		
Web Links:		