

► Fair Recruitment: The key to sustainable integration of migrants

Alix Nasri, ILO Labour Migration Officer, nasri@ilo.org

▶ **What is Fair Recruitment ?**

- Recruitment carried out **within the law, in line with international labour standards, and with respect for human rights, without discrimination and protecting workers from abusive situations**
- **Scope:** Includes the **selection, transport, placement into employment** and – for migrant workers – **return** to the country of origin of workers if needed.
- Applies to recruitment **both within and across national borders.**

General principles and operational guidelines for fair recruitment and

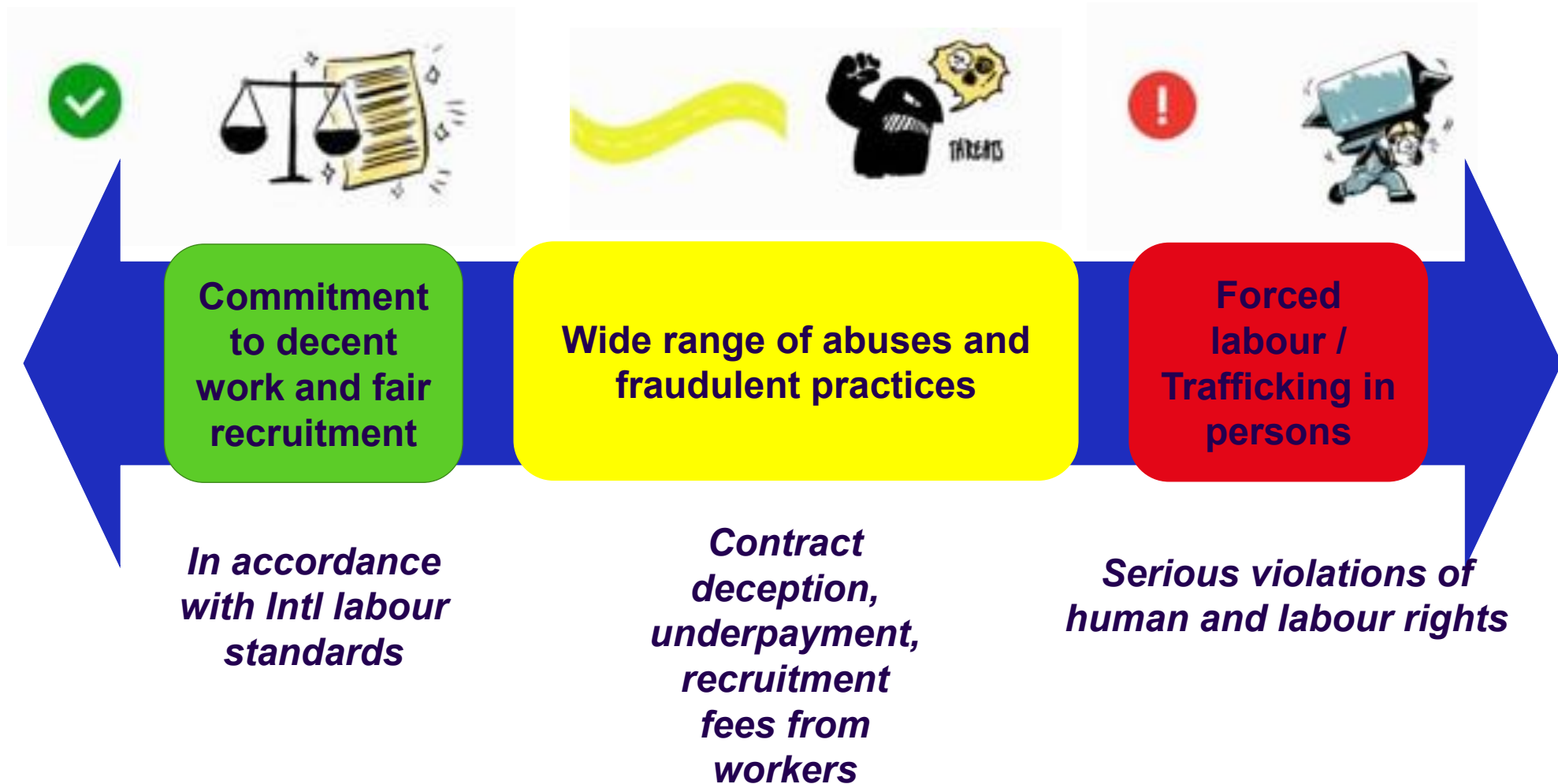
Definition of recruitment fees and related costs



- **General Principles**: intended to orient implementation at all levels.
- **Operational Guidelines**: address responsibilities of specific actors in the recruitment process and include possible interventions and policy tools (government and enterprises and public employment services).
- **Governments and enterprises and PES**

<p>1</p>  <p>RESPECT FOR HUMAN AND LABOUR RIGHTS</p>	<p>2</p>  <p>RESPOND TO ESTABLISHED LABOUR MARKET NEEDS AND PROMOTE DECENT WORK</p>	<p>3</p>  <p>RECRUITMENT LAWS AND POLICIES THAT APPLY TO ALL</p>
<p>4</p>  <p>EFFICIENCY, TRANSPARENCY AND PROTECTION OF WORKERS</p>	<p>5</p>  <p>ENFORCE RECRUITMENT REGULATIONS THROUGH LABOUR INSPECTION</p>	<p>6</p>  <p>RESPECT AND ENFORCEMENT OF NATIONAL LAWS AND COLLECTIVE AGREEMENTS</p>
<p>7</p>  <p>NO RECRUITMENT FEES AND COSTS ARE CHARGED TO WORKERS</p>	<p>8</p>  <p>CLEAR AND TRANSPARENT EMPLOYMENT CONTRACTS</p>	<p>9</p>  <p>WORKERS' FREEDOM FROM DECEPTION AND COERCION</p>
<p>10</p>  <p>ACCESS TO FREE, COMPREHENSIVE AND ACCURATE INFORMATION</p>	<p>11</p>  <p>FREEDOM OF MOVEMENT AND NO RETENTION OF IDENTITY DOCUMENTS</p>	<p>12</p>  <p>FREEDOM TO TERMINATE CONTRACT, CHANGE EMPLOYER, AND SAFELY RETURN</p>
<p>13</p>  <p>ACCESS TO FREE DISPUTE RESOLUTION AND EFFECTIVE REMEDIES</p>		

Spectrum of recruitment practices

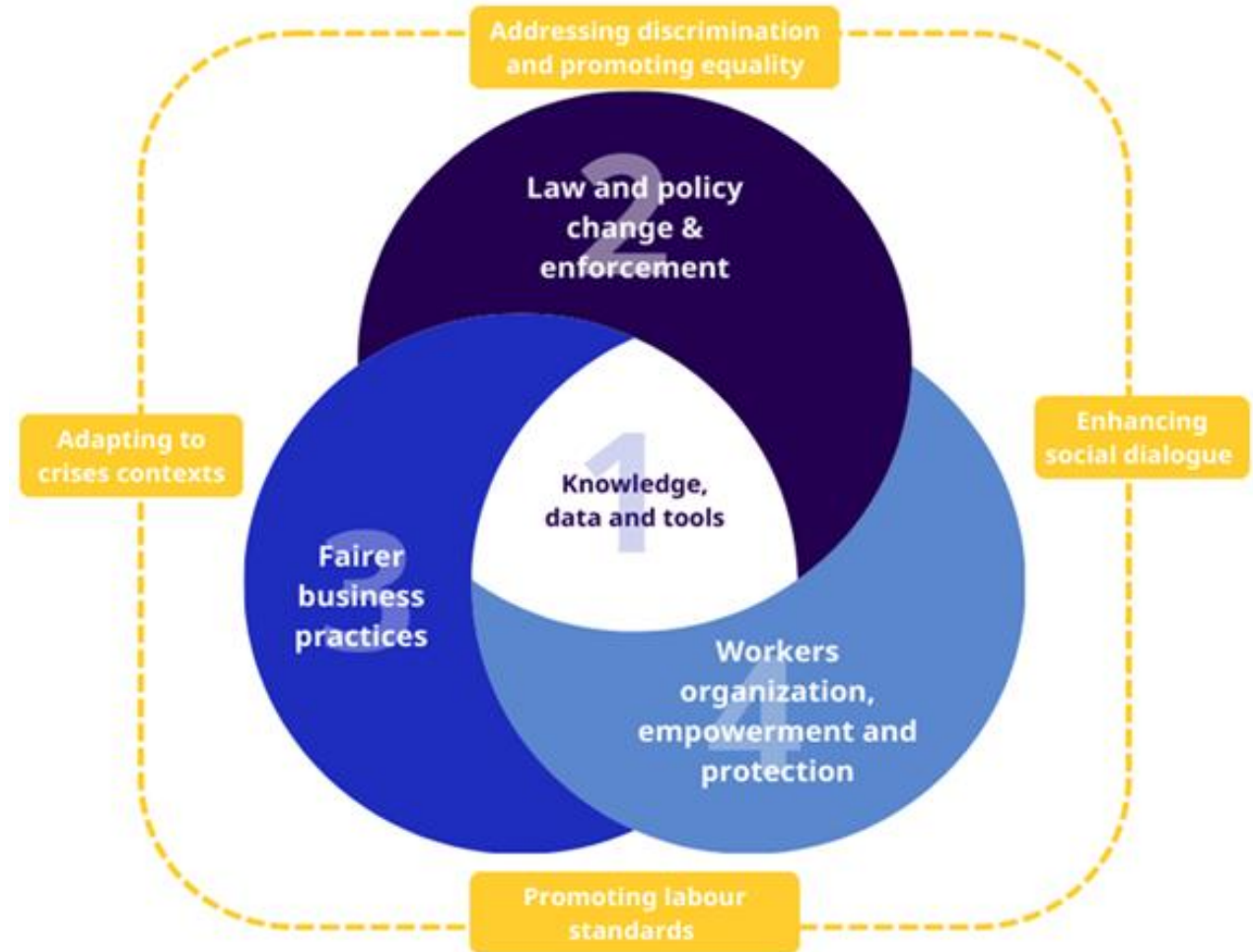


▶ What is the Fair Recruitment Initiative ?

► **The FRI ensures that recruitment practices are:**

- Transparent and effectively regulated, monitored, and enforced
- Protect all workers' rights, including FPRW, and prevent human trafficking and forced labour, including by leveraging digital technology
- Efficiently inform and respond to labour market needs and engage and improve private sector practices

The FRI strategy 2026-30



▶ Result area 4. Enhancing workers' protection, organization and empowerment

- ▶ **Output 4.1.** Practical tools and promising practices are developed and disseminated among networks of workers' organizations.
- ▶ **Output 4.2.** Workers' organizations have enhanced their knowledge and capacities to strengthen migrant workers' representation, empowerment and voice and to implement fair recruitment.
- ▶ **Output 4.3.** Improved access to information and services for migrant workers throughout the recruitment process.
- ▶ **Output 4.4.** The capacities of workers' organizations to enhance workers' access to justice and remedies for recruitment-related abuses are improved.

HOW to get involved?

Join and exchange on the “Fair Recruitment Knowledge Hub”:
www.fairrecruitmenthub.org

Apply and participate to E-learning course on FR:
www.itcilo.org/courses/e-learning-fair-recruitment-processes-practitioners

Explore the fees and costs definition database:
<https://ilo.org/gimi/FRI.action>

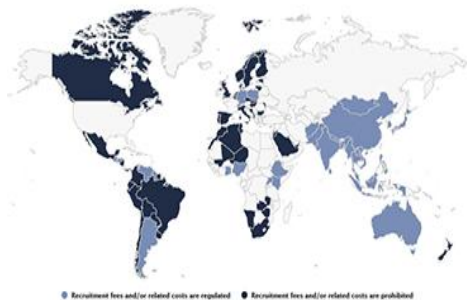


Get inspired by “promising practices to advance fair recruitment”:
https://www.ilo.org/global/topics/fair-recruitment/publications/WCMS_840791/lang--en/index.htm

Consult the Frequently Asked Questions on Fair Recruitment:
https://www.ilo.org/global/topics/fair-recruitment/publications/WCMS_849479/lang--en/index.htm

Read FRI reports, information and thematic briefs on the ILO thematic webpage on FR: www.ilo.org/global/topics/fair-recruitment/lang--en/index.htm

Subscribe to the FRI newsletter



● Recruitment fees and/or related costs are regulated ● Recruitment fees and/or related costs are prohibited

▶ **What are the challenges
which remain ?**

▶ **\$5.6 Billion**

Recruitment fees and related costs constitute 15 per cent (\$5.6 billion) of the illegal annual profits from international migrant workers.

▶ **3X**

Migrant workers are 3x more at risk of forced labour.

▶ **20%**

Overall, 20% of forced labour cases emanate from debt bondage, often linked to recruitment fees and related costs.

▶ **15 Months**

Recruitment fees and related costs collected from workers can reach up to 15 months worth of wages.

▶ **43%**

Of workers in forced labour are deceived on the type of work they had initially agreed to.

▶ **Unfair recruitment practices**

Include forced recruitment through physical force, contract deception, debt bondage linked to repayment of recruitment fees, retention of passport, discrimination, illegal wage deductions to recover recruitment costs, threats...