

ITUC Strategy & Tools to advance Fair Recruitment

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International Trade Union Confederation

Priorities: Protect workers' rights and ensure decent work

Build migrant workers' power by organising, collective bargaining, and social dialog

Advocate mandated due diligence in global supply chain to prevent forced labour by ensuring fair recruitment

Strategies:

- 1. Fair Recruitment Campaign**
- 2. Cross border trade union partnerships**
- 3. ILO Supervisory Mechanism**

1. Fair Recruitment Campaign

ILO Fair Recruitment Initiative



Fair Recruitment Initiative



The **Fair Recruitment Initiative (FRI)** was launched in 2014 as part of the ILO Director General's call for a Fair Migration Agenda. Since its launch, the FRI has been critical to ILO's work in the area of national and international recruitment of workers and has added renewed impetus and visibility to this important topic. Through the implementation of the first phase of the strategy between 2014-2019, the role of ILO and its constituents has expanded and the development of additional knowledge, tools and guidance has contributed to advancing the international debate on this subject.

The **2021-2025 FRI Strategy (Phase II)** will continue to be grounded in relevant international labour standards (ILS), global guidance, and social dialogue between governance institutions and actors of the labour market – i.e. those who directly experience the challenges and opportunities of implementing fair recruitment practices. The FRI has combined global policy dialogue, knowledge and data generation with on-the-ground interventions where tools are tested, implemented, and expertise created.

The 2020-25 Strategy (Phase II) is grounded in four pillars:



1. Fair Recruitment Campaign

110 regulate or prohibit recruitment fees and related costs
countries

133 new ratifications
of recruitment-related International Labour Standards

25 have reformed their recruitment regulations
countries

50 have benefited from the ILO's efforts to make fair recruitment a reality
countries

700K migrant workers
accessed information and services via resource centers and ITUC's Recruitment Advisor platform

50 media trainings
have been organized globally, and hundreds of tools and reports have been produced

A network of **recruitment agencies' associations** have adopted fair recruitment codes of conduct in 14 countries

What else should be done? How can your organisation contribute? To advance the way forward from policy to practice?

1. Fair Recruitment Campaign

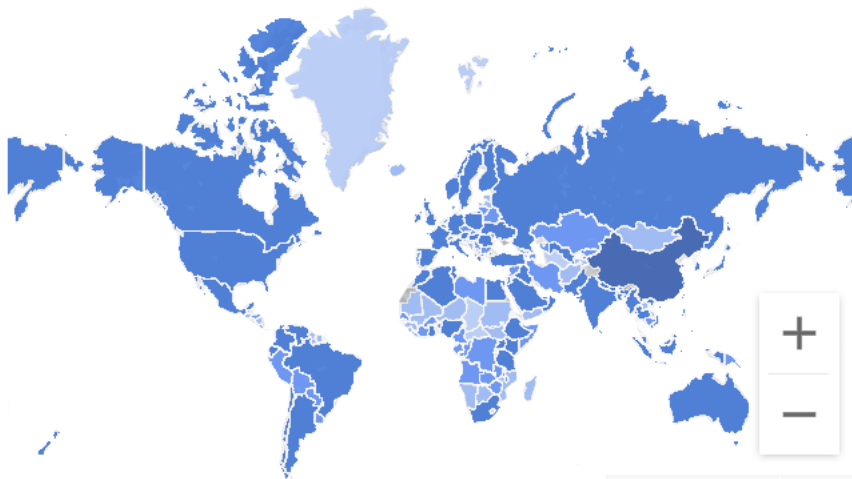
Unions in 17 countries have been involved and actively campaigning of fair recruitment by

- **Awareness raising** and give power of accurate information to (migrant) workers' hands
- **Organising** to build (migrant) workers' power through collective action
- **Advocacy** that is evidence-based using reports and analysis of survey collected from workers

ITUC Recruitment Advisor:

- provides recruitment information of 25 countries and available in 9 languages.
- 1,3 million users
- Upgrade chat bot function using AI power – chat GPT

Active users▼ by Country



<u>COUNTRY</u>	<u>ACTIVE USERS</u>
China	3M
Singapore	243K
Philippines	206K
Hong Kong	190K
Bangladesh	114K
Nepal	97K
Sri Lanka	88K

Map Data ©2026 Terms

Countries available in <https://www.recruitmentadvisor.org/>

- | | |
|---------------|--------------------------|
| 1. Nepal | 14. South-Korea |
| 2. Philipines | 15. Taiwan |
| 3. Indonesia | 16. Bahrain |
| 4. Kenya | 17. Jordan |
| 5. Sri Lanka | 18. Kuwait |
| 6. Ghana | 19. Oman |
| 7. Bangladesh | 20. Qatar |
| 8. Nigeria | 21. Saudi Arabia |
| 9. Uganda | 22. Lebanon |
| 10. Ethiopia | 23. United Arab Emirates |
| 11. Hong Kong | 24. Tunisia |
| 12. Malaysia | 25. Morocco |
| 13. Singapore | |

Year	Users
2018	11,439
2019	19,583
2020	30,285
2021	47,749
2022	145,227
2023	331,977
2024	330,803

The website & Chat bot

How does it work? How trade unions use it and promote it? Who trade unions collaborate with?

FIND OUT ABOUT YOUR RIGHTS & YOUR RIGHT RECRUITER

SELECT COUNTRY & CLICK GO !

I'm searching for an agency in to work in GO

- Sinhala
- Swahili
- Tamil
- नेपाली
- Filipino
- Indonesia
- Bengali

FIND OUT ABOUT YOUR RIGHTS & YOUR RIGHT RECRUITER

SELECT COUNTRY & CLICK GO !

I'm searching for an agency in to work in GO

- country
- Nepal
- Philippines
- Indonesia
- Hong Kong
- Jordan
- Kenya
- Sri Lanka
- Bangladesh
- Ghana
- Nigeria
- Ethiopia
- Uganda

Recent agency reviews

Check out recent agency reviews from workers who have shared their recruitment experience with agencies! Share yours so other workers can learn from your recruitment experience.

[Review an agency](#)

Montage Overseas Pvt. Ltd
Reviewed by

Anonymous
September 2022

★★★★

The agency was not good, I paid huge amount of fee but didn't get salary as agreed.

Job World International Overseas Pvt. Ltd.
Reviewed by

Anonymous
September 2022

★★★★

LEADS EMPLOYMENT AGENCY (PVT) LTD
Reviewed by

Anonymous
August 2022

★★★★

I was sick in Dubai. Worked only one year and returned to Sri Lanka. Then re-migrate to Kuwait. But also again sick. After 8 months prepared ticket by myself and again return to Sri Lanka. But little later re-migrate to Qatar and worked 2 years and returned to Sri Lanka. Then again re - migrate to Lebanon and worked 2 and half years there.

I'm searching for an agency in to work in GO

- country
- Saudi Arabia
- Qatar
- Hong Kong
- Taiwan
- South Korea
- Malaysia
- Singapore
- United Arab Emirates
- Oman
- Kuwait
- Bahrain
- Jordan
- Lebanon
- Nigeria
- Ethiopia
- Uganda

About us

RecruitmentAdvisor is a global recruitment and employment review platform offering you easy access to information about recruitment agencies and workers' rights when you're

Search for an agency

More than 10,000 recruitment agencies are listed in RecruitmentAdvisor. You can find out what workers have said about recruitment agencies through their reviews.

Review an agency

Share your experience by reviewing your recruitment agency so that other workers can find more information for their recruitment option. We believe that the best advisor for

I'm searching for an agency in Indonesia to work in Bahrain

75 agencies match your request

Based on reviews of other users/workers, we found out these agencies in **Indonesia** send workers to **Bahrain**.

Sort: by alphabetical order by rating by reviews

PT. AGAFIA ADDA MANDIRI

Jl. Merak No. 15 A RT. 04/14 Kel. Mekarsari Kec. Cimanggis Kota Depok Jawa Barat

★★★★★ 0 reviews

PT. AGESA ASA JAYA

Jl. Kayu Manis VIII No. 55, Matraman, Jakarta Timur

★★★★★ 2 reviews

PT. AGROSIN MARUMI

Jl. Al Barkah No. 57 Manggarai Selatan, Tebet, Jakarta Selatan

★★★★★ 1 reviews

What you need to know!

Indonesia

Bahrain

→ Common problems in the recruitment of Indonesian migrant workers

Some of the problems facing Indonesian migrant workers start at home. They become exacerba...

→ Tips for Migrant Workers from Indonesia

Migrating to work in other countries is a big decision to make, especially for individuals...

→ Relevant Legislation for Migrant Workers from Indonesia

Indonesia adopted its first legal framework for the protection of Indonesian migrant workers in 2004, with the enactm...

→ Existing government to government agreement on protection of migrant

MADUSANKA MANPOWER SERVICE

★★★★★ 1 reviews



Phone number
776251680



Country
Sri Lanka



Email
madusankamanpower@dialognet.lk

4

Systematic violations of
[More info about the Index](#)

Degree of respect for workers rights based on ITUC Global Rights Index

Workers' review

★★★★★ 1 reviews

Higher rating indicates lower or zero fees & costs that workers have to pay for the recruitment with this agency

- ★★★★★ Recruitment Fees & Related Costs
- ★★★★★ Pre-Employment Orientation
- ★★★★★ Employment contract
- ★★★★★ Working conditions
- ★★★★★ Worker's evaluation

Review this agency



Anonymous
September 2021

★★★★★

"I am in destination country yet.The first house in the destination country is very bad and did not pay my salary. So I move to the second one. Agency at destination country helped me to take one month salary from earlier employer."

Reply to reviews

Are you owner/manager/staff of this agency? Claim this agency reviews

[CLAIM THIS AGENCY ->](#)

MICHAELANGELO MANPOWER EXPONENT INCORPORATED Private Employment Agency

★★★★★ 25 reviews



Address
SUITE 401 & 402, A.P. BLDG. F. AGONCILLO ST. ERMITA, MANILA



Phone number
5267905
3182508
0920-9503238



Country
Philippines



Email
contact@mmani.biz

Degree of respect for workers rights in the country based on ITUC Global Rights Index



No guarantee of rights
[More info about the Index](#)

Workers' reviews

★★★★★ 25 reviews

- ★★★★★ Recruitment Fees & Related Costs
- ★★★★★ Pre-Employment Orientation
- ★★★★★ Employment contract
- ★★★★★ Working conditions
- ★★★★★ Worker's evaluation

Review this agency



Anonymous
November 2016

★★★★★

"useless training, long training more money to spend"



Anonymous
November 2020

★★★★★

"too much money"



Anonymous
November 2020

★★★★★

"they are nice agency only too much collecting money"



Anonymous
November 2020

★★★★★

"my agency is good and helpful"



Anonymous
November 2020

★★★★★

"my agency is very friendly and accommodating, good service"

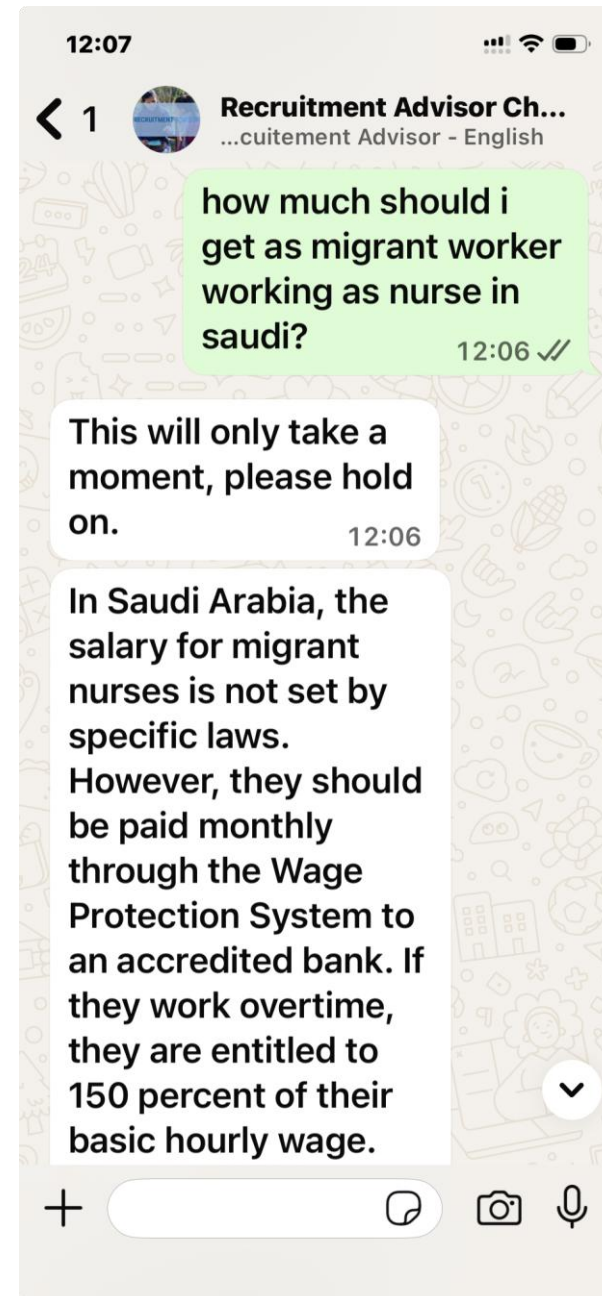
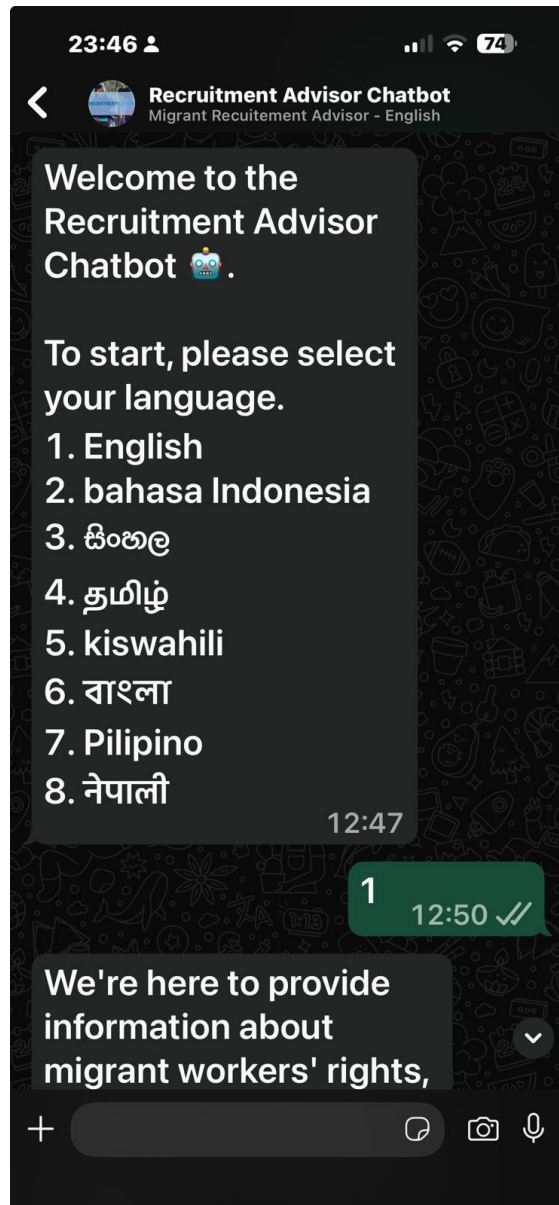


Anonymous
October 2018

★★★★★

"I want to claim the seven months salary deduction.I was terminated for no reason at all"

Recruitment Advisor Chatbot



Recruitment details

I used the agency's service in the year

Write the year

Heard about the job from

- None -

Recruitment Fees & Related Costs

I paid the following costs during the recruitment process

- | | | |
|--|--|--------------------------------|
| <input type="checkbox"/> Recruitment Fees | <input type="checkbox"/> Medical costs | <input type="checkbox"/> Other |
| <input type="checkbox"/> Insurance costs | <input type="checkbox"/> Costs for orientation | |
| <input type="checkbox"/> Equipment costs | <input type="checkbox"/> Administrative costs | |
| <input type="checkbox"/> Travel & lodging costs | <input type="checkbox"/> Costs for skills & qualification test | |
| <input type="checkbox"/> Costs for special skills training | | |

Pre-employment Orientation

I received the following information during the pre-employment orientation

- | | | |
|--|---|--------------------------------|
| <input type="checkbox"/> Information about my rights and obligations | <input type="checkbox"/> Information about what to do if I have a complaint | <input type="checkbox"/> Other |
| <input type="checkbox"/> Information about useful contacts & services at destination | | |

Employment Contract

I received contract before starting employment Yes No

The employment contract was in a language I can understand Yes No

The employment contract contained clear information about

- | | | |
|---|--|--------------------------------|
| <input type="checkbox"/> Salary | <input type="checkbox"/> Job description | <input type="checkbox"/> Other |
| <input type="checkbox"/> Job location | <input type="checkbox"/> Working time | |
| <input type="checkbox"/> Leave days | <input type="checkbox"/> Accommodation | |
| <input type="checkbox"/> Health care coverage | | |

Working Conditions

My agency sent me to work in

Write the company name

My passport and other personal documents were taken by

- My recruitment agency My employer Other

I received the job I was promised Yes No

I received the salary I was promised Yes No

I could resign from employment freely with reasonable notice Yes No

There was a union of workers association I could join Yes No

Worker's evaluation

I would use the same agency again Yes No

I would return to the same employer Yes No

I would return to/stay in the same country for my future job Yes No

Comment

Please tell other workers how your recruitment was, write your opinion at least in one sentence (e.g. fair/unfair, free of charge/expensive, reliable/unreliable)

If you have an activity code, please insert it here

Enter your code here



SRI LANKA

BASED ON 636 REVIEWS FROM SRI LANKAN WORKERS



54% of workers paid numerous fees and costs related to their recruitment – such as recruitment fees, insurance costs and medical costs



Only 40% of workers received any pre-departure orientation – such as information on their rights, contacts, and services in their destination country



80% of workers had their passport withheld by the employer



97% of workers had no access to trade unions or workers' associations in their destination country

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR



BANGLADESH

BASED ON 835 REVIEWS FROM BANGLADESHI WORKERS



78% of workers learned about their jobs through subagents or brokers



88% of workers paid recruitment fees



98% of workers had their passport withheld by the employer



Only 12% of workers had access to trade unions or workers' associations in their destination country

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR



NEPAL

BASED ON 345 REVIEWS FROM NEPALI WORKERS WORKING IN QATAR



99% of workers paid recruitment fees



49% of workers had their passport withheld by the employer



21% of workers did not receive the employment they were promised



49% of workers were not paid the salary that was agreed



99% of workers had no access to trade unions or workers' associations

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR





KENYA

BASED ON 479 REVIEWS ON RECRUITMENT ADVISOR FROM KENYAN WORKERS



76% of migrant workers paid recruitment fees and other costs – including medical, orientation, training, qualification tests, and travel and lodging costs



In Kenya, the National Employment Authority (NEA) requires that all migrant workers must undergo pre-employment orientation and training before employment. However, 35% of workers reported that they did not receive any information prior to their employment



76% of migrant workers did not receive their employment contracts

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR





 **Migrant Recruitment Advisor - Philippines** ⋮
Like This Page · August 9 · 🌐

OFW ka ba? Nagamit mo na ba ang #recruitmentadvisor? Si ate nakapag-post na ng review ng kanyang recruitment agency! Madali lang daw gamitin mga bes kaya ano pa inaanatay niyo?

Alamin ang ratings ng iba't ibang recruitment agencies!

I-review ang ginamit mong recruitment agency para sa kaalaman ng iba pang OFWs!

Go to www.recruitmentadvisor.org  na!

#fairrecruitment
#decentwork
#migrantworkersrights
#norecruitmentfees
#EndTrafficking
#EndModernSlavery
#OFW
#OFWrighs

 Tag Photo  Add Location  Edit

 Rizal Baluis, Ira Rachmawati and 5 others 1 Share

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 Write a comment...    

Press Enter to post.



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 @recruitmentadvisor · Nonprofit Organization

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<http://www.recruitmentadvisor.org/ne>
 Typically replies within an hour
dparadesh@gmail.com
 Social Service

Suggest Edits
 Is this the right phone number for this page?
 +9779841617741
 Yes Unsure No

Photos [See All](#)

Migrant Recruitment Advisor-MRA, Nepal
 16m · 🌐
 Hybrid meeting
 Promoting fair recruitment by monitoring recruitment of migrant workers to reduce their vulnerability towards forced labour
 A sub-regional South Asia meeting on Migrant Recruitment Advisor (MRA) with highlights of MRA in Nepal and its analysis report Kathmandu, 15 September 2021
 Organized by ITUC, ITUC-AP, SARTUC and FES, Nepal office. Thank you all the participants
 MRA Nepal team



Social media campaign

https://www.facebook.com/Migrant-Recruitment-Advisor-Philippines-2053908801543803/?modal=admin_todo_tour

Migrant Recruitment Advisor - Philippines
 Page Inbox 22 Notifications 1 Insights Publishing To... Ad Center
 Settings Help



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 Create Page @Username

Home Like Follow Share ... Add a Button

Events Reviews About Videos

Create Post Live Event Offer Job

No Rating Yet

Write a post...

Invite friends to like your Page



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 -වෙළඳාමට
 වේලාවෙන්
 ආරක්ෂා
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Media work

Reaching out to providers of Pre-Departure Orientation Seminar(PDOS)





2. Cross border trade unions partnerships

- > on organising & protection of migrant workers
- > on promotion of social dialogue on labour migration agreements

Inter regional meetings:

- 19-20 October 2023 in Bahrain trade unions from South Asia and Bahrain
- 27-29 July 2023 in Malaysia, with unions from Malaysia, Nepal, Bangladesh, The Philippines, Indonesia
- 3-4 July 2023, in Algeria with unionists from 11 countries in Middle east and Africa
- 24-25 Sept 2024, in Jordan with unionists from 11 countries in Arab and Asia
- 24 – 25 July 2025 in Indonesia with unionists 10 countries in Asia and Middle East

Joint organizing activities

- Malaysia
- Jordan
- Bahrain
- Kuwait



The participants of the *Regional Meeting on Strengthening Trade Union Solidarity to Combat Forced Labour and Ensure Fair Migration Governance in Asia-Pacific*, Jakarta, Indonesia





[MORE VIDEOS](#)

Migrant workers members of GULF CLEANING COMPANY