

PHASE II (2018-2021)



Providing fair recruitment opportunities for workers along migration corridors

Every year, millions of women and men leave their homes in search of better livelihood opportunities. Of the 258 million migrants worldwide, an estimated 164 million are workers, including 68.1 million women.¹ Many of those who leave their homes to seek better livelihood opportunities are tricked by deceptive and coercive recruitment practices and find themselves trapped in conditions they had not signed up for. In its worst form, they are subjected to forced labour and trafficking in persons – globally, an estimated 6 million trafficking victims are migrants.

Recruitment is the starting point of the labour migration journey. Through its Integrated Programme for Fair Recruitment (FAIR), the ILO and its partners help protect labour rights and promote safe and fair conditions for workers on the move.

¹ ILO: *Global estimates on International Migrant Workers – Results and Methodology*, second edition, Geneva, 2017.

DONOR: Swiss Agency for Development and Cooperation (SDC)

BUDGET: US\$ 4,099,718








PERIOD: 2018-2021

COUNTRIES COVERED: Jordan, Nepal, the Philippines, Qatar, Tunisia, Hong Kong SAR.

BENEFICIARIES:

Migrant workers from Nepal, from Philippines, and from and to Tunisia. Government and private sector institutions, civil society organizations, and trade unions.

CHALLENGES AFFECTING WORKERS IN RECRUITMENT

	Deception about the nature of the job and living & working conditions		Charging of recruitment fees and related costs and debt bondage linked to repayment
	Retention of passports		Discrimination and inequalities in the workplace, including a lack of freedom of association and collective bargaining
	Illegal wage deductions		Mismatch between recruited workers' skills and employers' needs, impacting efficient function of labour markets
	Threats from employers if workers want to leave and fear of subsequent expulsion from a country		

In response to those challenges, the ILO launched the Fair Recruitment Initiative in 2014 to prevent human trafficking and forced labour; protect the rights of workers from abusive and fraudulent recruitment and placement processes; and reduce the cost of labour migration and enhance development outcomes for migrant workers and their families, as well as for countries of origin and destination.

Within this global effort, the Integrated Programme on Fair Recruitment (FAIR) promotes fair recruitment practices globally and across labour migration corridors in collaboration with other ILO projects under the Fair Recruitment Initiative.

FAIR II AT A GLANCE

FAIR II (2018-2021) builds on the results achieved under FAIR I (2015-2018) to expand impact

Overall objective

To increase access to fair recruitment practices for migrant workers, and preserve their fundamental principles and rights at work and other human rights.

Strategies

1. Expand fair recruitment processes in **existing migration corridors** and sectors (Nepal to Jordan; Philippines to Hong Kong; Tunisia to the Middle East and from West Africa) and in **new corridors** from Nepal and Philippines to Qatar.
2. Provide migrant workers with reliable information and improved services, including facilitating access to justice in the recruitment process.
3. Produce and disseminate global knowledge and guidance about fair recruitment, including through the media.

Supporting outcomes

- ▶ Key actors (national institutions, social partners, businesses, and civil society organizations) have improved capacities to implement, monitor and regulate fair recruitment processes.
- ▶ Migrant workers have access to reliable information and improved services.
- ▶ Evidence-based policy advice and knowledge on fair recruitment are available.

Partners

FAIR programme works with national stakeholders in each country, including governments, trade unions, businesses and employers' organizations, and civil society organizations. Partners at the global level include International Trade Union Confederation (ITUC), International Organisation of Employers (IOE), World Employment Confederation (WEC), Migrant Forum in Asia (MFA), the Institute for Human Rights and Business (IHRB), Vérité, Tufts University and the International Training Centre (ITC) of the ILO.



FAIR | KEY ACHIEVEMENTS TO DATE INCLUDE:

Enhancing global knowledge

In collaboration with REFRAME project, a comparative study of recruitment fees and related costs was conducted in over 90 countries to inform the ILO's definition on recruitment fees and related costs.

National media training programmes for journalists were rolled out in Philippines and Tunisia (2017-2018). Lessons learned and training materials were used to develop a global toolkit for journalists to report on forced labour and fair recruitment in collaboration with REFRAME and BRIDGE projects.

FAIR programme contributed to the ILO's Global Media Competition on Labour Migration, which included a Fair Recruitment category in its 2017 and 2018 editions. The competition received over 300 entries each year and promotes ethical reporting on labour migration globally.

A media-friendly migration glossary was mainstreamed in Philippines, Tunisia and Nepal with specialised journalists.

Research by Tufts University assessing the impact of fair recruitment on migrant workers recruited along the Nepal-Jordan corridor in the garment industry found that fair recruitment: is feasible and produces positive outcomes both for factories and workers; leads to improved performance of workers and a greater sense of control; and is maximised by pre-departure training for workers.

Improving laws, policies and enforcement

The General Principles and Operational Guidelines for Fair Recruitment (GP&OG) were adopted in 2016 to support governments, labour recruiters and employers to implement fair recruitment processes.

In 2018, a tripartite meeting of experts developed a definition on recruitment fees and related costs, to complement the GP&OG.

The Philippine Technical Education and Skills Development Authority (TESDA) took measures to mitigate excessive fees charged to workers.

As a result of Better Work project in Jordan and FAIR programme's efforts to implement the GP&OG, the garment industry in Jordan introduced a "zero fee policy" which prohibits charging recruitment fees to workers.

A bilateral agreement signed between the Governments of Jordan and Nepal includes provisions against charging fees to workers.

In Tunisia, laws governing private agencies' activities regarding job placement abroad were reviewed to introduce new sanctions for serious offenses.

Promoting fair recruitment practices

A fair recruitment corridor was opened between Nepal and Jordan, providing opportunities for workers in the garment sector, and recruiting 130 workers in the pilot phase.

In Jordan the project engaged with multiple public and private sector stakeholders in national consultations to promote GP&OG for Fair Recruitment.

The Governments of Qatar and Tunisia agreed on a fair recruitment corridor for Tunisian workers in the hospitality and construction sectors.

A Code of Conduct promoting fair recruitment principles was adopted between the Society of Hong Kong-Accredited Recruiters in the Philippines (SHARP) and the Association of Hong Kong Manpower Agencies (AHKMA).

The online recruitment agency Helper Choice piloted an innovative awareness programme to influence domestic employer behaviours in favour of fair recruitment services in Hong Kong.

FAIR programme in Jordan engaged with global brands such as Nike, GAP, and New Balance to champion fair recruitment practices.

FAIR programme diagnosed the process and legal framework of recruitment of Tunisian workers abroad and migrant workers in Tunisia. Measures to strengthen protection in the most vulnerable sectors (domestic work, building, and services) were set in motion by the national institutes for migration and overseas job placement including ANETI and the Tunisian General Labour Union (UGTT).

Empowering and protecting workers

The International Trade Union Confederation (ITUC) and its affiliates in Indonesia, Philippines, Nepal, and Malaysia launched an online platform, the Migrant Recruitment Advisor, that facilitates reviews of labour recruiters by migrant workers (3,024 reviews collected to date) and access to information and response systems for victims of unfair recruitment practices through a link to Migrant Forum Asia's online complaints mechanism.

Skills training and pre-departure awareness programmes were developed with Jordanian garment factories for Nepali workers prior to their arrival in Jordan.

The Hong Kong Federation of Asian Domestic Workers (FADWU) conducted participatory research to monitor the implementation of the 2017 Hong Kong Labour Department's Code of Practice for Employment Agencies.

The Philippines Labour Union in Hong Kong strengthened its post-arrival orientation services to migrant domestic workers in Hong Kong.

Justice without Borders facilitated capacity-building of trade union members in Philippines to enhance case management and improve migrant workers' access to justice, even after they return home.

In Tunisia, the UGTT set up a network of 9 labour migrant focal points and opened 2 migrant resource centres in Tunis and Sousse to deliver frontline services to migrant workers.

The General Federation of Nepalese Trade Unions (GEFONT) and Jordan's Trade Union for Workers in Textile, Garment and Clothing Industries (JTGCU) deepened their cooperation to develop services to protect Nepali workers in Jordan.

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