



International  
Labour  
Organization

Integrated Programme  
**FAIR**  
for Fair Recruitment

# ▶ Integrated Programme on Fair Recruitment (FAIR)

Phase III (2022-2025)



# What is the Integrated Programme on Fair Recruitment (FAIR)?

The **Integrated Programme on Fair Recruitment (FAIR)** is a global programme of the ILO established in 2015 and developed through 3 phases: **Phase I** (2015-2018), **Phase II** (2018-2022) and **Phase III** (2022-2025).

The Programme is dedicated to implementing the **ILO Fair Recruitment Initiative (FRI) Strategy**, focused on promoting fair recruitment practices globally, in selected countries of origin and destination, and across specific migration corridors.

The third and final phase of the FAIR programme is launched with the support of the Swiss Development Cooperation, the Italian Ministry of Foreign Affairs and International Cooperation and Friedrich Ebert Stiftung.

In its **first two phases** supported by the Swiss Development Cooperation, FAIR delivered **strong results** on legislation and policy change, improving industry practice and demonstrating the impact and benefits of fair recruitment, enabling worker empowerment and organisation, and growing stakeholder engagement and global awareness including through improved media reporting.

## FAIR Programme Phase III

### When:

August 2022 - July 2025

### Budget:

3,750,000 USD

### Project Code:

GLO/21/18/MUL

### Development partners:

- Swiss Development Cooperation (2,800,000 USD)
- Italian Ministry of Foreign Affairs and International Cooperation (900,000 EUR)
- Friedrich Ebert Stiftung (50 000 USD)



## What are the objectives of the third phase of the programme?



In its third phase, FAIR builds on and consolidates past results by strengthening stakeholder ownership and **replicating or scaling up promising practices** in countries with a vested interest in improving recruitment practices. Promoting gender equality and a just transition in the context of climate change and human mobility are important cross-cutting themes in this new phase of FAIR.

### FAIR III objectives are aligned with the 4 pillars of the Fair Recruitment Initiative strategy:

#### Pillar 1: Enhancing the generation of global knowledge on national and international recruitment processes

- to produce quality data, identify practical challenges and foster knowledge that can play a crucial role in evidence-based policy making.



#### Pillar 2: Improving laws, policies and enforcement to promote fair recruitment

- to support governments with the implementation of global guidance for fair recruitment, notably relevant International Labour Standards, the ILO General Principles and Operational Guidelines for fair recruitment and accompanying definition of recruitment fees and related costs.



#### Pillar 3: Promoting fair business practices

- to ensure the implementation of fairer, safer and more effective recruitment practice in the private sector, notably through the development of practical tools and standards



#### Pillar 4: Empowering and protecting workers

- to increase the capacity of workers' organizations to improve their outreach, notably through the development of new resources and capacity building, and to organize and support workers.



## How will FAIR III reach its objectives?



FAIR III works with national stakeholders **in both countries of origin and destination**, supporting national institutions, social partners, businesses, and civil society organizations in implementing, monitoring, and regulating the recruitment of migrant workers. This is done by ensuring that **migrant workers have access to reliable information**, support services, and justice; with attention to gender equality and worker participation in a just transition to environmentally sustainable economies and societies, by promoting national policies and regulatory frameworks that are aligned with the **ILO General Principles and Operational Guidance for Fair Recruitment** (and Definition of Recruitment Fees and Costs); by providing recruitment stakeholders, including employers, labour inspectors, and recruitment agencies, with training, tools and guidance to effectively adopt and implement fair recruitment practices; by mobilising support from and promoting due diligence amongst business and employers' organisations and global brands to provide an enabling business environment for change to take effect; by engaging media professionals and training institutes to improve reporting on labour migration and recruitment issue and raise public awareness.

FAIR III also invests in **piloting and scaling innovation**, such as in facilitating access to services and information through chat-bot technologies and drawing on behavioural insights to influence decision-makers in favour of fair recruitment.

At the global level, FAIR III develops **quality research, evidence-based policy advice and knowledge** on fair recruitment practices, disseminated with international partners and through the media. The new global Knowledge Hub of the ILO Fair Recruitment Initiative further facilitates and amplifies the generation and exchange of knowledge between stakeholders and is critical to enabling countries to continue their work on recruitment beyond the duration of the FAIR programme.





## Who are the programme partners?

The programme takes a **multi-stakeholder approach**, partnering with government, workers' and employers' organizations, business, labour recruiters, civil society, training and research institutions, universities, and the media to address fair recruitment.

**FAIR collaborates extensively** a range of ILO technical cooperation projects in Africa, in Asia, in the Middle east and globally, and with key institutional partners, and attracted new sources of financial support (Friedrich Ebert Stiftung, Government of Italy) for its third phase.



## In which countries is FAIR III operating?

FAIR III interventions are implemented at the global level as well as in **migration corridors** covering Tunisia, the Arab States, Côte d'Ivoire, Ghana, Lesotho and South Africa.












## **Fundamental Principles and Rights at Work Branch (FUNDAMENTALS)**

### **Labour Migration Branch (MIGRANT)**

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