

**Inputs from the Colombo Process Thematic Area Working Group on  
Fostering Ethical Recruitment chaired by Bangladesh  
for**

**The Global Compact for Migration Thematic Session 6 “Irregular migration  
and regular pathways, including decent work, labour mobility, recognition  
of skills and qualifications and other relevant measures”  
(12-13 October 2017, Geneva)**

As Regional Consultative Process on the management of overseas employment and contractual labour for countries of origin in Asia, the Colombo Process (CP), which is composed of 12 Member States, regards “Ethical Recruitment” as one of its key thematic priorities. There is urgency to:

- **Recognize** the tremendous contributions of migrant workers and their families to the social and economic well-being of their communities and countries, and in particular towards achieving the Target 10.7 of Sustainable Development Goals (SDGs) by 2030;
- **Underscore** that the global compact for migration must include provisions to facilitate labour mobility, and promote ethical recruitment and decent work for migrant workers;
- **Advocate** for the promotion of fair and ethical recruitment through framing appropriate laws, rules and regulations in line with the ILO General Principles and Operational Guidelines for Fair Recruitment and ensuring their enforcement;
- **Promote** the strengthening of public agencies responsible for migration management and regulation;
- **Recommend** the creation of a mechanism for formalizing informal intermediaries as responsible stakeholders along with the formal recruitment agencies through sensitization and incentive programmes with a view to preventing illegal recruitment;
- **Recommend** capacity-building of all relevant stakeholders, including licensed recruitment agencies and employers, both in origin and destination countries to promote ethical recruitment at all stages of the migration cycle;

- **Strengthen** cooperation and coordination within countries of origin and between origin and destination countries to ensure fair and ethical recruitment of migrant workers, including the sharing of good practices in the recruitment regime;
- **Advocate** for the adoption of effective mechanisms to lower migration costs, including by capping visa-trading, with the cooperation of origin and destination countries;
- **Promote** use of technologies to facilitate ethical recruitment, by drawing on good practices such as the automation of emigration processes including electronic emigration clearance and passport verification and a bilateral online recruitment system;
- **Suggest** the development of online grievance mechanisms to enable migrant workers to lodge complaints at any time to appropriate agencies so that they may address complaints in a timely manner;
- **Promote** “employer-pay model” through defining recruitment fees and related costs;
- **Promote** the use of electronic contract validation systems as a means to enhance transparency of cross-border recruitment processes and eliminate contract substitution;
- **Propose** the development of guidance to formulate gender sensitive employment terms and conditions, in particular for domestic workers, and ensure that all efforts are gender sensitive;
- **Promote** greater communication to all stakeholders, including migrant workers and their families at the grassroots level, regarding government rules, regulations and initiatives as well as private sector initiatives related to fair and ethical recruitment;
- **Promote** international benchmarks on ethical recruitment such as International Recruitment Integrity System (IRIS) Standard developed by IOM with a multi-

stakeholder coalition of stakeholders and the General Principles and Operational Guidelines for Fair Recruitment formulated by ILO;

- **Promote** public awareness on safe, regular migration and make information on ethical recruitment actors available to the public in order to avoid exploitation and curb on fraudulence practices in the recruitment process;
- **Recommend** the adoption of measures that allow workers, especially lower skilled workers, to change employers in countries of destination in order to promote their mobility while reducing their vulnerability to exploitation that is associated with single-employer work permits. States may wish to consider establishing sector-based work permits that link the worker to a sector rather than to an individual employer;
- **Promote** equal treatment for migrant workers under the employment laws of the countries of destination;
- **Advocate** for the right of migrants to consular access and visitation by representatives of their government;
- **Propose** the use of bilateral and regional labour migration agreements based on standard templates that include gender-sensitive and sector-responsive standard terms of employment and the provision of social protection to migrant workers, as practical tools to ensure decent working conditions and promote transparency in recruitment processes with a view to eliminating contract substitution.