

Ethical Recruitment in Global Labour Mobility

Side event during the sixth round of intergovernmental negotiations for the Global Compact for Safe, Orderly and Regular Migration organized by the International Organisation of Employers and the Responsible Business Alliance

9 July 2018, 1:15 – 2:30, Conference Room 11, UN Headquarters, New York

Introduction and background

Recruitment is an important first step in the facilitation of labour mobility. When labour recruiters operate ethically, their services provide enormous benefit to migrants and their communities, to employers in need of foreign workers, and to businesses in countries of origin and destination. Ethical recruitment contributes to safe, orderly, responsible and regular migration (SDG 10.7) and has direct links to other SDG targets related to promotion of productive employment and decent work for all; eradication of forced labour, modern slavery and human trafficking; and protection of labour rights.

Responsible businesses are conscious of the need to ensure that migrant workers in their direct employment or in their supply chain are not exploited during the recruitment process. To achieve this goal, companies are increasingly focussed on reforming the prevalent business model for international recruitment to eliminate the fees that are too often associated with exploitation and debt bondage, and instead upholding the “Employer Pays Principle” to ensure that the costs of recruitment are borne by the employer. At the same time, governments in countries of origin and destination have also taken steps to improve regulation of international recruitment, in line with ILO Convention No. 181 and the ILO’s General Principles and Operational Guidelines for Fair Recruitment.

Alignment of these initiatives creates an opportunity for synergies and collaboration among governments and business, working together with the international community and civil society to create an enabling environment for better policy coherence across industries and government jurisdictions. While there is momentum for change, and in light of commitments being made in the Global Compact for Migration, the key stakeholders should work together to improve transparency and harmonise policies and administrative processes relating to international labour migration – with a focus on the recruitment and deployment of migrant workers.

Format

This side event will bring together representatives of governments, private sector and civil society to discuss good practices and emerging initiatives that promote and support ethical recruitment.

A 60-minute moderated session will feature short presentations from a high-level panel, followed by a Q&A from the audience. Speakers will include:

- I. Opening remarks
- II. Presentations from the high-level panel moderated by IOM:
 - A. Ronnie Goldberg, Chair, IOE Working Group on Labour Migration
 - B. Bob Mitchell, Vice President, Responsible Business Alliance
 - C. Josh Zinner, CEO, Interfaith Centre for Corporate Responsibility
- III. Q&A and discussion

Moderator: Michele Klein Solomon, Director, Global Compact for Migration, IOM

The following questions will frame/guide keynote interventions and discussion:

- What practical examples and good practices have been implemented by countries and companies to promote ethical recruitment for better protection of migrant workers?
- What are the key challenges for governments to implement regulatory frameworks that allow for a business case for ethical recruiters?
- What are the key challenges faced by employers, recruiters, as well as governments in countries of origin and destination when introducing ethical practices within the labour recruitment process?
- How can international cooperation between public and private actors better support ethical recruitment across government jurisdictions and industries?
- What could be the role of the international community to support governments and private sector in developing effective partnerships and how the potential of these partnerships could be best utilized?
- What actionable steps can be taken by business and governments to implement Objective 6 of the Global Compact for Safe, Orderly and Regular Migration to promote ethical recruitment for the benefit of migrant workers, societies, governments and businesses?