

## **Ethical Recruitment in Global Labour Mobility**

**Side event at the sixth informal thematic session for the Global Compact for Safe, Orderly and Regular Migration  
organized by the Government of Sweden,  
the Institute for Human Rights and Business (IHRB) and the Leadership Group for Responsible Recruitment (LGRR)**

**13 October 2017, 13:15 – 14:45, Room XI, Palais des Nations, Geneva**

### **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 predatory fees that are so often associated with exploitation and debt bondage, and instead upholding the “Employer Pays Principle” to ensure that recruitment and deployment costs are accurately reflected as labour costs. At the same time, governments in countries of origin and destination have also taken steps to improve regulation of international recruitment, in keeping with 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, the key stakeholders should work together to improve transparency and harmonise policies and administrative processes relating to international labour migration – with a particular focus on the recruitment and deployment of migrant workers.

### **Proposed format**

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

A 90-minute moderated session will feature short presentations from a high-level panel, followed by a group discussion, and Q&A. The indicative running sheet is as follows:

- I. Opening remarks by Ambassador Hans Lundborg representing the Ministry of Justice of the Government of Sweden and Ambassador Laura Thomson, IOM Deputy Director General (*10 mins*)
- II. Presentations from the high-level panel moderated by IHRB: (*24 mins*)
  - A. Ajda Cevc, Sustainability Policy and Engagement Project Leader, IKEA
  - B. Jochem De Boer, Global Public Affairs Manager, World Employment Confederation (WEC)
  - C. Delmer R. Cruz, Labour Attaché, Philippine Overseas Labour Office
  - D. Darryl Dixon, Director of Strategy, UK Gangmasters and Labour Abuse Authority (GLAA)
- III. Q&A and discussion (*45 mins*)
- IV. Statement letter from the Leadership Group for Responsible Recruitment (LGRR) and closing remarks (*11 mins*).

Sandwiches and refreshments will be made available for participants.

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

- What practical examples and good practices have been implemented by countries and companies to effectively promote ethical recruitment for better protection of migrant workers?
- What are the key challenges faced by employers, recruiters, as well as governments in countries of origin and destination when trying to introduce and promote more ethical practices within the labour recruitment process?
- How can international cooperation and responsibility sharing 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 recommendations could be included in the Global Compact for Safe, Orderly and Regular Migration to promote ethical recruitment for the benefit of migrant workers, societies, governments and businesses?