*A side event on*

**Enhancing partnership for ensuring fair and ethical recruitment and upholding the rights of migrant workers**

**Date: Tuesday 21 January 2020**

**Time: 9:00-10.30am**

**Room: Auditorium**

*Concept note*

In today’s globalized economy, workers are increasingly looking for job opportunities beyond their home country in search of decent work and better livelihoods. Public and private employment agencies, when appropriately regulated, play an important role in the efficient and equitable functioning of labour markets by matching available jobs with suitably qualified workers. However, concerns have been raised about the growing role of unscrupulous employment agencies, informal labour intermediaries and other operators acting outside the legal and regulatory framework that prey especially on low-skilled workers.

In the past few years, significant steps have been taken by a variety of public and private actors to address recruitment related challenges and promote fair and ethical recruitment practices. Partnership and collective action is key to achieve these ambitious objectives. These objectives form an important part of the ILO’s and IOM’s efforts to contribute to improving the governance of labour migration.

This event will inform participants about the experiences, good practices, new initiatives and lessons learned so far in promoting fair and ethical recruitment in different parts of the world. The event will reflect the point of view of different stakeholders – policy makers, workers’ and employers’ representatives, the recruitment industry and private sector – and share technical knowledge, as well as practical experience.

The event responds to the core priorities of the GFMD 2019. In March 2019, “Promoting Fair and Ethical Recruitment and Decent Work” was selected as theme of the GFMD Thematic Workshop on “Implementation of the Global Compact for Migration (GCM) at the National Level”. In line with the GFMD Concept Paper, ensuring labour standards and decent working conditions for all workers is a key policy debate issue. As such, decent work and fair recruitment are a focus of the GFMD *‘Roundtable discussion 1.2. on Social and Economic inclusion’* as well as of *‘Roundtable discussion 3.2 on Harnessing migration for rural transformation and development’*

The side event will also confirm GFMD 2019 being an important platform for supporting the implementation of the Global Compact for Safe, Orderly an d Regular Migration (GCM) which has as key objective the enforcement of fair and ethical recruitment and decent work norms and policies ensuring that international human rights and labour law are observed as well as the development and strengthening of labour migration and fair and ethical recruitment processes to maximize the protection of migrant workers and their contribution to development.

**Guiding questions**

* A number of national, bilateral and multilateral initiatives have recently emerged to promote fair and ethical recruitment: what are in your view the main achievements and what is the one biggest challenge you see that needs to be tackled?
* From a country of destination and origin perspective what mechanism of bilateral cooperation can be put in place to ensure fair and ethical recruitment is effectively achieved across borders?
* Business is taking a leadership role globally to call for fair and ethical recruitment practices, and in particular the elimination of recruitment fees and industry led initiative such as self-assessment tools and codes of conducts are emerging globally. What can business and employers’ organizations do to promote fair recruitment business models which better respond to the needs of the employers while ensuring workers are protected?
* Workers organization have a key role to advocate for fair and protective recruitment regulation as well as in monitoring their compliance. Recent initiatives, such as the Migrant recruitment advisor have been initiated in this area. How can workers voice be further enhanced and how can collaboration be fostered with both governmental and non-governmental initiatives in this area?
* Public and private employment agencies play a key role in the fair and ethical recruitment process and in the efficient and equitable functioning of labour markets. New tools such as the *ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs* and the *International Recruitment Integrity Systems IRIS*, have been developed to improve the current system making it fair for everyone, namely Governments, employment agencies, employers and workers. How can such tools further support the work of public and private employment agencies which want to embrace fair/ethical practices? What partnership need to be built for this to become the prevalent model?

**Relevant guidance & tools:**

ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs (English/ Español): [*https://www.ilo.org/global/topics/fair-recruitment/WCMS\_536755/lang--en/index.htm*](https://www.ilo.org/global/topics/fair-recruitment/WCMS_536755/lang--en/index.htm)

ILO Fair recruitment Initiative web portal: [*https://www.ilo.org/global/topics/fair-recruitment/lang--en/index.htm*](https://www.ilo.org/global/topics/fair-recruitment/lang--en/index.htm)

EU-funded, ILO Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME): [*https://www.ilo.org/global/topics/labour-migration/projects/reframe/lang--en/index.htm*](https://www.ilo.org/global/topics/labour-migration/projects/reframe/lang--en/index.htm)

SDC funded, ILO Integrated Programme on Fair Recruitment (FAIR): [*https://www.ilo.org/global/topics/fair-recruitment/phase2/lang--en/index.htm*](https://www.ilo.org/global/topics/fair-recruitment/phase2/lang--en/index.htm)

International Recruitment Integrity System (IRIS): <https://iris.iom.int/>

IOM Thailand: <https://thailand.iom.int/ethical-recruitment-and-supply-chain-management>

IOM Recruitment Monitoring Handbook: <https://www.iom.int/sites/default/files/migrated_files/What-We-Do/docs/Recruitment-Monitoring-Book.pdf>

IOM IRIS activities in Latin America: English <https://bit.ly/30hBMG6> ; Español: https://bit.ly/2R8o98