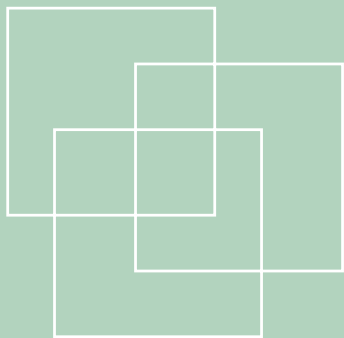




Integrated Programme on Fair Recruitment (FAIR)



AT A GLANCE

- ➔ **Partners**
Ministry of Labour and Employment, employers' and workers' organisations, private employment agencies, skill training centres, and organisations working for the protection of migrant workers' rights
- ➔ **Donor**
Swiss Agency for Development and Cooperation (SDC)
- ➔ **Duration**
January 2016 – July 2018
- ➔ **Target beneficiaries**
Nepali women and men migrant workers in Nepal and Jordan
- ➔ **Geographical focus**
Nepal as a country of origin and Jordan as a country of destination



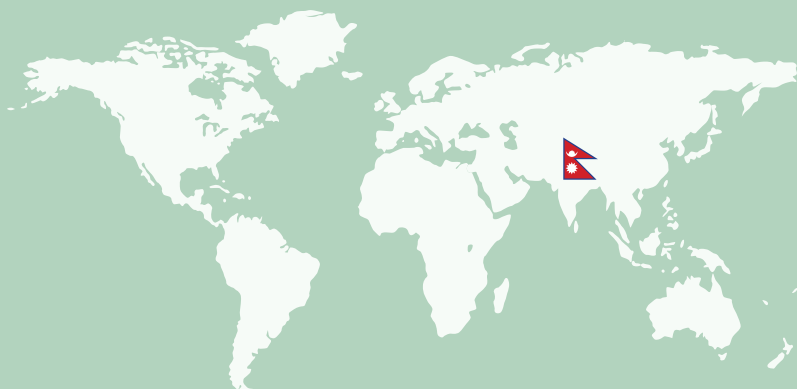
Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
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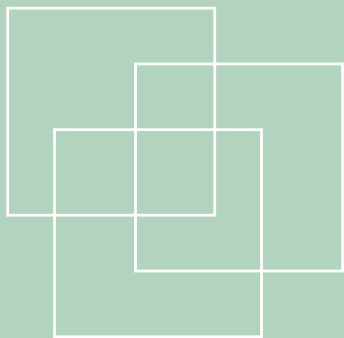
Swiss Agency for Development
and Cooperation SDC



PROJECT OBJECTIVES

The ILO plans to test its first model on fair recruitment in the Jordanian garment sector. The proposed pilot intervention has been designed in collaboration with the flagship ILO programme Better Work Jordan and the social partners to eliminate deceptive and coercive recruitment practices in the apparel industry in Jordan, reduce the vulnerability of migrant workers to labour exploitation and provide workers with decent work opportunity in this growing industry. The objective of this pilot recruitment model is to foster fair recruitment practices between Nepal and Jordan for workers migrating to work in the garment industry.





Integrated Programme on Fair Recruitment (FAIR)



MAIN ACTIVITIES

- Engage with governments of Nepal and Jordan to promote the principles of fair recruitment and focus on the operationalization of the ILO General Principles and Operational Guidelines for Fair Recruitment.
- Develop and promote context specific skills training programme that meets the international labour standards and factories requirements for Nepali migrant workers going to Jordan for employment in the apparel industry.
- Engage with the Jordanian factories to actively participate in the implementation of the skills training.
- Conduct Jordan specific pre-departure to ensure that workers are fully aware of the working and living conditions that awaits them in the garment sector.
- Identify and build the capacity of national private employment agencies and registered sub-agents in Nepal that are committed to respect core human rights instruments including international labour standards.
- Conduct learning seminars with Jordanian factories to reinforce key elements of the pilot model as well as contribute to the elimination of deceptive and coercive recruitment practices.
- Engage with trade unions to reach out to returnee Nepali workers from Jordan as well as develop strategies to organize Nepali workers engaged in the garment sector in Jordan.
- Conduct an impact assessment to measure the broader socio-economic impact of the intervention.

PROJECT OUTCOMES

- 1. Collaborate with the Government of Nepal and the Government of Jordan**
The pilot will collaborate closely with the Government of Jordan and the Government of Nepal to promote principles of fair recruitment.
- 2. Develop an apparel skills training programme in Nepal to respond to the growing demand of Jordanian factories**
The pilot model will engage with local stakeholders to upgrade the existing skills training programme and provide an additional pre-departure component.
- 3. Collaborate with private employment agencies that have a demonstrated model of fair recruitment**
The pilot model will map and identify private employment agencies, which have demonstrated a proven model of fair recruitment, to explore replication of those models to recruitment in the garment industry.
- 4. Develop learning sessions to raise awareness of the factories in Jordan's apparel industry**
The pilot will engage with factories in the apparel industry in Jordan to develop learning sessions aimed at raising awareness of factory owners and human resource managers on the benefits of fair recruitment, concrete methods to apply it and to detect unscrupulous practices.
- 5. Enhance the capacity of the trade unions in Nepal and Jordan**
The collaboration with trade unions will also seek to reinforce their capacity in order to improve the organizing of migrant workers.

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