

Integrated Programme on Fair Recruitment (FAIR Phase 2) in the Philippines



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AT A GLANCE

→ Partners

In the Philippines: Overseas Employment Administration (POEA), Technical Education and Skills Development Authority (TESDA), Federation of Free Workers (FFW), Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO), Trade Union Congress of the Philippines (TUCP), Public Services Labor Independent Confederation (PSLINK), National Union of Journalists of the Philippines (NUJP), Migrant Forum in Asia (MFA), Society of Hong Kong Accredited Recruiters in Philippines (SHARP), and the Fair Hiring Initiative.

In Hong-Kong: Philippine Consulate General, Philippine Overseas Labor Office (POLO), Philippines Progressive Labor Union of Domestic Workers in HK (PLU), Hong Kong Federation of Asian Domestic Workers (FADWU), HK Confederation of Trade Unions (HKCTU), IDWF, Justice Without Borders (JWB), Rights Exposure, HelperChoice, Association of Hong Kong Manpower Agencies (AHKMA).

→ Donor

Swiss Agency for Development and Cooperation

→ Duration

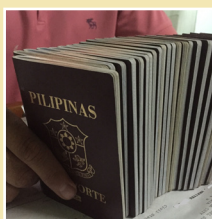
November 2018 - October 2021

→ Target beneficiaries

Migrant workers, governments, private employment agencies, employers' and workers' organizations, civil society

→ Geographical focus

The Philippines



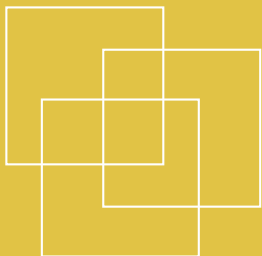
PROJECT OBJECTIVES

Reduction in deceptive and coercive practices during the recruitment process and violations of fundamental principles and rights at work, as well as other human and labour rights, brought about through increased safe migration options, effective regulation of public and private employment agencies, and unscrupulous actors being held accountable for violations.

In its current phase, the FAIR project is building on these results to maximize its impact:

- Expanding fair recruitment processes in new and existing migration corridors and sectors.
- Providing reliable information, improved services, including facilitating access to justice to migrant workers in the recruitment process.
- Producing and disseminating global knowledge and guidance about fair recruitment including through the media.





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PROJECT MILESTONES

- The project has trained government personnel from the Department of Labor and Employment attached agencies – Philippine Overseas Employment Administration, Overseas Workers Welfare Administration and the International Labor Affairs Bureau - on labour market information assessment.
- The project supported the official signing of the Code of Conduct between the Association of Hong Kong Manpower Agencies (AHKMA) and the Society of Hong Kong-Accredited Recruiters of the Philippines (SHARP). The development of a monitoring system to assess Code compliance of member recruitment agencies is currently ongoing.
- The development of an online learning system specific to Hong Kong supports the implementation of the Philippine government's policy to require the Post-Arrival Orientation Seminar (PAOS) as part of the rights-based information and education campaign aimed at Overseas Filipino Workers.
- A subject expert/consultant has been engaged by the project to drive Hong Kong employers of Filipino domestic workers to expect and demand fair recruitment services from private recruitment agencies. Hong Kong-based multinational enterprises are expected to champion the cause of fair recruitment for domestic workers and gain their employees' commitment to engage in proposed strategies towards actively shifting the market in favour of fair recruitment agencies.
- The project supports the launch of the Qatar Visa Center in Manila, Philippines in September 2019.
- The project supported the conduct of the Forum on labour migration, domestic work and trafficking in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM).
- The project supported FADWU case team in their outreach sessions which have reached a maximum of 240 migrant domestic workers in Hong Kong. FADWU also developed a centralized case database for the case management team to record client's information, the problems reported, as well as any follow-up actions taken to address the issues.
- The project supported SENTRO in achieving these results: more than 2,000 OFWs in Hong Kong were informed about PLU through PLU leaflets and emergency cards; 54 members were recruited to PLU, at least half of whom were those who attended the series of Basic Orientation Seminars; 7 Filipino MDWs took steps to claim their right and fight back against excessive charges of 3 employment agencies.
- The project supports ITUC focal points in the Philippines, including PSLINK, SENTRO, FFW and NTUC, to develop a strategic communications plan to promote and maximize the benefits of the Migrant Recruitment Advisor (MRA) for OFWs in the different target countries of destination.
- The project supported Justice Without Borders JWB in training different stakeholders, including NGO personnel, union members, lawyers, to introduce civil remedies available to returning OFWs from Hong Kong and Singapore.

PROJECT OUTCOMES

In order to achieve these objectives, the FAIR will scale up its initiatives in the Philippines and Hong Kong corridor, and start the Philippines and Qatar corridor. FAIR Phase 2 consists of the following outcomes:

OUTCOME 1

Key stakeholders in the Philippines and Hong Kong SAR have improved their capacities to fairly recruit workers in the domestic work sector (considering the specific needs of women migrants).

OUTCOME 2

A pilot intervention to create a fair recruitment corridor between the Philippines and Qatar in the domestic work sector is designed and tested.

OUTCOME 3

Trade unions and civil society have improved their capacities to support migrant workers through organizing, additional services, and increased coordination with key stakeholders on recruitment issues.

OUTCOME 4

Media sensitized to labour recruitment issues to investigate recruitment abuses and promote solutions tested in ILO pilot models.

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