

## ► Thematic Brief

### Africa – Arab States Interregional Tripartite Meeting on Labour Migration

November 2021

## Fair recruitment

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### Introduction

The recruitment process enables workers to enter into – and exit from – employment relationships. Labour recruitment services may be provided by a public employment service or by private employment agencies (PEAs), and at times via cooperation between the two, though there has been an increasing trend towards the privatization of labour recruitment services. Recruiters may be either formal (whether in the public or private sector) or informal (in the private sector). Research has shown that family, social networks, brokers, and unregistered and licensed PEAs all play an important role in the recruitment of African migrant workers to the Arab States (GAATW 2019).

On the Arab States' side, for workers other than domestic workers, an employer – who may also be represented by a labour supply company – will typically need to communicate to the Ministry of Labour (or equivalent) the skills and number of workers needed prior to being granted a quota or demand letter. Demand letters are sent to the respective country of origin embassies for attestation, and employers may be vetted; following which, vacancies can be published via PEAs in the country of origin.<sup>1</sup> Even when workers can be directly hired by an employer, they may choose to migrate through a PEA to navigate the complicated administrative processes required.

The complex layers of intermediaries, the lack of transparency of processes for workers, and a lack of regulation and enforcement can leave migrant workers vulnerable to abuse and exploitation during the recruitment process, which can impact their employment and working conditions. Effective regulations can create the necessary “level playing field” for compliant recruiters and employers to operate in the labour market, which can help safeguard workers' rights, promote adherence to fundamental principles and rights

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<sup>1</sup> This is a generalized recruitment process, which may vary based on the country of destination, country of origin and sector of employment.

at work, and reduce the breadth and range of opportunities for less-scrupulous actors to operate.

## Overview of existing instruments and guidance

Global and African migration policy frameworks have increasingly recognized the evident links between unfair and irregular recruitment processes and the risks of forced labour, child labour, trafficking in persons and debt bondage; and conversely, the positive links between fair recruitment and proper labour market functioning.

The implementation of agreed international labour standards – in particular the ILO Employment Service Convention, 1948 (No. 88);<sup>2</sup> the ILO Private Employment Agencies Convention, 1997 (No. 181);<sup>3</sup> and the ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs – is essential to ensuring fair recruitment of migrant workers. The application of these standards can ensure that the process of recruiting migrant workers is organized in a way that respects the rights of those involved, promotes equality of treatment, addresses the needs of communities of origin and destination, and takes into account the legitimate interests of employers and recruiters. These guiding documents are being used by international organizations and have served as a reference point for global and regional processes focusing on migration and forced labour, as well as the development and revision of national regulatory frameworks and bilateral labour agreements.<sup>4</sup> (See the annex below for details on the ratification of Conventions Nos 88 and 181 by African and Arab States.)

Globally, the sixth objective of the UN Global Compact for Safe, Orderly and Regular Migration is to “[f]acilitate fair and ethical recruitment and safeguard conditions that ensure decent work”. Fair recruitment is an important concern in the Sustainable Development Goals (SDGs). SDG target 10.7 calls for facilitating “orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies”. Indicator 10.7.1 of that target is “recruitment cost borne by employee as a proportion of yearly income earned in country of destination”. The ILO and the World Bank (2019) have developed [guidelines](#) for the

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<sup>2</sup> The Employment Services Convention, 1948 (No. 88), reaffirms the principle that States should maintain a free public employment service (Article 1(1)). Article 11 of Convention No. 88 contemplates “effective cooperation between the public employment service and private employment agencies not conducted with a view to profit”, calling on the competent authorities of the Member State to take necessary measures to ensure such cooperation.

<sup>3</sup> Convention No. 181 is now considered to be the most up to-date instrument in the area of Fair Recruitment. Convention No. 181 applies both to situations of national and international recruitment and reaffirms the need to protect workers, in particular migrant workers, against abuses. In particular, the Convention stipulates that “private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers” (Article 7(1)).

<sup>4</sup> Including the International Organization for Migration (IOM); the International Trade Union Confederation (ITUC); the Global Compact on Safe, Orderly and Regular Migration (GCM); and the Revised Migration Policy Framework for Africa (2018–2030), among others. Paragraph 22 (l) of the GCM states, “Develop and improve national policies and programmes relating to international labour mobility, including by taking into consideration relevant recommendations of the ILO General Principles and Operational Guidelines for Fair Recruitment, the United Nations Guiding Principles on Business and Human Rights and the IOM International Recruitment Integrity System (IRIS).”

collection of statistics for this indicator. SDG target 8.8 refers to protection of labour rights, including of migrant workers, and particularly women migrants.

Similar concerns around fair recruitment have been highlighted in regional frameworks developed in Africa. Notably, the African Union Revised Migration Policy Framework for Africa and Plan of Action (2018–2030) offers multiple recommended strategies relevant to ensuring the fair recruitment of migrant workers, particularly in sections 2.1 and 5.2.<sup>5</sup>

While an equivalent regional policy framework does not exist in the Arab States, the Abu Dhabi Dialogue (ADD) has provided a platform to discuss and develop joint projects in specific labour mobility corridors in order to improve recruitment processes and labour market supply and demand matching. In October 2019, the Dubai Declaration of the Fifth Ministerial Consultation of the ADD reiterated the ADD Member States' commitment "to promoting compliant and transparent recruitment between countries of origin and destination" (ADD 2019, para. 1). In its most recent [communiqué](#) of May 2021, the Senior Officials and Heads of Delegations from the ADD Member States highlighted the positive role that online platforms run by the State or the private sector can play in addressing governance challenges, notably those related to recruitment and job matching (ADD 2021, para. 8(C)(i)).

While the protection of workers during the recruitment process has been a primary concern of the ILO over the past century, ILO efforts in this area have increased in intensity since the 2014 launch of the [Fair Recruitment Initiative](#), which is now active in 30 countries globally. The second phase of the Initiative will continue to be grounded in relevant international labour standards, global guidance on fair recruitment, and social dialogue between governance institutions and labour market actors – that is, those who directly experience the challenges and opportunities of implementing fair recruitment practices.

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<sup>5</sup> The relevant portions of sections 2.1 and 5.2 of the African Union Revised Migration Policy Framework for Africa and Plan of Action (2018–200) read as follows:

- 2.1. (ii) Create transparent (open) and accountable labour recruitment and admission systems, based on clear legislative categories and immigration policies that are harmonised with labour laws. ...
  - (iv) Align national laws, policies and regulations; bilateral and multilateral agreements; and voluntary codes of conduct with the ILO General Principles and Operational Guidelines for Fair Recruitment. ...
  - (vi) Monitor and enforce compliance with recruitment regulations, including standardised contracts of employment which are free, fair, fully consented to, transparent and enforceable.
  - (vii) Promote consolidation and professionalisation in the recruitment industry, reigning in the maze of subagents that are often involved, with the aim of turning (public and private) recruiters into comprehensive "one-stop shops" for employers and migrants, offering comprehensive services, including training and skills certification, job placement and travel arrangements. ...
- 5.2. (ii) Explore opportunities to put special procedures in place for citizens working overseas, including limiting recruitment fees; introducing licensing requirements, contract registration and review/approval mechanisms that only allow businesses to send workers abroad once a contract is approved by the authorities; putting in place measures to better secure the rights of workers, including frequent labour inspections, due payment of wages, banning deductions from wages for accommodation, and introducing severe ban periods and fines for employers who violate labour requirements.

Finally, the International Organization for Migration's [International Recruitment Integrity System \(IRIS\)](#) is a social compliance scheme that is designed to promote ethical international recruitment. It works by defining and setting a benchmark for ethical recruitment (the IRIS Standard), and through establishing a voluntary certification scheme for ethical labour recruiters, and a compliance and monitoring mechanism (IOM, n.d.). IRIS aims to change the recruitment industry by identifying and supporting ethical labour recruiters; promoting the "employer pays principle"; improving due diligence by companies, governments and workers; and increasing transparency in recruitment processes and labour supply chains.

### Current challenges

**COVID-19:** The COVID-19 pandemic has had a devastating impact on migrant workers and their access to decent work and fair recruitment, including delays in recruitment, indebtedness due to job losses and initial payment of recruitment fees and related costs, and increased vulnerability and the risk of exploitation – including being pushed into irregularity (for example, due to expiration of work permits or job losses). COVID-19 brought about additional logistical challenges for both migrant workers and labour recruiters, such as mandatory quarantine periods, COVID-19 testing and the need for personal protective equipment (PPE) and vaccinations as a condition of entry, and increased airfares or difficulty finding flights. The pandemic also severely impacted the operations of recruitment industries in both countries of origin and destination.<sup>6</sup>

**Recruitment fees and costs:** Despite growing commitment to the principle that workers should not pay recruitment fees or costs, workers continue to incur debt to fund their cross-border recruitment. Because of COVID-19, many prospective migrant workers who had taken on debt to travel were unable to depart, obtain refunds or earn income to repay their debts. Others lost savings covering basic living costs for themselves and their families or in the process of attempting to return home.

**Regulation of labour recruiters:** One problem that continues to be insufficiently addressed is the lack of oversight of recruitment intermediaries, which is critical to reducing the economic and social costs of labour migration. The recruitment chains of migrant workers from Africa to the Arab States vary in size and complexity. The longer the recruitment chain, the more layers it has in terms of recruitment agents and subagents. The more complex the chain, the more difficult it is to regulate and monitor its various actors, including actors who are not formally agents, such as community members, social networks or extended family providing recruitment services. Sanctions incurred in law are often not sufficiently dissuasive, and compliance mechanisms –

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<sup>6</sup> Recruitment businesses experienced substantial reductions in cash flow, and labour recruiters had to lay off or reduce the hours of their staff. Recruitment agencies surveyed in India, Pakistan, Sri Lanka, Nepal, Pakistan, the Philippines, Hong Kong (China) and the IGAD region in Africa in the middle of 2020 all reported that their placement services had either completely or very largely come to a halt as a result of the pandemic (Jones, Mudaliar, and Piper 2021).

including licensing, professionalization and inspections of PEAs – still require considerable additional capacity-building and staffing of government departments responsible for these issues. Furthermore, without mechanisms to monitor recruitment fees and related costs, it is difficult to assess the effectiveness of existing regulations.

**Migration bans and lack of regular labour migration channels:** In countries of origin where bans have been put in place, especially on migration for domestic work, women have had to navigate migration via informal recruitment channels – including family members, social networks, and unregistered or illegal labour recruiters – to secure jobs, which places them at additional risk of exploitation. Furthermore, bans have had little impact on the underlying reasons that push women and men from Africa to seek work in the Arab States (GAATW 2019). Studies have also found that men are more likely to migrate via irregular channels when regular labour migration opportunities are not available (Lindgren, Uaumnay, and Emmons 2018).

**Lack of due diligence:** The complexity and length of recruitment chains and the resulting vulnerability of workers to abuse have brought into question the responsibility of the final employer or enterprise that initiated the recruitment of the worker.<sup>7</sup> “Due diligence” refers to an enterprise’s “ongoing process which aims to identify, prevent, mitigate, and account for how it addresses the adverse human rights impacts of its own activities or which may be directly linked to its operations, products or services by its business relationships” (ILO 2019a, 11–12). The ILO [Global Business Network on Forced Labour](#) has been working on the development of a toolkit to support small and medium enterprises to conduct due diligence in their recruitment processes.

**Access to justice:** Recruitment violations are often difficult to address and remedy, as they may lack clarity or require cross-border litigation and because workers may have little awareness of their rights. Moreover, many state authorities operate within weak regulation and monitoring frameworks, and may also have little experience carrying out processes outlined in regulations. In addition, there are challenges in obtaining evidence to support claims of recruitment-related exploitation. The transnational nature of the recruitment and migration process, the complex network of global supply chains, and the illicit economies that underpin so much of the low-wage labour migration system create uncertainty regarding state and business responsibility on ensuring access to justice. Practical barriers may prevent workers from accessing available complaints channels, including lack of staff capacity at embassies, lengthy delays if cases are taken to the courts (which may prevent migrants from working and risk retaliation from the

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<sup>7</sup> The ILO General Principles and Operational Guidelines for Fair Recruitment specify that enterprises and public employment services should “respect human rights when recruiting workers, including through human rights due diligence assessments of recruitment procedures, and should address adverse human rights impacts with which they are involved” (ILO 2019a, 19).

employer or recruitment agency), payment of fees, and translation or interpretation issues.

### Emerging promising practices

This section highlights some of the emerging promising practices that governments and social partners have been implementing in Africa and the Arab States in support of fairer recruitment of migrant workers.

#### Elimination and regulation of worker-paid recruitment fees and related costs

In light of the ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs, and following a national tripartite consultation, **Jordanian** national stakeholders adopted a **zero-fee policy** aimed at ensuring that workers do not pay recruitment fees pre, during and post-employment in the garment sector in Jordan. The zero-fee policy, effective from January 2019, was incorporated in Better Work Jordan's (BWJ) compliance monitoring and reporting in such a way that factories would be reported as non-compliant when the payment of recruitment fees by (migrant) workers is known to have occurred (ILO 2021a).<sup>8</sup>

**Ethiopia** has ratified ILO Convention No. 181, and has elaborated a detailed and itemized definition of which costs are to be borne by the worker and which are to be borne by the employer with regard to recruitment for employment overseas. According to the Overseas Employment Proclamation No. 923/2016, the employer covers the following expenses of the worker:

- entry visa fee to the country of destination;
- round trip transport costs;
- work permit fee;
- residence permit fee;
- insurance coverage;
- visa costs and costs related to document authentication paid to the embassy of the destination country; and
- employment contract approval service fee, which is paid to the Ministry of Labour and Social Affairs.

The migrant worker covers the following expenses:

- passport issuance fee;
- costs associated with the authentication of the contract of employment received from overseas;
- criminal record clearance certificate;

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<sup>8</sup> For more information, please also see: ILO, "[Fair Recruitment Pilot between Nepal and Jordan in the Garment Sector](#)", ILO Promising Practices for Fair Recruitment Brief, 2021.

- medical examination fee;
- vaccination fee;
- birth certificate issuance fee; and
- expenses for certificates of occupational competence (ILO 2020c).

### **Licensing of PEAs**

In **Uganda**, the Ministry of Gender, Labour and Social Development (MGLSD), employers' organizations and workers' organizations contributed to the development of the licensing system for PEAs. The MGLSD launched the External Employment Management Information System (EEMIS) in April 2018, through which the licensing of PEAs takes place online. The EEMIS [portal](#) contains a list of approved and vetted PEAs and overseas jobs that Ugandans can apply to (ILO 2020a).

### **Self-regulation of PEAs**

In **Kenya**, various government agencies and PEAs contributed to the development of the 2016 Code of Conduct for Private Recruitment Agencies, which is aimed at establishing a self-regulatory regime for PEAs. The Code of Conduct aims to eliminate the maltreatment of Kenyan workers abroad and unfair labour practices. It applies to all PEAs who are licensed to operate by Kenyan authorities (ILO 2020a).

### **Enforcement of PEA regulations, including through labour inspection**

In **Tunisia**, the "Law on the organization of the exercise of the activities of placement of Tunisians abroad by private agencies" (or the Recruitment Law) was approved by the Council of Ministers in 2019. The new law extends the State's authority to deliver sanctions to PEAs that do not comply with defined operational and procedural standards. The Ministry of Labour subsequently approved the formation of a new inspectorate to monitor and enforce the implementation of the Recruitment Law. A job description for these inspectors was accordingly defined and validated by relevant ministries. With the ILO's support, the Ministry of Labour then developed comprehensive guidance and tools to equip the new inspectorate, and a training programme to build its capacity (ILO 2021b).

### **Promoting due diligence in the recruitment process**

The [pilot intervention](#) between **Bangladesh** and **Qatar** started with an audit of a subcontractor of a large construction company in Qatar and a PEA in Bangladesh. Assessing compliance against the ILO's General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs, the audit mapped out the recruitment process; identified gaps in existing systems, policies and procedures; and assessed the organizations' capacity to comply with fair recruitment. Based on the results of the assessment, the Ministry of Administrative Development, Labour and Social Affairs in Qatar and the ILO provided training and tools to expand the



capacity of the management and staff of the subcontractor and the PEA to comply with fair recruitment. The service agreement between the subcontractor and the PEA was amended. Procedures and tools were developed to establish an effective grievance and workers' communication system during the recruitment process. The subcontractor and the PEA expanded a comprehensive pre-departure programme for workers going into the Qatari construction sector. An independent impact assessment has been conducted together with Tufts University and Associates for Community and Population Research to measure the socio-economic impact of the pilot (ILO 2021c).

### **Use of technology**

The role of technology in facilitating international recruitment, already well established in many countries, may indeed become even more critical than it was pre-pandemic. Established in 2015, **Saudi Arabia's Musaned** system is the online digital recruitment platform for migrant domestic workers in Saudi Arabia. The main objectives of Musaned include the following:

- Govern and control the recruitment contracting process for migrant domestic workers.
- Eliminate unethical or illegal recruitment practices operating in the informal sector.
- Promote transparency in the recruitment and employment of domestic workers.
- Act as a source of reliable information for employers, domestic workers and all other stakeholders.
- Reinforce institutional accountability by offering domestic workers direct digital access to grievance mechanisms

The **eTawtheeq** system, a component of Musaned, was launched to regulate and automate the contractual process for the employment of migrant domestic workers and is a means to complete and monitor the contracting process in order to tackle any illegal or unethical recruitment practices. The Musaned platform appears to have reduced the timeframe of the recruitment process from four months to approximately two to six weeks, depending on the employer's unique requirements. It has also substantially improved the degree of transparency in the recruitment process. Nevertheless, many migrant domestic workers and employers still displayed a high degree of dependency on local agents to directly manage the migration process for them due to weak technological and linguistic capabilities (ILO and IOM 2020).

The **ITUC Recruitment Advisor Platform** is a global recruitment and employment review platform that gives potential workers easy access to information about recruitment agencies and workers' rights when they begin looking for jobs abroad. The platform was developed collaboratively by governments, migrant workers' associations and trade unions to evaluate agencies' practices and build trust among working



communities. The Recruitment Advisor platform currently operates in Bahrain, Hong Kong (China), Indonesia, [Kenya](#), Nepal, the Philippines and Sri Lanka.

### Further possible areas of work

This section provides some preliminary and generalized ideas on further areas of work that require attention to ensure fair recruitment of African migrant workers to the Arab States. While the principles of fair recruitment are international, national contexts and social dialogue should dictate the ways in which these principles can be implemented through attention to local specificities. Social dialogue is key for the successful development, implementation and monitoring of the fair recruitment of migrant workers.

**Mainstreaming fair recruitment into national policies and programmes developed through social dialogue:** The ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs refer to adopting, reviewing and strengthening both national laws/regulations and a national fair recruitment policy. The need for a national fair recruitment policy as expressed in the General Principles and Operational Guidelines does not necessarily mean the need for a stand-alone policy; fair recruitment could be included an element of other relevant national policies, as appropriate. Recruitment policies or legislation should be developed by defining objectives for regulating the placement of nationals abroad and how these objectives would serve national employment and human resources development priorities as expressed in existing policies. In relation to the fair recruitment of migrant workers, other relevant policies may include employment, equality, migration and more specifically labour migration policies, the latter being the favoured instrument by most countries of origin.

Even when policies and the related action plans, legislation and institutions are in place, policy-in-practice may still diverge widely from policy-on-paper, as evidenced by the ongoing recruitment violations across the Africa–Arab States labour migration corridor. Governments, social partners and other relevant stakeholders across both regions should focus on strengthening the institutional and technical capacities of ministries of labour and public employment services.

Labour migration, and migration more generally, have often been addressed from the viewpoint of countries of destination and focus on regulating migrants' admission to their countries. Even with respect to trafficking in persons, a phenomenon that need not be across borders, the focus has been on the protection of borders. Facilitating labour migration, particularly in terms of admission and regular pathways – in addition to the current focus on return and reintegration, especially in light of the COVID-19 pandemic – is critical to addressing irregular migration, a major root cause of which is the inability of workers to access employment abroad through regular channels.

**Protecting workers recruited and placed through PEAs, including through effective labour inspection and monitoring of recruitment fees and related costs:** Promising practices have demonstrated greater efforts to regulate the activities of PEAs, including through the adoption of labour migration policies, revision of regulations and industry self-regulatory efforts. Monitoring the activities of PEAs, including through dedicated labour inspection of recruitment agencies and practices in both countries of origin and destination, requires strengthening institutional financial and human resources.

To address the risk of deception over contract terms and conditions during the recruitment process, **Qatar** has established Visa Centres in 14 origin countries,<sup>9</sup> which, among others, allow workers to review and sign contracts prior to deployment. Furthermore, the employment contracts signed in the country of origin are authenticated and registered with the Ministry of Administrative Development, Labour and Social Affairs and thus cannot be changed upon arrival in Qatar.

Legislation and policy on reducing worker-paid recruitment fees and related costs in countries in both regions appears to be moving in the right direction, though enforcement of regulations and the tracking of actual fees and costs paid by migrant workers remains challenging. At a policy level, Oman,<sup>10</sup> Saudi Arabia and Qatar have prohibited workers from being charged recruitment fees or related costs. Jordan, Kuwait, Qatar and the United Arab Emirates have also enacted separate laws to regulate the recruitment of domestic workers, each explicitly stating that workers should not pay for their recruitment. In Africa, Ethiopia, Uganda, Nigeria, Kenya and Ghana have recently begun regulating the recruitment of migrant workers for employment in the Arab States, including through stipulations on the issue of recruitment fees. Data on actual recruitment fees and related costs paid by migrant workers is scarce in the Africa–Arab States corridor; however, a study on migration governance in **Ethiopia** found that Ethiopian migrant workers paid an average of 14,200 Ethiopian birrs (US\$650) as a recruitment fee, representing 17 per cent of their overall annual wage or equivalent to slightly more than two months' worth of wages (ILO 2020c).

The adoption of a [methodology to measure SDG indicator 10.7.1](#) is an opportunity for countries of origin and destination to put in place mechanisms to measure recruitment fees and related costs. For example, in **Ghana**, the ILO facilitated a pilot survey to measure SDG indicator 10.7.1 on recruitment costs borne by migrant workers in collaboration with the Ghana Statistical Service (GSS). The survey covered a total of 1,098 persons from four selected districts in the Ashanti and Brong Ahafo regions and resulted

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<sup>9</sup> As of September 2020, 14 Visa Centres have been opened in six countries – Bangladesh, India, Nepal, Pakistan, the Philippines and Sri Lanka – with Visa Centres in the pipeline in Ethiopia, Indonesia, Kenya and Tunisia.

<sup>10</sup> Ministerial Decision No. 1 of 2011 on Issuing the Regulations for Recruiting Non-Omani Workforce, and Labour Law, article 20.

in a survey report on recruitment costs in Ghana that was presented and launched in collaboration with the Ministry of Employment and Labour Relations and the GSS.

**Innovations and use of technology:** Digital technology platforms can serve to tackle labour recruitment, placement and job matching-related issues, such as illegal and unethical recruitment, institutional inefficiency, lack of transparency, limited access to justice and asymmetric market information. These platforms have demonstrated promising results in regard to institutional transparency, efficiency, costs and oversight. Challenges remain in ensuring that users have the requisite “digital literacy” in order to reduce reliance on intermediaries, and there is still limited evidence that the platforms have reduced costs of recruitment. Technological initiatives such as blockchain can also be applied to prevent instances of contract substitution.<sup>11</sup> A joint [ILO and IOM \(2020\) study](#) provides preliminary guidance to States on how to develop similar platforms.

**Scope for further dialogue:** Governments in Africa and the Arab States could consider convening regional exchanges and engage in peer-to-peer learning on the regulation of PEAs, with a view to highlighting good practices, strengthening the protection of migrant workers in recruitment processes, and harmonizing approaches to regulation of recruitment, including via bilateral labour migration agreements.

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<sup>11</sup> Blockchain is being used to address issues of contract substitution. Led by the Bangladesh-based BRAC Probashbandu Ltd, an NGO initiative for fair recruitment, the eMin Project (<https://eminproject.com/>) is a pilot initiative that uses blockchain to promote ethical recruitment. The pilot is testing a process that allows an immutable record of an employment contract to be stored (along with selected data points) using a phone or computer. With the technology, it is not possible to alter the record of an employment contract, and a unique identification number is needed to verify that a transaction has occurred.

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► **Annex 1. Ratification of the ILO Conventions Nos 181, 96 and 88 in Africa and the Arab States**

Convention	Africa		Arab States	
	No.	Countries	No.	Countries
C181	8	Algeria, Ethiopia, Madagascar, Mali, Morocco, Niger, Rwanda, Zambia	-	-
C096	9	Côte d’Ivoire, Djibouti, Egypt, Eswatini, Gabon, Ghana, Libya, Mauritania, Senegal	1	Syrian Arab Republic
C088	20	Algeria, Angola, Central African Republic, Democratic Republic of the Congo, Djibouti, Egypt, Ethiopia, Ghana, Guinea Bissau, Kenya, Libya, Madagascar, Mali, Mauritius, Mozambique, Nigeria, Sao Tome and Principe, Sierra Leone, Tunisia, United Republic of Tanzania	3	Iraq, Lebanon, Syrian Arab Republic

- = nil.

C181 = Private Employment Agencies Convention, 1997 (No. 181);

C096 = Fee-Charging employment Agencies Convention (Revised), 10949, (No. 96);

C088 = Employment Service Convention, 1948 (No. 88).

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