SDG 10.7.1
Migrant recruitment costs
Report I: Conceptual advancement for Tier II and Tier III indicators (paras. 38-41)

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Conceptual advancement of Tier II and Tier III indicators
Reclassement d’indicateurs des catégories II et III
Avance conceptual de los indicadores de nivel II y nivel III

Participants in the Conference are invited to express their views as to: (a) whether the measurement of SDG indicator 10.7.1 is a policy priority in their country; (b) whether their country already measures or has plans to measure this indicator; and (c) whether the ILO should expand its activities to further refine the methodology and promote the regular production of data on SDG indicator 10.7.1 as part of official labour statistics.

Les participants à la Conférence sont invités à exprimer leurs vues sur les questions suivantes: a) la mesure de l’indicateur 10.7.1 des ODD est-elle une priorité dans leur pays?; b) leur pays mesure-t-il déjà ou prévoit-il de mesurer cet indicateur?; c) l’OIT devrait-elle étendre ses activités afin d’améliorer encore la méthodologie de l’indicateur 10.7.1 des ODD et de promouvoir la production régulière de données sur cet indicateur dans le cadre des statistiques officielles du travail?

Se invita a los participantes en la Conferencia a que expresen sus puntos de vista en cuanto a: a) si la medición del indicador 10.7.1 de los ODS es una prioridad en materia de políticas en su país; b) si su país ya mide o tiene planes de medir este indicador, y c) si la OIT debería ampliar sus actividades para seguir perfeccionando la metodología y promover la producción periódica de datos relativos al indicador 10.7.1 de los ODS en el contexto de las estadísticas del trabajo oficiales.
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• Relevance of SDG 10.7.1
• ILO mandate and development work
• Indicator definition and interpretation
• Measurement guidance and validation
• Status of national implementation, challenges and opportunities
• ILO support
• Points for reflection
Relevance

- Included in SDG 2030 Indicator framework to support countries in monitoring
  - **SDG Goal 10**: Reduce inequalities within and among countries
    - **Target 10.7** Facilitate orderly, safe, regular and responsible migration and mobility of people
    - **Indicator 10.7.1** on migrant recruitment costs
  - **Supports Objective 6 of Global Compact for Safe, Orderly and Regular Migration (2018)**
    - OBJECTIVE 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work
  - **In line with ILO General Principles and Operational Guidelines for Fair Recruitment (2016)**
    - No fees or related costs should be charged, directly or indirectly, in whole or in part, to workers or jobseekers
ILO mandate and development work

- ILO is co-custodian agency with the World Bank
- Tier II indicator (since December 2019)
  - Conceptually clear, internationally established methodology and standards
  - But data not yet regularly produced by countries
  - Growing national pilot experience, with a few countries starting to officially report
- Draft guidance and Operational Manual to measure SDG 10.7.1
  - Developed by ILO and WB KNOMAD in consultation with National Statistical Offices
  - Based on early WB KNOMAD experience and initial country pilot survey experience
  - Specified in collaboration with National Statistical Offices through a Technical Working Group in 2019
SDG 10.7.1 Definition and interpretation

Recruitment costs borne by employee [migrant workers] as a proportion of monthly income earned in country of destination

- A ratio between a “cost” measure and an “income” measure

\[
SDG\ 10.7.1 = f_M \left( \frac{C_k}{E_k} \right)
\]

- A measure of the costs of obtaining an employee job abroad, expressed in terms of the number of work-months it would take employee migrant workers to pay off.

- A high value signals issues in the recruitment process that place undue economic burden on migrant workers and expose them to potential abuse, limiting the development benefits of international labour migration.

Source: Vietnam LFS, 2021
Recruitment costs

In line with ILO General principles and Operational Guidelines for Fair Recruitment (2016) and the definition of recruitment fees and related costs endorsed through tripartite consultation (2018)

Any fees or costs incurred by the migrant worker in the recruitment process to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection

- **Travel preparations**
  - Visa costs
  - Passport fees
  - Medical fees
  - Insurance fees
  - Security clearance
  - Pre-departure briefing
  - Language training*
  - Skills assessments*
  - Contract approval fees
  *If required by the job/employer

- **Agency or broker fees**
  - Placement fees
  *May include public or private agencies*

- **Travel from origin to destination**
  - Inland travel
  - International transport
  - Accommodation during travel
  - Travel clearance

- **Other fees**
  - Payments to friends, families, acquaintances who helped find the job
  - Interest on money borrowed

In line with ILO General principles and Operational Guidelines for Fair Recruitment (2016) and the definition of recruitment fees and related costs endorsed through tripartite consultation (2018)

Any fees or costs incurred by the migrant worker in the recruitment process to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection
Migrant earnings

- Gross monthly earnings
  - Total remuneration in cash and in kind paid to employees:
    - For time worked or work done + remuneration for time not worked (vacation, paid leave, holidays)
    - Before any deductions paid by employees (e.g. taxes, social security, pension contributions directly, etc)
    - Excluding employer contributions to third parties, e.g. social security, pension)
  - With reference to the first month earnings upon starting a job abroad
Measurement Guidance

- Requires sample survey data collection
  - To capture costs incurred during recruitment process (pre-travel, during travel, arrival) and earnings on first month of employment abroad at individual level

- Can be applied from different perspectives
  - **Country of destination:** Focus on *recent* immigrants who arrived with the purpose to work
  - **Country of origin:** Focus on *recent* return international migrants who departed with the purpose to work
Methodology validation (2022-23)

Qualitative validation
- Cognitive tests
  - Country of origin: Among return migrant workers
  - Country of destination: Among immigrant workers
- Two alternative module versions tested
  - Variants to identify target migrant respondents
  - Variants to capture recruitment costs

Quantitative validation
- Experimental pilot survey
  - Targeted sub-groups of migrants (immigrants and return migrants)
- Accumulated country experience through
  - Country pilot tests
  - National survey implementation
National implementation

**Implemented**
- Bangladesh
- Cambodia
- Ghana (pilot)
- Indonesia
- Lao PDR
- Maldives
- Philippines
- Samoa (pilot)
- Vietnam

**Ongoing**
- Korea (Republic of)
- Morocco (pilot)
- Nepal

**Has expressed interest**
- Guatemala
- Malaysia
- Nigeria
- Pakistan
- Qatar
- South Africa
- Sri Lanka
Identified challenges and opportunities

**Challenges**

- **2020-2022**
  - Covid-19 pandemic halted pilot implementation plans in some countries

- **2023 –present**
  - Limited establishment of specialized migration surveys as part of national data collection programmes
  - Lack of funding and partnership mechanisms to support national adaptation, pilot testing, and national survey implementation
  - Limited activity among migrant receiving countries

**Opportunities**

- Potential to raise awareness and data demand for policy
  - Monitoring SDG progress, GCM forthcoming indicator framework

- Potential for new sampling frames
  - 2020 round of population census
  - Administrative sources as frame or to generate stratification variables to target surveys

- Potential for modular survey implementation
  - For countries with sizeable immigrant population with established migration surveys or LFS

- Potential to reach recent emigrants
  - Mixed survey approaches (household survey + follow-up phone surveys)
ILO support

SDG 10.7.1 Measurement
• Direct technical support with survey design, implementation, indicator calculation, analysis
• Collaboration in pilot testing
• Capacity-building through global, regional and country-level training
• Limited funding support through ILO technical cooperation projects (as feasible), seeking development partners to scale up implementation

Forthcoming practical guidance (Q1 2024)
• Self-paced e-learning course (with ILO ITC and KOSTAT)
• Validated model survey modules
• Accompanying explanatory notes
• Indicator calculation guidance
• …
Points for reflection

Participants in the Conference are invited to express their views as to whether:

• Measurement of SDG indicator 10.7.1 is a national policy priority

• Country already measures or has plans to measure this indicator

• ILO should expand its activities to further refine the methodology and support countries to integrate SDG 10.7.1 measurement as part of official labour statistics