



International
Labour
Organization

Fair
Recruitment
Initiative

► ILO Fair Recruitment Initiative Strategy 2021-2025

Taking stock, moving forward

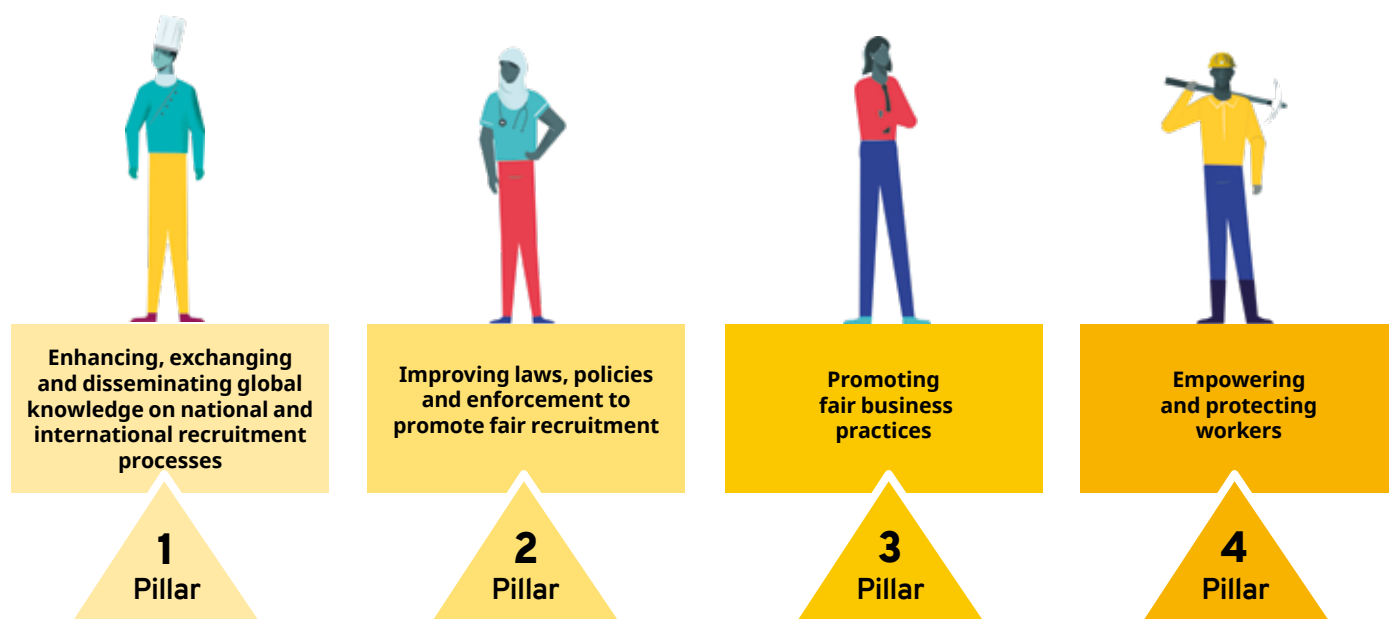
Summary



The Fair Recruitment Initiative (FRI) was launched in 2014 as part of the ILO Director General's call for a Fair Migration Agenda. Its centrepiece is the [General Principles and Operational Guidelines for Fair Recruitment \(GPOG\)](#), adopted in 2016, complemented by the [Definition of Recruitment Fees and Related Costs](#), adopted in 2018 to be read jointly. Both documents were negotiated by a tripartite group of experts and adopted by the ILO's Governing Body. They constitute the most up-to-date, internationally agreed guidance in the area of recruitment.

Continued from Phase I, the 2021-2025 FRI Strategy is grounded in relevant international labour standards (ILS), global guidance on fair recruitment, and social dialogue between governance institutions and actors of the labour market. The FRI has combined global policy dialogue, knowledge and data generation with on-the-ground interventions where tools are tested, implemented, and expertise created.

The four-pronged approach of the FRI, which puts tripartism and social dialogue at the centre, is implemented in close collaboration with governments, representative employers' and workers' organizations, the private sector and other key partners:



► Vision and mission

Vision statement

Recruitment practices nationally and across borders are grounded in labour standards, are developed through social dialogue, and ensure gender equality. Specifically, they:

1. are transparent and effectively regulated, monitored, and enforced;
2. protect all workers' rights, including fundamental principles and rights at work, and prevent human trafficking and forced labour;
3. efficiently inform and respond to employment policies and labour market needs, including for recovery and resilience.

Mission statement

To develop and disseminate knowledge, promote rights, build capacities, foster social dialogue, reform regulations, and build partnerships to advance fair recruitment.

▶ Pillars and targets

1

Enhancing, exchanging and disseminating global knowledge on national and international recruitment processes

- ▶ **Target 1.1** Quality data and research in key thematic areas or sectors, including the care economy, agriculture, construction, transport and services, are produced and disseminated.
- ▶ **Target 1.2** Evidence-based and innovative tools and guidance are produced and disseminated.
- ▶ **Target 1.3** ILO fair recruitment standards, principles, including the fundamental principles and rights at work, and guidelines are prominent on the global and regional agendas and pilot innovations are promoted.
- ▶ **Target 1.4** Training and capacity building is effectively delivered in cooperation with ITC-ILO, and materials developed, adapted and updated to address their emerging needs.
- ▶ **Target 1.5** The general public has increased access to information about abusive recruitment practices and their impact in terms of forced and bonded labour and human trafficking, including through improved and accurate reporting by the media on this topic.

2

Improving laws, policies and enforcement to promote fair recruitment

- ▶ **Target 2.1** National laws and policies are adopted, in consultation with social partners, and implemented to support employment creation and protect workers throughout the recruitment process.
- ▶ **Target 2.2** Increased number of countries that have introduced/improved their recruitment enforcement system to monitor recruitment violations and provide effective remedies.
- ▶ **Target 2.3** Increased number of countries that agree or renegotiate bilateral labour agreements in line with ILO standards and principles, and through social dialogue at all stages.
- ▶ **Target 2.4** Workers' and employers' organizations engage effectively in bipartite or tripartite social dialogue in the area of recruitment.
- ▶ **Target 2.5** Increased number of countries that have taken steps towards the ratification of international labour standards relevant to fair recruitment.

3

Promoting fair business practices

- ▶ **Target 3.1** Businesses and employers in IOE's networks as well as ILO networks (e.g. ILO GBNFL & Alliance 8.7, the Child Labour Platform, etc.) and in selected sectors have increased awareness and access to knowledge, guidance and tools to change recruitment practices in a gender-responsive manner and implement ILO guidance.
- ▶ **Target 3.2** Businesses, particularly SMEs, have improved access to country and/or sector specific tools to conduct due diligence for fair recruitment practices.
- ▶ **Target 3.3** Private recruitment agencies (as well as public employment services as relevant) have increased awareness and access to knowledge, guidance and tools to change practices, conduct due diligence, and align with voluntary schemes.

4

Empowering and protecting workers

- ▶ **Target 4.1** Trade unions have increased awareness and access to knowledge, guidance and tools to increase representation of migrant workers among their members.
- ▶ **Target 4.2** Trade unions have increased awareness and access to knowledge, guidance and tools to improve and expand their activities to promote, support and advance fair recruitment, in cooperation when relevant with civil society organizations.
- ▶ **Target 4.3** Workers are provided with independent, relevant, understandable and actionable information about their rights and obligations in recruitment, including on access to justice and remedies.
- ▶ **Target 4.4** Workers can effectively access compensation and other remedies through justice and company-union grievance mechanism and social dialogue.



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ilo.org/fairrecruitment

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