



► Promising practices for fair recruitment

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Fair recruitment pilot between Nepal and Jordan in the garment sector

Key points

- Pilot initiative between Nepal and Jordan offers fair recruitment to 160 migrant workers in selected Jordanian garment factories
- Initially, beneficiaries were migrant workers from areas most affected by the earthquake that hit Nepal in 2015
- The Jordanian garment sector has emerged as a meaningful alternative for domestic work by Nepali workers
- The pilot generated interest by a recruitment agency in Nepal to adopt a fair business model

Focus

FRI pillar: Promoting fair business practices

Sector: Garment

Countries: Nepal, Jordan

Responsible organization: ILO

Description of the practice

The fair recruitment corridor pilot between Nepal and Jordan was designed in collaboration with Better Work Jordan and social partners. Through the Integrated Programme on Fair Recruitment (FAIR), the ILO linked up with a private employment agency that developed procedures for fair recruitment of Nepali workers in the garment sector in Jordan in line with the ILO General Principles and Operational Guidelines for fair recruitment (GPOG). The pilot was undertaken with 4 factories in Jordan who had expressed interest to participate.

The project also partnered with Safer Migration Initiative (SaMi) in Nepal to provide a month-long skills training for work in the garment sector in Jordan, along with pre-departure awareness training aimed at providing the workers with accurate information about their employment and labour rights in Jordan.

The project also worked with the General Federation of Nepalese Trade Unions (GEFONT) as well as The General Trade Union of Workers in Textile, Garment & Clothing Industries in Jordan (JTGCU) to facilitate Nepali migrant workers' access to justice in case of irregularities in the recruitment and employment process, whilst also informing about their rights, especially with regards to collective bargaining.



First group of workers in the Nepal-Jordan pilot, after completing pre-departure awareness training. © ILO

Proof of impact/progress

As a result, 160 Nepali workers were fairly recruited under the pilot. The impact evaluation by Tufts University concluded the following key benefits of fair recruitment for workers (compared to workers who migrated for work outside the pilot):

- Protection from contract deception and debt bondage as fairly recruited workers paid no recruitment fees and had less migration related debt;
- More positive personality traits, and more control over their working conditions (fairly recruited workers were likely to feel proud of their work and were comfortable seeking help from their supervisors upon arrival);
- A better understanding of the terms of their contracts;
- More likely to reach their production target.

The study also documented the following benefits of fair recruitment: It increases worker voice and well-being, fosters an improved working environment, positively impacts performance at work, and benefits both workers and their employers (i.e. workers that paid recruitment fees were less likely to reach their production targets and reported a poorer match between their skills and the job they were recruited for).

The study also found that decent work deficits in the destination country may erode some of the benefits of fair recruitment, suggesting that work on fair recruitment needs to go hand in hand with efforts to improve working conditions of migrant and national workers at destination.

Other promising features

Non-discrimination/inclusion of hard to reach and/or most vulnerable migrants

The majority of the beneficiaries of the pilot have been women migrant workers (154 of the 160 beneficiaries were women). The intervention initially focused on migrant workers from areas most affected by the earthquake that hit Nepal in April 2015.

Potential for replication or extension

In the course of the implementation of the pilot, one recruitment agency in Nepal sending the highest number of workers to Jordan has indicated interest to adopt a fair business model and work on the Nepal-Jordan corridor. The agency has undergone an audit and the ILO is supporting the agency to address the gaps identified in the audit.

Relevance

Over the years, governance of female migration from Nepal has been restrictive with imposition of various forms of migration bans particularly because of the abuse and exploitation faced by women migrant workers who predominantly migrate into domestic work. Hence, the Jordanian garment sector has emerged as a meaningful alternative for domestic work.



Nepalese worker in garment factory in Jordan. © ILO

Resources

[The Benefits of Fair Recruitment: Results of the Impact Study on the Nepal-Jordan Corridor.](#)

[Video: Making Fair Recruitment a Reality!](#)

[General Agreement in the Field of Manpower Between The Government of the Hashemite Kingdom of Jordan and the Government of Nepal.](#)

[ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs \(GPOG\).](#)

Five years of the Fair Recruitment Initiative

- ▶ This promising practice is part of a series, and results from a stocktaking exercise undertaken five years after the launch of the Fair Recruitment Initiative (FRI).
- ▶ The FRI aims to ensure that recruitment practices nationally and across borders are grounded in labour standards, developed through social dialogue, 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 (FPRW), and prevent human trafficking and forced labour; and
 3. Efficiently inform and respond to employment policies and labour market needs, including for recovery and resilience.

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