



► Promising practices for fair recruitment

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Zero recruitment fee policy for (migrant) workers in Jordan

Key points

- A zero recruitment fee policy for migrant workers was adopted for the garment sector following tripartite consultation
- The policy was incorporated in the compliance monitoring by Better Work Jordan
- Three quarters of monitored factories comply with workers not paying recruitment fees
- Three other manufacturing sub-sectors have replicated the zero fee policy from the garment sector

Focus

FRI pillar: Promoting fair business practices

Sector: Garment

Country: Jordan

Responsible organizations: ILO, garment employers, General Trade Union of Workers in Textile Garment and Clothing Industries (JTGCU), Jordanian Ministry of Labour

Description of the practice

In light of the ILO General Principles and Operational Guidelines for Fair Recruitment (GPOG), 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 occur.

Proof of impact/progress

According to BWJ compliance reports, the majority of Jordan garment factories have successfully committed to implementing the zero recruitment fee policy. According to the BWJ report of 2020 (based on data collected in 2019), 75 per cent of factories (based on a sample of 81 factories) were compliant with regard to workers not paying recruitment fees. The majority of factories (85 per cent) were found to have taken sufficient steps to ensure that workers do not pay recruitment fees.

BWJ assessments in factories offer scope for further improvement in that they report that workers from India and Nepal are particularly likely to pay recruitment fees, sometimes reaching as high as 1,000 USD.

Other promising features

Potential for replication or extension

In Jordan, BWJ is using the same principle to assess three other manufacturing sub-sectors (i.e. chemical, engineering and plastic) and cite non-compliance if workers paid recruitment fees. The practice of applying the “zero recruitment fee policy” through tripartite agreement is worth exploring in other sectors/countries.

Sustainability

Jordan’s labour law mentions that it is the employers’ responsibility to renew the work permits of migrant workers, while it does not include any provision on non-charging of recruitment fees to workers. The Instructions of Workers in the Qualified Industrial Zones (QIZs) prohibit charging any amount to workers; however, they exclude any fees determined by the country of origin of the migrant worker.

In addition, the 2019 Collective Bargaining Agreement (CBA) in the garment sector, which is currently under implementation, includes for the first time a provision (in Article 9b) prohibiting the charging of recruitment fees to workers.



Migrant garment workers hailing from South and Southeast Asia prepare their own traditional food in one of the common kitchens they share in Jordan’s Al Hassan Industrial Zone. © ILO

Resources

[Better Work Jordan Annual Synthesis Report 2020.](#)

[Collective Bargaining Agreement \(CBA\) in the garment sector.](#)

[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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