

# Integrated Programme on Fair Recruitment (FAIR) in the Philippines



## AT A GLANCE

### → Partners

*In the Philippines:* Philippine Overseas Employment Administration (POEA), Technical Education and Skills Development Authority (TESDA), Federation of Free Workers (FFW), Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO), Trade Union Congress of the Philippines (TUCP), Public Services Labor Independent Confederation (PSLINK), National Union of Journalists of the Philippines (NUJP), Migrant Forum in Asia (MFA), Society of Hong Kong Accredited Recruiters in Philippines (SHARP), and the Fair Hiring Initiative.

*In Hong-Kong:* Philippine Consulate General, Philippine Overseas Labor Office (POLO), Philippines Progressive Labor Union of Domestic Workers in HK (PLU), Hong Kong Federation of Asian Domestic Workers (FADWU), HK Confederation of Trade Unions (HKCTU), IDWF, Rights Exposure, HelperChoice, Association of Hong Kong Manpower Agencies (AHKMA).

### → Donor

Swiss Agency for Development and Cooperation

### → Duration

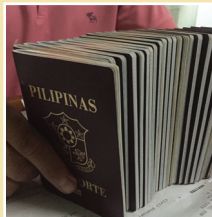
August 2015 to July 2018

### → Target beneficiaries

Migrant workers, governments, private employment agencies, employers' and workers' organizations, civil society

### → Geographical focus

The Philippines



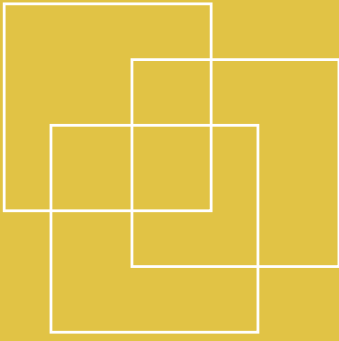
## PROJECT OBJECTIVES

Reduction in deceptive and coercive practices during the recruitment process and violations of fundamental principles and rights at work, as well as other human and labour rights, brought about through increased safe migration options, effective regulation of public and private employment agencies, and unscrupulous actors being held accountable for violations.

In order to achieve this, the FAIR corridor between the Philippines and Hong Kong consists of the following components:

1. Improve policy and legal framework on labour recruitment:
  - Conduct innovative research to provide clear data and understanding on good practices and gaps in current recruitment system. Check FAIR publication Fair Share? International recruitment in the Philippines.
  - Work in collaboration with TESDA, POEA and social partners to abolish the collection of recruitment fees from domestic workers with a focus on the regulation of skills training fees.
  - Promote bilateral dialogue on labour migration between the Philippines and Hong Kong SAR.
  - Partner with the Department of Labor and Employment – International Labor Affairs Bureau (DOLE-ILAB), and the Philippine Overseas Labor Office (POLO) in Hong Kong to develop alternative delivery modes for the Post-Arrival Orientation Seminar (PAOS) package.
2. Support fair business practices:
  - Pilot test with selected multinational companies and skills matching platforms an intervention to engage employers of domestic workers in order to increase demand for fair recruitment services.
  - Build capacities and provide technical inputs to the development of the Code of Practice of the Association of Hong-Kong Accredited Recruiters to the Philippines and the Society of Hong-Kong Accredited Recruiters of the Philippines, towards alignment with ILO Principles and Guidelines for Fair Recruitment.
3. Innovative monitoring and organizing:
  - Develop independent monitoring mechanisms of labour recruiters, in collaboration with trade unions, including the launch of a global Migrant Recruitment Advisor website and app and research on the impact of the Hong Kong SAR 2017 Code of Practice for Employment Agencies.
  - Build the capacity of the media to report fairly and accurately on labour migration, with a focus on recruitment.
  - Strengthen trade union links between the Philippines and Hong Kong SAR to strengthen organizing of domestic workers and their effective access to justice.





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## MAIN ACTIVITIES

- Organize high-level meetings and policy discussions with ILO social partners and constituents to promote fair and ethical recruitment in the Philippines.
- Conduct consultations to discuss policy review and independent monitoring and implementation of the new Hong Kong Government Code of Practice related to fee charging in collaboration with the Hong-Kong Federation of Asian Domestic Workers (FADWU).
- Build capacities and provide technical inputs to the development of the Code of Practice of the Association of Hong Kong Manpower Agencies and the Society of Hong Kong Accredited Recruiters in the Philippines, to promote fair and ethical recruitment.
- Conduct an innovative awareness program for employers of domestic workers in Hong Kong to influence their behaviour and shift demand for fair recruitment services.
- Support the establishment of the ITUC's Migrant Recruitment Advisor (MRA), in collaboration with workers groups in the Philippines and in Hong Kong to monitor private recruitment agencies and provide transparent information to workers on recruitment options.

## PROJECT OUTCOMES

### Development Objective

Reduction in deceptive and coercive practices during the recruitment process and violations of fundamental principles and rights at work, as well as other human and labour rights, brought about through increased safe migration options, effective regulation of public and private employment agencies, and unscrupulous actors held accountable for violations.

### OUTCOME 1

Fair recruitment corridors based on the implementation of Fundamental Principles and Rights at Work (FPRW) established to prevent abusive recruitment practices.

#### Output 1.1

- Pilot model on fair recruitment is developed in collaboration with fair labour recruiters in the Philippines.

### OUTCOME 2

Access to reliable information and services provided to low skilled migrant workers in the recruitment process.

#### Output 2.1

- Migrant Recruitment Monitor website designed and tested by the ITUC.

#### Output 2.2

- Trade unions are empowered to protect migrant workers through organizing and increased coordination with key stakeholders on recruitment issues in the Philippines, Nepal, Jordan and Tunisia.

#### Output 2.3

- Violation complaint mechanism designed and tested for better identification of recruitment abuses.

### OUTCOME 3

Disseminate and enhance global knowledge about recruitment through fair recruitment guidelines and engagement with the media.

#### Output 3.1.

- Media sensitized to labour recruitment issues, investigate recruitment abuses and promote solutions tested in ILO pilot models.

#### Output 3.2.

- Fair principles and guidelines developed by tripartite meeting of experts and adopted by the ILO Governing Body.

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