



International
Labour
Organization

ILO's Fair Recruitment Initiative and SDG Indicator 10.7.1



ILO's Fair Recruitment Initiative

- Help prevent human trafficking
- Protect the rights of workers, including migrant workers, from abusive and fraudulent practices during the recruitment and placement process
- Reduce the cost of labour migration and enhance development gains



ILO's Fair Recruitment Initiative

- **Equal treatment** in employment and working conditions
- **Bilateral agreements** to insulate employment contracting from influence of intermediaries
- Increase **labour market information**
- More scope for **direct recruitment**
- Rules requiring **transparency** in transactions
- Minimize regulations and red tape, including through **online / e-governance** processes
- Impose **adequate penalties** to prevent abuse
- **Zero recruitment fees** and related costs for workers

Target 10.7

10.7 Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies

- **Indicator 10.7.1** Recruitment cost borne by employee as a proportion of yearly income earned in country of destination (Tier 3)
- **Indicator 10.7.2** Number of countries that have implemented well-managed migration policies (Tier 3)
- **Indicator 10.c** By 2030, reduce to less than 3% the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5% (World Bank)

Building the evidence base

Measuring SDGs on labour migration and recruitment

- ILO Global estimates on migrant workers (2015)
- ICLS Resolution IV (2013) concerning further work on labour migration statistics
 - Experts working group to define international standards on labour migration statistics. Main tasks:
 - Recommend statistical concepts and definitions
 - Contribute to 2018 ICLS discussion on global international concepts and standards
- ILO/WB surveys on labour migration and recruitment costs
- Technical meeting of experts on the definition of recruitment costs
- ILO/World Bank co-custodians to develop methodology and testing for measuring SDG 10.7.1 on recruitment costs

Measuring recruitment costs

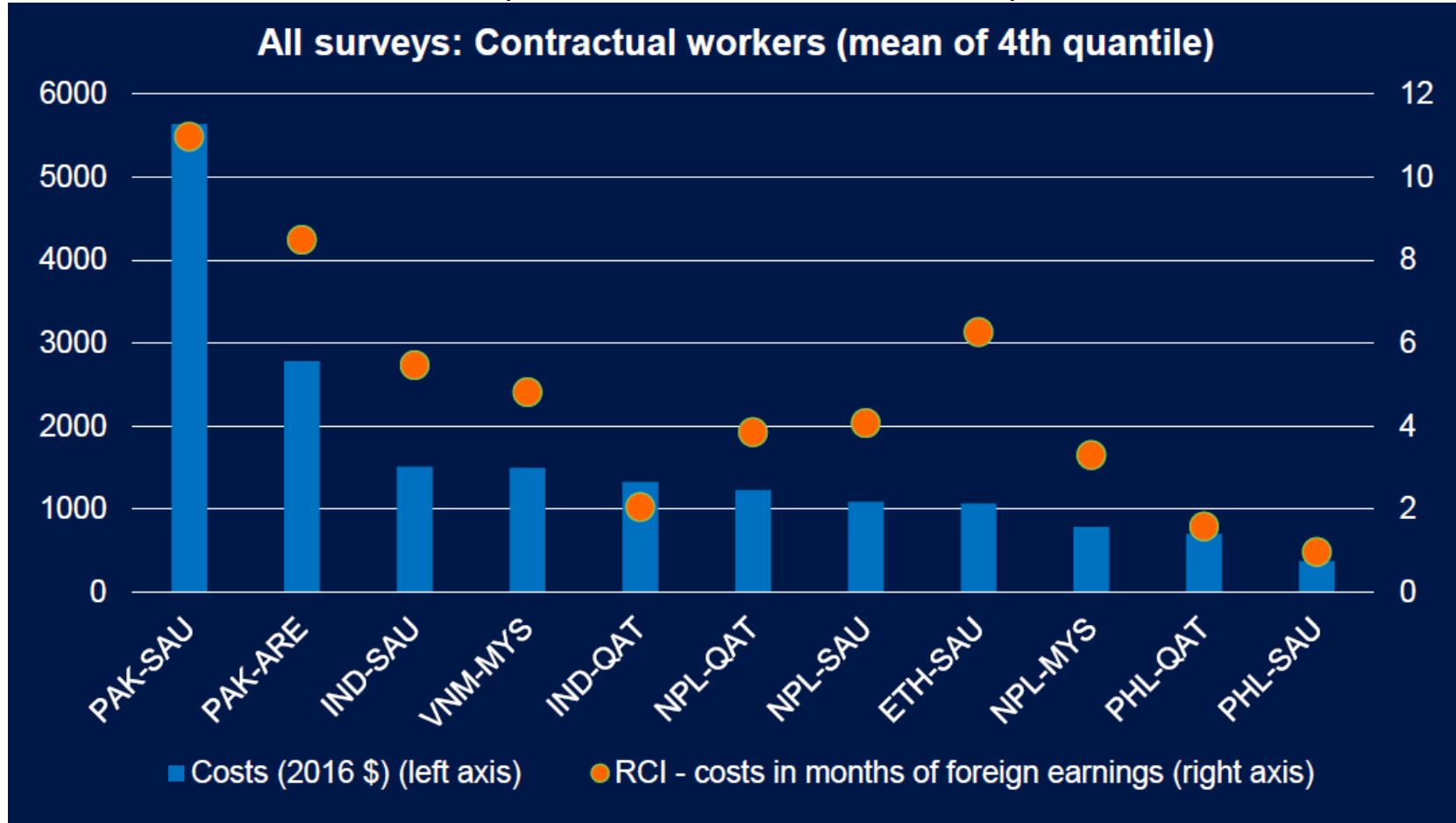
KNOMAD key findings

- Migration corridors matter
- High cost items vary by origin country
- Gender matters
- High recruitment costs do not necessarily reflect high wage differentials between origin and destination countries
- Hidden costs can arise varying by working conditions and occupations
- Loans increase migration costs



Measuring recruitment costs

Absolute and per-month recruitment costs per corridor



Source: Gurung, G. et al. New insight on SDG 10.7.1. (Presentation 2017)

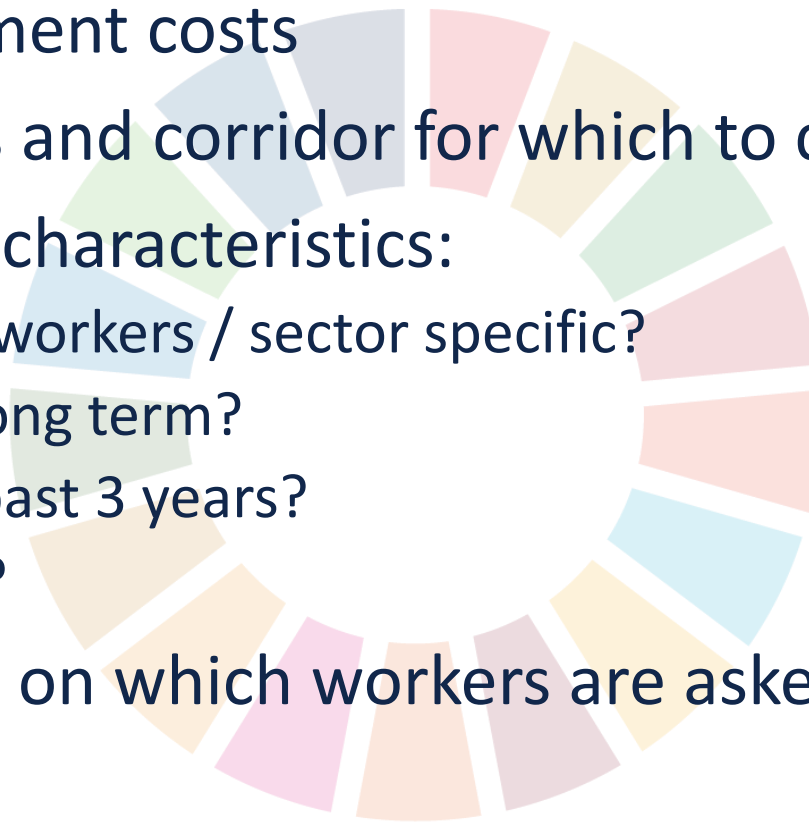
Jesse Mertens, mertensj@ilo.org

Survey strategy and sampling

- representative samples (or sampling frames) of migrant workers in either countries of origin or destination
- the choice of a survey strategy
 - e.g. surveys of workers in their place of employment,
 - general household surveys,
 - traveller surveys while travelling, at ports of entry or exit
- the replicability of a given survey approach
- comparability between survey waves and countries of origin and destination
- and the means with which a survey is regularly implemented

Substantive issues

- the length and substance of questionnaires to be used
- the scope of recruitment costs
- the choice of sectors and corridor for which to conduct the survey
- Coverage in migrant characteristics:
 - Low skilled migrant workers / sector specific?
 - Short term and/or long term?
 - Migrants admitted past 3 years?
 - Regular or irregular?
- the reference period on which workers are asked to report



Thank you

Fair Recruitment Initiative

http://www.ilo.org/global/topics/forced-labour/publications/WCMS_320405

General Principles and Operational Guidelines
on Fair Recruitment

http://www.ilo.org/global/topics/fair-recruitment/WCMS_536755