



ONLINE

FAIR RECRUITMENT

E-LEARNING ON FAIR RECRUITMENT PROCESSES FOR PRACTITIONERS

23 AUGUST – 1 OCTOBER 2021

 6 WEEKS, 60 HOURS

Information Note



International
Labour
Organization



International Training Centre

KEY FEATURES

GLOBAL PERSPECTIVE

An action-oriented, highly participative approach will be used, with particular attention devoted to sharing international experiences with a view to their adaptation and practical application. Particular attention will be paid to the presentation of “good practices” through case studies reflecting experiences already gained locally and internationally.

INTEGRATED E-LEARNING

An innovative e-learning experience combining self-paced modules, webinars and discussions, case studies, forum debates, role-play exercises and group work using up-to-date learning methods and technologies.

THREE PHASES

Learning begins at own pace, continues through high-quality, engaging “real time” sessions and ends with an individual assignment

PEER-TO-PEER LEARNING

Practitioners from different parts of the world and different background will join the e-learning to share with participants their concrete experience and actions on how establishing fair recruitment practices

INTRODUCTION TO THE COURSE

In today’s globalized economy, workers are increasingly looking for job opportunities beyond their home country in search of decent work and better livelihoods. In addition, millions of workers migrate internally in search of employment. Public and private employment agencies, when appropriately regulated, play an important role in the efficient and equitable functioning of labour markets by matching available jobs with suitably qualified workers.

The new reality that the COVID-19 pandemic is creating for countries is having an enormous impact on workers’ mobility across borders, particularly due to the imposition of strict limitations on international travel. In addition, the unprecedented reduction in economic activity is critically impacting all workers, including migrant workers, putting them in economic peril, and endangering their health and psychosocial wellbeing. Nevertheless, countries and business are and will continue recruiting workers nationally and internationally, in particular into those sectors considered essential.

Recruitment practices are adapting quickly to respect COVID-19 prevention measures. This includes shifting to online modalities, looking to recruit nationally (e.g. unemployed migrant workers already in the labour market in the country of destination, or national workers), and preparing for safe and fair recruitment practices once travel restrictions are lifted. Social dialogue is essential to discuss and agree the measures to be taken.

While some cross-border recruitment is facilitated by public employment services (within the framework of bilateral agreements that incorporate arrangements for temporary worker programmes), and social and informal networks, private employment agencies and other labour recruiters play an increasing role in matching labour demand and supply across borders.

However, concerns have been raised about the growing role of unscrupulous employment agencies, informal labour intermediaries and other operators acting outside the legal and regulatory framework that prey especially on low-skilled workers and those desperately searching for work. Reported abuses involve one or more of the following: deception about the nature and conditions of work; retention of passports; illegal wage deductions; debt bondage linked to the repayment of recruitment fees; and threats if workers want to leave their employers, coupled with fears of subsequent expulsion from a country. A combination of these abuses can eventually result in human trafficking and forced labour, which are often linked to other serious infringements of fundamental rights in the workplace. Despite the existence of international labour standards relating to recruitment, national laws and their enforcement often fall short of protecting the rights of workers. For migrant workers, these may be coupled with threats if workers wish to leave their employers, and fears of subsequent expulsion from a country.

Workers are vulnerable to abusive recruitment practices especially when they are seeking jobs in an environment of high unemployment, when fleeing crisis situations like wars or disasters, or when there is intense competition for jobs and they are not protected by transparent laws and effective enforcement.

These problems are even more severe when governments have not laid down clear requirements in law and regulations for fair recruitment, adopted bilateral or multilateral agreements to prevent abuses in major recruitment corridors, or when they lack the capacity to enforce the law. A lack of appropriate government regulation and oversight often creates commercial uncertainties, and adds to the costs of doing business.

FACTS AND FIGURES

- According to the latest estimates (2018) there are 258 million international migrants of which 164 are migrant workers. This represents a 9% increase over the previous period. Of this number, 58 % are male and 42 % are female. Most are migrating in search for decent employment and better livelihoods.
- Low-skilled workers both migrants and nationals are particularly at risk of recruitment abuses and forced labour.
- Up to 10 billion dollars in illegal recruitment fees are collected annually from migrant workers.
- Officially, there are 260.000 private employment agencies worldwide.
- COVID 19 pandemic and the related border closure have heavily impacted recruitment and mobility of migrant workers, pushing them into situations of increased vulnerability, as well as the operation of recruitment agencies and their ability to fill employers' labour demand.
- ILO rapid assessment in several countries around the world suggest drastic reduction in recruitment and deployment in 2020, suggesting in most cases migrant workers have not been refunded their upfront fees after cancellation/closure.

In response to those challenges, The Fair Recruitment Initiative (FRI) was launched in 2014 as part of the ILO Director General's call for a Fair Migration Agenda. Since its launch, the FRI has been critical to ILO's work in the area of national and international recruitment of workers and has added renewed impetus and visibility to this important topic. Through the implementation of the first phase of the strategy between 2014-2019, the role of ILO and its constituents has expanded and the development of additional knowledge, tools and guidance has contributed to advancing the international debate on this subject.

In this rapidly changing context during the COVID crisis, the implementation of agreed guiding principles on fair recruitment is essential to ensure that the recruitment process of workers, especially migrant workers, is organized in a way that respects the rights of those involved, the needs of communities of origin and destination, and takes into account the legitimate needs of employers and recruiters. The ILO's General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs (GP&OG) clearly identify that governments have a responsibility to respect human rights and labour rights and to promote fair recruitment at all times, both within and across national borders, including in conflict and crisis situations. They should take concrete steps to ensure that enterprises and recruitment agencies operating during crises are not involved with human rights and recruitment abuses. Enterprises, agencies and public employment services continue to be responsible for respecting human rights when recruiting workers, including through human rights due diligence assessments of recruitment procedures.

In April 2021, the ILO published the FRI strategy for the next 5 years (2021-2025 FRI Strategy (Phase II)). This strategy will continue to be grounded in relevant international labour standards (ILS), global guidance, and social dialogue between governance institutions and actors of the labour market – i.e. those who directly experience the challenges and opportunities of implementing fair recruitment practices. The FRI has combined global policy dialogue, knowledge and data generation with on-the-ground interventions where tools are tested, implemented, and expertise created.

Its vision is to ensure that recruitment practices nationally and across borders are grounded in labour standards, are developed through social dialogue, and ensure gender equality. Specifically, they:

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

The 2021-2025 [ILO Fair Recruitment Initiative Strategy](#) is composed of four pillars.

THE PILLARS OF THE “FAIR RECRUITMENT STRATEGY (PHASE II)”

Pillar 1: Enhancing, exchanging and disseminating global knowledge on national and international recruitment processes

Pillar 2: Improving laws, policies and enforcement to promote fair recruitment

Pillar 3: Promoting fair business practices

Pillar 4: Empowering and protecting workers

To learn more, visit ilo.org/fairrecruitment

WHY THIS COURSE?

This course, based on the ILO Fair Recruitment Initiative Strategy, is a direct answer to the acknowledged need to reinforce the capacities of the ILO constituents and other key actors, in particular, within the context of exacerbated challenges created by COVID 19 pandemic. Thus, the ILO will play its role in providing capacity building and technical assistance to its constituents in promoting fair recruitment and ensuring that recruitment and placement services respect workers' fundamental principles and rights, including those of migrant workers. The course is direct implementation of Pillar 1 and more specifically 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”.

WHAT WILL I BE ABLE TO DO?

BY THE END OF THE COURSE, PARTICIPANTS WILL BE ABLE TO:

- Appreciate the relevant international labour standards as well as the General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs;
- Understand the economic determinants of informal/formal recruitment and measurement of recruitment costs, in and the impact that COVID 19 pandemic is having on these;
- Analyse alternative options to private employment agencies, including via public employment agencies, workers' cooperatives and directly through accredited employers, with tripartite and bipartite supervision;
- Share good practices of laws, policies and enforcement mechanisms, including a compilation of regulatory and enforcement models that have demonstrated a measurable impact in reducing human trafficking and irregular migration;
- Understand the needs to protect the rights of workers, including migrant workers, from abusive and fraudulent practices during the recruitment and placement process.

WHAT TOPICS DOES THIS COURSE COVER?

- International binding and non-binding instruments promoting Fair recruitment (including the General principles and operational guidelines)
- Policies and enforcement to promote fair recruitment
- Legislation to regulate recruitment, including licensing and monitoring mechanisms, complaints mechanism and effective access to remedies
- Recruitment regulation in practice
- Monitoring and Enforcement of Recruitment Regulations and access to justice
- Trade Union and NGO actions in support of Fair Recruitment
- The different recruitment processes including recruitment through private and public agencies and bilateral labour agreements
- Fair Recruitment at the sector level
- Experiences on ensuring compliance, including certification and social auditing
- The impact of fair recruitment on the global supply chain
- Recruitment fees and other related costs
- Fair Business practices and the actions taken by employers
- Impact of COVID-19 pandemic on recruitment processes
- The role of the media in promoting fair recruitment processes
- Promoting fair and ethical recruitment in a digital world.

WHO ATTENDS THIS COURSE?

The course is designed for:

- Officials, policy-makers and practitioners of public institutions and ministries dealing with migration, trafficking and/or forced labour;
- representatives of workers' and employers' organizations;
- representatives of public and private employment agencies;
- staff of NGOs and civil society organizations;
- experts and civil servants from international agencies;
- representatives of the recruitment industry as well as businesses;
- other key actors engaged in these issues.

WHAT WILL I BE REQUIRED TO DO DURING THE COURSE?

Course learning materials and tuition will be offered online in English and Spanish. The following requirements are therefore essential to participate in this course:

- the ability to use and access a computer with internet
- working knowledge of written English or Spanish
- the availability to dedicate per week between 5-10 hours to the course.

HOW IS THE COURSE STRUCTURED?

The course consists of a number of online modules offered through the e-campus online platform to be completed over a period of six weeks from 23 August to 01 October 2021, for an estimated total of 60 learning hours. The course is broken down into three phases:

- **Flexible learning:** (asynchronous) self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.
- **“Real time” learning (synchronous):** Live interactive sessions and engaging video presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on e-campus.
- **End of course assignment:** Individual assignment applying ILO Guidelines to the participants' organization.

Participants who successfully complete all assessments and the final assignment will receive a Certificate of Achievement. The passing grade is 60/100.

LANGUAGES OF THE COURSE

English and Spanish

DATES OF THE COURSE

23 August – 1 October 2021

COURSE VENUE

Online (E-Campus)

COST OF PARTICIPATION

Participation in the course costs 950 Euros

The course fee is payable in advance. It covers: tuition fees; the use of training tools and support services; training materials and documents.

For information regarding payment, cancellation and refunds, please consult:

<https://www.itcilo.org/applications-payments-cancellation>

APPLICATION

Applicants should complete the online nomination form **no later than 22 August 2021**

The form can be found at: <https://oarf2.itcilo.org/MIF/A9713985/en>

This course qualifies for the [ITCILO Diploma for Labour Migration Experts and Practitioners](#). Take the Academy on Labour Migration, three courses out of all eligible courses within a five year period, and complete a capstone project to become part of a global cadre of practitioners and experts with a recognised set of skills in labour migration policy.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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