



BLENDDED

FAIR RECRUITMENT

# ESTABLISHING FAIR RECRUITMENT PROCESSES

22 SEPTEMBER – 24 OCTOBER 2025

ONLINE: 22 SEPTEMBER – 11 OCTOBER 2025

DOHA (QATAR): 12 – 16 OCTOBER 2025

ONLINE: 17 – 24 OCTOBER 2025

*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

- i. Online phase (ITCILO eCampus): Participants will have access to a dedicated electronic platform, the eCampus, the ITCILO e-learning portal, accessible through a computer or any portable device. Learning will be interactive and facilitated by a person who will provide guidance and clarification on topics and activities.
- ii. Face-to-face phase (residential in Turin on ITCILO Campus): which combines lectures and discussions, interactive sessions, as well as case studies, role-play exercises and group work.
- iii. Follow up and wrap up (ITCILO eCampus): a final webinar followed by a final 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.

## WHAT IS THE COURSE ABOUT?

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. Despite the existence of international labour standards relating to recruitment, national laws and their enforcement often fall short of protecting the rights of workers.

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.

Nevertheless, concerns remain about the persistence 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 include 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 often linked

### WHAT IS THE "FAIR RECRUITMENT INITIATIVE"?

The ILO's 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. The second phase of the Initiative (2021-2025) is seeking 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.

to other serious infringements of fundamental rights in the workplace. By addressing exploitative recruitment, Fair Recruitment initiatives help reduce vulnerability to forced labor and human trafficking, safeguarding workers' rights in the process.

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](https://ilo.org/fairrecruitment)

The ILO's General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs (GP&OG) provides invaluable guidance on how 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.

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.

## 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;
- Recognize the imperative to safeguard the rights of workers, including migrant workers, from exploitative and deceptive practices throughout the recruitment and placement process in order to mitigate the potential threat of forced labour and human trafficking.

## WHAT WILL I LEARN?

- International binding and non-binding instruments promoting Fair recruitment (including the General principles and operational guidelines)
- Policies and enforcement to promote fair recruitment
- ILO fundamental instruments on Forced Labour and other international bodies relating to human trafficking
- The role of Fair Recruitment in preventing Forced Labour and Human Trafficking
- ILO Forced Labour Indicators and their linkages with Fair Recruitment at the operational level
- 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
- The role of the media in promoting fair recruitment processes
- Fair Recruitment and Gender

## 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.

# LANGUAGES OF THE COURSE

Course learning materials and tuition will be offered in English and Arabic.

## HOW?

This five-week (5) course consists of an online phase, a residential phase and a follow-up and wrap-up phase to be completed from **22 September to 24 October 2025**, for an estimated total of 60 learning hours. The course is broken down into three phases:

**Online phase – weeks 1, 2 and 3** (ITCILO eCampus): Participants will have access to a dedicated electronic platform, the eCampus, ITCILO e-learning portal, accessible through a computer or any portable device. Learning will be interactive and facilitated by a person who will provide guidance and clarification on topics and activities.

During the online phase participants will have access to asynchronous and synchronous resources, self-guided modules and live webinars with ILO, ITCILO and external experts

**Face-to-face phase – week 4** (residential in Doha, Qatar): which combines lectures and discussions, interactive sessions, as well as case studies, role-play exercises and group work.

**Follow up and wrap up – week 5** (ITCILO eCampus): a final webinar followed by a final assignment.

Participants who successfully complete all assessments and the final assignment will receive a Certificate of Achievement.



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.

## HOW TO APPLY?

Interested candidates should register on-line through this link:

<https://oarf2.itcilo.org/STF/A9718061/en>

Applicants should complete the online nomination form no later than **8 August 2025**, supported by a nomination letter from the sponsoring institution indicating how the participant will be financed.

## COSTS AND PAYMENT

The cost of participation is available on demand:

- it covers: tuition fees; the use of training rooms; accommodation and full board; insurance during the residential phase of the course to cover emergency medical;
- it excludes international air travel, visa costs and airport transfers.

The cost of participation is payable in advance by the participant or his or her sponsoring organization.

# CAMPUS LIFE

## A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

## ENVIRONMENT AND SURROUNDINGS

### Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

## HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

## COMMUNITY ENGAGEMENT AND DIVERSITY

**Participants can enjoy social events organized by the Turin Centre** as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

## 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

### International Training Centre of the ILO

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**COURSE CODE: A9718061**