



ONLINE

FAIR RECRUITMENT

FAIR RECRUITMENT INITIATIVE (PHASE II, 2021-2025)

REGIONAL LAUNCH FOR THE AMERICAS

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Information Note

With the support of:



International
Labour
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Fair
Recruitment
Initiative



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THE ILO GLOBAL FAIR RECRUITMENT INITIATIVE (PHASE II, 2021-2025)

The ILO's Fair Recruitment Initiative, launched in 2014, aims to protect workers people against abuse and exploitation, while meeting the needs of the labour market, and is based on the extensive experience of the ILO on labour migration and the prevention of forced labour, among others.

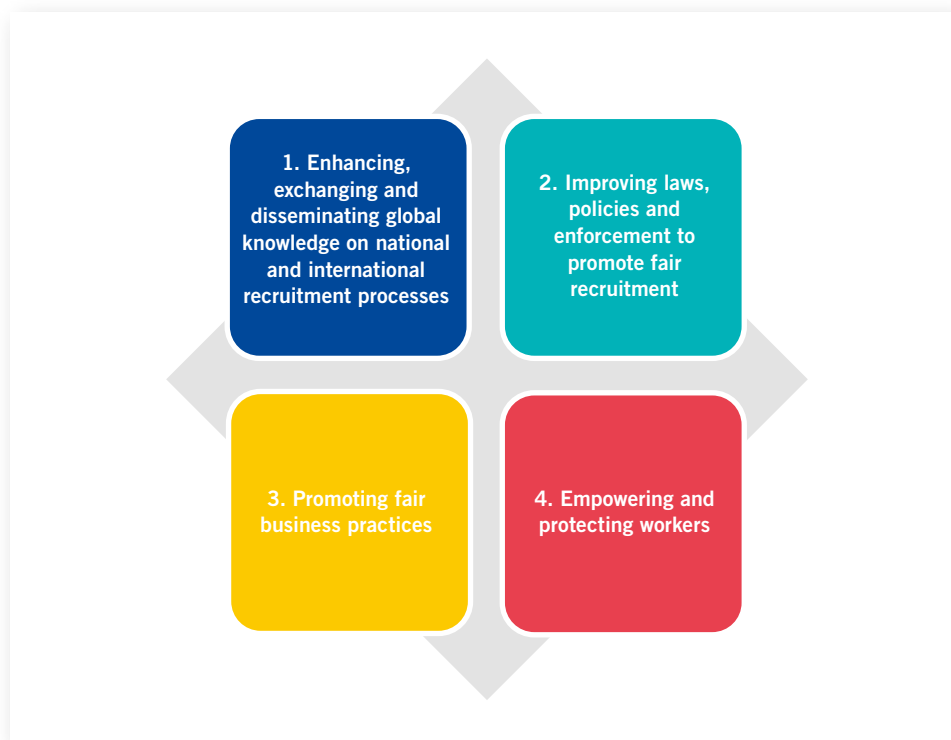
Fair Recruitment is understood as recruitment carried out within the law, in line with international labour standards and with respect for human rights, without discrimination on the basis of gender, ethnicity, national or legal status. It should be at no cost to workers and should protect them from exploitative situations. Fair recruitment is also a tool for, or a result of, well-functioning labour markets.

Phase II (2021-2025) of the Initiative is anchored on progresses and tools developed in recent years and seeks to operationalize, institutionalize, and deepen knowledge and practices on fair recruitment and protect workers, particularly migrant workers. The Initiative supports law and practice reform which foster fair recruitment at the global and regional level, and it promotes national and cross-border recruitment practices and policies that are based on international labour standards, social dialogue and gender equality and are aligned to employment policies.

At the heart of the initiative are the **General Principles and operational guidelines for fair recruitment and the Definition of recruitment fees and related costs**, the implementation of which guides the ILO's action in this field. Likewise, the second phase of the Initiative includes the launch of a **Global Knowledge Hub** to develop, systematize, deepen, and exchange knowledge, experiences and practices on fair recruitment and promote communities of practice between experts and practitioners at global regional and national level.

Taking stock on achievements from the first five years of implementation of the FRI in different migration corridors, the ILO has systematized **promising practices on fair recruitment**, inspired by general principles and existing international standards. These practices cover areas such as: migrant workers resource centres, public employment services capacity to support migrant workers, strategies of adaptation of recruitment practices to the context of COVID-19, employment centers to facilitate labour migration, revision of legal framework governing recruitment practices, inclusion of fair recruitment consideration in the negotiations of bilateral agreements, among others.

The Fair recruitment Initiative is based on 4 main Pillars:



The Fair Recruitment Initiative fosters strong alliances with international and local partners to complement the Global Compact for Safe, Orderly and Regular Migration and the UN Sustainable Development Goals.

THE ILO FAIR RECRUITMENT INITIATIVE (PHASE II, 2021-2025) IN THE AMERICAS

In the Americas, and particularly in the Guatemala - Mexico corridor, the ILO has strengthened the framework for fairly recruiting workers through the REFRAME project, with an articulated effort among its constituents: Governments, Employers' Organizations and Workers' Organizations and other relevant partners. This has made it possible to promote the effective governance of labour migration and fair recruitment, reducing abusive practices and violation of human and labour rights, and maximizing the protection of migrant workers, while promoting the better functioning of the labour markets in everyone's interest.

Labour migration and mobility are priority issues in the region: most countries are part of migratory movements, either as countries of origin, transit, or destination. Mixed flows of refugees and asylum seekers have also increased in the region. Migrant workers are often also particularly exposed to decent work deficits, especially as they are predominantly recruited through informal networks into in precarious

employment in the **informal economy**. It is therefore necessary to develop a strategy for the Americas to leverage the benefit of such movements, to create a level playing field in the recruitment industry and to prevent human trafficking and forced labour, ensuring the protection of the rights of all workers, including migrants, reducing the risks of abusive and fraudulent recruitment (such as false job offers or recruitment fees or costs charged to workers) and taking into account the prevailing informality of employment in the region.

The regional launch of Phase II of the ILO Fair Recruitment Initiative (2021-2025) is an opportunity to expand the implementation of successful fair recruitment tools to other countries in the American continent and thus generate mechanisms for sustainable socio-economic integration and reintegration with a focus on gender, human rights, and cultural relevance. It is also an opportunity to advance with a common approach of the region towards the achievement of Sustainable Development Goal number 8, which seeks to achieve inclusive and sustainable economic growth with decent work for all, as well as goal 10, and in particular, indicator 10.7.1 on workers paid recruitment costs. Similarly, this will contribute to Objective 6 of the Global Compact for Safe, Orderly and Regular Migration Objective on facilitating fair and ethical recruitment and safeguarding conditions that ensure decent work.

In the interest of promoting tripartism and highlighting the crucial role of ILO constituents in fair recruitment, the **Regional Launch of Phase II will be jointly organized by the International Labor Organization (ILO), the International Trade Union Confederation (ITUC) and the International Organization of Employers (IOE).**

OBJECTIVE

Inform about the ILO Fair Recruitment Initiative (2021-2025), its pillars, approach, promising recruitment tools and practices, and promote the knowledge exchange and the creation of informal networks of experts and professionals committed to promoting fair recruitment in the region.

TARGET AUDIENCE

The regional event will be aimed at key actors from the countries of the Americas including Governments (Ministries of Labour and / or Ministry of Foreign Affairs, Institute or Directorate of Migration), Employers' and Worker's Organizations, as well representatives from Civil Society Organizations, Migrant Workers, academia and the media, among others. Invitations will be sent out to ILO's constituents and key stakeholders; however, the event will also be widely advertised and interested parties will be able to register to connect and listen in.

DESCRIPTION OF THE ACTIVITY AND METHODOLOGY

The regional launch event will be co-organized by the International Labor Organization (ILO), the International Organization of Employers (IOE) and the International Trade Union Confederation / Trade Union Confederation of the Americas (ITUC / CSA). It will be done via Zoom with a duration of two hours and thirty minutes.

It will begin with a high-level opening session followed by a technical discussion on relevant promising practice in the region and the link with the ILO Fair Recruitment Initiative. The session will combine presentations, debate and technical participatory dialogue and it will be delivered in Spanish and English with simultaneous interpretation.

The invitation to the event will be sent to the ILO tripartite constituents in all countries in the region. At the same time, organizers will widely disseminate information about the event among their members/contact and on the social networks, encouraging the widest participation and requesting the participants to register.

AGENDA

Monday 25th October 2021 • Time: 9:00 -11:30 AM Lima, Peru (GMT-5)	
09:00 – 09:15	Opening remarks <ul style="list-style-type: none">• ILO Regional Director• IOE representative• ITUC Representative
09:15 – 10:00	High-Level ministerial panel: Fair Recruitment as a pillar of inclusive recovery across the Americas <ul style="list-style-type: none">• Moderation by ILO Regional Director, with interventions by Government representatives (Ministerial level) from the Americas region
10:00 – 11:15	The Actors of Fair Recruitment: Promising Practices of social partners from the Americas, prospects and opportunities <p>Roundtable of interventions from social partners on fair recruitment promising practices from the region, followed by Q&As</p>
11:15 – 11:30	Conclusion and closing remarks <p>ILO, ITUC and IOE</p>

INFO

**FOR FURTHER INFORMATION
PLEASE CONTACT**

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