

Advance Fair Recruitment!

End Forced Labour!

Campaign updates – January 2023

In order to ensure fair recruitment that reduces the vulnerability of workers to forced labour, trade unions in different countries and regions have been actively working to promote International Labour Organization (ILO) [General Principles & Operational Guidelines for Fair Recruitment](#) and the [Forced Labour Protocol \(P29\)](#). This work has entailed engaging in social dialogue and tripartite discussions on recruitment processes, including the recruitment of migrant workers, as well as influencing national legislation and policies on fair recruitment and fair migration. At the grassroots level, trade unions have also worked on raising awareness and protecting workers' rights by informing and organising workers, as well as identifying and reporting abuses and violence committed against them.

Here we offer a recap of actions taken in 2022 by ITUC, its affiliates and partner organisations to advance fair recruitment to end forced labour. We look forward to collaborating with you and your organisation to continue promoting and defending workers' rights and ensuring decent work for all.

Global updates

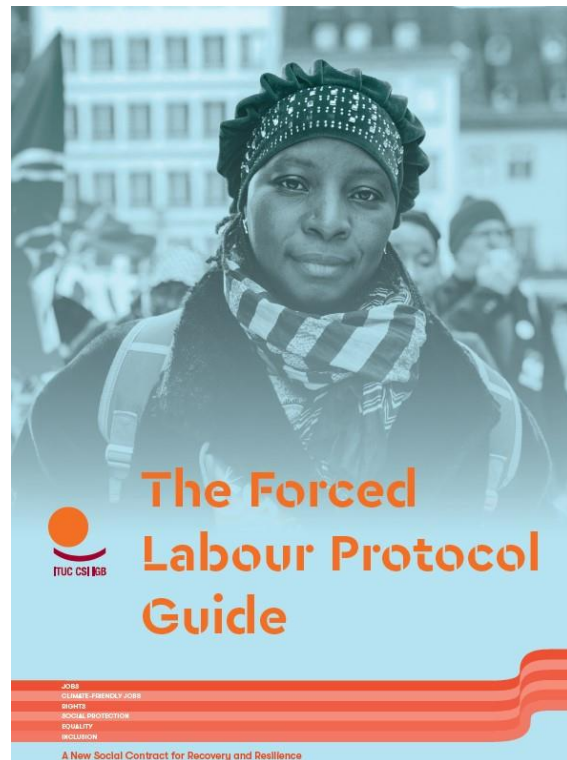
The ITUC developed a **mini guide** that outlines **how to ensure fair recruitment** and how trade unions can work to advance the fair recruitment agenda. The guide provides information on trade unions' best practices to improve the recruitment of workers through organising, advocacy and social dialogue. It also contains legal and normative framework information for fair recruitment. Unions can make use of the tools provided to promote fair recruitment in their regions.

[Read the guide here >>](#)

The **Forced Labour Protocol guide** sets out why the urgent and widespread ratification and implementation of the [Protocol of 2014 to the Forced Labour Convention, 1930 \(P29\)](#), is a priority for trade unions and labour rights activists. As part of the ITUC's call for a [New Social Contract](#), the ratification and implementation of the Forced Labour Protocol will provide an international legal basis for advancing the ITUC's campaigns to eliminate slavery and secure the rights of migrant workers and Sustainable Development Goal 8. [Read the guide >>](#)

Ensuring fair recruitment for decent work

A MINI GUIDE FOR TRADE UNIONS



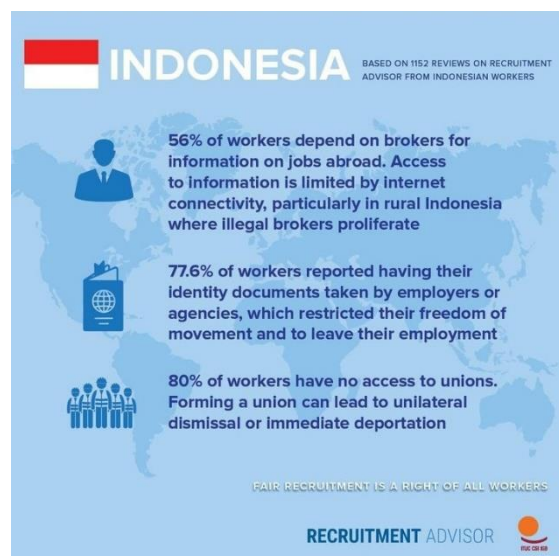
A collaboration between ITUC and ILO, the **ILO Fair Recruitment Master Class Videos 2022** forms one of a series of 6 short films that focuses on the important roles trade unions play in ensuring fair recruitment for decent work. [Watch the videos here >>](#)

Do you want to learn more about new initiatives, resources, tools and experiences on fair recruitment? Join global network of experts and practitioners in the interactive online platform [ILO Fair Recruitment Initiative Knowledge Hub](#) to exchange knowledge, information and resources. **Become a member now.**



To help protect migrant workers from abusive employment practices, the ITUC supports the website [Recruitment Advisor](#) that provides information about recruitment agencies and workers' rights.

Consult the **key findings from Recruitment Advisor** reports prepared by ITUC affiliates ([KSBSI](#), [COTU-K](#), and [GEFONT](#)) and researchers who analysed data from a recruitment survey of migrant workers. The surveys were completed through www.recruitmentadvisor.org and focus on [Indonesia](#), [Kenya](#) and [Nepal](#). You can view a discussion on the reports which highlighted the grim reality of migrant workers' recruitment by rewatching an ITUC Webinar held on International Migrants Day 2022 via this [link](#).



KENYA BASED ON 479 REVIEWS ON RECRUITMENT ADVISOR FROM KENYAN WORKERS

- 76% of migrant workers paid recruitment fees and other costs – including medical, orientation, training, qualification tests, and travel and lodging costs
- In Kenya, the National Employment Authority (NEA) requires that all migrant workers must undergo pre-employment orientation and training before employment. However, 35% of workers reported that they did not receive any information prior to their employment
- 76% of migrant workers did not receive their employment contracts

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR

NEPAL BASED ON 1593 REVIEWS ON RECRUITMENT ADVISOR FROM NEPALI WORKERS

- Migrant workers have been paying high recruitment fees, about NPR 100,000 (US\$ 855), and other related costs
- 96% of workers had their passport withheld by the employer
- Less than 4% of workers had access to trade unions or workers' associations in their destination country
- 83% of workers were denied the right to freely leave their employment and return back home

FAIR RECRUITMENT IS A RIGHT OF ALL WORKERS

RECRUITMENT ADVISOR

The ITUC and [Webstanz](#) refined the Recruitment Advisor website to provide easier access for migrant workers from any country to [share their recruitment experiences](#) and to access recruitment law and policy information on 23 countries. The content is available in eight languages.

The ITUC and [Relief Application](#) developed a Chatbot for Recruitment Advisor which is also available in all the eight languages. The chatbot is accessible via WhatsApp in +1 (201) 581-9499, [Facebook Messenger](#), and in <https://www.recruitmentadvisor.org/>.

The ITUC stands ready to support other unions to expand the initiative to other countries. Unions can send an expression of interest to tur@ituc-csi.org.

Country	Users	% Users
1. Nepal	32,849	22.89%
2. Bangladesh	30,268	21.09%
3. Sri Lanka	22,858	15.93%
4. Philippines	12,739	8.88%
5. Indonesia	9,328	6.50%
6. Kenya	6,535	4.55%
7. Tanzania	4,188	2.92%
8. India	3,483	2.43%
9. United States	2,135	1.49%
10. Saudi Arabia	1,718	1.20%

Top 10 Recruitment Advisor website users by country. In 2022, the website reached 145,227 users.

In **Bangladesh**, unions reached out to returnee migrant workers in five districts (Manikganj, Dhaka, Jashore, Munshiganj, and Faridpur) to raise awareness on workers' rights during recruitment process and collected 835 recruitment surveys. [Read more >>](#)

In **Nepal**, GEFONT conducted a writing competition on recruitment experiences for migrant workers and 42 stories were submitted. For more details, watch [Gefont English news](#) ('2.20-'3.40). [Read more updates from Nepal here >>](#)

In **Sri Lanka**, Sri Lanka Nidahas Sevaka Sangamaya (SLNSS) mobilised volunteers and collected reviews of recruitment experiences from 322 returnee migrant workers. [Read more >>](#)

Africa

In **Kenya**, COTU-K continues to reach out to migrant workers to [raise awareness](#) on Fair Recruitment Principles, safe migration, and provisions of national laws governing migration. COTU-K has also recently opened Migrant Resource Center. [Read more >>](#)

In **Nigeria**, the federal government, NLC, and ILO have collaborated to tackle exploitation against migrant workers. NLC is partnering with the African Regional Organization of the International Trade Union Confederation (ITUC-Africa) to operate the Migrant Recruitment Advisor. [Read more >>](#)

In **Ethiopia**, CETU started Fair Recruitment campaign and rolled out Recruitment Advisor. The ILO Country office Ethiopia emphasised the importance of fair recruitment in Ethiopia due to the high mobility of workers and the recruitment market being mostly driven by private recruitment agencies. [Read more >>](#)

Arabia

In **Kuwait**, KTUF in collaboration with ITUC, conducted training for affiliates and migrant focal points on the fair recruitment and organising of migrant workers.

[Read more >>](#)

In **Bahrain**, the GFBTU and its affiliate at Gulf City Cleaning has negotiated an updated collective agreement that secured an increased wage for staff, including migrant workers. [Watch video>>](#)

In **Jordan**, a collaboration between GFJTU, JTGCU and the Arab TUC Migrant Resource Center provided a hybrid workshop on fair recruitment to domestic workers and garment workers. It also connected migrant workers with unions in their origin countries via Zoom. [Read more >>](#)

Do you want to contribute, help us collect stories and share your updates of union work on the Fair Recruitment and Forced Labour agenda?

Send your updates to: tur@ituc-csi.org