



**Spotlight
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Measures to promote and establish a fair recruitment system

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Talking points



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On steps that have been undertaken to promote fair recruitment, in line with the ILO General Principles and Operational Guidelines for Fair Recruitment and the Definition on Recruitment Fees and Related Costs

1. Jordan Corridor FSI engagement with ILO – Work in Freedom/ILO mission to create a Fair recruitment corridor for disadvantaged women from Nepal to the Jordan Apparel sector

Key Observations:

- Change is difficult and only occurs when there is a confluence of driving factors
- There is generally resistance to change, a form of protectionism from: Those profiting from the status quo, norms of societal thinking, fear of the unknown, fear of accountability
- Disruption needs to be embraced and supported
- Critically you need the support of those with the real market power (Brands), Government bodies and Oversight organisations like the ILO all working together to build truly protected corridors only accessible by those committed to the mission of Fair labour



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2. Multi-stakeholder initiative bringing together brands, factories, recruiters and NGOs.

POSITIVES:

- Convening of the Stakeholders
- Goal of the initiative
- Oversight and pressure brought to bear on manufacturers
- Pre-deployment training initiatives
- Case study in what can go wrong and right
- Collation of Data on the benefits and effects of Fair recruitment



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LESSONS LEARNT:

- Importance of tying down a solid framework with Government commitment and sign off prior to commencement
- Protection and support of ethical recruiters rather than obstruction
- Government cooperation and support to the program
- Define the commitment from the brands – monetary and auditing contribution – put your money where your mouth is
- Develop the right skills training program so it is fit for purpose
- Build a protected market place only accessible for recruiters meeting the standard – market driven change to raise standards
- Makes it commercially viable and scalable



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NEGATIVES:

- Lack of understanding of the program – leading to resistance and ultimately shut down of the corridor by Nepali Government
- No protection for recruiters pushing an ethical agenda (FSI blocked for 6 months by unscrupulous recruiters filing false claims)
- Government failing to create a facilitative environment for this work to flourish and grow by aiding administrative process
- Lack of financial support to help establish a proper net work of outreach officers to help spread the word of the opportunity in the remote areas and advantages for women



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On measures that could be undertaken to establish a fair recruitment system that efficiently matches available jobs to job-seekers with the appropriate skills and qualifications, reduces migration costs to both workers and employers, and is gender-responsive recognizing specific needs of women migrant workers.

1. FSI Tech Platform:

Transparency and security provided by block chain platform development

Worker voice capability

Full journey support during and after recruitment

2. Demand driven market:

Lack of incentive for recruiters to change therefore the same practice of pure profit driven approach with no regard for worker protection OR the provision of a Client focused quality service.

Pilot programs to demonstrate the benefits of Fair recruitment to employers



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On measures that enhance women migrant workers' access to information, resources and services

1. **FSI outreach officers** – funded initiatives to support the dissemination of information to rural and remote areas
2. **Pilot programs specifically tying in employers to work with verified ethical recruiters working to a specific set of standards**
 - Proper funded auditing of the entire pipeline