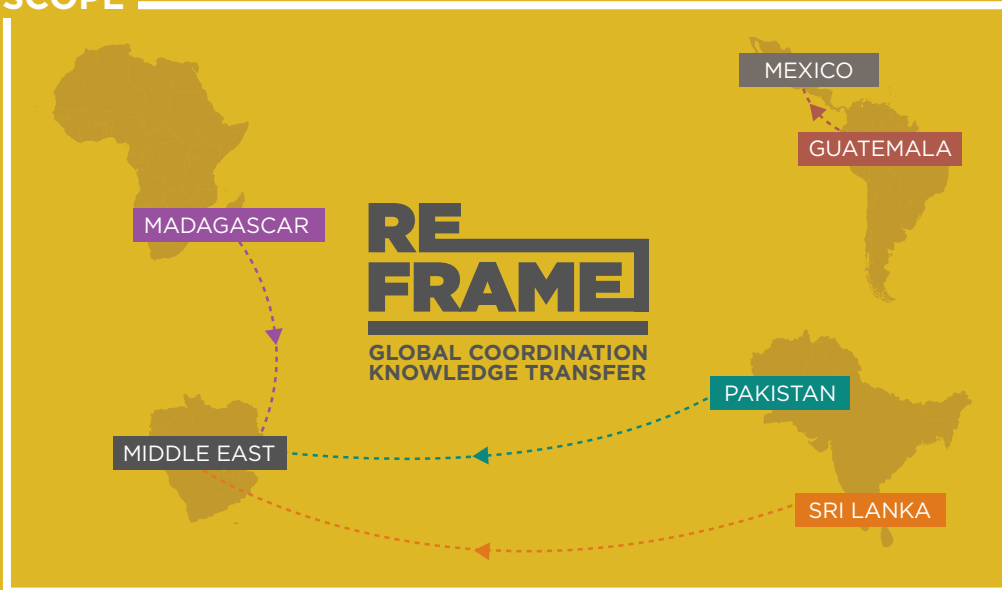


## SCOPE



## MOVING THE FAIR RECRUITMENT INITIATIVE FORWARD

REFRAME will contribute to taking forward the **ILO's Fair Recruitment Initiative**, which was launched in 2014 and is a global multi-stakeholder's Fair Recruitment Initiative to prevent human trafficking and forced labour; protect the rights of workers, including migrant workers, from abusive and fraudulent recruitment and placement processes; and to reduce the cost of labour migration and enhance development outcomes for migrant workers and their families, as well as for countries of origin and destination.

REFRAME is aligned with the four-pronged approach of the Fair Recruitment Initiative:

- Enhancing global knowledge on national and international recruitment practices
- Improving laws, policies and enforcement to promote fair recruitment
- Promoting fair business practices
- Empowering and protecting workers

REFRAME will further promote **ILO's General principles and operational guidelines for fair recruitment** and help **put them into practice** across specific migration corridors.

The Principles and Guidelines are intended to assist member States, partner governments and social partners, labour recruiters, employers and other relevant stakeholders to develop effective labour recruitment policies in compliance with internationally recognized human rights and labour standards, support the transition from informal towards formal recruitment practices, eliminate fraudulent and criminal practices, improve protection and access to remedies for victims of abuses, and support preventive measures such as human rights due diligence by both the public and private sectors.

# REFRAME

GLOBAL ACTION TO IMPROVE  
THE RECRUITMENT FRAMEWORK  
OF LABOUR MIGRATION



International  
Labour  
Organization



### AN EU-ILO PROJECT | 2017-2020

**DONOR** The European Commission

**BUDGET** € 8,400,000

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**Twitter:** @ilo  
#FairRecruitment

**Facebook:** ILO.org



# REFRAME

## AT A GLANCE

Poor governance of labour migration and insufficient or weakly enforced recruitment regulations can lead to high cost of migration, unscrupulous recruitment practices, workers' abuse, deception and exploitation, discrimination and inequalities at the workplace as well as to skills

underutilisation and job mismatches. Fair and effective labour recruitment policies and innovative solutions are required to address these challenges, protect men and women migrant workers, and ensure labour market efficiency.



### THE CHALLENGES



Poor, contradicting or weakly enforced labour migration governance and recruitment regulations



Recruitment malpractices including excessive recruitment fees, abuse, deception and exploitation of migrant workers



Limited access to information on safe recruitment, employment options and procedures



Discrimination and inequalities at the workplace, including a lack of freedom of association and collective bargaining



Scarce evidence of the positive economic impact of fair recruitment, including along global supply chains



Mismatch between recruited workers' skills and employer's needs, impacting efficient function of labour markets

# PROJECT OBJECTIVES



The EU-funded **Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME)** has been designed as a response to these issues and is a global, multi-stakeholder project aimed at reducing abusive practices and violations of human and labour rights during the recruitment process and maximizing the protection of migrant workers and their contribution to development. The REFRAME project adopts a comprehensive, rights-based and gender-sensitive approach based on **International Labour Standards, guided by the Decent Work Agenda**, and in support of disseminating and operationalizing the **ILO General Principles and Operational Guidelines for Fair Recruitment**. The ultimate beneficiaries will be women and men migrant workers who will be directly impacted through the interventions at the national and global level.

The project has **three objectives**:

- 1 Undertake integrated action on fair recruitment across migration corridors** to demonstrate the benefits and feasibility of fairer recruitment models  
**Outputs** Integrated strategies and increased capacity of stakeholders to address unfair recruitment practices in pilot countries.
- 2 Enhance capacities** of social partners, business, civil society organizations and the media to deliver better information and services to migrant workers throughout the recruitment process  
**Outputs** A business case pilot, expansion of the Migrant Recruitment Monitor website, support to the ILO Global Business Network, and media sensitized to fair recruitment issues.
- 3 Produce and disseminate global knowledge and tools** to inform policies and build capacities of relevant actors at different national, regional and international levels  
**Outputs** Knowledge creation, global and regional tools, and a data collection methodology to measure recruitment cost.