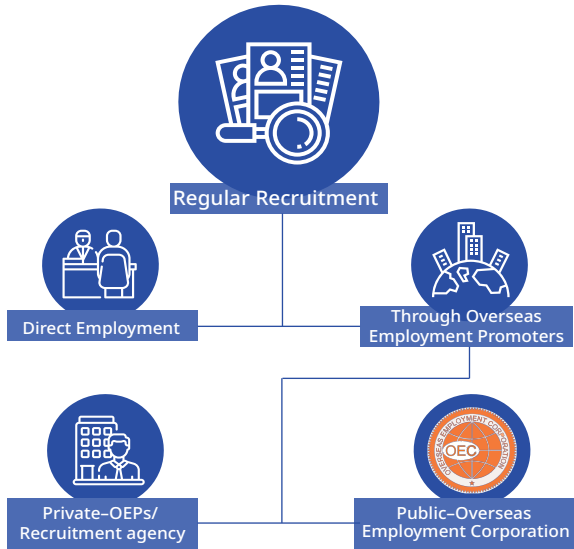
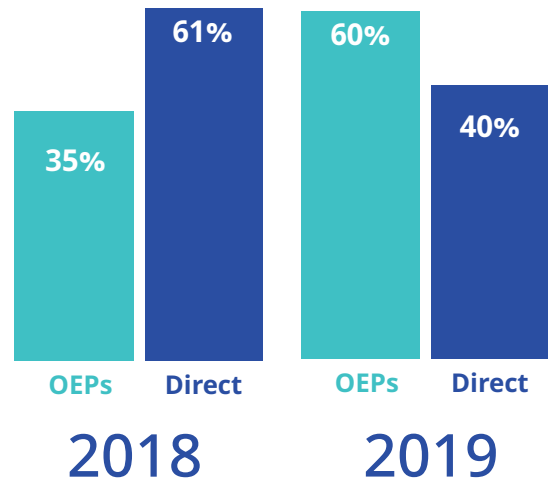




Channels of regular recruitment of migrant workers in Pakistan

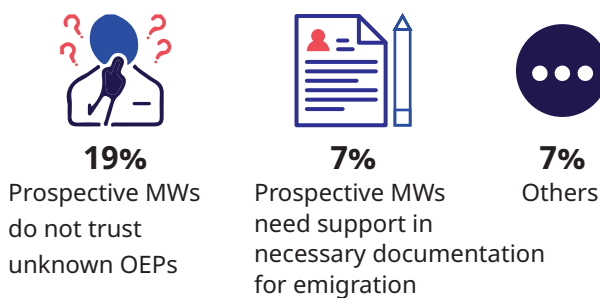
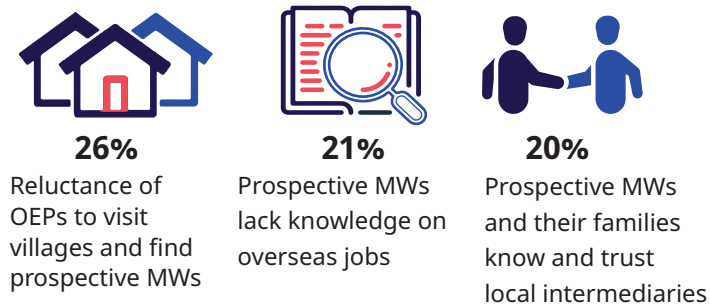


Placement of Pakistani workers abroad, by channel of recruitment



Source: Bureau of Emigration and Overseas Employment (2019)

Major reasons for the growing need and role of intermediaries in recruitment business

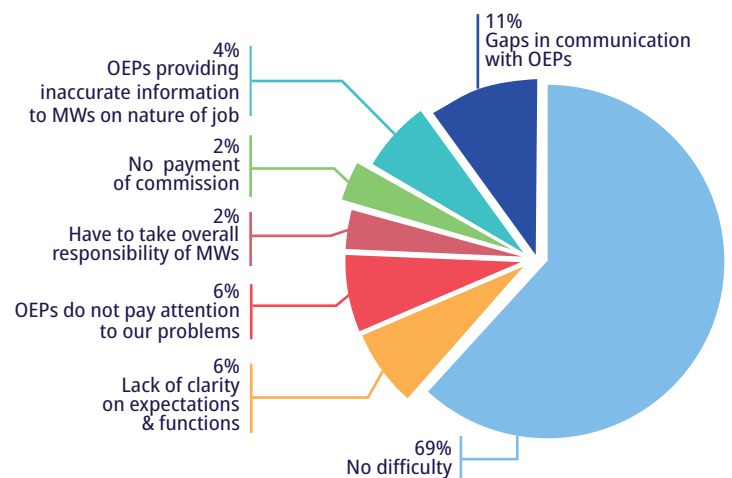


Many low -to semi-skilled workers have little information about sources of foreign jobs and actual costs of recruitment, and therefore get misinformed about working conditions and are charged heavy costs by intermediaries.

Substantial proportion of OEPs only process the documents of migrant workers

A very small number of OEPs undertake the entire recruitment process e.g., marketing, obtaining foreign job demands, identifying and selecting workers, deployment etc.

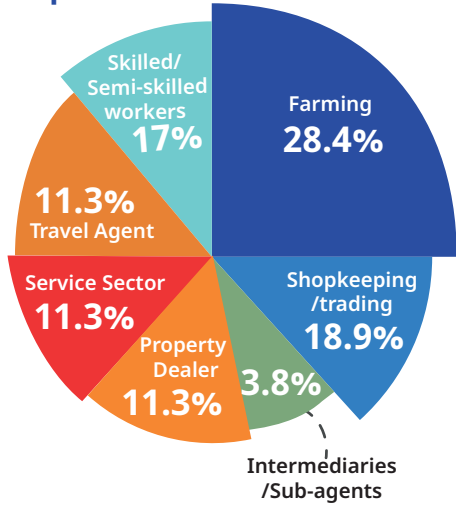
Types of problems, intermediaries face while working with OEPs



Key functions of intermediaries



Intermediaries by main current occupation



Only 11.3 per cent of intermediaries have an office and run recruitment business as full-time work.

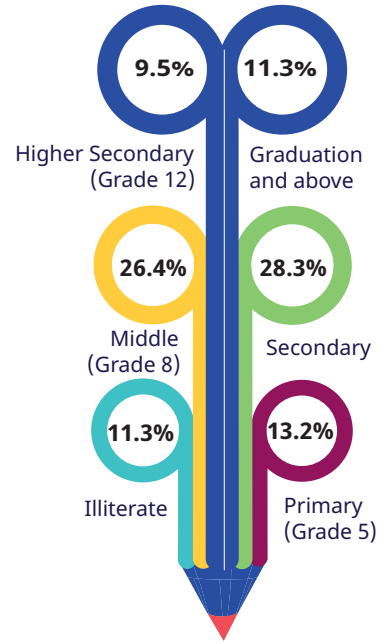
No written agreement exists between intermediaries and OEPs.

62 per cent of intermediaries operate through a verbal agreement and with 38 per cent even without a verbal agreement.

Length of work experience of intermediaries in the recruitment business

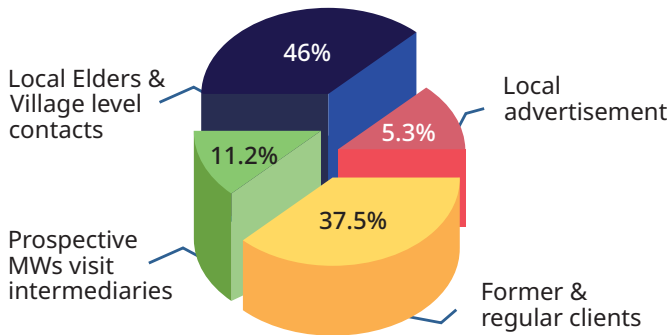


Level of educational attainment of intermediaries

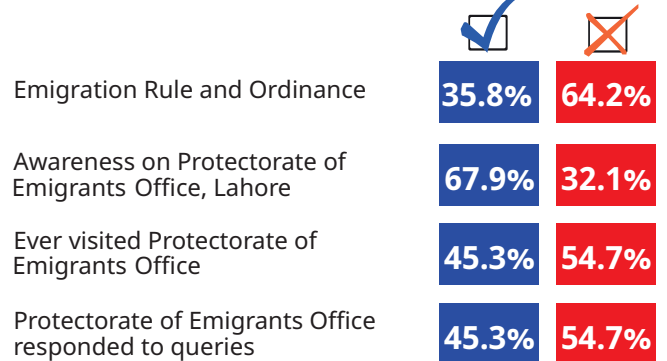


70% of the intermediaries were returned migrant workers, with a network of overseas friends/relatives who arrange foreign jobs for Pakistani workers.

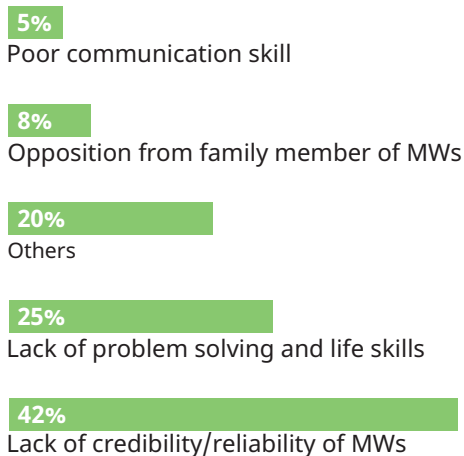
Modes of contact between intermediaries and prospective migrant workers



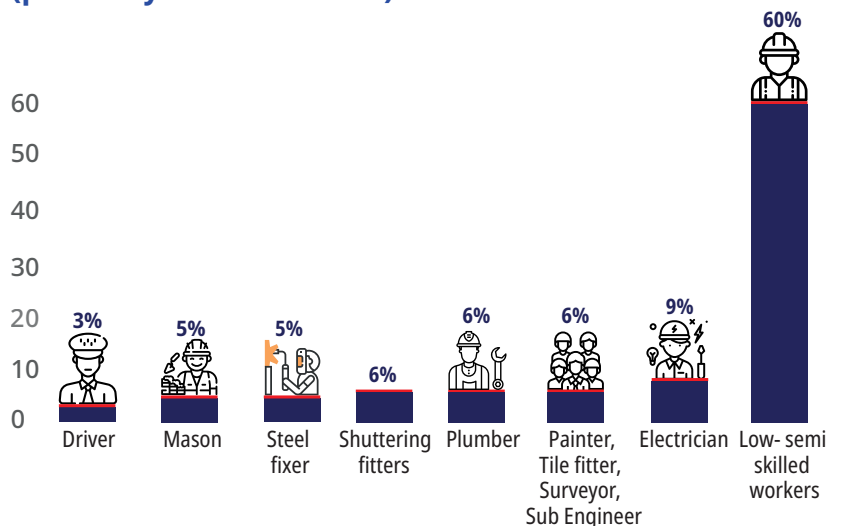
Knowledge and use of relevant institutional services by intermediaries



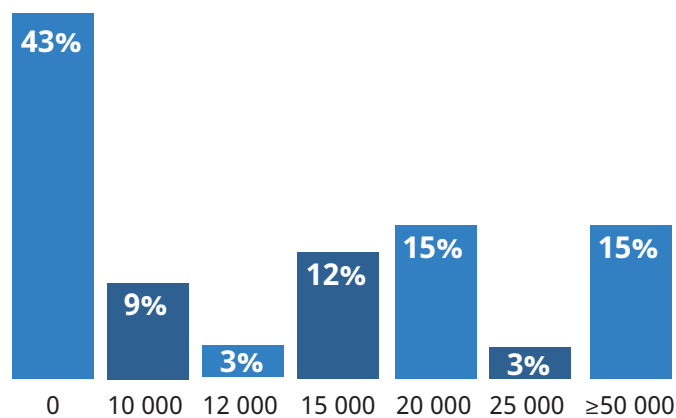
Type of problems, as reported by intermediaries with prospective migrant workers



Types of occupations of migrant workers (placed by intermediaries)



Average amount intermediaries charged to overseas employers, relatives and friends (in PKR)



Intermediaries by placement of migrant workers in major destination countries



37.6%
Saudi Arabia



36.6%
UAE

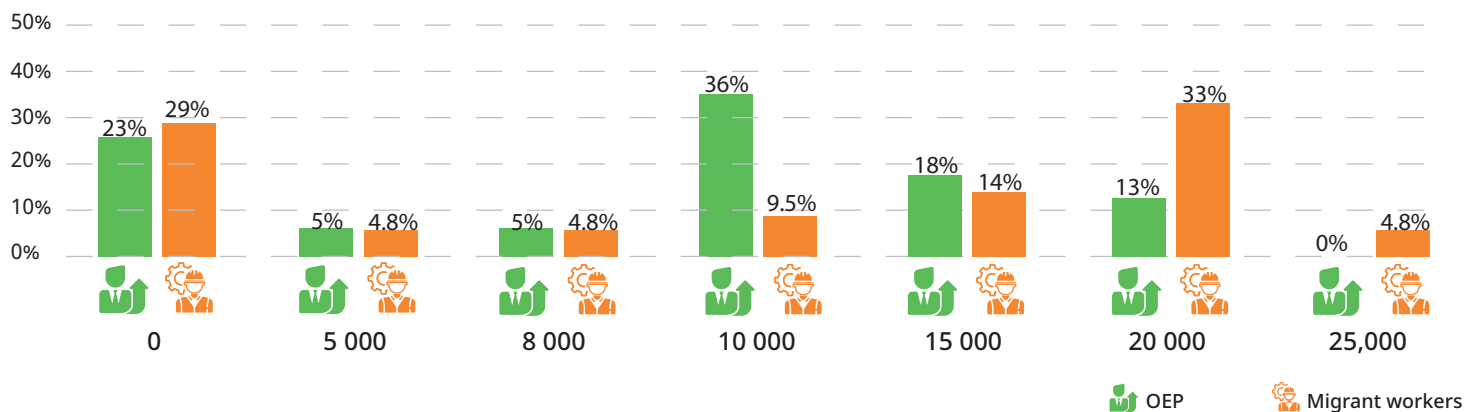


14.9%
Oman



11%
Other Countries

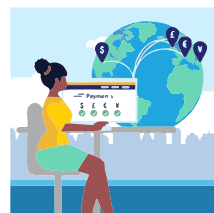
Average amount intermediaries charged to OEPs and migrant workers (in PKR)



Recommendations:



Launch awareness raising campaign on verified overseas employment, regular recruitment channels, and recruitment fees and costs, through one-window/website



Simplify processing of "direct visa" to discourage involvement of several intermediaries, which raises recruitment costs



Simplify the procedure and encourage intermediaries to obtain an OEP license



Sign and implement more bilateral agreements to curb irregular emigration through intermediaries



Pilot formal attachment of intermediaries to OEPs, penalize and sanction for malpractices



Encourage and incentivize the use of "employer pays" model



Enhance OEPs' understanding of value and compliance with fair recruitment principles



Enhance OEPs' capacity to operate a fair recruitment business and monitor implementation

This infographic was produced by the Global Action to Improve the Recruitment Framework of Labour Migration project (REFRAME), supported by the European Union. The REFRAME project aims at preventing and reducing abusive and fraudulent recruitment practices, and maximizing the protection of migrant workers in the recruitment process and their contribution to development.

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