



ilera **AFRICA**
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THEME 7 “MIGRANT LABOUR IN AFRICA”

Labour migration & Ethical recruitment

Céline LEMMEL

International Organization for Migration



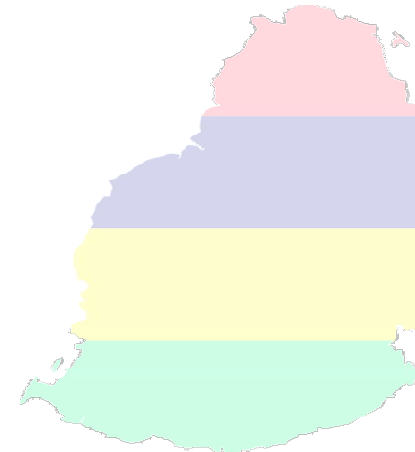
International Organization for Migration (IOM)
The UN Migration Agency

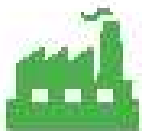
Context

Organized and well managed labour migration has enormous potential for Governments, communities, migrants, employers and other stakeholders in countries of origin and destination. While job creation at home is the first best option, an increasing number of countries see international labour migration as an integral part of national development and employment strategies by taking advantage of global employment opportunities and bringing in foreign exchange.

Despite the efforts made to ensure the protection of migrant workers, many migrants continue to experience numerous problems, particularly more vulnerable groups, such as female domestic workers, entertainers and lower skilled workers.

An estimated 40.3 million of people were victim of modern slavery in 2016





DEBT BONDAGE

Debt bondage affected half of all victims of forced labour imposed by private actors.



METRICS

40 million people were victims of modern slavery. This includes:

- 25 million people in forced labour
- 15 million people in forced marriage

PREVALENCE

There were 5.4 victims of modern slavery for every thousand people in the world in 2018.

There were 5.9 adult victims of modern slavery for every 1,000 adults in the world and 4.4 child victims for every 1,000 children in the world.

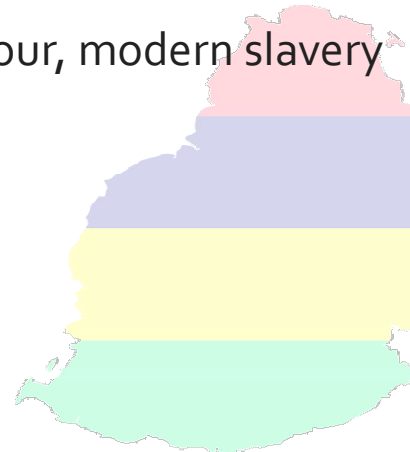


Source: The International Labour Office (ILO), Walk Free Foundation and International Organization for Migration (IOM)

Governments initiatives to combat trafficking

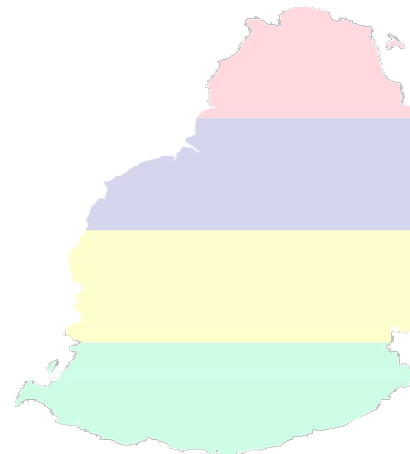
Due to the cross-border nature of the recruitment process, and the wide range of abuses, from isolated and relatively minor labour law violations to criminal exploitation, governments face major challenges in regulating and monitoring affected industries.

- UN Convention against Transnational Organized Crime's (UNTOC) protocol on trafficking in persons
- African Union (AU) Commission Initiative against Trafficking (AU.COMMIT) (2010)
- United Kingdom Modern Slavery Act (2015) and Call to Action to end forced labour, modern slavery and human trafficking (2017)



Businesses as agents of change

- Businesses are addressing these issues by amending their procurement and corporate social responsibility policies.
- Companies that do not map their own supply chain and monitor the performance of their suppliers and contractors in terms of recruiting practices and workers' welfare are undertaking business risks

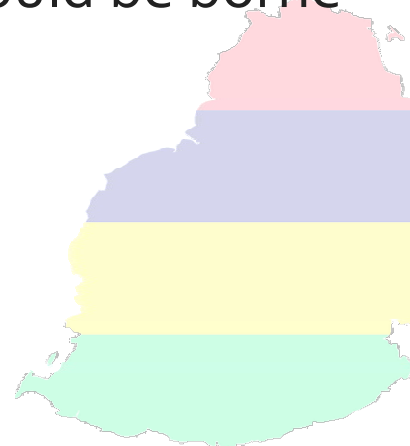


The Employer Pays principle

Reflecting the **Dhaka Principles for Migration with Dignity**, the Employer Pays Principle is a commitment to ensure that no worker should pay for a job and is increasingly being adopted by companies across a range of industry sectors and locations.

Launched in May 2016, the Employer Pays Principle states that:

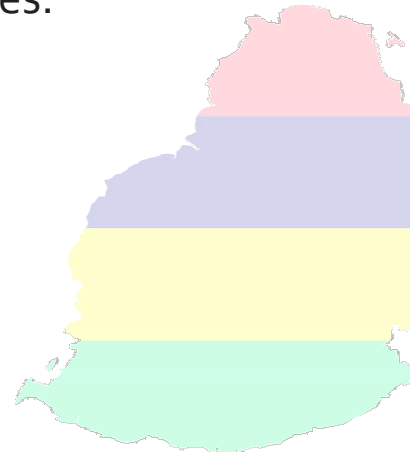
“No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.”



IOM approach to labour migration management

- Bring together stakeholders from countries of origin and destination to introduce and establish labour migration projects, programmes, and mechanisms that balance different interests, with a special focus on addressing migrants' needs.
- Foster the synergies between labour migration and development and promote legal avenues of labour migration as an alternative to irregular migration.
- Facilitate the development of policies and programmes that are in the interest of migrants and society and that provide effective protection for labour migrants and their families.

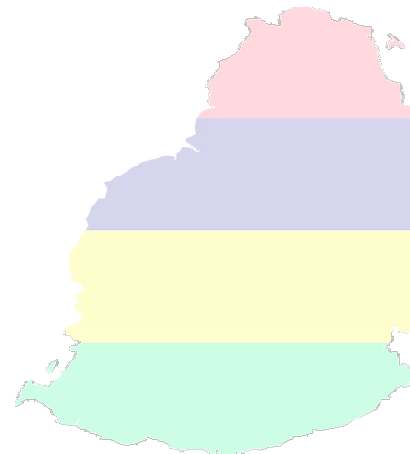
Promote of ethical recruitment



IOM approach to ethical recruitment and decent work

Protect migrant workers and to optimize the benefits of well-managed labour migration for both countries of origin and destination, as well as for the migrants themselves

Ensure that recruitment is conducted in an ethical manner as it is integral to the protection of migrant workers at all stages of the migration cycle and requires a collaborative effort of all relevant stakeholders.

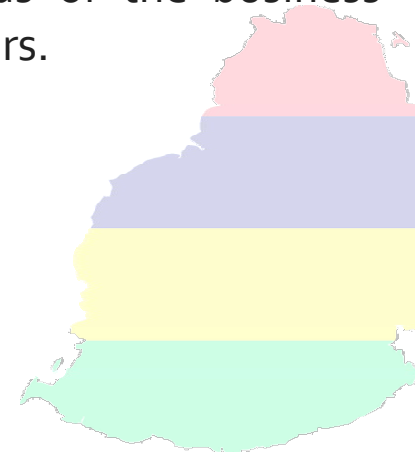


IOM approach to ethical recruitment and private sector engagement



IOM's work with the private sector is guided by the **Ten Principles of the Global Compact**, the **Guidelines on Cooperation between the United Nations and the Business Sector**, and the **United Nations Guiding Principles on Business and Human Rights**.

Help companies in local contexts to reduce risks of modern slavery, forced labour and human trafficking within their company operations and supply chains through the adoption of ethical recruitment and fair supply chain practices, by seeking to meet specific needs of the business community, while promoting and protecting the rights of vulnerable migrant workers.

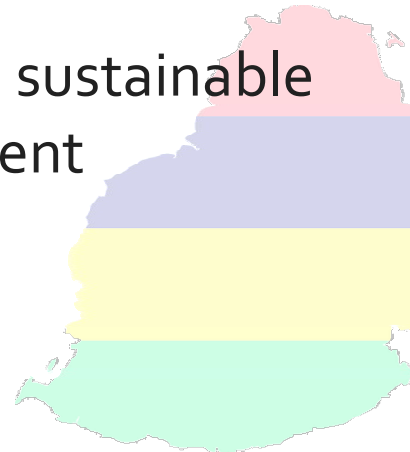


The International Recruitment Integrity System (IRIS)

IRIS aims to address labour exploitation risks associated with unethical recruitment practices by assessing companies and their suppliers' compliance with ethical recruitment standards, based on the IRIS Code of Conduct.

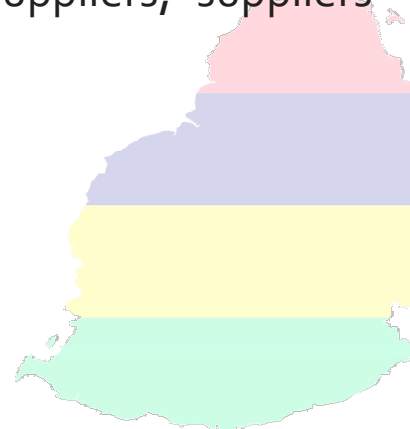
Beyond simply establishing a certification system, IRIS seeks to promote transformative change in the cross-border recruitment industry and consolidate a new recruitment culture based on adherence to labour and human rights principles.

Provide recognition for good practice that is consistent with sustainable international standards on fair and ethical recruitment



Practical steps companies could take to improve their practices and those of their suppliers

- **Commit:** Integrate ethical recruitment into procurement and corporate social responsibility policies and adopt “employer pays” principle
- **Know your labour supply chain:** Conduct initial mapping of supply chain and identify whether there are migrant workers in suppliers factories; Commission an assessment of suppliers recruitment management systems; Commission an assessment of labour recruiters
- **Promote and build capacity:** Facilitate/co -organize workshops with selected suppliers, suppliers’ labour recruiters and with company business and sustainability teams



Thank you

