



IRIS

INTERNATIONAL
RECRUITMENT
INTEGRITY
SYSTEM



International Organization for Migration (IOM)
Organisation internationale pour les migrations (OIM)
Organización Internacional para las Migraciones (OIM)



IRIS

UNETHICAL RECRUITMENT AND THE EXPLOITATION OF MIGRANT WORKERS

International migration is a necessity in our globalized labour market and has provided economic and cultural benefits to workers and employers in many countries. However, despite the efforts made to ensure the protection of migrant workers, millions remain vulnerable and assume significant risks during the migration process.

According to the International Labour Organization, approximately 21 million men, women and children are currently victims of trafficking, forced labour or debt bondage. Unethical and unfair recruitment practices are often at the root of this problem and the negative consequences are felt by all migration stakeholders.

Recruitment
is the first
step in
the labour
migration
process





A GLOBAL PARTNERSHIP TO COMBAT UNETHICAL RECRUITMENT

The Public Private Alliance for Fair and Ethical Recruitment (PPA) was launched in March 2014, which created a consortium of international stakeholders committed to the fair recruitment and selection of migrant workers.

The goal of the PPA is to create operational tools to help companies ensure that fair and ethical recruitment practices are upheld in their labour supply chains. The first tool under development is the International Recruitment Integrity System (IRIS), a voluntary accreditation system for international recruitment intermediaries and employers.

Unethical
recruitment
is a global
problem
requiring a
global solution

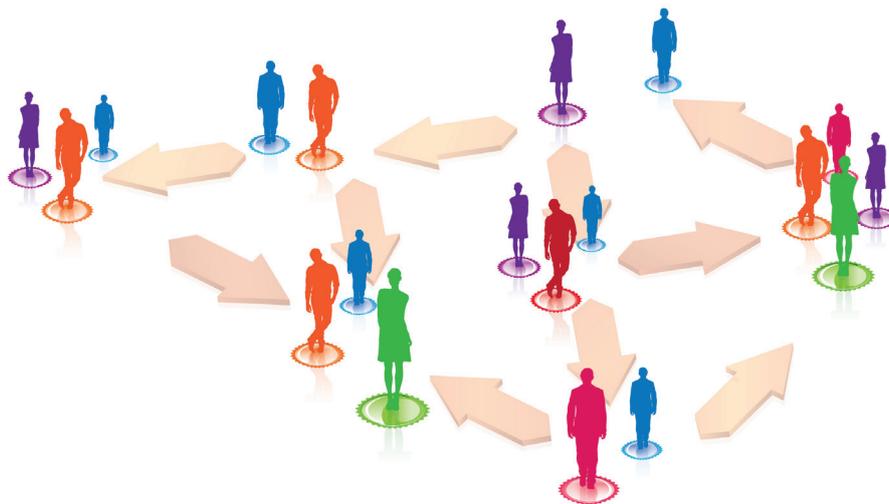
WHAT ARE THE GOALS OF IRIS?

- ▶ To increase transparency in global labour recruitment.
- ▶ To support fair recruitment intermediaries and provide incentives for ethical practice by creating a level playing field.
- ▶ To support businesses committed to ethical recruitment and labour supply chain transparency by providing trustworthy links to like-minded agents.
- ▶ To enhance the capacity of governments, intermediaries and employers to support ethical recruitment.



ETHICAL RECRUITMENT IS IMPORTANT TO BUSINESS

- ▶ It supports a company's commitment to ensuring that labour and human rights are protected within its supply chain.
- ▶ It mitigates the risks of forced labour, child labour and human trafficking in supply chains.
- ▶ It helps to prevent reputational damage.
- ▶ It promotes competency-based hiring, which in turn helps employers get the right workers for the right jobs.
- ▶ It increases work force retention rates and decreases the need for on-going recruitment of replacement workers.

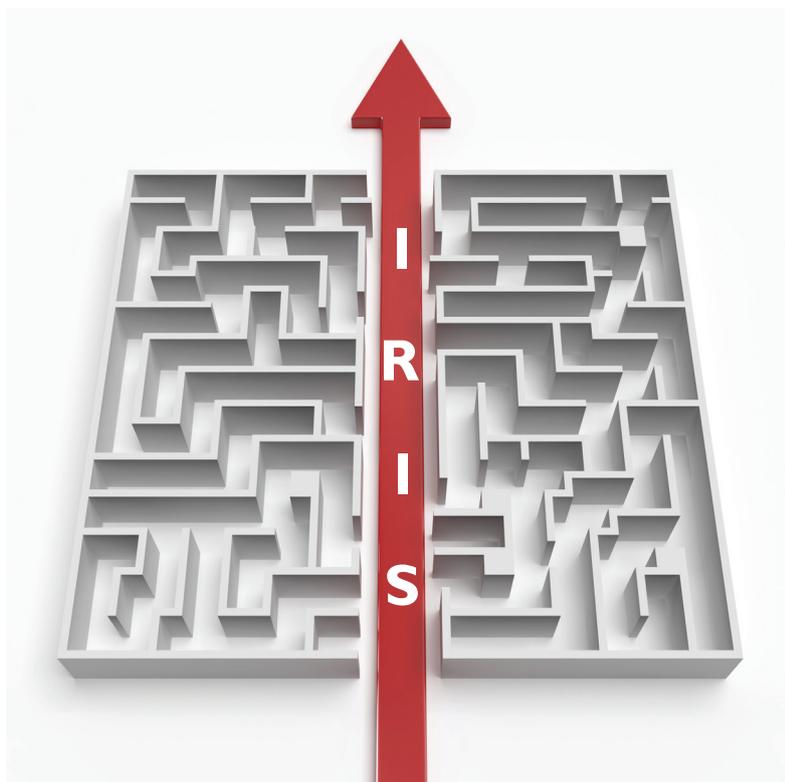


Since government regulation of recruitment intermediaries often faces enforcement gaps due to the increasingly international nature of labour recruitment, businesses need to find additional ways to ensure the rights of their employees are protected throughout the recruitment and migration process. IRIS seeks to provide a resource that helps businesses meet these needs.



BENEFITS TO OTHER STAKEHOLDERS

- ▶ **Labour migrants** will benefit from the assurance that they have “bona fide” job offers with a reduced risk of exploitation, labour trafficking and unfair labour practices.
- ▶ **The recruitment industry** will benefit from increased professionalism and the promotion of fair competition among ethical practitioners.
- ▶ **Governments** of destination countries will benefit from a reduction in the number of trafficked and exploited workers entering their jurisdictions, while governments of sending countries will have greater assurances that the labour rights of their citizens are protected while working abroad.





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WHAT IS ETHICAL RECRUITMENT?

- ▶ Transparency in the recruitment process.
- ▶ No recruitment fees for job seekers.
- ▶ No unlawful retention of passports, identity documents or other personal property.
- ▶ Contracts written and signed in a language that the worker understands.
- ▶ No contract substitution.
- ▶ Workers have access to recourse mechanisms.
- ▶ In partnership with employers, recruiters respect all applicable labour rights.





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WHAT IS IOM?

Established in 1951, IOM is the leading intergovernmental organization in the field of migration, dedicated to promoting humane and orderly migration for the benefit of all. IOM's approach to labour migration is to foster the synergies between labour migration and development. Recognizing that the risks endemic to labour migration often begin with problems associated with the recruitment process, IOM currently operates programmes worldwide that assist governments in labour migration management.

Through such programming and in partnership with private sector stakeholders worldwide, IOM has facilitated the recruitment and employment of tens of thousands of migrant workers.

Additionally, IOM provides direct assistance to victims of trafficking, abuse, slavery and forced labour. Since 1994, IOM has assisted over 60,000 individuals and this number continues to increase.

IRIS PARTNERS





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