International Recruitment Integrity System (IRIS)

Conference: "The Public-Private Partnership in The Fight Against Human Trafficking"

Moscow, 20 July 2017

IOM work to protect migrant workers

Member States

- Regional Consultative Processes (RCPs), GFMD, and other international fora

- Capacity building/ training workshops for government officials, including labour attachés

- Technical assistance for governments to improve regulatory frameworks

- Increasing the knowledge base through research and publications

- Direct assistance to migrants

Businesses

- Working with stakeholders to create operational tools e.g. IRIS.

- Promoting the "employer pays" principle

- Labour supply chain mapping and analysis

- Training on migration impacts for policy makers /social auditors

- Pre-departure orientation

- Multi-stakeholder dialogue

INTERNATIONAL ORGANIZATION FOR MIGRATION

IOM•OIM

- Social exclusion
- Debt bondage/ recruitment abuses
- Linguistic/ cultural barriers
- Lack of access to remedy

IRIS
International Recruitment
Integrity System

INTERNATIONAL ORGANIZATION FOR MIGRATION

IOM•OIM

workplace audit/
labour inspection

Recruitment | Deployment | Employment | Return/ onward migration

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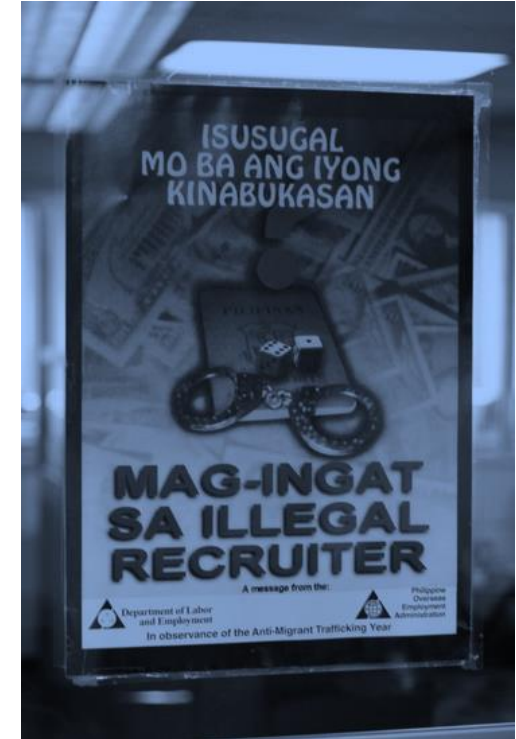
Consequences of unethical recruitment
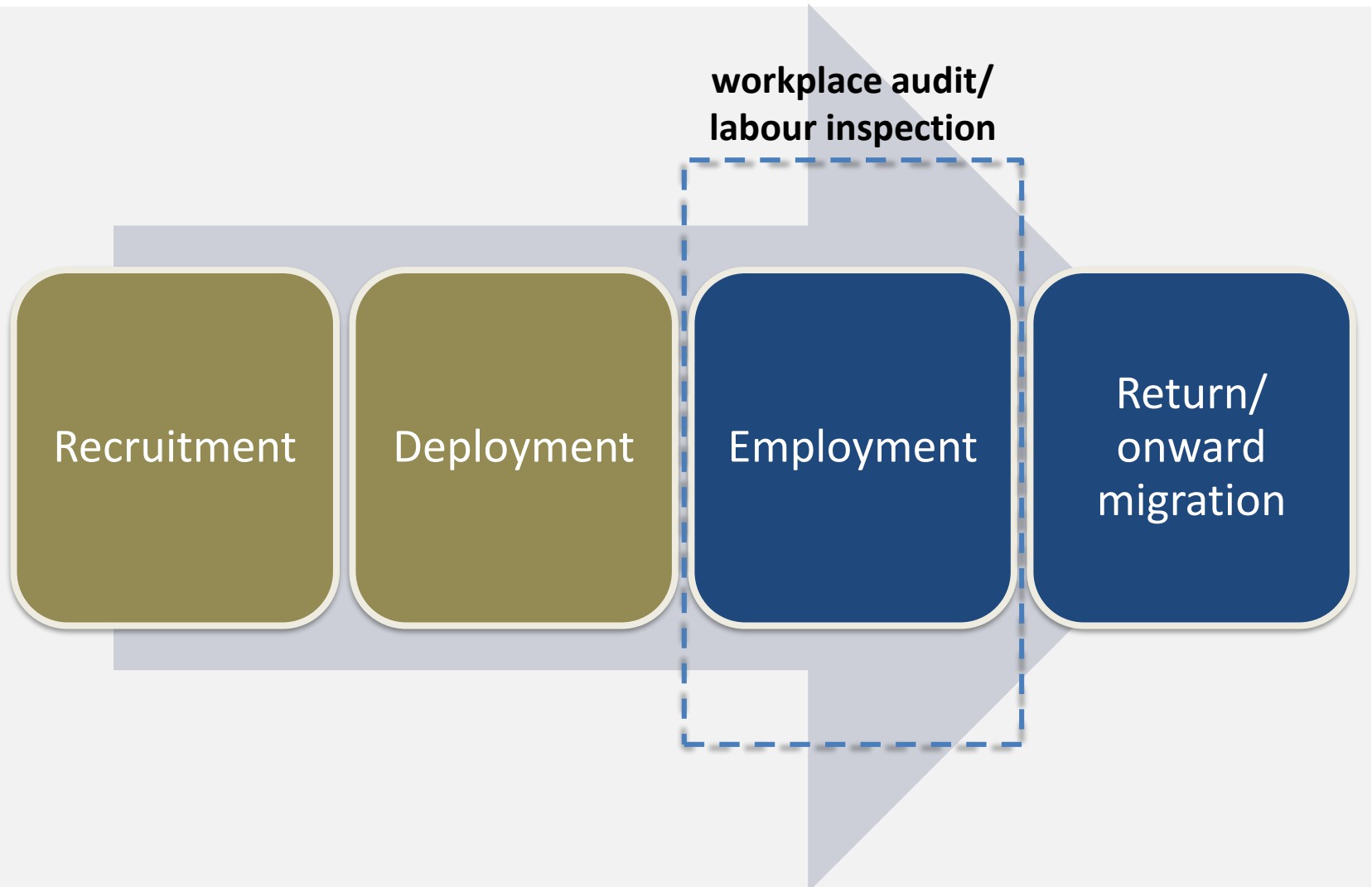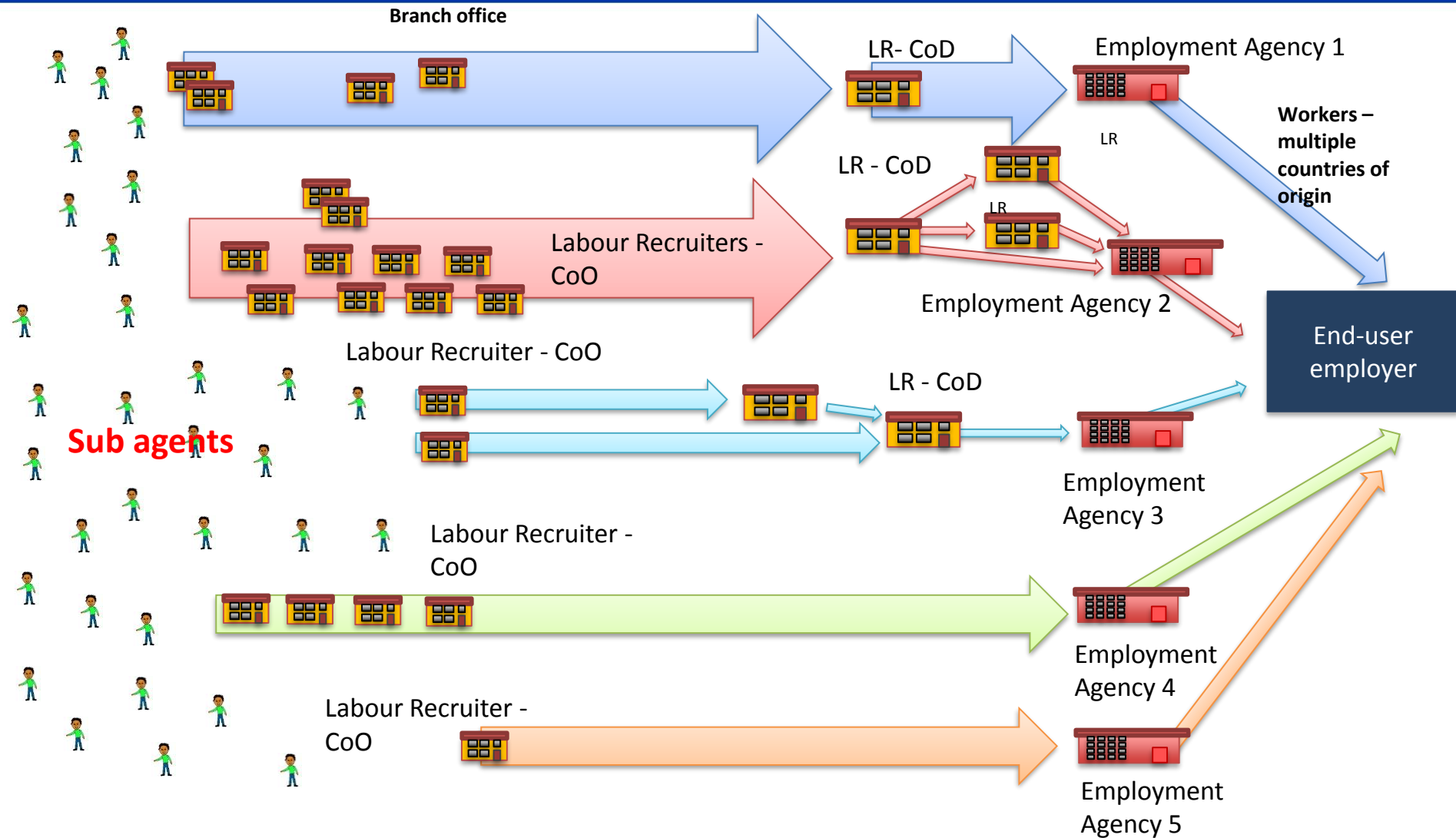
Can be associated with exploitative practices

- ✖ High recruitment fees to jobseekers that lead to debt bondage
- ✖ False promises or misrepresentation of the job offer
- ✖ Document and property retention
- ✖ Contract substitution
- ✖ Indicator of human trafficking/forced labour

With negative impacts for employers…

- ✖ Skills mismatches and poor retention
- ✖ Occupational health and safety issues
- ✖ Links to criminal smuggling and human trafficking networks
- ✖ Government fines, prosecution
- ✖ Non-compliance with client codes of conduct
- ✖ Possibility for reputational damage, as well as civil and criminal liability

INTERNATIONAL ORGANIZATION FOR MIGRATION

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- Competency based hiring
- Increased retention
- Increased productivity
- Elimination of risks of unethical recruitment
- Compliance with national law
- Leadership in corporate responsibility

IRIS
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http://iris.iom.int/

Voluntary multi-stakeholder certification process for international labour recruiters

Why is IRIS important?

Promotes ethical recruitment based on international standards

Provides due diligence tool for employers, recruiters and migrants

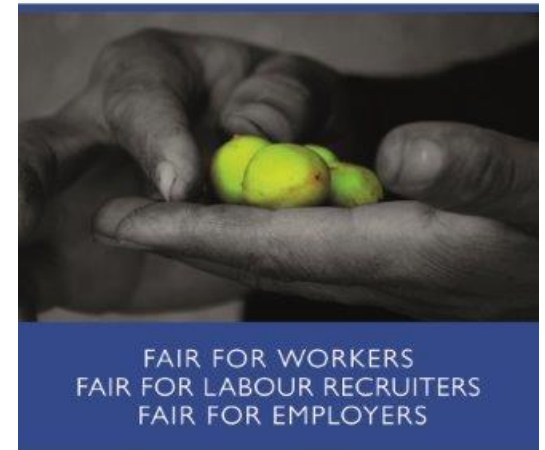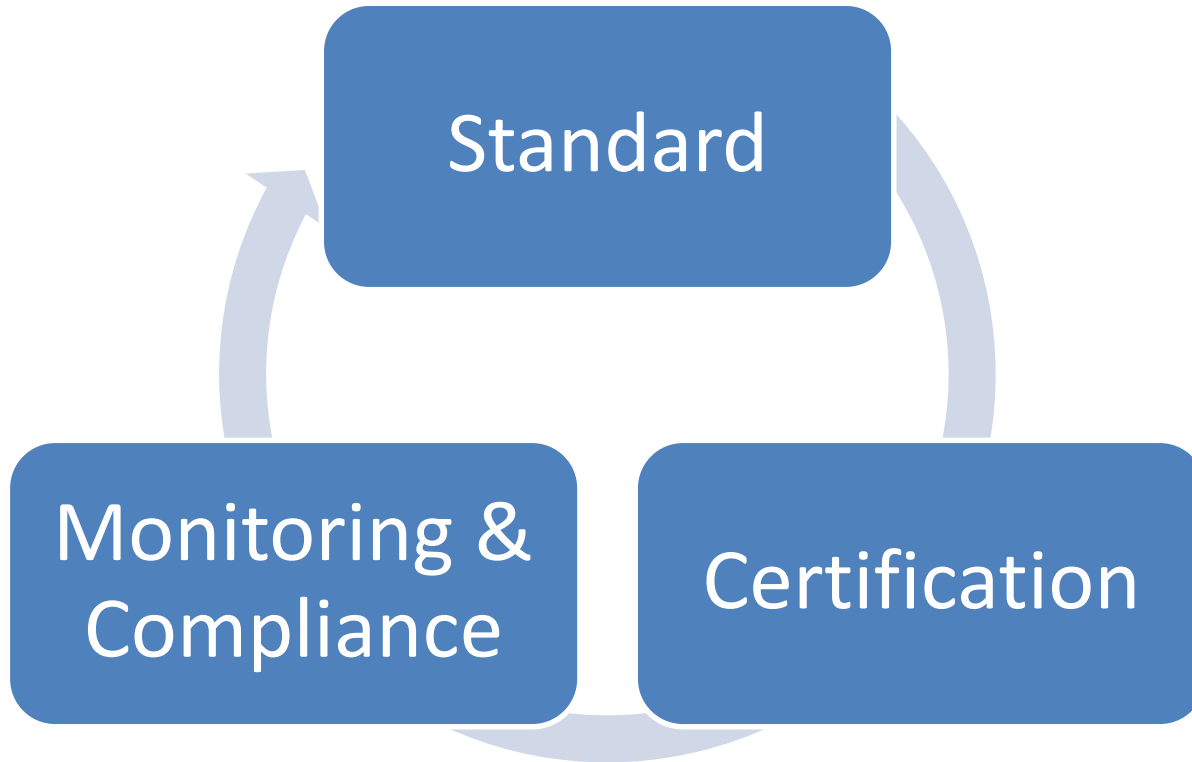Recognizes ethical labour recruiters to increase market share

Brings transparency to labour supply chains

Addresses regulatory enforcement gaps across jurisdictions

INTERNATIONAL
ORGANIZATION
FOR MIGRATION

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Standard

Monitoring &
Compliance

Certification

IRIS
International Recruitment
Integrity System

FAIR FOR WORKERS
FAIR FOR LABOUR RECRUITERS
FAIR FOR EMPLOYERS

NO RECRUITMENT
FEES TO JOBSEEKERS

RESPECT
FOR LAWS

FUNDAMENTAL
PRINCIPLES & RIGHTS
AT WORK

ETHICAL &
PROFESSIONAL
CONDUCT

FREEDOM
OF MOVEMENT

TRANSPARENT
EMPLOYMENT TERMS
& CONDITIONS

CONFIDENTIALITY
& DATA PROTECTION

ACCESS TO REMEDY

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IRIS.IOM.INT
#ETHICALRECRUITMENT

INTERNATIONAL ORGANIZATION FOR MIGRATION

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General Principles

A. Respect for laws, and fundamental principles and rights at work

B. Respect for ethical and professional conduct

Principles

1. Prohibition of recruitment fees and costs to migrant workers

2. Respect for freedom of movement

3. Respect for transparency of terms and conditions of employment

4. Respect for confidentiality and data protection

5. Respect for access to remedy

Migration corridor

- Philippines to Canada
- South Asia to the Gulf

Labour supply chains

- South and Southeast Asia

Sector-specific

- Domestic work
- Construction
- Manufacturing
- Hospitality
- Retail

- Leadership Group for Responsible Recruitment (LGRR)
- Social Accountability International (SAI)
- ClearView certification scheme
- EICC's Responsible Labour Initiative (RLI)
- Foreign Trade Association (FTA)
- Consumer Goods Forum (CGF)
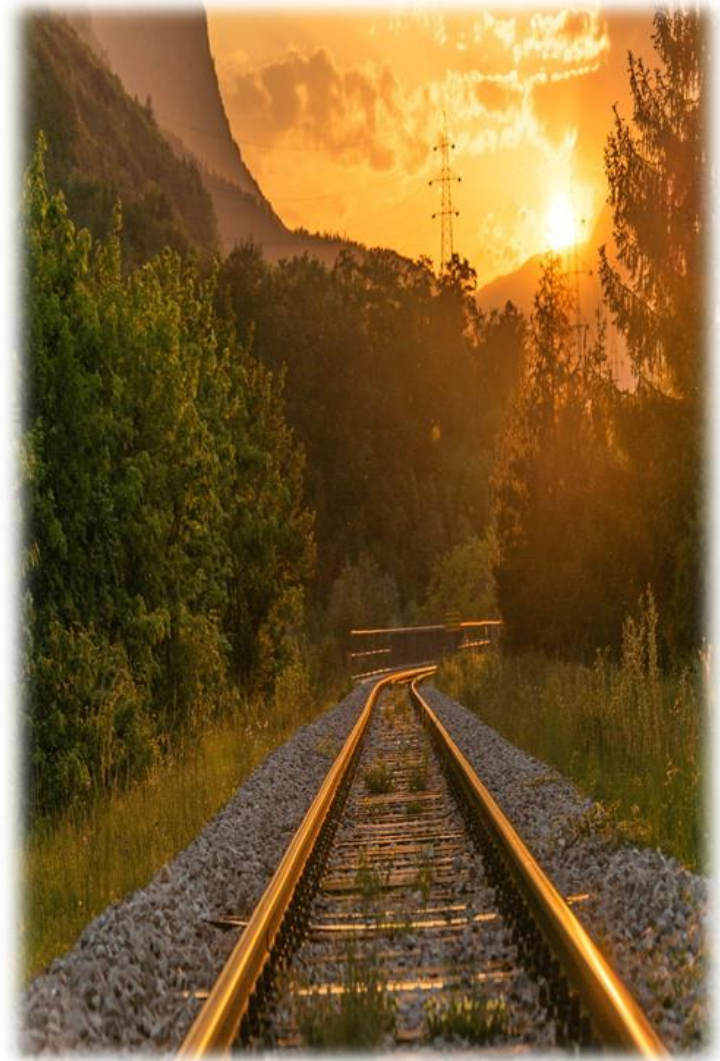
THANK YOU!

Marina MANKE, Ph.D

Head, Labour Mobility and Human Development Division

Department of Migration Management

International Organization for Migration, Geneva

mmanke@iom.int