



IRIS

INTERNATIONAL
RECRUITMENT
INTEGRITY
SYSTEM



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



UNETHICAL RECRUITMENT AND THE EXPLOITATION OF MIGRANT WORKERS

International labour migration is the movement of people from one country to another for employment and is a necessity in our globalized labour market. Today, an estimated 105 million persons are working in a country other than their country of birth.

Despite the efforts made to ensure the protection of migrant workers, millions remain vulnerable and assume significant risks during the migration process. Unethical and corrupt recruitment practices are often at the root of this problem. When labour migrants leave their home countries in debt, are forced to take jobs they do not want and are subject to violations of their human and labour rights, the consequences affect the migrants first and foremost but also all other stakeholders in international recruitment including governments, the private sector and the public at large. Unethical recruitment undermines government programmes and policies and corporate efforts to conduct business in a socially responsible way.

Recruitment is the first step in the labour migration process





IRIS

A GLOBAL PARTNERSHIP TO COMBAT UNETHICAL RECRUITMENT

The International Recruitment Integrity System (IRIS) is a consortium of international stakeholders committed to the fair recruitment and selection of migrant workers.

IRIS is an international voluntary “fair recruitment” framework that will benefit all stakeholders in the labour migration process. IRIS will bridge international legislative and regulatory gaps governing labour recruitment in countries of origin and countries of destination, and provide a global framework for addressing unethical recruitment.

By agreeing to abide by a common code of ethical conduct and best practices, stakeholders engaged in recruitment in countries of origin and destination will have assurances that their counterparts are committed to fair and ethical recruitment.

Unethical recruitment is a global problem requiring a global solution

- ▶ **Labour migrants** will benefit from the assurance that they have “bona fide” job offers and from a reduced risk of exploitation, labour trafficking and unfair labour practices.
- ▶ **Employers** will benefit from better job matching, brand protection and from publicly demonstrating that they adhere to fair recruitment principles in their business activities.
- ▶ **The recruitment industry** will benefit from reduced instances of forced labour and labour trafficking 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.



HOW DOES IRIS WORK ?

► Voluntary participation

Recruitment and employment agents can become IRIS members through an accreditation process. Employers can also become members by attesting that they use the services of only IRIS-accredited recruiters and by respecting IRIS standards when they perform their own recruitment.

► Code of conduct

IRIS members are required to uphold its guiding principles and comply with its code of conduct.

► No recruitment fees for jobs seekers

IRIS members are not allowed to charge recruitment fees to job seekers. Recruitment fees may be charged to employers but employers must not recover recruitment fees from workers.

► Transparent practices

IRIS members are required to maintain transparent recruitment practices, for example the use of contracts with their clients (both employers and job seekers) that clearly outline the terms and conditions of employment.





► Internet portal

IRIS's Internet portal will serve as a repository for reliable information for recruiters, employers and workers regarding international recruitment, including links to various regulatory frameworks that govern recruitment, to promote better understanding of related issues.

► Public members list

IRIS members benefit from being placed on a publicly available roster of accredited recruiters and employers. Members are able to publicize their adherence to ethical recruitment practices through the use of the IRIS logo.

► Reporting complaints

IRIS's complaints and referral mechanism allows workers, employers and other interested stakeholders to report unethical or criminal recruitment practices, including through its internet portal. IRIS assesses and refers complaints to governing authorities, when appropriate.

► Compliance

IRIS members must submit to complaints-driven and random compliance assessments to ensure they are adhering to the IRIS code of conduct. IRIS works with non-compliant members to build capacity and to improve recruitment practices. In egregious cases, IRIS membership will be revoked.

► Partnerships

IRIS works with all international recruitment stakeholders including international organizations, civil society, governments and industry advocates.



IRIS'S GOAL IS TO FOSTER ETHICAL LABOUR RECRUITMENT THROUGH:

- ▶ An accreditation and compliance system that supports good practice.
- ▶ A level playing field for ethical recruiters and employers.
- ▶ Increased transparency in global labour recruitment.
- ▶ Enhanced capacity of governments, intermediaries and employers to support ethical recruitment.
- ▶ The availability of reliable information on ethical intermediaries worldwide.
- ▶ A framework that facilitates the engagement of likeminded stakeholders.



A consortium
of international
stakeholders
committed to fair
selection
and recruitment
standards



IRIS

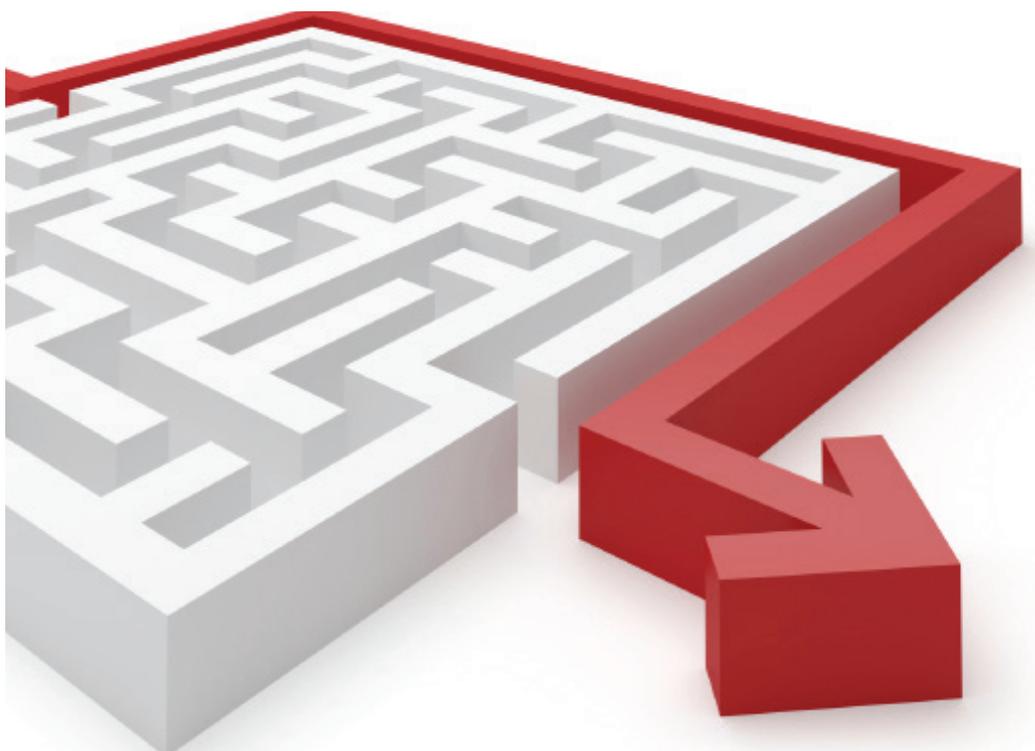
IOM CAPACITY TO ADDRESS UNETHICAL RECRUITMENT AND FORCED LABOUR

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and is dedicated to promoting humane and orderly migration for the benefit of all. Its global footprint and strategic relationships with the private sector and with governments in countries of origin and destination enhance IOM's capacity to find mutually beneficial and results-based programme solutions to migration-related issues.

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 countries of origin in building capacity 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 protect victims of trafficking from abuse, slavery and forced labour. IOM has assisted more than 26,000 trafficked persons and exploited migrants since 1994.





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In partnership with:



International Organisation of Employers
Organisation Internationale des Employeurs
Organización Internacional de Empleadores



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