

# Neill Wilkins – Head of Migrant Workers Programme

- Global Forum for Responsible Recruitment
- Responsible Recruitment Register
- Remittances



- 6<sup>th</sup> Global Forum
- 100 in-person delegates
- 1200 online registrants
- Series of panel discussions, interviews and presentations

# Responsible Recruitment Register

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Launched during GFRR 2022, the Responsible Recruitment Register is a list of companies or business associations whose recruitment policies align with the Employer Pays Principle

Currently 202 companies

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All companies or associations featured on the Register have a publicly available policy on recruitment that prohibits recruitment fees to migrant workers. It also notes which of those companies also include a clause on Employer Pays.

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The Register is intended to add greater transparency and accountability around companies' recruitment policies and encourage other companies to introduce similar policies in their own operations.

Companies Register		Associations Register				
Company	HQ Location	Recruitment Policy Prohibits Charging of Fees/Costs to Workers	Recruitment Policy Specifies Fees/Costs Should be Borne by Employer	Reference Document	Implementation Guidance	Sector
2 Sisters Food Group	UK	Job applicants will never be charged fees of any kind or expected to provide gifts/other incentives in connection with their job application, whether for a temporary or permanent position. Any complaints of hidden labour exploitation, including 'cash for jobs', will be dealt with in accordance with the company's Disciplinary Policy & Procedure.		<a href="#">The Prevention of Hidden Labour Exploitation Policy</a>		Food and Beverage
A.S. Watson Group	Hong Kong	ASW Follow Amfori Code Conduct. The Code of Conduct makes it mandatory for the signatory to Adhere to international principles of responsible recruitment, including the Employer Pays Principle, and require the same from their recruitment partners, when engaging and recruiting all workers, either directly or indirectly, especially members of vulnerable groups such as temporary and migrant workers	✓	<a href="#">amfori BSCI Code of Conduct</a>	<a href="#">ASW SUSTAINABILITY REPORT 2021</a>	Retail
Abercrombie & Fitch Co	USA	We commit to work with our global supply chain partners to create conditions so that: No workers pay for their job; Workers receive a timely refund of fees and costs paid to obtain or maintain their job;		<a href="#">Commitment to Responsible Recruitment</a>	<a href="#">Human Rights Policy</a>	Apparel and Footwear
Accenture	Ireland	Accenture suppliers do not use, encourage or engage in human trafficking. They do not, among other things: charge workers recruiting fees		<a href="#">Supplier Standards of Conduct May 2022</a>		Technology / Electronics
Adidas	Germany	Committed to eliminating the practice of migrant workers paying recruitment costs and fees to secure their employment. Adidas support the Dhaka Principles for Migration with Dignity to enhance respect for the rights of migrant workers from the moment of recruitment, during employment and through to further employment or safe return.	✓	<a href="#">Policy on Responsible Recruitment</a>	<a href="#">Adidas Group: Guidelines on Employment Standards</a>	Apparel and Footwear

## **What the Register will do**

- Record which companies or associations have dedicated policies that prohibit the charging of recruitment fees to migrant workers
- Allow direct comparison between policies
- Encourage companies/associations not featured to work towards a prohibition of fees in their operations
- Provide a useful reference for companies/associations establishing their own policies.
- Show increases in companies with appropriate policies over time.
- Provide clear data that can be used in advocacy

## **What the Register will not do**

- Undertake an analysis, assessment or benchmarking of the effectiveness of companies/associations policies



## Knomad – World Bank

2022 Migrant workers remitted:

\$600 Billion through formal channels

\$400 Billion through informal channels

Total \$1 Trillion

ODA in the same period \$204 Billion