

Theme 1: Operationalizing a Rights-based Approach to Labour Mobility, Markets and Matching

**Working Session 1.A.:
Regulating and Monitoring Recruitment, Placement and Employment Practices**
Check against final (19.11.2012)

Part 1 – Changes needed	
Changes identified during the session as most urgently needed	
1.	Improve availability of decent jobs at home and increase pathways to permanent residency
2.	Establish protective measures such as publicly managed recruitment functions and direct hiring
3.	Strong licensing and regulating of recruitment that is effectively enforced and ensures accountability and identifies responsibilities of all parties – employers, governments and recruiters
Part 2 – Tools and mechanism	
Tools and mechanisms discussed during the session, whether existing or needed, that can help in bringing about these changes	
1.	Multi-stakeholder codes of conduct and frameworks (e.g. Dhaka Declaration and Verité’s work on an ethical framework for labour recruitment)
2.	Bargaining and organizing
3.	Know your rights and ethical recruitment materials through advocacy groups
4.	International Codes, Conventions and Protocols (UN, ILO and WHO)
5.	Incentives and sanctions for compliance
6.	National legislation, regulations and protections
Part 3 – Recommendations for Action	
Recommendations put forward by the session for concrete follow-up actions , to be taken by civil society, governments, and other stakeholders	
1.	Penalize and publicize bad actors – whether they be recruiters, employers, or governments
2.	Empower workers with information and means for sharing experiences (in person and using technology) and guarantee representation
3.	Collect and compile as much data as possible regarding recruitment agencies and practices
4.	Ask labor attaches to share data on recruiters and country practices
Part 4 – Benchmarks	
Benchmarks against which success can be measured in the next years	
1.	Reduction of the number of brokers and intermediaries and instances of illegal recruitment
2.	Creation of a deliberate system to promote good practices and expose bad practices
3.	Extend ratification of ILO Convention 181
Part 5 – UN High Level Dialogue	
One priority recommendation and/or benchmark to be taken up by the UN High Level Dialogue on International Migration and Development in 2013	
1.	Call upon states to create strong systems for licensing and regulating recruitment (consistent with ILO Convention 181 and its principles) and ensure effective enforcement of those regulations, including interstate cooperation on a level playing field