



International  
Labour  
Organization

# Pilot testing a fair recruitment model from Nepal to Jordan in the apparel industry

## What is the situation in the apparel sector?








- Since the inception of the Better Work Jordan (BWJ) programme, compliance at the enterprise level in the apparel sector in Jordan has significantly improved.
- However, the collection of recruitment fees to migrant workers persists as a major challenge for the sector.
- The practice of charging fees to workers, particularly migrant workers, for recruitment services renders them more vulnerable to human trafficking and forced labour.
- The number and quality of international buyers sourcing in Jordan has tripled in the last decade with many of them adopting a zero tolerance policy towards labour recruitment abuses.

The ILO's FAIR project is currently implementing in collaboration with BWJ a pilot intervention model to eliminate deceptive and coercive recruitment practices in the apparel industry in Jordan and thus reduce the vulnerability of migrant workers to forced labour.

The aim of this pilot recruitment model is to demonstrate that fair recruitment is possible and that it benefits both employers and workers.



## The intervention tracks

-  Create an **apparel skills training programme** in Nepal together with civil society actors. The programme will last one month and will be adapted to Jordanian factories needs. It will focus on basic skills and pre-departure orientation on migrants' rights and the Jordanian context. The ILO will ensure that the skills training programme meets international labour standards. Jordanian factories will actively participate in its implementation.
-  Collaborate with **private employment agencies which have demonstrated a proven model** of fair recruitment.
-  Develop **learning sessions to raise the awareness of factory owners** and human resource managers in Jordan on the benefits of fair recruitment, concrete methods to apply it and the detection of unscrupulous practices. The technical advice provided in the sessions will be based on ILO Guidelines on fair recruitment.
-  Promote **strategic engagement with international buyers** to develop and share innovative ways to reduce fraudulent and abusive recruitment practices in the global supply chain.
-  **Enhance the capacity of trade unions both in Nepal and Jordan** to improve the organizing and representation of migrant workers and the monitoring of recruitment related abuses.
-  Collaborate closely **with the Government of Jordan** to discuss improvement of the current recruitment regulations and their enforcement. Similar consultations will be held with **the Government of Nepal** including facilitating the completion of a bilateral agreement on labour migration between the two countries.
-  An **impact assessment will be developed by a renowned university** to measure the socio-economic impact of the intervention. Benefits targeted could include welfare and productivity benefits. The evaluation will also take into account the reputational risks to buyers.

Through piloting this multi-faceted intervention model with key stakeholders, the project will facilitate the adoption of scalable fair recruitment methods throughout the global apparel industry.

## How can you engage and participate?

Please join us for a **one-day workshop** in Amman on **April 11th, 2016** to learn more about the objectives and expected results of this pilot programme.

Alix Nasri [nasri@ilo.org](mailto:nasri@ilo.org)

Philip Fishman [fishman@ilo.org](mailto:fishman@ilo.org)

[www.ilo.org/fair](http://www.ilo.org/fair)