Global Policy Network to Promote Ethical Recruitment: FAQs – March 2021

1. What is the IRIS Global Policy Network on recruitment?

- The Global Policy Network (GPN) to promote ethical recruitment was launched on December 3rd, 2020 as a Member State-driven collaboration that brings together policy makers, regulators, and government practitioners to (1) discuss key challenges related to cross-border recruitment, (2) identify and co-develop solutions to recruitment-related challenges, and (3) highlight promising practices in the field of policy, regulation, enforcement, and protection.
- The Network creates a space for governments to discuss and solve the challenges they encounter in regulating recruitment and protecting migrant workers. It is a vehicle for dialogue and exchange but is also solutions- and impact-oriented.
- The GPN is aligned with other aspects of IRIS: Ethical Recruitment. It can be viewed as IRIS' government pillar, which complements IRIS work with recruiters (Capacity Building and Certification), business (employers and brands), and civil society (Migrant Voice) by enhancing migrant worker protection and encouraging recruitment regulation that "levels the playing field" to create an enabling environment for ethical recruiters.

2. Who is involved in the GPN?

- The Network invites participation from all public authorities responsible for or involved in recruitment regulation and migrant worker protection.
- The Network adopts a "whole of government" approach and involves representatives of all relevant Ministries, agencies, and departments (horizontal) across all levels of government (vertical), including national and sub-national authorities. Ministries of Justice, Interior, Immigration, Foreign Affairs, Labour, Development Cooperation, and others are already involved, including inspection services, consular affairs, counter-trafficking authorities, public employment offices, business licensing and registration authorities, etc.

3. Why should governments and public authorities join the GPN?

- Membership in the GPN is free of charge and will help Member States implement their commitment to safe, orderly, and regular migration and strengthen their migration governance. The Network will serve to introduce Members to leading-edge, innovative solutions to the common challenges that policymakers and regulators face around the world.
- The GPN offers a space for governments to come together to discuss the challenges they face in regulating recruitment and protecting migrant workers. Through thematic working groups (see below), members will have an opportunity to learn from peers and counterparts from around the world, share perspectives, and co-develop strategies and solutions that can be tested in home jurisdictions.

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- The Network also provides members with an opportunity to identify relevant counterparts in other IOM Member States that are strategically important for their government, for example a Ministry or public authority in a partner country of origin or destination.
- Dialogue within the GPN links directly to IOM programming, projects, and operations. It is IOM's intention to support Network members in their fundraising efforts related to ethical recruitment and to provide technical support, capacity building, etc. wherever new resources and projects can be established.

4. What will the structure of the GPN look like and how will it be governed?

- The structure of the Network includes a Member State-led **International Steering Committee**, which serves as the highest level of governance and provides strategic guidance and policy direction to the Network and its Secretariat. Two **Stakeholder Advisory Groups** advise the Steering Committee, with one comprised of private sector and employer representation and the other comprised of civil society representation. **Thematic working groups** are the main vehicle for Network activities. They bring together Members to discuss a range of priority themes, which are discussed in more detail below.
- The Steering Committee, Advisory Groups and thematic working groups are governed by their own **Terms of Reference**. The IRIS Secretariat in Geneva will serve as the **Secretariat** for the GPN.
- The **IRIS Secretariat** will coordinate all administrative and logistical aspects of the Network, including meeting preparation and support to the Steering Committee, Advisory Groups and thematic working groups. It will also serve as a member liaison for Network participants who have questions or would like to be placed in direct contact with other public authorities, while serving to link the Policy Network to other aspect of the IRIS Initiative, including the Certification, Capacity Building and Migrant Worker Voice mechanisms. Finally, the Secretariat will manage external communications and promotion of the Network through the management of a Network website, social media presence, etc.

5. What will be discussed in the thematic working groups?

- Thematic working groups are the main vehicle for Network dialogue. It is here that senior-level technical experts will discuss common challenges, exchange perspectives, and propose solutions to unethical recruitment.
- Proposed themes include (1) the licensing, registration, certification, and oversight of labour recruiters; (2) good practice in inspection and enforcement; (3) the role of consular officials and attachés; (4) good practices in data collection and research to inform policy making; (5) enhancing bilateral cooperation to promote ethical recruitment; and (6) fundraising and donor engagement to enhance migrant worker protection.
- Thematic working groups will meet virtually or in-person on a quarterly basis (e.g., January, April, July, October).

6. How does a Member State join the GPN and is there a membership fee?

- To join the Network or learn more about membership, prospective members are encouraged to contact the IRIS Secretariat directly (see contact information below) or discuss with your local IOM country office and focal point.

- There is **no membership fee or financial obligation** to participate in the Network. Network infrastructure and activities will be supported by voluntary contributions to IOM.
- The process for becoming a member is simple and flexible. A government or public authority that is interested to join the Network is encouraged to send a message expressing that interest. IOM will respond via the local IOM country office or Network Secretariat and suggest a bilateral dialogue to discuss next steps. Alternately, should the authority require a formal letter of invitation first from IOM, this can be arranged. For some authorities, this letter can serve as the basis for internal discussion and decision-making; a positive response to that letter is sufficient to confirm Network membership.
- The identification of a **focal point** for the Network is the initial next step, and the IRIS Secretariat is available to that person at any time to answer questions and receive feedback.

7. What level of commitment (time, participation, etc.) is expected from Member States once they join the Network?

- A commitment to participate in **good faith** and to learn and share with participating States is the only responsibility of Network Members. Active listening and learning are considered important forms of participation, particularly for those Members who are new to the topic of ethical recruitment.
- The Network has adopted a **flexible model of participation** that allows Members to join Working Groups based on their interests, needs and priorities. This means that a representative from the consular affairs office of a Member may wish to join the Working Group on that topic, while another from the same Member's recruiter licensing agency may wish to join that relevant Group. Furthermore, the Development Cooperation arm of the Member may wish to send a representative to the Network's "Donor Working Group" to discuss better coordination across fundraising opportunities. This approach spreads the benefit of Network participation while also spreading and reducing the responsibility of Network representation across different individuals.
- Participation is continuous, and we ask Members to identify primary and alternate representatives as a reflection of good practice and flexibility.

8. What are the current plans and timelines for Network development and rollout?

- The Network is currently in its **inception phase**, which involves a dedicated membership drive and building Network governance and Working Groups. The Secretariat is working closely with Members to ensure that the Network best reflects their priorities and needs.
- As of March 2021, the Network has more than 20 public authorities as members and has received expressions of interest from a further 40. Membership is global and diverse, with members representing different Ministries, national and sub-national authorities and regions including the Americas, Europe, North and Southern Africa, and Asia-Pacific.
- The Network will be **operational from May 2021**, when we will have our first virtual meeting with members. Under the leadership of Network members, thematic working groups will begin to meet shortly thereafter.
- In parallel to these developments, the IRIS Secretariat is currently building **a global, modular training programme for governments** to support greater awareness and capacity building on topics

related to recruitment regulation. The programme will be based on the **Montreal Recommendations on Recruitment: A Road Map towards Better Regulation**.[1]

9. What are the Montreal Recommendations on Recruitment?

- The foundation for the Global Policy Network was established at a global conference held in Montreal in 2019. The conference resulted in the aforementioned Montreal Recommendations on Recruitment, which articulate global guidance for policy makers on recruitment regulation and protection of migrant workers. The Montreal Recommendations are aligned with the International Labour Organisation's *General Principles and Operational Guidelines on Fair Recruitment*.
- The Montreal Recommendations provide the GPN with an indicative list of themes to examine related to recruitment regulation, including recruitment fees and costs, licencing and registration of labour recruiters, the role of inspection services, bilateral and multi-lateral cooperation, consular affairs, and voluntary initiatives.

10. Contact and further information

- More information about the GPN can be found on the IRIS website.[2]
- A Policy Network LinkedIn Group has been created to support networking and sharing of information among members. To join the Group, please send a request using the contact information below or directly through LinkedIn.[3]
- The IRIS Secretariat serves as the principal contact for the Network and its activities. To learn more about the Network, please do not hesitate to contact: phunter@iom.int or iris@iom.int.

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[1] https://publications.iom.int/books/montreal-recommendations-recruitment-road-map-towards-better-regulation

[2] https://iris.iom.int/global-policy-network-recruitment

[3] https://www.linkedin.com/groups/9014439/