



# Breakout session topic 2: regulation of private recruitment agencies

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# Approaches in regulation

## International instruments

- ILO Convention 181 *Private Employment Agencies*
- ILO *General Principles and Operational Guidelines for Fair Recruitment*
- Global Compact for Safe, Orderly, and Regular Migration
- SDG 10.7.1

## Government regulation

- Manitoba's Worker Recruitment and Protection Act (WRAPA)
- UK's Gangmasters Labour Abuse Authority (GLAA)
- Philippine regulations for the recruitment of landbased workers
- US Federal Acquisition Regulations (FAR)

## Private regulation

- Responsible Business Alliance Code of Conduct
- International Recruitment Integrity System (IRIS) Standard

# Trends in regulation

## Emerging consensus

- Better understanding of links between recruitment fees/costs and forced labour/decent work deficits
- MNE advocacy for the “employer pays principle”
- Desire for policy coherence in line with international standards

# Challenges remain

Lack of policy coherence

Interjurisdictional enforcement

Change of prevailing business model and procurement practices

Need for greater transparency of labour supply chains

Sub-agents (informal agents)

# Instructions for break out session

1. Break into two groups
2. Each group should nominate a rapporteur
3. Work together to create a strategy and list of essential rules for effective regulation of private recruitment agencies
4. Each group reports back in plenary

## Considerations

- How will these rules and approach address the challenges discussed earlier?
- How can governments balance the need for improved integrity and oversight while facing resource restrictions?
- Are there occupational categories that require specific consideration?
- Ensure that your responses are gender-mainstreamed.