

The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text is centered on the slide.

ETHICAL RECRUITMENT WORKSHOP

**CRITERIA TO BE THE ETHICAL RECRUITER,
EMPLOYER**

Respect laws

NO FEE for Worker

Transparency in hiring
process

Transparency in wage
deduction

Ethical recruitment

JOB SAFETY

NO DOCUMENT
CONFISCATION

STANDARD
BEHAVIOURS

RESPECT FOR THE LAWS IN WHICH THE AGENCY OPERATE

- MUST BE LICENSED / ACCREDITED IN ALL COUNTRIES OF OPERATION (ORIGIN, TRANSIT, AND DESTINATION)
- IF WORKING WITH OTHER RECRUITMENT OR EMPLOYMENT AGENCIES, THESE MUST ALSO BE PROPERLY LICENSED/ACCREDITED
- RECRUITED WORKERS MUST HAVE APPROPRIATE LEGAL DOCUMENTATION TO WORK ABROAD (EXIT CLEARANCES FROM COUNTRIES OF ORIGIN, WHERE REQUIRED) AND ALL VALID VISAS / ENTRY PERMITS / WORK PERMITS FOR WORK IN THE COUNTRY OF DESTINATION
- MUST NOT HAVE BEEN SUSPENDED, CHARGED, OR DISCIPLINED IN ANY WAY FOR NON-COMPLIANCE WITH THE LAWS OF ANY OF THE COUNTRIES IN WHICH IT OPERATES
- OWNERS, INVESTORS, AND EMPLOYEES OF THE AGENCY MUST NEVER HAVE BEEN AFFILIATED WITH AGENCIES THAT HAVE BEEN SUSPENDED OR SHUT DOWN FOR NON-COMPLIANCE WITH LAWS OR REGULATIONS

NO FEE FOR WORKER/MIGRANT WORKER

- WORKERS MAY INCUR SOME COSTS ASSOCIATED WITH THEIR ELIGIBILITY FOR THE JOB (E.G., TRAINING COURSES) OR FOR ITEMS THAT WILL BECOME THEIR PERSONAL PROPERTY (E.G., IDENTITY DOCUMENTS SUCH AS PASSPORTS). HOWEVER, ANY COSTS ASSOCIATED WITH THEIR RECRUITMENT ONCE THEY HAVE BEEN FORMALLY HIRED ARE TO BE BORNE BY THE EMPLOYER.
- ONCE A WORKER HAS BEEN HIRED, THE AGENCY MUST NOT CHARGE ANY FEES; ALL FEES ASSOCIATED WITH THE WORKER'S RECRUITMENT AND DEPLOYMENT ARE TO BE BORNE BY EMPLOYERS
- THE AGENCY MUST NOT REQUIRE WORKERS TO POST A BOND, IN CASH OR IN KIND, FOR REIMBURSEMENT AT THE END OF THE WORKER'S CONTRACT
- WORKERS SHOULD BE INFORMED OF THEIR RIGHT TO RECRUITMENT WITHOUT FEES

TRANSPARENCY IN HIRING PROCESS

- MUST PROVIDE ACCURATE DETAILS, IN WRITING, ON THE NATURE, SCOPE, AND CONDITIONS OF WORK FOR EVERY EMPLOYEE HIRED
- EMPLOYMENT CONTRACT MUST BE PROVIDED IN A LANGUAGE THE WORKER CAN UNDERSTAND, AND THE WORKER MUST BE PROVIDED WITH A HARD COPY OF THE SIGNED CONTRACT
- IF CHANGES ARE REQUIRED FOR THE TERMS OF THE CONTRACT, THE EMPLOYEE MUST BE INFORMED AND GIVEN THE OPPORTUNITY TO CONSENT TO OR DECLINE THE CHANGES WITHOUT PENALTY OR THREAT OF PENALTY

TRANSPARENCY IN WAGE DEDUCTION

- WAGES MUST REFLECT THE TERMS SET OUT IN THE WORKER'S WRITTEN CONTRACT
- WAGES MUST BE PAID ACCURATELY AND ON TIME
- WORKERS MUST RECEIVE A STATEMENT ACCURATELY REFLECTING THE WORKER'S PAY (HOURLY PAY, OVERTIME, PIECEWORK, ETC.) AND ANY LEGALLY PERMITTED DEDUCTIONS (ALLOWED BY LAW, AND AS SET OUT IN THE WORKER'S CONTRACT)
- WORKERS ARE TO RECEIVE EQUAL PAY FOR EQUAL WORK, WITHOUT DISCRIMINATION ON THE GROUNDS OF NATIONALITY, SEX, RELIGION, ETHNIC ORIGIN, ETC.

JOB SAFETY

- THE AGENCY MUST BE AWARE OF AND DISCLOSE ANY RISKS ASSOCIATED WITH THE JOB FOR WHICH THE WORKER IS BEING HIRED
- WORKERS MUST BE PROVIDED WITH JOB-SPECIFIC OCCUPATIONAL HEALTH AND SAFETY TRAINING PRIOR TO COMMENCING WORK ON THE JOBSITE
- CONTINGENCY MEASURES MUST BE IN PLACE FOR THOSE WHO BECOME ILL OR WHO GET INJURED ON THE JOB

NO DOCUMENT CONFISCATION

- THE AGENCY MUST NOT RETAIN THE WORKER'S PERSONAL DOCUMENTS—E.G., PASSPORTS, VISAS, ATM CARDS, ETC.—FOR ANY REASON. THESE ARE THE PERSONAL PROPERTY OF THE WORKER.

STANDARDS OF BEHAVIOR FOR RECRUITMENT AGENCY STAFF AND CONTRACTED AGENTS

- WORKERS MUST NEVER BE SUBJECT TO VERBAL OR PHYSICAL ABUSE OF ANY KIND
- WORKERS MUST NEVER BE SUBJECT TO THREATS OR INTIMIDATION OF ANY KIND
- WORKERS MUST NEVER BE COERCED OR THREATENED TO ACCEPT DISADVANTAGEOUS CONDITIONS OF EMPLOYMENT OR BE CHARGED FEES OF ANY KIND
- ANY SUCH INCIDENTS ARE DOCUMENTED AND INVESTIGATED, AND CORRECTIVE DISCIPLINARY ACTIONS TAKEN

KEY OBSERVATIONS ON RECRUITMENT AND PLACEMENT FOR CAMBODIAN MIGRANT WORKERS ABROAD

- HIGH RECRUITMENT FEE AND COMPLICATED PROCESS OF RECRUITMENT
- FRAUDULENT/UNLICENSED RECRUITMENT STILL EXIST
- NO STANDARD CONTRACT/CONTRACT SUBSTITUTION
- DOCUMENT CONFISCATION (SUCH AS PASSPORT AND CONTRACT)
- EXCESSIVE WAGE DEDUCTION
- LACK OF PORTABILITY OF SOCIAL PROTECTION
- DIRTY, DIFFICULT AND DANGEROUS WORKING CONDITION
- LACK OF MONITORING THE WORKING AND LIVING CONDITION OF MIGRANT WORKERS AT THE WORK PLACE
- LACK OF SANCTIONING AGAINST PRA

WHAT SHOULD WE DO TO PROMOTE ETHICAL RECRUITMENT FOR CAMBODIA POST COVID-19?

- ENFORCE THE COMPLAINT MECHANISM FOR MIGRANT WORKERS
- CONSULT AND DEVELOP THE STANDARDIZE OF RECRUITMENT COST FOR CAMBODIAN MIGRANT WORKERS
- ENCOURAGE TO APPLY THE EMPLOYER PAY MODEL
- DEVELOP THE JOB PLATFORM WHICH PROSPECTIVE MIGRANT WORKERS CAN ACCESS THE JOB CONDITION BEFORE MIGRATE
- STRENGTHEN THE MONITORING SYSTEM AT THE WORKPLACE
- ENFORCE AWARD AND PUNISHMENT SYSTEM FOR PRA
- EXPEDITE THE PROCESS OF PORTABILITY OF SOCIAL PROTECTION FOR MIGRANT WORKERS

THANK YOU !