

FORUM: Human Rights II

QUESTION OF: Combatting the recruitment fees for migrant workers

SUBMITTED BY: Norway

SPONSORED BY: Somalia, Russia, Finland, Canada

SIGNED BY: Switzerland, France, Jamaica, USA, Spain, Ivory Coast, South Korea

THE SECOND HUMAN RIGHTS COUNCIL,

Acknowledging that there are over 740 million international migrants around the world,

Aware of the fact that over 90 percent of these consist of those seeking employment for themselves and their families,

Alarmed by the reality that 44% of all people who are victims of forced labor and trafficking were originally migrants who moved for work,

Taking note that migrants who borrow money from third party entities to pay off loans or provide for their families are at a higher risk of entering forced labor,

Keeping in mind that the world's largest ways of international migrations are from Mexico to the United States of America, Asia to the Middle East, and Africa to Europe,

1. Discourages the utilization of recruitment agencies:
 - a. instead, we wish to replace it with educational facilities for migration to cease any corrupt manipulation imposed upon these workers:
 - i. funded by a host nation's government
 - b. it is hoped that this will deplete misinformation being spread for migrant workers, disabling opportunities for corrupt agencies to gain from the generally low education for migrant workers;
2. Advocates for the utilization of a process to obtain a visa like that of the United States of America as a model when it comes to accommodating migrant workers:
 - a. which is characterized by a self-application process through the submission of numerous applications and documents to the Department of Labor and the United States Citizen and Immigration Services and through admissibility according to the Immigration and Nationality Act
 - b. this seemingly complicated process accomplishes a few things:
 - i. first, it promotes a spirit of self-sustainability in those who apply
 - ii. second, it reduces the demand for people who recruit migrant workers for jobs
 - c. this process seems difficult to pass through, but, according to the Immigration Policies in Comparison (IMPIC) system, the labor migration policy index of the United States of America is 0.3:
 - i. with 0 being least restrictive and 1 being most restrictive
 - ii. this proves that receiving a visa for work in the United States of America is not overly difficult, and if its policies to obtain such visas inspire similar systems around the world, the need for recruiters will be diminished;
3. Encourages the continued and increased use of the Recruitment Advisor platform:

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- a. which was developed by the International Trade Union Confederation (ITUC) with the support from the International Labor Organization Fair Recruitment Initiative and currently:
 - i. lists thousands of recruitment agencies in Nepal, the Philippines, and Indonesia
 - ii. allows workers to comment on their experiences with agencies, rate their agencies, and learn about their rights
 - iii. enables migrants who wish to work in a country obtain the ability to search for the most reliable recruitment agency possible
 - b. which involves governments providing lists of licensed agencies and a network of trade and civil society unions in all target countries:
 - i. which ensures that the platform will be as sustainable as possible for workers who use it
 - c. which, if utilized by businesses, will allow them to engage exclusively with recruitment agencies which are reputable
 - d. increased utilization of this database by NGOs will also be beneficial because it will allow them to identify which recruitment agencies are poor and which are great and provide its services accordingly
 - e. which makes all workers aware that they should not and do not have to pay recruitment fees to get a job in a foreign country and can “help migrant workers make critical choices at the time of planning their journey to work” in any chosen nation, according to ILO specialist Alix Nasri
 - f. increased rollout of this database will be critical for migrant workers in the future because a plethora of reviews on every agency in question is what is necessary to promote the reliability of the site;
4. Affirms its belief in the involvement of businesses to solve the issue:
- a. through many proactive activities which include, but are not limited to:
 - i. informing all business partners of company expectations regarding hiring migrants from certain recruitment agencies
 - ii. individually screen recruitment agencies to ensure their reliability
 - iii. providing protection to migrant workers in suspected cases of debt bondage or forced labor including, but not limited to:
 1. rehabilitation
 2. repatriation, if desired by the worker
 3. reintegration
 - iv. engaging in talks with other companies who they believe are working with recruitment agencies which are in the wrong and then encouraging these particular organizations to cut ties with these agencies
 - v. further developing long-term solutions on the issue;
5. Condemns the actions of recruitment agencies to keep migrant workers’ identity documents and proposes to solve this problem through:

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- a. advocacy efforts to encourage governments to bolster legal protection for migrants because if governments that do not possess such legislation implement it, agencies will be legally bound to refrain from taking migrant IDs
 - b. multilateral dialogue and agreements regarding human rights to reiterate these rights:
 - i. especially regarding identification
 - ii. this dialogue will be publicly displayed by means of cable television and the internet with help from the ILO:
 1. to ensure that members and directors of recruitment agencies witness the professing of these rights;
6. Expresses its hope in the implications that improving contracts between recruitment agencies and migrants can have:
- a. by initially laying out how much money the migrant will owe a recruitment agency as well as specifically mentioning where this money will go:
 - i. transparency between consumer and supplier will increase
 - b. by allowing the migrant to lay out which type of job he or she prefers to participate in:
 - i. this will guarantee that this single migrant's contribution to the economy of his or her new country will be maximized
 - c. through collaboration with the Blockchain startup Handshake:
 - i. which has been successfully piloted in the Philippines and could help ensure safe and just working conditions for migrant workers worldwide
 - ii. and whose solution is to create a system that allows for smart contracts that cannot easily be tampered with away from public view
 - d. through the combination of making these contracts more specific, more attractive to migrants, and more private, the whole recruitment process may be improved.
7. Demands the necessity of legally confirmed availability of labor for all migrant workers;
8. Calls upon the supplementary increase in payment for the migrant worker, by the employer, until their debt is paid off;
9. Demands the objective proof of the necessary requirements for the migrant workers to enter the country they wish to find employment in;
10. Further demands that all employers hire internationally through legally approved agencies.