

## Modern Slavery: Deceptive and Coercive Recruitment

Deceptive and coercive recruitment practices can lead to exploitation and modern slavery

Example of common recruitment issues

### Workers are recruited via unlicensed third-party agencies

Use of unlicensed third-party agencies increases the risk of labor exploitation.



### Workers pay for recruitment, employment or repatriation fees

Costs associated with employment can place workers in debt bondage.



### Workers receive unclear or unintelligible contracts

Contracts without clear terms place workers at risk of exploitation.



### Workers are required to hand over identity or work documents

Retaining documents stops workers from moving freely or seeking new employment.



What businesses should do

- ✓ Hire workers directly and locally where possible.
- ✓ Check whether the agency is certified by a competent national authority.
- ✓ Request details from the agency on the specific policies and practices it uses to identify, prevent, and mitigate risks of modern slavery during the recruitment process.
- ✓ Educate personnel handling recruitment on how workers hired through agencies may be at higher risk of modern slavery.
- ✓ Speak with workers hired through agencies to understand their recruitment experience, especially migrant workers.

- ✓ When using third parties to fulfill staffing needs (e.g., recruitment agencies, labor agents, sub-contractors), implement controls to ensure that they do not charge any fees to job applicants.
- ✓ Pay for all fees associated with employment (e.g., visa, work permit, transportation, medical), and fully reimburse workers for these fees if previously charged.
- ✓ Do not charge fees as a disciplinary action, or at contract termination if the worker has provided full notice or could not provide full notice because of abuse or threat of safety.

- ✓ Provide all workers with a written contract in their native language.
- ✓ The written contract should contain rights and responsibilities of the job for which the worker is being hired, including information regarding wages, frequency of wage payments, working hours, overtime terms, working conditions, and conditions for termination of employment.
- ✓ Explain the contract and terms to job applicants to ensure they understand all requirements.
- ✓ Do not introduce new terms or conditions to existing contracts unless previously agreed upon.

- ✓ Ensure that workers always retain control of their identifying and working documents, especially for migrant workers, who are more vulnerable to exploitation and may be restricted in movement in the country without documentation.
- ✓ If a worker's personal information or identity documents are needed, obtain consent to make photocopies of the documents and promptly return the original documents to the worker.
- ✓ Provide individual lockers or storage space in a secure location where workers can place their personal belongings and identity documents and which are accessible anytime, without permission.



Share the above good practices with your key business partners to make sure they are not placing their own workers in situations which can lead to exploitation.