



## INTERNATIONAL LABOUR MIGRATION

24 July 2015

### IOE AND PARTNER COMPANIES TAKE PART IN IOM EXPERT MEETING ON ETHICAL RECRUITMENT

As part of deepening its engagement with the International Organization for Migration (IOM) IOE Regional Vice-President for North America, Ms Ronnie Goldberg and IOE Senior Adviser Mr Frederick Muia attended an expert meeting on ethical recruitment. The two day meeting which was also attended by Ms Cindy Sawyer of The Coca-Cola Company and Ms Annemarie Muntz of Randstad Holding NV, two IOE partner companies, discussed the development of the operational protocol of the International Recruitment Integrity System (IRIS).

The discussion of an operational protocol followed the development of the IRIS Code of Conduct (accessible via the link in the side panel). Speaking during the opening session, Ms Goldberg called for a practical operational tool that would recognise, reward and build on the efforts being undertaken by the "good" actors in the recruitment chain and find ways to identify, isolate and hopefully eliminate the bad actors. She noted that companies were taking measures to ensure transparency in their labour supply chain and that all recruitment activities were being performed in accordance with ethical recruitment principles. These efforts, she added were helping companies mitigate the risk of unforeseen links to forced labour, child labour or human trafficking.

Speaking during the session dedicated to partners of the initiative, Mr Muia underscored the importance of the IOE in enabling member federations and partner companies to have a platform to push for immigration policies that are efficient and transparent so that companies can move skills and talent across borders. Mr Muia also spoke about the need to strengthen Government institutions particularly in fragile states. As IRIS was a voluntary initiative it could only compliment Government efforts whose role was critical in addressing cases of criminal activity such as human trafficking.

#### USEFUL LINKS

- [IRIS Code of Conduct](#)
- [Speech by Ronnie Goldberg](#)
- [The Coca-Cola Company - Supplier Guiding Principles on how to address migrant workers](#)
- [CIETT Code of Conduct](#)

#### IOE CONTACT

- [Frederick Muia, IOE Senior Adviser](#)

#### CONNECT WITH US!

Get the latest updates from the IOE on Twitter ([@ioebusiness](#)) and Facebook

Ms Annemarie Muntz (who is also President of CIETT) underscored the role of the recruitment industry in self-regulation. She talked of how the CIETT Code of conduct (available via the link in the side panel) helps in mobilising member companies and associations to promote ethical recruitment practices both at national and international levels. She highlighted the need to continue efforts to promote the ratification of ILO Convention 181 on Private Employment agencies as it gave these agencies the necessary recognition to carry out their legitimate activities.

Ms Cindy Sawyer focused on the role of multinational enterprises in taking the lead in ethical recruitment of migrant workers and promotion of good employment practices. She gave the example of The Coca-Cola Company that had issued Supplier Guiding Principles (accessible via the link in the side panel) that expressly prohibit the use of all forms of forced labour including prison labour, bonded labour, military labour, slave labour and trafficking.

*For more information, please contact Frederick Muia, IOE Senior Adviser*

[organisationofemployers\)](#)



#### **International Organisation of Employers**

71 Avenue Louis-Casaï | 1216 Cointrin | Geneva | Switzerland

Tel. : +41 22 929 00 00 | Fax: +41 22 929 00 01

e-mail : [ioe@ioe-emp.org](mailto:ioe@ioe-emp.org) | [www.ioe-emp.org](http://www.ioe-emp.org)

Copyright © 2014