

# Driving Positive Change

## About the Leadership Group

Launched in May 2016, the Leadership Group for Responsible Recruitment is a collaboration between leading companies and expert organisations to drive positive change in the way that migrant workers are recruited. Together, our aim is bold - the total eradication of fees being charged to workers to secure employment within the next ten years.

The group, convened by IHRB, calls for the Employer Pays Principle to be embedded in corporate and government policy and practice - to protect migrant workers and counter the risk of forced labour in their own operations, business relationships and global supply chains. This is fundamental to changing the business model regarding the recruitment of migrant workers.

The Leadership Group aims to drive positive change in the recruitment industry with three objectives:



- **Create Demand** for responsible recruitment by raising awareness about the positive benefits of ethical practices and developing tools to help companies implement the Employer Pays Principle.
- **Increase Supply** of ethically sourced labour by creating an enabling environment and supporting the development and implementation of systems to identify and use ethical recruitment agencies.
- **Advocate** for improved protection for migrant workers by brokering dialogue to promote the effective regulation and enforcement of the recruitment industry.

For more information about the members and activities of the Leadership Group, and for details on membership, visit the Responsible Recruitment Gateway:

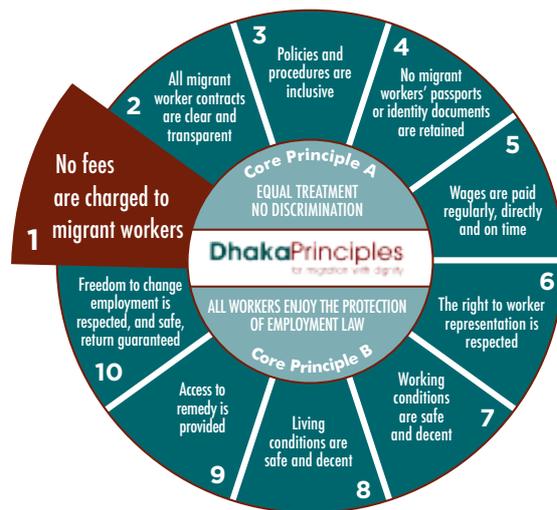
# The Employer Pays Principle

A Commitment to Responsible Recruitment

A major cause of forced labour in today’s global supply chains is the charging of recruitment fees to migrant workers. These fees leave many workers in situations of debt bondage and vulnerable to further exploitation.

**The Employer Pays Principle**  
 No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.

Reflecting the Dhaka Principles for Migration with Dignity, the Employer Pays Principle is a commitment to ensure that no worker should pay for a job and is increasingly being adopted by companies across a range of industry sectors and locations.



Adoption of the Employer Pays Principle across all industries is fundamental to combatting exploitation, forced labour and trafficking of migrant workers in global supply chains and represents an important step in achieving the UN Sustainable Development Goal of decent work for all.

For open source tools and resources to support companies in implementing the Employer Pays Principle, visit the Responsible Recruitment Gateway at: