

# Catalysing Business Leadership

## Goals

### 1. Create demand

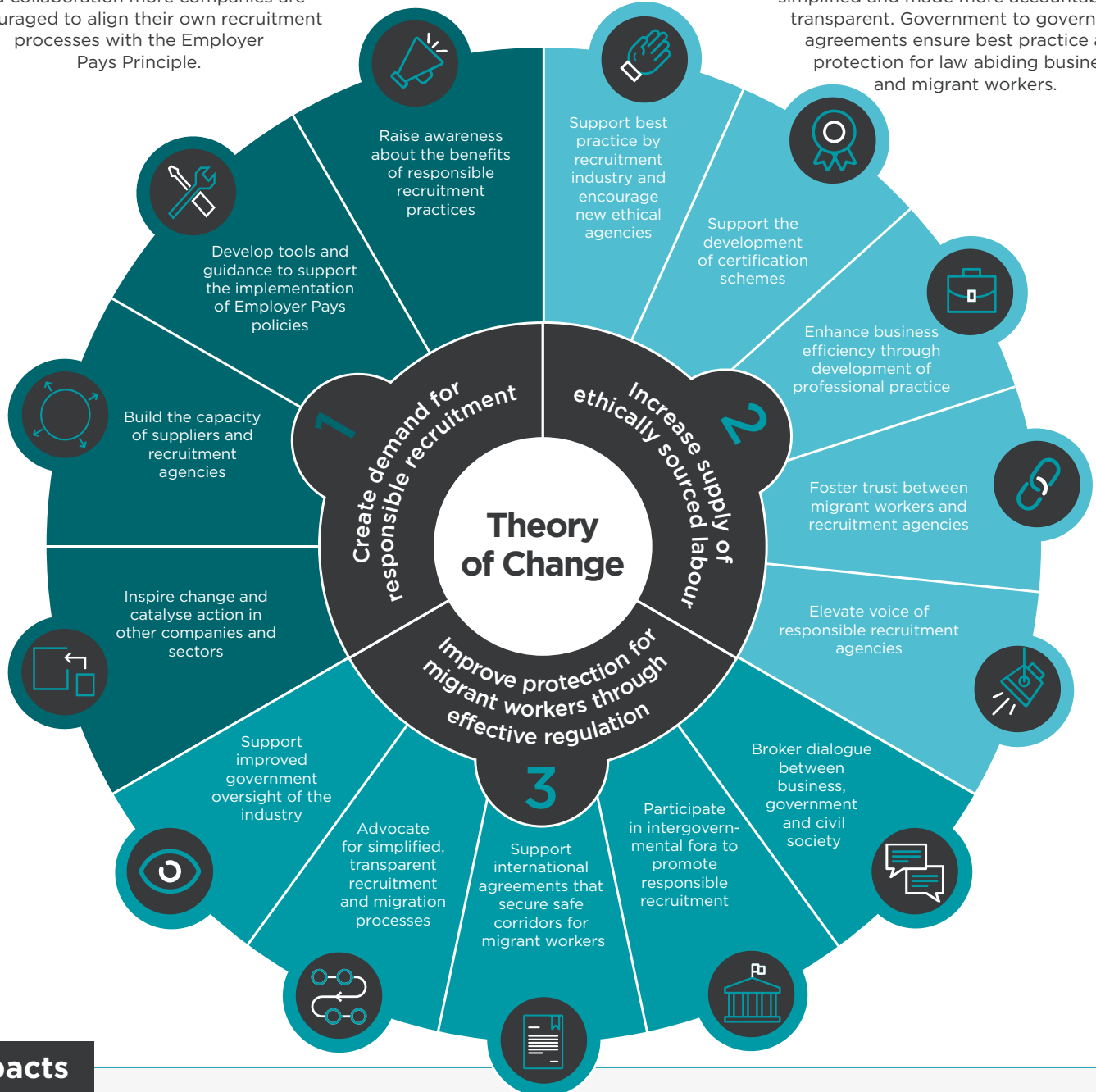
Leadership Group members develop leading systems and processes and work with suppliers and other stakeholders to ensure best practice. Through advocacy and collaboration more companies are encouraged to align their own recruitment processes with the Employer Pays Principle.

### 2. Increase supply

An enabling environment for ethical and professional recruitment agencies develops to service increased business demand for responsible recruitment.

### 3. Improve protection

Governments develop and enforce appropriate regulations for recruiters in both countries of origin and destination. Visa and other government processes are simplified and made more accountable and transparent. Government to government agreements ensure best practice and protection for law abiding business and migrant workers.



## Impacts

### For workers:

Prevention of debt bondage and associated vulnerability to exploitation through the payment of recruitment fees

Development potential of remittances is better realised

Better standards abroad improve conditions at home due to competition for labour

### For companies:

Recruitment processes are simplified and become more transparent

The development of more professional recruitment services delivers increased business efficiency

Risk of association with forced labour or other criminal activity diminished

### For recruitment agencies:

A new market begins to develop for recruitment agencies

Level playing field based on ethical practice allows investment in systems, training and management processes

The voice of the recruitment industry is enhanced with business and governments

### For governments:

Safe and secure recruitment corridors between countries protect citizens at both origin and destination

Enhanced international reputation ensuring access to new markets or labour forces

Increased remittance flows in countries of origin Increased productivity in countries of destination