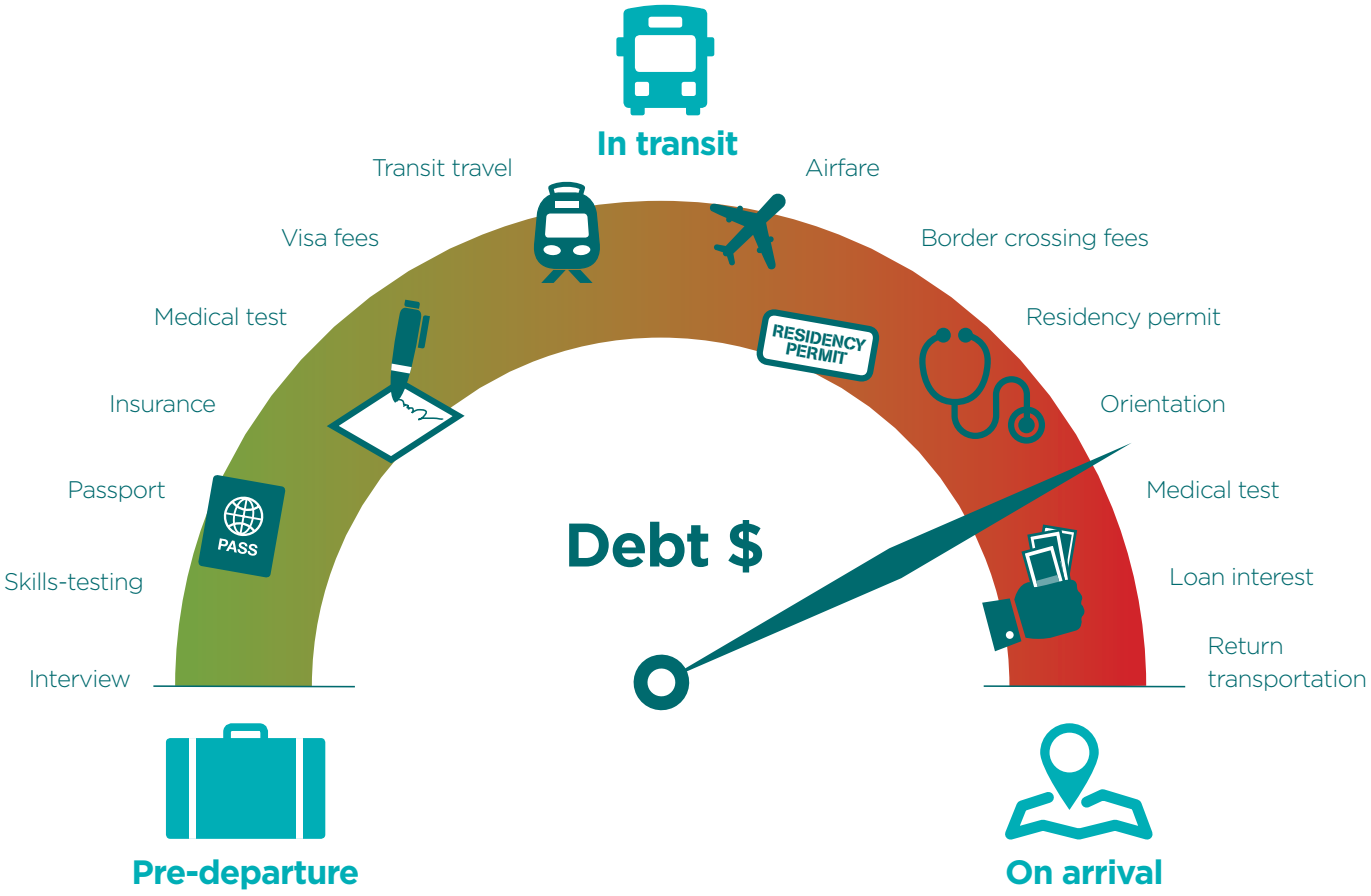
IHRB

Leadership Group for Responsible Recruitment

Migrant Worker Recruitment Fees

The Increasing Debt Burden



Recruiting migrant workers comprises a range of costs, all of which should be met by the employer. Workers often bear the costs of some or all of these expenses, plus substantial facilitation payments. These costs and the interest on loans taken out to pay them can leave workers in situations of debt bondage.

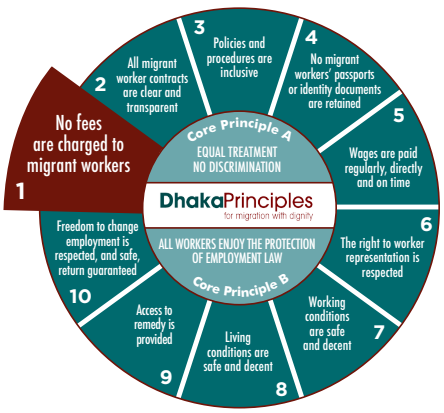
Employer Pays Principle

No worker should pay for a job – the costs of recruitment should be borne not by the worker but by the employer.

Migrant workers should not pay recruitment and service fees and costs at any stage of the recruitment process, during or after employment, including:

1. **Any fees for applications, recommendations, recruitment, hiring, placement, and administrative, overhead, and processing fees of any kind.**
2. **Fees to any parties, including agent, sub-agent, intermediary, or employer.**
3. **Pre-departure fees and costs including but not limited to:**
   a) Skills tests
   b) Additional certifications beyond those required for job eligibility
   c) Medical exams/screening
   d) Pre-departure training or orientation
   e) Any other requirements to access the job opportunity
4. **Costs associated with documentation and/or permits:**
   a) New passport, identity documents, or visas needed for the purposes of obtaining employment, including renewal(s)
   b) Temporary work or residence permits (including renewals)
   c) Police clearance fee
   d) Birth certification fee
   e) Certificate of good behaviour fee
   f) Other certifications, identity or clearance documents required for residing in the country of employment
5. **Transportation and lodging costs (including all taxes and fees):**
   a) Transportation and lodging costs after the employment offer has been made and accepted in writing from the worker's home to the port of departure
   b) Transportation from the worker's home (sending) country to receiving country port of entry
   c) Transportation from receiving country port of entry to workplace or provided accommodations
   d) Border-crossing fees
   e) Relocation costs if asked to move once employment has begun
   f) Return transportation to employee's home country at the end of employment
6. **Arrival / orientation / on-boarding including but not limited to:**
   a) New-hire training or orientation
   b) Medical exams/screening
7. **Legal requirements including but not limited to:**
   a) Deposits and/or bonds (including those required by law or not required by law)

Leadership Group for Responsible Recruitment

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. It is endorsed by the Leadership Group for Responsible Recruitment, a collaboration between leading companies and expert organisations driving positive change in the way that migrant workers are recruited.

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