

IRIS Principles of ethical recruitment



The IRIS Standard consists of these seven principles supported by specific criteria and a set of indicators. It defines an operational benchmark for ethical recruitment practice.

The IRIS Standard is consistent with existing international human rights instruments, ILO Conventions and standards, ILO's General Principles and Operational Guidelines for Fair Recruitment, the UN Guiding Principles on Business and Human Rights, as well as related private sector commitments, principles and codes and good practices, including from the recruitment industry.

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A **Respect for Laws, and Fundamental Principles and Rights at Work**

The labour recruiters must comply with all applicable legislation, regulations, multilateral and bilateral agreements on labour migration, and policies related to the recruitment of migrant workers in the jurisdictions of origin, transit and destination countries, including those pertaining to the immigration or emigration of migrant workers. This principle explicitly prohibits the use of trafficking in persons, forced labour, and child labour, and includes respect for the right of freedom of association and collective bargaining and respect for equality of treatment and non-discrimination, as recognized in the [ILO Declaration on Fundamental Principles and Rights at Work](#).

B **Respect for Ethical and Professional Conduct**

In order to meet the responsibility to respect laws and comply with the IRIS Principles, the labour recruiters will have in place management systems, including due diligence, to ensure that their recruitment activities are consistent with the IRIS Principles and conducted in a manner that treats migrant workers with dignity and respect, free from harassment, or any form of coercion or degrading or inhuman treatment.

1 **Prohibition of Recruitment Fees and Related Costs to Migrant Workers**

The labour recruiters must not charge directly or indirectly, in whole or in part, any fees or related costs to migrant workers, for the services related to recruitment for temporary or permanent job placement or employment.

2 **Respect for Freedom of Movement**

The labour recruiters must not require migrant workers or their family members to provide a monetary deposit or other collateral as a condition of employment, and must not withhold, destroy or confiscate documents, wages, or other personal belongings, and otherwise limit freedom of movement.

3 **Respect for Transparency of Terms and Conditions of Employment**

The labour recruiters must ensure that, prior to deployment, migrant workers are provided with written contracts in a language each worker understands, detailing the terms and conditions of employment including but not limited to the nature of work undertaken, rates of pay and pay arrangements, working hours, vacation and other leave, and all other lawful deductions from pay and benefits of employment in accordance with national law. The labour recruiters must ensure that the worker's written consent is obtained without coercion.

4 **Respect for Confidentiality and Data Protection**

The labour recruiters must not record, in files or registers, personal data which is not required for judging the aptitude of migrant workers for jobs for which they are being or could be considered, or required to facilitate their deployment. The labour recruiters must ensure that all personal data that they collect, receive, use, transfer or store shall be treated as strictly confidential and shall not be communicated to any third party without the prior written informed consent of the worker or workers' representative, unless required by law.

5 **Respect for Access to Remedy**

The labour recruiter must ensure that migrant workers have effective access to remedy, without fear of recrimination, reprisal, or dismissal, such as internal grievance procedures of the labour recruiter and/or the employer and to those remedies provided by law in the country of origin and destination, in relation to their recruitment activities.