

Leadership Group *for* Responsible Recruitment

The Employer Pays Principle

The Employer Pays Principle states that:

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

The Leadership Group for Responsible Recruitment 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.

Any clause embedding the Employer Pays Principle must ensure:

- A. Migrant workers shall not be required to pay for their employment.
- B. The costs and fees associated with recruitment, travel and processing of migrant workers shall be covered by the employer from their home community to the workplace, and return when the relocation is not permanent.
These include:
 - Pre-departure fees and costs eg. skills tests, medical examinations
 - Costs associated with documentation and/or permits
 - Transportation and lodging costs
 - Arrival / Orientation / On-Boarding
 - Costs associated with return to country of origin, when the contract is temporary.
- C. Employers should pay the costs of recruitment directly to the extent possible. When not possible, or where the migrant worker is legally required to pay a fee or cost directly, the migrant worker shall be reimbursed by the employer as soon as practicable upon discovery.

