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NEA
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This Week Let's focus on

Promoting Ethical Recruitment Practices in Kenya



Unethical recruitment practices expose workers to exploitation during their migration journey at the destination countries. It also undermines government programmes and policies and corporate efforts to conduct business in a socially responsible way.

Despite the efforts made to ensure the protection of migrant workers, millions remain vulnerable and assume significant risks during the migration process. Unethical and corrupt recruitment practices are often at the root of this problem. **When labour migrants leave their home countries, some are forced to take jobs they do not want and are subject to violations of their human and labour rights,** the consequences affect the migrants and other stakeholders in the recruitment process including governments, the private sector and the public at large.

The National Employment Authority (NEA) is working closely with the International Organization for Migration (IOM) to implement the International Recruitment Integrity System (IRIS)

IRIS is an IOM Global initiative that is designed to promote ethical international labor recruitment. It is about identifying and supporting labor recruiters to define the set benchmark for ethical recruitment .

IRIS seeks to benefit all in the migration process i.e. the migrant, recruitment agency and employer. It also seeks to address challenges faced by migrant workers, who are often exposed to vulnerability from the recruitment phase of their migration.

Private Recruitment Agencies can become IRIS certified members through an accreditation process. Visit https://iris.iom.int/ for more information. **So far IOM has trained 101 Private Recruitment Agencies (PRAs) on IRIS while**

More information on Kenyan migrant workers is available on :https//kmw.nea.go.ke

ABOUT NEA

The National Employment Authority (NEA) was established in April, 2016 by an Act of Parliament (the National Employment Authority Act 2016) . The Authority main policy priorities are the promotion of employment in all aspects of national development. Specific policy priorities are:

1. Employment creation, especially for the youth, minorities and marginalized groups
2. Provision of labour market information;
3. Re-engineering of public employment services; and
4. Promotion of foreign employment.

11 agencies have initiated and are actively progressing towards IRIS certification.

Employers can also become members by attesting that they use the services of only IRIS-accredited recruiters and by respecting IRIS standards when they perform their own recruitment.

By agreeing to abide by a common code of ethical conduct and best practices, stakeholders would benefit in the following ways;

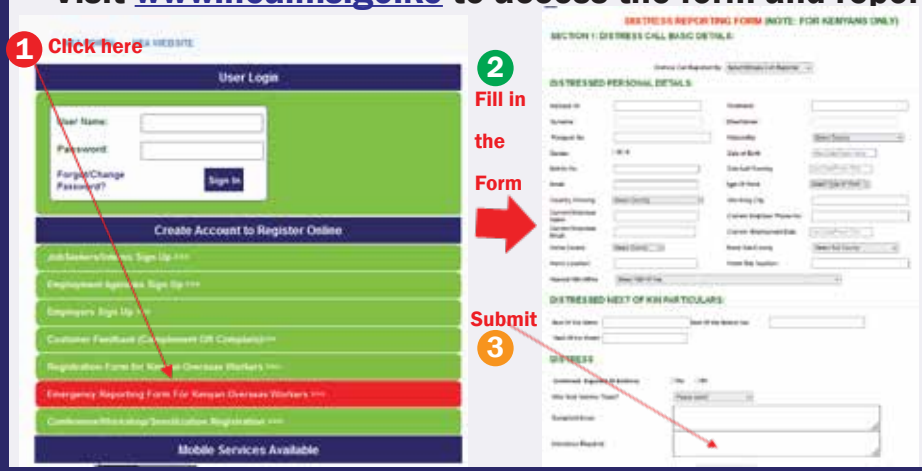
1. **Labour migrants** will benefit from the assurance that they have "bona fide" job offers and from a reduced risk of exploitation, labour trafficking and unfair labour practices.
2. **Employers** will benefit from better job matching, brand protection and from publicly demonstrating that they adhere to fair recruitment principles in their business activities.
3. **The recruitment industry** will benefit from reduced instances of forced labour and labour trafficking and the promotion of fair competition among ethical practitioners.
4. **Governments of destination countries** will benefit from a reduction in the number of trafficked and exploited workers entering their jurisdictions, while governments of sending countries will have greater assurances that the labour rights of their citizens are protected while working abroad.

NEA is committed to establishing strategic partnerships that would promote ethical recruitment practices in the globalized labour market and support framework that will benefit all stakeholders in the labour migration process.

NEA Distress Reporting Platform

Did You Know that NEA distress reporting platform allows you or other interested stakeholders to report cases of distressed Kenyan migrant workers through NEAIMS portal? NEA then assesses and takes necessary action or refers complaints to relevant authorities, when appropriate. The reporting can be done individually or by someone else on behalf of the distressed and the distressed must have a valid Kenyan National ID Number.

Visit www.neaims.go.ke to access the form and report



"Ethics is everything.....If it is not right to do it;
Don't Do It

Edith Okoki
Ag. Director General (NEA)



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