

# **RECRUITMENT OF MIGRANT WORKERS IN ASIA: PUBLIC SERVICE OR SYSTEMATIC EXPLOITATION?**

*Asian regional report based on the baseline survey and research done by  
the Migrant Forum in Asia and research partners in 11 countries in Asia*

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Migrant Forum in Asia (MFA) is a network of grassroots organizations, trade unions, faith-based groups, migrants and their families and individual advocates in Asia working together for social justice for migrant workers and members of their families. Since 1994, MFA has thrived into a formidable migrants' rights advocacy network in Asia, affecting significant influence to other networks and processes on the globe. To date, MFA is represented in 26 countries in the Asia - Pacific. MFA members and partners are also coalitions and networks, bringing the membership in the region close to 260, and growing each year.

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## **DEDICATION**

*For fellow migrants, workers and advocates*

*For rights and justice*

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Our sincere appreciation to all those who contributed to this research, and in the making of this report. We thank Dr. A.P. Acosta for invaluable technical advice and comments on statistical concepts and procedures.

Our apologies, too, for errors or lapses in facts, data processing, calculations, conceptual or logical mistakes, typographical and grammatical errors; these are entirely the responsibilities of the author.

*Migrant Forum in Asia, April 2016*

## ACRONYMS & EXCHANGE RATES USED

ASEAN	Association of Southeast Asian Nations
BLA	Bilateral labor agreement
C002, etc.	ILO Convention No. 2 (on Unemployment), etc. – The full and short titles, and reference numbers of all the relevant ILO Conventions (which are serially numbered in this format), are given in the body of the report, particularly in <i>Chapter 1</i> , and also in <i>Appendix 1</i> .
CEDAW, etc.	Convention on the Elimination of All Forms of Discrimination against Women, etc. – The full titles and acronyms of the relevant United Nations conventions and treaties are given in the body of the report, particularly in <i>Chapter 1</i> , and also in <i>Appendix 1</i> .
CMW	UN Committee on Migrant Workers (treaty body for the Migrant Workers Convention of the United Nations)
DW	Domestic worker
FDW	Foreign domestic worker (interchangeably used with MDW)
G2G	Government-to-government (recruitment or placement of migrant workers)
GR	General Recommendation (issued by CEDAW Committee)
GC	General Comment (issued by the CMW)
HSW	Household service worker (official term used by Philippine government to refer to domestic worker; interchangeably used here for domestic worker, MDW, FDW)
ICCPR	International Covenant on Civil and Political Rights (1966)
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination (1966)
ICESCR	International Covenant on Economic, Social and Cultural Rights (1966)
ILO	International Labour Organization
MBR	Migrant Bill of Rights (UN and ILO treaties, guaranteeing basic rights and protection for migrants, seafarers and their families; as identified by MFA)
MDW	Migrant domestic worker (interchangeably used with FDW)
MWC	Migrant Workers Convention (of the UN); full title: International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990)
OP	Optional Protocol (of a United Nations or ILO convention)
P029	Protocol of 2014 to the Forced Labour Convention, 1930 (ILO)
R86, etc.	ILO Recommendation 86, etc. – these and similarly-referenced instruments are non-binding, legal treaties of the ILO that accompany and supplement the binding ILO conventions
RCP	Regional consultative process (e.g. Colombo Process, Abu Dhabi Dialogue)
SAARC	South Asian Association for Regional Cooperation
SPSS	Statistical Package for the Social Sciences (computer software)
UN	United Nations

**Foreign Exchange Rates Used (per US\$)**(Source: [www.oanda.com](http://www.oanda.com), as of 1 December 2014)

<b>Currency</b>	<b>Per US\$</b>	<b>Currency</b>	<b>Per US\$</b>
Australia Dollar, AUD	1.1765	Kenya Shilling, KES (as of Apr 2015)	93.8920
Bahrain Dinar, BHD	0.3793	Kuwait Dinar, KWD	0.2921
Bangladesh Taka, BDT	78.8810	Lebanon Pound, LBP	1,547.9000
Brunei Dollar, BND	1.3259	Libya Dinar, LYD	1.2241
Cambodia Riel, KHR	4,145.2000	Malaysia Ringgit, MYR	3.3990
Canada Dollar, CAD	1.1421	Myanmar Kyat, MMK	1,051.5000
China Renminbi, CNY	6.1373	Nepal Rupee, NPR	100.8600
Egypt Pound, EGP	7.2810	Oman Rial, OMR	0.3860
Ethiopia Birr, ETB	19.9590	Philippines Peso, PHP	45.0450
Euro, EUR	0.8034	Qatar Rial, QAR	3.6431
Hong Kong Dollar, HKD	7.7554	Saudi Riyal, SAR	3.7537
India Rupee, INR	62.2150	Singapore Dollar, SGD	1.3048
Indonesia Rupiah, IDR	12,195.1000	South Korea Won, KRW	1,135.0700
Iran Rial, IRR	26,865.0000	Sri Lanka Rupee, LKR	131.2250
Iraq Dinar, IQD	1,187.2000	Syria Pound, SYP	170.5000
Israel New Shekel, ILS	3.9113	Taiwan Dollar, TWD	31.0364
Ivory Coast Franc - CFA Franc BCEAO (XFO)	526.8100	Thailand Baht, THB	32.9200
Japan Yen, JPY	118.6920	United Arab Emirates Dirham, AED	3.6741
Jordan Dinar, JOD	0.7074	Vietnam Dong, VND	21,712.0000

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**Migrant Forum in Asia  
Rex Varona, Research Writer & Adviser  
April 2016**

## **INTRODUCTION TO THE ASIAN REGIONAL REPORT**

This is a pioneering Asian regional study on the recruitment situation, issues, and problems experienced by migrant workers in major countries of origin and destination, based on the perspective of the migrants themselves. This is pioneering in several respects: it is a collaborative action research conducted by migrant organizations and support groups ; it is based on a field survey of migrant workers – including pre-departing, onsite, returned migrants -- in 11 of the major origin and destination countries in Asia; the analysis of the survey data, and the conclusions and recommendations, are enhanced by the inputs, analysis and recommendations of key informants, experts and advocates in the respective countries; and it provides the latest, and perhaps the only available, multi-country baseline data on recruitment of migrant workers in Asia.

Primary data were gathered during a one-year period, through two parallel processes – a baseline survey of 11 countries in Asia conducted in a six-month period (November 2014 to May 2015), and key informant/expert interviews and group discussions (conducted between December 2014 and March 2016, riding on selected events/meetings in various Asian countries, to optimize traveling and resources).

The field survey itself was based on an exploratory, quasi-random design; the results strictly apply only to the survey respondents, but can be used as indicative data on particular aspects of the migrant recruitment situation in the countries surveyed. The countries were selected based on the presence/availability of research partners or members of the Migrant Forum in Asia (MFA), MFA being the lead proponent and coordinator of the Asia research.

This research is part of a broader global study on recruitment problems and issues confronted by migrant workers; one of its purposes is to provide data, analysis and recommendations for the global campaign on recruitment reform. The global campaign on recruitment reform (RecruitmentReform.org) is spearheaded by migrant groups and advocates through the Open Working Group on Labour Migration & Recruitment. The Open Working Group is composed of MFA, Global Coalition on Migration (GCM), Migration and Development Civil Society Network (MADE), and other civil society partners.

This is the Asia component of the research, which was undertaken and coordinated by MFA and research partners. The baseline surveys were conducted in the following countries,



through the efforts and facilitation of the corresponding research partners and MFA members:

Countries of origin:

- Bangladesh – WARBE Development Foundation, BOMSA, Ovibashi Karmi Unnayan Program (OKUP), Refugee and Migratory Movements Research Unit (RMMRU);
- India – Migrant Forum India, Center for Indian Migrant Studies (CIMS), APDWWT;
- Indonesia – IRDH Research, Migrant Care Indonesia;
- Nepal – Migrants Center of Asian Human Rights and Culture Development Forum (AHRCDF), Pravasi Nepali Coordination Committee (PNCC), Pourakhi, CMIRS, Youth Action Nepal;
- Philippines - Kanlungan Center Foundation, Batis Center for Women, Center for Migrant Advocacy (CMA).

Countries of destination:

- Bahrain – MWPS;
- Lebanon – CLMC, INSAN;
- Malaysia – Migration Working Group Malaysia; Progressive Labor Union-SENTRO; United Workers for Mutual Protection, Advancement and Development-Malaysia (UNIMAD-SENTRO);
- Singapore – Transient Workers Count Too (TWC2);
- Taiwan – Hsinchu Migrants and Immigrants Services Center (HMISC); Hope Workers' Center (HWC);
- Thailand – Human Rights Development Foundation (HRDF).

The research proponents acknowledge with sincere thanks the support of the donors.

## **A. RESEARCH QUESTION**

### **1. Central question**

What are the major problems experienced by migrant workers in origin and destination countries in Asia involving private (fee-charging) recruiters, and what can be done to address these problems?

### **2. Particular questions**

- What are the major recruitment practices of private, fee-charging recruiters that abuse, violate the rights, or take advantage of migrant workers in Asian countries of origin or destination? Which of these practices are illegal or unscrupulous based on national or international standards?
- How widespread or serious are these recruitment abuses and problems?
- What are the major patterns of the recruitment problems in countries of origin and destination, and what factors significantly affect the nature and patterns of the problem? What are the connections between the areas of origin and destination in regard to these recruitment problems?

- Are there correlations between the recruitment problems/factors and the actual working situation of the migrant workers abroad?
- What are the existing recruitment regulation policies and mechanisms in the origin and destination countries in Asia? What are the international and Asian standards on recruitment and protection of migrant workers? What are the gaps, weaknesses or failures in these policies and mechanisms that significantly contribute to the recruitment problems?
- What can be done to effectively address these recruitment issues? What reforms and interventions (policies, mechanisms, strategies) need to be in place at the national, bilateral, regional and/or international levels?

### **3. Hypotheses**

We want to prove (or disprove) the following assumptions:

- That private, fee-charging recruiters commit widespread illegal or abusive recruitment practices victimizing migrant workers in origin and destination countries in Asia;
- That there are substantive weaknesses and gaps in the international and national standards, policies and mechanisms; these gaps create and perpetuate the widespread recruitment violations and abuses;
- That we can identify major patterns/factors underlying the recruitment problems and recommend intervention and reform strategies to address these problems.

### **B. OBJECTIVES OF THE RESEARCH**

1. To understand the overseas labor recruitment and migration situation in Asia, and identify recruitment problems and issues in countries of origin and destination, based on migrant workers' perspectives/experiences
  - Analyze the nature, characteristics, patterns, linkages, dynamics, and underlying factors/processes of the recruitment problems, issues, practices, abuses, violations at the country, bilateral and Asian regional levels;
  - Analyze if there is a relationship between recruitment problems and the working conditions of the migrants in the destination country;
2. To analyze the role and practices of private, fee-charging recruiters in the recruitment and placement of migrant workers in Asia
  - Analyze if private recruiters are necessary and beneficial to overseas migration;
  - If they are not necessary, what recruitment system or mechanisms should be in place to help migrants who want to work abroad; if necessary, what measures, policies should be in place to prevent or eliminate recruitment abuses;
3. To analyze policy and practice weaknesses, gaps or failures at the international, regional, bilateral and/or national levels that result in recruitment problems and abuses

4. To recommend reforms and action agenda – policies, mechanisms, strategies, practices – to address the problems at the national, bilateral, regional and international levels.

### **C. NATURE OF THE RESEARCH**

This is an exploratory action research on the recruitment issues affecting migrant workers going abroad. The identification and analysis of the problems, and what can be done to address these, are based on the perspective of migrant workers and advocates in both countries of origin and destination.

This study includes a baseline study on the recruitment problems and issues in selected origin and destination countries in Asia. This is by far the latest, and perhaps the only, baseline survey done on the recruitment problems and issues across several Asian countries, which was designed, implemented, will be analyzed, and will make conclusions and recommendations based on the perspective of the migrants, migrant groups, civil society, advocates, and their partners.

The study includes situational analysis related to overseas recruitment and labor migration; policy analysis on weaknesses, gaps, failures resulting in recruitment problems; and recommendations in addressing these issues. The findings and recommendations will be used by MFA and partners (particularly the Open Working Group on Labour Migration & Recruitment and its members) in advocating and campaigning for recruitment reform.

### **D. FRAMEWORK OF ANALYSIS**

1. The study uses human rights, migrants' rights, gender equality, non-discrimination, labor rights, right to work, and social justice as framework principles in analyzing the data, issues and problems.
2. Legally-binding international human rights standards of the UN and ILO, as well as national laws/policies on recruitment and rights/protection of migrant workers, serve as the "hard rules" the set the minimum legal parameters in determining illegal, unscrupulous or prohibited practices.

In particular, MFA has identified the crucial UN and ILO treaties which, taken together, constitute what it considers to be the "Migrant Bill of Rights" (MBR). These MBR treaties are the references in defining what recruitment practices are abusive, illegal, unethical, violating the rights of migrant workers, or constituting forced labor or human trafficking.

MFA has also identified the UN and ILO treaties that define the international legal standards on the recruitment of workers (including migrant workers), and the regulation of private recruitment agencies. These are used as references in determining what constitute abusive, unscrupulous, unethical, illegal or prohibited recruitment activities.

3. Non-binding (normative) standards, reports and recommendations of the UN and ILO (e.g. ILO Multilateral Framework on Labour Migration, relevant ILO Recommendations, CEDAW General Recommendation #26, CMW General Comment #1, etc.), as well as recommendations and response strategies made by related inter-governmental or multi-stakeholder bodies, Asian regional bodies (e.g. ASEAN), and regional consultative processes (RCPs) in Asia (e.g. Abu Dhabi Dialogue, Colombo Process), are also used in the analysis, especially in the formulation of the recommendations.
4. “Migrant workers”, as the target respondents in this study, are defined in accordance with the UN Migrant Workers Convention – persons who are to be engaged, are engaged, or have been engaged in paid work abroad. Only international migrant workers are considered in this study. The respondents for the origin-country survey include those who are planning to work abroad, have returned from work abroad, and those still working abroad but were in the origin country at the time of the survey. Respondents in the destination-country survey are foreigners working (or looking for work) in the destination country.
5. The survey data is used to identify, validate, analyze the patterns, and determine the significant factors pertaining to the recruitment issues/problems and the abuses/violations experienced by the survey respondents. The survey is reinforced by a parallel process of focus group discussions, key informant and expert consultations, group analysis, and strategy discussions with migrant groups, advocates and experts on labor migration and recruitment.

The problems/realities are analyzed using the above frameworks/standards; gaps or weaknesses in the standards, laws, policies or mechanisms are then identified, and recommendations made to address the gaps and weaknesses and suggest immediate and strategic agenda for recruitment reform.

The survey methodology is non-probabilistic (i.e. not strictly randomized), therefore, the results could not be generalized for all the migrant workers in the countries surveyed; however, the results for the respondents provide indications/references on the problems/issues of the broader migrant population, and the recruitment situation in general.

In addition to the individual statistics derived from the survey data, this study generated standardized statistics (z-scores) to allow for comparison of data/results across countries and key research parameters (e.g. demographics, job categories, violations/problems, etc.). Selected indicators relating to recruitment were put together as “scorecards”, which show the actual (average) value as well as the z-score value of each indicator.

Consolidated measures were created (i.e. final z-score, and composite recruitment categories), which integrate several research indicators to provide a more holistic picture of the recruitment situation. The “composite recruitment categories” for instance, uses 26 criteria items in the origin survey and 27 in the destination survey to

categorize each respondent under any one of four recruitment categories (“extreme problems/abuses,” “severe,” “significant,” or “ethical recruitment situation”).

Correlation measures were generated to provide clear bases in establishing the relationships (statistical correlations) between the recruitment factors, between the recruitment and working condition factors, and between the recruitment factors and ratification of the UN/ILO treaties.

6. Recommendations and response strategies in addressing the recruitment problems and migrant abuses/violations are proposed based on the research results, and recommendations from relevant international, regional or national initiatives related to labor migration and recruitment of migrant workers in Asia.

The research recommendations primarily refer/connect back to the positions and recommendation of the migrant groups and advocates, particularly the policy and action recommendations of the Migrant Forum in Asia (MFA), Global Coalition on Migration (GCM), the Asian research partners, and the Open Working Group on Labour Migration & Recruitment.

Recommendations, response strategies and action proposals of the relevant UN and ILO bodies, government/inter-government bodies/forums (at the national, Asian regional and international levels, e.g. Fair Recruitment Initiative), ethical recruitment advocates, and other civil society groups are also considered and incorporated in the research recommendations as necessary.

## **E. METHODOLOGY**

1. The primary data for the research were gathered through two parallel processes – a baseline survey conducted in a six-month period (November 2014 up to May 2015), and key informant interviews/group discussions conducted between December 2014 and March 2016 (see **References/Sources Used** at the end of the report for the list and dates of focus group discussions, group strategy meetings, and discussions with experts/advocates).
2. Sources of information
  - Secondary - desk review, review of literature and reference documents (particularly laws, policies and standards at national, regional and international levels); published data, information and reports by governments, relevant UN agencies and treaty bodies, ILO and other sources; published resource materials, policy briefs, reports and analysis (see **References/Sources Used** at the end of the report).
  - Primary - survey respondents; key informants, migrant groups, experts and advocates on labor migration and recruitment (primarily MFA members and research partners, policy-makers, partners in the Open Working Group on Labour Migration and Recruitment, ethical recruitment advocates, international and Asian migration experts and advocates).

3. Sampling frame for the survey – The target respondents of the survey are migrant workers in countries of origin and destination, as defined above. Respondents in countries of destination included all types of migrant workers: documented or not, and in any job category. Respondents in the countries of origin included those in the process of being recruited, preparing or waiting to work abroad, migrant workers who have returned home for good, and migrants still working abroad but were in the country of origin (e.g. on leave or vacation) at the time of the survey.
4. Sampling plan (identifying and selecting the survey respondents)
  - Sampling procedure – Due to very limited resources and survey personnel, MFA prescribed a non-probabilistic, quasi-random sampling plan (clustered), combined with systematic/convenience selection process in getting the respondent in each cluster. Survey partners in all countries were requested to follow this research design and sampling plan.
  - Sample size – although the sampling plan is non-probabilistic, some process of quasi-randomization was used. We used “Slovin’s formula” to determine the sample size for each country, noting that this is applicable only (among other assumptions) when we are estimating a population proportion, and the confidence level is set at 95%.<sup>1</sup>
    - As a general rule for all countries in the survey, we fixed the confidence level at 95% (as required in using Slovin’s formula); we assumed a margin of error of  $e = 0.10$  (i.e. we set the half-width of the confidence interval in estimating a population proportion at 0.10). With these parameters, Slovin’s formula yields a sample size with an upper limit of 100 respondents, regardless of the size of the population. Therefore, MFA prescribed a minimum sample size of 110 (to allow for invalid questionnaires) in all countries involved in the survey.
    - In some countries, research partners wanted to make their specific country reports (in addition to the regional report). For these countries, we set the margin of error at  $e = 0.05$ ; Slovin’s formula yields a sample size with an upper limit of 400 respondents, regardless of the population size. Therefore, MFA prescribed a minimum of 410 respondents for these countries.
5. Data gathering instruments
  - Survey instrument: A common, structured questionnaire was used in all the countries surveyed. The survey used two types of (similarly-structured) questionnaires: one questionnaire for countries of origin; another questionnaire for countries of destination. The survey partners in each country decided if the country was surveyed as an origin or destination country, or both. Countries of origin used questionnaire “A”; countries of destination used questionnaire “B”.
  - Guide questions were used for the key informant sessions and group discussions.

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<sup>1</sup> See for example, the article “On the Misuse of Slovin’s Formula” by Jeffry Tejada and Joyce Raymond Punzalan in *The Philippine Statistician*, Vol. 61, No. 1 (2012), pp. 129-136, for a discussion on the appropriate use and parameters when using “Slovin’s formula”. The authors of the article further note that there seems to be no actual person named “Slovin,” and the earliest reference when the formula was used was by Yamane (1967). The writer is thankful to Dr. A. P. Acosta for advise on this matter.

## 6. Processing of the survey data

The data from all the countries involved in the survey were encoded and consolidated in two data files (using SPSS) – one for countries of origin and another for countries of destination. Statistics were generated using SPSS and shared with all research partners; these were analyzed by MFA and the country research partners. A regional and selected country reports were made based on the survey data, additional secondary data, key informant data, and group discussions/analysis.

The preliminary results were discussed in a regional consultation held in Amman, Jordan on 16-17 December 2014; the draft regional results were presented in a follow-up meeting held in Bogor, Indonesia on 10-15 August 2015. Validation meetings and discussions to formulate recommendations were held in Dhaka, Bangladesh on 7-9 December 2015.

## F. SCOPE AND LIMITATIONS

1. The study focused on the practices of private, fee-charging recruiters in Asian countries of origin and destination – particularly those practices that abuse, exploit migrant workers or violate their rights; or practices that are illegal, unscrupulous, unethical or prohibited based on international standards.
2. The study covered those countries of origin and destination that are included in the MFA campaign on recruitment; countries where MFA has partners or members who agreed to help conduct the research.
3. The respondents are migrant workers themselves (as defined above). The information, analysis, perspectives, conclusions and recommendations are based on the perspective of migrant workers, migrant advocates, MFA and its members and partners.
4. Survey process and processing/analysis of survey data – all countries followed the same research design for this study and the field survey. However, the actual conduct of the field survey (especially the quasi-random sampling procedure in selecting the individual respondents) varied depending on the capacity of survey partner in each country. MFA had no direct supervision of the field survey in each country, and so the reliability of the survey process itself was limited by the research skills and capacity of partners in each country. Therefore, the quality of the resulting survey data is uneven across countries; MFA processed and treated all survey data as quasi-random, convenience sampling data.

Given the limitations of the data, the statistical results and analysis strictly apply only to the respondents. The results of the survey do provide proof and substantiation of the problems faced by the respondents; but these results should not be indiscriminately generalized for the whole population of migrant workers in the countries surveyed. Nevertheless, these results provide the latest, indicative baseline statistics on the recruitment problems/issues experienced by this set of respondents,

and may be reflective/indicative of the key issues and problems experienced by many migrant workers in those countries.

5. MFA and partners conducted desk research and analysis of secondary information, especially on country laws, policies, mechanisms. This information on policies/mechanisms are used in contextualizing and analyzing the recruitment gaps, weaknesses between the laws/policies and the actual experiences/problems faced by the migrant workers.
6. MFA and partners analyzed and interpreted the survey data, statistics, reference documents and secondary information as advocates and experts in their own right. When necessary, the partners provided additional information, analysis and recommendations particular to their countries.
7. There were serious limitations in time, financial and other resources, and human power/staff. Despite these, the commitment, time, staff/volunteer and resources contributed by MFA and partners enabled us to finish this research. Unevenness in capacities of research partners in each country, and the limitations in survey skills, computer resources, encoding and statistical processing skills, all contributed to much longer time than expected in processing the results and producing this report.
8. Of course, data and findings in this study are subject to correction, validation and/or rejection if newer, more authoritative data become available.
9. Errors in fact, calculations, data processing, grammar or logic, and mistakes in the use of statistical tools or concepts, are entirely the writer's responsibility. The writer apologizes for such. ☹



## CHAPTER 1: MIGRANT PROTECTION & LABOR RECRUITMENT STANDARDS

*“Each Member [State] ... shall establish a system of free public employment agencies under the control of [the State].” [ILO C002, 1919]*

*“Each Member [State] [shall] ensure that the services rendered by its public employment service to migrants for employment are rendered free.” [ILO C097, 1949]*

*“Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers.” [ILO C181, 1997]*

What are the international and Asian regional protection laws, standards and norms for migrant workers, particularly on the recruitment, placement and employment of migrant workers abroad? Are these substantive and sufficient enough to address the recruitment problems of migrant workers in Asia? Are these standards translated into bilateral and national laws, policies and mechanisms to protect migrant workers against recruitment abuses and labor rights violations?

### **A. INTERNATIONAL STANDARDS AND NORMS ON RECRUITMENT, PLACEMENT, EMPLOYMENT AND PROTECTION OF MIGRANT WORKERS**

The United Nations (UN) and the International Labour Organization (ILO) are two of the leading inter-governmental bodies that set and monitor compliance to international human rights standards. These standards form part of international law, and are codified in legally-binding treaties (conventions and their protocols), as well as normative (non-binding) declarations, recommendations, framework principles and similar instruments.

The UN has “more than 550” multilateral treaties to date,<sup>2</sup> of which nine (9) are considered “core conventions” (these have nine protocols at present). Each of the UN Core Conventions has a corresponding treaty-based body (committee of independent experts) that “monitors State parties’ compliance with their treaty obligations, examines reports from State parties, adopts Recommendations, issues General Comments, and considers individual complaints.”<sup>3</sup> The comments or recommendations issued by these committees clarify or enhance the application of the conventions – e.g. General Recommendation #26 of the CEDAW Committee, and General Comment #1 of the Committee on Migrant Workers.

The ILO has 201 binding treaties to date – 189 conventions and their 12 protocols. Of these, eight (8) are considered as “fundamental conventions” (as declared by the ILO Governing Body in 2007); there is currently one protocol to these fundamental conventions. These nine treaties are “fundamental to the rights of human beings at work, irrespective of levels

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<sup>2</sup> “Introduction” page, *United Nations Treaty Collection*, online ([http://treaties.un.org/Pages/DB.aspx?path=DB/MTDSGStatus/pageIntro\\_en.xml](http://treaties.un.org/Pages/DB.aspx?path=DB/MTDSGStatus/pageIntro_en.xml)), accessed 30 June 2014.

<sup>3</sup> “PowerPoint on OHCHR, October 2009,” Office of the United Nations High Commissioner for Human Rights (OHCHR) website, online (<http://treaties.un.org/Home.aspx?lang=en>), accessed 25 July 2013.

of development of individual member States.”<sup>4</sup> Of the remaining non-fundamental treaties, four are considered “governance” (i.e. priority) conventions; the rest of the 177 conventions are classified as “technical conventions.”

Implementation of all ILO conventions (ratified and un-ratified) are supervised by two bodies: (a) Committee of Experts on the Application of Conventions and Recommendations (CEACR); this is an independent committee of legal experts that reviews the periodic reports submitted by governments; and (b) Conference Committee on the Application of Standards; this is a tripartite, standing committee of the International Labour Conference; it examines and acts on the reports of the CEACR.

Therefore, there are more than 751 UN and ILO legally-binding treaties to date. A country becomes a “State-Party” (i.e. legally-bound) after it ratifies, accedes to, succeeds or approves a treaty. In the UN process, a country can also “sign” a treaty, but this does not make the government legally bound until it ratifies a treaty. In the ILO, the instruments go directly through ratification, and there is no “signature” phase like in the UN.

### **1. Legally-Binding Treaties and Standards on the Recruitment, Placement, Employment and Protection of Migrant Workers**

According to the Migrant Forum in Asia (MFA) – the biggest network of migrant groups, trade unions, civil society organizations and advocates in Asia – seventy-three (73) of the UN and ILO treaties are considered most relevant to migrants (including migrant domestic workers), seafarers, refugees and mobile populations. These represent 29 UN treaties (16 conventions + 13 protocols) and 44 ILO treaties (41 conventions + 3 protocols). **Appendix 1** lists these 73 UN and ILO treaties, and their applicability to the 11 countries covered by this research.

### **2. MFA’s “Migrant Bill of Rights” (MBR)**

MFA considers twenty-five (25) of these 73 treaties as the “Migrant Bill of Rights” (MBR), because they establish landmark or benchmark rights or standards for migrants, seafarers and their families. The MBR includes 12 UN treaties (7 conventions + 5 protocols) and 13 ILO treaties (12 conventions + 1 protocol). MFA advocates for the adoption, proper implementation and adherence by all countries to these MBR treaties, as fair and just standards in the treatment of all migrant workers and their families. In **Appendix 1**, these treaties are marked with “MBR.”

### **3. Treaties Pertaining to the Recruitment of Migrant Workers**

The standards and principles set in the MBR treaties are the basic references used in this research in analyzing the status of migrant workers in the countries surveyed – including their working conditions, rights and benefits, treatment by the home or host country, access to redress and justice, and recruitment experience.

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<sup>4</sup> International Labour Organization (ILO) website, online ([www.ilo.org/public/english/region/asro/bangkok/](http://www.ilo.org/public/english/region/asro/bangkok/)), accessed 26 July 2014.

Given the focus of this research (recruitment issues/problems), we take particular note of the standards and provisions of the UN and ILO treaties that protect migrant workers against abuses and exploitation in the recruitment process.

Of the 73 treaties relevant to migrants, thirteen (13) set international standards on recruitment practices and the operation of private employment agencies. These are marked with “RECRU” in the tables in **Appendix 1**. Note that nine of these recruitment treaties are among the MBR treaties, but 4 are not.

These recruitment-related treaties are composed of the following four (4) UN and nine (9) ILO treaties:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979;
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (MWC), 1990;
- United Nations Convention against Transnational Organized Crime (UNTOC), 2000;
- UNTOC Optional Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (UNTOC PT), 2000; also known as the Palermo Protocol;
- ILO Convention 2 (C002) on Unemployment, 1919;
- ILO Protocol of 2014 to C029/Forced Labour Convention (P029), 2014;
- ILO Convention 88 on Employment Service (C088), 1948;
- ILO Convention 95 on Protection of Wages C095), 1949;
- ILO Convention 96 on Fee-Charging Employment Agencies (Revised) (C096), 1949;
- ILO Convention 97 on Migration for Employment (Revised) (C097), 1949;
- ILO Convention 143 on Migrant Workers (Supplementary Provisions) (C143), 1975;
- ILO Convention 181 on Private Employment Agencies (C181), 1997;
- ILO Convention 189 on Decent Work for Domestic Workers (C189), 2011.

#### **4. Recognition and Coverage of (Migrant) Domestic Workers Under International Law**

Until recently, most of these instruments did not mention domestic (household) workers; if they did, it was typically to exclude domestic workers (DW) from coverage, or restrict their rights. Considering that the notion of “domestic work as work” had not been previously established as a universal legal principle, this left domestic workers out of the coverage of most of the labor standards. The adoption by the ILO in June 2011 of Convention 189 (C189) and its accompanying Recommendation 201 (R201) on decent work for domestic workers was a historical watershed: it did not simply set minimum standards of rights and protection for domestic workers, it formally recognized *domestic work as work* – thus making all ILO instruments applicable to all domestic workers, local and migrant, at par with all other workers. The preamble of C189 affirms this: “...Recalling that international labor Conventions and Recommendations apply to all workers, including domestic workers....” ILO C189 entered into force on 5 September 2013, a year after the Philippines deposited the second ratification in 2012.

## **5. ILO C29 Protocol of 2014: Putting migrant workers, and recruitment resulting in forced labor, under the purview of the fundamental ILO treaties**

ILO Convention 29 on forced labor was adopted in 1930, long outdated in terms of the context of forced labor, especially as this pertains to migrant workers. However, the commitment of all countries to combat forced labor remains as strong today as it was in 1930, one reason why C29 is one of the eight fundamental ILO treaties. The landmark ILO Protocol of 2014 updated the definition and context of forced labor, putting it up to speed with the globalized, mobile world of work today. The protocol makes ILO C29 a powerful tool for migrant workers because it specifically affirms the particular risk/vulnerability of migrant workers to forced labor, including through abusive recruitment. Crucially, as a fundamental ILO treaty, it is legally-binding on all ILO members, and puts recruitment and migrant workers in forced labor situations under the purview of this binding instrument.

## **6. Non-Binding International (UN/ILO) Instruments on Labor Recruitment and Protection of Migrant Workers**

The UN and ILO, including the treaty bodies of the UN core conventions, and the ILO Committee of Experts on the Application of Conventions and Recommendations, also produce non-binding, normative instruments – recommendations, reports, framework principles, action plans, etc. which enhance, supplement or elaborate on the legally-binding standards. Some of the most relevant ones on recruitment and migrant protection are:

- CEDAW General Recommendation #26 on women migrants (2008);
- CMW General Comment #1 on migrant domestic workers (3 Dec 2010);
- Guiding Principles on Business and Human Rights (United Nations “Protect, Respect and Remedy” Framework); also known as the “Ruggie principles”; endorsed by the UN Human Rights Council on 16 June 2011;
- ILO Declaration on Fundamental Principles and Rights at Work (1998);
- ILO Multilateral Framework on Labour Migration (2006);
- ILO Recommendations – Many ILO Conventions, especially the more modern ones, have related or accompanying ILO Recommendation(s); both are legal instruments,<sup>5</sup> although the Recommendation is non-binding, and usually provides more detailed, specific, and supplementary provisions on the same subject. For instance, ILO Recommendation 188, which supplements ILO Convention 181 on Private Employment Agencies, prescribes technical standards, guidelines, procedures and concrete measures to protect workers and to promote cooperation between the public employment service and private employment agencies.<sup>6</sup>

Following are the recruitment-related ILO Conventions and their associated ILO

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<sup>5</sup> ILO. ASEAN TRIANGLE Project, “Protection of migrant workers in the recruitment and third party employment process: International standards and guiding principles given by the Private Employment Agencies Convention, 1997 (No. 181) and Private Employment Agencies Recommendation, 1997 (No. 188), foreword, 2015, p. i.

<sup>6</sup> Ibid., p. 4.

Recommendations:<sup>7</sup>

-C97: Recommendation 86;<sup>8</sup>

-C143: Recommendation 86 – Migration for Employment Recommendation (Revised), 1949; Recommendation 100 – on Protection of Migrant Workers (Underdeveloped Countries), 1955; Recommendation 122 – on Employment Policy, 1964; Recommendation 8 on Employment Service, 1948; Recommendation 151;<sup>9</sup>

-C181: Recommendation 188 on Private Employment Agencies, 1997;

-C189: Recommendation 201 – on Domestic Workers, 2011.

All these UN and ILO instruments – both the binding and the normative – show that there are numerous, clear, codified, long-standing and well-established international legal standards on the protection of migrant workers, including domestic workers, and the regulation of labor recruitment. What standards are exactly set by these instruments?

## **B. OBLIGATIONS & COMMITMENTS UNDER INTERNATIONAL TREATIES (LEGALLY-BINDING STANDARDS)**

Below are particular provisions (on recruitment and migrant protection) of the 13 UN/ILO treaties. (See **Appendix 9, Part A** for a more detailed enumeration of the provisions of the binding international instruments on recruitment and the protection of migrant workers.)

### **1. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979**

- Measures including legislation to suppress all forms of trafficking in women (Article 6)

### **2. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (MWC), 1990**

- Authorization, approval and supervision of agencies, prospective employers or persons acting on their behalf (Article 66.2);
- Collaboration among States to prevent and eliminate illegal movements and employment of irregular migrant workers; measures against the dissemination of misleading information; sanctions on persons, groups or entities which organize, operate or assist in organizing or operating clandestine movements (Article 68.1);

### **3. UNTOC Optional Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (UNTOC PT), 2000; also known as the Palermo Protocol**

- Definition of "trafficking in persons" includes recruitment, transportation, transfer, harboring or receipt of persons; including use of threat, coercion, fraud, deception, giving/receiving of payments or benefits to achieve the consent of a person for the

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<sup>7</sup> Related ILO Recommendations as indicated in the relevant page of the Convention (Source: ILO NORMLEX, <http://www.ilo.org/dyn/normlex/en/>, accessed 25 July 2013).

<sup>8</sup> Accompanying ILO Recommendation to C97, as mentioned in the Fair Recruitment Initiative brochure, p.4.

<sup>9</sup> Accompanying ILO Recommendation to C143, as mentioned in the Fair Recruitment Initiative brochure, p.4.

purpose of exploitation; “exploitation” includes sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude (Article 3(a));

**4. ILO Convention 2 (C002: Unemployment Convention), 1919**

- Establishment by the State of a system of free public employment agencies under the control of a central authority (Article 2.1);

**5. Protocol of 2014 to the Forced Labour Convention of 1930 (ILO P029), 2014 - adopted at 103<sup>rd</sup> ILC, 11 June 2014; will enter into force on 9 November 2016**

- Recognition of the particular vulnerability and higher risk of certain workers, including migrants, to forced or compulsory labor (Preamble);
- Measures by the State to prevent and eliminate use of forced labor, to provide to victims protection and access to appropriate and effective remedies, such as compensation, and to sanction the perpetrators of forced or compulsory labor (Article 1.1);
- Measures against trafficking in persons for the purposes of forced or compulsory labor (Article 1.3).
- Measures in educating and informing people, particularly the vulnerable; educating and informing employers; legislation that covers vulnerable/at risk workers and are enforced; protecting migrant workers from possible abusive and fraudulent practices during the recruitment and placement process (Article 2);
- Measures for the release, protection, rehabilitation of all victims of forced or compulsory labor; provision of assistance and support (Articles 3 and 4.1);
- Measures entitling authorities not to punish victims of forced or compulsory labor who were compelled to involve in unlawful activities (Article 4.2);
- Cooperation between States to prevent and eliminate all forms of forced or compulsory labor (Article 5).

**6. ILO C088 (Employment Service Convention), 1948**

- Maintenance by the State of a free public employment service (Article 1.1);
- Employment service that ensures effective recruitment and placement, including of migrant workers (Article 6).

**7. ILO C095 (Protection of Wages Convention), 1949**

- Prohibition of “any deduction from wages” made by worker to employer, his representative, or to “any intermediary such as labor contractor or recruiter” as direct or indirect payment for the purpose of obtaining or retaining employment (Article 9).

**8. ILO C096 (Fee-Charging Employment Agencies Convention (Revised)), 1949**

- States to choose between two options: Part II of the Convention (progressive abolition of fee-charging employment agencies conducted with a view to profit and the regulation of other agencies), or Part III (regulation of fee-charging employment agencies) (Article 2.1).

**9. ILO C097 (Migration for Employment (Revised)), 1949**

- Maintenance by the State of an adequate and free service to assist migrants for

- employment; providing migrants with accurate information (Article 2);
- Measures by the State to facilitate the departure, journey and reception of migrants for employment (Article 4);
- Cooperation between member-States on employment service and other services connected with migration (Article 7.1);
- States to “ensure that the services rendered by its public employment service to migrants for employment are rendered free” (Article 7.2);

**10. ILO C143 (Migrant Workers (Supplementary Provisions) Convention), 1975**

- National laws or regulations imposing administrative, civil and penal sanctions (including imprisonment) pertaining to the illegal employment of migrant workers, or in organizing or assisting such movements (Article 6.1);

**11. ILO C181 (Private Employment Agencies), 1997; revises C96 (1949)**

- Allowing the operation of private employment agencies as well as the protection of the workers using their services (Article 2.3);
- State to determine the legal status of private employment agencies, and conditions of operation including licensing, certification (Article 3.1 and 3.2);
- Measures to ensure that the workers recruited by private employment agencies are not denied the right to freedom of association and the right to bargain collectively (Article 4);
- “Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers” (Article 7.1);
- Consultation with the organizations of employers and workers; all necessary and appropriate measures, both within its jurisdiction, and in collaboration with other Members, to protect and prevent abuses of migrant workers recruited or placed in its territory by private employment agencies; laws/regulations which provide for penalties, including prohibition of those private employment agencies which engage in fraudulent practices and abuses (Article 8.1);
- Bilateral agreements between member-States “to prevent abuses and fraudulent practices in recruitment, placement and employment ” of migrant workers (Article 8.2);
- Machinery and procedures ensured by the State, for the investigation of complaints, alleged abuses and fraudulent practices of private employment agencies (Article 10);
- Measures to protect workers employed by private employment agencies, in relation to freedom of association, collective bargaining, minimum wages, working time and other working conditions, statutory social security benefits, access to training, occupational safety and health, compensation in case of occupational accidents or diseases, compensation in case of insolvency and protection of workers claims, maternity protection and benefits, and parental protection and benefits (Article 11).

**12. ILO C189 (Decent Work for Domestic Workers), 2011**

- Measures by the State to protect domestic workers against all forms of abuse, harassment and violence (Article 5);
- Measures to ensure that domestic workers are informed of their terms and

conditions of employment in an appropriate, verifiable and easily understandable manner (Article 7);

- Protection by the State of domestic workers, including migrant domestic workers, recruited or placed by private employment agencies, against abusive practices by: (a) determining the conditions governing the operation of private employment agencies; (b) ensuring that machinery and procedures exist for the investigation of complaints, alleged abuses and fraudulent practices of private employment agencies; (c) adopting all necessary measures, within its jurisdiction and in collaboration with other Members, to protect and prevent abuses of domestic workers recruited or placed in its territory by private employment agencies; laws or regulations that specify the respective obligations of the private employment agency and the household towards the domestic worker, and provide for penalties, including prohibition of private employment agencies engaged in fraudulent practices and abuses; (d) adopting bilateral, regional or multilateral agreements to prevent abuses and fraudulent practices in recruitment, placement and employment of migrant domestic workers; and (e) taking measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers (Article 15.1);
- Consultation with organizations of employers and workers and, where they exist, with organizations representative of domestic workers (Article 15.2).

### **C. NORMATIVE STANDARDS & RECOMMENDATIONS OF INTERNATIONAL NON-BINDING INSTRUMENTS**

**Appendix 9, Part B** enumerates the key provisions of selected non-binding international instruments on the recruitment, placement, employment and protection of migrant workers.

These UN, ILO and inter-governmental instruments have been adopted by the governments and reflect official consensus; they are also international legal instruments, although the prescriptions are recommendatory in nature. These normative standards, recommendations, comments, declarations or frameworks reinforce, clarify, elaborate upon, or supplement the binding standards. Norms linked to treaties can be used to argue that a binding treaty applies to the issues elaborated in the relevant non-binding instrument.

Non-binding recommendations or reports are usually much longer and more specific than the binding instruments, and show if or how, specific cases or problems are covered by the binding instrument(s). Therefore, the practical value of the normative instruments are in providing basis/justification/guidance in asserting that *there is* a violation or abuse, which binding standards obligate a State to act on these violations, and what strategic or systemic remedies need to be applied to prevent similar problems in the future.

#### **1. General Recommendation No. 26 of the CEDAW Committee – Pertaining to women migrants and domestic workers** (adopted by the CEDAW Committee, 2008)

- Heavy debt burden of women migrant workers, specifically from recruitment fees; they may not be able to leave abusive situations; may become undocumented the minute she leaves her job (Paragraph 15);
- Obligation of countries of origin to respect and protect the human rights of their



female migrant workers – measures shall include: education, awareness-raising and training; requiring recruitment agencies to participate in awareness-raising and training programs and sensitize them; regulations and monitoring systems which include a comprehensive definition of irregular recruitment and legal sanctions for breaches of the law; accreditation programs to ensure good practices among recruitment agencies (Paragraph 24);

**2. General Comment No. 1 of the UN Committee on Migrant Workers – Pertaining to migrant domestic workers** (adopted by the CMW, December 2010; released February 2011)

- Inclusion of migrant domestic workers (MDWs) in the term "migrant worker" (in the UN Migrant Workers Convention); exclusion of MDWs from protection would constitute a prima facie violation of the Convention (Paragraph 6);
- Before departure: charging of exorbitant fees to MDWs by recruitment agencies, labor brokers, and other intermediaries; migrants not provided with accurate information, meaningful preparation, or written contracts; MDWs are deceived by illegal recruitment agents and lured into paying for fraudulent visas, documents or jobs (Paragraph 9);
- Upon arrival: migrants left stranded with high levels of debt and without legal papers and employment (Paragraph 11);
- In the workplace: migrants subjected to abusive working conditions, including psychological, physical and sexual abuse and harassment from employers, recruitment agents or intermediaries (Paragraph 13);
- Difficulties/deterrents for MDWs in claiming their rights and seeking redress in case of violations: no available mechanisms to receive and address complaints from domestic workers; lack of knowledge of MDWs to whom to address their labor problems; reluctance to contact the police or labor authorities out of fear of deportation; language barriers; costs of administrative and legal processes (Paragraph 27);
- Cooperation/shared responsibility of States of origin, transit and employment for regulating and monitoring recruitment and placement processes (Paragraph 31);
- Cooperation of States of origin and employment in adoption of protection-sensitive and transparent frameworks and agreements (bilateral, multilateral and regional agreements) (Paragraph 32);
- Recruitment agencies: Obligation of States to regulate and monitor labor brokers, recruitment agencies and other intermediaries (Paragraph 33);
- Authorization, approval and supervision by public authorities of recruitment or placement agencies in countries of origin, transit or employment; including: licensing ("formal, regular, transparent and State-regulated"); accreditation and periodic renewal; monitoring, inspection and evaluation; sanctions and penalties; systems of recording and reporting (including web-based formats that are publicly and widely accessible) (Paragraph 34);
- Establishment of specific criteria by the State on MDWs' rights; ensuring that only agencies observing these criteria can continue to operate (Paragraph 35);
- Adoption of codes of conduct on the recruitment of MDWs, including specific rules governing fees and salary deductions, penalties and sanctions to enforce these codes (Paragraph 36);

- Banning by the State of recruitment fees charged to domestic workers, including through salary deductions (Paragraph 36);
  - Protection by the State of the right of MDWs to freedom of movement and residence. States should also ensure that MDWs retain possession of travel and identity documents (article 21) (Paragraph 39);
  - Ensuring the right to organize for collective bargaining for MDWs, in particular through trade unions (articles 26 and 40) and labor organizations (Paragraph 45);
  - Access to justice and remedies: States of employment to ensure that all MDWs have access to complaints mechanisms (articles 18, paragraph 1, and 83) (Paragraph 49);
  - Access to courts and other justice mechanisms without fear of being deported as a consequence; access to temporary shelter when needed due to the abusive employment; provision of time-bound or expedited legal proceedings to address complaints by MDWs (Paragraph 50);
  - Primary responsibility of States of employment to protect the rights of MDWs;
  - Embassies and consulates are encouraged, in coordination with the authorities in the countries of employment, to: (a) Ensure adequately trained staff and complaints mechanisms (including telephone hotlines), etc.
  - Cooperation among embassies and consulates of countries of origin (Paragraph 63).
- 3. Guiding Principles on Business and Human Rights (United Nations “Protect, Respect and Remedy” Framework);** also known as the “Ruggie Principles” (endorsed by the UN Human Rights Council, 16 June 2011)
- State duty to protect human rights (Principles 1 to 10);
  - Corporate responsibility to respect human rights (Principles 11 to 24);
  - Access to remedy (Principles 25 to 31).
- 4. ILO Multilateral Framework on Labour Migration** (adopted by the Tripartite Meeting of Experts, November 2005; endorsed by the ILO Governing Body, March 2006)
- Licensing and supervision of recruitment and placement services for migrant workers by governments of origin and destination in accordance with ILO C181 (1997) and its Recommendation (No. 188):
    - standardized system of licensing or certification;
    - recruitment and placement services respect migrant workers’ fundamental principles and rights;
    - migrant workers receive understandable and enforceable employment contracts;
    - recruitment and placement services do not recruit, place or employ workers in jobs with unacceptable hazards/risks, or are abusive or discriminatory of any kind;
    - implementation of legislation and policies; with effective enforcement and sanctions to deter unethical practices;
    - system of protection, such as insurance or bond, to be paid by the recruitment agencies, to compensate migrant workers for any monetary losses resulting from the failure of a recruitment or contracting agency to meet its obligations to them;
    - fees or other charges for recruitment and placement are not borne directly or indirectly by migrant workers;
    - incentives for recruitment and placement services that meet recognized criteria for good performance (Principle 13).

## **D. FOUNDATIONAL PRINCIPLE: EMPLOYMENT (INCLUDING RECRUITMENT) SERVICES AS FREE PUBLIC SERVICE BY THE STATE**

### **1. Core and foundational principles set by the international standards regarding recruitment and placement of workers, including migrant workers**

Employment facilitation (including recruitment/ placement) service for workers is a public service, rendered free for the workers, and is the duty of the State – this is the foundational principle and standard set by the UN/ILO treaties, right from the start.

This is shown in the following brief timeline on the evolution of the UN/ILO standards and principles on employment and recruitment of (migrant) workers:

<b>Year</b>	<b>UN/ILO Instrument</b>	<b>Key principle/standard on the recruitment, placement, employment and protection of MWs</b>
1919	ILO C002	<ul style="list-style-type: none"> <li>• System of free public employment agencies controlled by the State</li> </ul>
1948	ILO C88	<ul style="list-style-type: none"> <li>• Free public employment service maintained by the State; includes migrant workers</li> </ul>
1949	ILO C95	<ul style="list-style-type: none"> <li>• Prohibits any deduction from wages made by worker to employer (or his representative, or any intermediary e.g. recruiter), directly or indirectly, to obtain work</li> </ul>
1949	ILO C96	<ul style="list-style-type: none"> <li>• Abolish or regulate “fee-charging employment agencies with a view to profit”</li> </ul>
1949	ILO C97	<ul style="list-style-type: none"> <li>• Free service maintained by the State to assist migrants for employment; State’s “public employment service to migrants for employment are rendered free”</li> </ul>
1975	ILO C143	<ul style="list-style-type: none"> <li>• Laws, sanctions against illegal employment of migrant workers</li> </ul>
1979	CEDAW	<ul style="list-style-type: none"> <li>• Measures to suppress all forms of trafficking in women</li> </ul>
1990	MWC	<ul style="list-style-type: none"> <li>• It is State responsibility to authorize, approve, supervise agencies, employers or persons acting on their behalf; eliminate illegal movements and employment of MWs; sanctions</li> </ul>
1997	ILO C181	<ul style="list-style-type: none"> <li>• Allow the operation of public employment agencies (PEAs) as well as the protection of the workers using their services;</li> <li>• State to determine/prescribe legal status of PEAs, licensing, conditions of operation; ensure basic labor rights, social security/protection, safety at work, conditions of work, access to redress/justice;</li> <li>• Prohibits PEAs from charging “directly or indirectly, in whole or in part, any fees or costs to workers” (Art. 7.1)</li> <li>• Bilateral agreements to prevent abuse and fraudulent practices in recruitment, placement, employment of migrant workers</li> </ul>
2000	UNTOC PT (Palermo protocol)	<ul style="list-style-type: none"> <li>• “Trafficking” includes recruitment, receiving payments/benefits; “exploitation” includes forced labor/services, slavery or slavery-like practices, servitude</li> </ul>
2006	ILO Multilateral Framework on Labor Migration	<ul style="list-style-type: none"> <li>• Licensing and supervision of recruitment and placement services for migrant workers by government of origin and destination in line with C181/R188;</li> <li>• System of protection/insurance paid by the recruitment agencies (to compensate MWs for any monetary losses due to failure of</li> </ul>

Year	UN/ILO Instrument	Key principle/standard on the recruitment, placement, employment and protection of MWs
	(non-binding)	<ul style="list-style-type: none"> <li>recruitment/contracting agency);</li> <li>“Fees or other charges for recruitment and placement are not borne directly or indirectly by migrant workers”</li> </ul>
2008	CEDAW GR 26 (non-binding)	<ul style="list-style-type: none"> <li>Obligation of origin countries to adopt laws and monitoring systems which comprehensively define “irregular recruitment”;</li> <li>Accreditation programs to ensure good practices among recruitment agencies</li> </ul>
2010	CMW GC No. 1 (non-binding)	<ul style="list-style-type: none"> <li>Inclusion of migrant domestic workers (MDW) in definition of MWs;</li> <li>Obligation of States (origin, transit, employment) to regulate, authorize, license, supervise, monitor, inspect, sanction, record, report labor brokers, recruitment agencies and other intermediaries;</li> <li>“Banning by the State of recruitment fees charged to MDWs, including through salary deduction”</li> <li>Prohibits confiscation of travel/identity documents</li> </ul>
2011	C189	<ul style="list-style-type: none"> <li>Institutionalized the principle of “domestic work is work”</li> <li>Echoes C181 provisions on recruitment regulation, protection of MDWs against abusive practices; “ensure that fees charged by PEAs are not deducted from the [wage] of DW”</li> </ul>
2014	ILO P29	<ul style="list-style-type: none"> <li>Recognized the particular vulnerability of migrant workers to forced/ compulsory labor;</li> <li>Protect migrant workers from possible abusive and fraudulent practices during the recruitment and placement process (Art 2)</li> </ul>

## 2. The context, standards and treaties have evolved, but the foundational principles have remained and continue to be updated and enhanced.

The principle of “free public employment service” as duty of the State was established under ILO Convention No. 2 in 1919; this was reaffirmed under C88 in 1948, explicitly including cross-border migrant workers in the employment services of the State. Note that these two landmark treaties are in the aftermath of the 1<sup>st</sup> and 2<sup>nd</sup> World Wars – underscoring the basic importance of the State providing free employment facilitation for workers in the face of great devastation, and in order for economic activity and productivity to be ensured and built up.

The principle of “free employment service for the workers” has been repeatedly affirmed since 1948, and as recently as 2011 (e.g. by C95 in 1949, C97 in 1949, C181 in 1997, ILO Multilateral Framework in 2005, UN CMW General Comment #1 in 2010, and C189 in 2011). This has been refined into the “no fees charged to the worker” or the “employer pays” principle.

The following are the core standards and principles pertaining to employment and recruitment services for the workers, particularly migrant workers:

- It is the duty of the State to establish and maintain a system of free public employment service for workers; this service includes recruitment and placement facilitation; not only for local workers, but also for cross-border (international) migrant workers, domestic workers, women workers;

- The State allows, authorizes, licenses, regulates, monitors the operation of private/fee-charging employment and recruitment agencies; the State prescribes the requirements and conditions for such operation, including sanctions and penalties for non-compliance;
- In the process, the employment service ensures basic freedoms, protection of the rights of the workers, fair working conditions, occupational safety, non-fraudulent process, non-discrimination, and protection from trafficking and forced labor;
- Recruitment/hiring fees and costs are borne by the employer, not the worker; “no fees on workers” and “employer pays” principle; “no cost or fees charged on the worker, directly or indirectly, in whole or in part”;
- Transparent, honest, accountable practices; providing workers with proper information, adequate preparations;
- Access to redress/justice by the workers;
- Cooperation between and among States.

### **3. Decades of deregulation, privatization and neoliberal policies have resulted in recruitment services (particularly for migrant workers) that are market-driven and predominated by private recruiters**

“In pioneering countries of destination in Europe and North America (post-WWII), governments struck government-to-government (G-to-G) agreements overseeing recruitment, worker contracts, and labour law compliance, and recruitment costs were borne by employers ... As temporary labour migration programs grew and the neoliberal paradigm took hold, governments scaled back their oversight functions, leaving the door open for the private sector to fill the gap—a system that has now become institutionalized and extremely difficult to regulate.”<sup>10</sup>

In Asia, in line with deregulation and privatization, public employment services, state-managed placement/recruitment services, and government-to-government (“G2G”) channels have largely been left out or ruled out in the past several decades; many governments in origin countries in Asia have required migrants to go through private recruitment agencies.

As a result, profit-seeking private companies and individuals (in some countries, State-controlled enterprises) have dominated and controlled the recruitment and overseas placement of migrant workers. Human trafficking and smuggling have become big business, too. The recruitment and overseas placement of migrant workers and seafarers have become a particularly lucrative multibillion dollar industry in Asia.

The virtual monopoly of the overseas recruitment/placement business by powerful private recruiters has created cartel-like practices (e.g. in setting fees, cornering/controlling deployment markets).<sup>11</sup> It also created powerful recruiters’ groups and lobbies, at times

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<sup>10</sup> Open Working Group on Labor Migration and Recruitment. “Recruitment ‘Fees’ & Migrants’ Rights Violations” (Policy Brief #1), June 2014, pp. 6-7.

<sup>11</sup> Alliance of Progressive Labor-SENTRO, et al. License to Exploit: A Report on the recruitment Practices and Problems Experienced by Filipino Domestic Workers in Hong Kong, 2013, p. 43.

opposing government protection efforts. As recently as 2013, recruiters' groups in Hong Kong and Singapore organized powerful lobbies and public campaigns against the "zero placement fee" (on domestic workers) policy of the Philippine government.

Experience of some Asian countries however, notably the Philippines, have shown the failure of deregulation in improving overseas recruitment services in the context of protecting the workers and ensuring ethical practices. When the Philippines adopted its "Magna Carta for Migrant Workers (Republic Act 8042) in 1995, it enshrined its "deregulation policy" in the law (Sections 29 and 30: "Comprehensive Deregulation Plan on Recruitment Activities") which promised to phase out government regulatory functions within five years. In 2007, after years of intense campaigning by migrants and advocates on the adverse effects of deregulation, R.A. 9422 was passed, repealing the deregulation provisions of R.A. 8042. In 2010, R.A. 10022 was passed, amending R.A. 8042 again, and reinstituting, reinforcing and enhancing the regulatory functions of government by expanding the scope of illegal recruitment acts, strengthening regulatory institutions, and increasing the sanctions against violators.<sup>12</sup>

At the other end of the scale, the idea of abolishing private recruitment agencies, enshrined in ILO C96 (on Fee-Charging Employment Agencies (Revised), 1949) also failed, with very few States embracing Option II of C96 (abolition of fee-charging employment agencies). In Asia, only four countries have ratified C96 – with Bangladesh, Pakistan and Syria ratifying Option II (abolition), and Sri Lanka ratifying Option III (regulation). C96 has been revised by C181 (on Private Employment Agencies, 1997), which is in the context of regulating the agencies.

## **E. APPLICABILITY OF THE UN & ILO TREATIES TO THE COUNTRIES IN THE SURVEY**

The standards are clear, substantive, and well established. How committed are the countries of origin and destination in Asia (specifically the 11 countries in the survey) in adhering to these standards? Which of the MBR and recruitment treaties are legally-binding on these countries?

This section shows the ratifications by each of the 11 countries of the migration-related treaties. In the succeeding chapters of this report, we will present the survey results on the working conditions and recruitment issues reported by the respondents. We will, at that point, reflect back on whether there are correlations between the level of ratification of the UN/ILO treaties by these countries, and the recruitment/working condition problems of the migrant workers.

### **1. Commitment by the 11 Countries (Surveyed) to the Migration-Related Treaties**

**Appendix 1** shows the applicability of the 73 treaties to the 11 countries surveyed (dates of

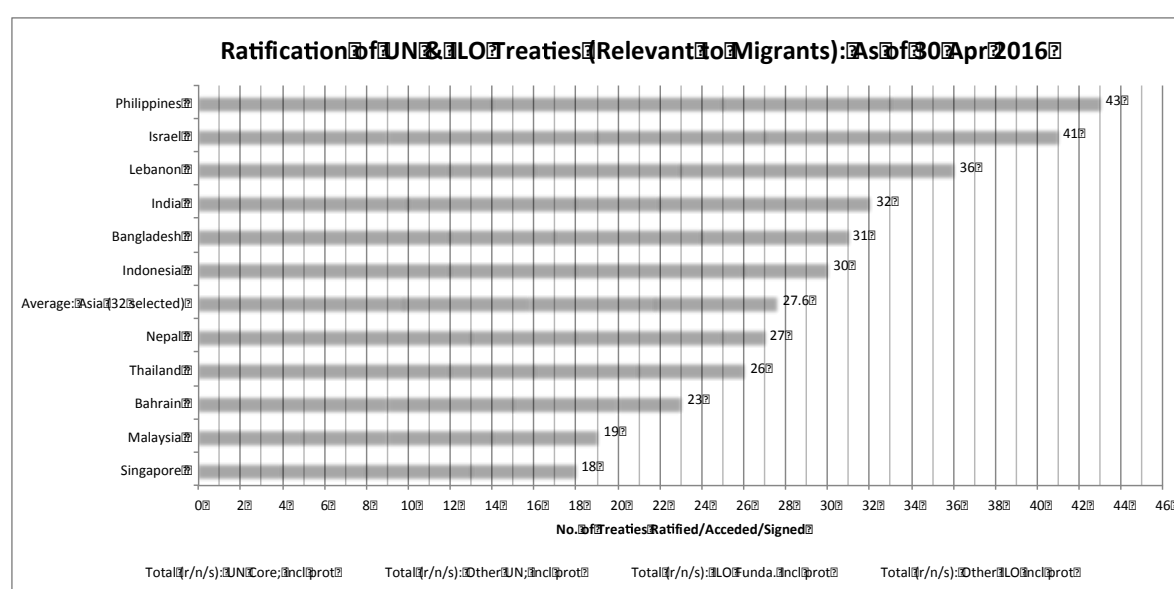
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<sup>12</sup> Alliance of Progressive Labor-SENTRO, et al. License to Exploit: A Report on the recruitment Practices and Problems Experienced by Filipino Domestic Workers in Hong Kong, 2013, pp. 6-8.

ratification, accession, succession, signing of the UN and ILO treaties). The graph below (**Figure 1**) summarizes the number of treaties ratified/signed by each of the countries surveyed (Taiwan is not in the list because it is not a member of the UN or ILO).

Among the 11 countries in the survey, the Philippines has ratified the most number of treaties relevant to migrants (59% of the 73 treaties); in fact, the Philippines has ratified the most number of treaties among all Asian countries. Four of the five origin countries in the survey (Philippines, Bangladesh, India, Indonesia) have higher-than-average ratification rates (average ratification among the 32 countries is 27 treaties); Nepal is at the average of the Asian ratification level.

In contrast four of the six destination countries in the survey (Thailand, Bahrain, Malaysia, Singapore) have below-average ratification records.



**Figure 1: Ratification of UN and ILO Treaties Relevant to Migrants (by countries in the survey)**

## 2. Commitment by the 11 Countries to the “Migrant Bill of Rights” (MBR) Treaties

Let us look more specifically into the ratification of the MBR and recruitment-related treaties. The tables in **Appendix 1** show the MBR and recruitment-related treaties (indicated by “[MBR]” and “[RECRU]”). The following graph (**Figure 2**) compares the ratification record of the countries on the MBR treaties.

The data reveals that in fact, most of the origin countries in the survey (Philippines, Bangladesh, Indonesia, Nepal) have been more strategic and migrant-oriented about their ratification of UN and ILO treaties – they have above-average ratification records for the MBR treaties. India’s record is revealing: the data shows that while it has ratified many migrant-related treaties, these are the less-critical ones; it has below average ratification record of the more important (MBR) treaties.

The Philippines is still the run-away leader and most consistent among the Asian countries in adopting the MBR treaties, having ratified 84% of the 25 MBR treaties (Bangladesh and

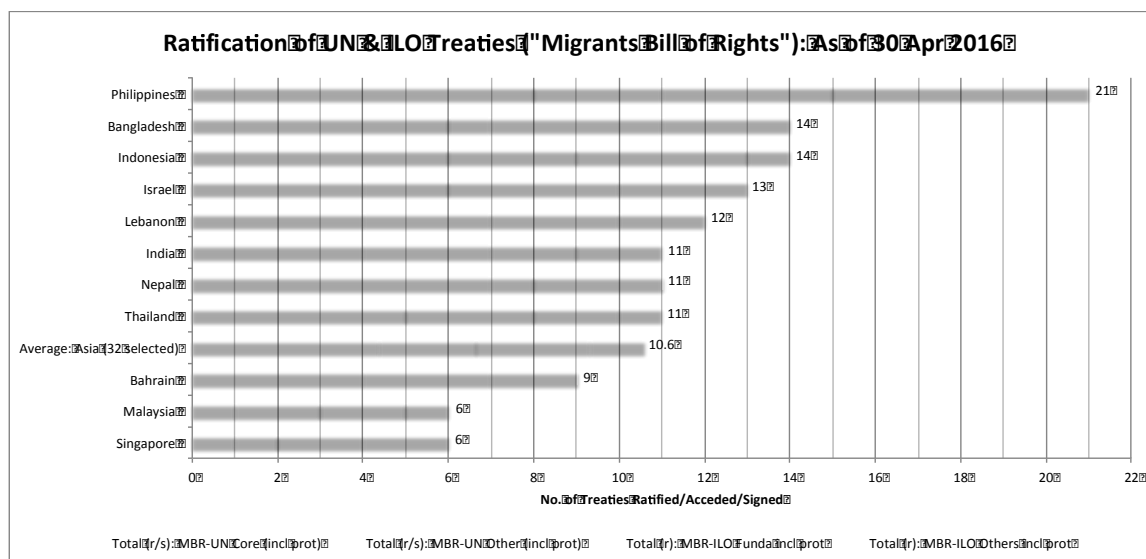


Figure 2: Ratification of UN and ILO Treaties in the MFA "Migrant Bill of Rights" (MBR) (by countries in the survey)

Indonesia are at the far second, at 56% ratification rate). At the opposite end, Singapore, Malaysia and Bahrain have also been consistent in having the lowest ratification rates (of the migrant-related treaties in general, and the MBR treaties in particular); they ratified less than a third of the migration-related and the MBR treaties.

### 3. Commitment by the 11 Countries to the Recruitment-Related Treaties

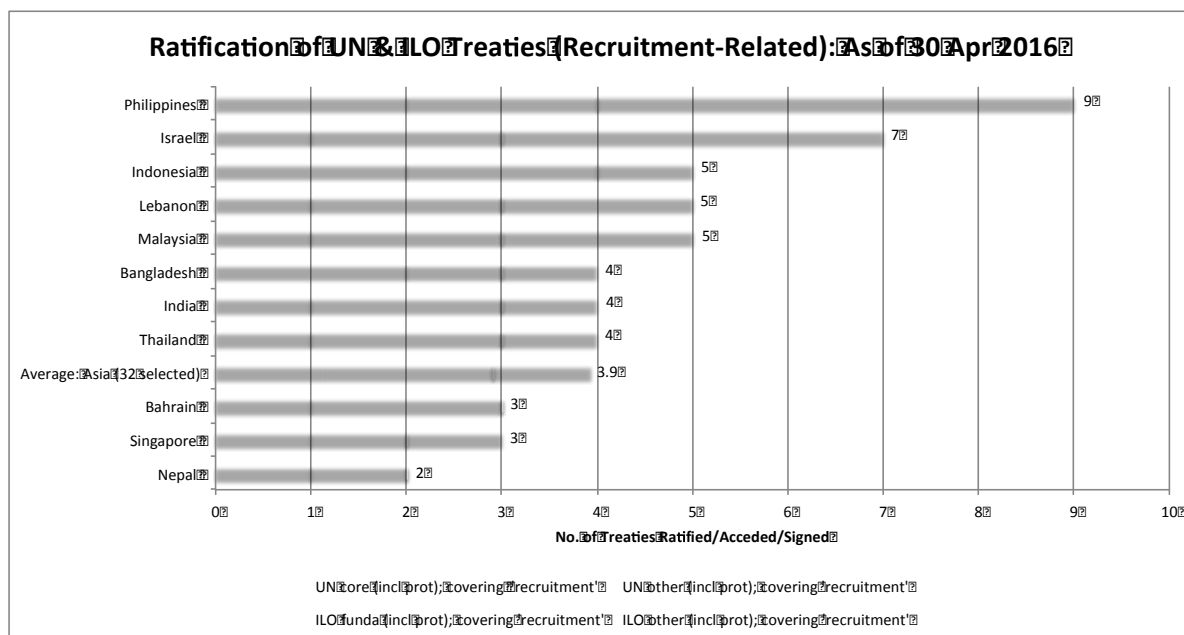


Figure 3: Ratification of UN and ILO Treaties on Recruitment (by countries in the survey)

The graph in **Figure 3** shows the ratification record of the countries in regard to the 13 recruitment treaties. Again, the Philippines has the highest ratification rate (majority, or 69% of the 13 treaties). Most of the countries have above-average ratification records; Malaysia shows a more improved record on the recruitment treaties (above average;



ratified 38% of the 13 treaties). Singapore and Bahrain remain consistent, having the lowest ratification rates. Note that Nepal has the least commitment to the recruitment treaties (ratified only 15% of the 13 treaties).

Let us now look at each of the recruitment-related treaties and examine the pattern of ratification by the 11 countries in particular, and Asian countries in general:

- MWC: Only a quarter of the countries in the survey (3 of the 11) have ratified (Bangladesh, Indonesia, Philippines); overall, 47 countries have ratified, at least 7 from Asia (Bangladesh, Cambodia, Indonesia, Philippines, Sri Lanka, Syria, Timor Leste);
- CEDAW: All 11 countries in the survey have ratified; overall, 188 countries have ratified, at least 36 from Asia;
- UNTOC PT (Palermo protocol on trafficking): Majority of the countries in the survey (7/11) have ratified (India, Indonesia, Philippines, Bahrain, Lebanon, Malaysia, Thailand); overall, 166 countries have ratified, at least 26 from Asia;
- ILO P029: None of the 11 countries in the survey have ratified; although all have ratified C29 (all also ratified C105; but Malaysia, Singapore have denounced C105). Overall, 4 countries have ratified P029 (Mauritania, Norway, Niger, United Kingdom);
- C88: Majority of the countries in the survey (7/11) have ratified (India, Indonesia, Philippines, Lebanon, Malaysia, Singapore, Thailand); overall, 90 countries have ratified, at least 15 from Asia;
- C95: A few (2/11) have ratified (Philippines, Lebanon); overall, 98 countries have ratified, at least 9 from Asia;
- C96: Only one out of the 11 countries has ratified (Bangladesh); overall, 42 countries have ratified (19 have denounced), 4 from Asia (Bangladesh, Pakistan, Sri Lanka, Syria; Israel and Japan have denounced);
- C97: Only one out of the 11 countries has ratified (Philippines); overall, 49 countries have ratified, at least 4 from Asia (China/Hong Kong, Israel, New Zealand, Philippines);
- C143: Only one out of the 11 countries has ratified (Philippines); overall, 23 countries have ratified (only Philippines in Asia);
- C181: None of the 11 countries have ratified; overall, 31 have ratified, at least 3 from Asia (Israel, Japan, Mongolia);
- C189: Only one out of the 11 countries has ratified (Philippines); overall, 22 have ratified (only Philippines in Asia).

None of the countries in the survey have ratified C181, the main ILO convention on recruitment agencies (which revised and updated C96), although Bangladesh has ratified C96, the older convention. The unequivocal prohibition on charging of any costs or fees by recruiters to workers (including migrant workers), directly or indirectly, in whole or part, is contained in C181 (Article 7.1). Therefore, this is an essential treaty in terms of making countries accountable in ensuring the “zero fees charged to workers” principle.

Many of the provisions of C181 (Articles 3, 4, 7, 8, 10, 11) are echoed in C189 (Articles 5, 15) – including prohibition on deducting fees charged by recruiters from the wage of the domestic worker (Article 15.1.e). Therefore, migrant domestic workers will be covered by

similar recruitment-protection provisions as in C181 (although C181 does not have the critical provision of C189 requiring clear, verifiable terms of employment preferably through written employment contracts (Article 7). Sadly, only the Philippines, by far, has ratified C189 among the 11 countries in the survey.

The above data show that most of the countries in the survey have committed to international laws to protect migrant workers, including women and domestic workers, against recruitment and migration abuses, illegal practices, violations, forced labor, and trafficking. As such, they are obligated to individually address the problems, and to collaborate (bilaterally, multilaterally) as UN and ILO members to redress the violations, assist the victims, punish the violators, and rectify policy and practices towards eliminating illegal recruitment and abusive practices.

To ensure mutual obligation and more effective country-level and cross-border policies, actions and mechanisms against recruitment abuses, the countries in the survey (and in Asia as a whole) need to ratify the recruitment-related and MBR treaties, esp. MWC, UNTOC PT, P29, C97, C143, C181, and C189.

#### **F. LEGALLY-BINDING & NORMATIVE STANDARDS IN THE ASIAN REGION**

The above international laws and prescriptive norms should ideally be translated into Asian regional and national laws, mechanisms and processes.

Thus far, there are no legally-binding instruments at the Asian regional or sub-regional levels pertaining to migrant worker protection particularly in the context of recruitment. There is a legally-binding sub-regional convention, which is one of the earlier instruments in Asia, adopted by the member-States of the South Asian Association for Regional Cooperation (SAARC) at their 11<sup>th</sup> Summit in Kathmandu, Nepal in 2002 – the “SAARC Convention on Preventing and Combating Trafficking In Women and Children for Prostitution.” This is binding on the seven member-States of SAARC, but its scope is focused on, and limited to, trafficking resulting in prostitution.

ASEAN governments committed in 2007 to adopt a legally binding instrument on the protection of migrant workers; however, almost a decade later, even the draft of this instrument couldn’t be agreed upon by the ASEAN governments.

There are, at least, some written and agreed, non-binding norms and collective commitments at the Asian regional or sub-regional levels. The most recent government-led efforts have been through the Abu Dhabi Dialogue (ADD) and the Colombo Process, which offer significant hope, because they involve most of the major migrant origin and destination countries in Asia, especially in southeast Asia, south Asia, and west Asia.

**Appendix 9, Part B** enumerates the key provisions of the non-binding instruments in the Asian region pertaining to the recruitment and the protection of migrant workers.

**1. ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers** (adopted at the 12<sup>th</sup> ASEAN Summit, 13 February 2007, Cebu, Philippines)<sup>13</sup>

- Obligations of Receiving States:
  - Facilitate access to resources and remedies through information, training and education, access to justice, and social welfare services (Item #7);
  - Provide migrant workers, who may be victims of discrimination, abuse, exploitation, violence, with adequate access to the legal and judicial system of the receiving States (Item #9);
- Obligations of Sending States:
  - Set up policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation for deployment overseas and protection of the migrant workers when abroad as well as repatriation and reintegration to the countries of origin (Item #13); and
  - Establish and promote legal practices to regulate recruitment of migrant workers and adopt mechanisms to eliminate recruitment malpractices through legal and valid contracts, regulation and accreditation of recruitment agencies and employers, and blacklisting of negligent/unlawful agencies (Item #14).
- Commitments by ASEAN:
  - Promote decent, humane, dignified work for migrant workers;
  - Concrete measures to prevent or curb the smuggling and trafficking in persons, including stiffer penalties for those who are involved in these activities;
  - Develop an ASEAN instrument on the protection and promotion of the rights of migrant workers.

**2. Abu Dhabi Declaration of Asian Countries of Origin and Destination** (adopted at the Ministerial Consultation on Overseas Employment and Contractual Labour for Countries of Origin and Destination in Asia, a.k.a. “Abu Dhabi Dialogue”, 21-22 January 2008, Abu Dhabi, UAE)

- Considerations:
  - Ministers affirmed that the best economic and social outcomes are achieved through the provision to all workers of good living and working conditions, their protection including through promotion and implementation of transparent policies and practices including for recruitment and employment, facilitating remittances, and the development of a framework for multilateral cooperation to leverage the benefits of temporary contractual labour mobility (Consideration I.6);
  - Recognition of the joint responsibility of countries of origin and destination to enforce compliance by recruitment agencies and other parties engaged in the recruitment process with the requirements of national laws and regulations (Consideration I.7);
- Recommendations:

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<sup>13</sup> ASEAN website (<http://www.asean.org/communities/asean-political-security-community/item/asean-declaration-on-the-protection-and-promotion-of-the-rights-of-migrant-workers-3>), accessed 14 August 2014.

- Participating States to launch a new collaborative approach to address temporary labour mobility and maximize its benefits for development (Recommendation II.1);
- States will foster information sharing, promote capacity building, technical cooperation and interstate cooperation through: (a) Partnership 1: Enhancing knowledge in the areas of: labour market trends, skills profiles, temporary contractual workers and remittances policies and flows and their interplay with development in the region; (b) Partnership 2: Building capacity for effective matching of labour demand and supply; (c) Partnership 3: Preventing illegal recruitment practices and promoting welfare and protection measures for contractual workers, and preventing their exploitation at origin and destination; and (d) Partnership 4: Developing a framework for a comprehensive approach to managing the entire cycle of temporary contractual mobility (Recommendation II.1);
- Partnerships are based on the mutual interests of labour origin and destination countries, with a particular focus on development; action-oriented; will engage governments and relevant stakeholders for the implementation of initiatives; in the spirit of international dialogue and cooperation. (Recommendation II.2);
- Countries of origin and destination to continue their dialogue to identify practical outcomes to the partnerships enunciated above (Recommendation II.3).

### **3. Other relevant inter-governmental declarations on recruitment protection in the Asian region**

- ASEAN Declaration Against Trafficking in Persons Particularly Women and Children (adopted by ASEAN in 2004 in Vientiane, Lao PDR);
- Declarations or plans of action by countries in the Greater Mekong Sub-region (GMS);
- Declarations, recommendations, plans of action resulting from relevant Asian regional inter-governmental gatherings.

The ASEAN Declaration against Trafficking may be relevant in so far as the recruitment or placement process results in trafficking situations (in the broader sense as defined in the UNTOC Palermo Protocol on trafficking). There may also be other inter-governmental declarations or programs of action relating to recruitment, e.g. by countries in the GMS, or resulting from Asian regional conferences/workshops on the topic; however, it is beyond the scope of this research to map these other normative declarations and plans of action.

### **G. PRIVATE SECTOR CODES OF CONDUCT & POLICY FRAMEWORKS ON RECRUITMENT AND PROTECTION OF MIGRANT WORKERS (ASIAN REGION)**

Beyond the State-led initiatives, there are also principles and commitments – mostly codes of conduct and/or policy frameworks – adopted by the private sector, specifically the recruitment associations and the employers’ associations. Several of these have been done with the technical assistance and support of UN agencies, e.g. ILO, UN Women, and IOM.

**Appendix 9, Part C** lists the key provisions of codes of conduct or policy frameworks

adopted by selected Asian private sector groups (employers, recruiters). These are self-regulatory norms agreed by the recruiters themselves; we can use these to hold the recruiters accountable to their promises. Like the non-binding standards of the governments, however, there are no effective mechanisms to monitor, enforce and require the recruiters to act on their promises.

**1. Policy Positions of the ASEAN Confederation of Employers (ACE) on Regulating the Recruitment of Migrant Workers** (adopted by ACE as a result of the regional technical workshop, 6-7 November 2014, Bangkok, Thailand)

The policy position paper of the ASEAN Confederation of Employers (ACE) on hiring migrant workers in ASEAN countries was agreed upon and drafted as a result of a technical workshop on hiring migrant workers held as part of the ASEAN TRIANGLE project on 6-7 November 2014, Bangkok.<sup>14</sup>

According to its pamphlet, the ACE was established in 1978, composed of employers' organizations in ASEAN, "to optimize liaison, co-operation and representation in the fields of labour and social legislation, industrial relations and practices." Its five founding members are]: Employers' Association of Indonesia (APINDO), Employers' Confederation of The Philippines (ECOP), Employers' Confederation of Thailand (ECOT), Malaysian Employers Federation (MEF), and Singapore National Employers Federation (SNEF). The Cambodian Federation of Employers and Business Associations (CAMFEBA) joined as a member of ACE in 2004.<sup>15</sup>

Key policy positions:

- ASEAN governments should facilitate labor mobility while protecting ASEAN migrant workers and employers involved in cross-border recruitment:
  - Set a three-pronged goal: facilitating labor mobility, protecting workers, and protecting employers;
  - Put in place predictable, accessible and simplified policies, regulations and administrative procedures;
  - Ensure transparency of policies and regulations and widely disseminate information on them; create/expand one-stop centres (for access to information); build/make accessible to all a database identifying good employers and recruitment agents;
  - Build incentive mechanisms for employers and recruitment agencies to comply with laws and regulations;
  - Build capacity to enforce regulations when designing them; put in place heavy penalties and enforce them;
  - Adopt a broad-based perspective by considering other policies and regulations related to labour mobility, such as wage policies on foreign workers;
- ASEAN governments should take a coordinated approach, reinforce coordination; mismatch between national policies and recruitment regulations fuel manipulation

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<sup>14</sup> Regulating Recruitment of Migrant Workers: A Policy Position Paper of the ASEAN Confederation of Employers," document adopted as a result of the technical workshop on hiring migrant workers, ASEAN TRIANGLE project, 6-7 November 2014, Bangkok, Thailand.

<sup>15</sup> Ibid., p. ii

by unscrupulous actors:

- Create standards within the ASEAN framework to be followed by all ASEAN members, referencing the relevant ILO labour standards including on forced labor;
- Establish common mechanism (among the ASEAN countries) to enforce compliance (in order to overcome issues of multiple jurisdictions involved in cross-border recruitment);
- Expand the 1998 Hanoi Plan to include less skilled workers in order to address abuses;
- Improve regulation of recruitment agencies; recruitment agencies are necessary, but laws regulating them have serious gaps leading to malpractices and abuses:
  - Each country to create or strengthen national recruitment agency regulatory framework to ensure accountable, transparent and responsible recruitment agencies;
  - ASEAN Member States to establish a regional common code of conduct for recruitment agencies (to reduce mismatch between policies and regulations), referencing international standards such as ILO C. 181, ILO R. 188.
- ASEAN governments should adopt a multi-stakeholder perspective in regulating the recruitment process; consult actors on the ground, such as employers, recruitment agencies and workers in designing and implementing policies and regulations;
  - Engage media, employers, recruitment agencies and migrant workers' centres to raise awareness and improve perception of migrant workers;
  - Work closely with recruitment agencies to tap on the information advantage they possess;
  - Identify a set of common policies or regulations for adoption by tripartite partners;
  - Institutionalize consultation mechanisms (on an ongoing basis) at the regional and national levels to ensure employers' voices are heard.

**2. Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers** (adopted by national associations of recruitment agencies from eight Asian countries at the Regional Consultation Conference on Good Practices of Overseas Employment Service Providers in Protecting Women Migrant Workers, organized by UN Women, 15 November 2005, Bangkok, Thailand)<sup>16</sup>

The Covenant was adopted on 15 November 2005 in Bangkok by national associations of recruitment agencies in Bangladesh, Cambodia, Indonesia, Jordan, Lao PDR, Nepal (Nepal Association of Foreign Employment Agencies or NAFEA), Philippines (Philippine Association of Service Exporters, Inc. or PASEI), and Sri Lanka (Association of Licensed Foreign Employment Agencies or ALFEA).

This code of ethics was developed and adopted through the assistance of UNIFEM (now UN Women). In the addition to the general principles of the covenant, the document also lists the “strategic and priority action” commitments of the recruitment associations both at the Asian regional, as well as in each of their countries.

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<sup>16</sup> Available at the UN Women website, <http://asiapacific.unwomen.org/en/news-and-events/stories/2013/10...women-migrant-workers-and-ethical-conduct-of-recruitment-agencies>; accessed 15 April 2014.

- Key positions:
  - Guarantees that recruitment agencies (“overseas employment service providers”) are legitimate/lawful, and business activities and operation are lawful;
  - Commits to support, cooperate and give assistance to “any or all efforts, campaign or program against illegal recruitment, human trafficking, or any policy that will jeopardize, disturb or violate the human rights of migrant workers, particularly women migrant workers” and “abhor[s] and condemn[s] these practices as crimes against humanity”;
  - Obligates recruitment agencies to engage in continuing education, information campaigns, and awareness programs that will promote good practices; provide adequate training, orientation, and sufficient knowledge to migrant workers about the terms and conditions of their employment, and the culture, environment, traditions and norms in their workplaces;
  - Endeavor to establish and implement viable and efficient social security and insurance programs or initiatives to indemnify risks arising from the employment of migrant workers abroad;
  - Will respect and observe faithfully the International Declaration of Human Rights, CEDAW, MWC, “and all other declarations, covenants, conventions or agreements that promote the ... interest of migrant workers.”
- Major regional-level commitments:
  - Recruitment agencies to share information/lessons learned, cooperate, and help monitor, investigate, facilitate and resolve cases arising from foreign employment;
  - Advocate for regional agreements to stop violations against migrant workers; advocate with governments: to sign treaties/binding international agreements; adopt inter-country or regional agreements (involving national associations of recruiters) in order to stop discrimination against foreign workers, and provide better, responsive, timely protection and welfare services;
  - Establish resource, support and welfare centers in labor receiving countries to provide counseling, welfare assistance, information, monitoring, etc.;
  - Conduct orientation, interaction and socialization activities with foreign employers of migrant workers (through counterpart organizations in labor receiving countries);
  - Do regional consultations with labor receiving countries to address the issues; strengthen collaboration and partnerships with counterpart associations in Asia, Middle East and other labor receiving countries around the globe;
  - Provide and promote the quality of training and orientation programs (of governments and recruiters) to ensure that foreign migrant workers are better informed about the destination country;
  - Introduce, adopt, and implement social security and insurance programs for the benefit of migrant workers, with or without government intervention;
  - National associations of recruiters to form a regional network to protect the rights of the female migrant workers in accordance with this Covenant.
- The covenant also lists country-specific commitments by recruiters’ associations in Bangladesh, Indonesia, Jordan, Nepal, and the Philippines.

On 24-25 October 2013, UN Women, ILO and the Viet Nam Manpower Association (VAMAS) organized a follow-up “Regional Workshop on protection of women migrant workers and ethical conduct of recruitment agencies” in Da Nang City, Vietnam. Among the recruiters who attended are the associations of recruitment agencies of Cambodia, Lao PDR, Sri Lanka, the Philippines, Bangladesh, Thailand, Malaysia, Viet Nam.

The main objectives of the workshop are:<sup>17</sup>

- to facilitate the exchange of good practices in protecting women migrant workers and on gender-responsive migration services in compliance with CEDAW and the Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers;
- to recommend cooperation at national and regional levels;
- to provide venue for discussion among recruitment agencies of origin and destination countries on the implementation of the Covenant, the proposals, good practices, policies and gender-responsive overseas employment services; and
- the identification of needs for national and regional cooperation to implement the Covenant.

### **3. The “Dhaka Principles: Core Principles for Responsible Recruitment and Employment of Migrant Workers” (developed and advocated by Verité and Fair Hiring Initiative)<sup>18</sup>**

Core principles:

- No worker fees for recruitment. The worker is not charged any fees for recruitment. The employer bears the full costs of recruitment (Principle 1);
- Clarity and transparency of worker contract. Migrant worker contracts must be available in the workers’ language, clearly explained and signed without coercion (Principle 2);
- Non-retention of passports and ID documents. The worker maintains access to their own passport/ID papers (Principle 3);
- Worker representation. Migrant workers have the same rights to freedom of association, to freely join a union, and to collective bargaining as local workers (Principle 7);
- Access to grievance mechanisms. Migrant workers have access to confidential, safe grievance mechanisms, without fear of recrimination (Principle 8).

## **H. OPERATIONALIZATION OF THE INTERNATIONAL/REGIONAL STANDARDS IN NATIONAL POLICIES/MECHANISMS & BILATERAL COOPERATION**

How far have these international and Asian regional standards (binding and non-binding)

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<sup>17</sup> UN Women Asia and the Pacific website. “Press Release: Regional Workshop on protection of Women Migrant Workers and Ethical Conduct of Recruitment Agencies,” 25 October 2013; available at <http://asiapacific.unwomen.org/en/news-and-events/stories/2013/10...women-migrant-workers-and-ethical-conduct-of-recruitment-agencies>; accessed 1 April 2015.

<sup>18</sup> Apostol, Marie. “An Ethical Recruitment Model,” PowerPoint presentation made on behalf of Fair Hiring Initiative at the “South Asia Capacity Building Program for Promoting and Protecting the Rights of Migrant Workers,” 18-22 September 2013, Kathmandu, Nepal.



been operationalized in bilateral cooperation agreements, as well as the national laws, policies and mechanisms of the countries in Asia? Have these bilateral and national policies and mechanisms helped mitigate or stop recruitment and migrants' rights abuses?

It is beyond the scope of this report to individually study the recruitment situation, laws and policies of each of the 11 countries surveyed, and the bilateral agreements involving these countries.

Suffice it to say that there are many national laws and mechanisms (specifically in the 11 countries surveyed) on recruitment and labor migration.<sup>19</sup> There are many bilateral labor agreements (BLAs) and memoranda of understanding (MOUs) as well.<sup>20</sup> What we need is to analyze these national and bilateral policies, mechanisms and processes from the lens of the international standards – how consistent are national policies and bilateral agreements and processes with the international human rights standards; what are the gaps and weaknesses in the national laws/policies and mechanisms, and the bilateral agreements; how effective are the monitoring/enforcement mechanisms, redress mechanisms and migrants' access to justice?

We could not overemphasize the importance of operationalizing the international and regional standards at the country and bilateral levels. In the final analysis, the real and most direct action in stopping the recruitment abuses, and providing remedies for violations – actions that will matter to the individual migrants and their families – happen at the national and bilateral levels. Because the defining character of the overseas recruitment and placement of migrant workers is the involvement of at least two jurisdictions – the origin and the destination countries – the migrant protection measures and policies are only as strong as the weakest aspects of the policies/mechanisms of either, both, and between the States concerned. Thus, the critical importance of national mechanisms reinforced by bilateral cooperation between and among States.

## **I. OTHER MULTI-STAKEHOLDER PROCESSES & INITIATIVES IN ASIA AND GLOBALLY RELATED TO LABOR MIGRATION AND RECRUITMENT**

There are several recent (i.e. launched in 2000 or later) inter-governmental, multi-stakeholder programs and processes focusing on, or covering, migrant recruitment problems both at the global and Asian levels.

### **1. The Fair Recruitment Initiative - by the ILO and partners<sup>21</sup>**

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<sup>19</sup> See for instance, the website of the Colombo Process (<http://www.colomboprocess.org>), where several member-countries have pages giving updated information on each of their migration-related laws and agencies. See also MFA Policy Brief #10 (Winter 2014).

<sup>20</sup> See for instance, the informative and authoritative report of the ILO regarding bilateral labor agreements, "Bilateral Agreements and Memoranda of Understanding on Migration of Low Skilled Workers: A Review," 2015. See also MFA Policy Brief #10 (Winter 2014).

<sup>21</sup> Fair Recruitment Initiative brochure; available at the ILO topic portal (<http://www.ilo.org/global/topics/fair-recruitment/lang-en/index.htm>); accessed 29 April 2016.

The topic portal can be accessed at <http://www.ilo.org/global/topics/fair-recruitment/lang-en/index.htm>.

## **Partners**

According to its brochure, the Fair Recruitment Initiative is a multi-stakeholder endeavour. ILO social partners and their affiliates play a central role in its design and implementation. They include the International Trade Union Confederation (ITUC) and affiliates, and the International Organisation of Employers (IOE) and affiliates, in particular the International Confederation of Private Employment Services (CIETT).

It is implemented in close coordination with the GMG and the Inter-Agency Coordination Group against Trafficking in Persons (ICAT) agencies, in particular IOM, World Bank, OHCHR and UNODC.

The Institute for Human Rights and Business (IHRB), Verité, Migrant Forum in Asia, Panos Europe Institute and other civil society organizations are also implementing partners.

## **Objectives, focal issues, core strategies/initiatives**

According to its portal, the global Fair Hiring Initiative:

- Was launched by the International Labour Organization (ILO) in 2014 to:
  - help prevent human trafficking and forced labour;
  - protect the rights of workers, including migrant workers, from abusive and fraudulent practices during the recruitment and placement process (including pre-selection, selection, transportation, placement and safe return);
  - reduce the cost of labour migration and enhance development outcomes for migrant workers and their families, as well as for countries of origin and destination.
- Is a multi-stakeholder initiative implemented in close collaboration with governments, representative employers' and workers' organizations, the private sector and other key partners;
- Is based on a four-pronged approach, which puts social dialogue at the centre:
  - (1) Enhancing global knowledge on national and international recruitment practices – e.g. by undertaking studies related to recruitment along migration corridors and in labour intensive sectors on: (a) good practices of laws, policies and enforcement mechanisms; models that have helped reduce human trafficking and irregular migration; (b) economic determinants of informal/formal recruitment and measurement of recruitment costs; (c) alternative options to private employment agencies, including via public employment agencies, workers' cooperatives and directly through accredited employers, with tripartite and bipartite supervision;
  - (2) Improving laws, policies and enforcement to promote fair recruitment – e.g. developing practical guidance on fair recruitment derived from human rights and labor standards; promotional campaign for the ratification of key Conventions,

including ILO fundamental conventions, C97 and its accompanying R86, C143 and its accompanying R151, C88, and C181; capacity building of legislators on how to better regulate public and private employment services, how to strengthen enforcement of recruitment norms and policies; ensuring that the following are in place: legislation to regulate recruitment (including licensing and monitoring mechanisms), complaints mechanism and effective access to remedies (e.g. penalties for violations, adequate compensation, support services), stable employment relationships, enhanced collaboration between private and public employment agencies.

(3) Promoting fair business practices – e.g. by convening global and regional stakeholder consultations, led by the social partners (e.g. IOE, ITUC); developing an easy-to-use online platform to help stakeholders access international standards, practical tools, and good practices; supporting and testing models that undertake human rights due diligence in a number of pilot countries and sectors;

(4) Empowering and protecting workers – e.g. by supporting the compilation and promotion of good practice examples of social dialogue mechanisms that have addressed unfair recruitment practices (including industrial relations systems; early warning information sharing and consultations in reference to action at national, regional and global level; creation of complaint and remedy mechanisms at national level); providing assistance to trade unions and their affiliated organizations to support the organisation of migrant workers and the protection of their rights; supporting the collaboration of trade unions and civil society actors (interventions in individual cases and assistance, creation of alliances to conduct campaigns for structural change in the recruitment process, provision of training to key stakeholders).

## **2. International Recruitment Integrity System (IRIS) – by IOM and partners<sup>22</sup>**

The website can be accessed at <https://iris.iom.int>.

### **Objectives, focal issues, core strategies/initiatives**

According to its website, the International Recruitment Integrity System (IRIS):

- Is an international voluntary ‘ethical recruitment’ framework that will benefit all stakeholders in the labour migration process. IRIS will provide a platform for addressing unfair recruitment and bridge international regulatory gaps governing labour recruitment in countries of origin and destination.
- Aims to create a public-private alliance of like-minded governments, employers, recruiters and other partners committed to ethical recruitment.
- Is a voluntary, multi-stakeholder certification system.
- Will develop a voluntary accreditation framework so that its members can be recognized as bona fide fair recruiters and distinguish themselves from unscrupulous intermediaries.

Accreditation will be based on adherence to common principles for ethical

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<sup>22</sup> IOM. “About IRIS”, IRIS website (<https://iris.iom.int/about-iris>); accessed 29 April 2016.

recruitment and a code of conduct which will include:

- No fee charging to job seekers;
- No retention of workers' passports or identity documents;
- A requirement for transparency in their labour supply chain.

Job seekers will have better information regarding ethical recruitment through an information portal and publicly available roster of accredited IRIS members internationally

- IRIS will administer a complaints and referral mechanism to assist victims of unethical or illegal recruiters to file grievances with the appropriate authorities
- IRIS aims to bring transformative change to part of the recruitment industry pertaining to international recruitment where the business model is largely based on the exploitation of migrant workers. By promoting ethical recruitment standards, IRIS seeks to promote transparency within the industry to prevent negative consequences that affect supply chains and labour markets and protect migrant workers.

The IRIS approach is to:

- Support the 'employer pays' model of international recruitment, understanding the links between fee-charging to workers and forced labour;
- Create a community of socially responsible recruitment stakeholders that raise the bar industry wide;
- Present jobseekers with viable alternatives to unethical recruitment through a publically available roster of bona fide intermediaries;
- Launch strategic partnerships to ensure that the system will complement existing government regulations.

### **3. Abu Dhabi Dialogue (ADD)<sup>23</sup>**

The web site can be accessed at <https://www.iom.int/abu-dhabi-dialogue>.

#### **Members and Partners**

- Eighteen (18) members (Current Rotating Chair: Kuwait), of which:
  - Eleven (11) Colombo Process countries of origin: Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, Vietnam;
  - Seven (7) Asian destination countries: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen
- Observer States: Japan, Republic of Korea, Singapore
- Secretariat: IOM served as the ADD Secretariat from its inception in January 2008 to April 2012. In the 2<sup>nd</sup> ADD Ministerial meeting in April 2012 a set of Interim Operating Modalities were established that called for the Outgoing Chair, Current Chair, and Incoming Chair to act as the ADD Secretariat and IOM's role transitioned

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<sup>23</sup> Abu Dhabi Dialogue website (hosted by IOM, being ADD Secretariat), <https://www.iom.int/abu-dhabi-dialogue>, accessed 29 April 2016.

- to one of Observer and Thematic Expert.
- International organizations and civil society organizations are invited to participate in thematic ADD meetings as observers and thematic experts.

### **Objectives, focal issues, core strategies/initiatives**

The Abu Dhabi Dialogue (ADD) was established in 2008, in line with the “Abu Dhabi Declaration of Asian Countries of Origin and Destination” which was adopted by the 18 countries present at the “Ministerial Consultation on Overseas Employment and Contractual Labour for Countries of Origin and Destination in Asia,” held on 21-22 January 2008 in Abu Dhabi, United Arab Emirates.<sup>24</sup>

According to its website:

- Objectives – The Abu Dhabi Dialogue launched a collaborative approach to address development in temporary labour mobility in Asia. It was initiated to broaden the base for common understanding of issues and to influence practices and policies in the area of contractual labor for the region.
- Current focus and main areas of partnership – The ADD focuses on developing four key, action-oriented partnerships between countries of origin and destination for development around the subject of temporary contractual labour, based on a notion of partnership and shared responsibility:
  - Developing and sharing knowledge on labour market trends, skills profiles, workers and remittances policies and flows, and the relationship to development;
  - Building capacity for more effective matching of labour supply and demand;
  - Preventing illegal recruitment and promoting welfare and protection measures for contractual workers; and
  - Developing a framework for a comprehensive approach to managing the entire cycle of temporary contractual work that fosters the mutual interest of countries of origin and destination.
- Past meetings: A second Ministerial Meeting was held in 2012 (Manila); the 3<sup>rd</sup> Ministerial meeting was held in 2014 (Kuwait). Since the first Ministerial meeting in Abu Dhabi in 2008, there have also been at least five Senior Officials’ Meetings (January 2012, April 2012, May 2014, November 2014, May 2016).

### **4. Colombo Process<sup>25</sup>**

The website can be accessed at <http://www.colomboprocess.org>.

### **Members and Partners**

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<sup>24</sup> See ADD website for the full text of the *Abu Dhabi Declaration of Asian Countries of Origin and Destination (2008)*. Highlights of the declaration (relevant to recruitment and migrant protection) are found in **Appendix 9** of this report.

<sup>25</sup> “What’s Colombo Process”, Colombo Process website (<http://www.colomboprocess.org>), accessed 29 April 2016.

The current membership of the Colombo Process consists of twelve (12) Member States and eight (8) Observer Countries. The member countries are: Afghanistan, Bangladesh, Cambodia, China, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, Vietnam.

“Under the leadership of the Chairing country, the Member States regularly meet for Senior Officials Meetings and Ministerial Meetings to advance their commitments to the four principal objectives and thematic foci. The Member States also implement programmes and projects both at the national and regional levels in partnership with IOM, UN agencies, development partners and countries of destination in pursuit of the thematic priorities.”<sup>26</sup>

### **Objectives, focal issues, core strategies/initiatives**

According to its website:

- The Colombo Process (CP) is a Regional Consultative Process (RCP) on the management of overseas employment and contractual labour for countries of origin in Asia.
- It is a member state-driven, non-binding and informal forum to facilitate dialogue and cooperation on issues of common interest and concern relating to labour mobility.
- It was established in 2003 in response to calls from several Asian labour sending countries who increasingly recognized the need for optimizing the benefits of organized labour migration whilst protecting their migrants from exploitative practices in recruitment and employment.

### **5. Open Working Group on Labour Migration & Recruitment (RecruitmentReform.org)<sup>27</sup>**

The website can be accessed at <http://recruitmentreform.org/>.

#### **Partners**

Civil society groups coordinated/linked through: Migrant Forum in Asia (MFA), Global Coalition on Migration (GCM), Migration and Development Civil Society Network (MADE).

### **Objectives, focal issues, core strategies/initiatives**

According to its website, the Open Working Group on Labour Migration and Recruitment:

- Was initiated in May 2014 in Stockholm, Sweden during the Civil Society Days of the 2014 Global Forum on Migration & Development (GFMD) by the Migrant Forum in Asia (MFA), the Global Coalition on Migration (GCM), and other civil

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<sup>26</sup> Ibid.

<sup>27</sup> Open Working Group on Labour Migration and Recruitment. Website (Recruitment Reform) . “About Recruitment Reform”; <http://recruitmentreform.org/about/>; accessed 29 April 2016.

society organizations in order to “build upon years of civil society advocacy on labour migration, human rights, and recruitment reform”;

- Is coordinated by MFA (since December 2014) and forms part of the Migration and Development Civil Society Network (MADE);<sup>28</sup>
- And its members work continuously at the national level to bring about positive change in recruitment regimes for migrant workers. This ranges from frontline service with migrant communities to research and policy advocacy.
- Is committed to knowledge sharing and collective advocacy to reform migrant labour recruitment practices globally, by working with members and partners from civil society organizations across the world;
- Aims to bring these efforts together to engage in collective advocacy at the international level.

Its international-level efforts include:

- Advocacy at the International Labour Conference
- Engaging UN Special Mandate Holders
- Advocacy at the UN Human Rights Council
- Advocacy at the Global Forum on Migration & Development
- Advocacy in Regional Consultative Processes
- Support for the campaign to ratify the ILO’s Forced Labour Protocol

The “RecruitmentReform.org” is an initiative of the Open Working Group on LMR; it is a global civil society initiative to aggregate current news, research, campaigns, and policy initiatives on international labour migration and recruitment.

### **Priorities for advocacy and action plan<sup>29</sup>**

The following “Priorities for Advocacy and Action Plan” was adopted by the Open Working Group in December 2014, at its meeting in Amman, Jordan:

- Zero fees on migrant workers (see: <http://recruitmentreform.org/zero-fees-for-migrant-workers>)
- Human rights in government-to-government agreements for labour recruitment (see: <http://recruitmentreform.org/g2g-transparency/>)
- Zero tolerance for contract substitution (see: <http://recruitmentreform.org/no-contract-substitution/>)
- Support for ethical recruitment initiatives (see: <http://recruitmentreform.org/ethical-recruitment/>)
- Research & data gathering (see: <http://recruitmentreform.org/recruitment-research/>)

## **J. CHAPTER SYNTHESIS: KEY RESULTS & FINDINGS (CHAPTER 1)**

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<sup>28</sup> Open Working Group on Labour Migration & Recruitment. “Concept Note: About the Open Working Group on Labour Migration & Recruitment,” August 2015.

<sup>29</sup> Open Working Group on Labour Migration and Recruitment. Website (Recruitment Reform) . “About Recruitment Reform”; <http://recruitmentreform.org/about/>; accessed 29 April 2016.

What can we conclude and recommend based on the information in this chapter?

**1. Core and foundational principles on recruitment and protection of migrant workers are well-established**

- a. The UN/ILO instruments have long established, and continue to reaffirm, these foundational principles and standards on the recruitment, placement and employment of migrant workers. Governments, workers, migrants, civil society and all stakeholders need to continue to defend, uphold and enhance these.
  - Employment facilitation (including recruitment/ placement) service for workers (including cross-border migrant workers) is a public service, rendered free for the workers, and is the duty of the State. Private recruiters are allowed under regulation, supervision and monitoring of the State; effective sanctions and enforcement mechanisms are established within and between countries.
  - Adherence to the principle of “no fees charged to the worker” or the “employer pays” principle, in the recruitment, placement and employment of migrant workers, particularly domestic workers;
  - The employment service guarantees basic rights and protection standards as set by the international instruments.
- b. The past several decades was a period of aggressive pursuit of deregulation and neoliberal policies in Asia, which saw the retreat of State intervention in the regulation of labor migration, including recruitment and overseas placement.

Instead of the retreat of the State from regulation and supervision of recruitment, placement and employment services for migrant workers, there is a need to strengthen and enhance the role and effectiveness of the State in setting policies and regulations, enforcement, and providing compliance and redress mechanisms at the countries of origin, destination and transit; relevant bilateral and multilateral cooperation and agreements need to be adopted or enhanced.

- c. Another result of the market-driven employment system is the lack or absence of other (non-private) channels of recruitment and placement especially of migrant workers – e.g. free public employment/recruitment services run by the government, employment services involving private agencies but supervised/overseen by the State, government-to-government (G2G) channels, and direct-hire mechanisms. Some G2G schemes are re-emerging, involving origin and destination countries in Asia. Public employment services for migrants and G2G channels need to be reviewed, reinvigorated and enhanced in line with the above standards and principles.

**2. Core principles and standards on the recruitment, placement, employment of migrant workers are enshrined, codified in binding and non-binding instruments**

- a. Today, we have many substantive, long-standing, legally-binding international (UN/ILO) treaties that codify and set clear principles and standards on the



recruitment, placement, employment and protection of cross-border migrant workers. These treaties are part of international law and continue to be updated, enhanced, advanced and added to.

- The set of UN/ILO treaties most important in establishing or guaranteeing the rights of migrant workers, seafarers, and their families (25 treaties) are collectively promoted by the Migrant Forum in Asia (MFA) as the “Migrant Bill of Rights” (MBR).
  - Migrants and advocates need to remain steadfast in advocating for the ratification and effective implementation of the MBR and recruitment treaties; when new treaties are being formulated, migrants and advocates need to effectively engage and assert their positions and perspectives.
  - Advocates must be vigilant in demanding and engaging with relevant international, regional, and national processes to ensure that contracts, bilateral agreements, joint declarations and initiatives, mechanisms and processes on overseas recruitment, placement and employment of migrant workers adhere to, and incorporate the international standards.
- b. There are also international (UN/ILO) and Asian regional norms and non-binding instruments. Migrants and advocates need to continue engaging and contributing to the formulation of these, especially the analysis, perspectives, experiences, positions, proposed responses/strategies and key recommendations of the migrants. Incorporating migrants’ positions and recommendations in the normative documents help institutionalize these perspectives, and strengthen/enhance the binding standards. Strategically, advocates need to campaign for certain of these norms, especially at the Asian level, to become binding standards or instruments.

### **3. Compliance, monitoring, reporting mechanisms – important and necessary, but of limited force and effectiveness**

- a. For several of the international binding treaties, particularly the UN core conventions (9) and the ILO fundamental conventions (8), there are standing treaty bodies or committees that monitor and report on their compliance. However, for the rest of the instruments, there are no specific monitoring or compliance mechanisms; there are, however, several general procedures in the UN and ILO for receiving complaints, reporting, and conducting periodic reviews on the standards in general, and on specific topics/themes and/or countries in particular (e.g. UN Human Rights Council, Universal Periodic Review, Special Rapporteurs, ILO review/reporting processes, etc.). Migrants and advocates need to optimize the use of and engagement with these mechanisms.
- b. The monitoring and compliance mechanisms have no police powers; therefore, enforcing the conclusions and recommendations on violations, gaps or reforms ultimately rests on the commitment, willingness, will, priority, resources and/or capacity of the State(s) concerned to act on the decisions and recommendations. The role of the rights holders (migrant workers) and their organizations, civil society, trade unions, advocates and social movements are critical in this regard, in

popularizing the conclusions and demanding appropriate action from the duty-bearers (States).

#### **4. Commitment of countries to the international standards: the challenge of ratification and compliance**

- a. There is a widely uneven ratification record among Asian countries of the UN/ILO treaties, particularly the MFA Migrant Bill of Rights (MBR) treaties. For instance, of the 11 countries included in the survey, the run-away leader, the Philippines, has ratified 21 of the 25 MBR treaties (84%); the bottom of the pack, Singapore and Malaysia, have ratified six each (24%). The origin-destination country difference is also obvious: the former are at the top of the ratification list, the latter are mostly at the bottom of the list. The ratification record of the 11 countries show patterns similar to these.
- b. Migrants and advocates need to remain steadfast in the advocacy for ratification, especially of the MBR and recruitment-related treaties. Ratification could not, again, be overemphasized. Despite being largely “paper commitments” (and to borrow some advocates’ words: “NATO” or “no action, talk only”), ratification formalizes the obligations and accountability of the States-parties, and therefore strengthens the capacity of migrants and advocates to demand compliance, and/or expose non-compliance.
- c. In Chapter 4, we will also show that there is statistically significant correlation between ratification of the MBR treaties, and the recruitment problems experienced by the respondents in these 11 countries.
- d. More concentrated and coordinated effort need to be mustered by migrants and advocates to push for the ratification in Asia of MBR/recruitment treaties as a whole, and the MWC, UNTOC PT, P29, C181, C189 and MLC as near-term priorities.

#### **5. Wanted: Legally-binding & enforceable standards in the Asian region**

- a. In Asia, there is currently no binding regional instrument on the protection of migrant workers in the recruitment/placement process. There are however a number of multilateral, non-binding declarations – particularly the *ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers* (2007), and the *Abu Dhabi Declaration of Asian Countries of Origin and Destination* (2008) – that can serve as good kick-off references in pushing for more enhanced and binding standards.
- b. The normative declarations in the Asian region need to be institutionalized in binding instruments, and provided with effective monitoring, reporting, and compliance mechanisms.
  - ASEAN is long overdue in delivering on its promised adoption of a binding instrument on the protection of the rights of migrant workers; the migrant and civil society groups in the region have submitted their positions and advocated for many years now (e.g. through SAPA, ACSC/APF) for the adoption of a substantive and effective ASEAN instrument. Advocacy with ASEAN needs to be sustained and stepped up.

- In the ASEAN declaration, the onus in regulating the recruiters and eliminating recruitment malpractices are on the origin countries, with the role of destination countries largely focused on providing access to redress. In pushing for a binding instrument, this needs to be rectified and turned into appropriate sharing of responsibility among origin, destination and transit countries, each with a decisive role in stopping recruitment abuse/exploitation.
  - Such strategic sharing of responsibility is crucial in stamping out the nefarious recruitment activities, because the collusion of abusive recruiters to maximize profits knows no territory – a recruiter in the destination country can (through conduits) effect transactions in the origin country (e.g. sign contracts, collect payments, arrange fraudulent loans or documents) in order to circumvent regulations in its own (destination) country – and vice versa. Thus, the sharing of roles and responsibilities between origin and destination countries must be “smart” and effective enough to deal with the unscrupulous practices of recruiters that exploit the policy and regulatory gaps within, and between, countries.
- c. Engagement with the regional bodies (ASEAN, SAARC, GCC, etc.) and regional consultative processes (particularly Colombo Process, Abu Dhabi Dialogue) needs to be strengthened, specifically in advocating for binding instruments, firm/accountable commitments, and effective policies, mechanisms and reforms in the recruitment, placement, employment and protection of migrant workers. The Abu Dhabi Declaration needs to be reinforced with monitoring and enforcement mechanisms; migrants and advocates need to maintain pressure on the governments to level up their normative declarations into binding standards.
- d. A broader (i.e. more countries involved) Asian regional, multilateral binding (or at least, normative) standard, framework, reform strategy and/or cooperation agenda focusing or emphasizing on the recruitment, placement and protection of migrant workers needs to be adopted.
- There is no “all-Asia” platform as such to deal with migration issues; therefore, (sub)regional processes and blocs, e.g. ASEAN+, SAARC, Colombo Process, Abu Dhabi Dialogue, or a combination of them, can serve as venues where such multilateral agreements can be adopted.
  - The Abu Dhabi Dialogue is by far the “broadest” initiative that deals with labor migration and recruitment in the Asia region – involving 18 countries, which are the major origin and destination countries in southeast, south, and west Asia; east Asian countries are also involved, but in a more limited way (only China is a member; Japan and south Korea are observers). Migrants and advocates need to continue and intensify engagement with the ADD to push for binding instruments and firm/accountable commitments and actions on migrant protection and recruitment reform.
  - The Asian multilateral binding or normative instrument can build upon the UN and ILO normative frameworks, the ASEAN and Abu Dhabi declarations, and the framework/policy positions of the ethical recruitment advocates (private sector) in the region.

- Given the highly uneven ratification record of Asian origin and destination countries, and the even more disparate national laws/mechanisms (or the absence thereof) on recruitment/placement regulation among the Asian countries, an Asian multilateral agreement can provide the common basis, policy framework, terms of cooperation, common strategy, shared responsibility and coordinated response in dealing with the recruitment, placement and protection of migrant workers between and among the Asian countries. This can be the common reference of all countries in the region in developing their national policies and mechanisms, in building cross-country and Asian regional processes and mechanisms, and in dealing with the jurisdictional issues attendant to overseas recruitment and labor migration.
- Private sector groups are in fact advocating for this also – e.g. the ASEAN Confederation of Employers (ACE) policy recommendations on regulating the recruitment of migrant workers (2014); and the recommendations of national associations of recruiters as contained in their “Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers” (2005).

## **6. Private sector codes of conduct and self-regulation schemes: going beyond lip service**

The good news is, the major associations of recruiters and employers in Asia have adopted voluntary, self-regulatory, non-binding declarations, codes/covenants and framework positions promising to honor international human rights standards and pursue ethical recruitment practices. Indeed, one of the earlier and most comprehensive “covenants” – in terms of the range of recruiters’ associations involved and the scope of the commitments made – was the 2005 “Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers” adopted by national recruiters’ associations from seven south and southeast Asian countries. This was formulated with the help of UNIFEM (now UN Women) and showcased as “good practice” model in the first and subsequent Global Forums on Migration and Development (GFMD). It dramatically proclaims:<sup>30</sup>

We [national recruiters’ associations] commit to support, cooperate and give assistance to any or all efforts, campaign or program, locally, regionally, or globally, individually or collectively, against illegal recruitment, human trafficking, or, for that matter, any policy that will jeopardize, disturb or violate the human rights of migrant workers, particularly women migrant workers, and abhor and condemn these practices as crimes against humanity.

This covenant remains in use and upheld by the association of recruiters, governments and their UN agency partners (particularly UN Women and ILO). A follow-up Asian regional conference was held in Vietnam in 2013, which focused on discussing the “good practices in compliance with CEDAW and the Covenant [on Ethical Conduct of Recruiters]” and national and bilateral implementation, policies, and collaboration.

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<sup>30</sup> “Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers,” 2005.

The bad news is, decades of experience with voluntary, non-binding, self-regulation codes of conduct and proclamations in Asia have utterly failed in protecting workers', particularly migrant workers', rights. The 2005 covenant is a good example.

The absence of monitoring, accountability, reporting and compliance mechanisms have reduced such proclamations into "NATO" ("no action, talk only") paper commitments. As stand-alone processes, detached from the overall system of regulation and compliance based on international human rights standards, such self-regulatory codes also become mere marketing ploys which (mis)use the name of the migrants and the principle of ethical practice.

The UN/ILO bodies/agencies, migrants, advocates, and the ethical recruitment advocates from the ranks of the private sector itself, must hold the recruiters/employers groups accountable to their declarations. The written codes/promises are welcome starting points; however, they must be embedded as part of the international regulation and compliance system.

The efforts around the "International Recruitment Integrity System (IRIS)", which is assisted by IOM et al. are encouraging. IRIS aims to establish and promote a more accountable and transparent *accreditation system* for private recruiters – which goes beyond rhetorical "codes of conduct", is based on international standards and ethical practice, and has certification, compliance, monitoring, complaints and redress procedures. The international groups, UN agencies, migrants and advocates need to closely engage with this process to ensure that the whole system is anchored on the established international standards on overseas recruitment, placement and employment of migrant workers discussed earlier in this chapter.

## **7. Operationalization of the international/regional standards in the bilateral and national policies and mechanisms urgently and critically needed**

All the solid principles, laws and standards on the overseas recruitment, placement and employment of migrant workers will remain aspirational until these are translated into concrete, effective, enforceable policies and mechanisms at the national level, and as importantly, bilateral/multilateral mechanisms and cooperation between and among countries involved in the labor migration flows.

It is beyond the scope of this research to examine if, and how, the international standards have been applied at the national and bilateral levels in Asia. This can be the focus of a follow-up study.

The results of the survey, which will be presented in the succeeding chapters in this report, will give us reference data to assess if the international standards have been applied at the national and bilateral levels, and therefore have resulted in better protection for migrants against recruitment, placement and employment abuses.

We reiterate the following point:

We could not overemphasize the importance of operationalizing the international and regional standards at the country and bilateral levels. In the final analysis, the real and most direct action in stopping the recruitment abuses, and providing remedies for violations – actions that will matter to the individual migrants and their families – happen at the national and bilateral levels. ... [T]he migrant protection measures and policies are only as strong as the weakest aspects of the policies/mechanisms of either, both, and between the States concerned. Thus, the critical importance of national mechanisms reinforced by bilateral cooperation between and among States.

Last but not least, we must not lose sight of the most basic element in all the national, bilateral, Asian regional and international processes: the organic involvement of the migrants, labor movement, civil society and advocates. The standards and norms can more effectively evolve and strengthen if these primary stakeholders are empowered, enabled and assured substantial participation in standard-setting, reporting, exposing the gaps, and recommending reforms and appropriate responses. The Open Working Group on Labour Migration and Recruitment can serve as one such focal platform of migrants and civil society in sustaining and facilitating engagement in labor migration and recruitment issues and campaigns. ☸

## CHAPTER 2:

### KEY RESULTS OF THE SURVEY IN ORIGIN COUNTRIES: JOB PROFILE, WORKING CONDITIONS & REASONS FOR WORKING ABROAD

Several instruments, reports and reference documents discussed in the previous chapter affirm the continuing problems, the abuses and violations in the process of overseas recruitment, placement, and employment of migrant workers. This research will try to validate, substantiate, quantify, and establish the patterns and significant factors related to the recruitment and placement of migrant workers in Asia. In the process, we will analyze if the international and regional standards helped promote fair working conditions and ethical recruitment processes for migrant workers in Asia.

Before we analyze the recruitment issues and problems, let us first look at the situation of the migrant workers (respondents) in the origin and destination countries.

We mentioned at the introduction that MFA and research partners conducted baseline surveys on the two sites where the migrants are: the origin and destination countries. The survey covered 11 countries in Asia – five origin countries (Bangladesh, India, Indonesia, Nepal, Philippines), and six destination countries (Bahrain, Lebanon, Malaysia, Singapore, Taiwan, Thailand). There are 2,153 respondents – 888 from the origin countries, and 1,265 from the destination countries.

The summary of statistical results are found in **Appendices 2 to 7** at the end of this report. These results serve as reference (baseline) statistics on the realities of labor recruitment and the working conditions of migrant workers (respondents) in the countries surveyed.

The results are gender-disaggregated to allow us to better understand the gender dimensions of the problem. Other key demographic and research parameters (e.g. country of origin, country of destination, modality of labor migration, whether the respondent used a private recruiter or not, type of work abroad, etc.) are also used in examining selected indicators on recruitment and migrants' situation. The "scorecards" and "composite categories" (of recruitment problems) later in the report will show the effects of these parameters.

Throughout this report, the following qualifiers are used:

- "majority of respondents" – at least 50% of respondents; "majority" (without qualifier) is also used to describe percentages between 50% and below 70%;
- "big majority" – used to describe percentages between 70% and below 90%;
- "overwhelming majority" – used to describe percentages that are 90% or greater.

This Chapter presents the results of the baseline survey conducted in the five countries of origin, focusing on the situation of the respondents in the origin countries, including their reasons and motivations in migrating for work abroad.

## A. PROFILE OF RESPONDENTS IN COUNTRIES OF ORIGIN

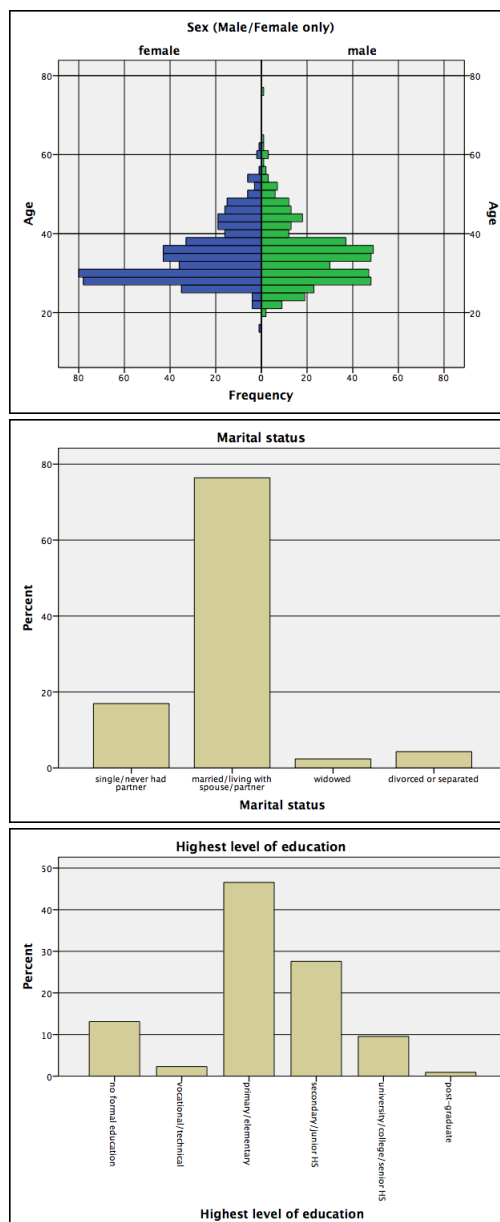
### 1. Demographic profile of respondents in the origin survey

**Appendix 2** gives the summary of the statistical results.

A total of 888 migrants were surveyed in five countries of origin, distributed as follows: Bangladesh (46.1%), India (13.9%), Indonesia (12.4%), Nepal (22.6%), and Philippines (5.1%).

Following are the demographic characteristics of the origin survey respondents:

- **Gender:** Majority (53.0%) of respondents in the origin survey are women. Disaggregated by country, women respondents are the majority in Bangladesh (62.1%), Indonesia (90.9%), and the Philippines (93.2%). Men are the majority in India (86.1%) and Nepal (70.4%).
- **Marital status:** The big majority (76.4%) of respondents are married/living with partner; a significant number (16.9%) are single or never been married. Disaggregated by gender, men are the majority among those who are single/never married (63.5%). Women are the majority among the married/living with partner (53.3%); and the big majority among the widowed (95.2%), and divorced/separated (97.4%).
- **Age:** The average age of the respondents is 34.1 years; majority of the respondents (58.5%) are below this average age. This means that the majority of the respondents are young and at the prime of their labor productivity. Disaggregated by gender, the data shows that men and women respondents are nearly similar in age (33.8 average age for women, vs. 34.5 for men).
- **Formal education:** Majority (59.7%) have no, or only up to primary, education; only 1 in 10 (10.4%) have reached university or higher education. Gender disaggregation: women respondents are the majority among those with no formal education (68.4%), and those with primary/elementary education (65.9%). Men are the majority among those with vocational/technical education (65.0%); with



**Figure 4: Origin survey - graphs of selected demographics of the respondents**



secondary/junior high school education (67.2%); with university (59.8%) or post-graduate education (87.5%).

- Number of dependents: On average, the respondents have 4 to 5 dependents; a significant number (19.2%) have no dependents. On average, women regularly supported more people (4.3 persons) than men (3.8 people).

## **2. Job profile of respondents (current or last job; in home country or abroad)**

**Appendix 3, Part 1** gives the summary of the statistical results.

- Location of the last/current job: For the big majority (72.4%) of respondents, the current or last job is/was abroad. This is almost three-quarters of all origin survey respondents – i.e. migrant workers who have/had income from overseas employment, and have experienced the conditions of work and life as international migrants.
  - Men are the majority (71.9%) among those whose last jobs were in the origin country only;
  - Men and women are fairly evenly distributed among those with jobs abroad (51% men, 49% women).
- Location (country) of the last/current job (if job is/was abroad): The top countries named are (% of respondents who cited this country; descending order) – UAE (15.9%) of respondents, Saudi Arabia (11.9%), Malaysia (11.6%), Lebanon (10.8%), Kuwait (8.2%), Oman (7.9%), Qatar (6.8%), Jordan (5.9%), Singapore (3.7%), Bahrain (1.4%), and Japan (1.4%).
- Location (global/Asian region) of the last/current job (if job is/was abroad): The big majority worked in West Asia/Middle East (70.8% of respondents); this is followed by Southeast Asia (15.3%), and East Asia (2.0%). Africa, Europe and South Asia are also the destination of a few.

## **B. JOB/INCOME CONTEXT, WORKING CONDITIONS, LABOR RIGHTS, ABUSES – JOBS IN ORIGIN COUNTRY VS. JOBS ABROAD**

In analyzing the employment/income context and working conditions of the respondents in the origin survey, we need to cluster the respondents in two, due to the significantly different conditions of the jobs in the home country, as compared to the jobs abroad – (1) respondents whose current/last jobs are/were in the country of origin (140 respondents); and (2) respondents whose last/current jobs are/were abroad (353 respondents).

**Appendix 3, Part 2** gives the summary of the statistical results. The results are gender-disaggregated.

### **1. Employment/Income profile of respondents**

#### **Respondents whose jobs are/were in the origin country only**

- Main source of income
  - Majority (61.4%) of the respondents depend/depended on regular wage income (regular paid job);

-Gender disaggregation: Women are the majority among those with no income (unemployed) (58.3%). Men are the big majority (75.3%) among those with regular income (wage), among those with income from self-employment (82.6%), and among those with irregular income (no steady job) (63.2%).

- Current employment status
  - Majority (54.3%) of the respondents are currently employed;
  - Gender disaggregation: Women are the majority among those who are long-term unemployed (63.6%). Men are the majority among those with current regular job (73.7%), recently resigned/unemployed (83.3%), and current unsteady/irregular job (75.0%).
- Type of job (in origin country): Elementary job or not (ISCO-88 classification)<sup>31</sup>
  - The big majority are/were in non-elementary jobs (72.7% of respondents);
  - Gender disaggregation: Men are the big majority among those with elementary jobs (71.9%), and those who have non-elementary jobs (76.1%).
- Type of job (in origin country): Domestic work (DW) or not (ISCO-88 classification)
  - The overwhelming majority have non-DW jobs (95.0%);
  - Gender disaggregation: All those in DW jobs are women (100%); men are the big majority (78.3%) among those with non-DW jobs.
- Top jobs (in origin country) (ISCO-88 classification)<sup>32</sup>
  - The top jobs are (% respondents who cited this job; descending order): Elementary-laborer (17.1%); driver (16.4%); building finisher (11.4%); professionals (7.9%); sales (7.9%); trades (5.0%); elementary-DW/cleaner (4.3%); machine operator (2.9%); housekeeping & restaurant service workers (2.1%); personal care (2.1%);
  - Jobs where women are the majority: Elementary-building cleaner/caretaker (100%); elementary-DW (100%); personal care/caregiver/ childcare / beautician (100%); teaching professionals (100%);
  - Jobs where men are the majority: Building finisher/ mason / painter / carpenter/ etc. (100%); driver (95.7%); electrical/electronic/car mechanic, technician or repairer (100%); elementary-laborer (91.7%); health professional/ nursing (100%); restaurant worker/ waiter/ cook / housekeeping (66.7%); machine operator (100%); professionals (legal, social science, economic, business, religious) (63.6%); salespersons (63.6%); trades (printing, wood, ceramics, garments, leather, food, etc.) (57.1%).
- Stability and security of job (job in the origin country)
  - The big majority of respondents have renewable jobs (84.7% of respondents);

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<sup>31</sup> Based on the International Standard Classification of Occupations (ISCO-88) approved in 1988 by the International Labour Organization (<http://www.ilo.org/public/english/bureau/stat/isco/isco88/>); “Major Group 9: Elementary Occupations” includes: laborers in general, domestic workers/cleaners/laundryers, street vendors, building caretakers, messengers, porters, garbage collectors, street services, etc.

<sup>32</sup> Ibid.

- But the significant number of these jobs are temporary jobs (50% of respondents);
- Gender disaggregation: Men are the big majority among those with regular/renewable jobs (75.9%), with temporary/contractual but renewable jobs (69.6%), or with temporary and non-renewable jobs (93.3%).
- Employment contract (job in the origin country)
  - Written contract: The big majority did *not* have written contracts (75.8% of respondents);
  - Length of contract: Consistent with the above, the majority did not have definite contract periods (55.0% of respondents). For those with definite contract periods, the average contract length is 28.0 months (2.3 years);
  - Gender disaggregation: Women are the majority among those with written job contracts (54.8%); men are the big majority (83.3%) among those with no written employment contracts;
  - Men are the big majority (81.7%) among those whose contracts have no definite length, and those who don't know the period of their contract (70.8%). Men and women are evenly split among those whose contracts have definite length (50%);
  - On average, women have slightly longer contract periods than men: 29 months (2.4 years) for women vs. 27 months (2.2 years) for men.
- Length of service (length of stay in the job in the origin country)
  - The average is 6.2 years in the job;
  - Gender disaggregation: On average, men stayed longer in their jobs than women (6.6 years for men vs. 5.6 years for women).

### **Respondents whose jobs are/were abroad**

- Main source of income
  - Majority (68.9%) of respondents depend/depended on regular wage income (regular paid job);
  - Gender disaggregation: Women are the majority among those who depended on regular wage income (regular job) (53.5%), and those with no income (no job) (54.9%). Men are the big majority among those with income from self-employment (70.8%), and those with irregular income (no steady job) (70.0%).
- Current employment status
  - Majority (58.9%) are recently unemployed; this contrasts with the results of the origin survey where the majority are currently employed;
  - Gender disaggregation: Men are the big majority for those with current, regular jobs (76.8%), and those with current unsteady/irregular job (100%). They are the slight majority for those who have been long-term unemployed (51.5%), and those with current self-employment (66.7%). Women are the majority for those recently resigned/unemployed (60.9%); women are also the smaller half (48.5%) of those who are long-term unemployed.
- Type of job (abroad): Elementary or not (ISCO-88 classification)

- Majority (73.3%) have/had elementary jobs; this is in contrast to those with jobs in the home country only;
- Gender disaggregation: Women are the majority for those with elementary jobs (69.2%); men are the big majority for those with non-elementary jobs (90.4%);
- Type of job (abroad): DW or not (ISCO-88 classification)
  - Majority (51.8%) are also in non-DW jobs (although this is at a much lower proportion than those with jobs in the home country only). This means that a higher proportion (48.2%) are in DW jobs (compared to 5.0% only for respondents with jobs in the home country);
  - Gender disaggregation: Women are the overwhelming majority (95.3%) for those with DW jobs; men are the big majority (85.6%) for those with non-DW jobs.
- Top jobs (abroad) (ISCO-88 classification)
  - The top jobs are (% respondents who cited this job; descending order): Elementary-DW/cleaner (42.5%); elementary-laborer (17.6%); driver (4.2%); elementary-building caretaker (3.7%); housekeeping & restaurant service workers (3.7%); building finisher (2.8%); sales (2.3%); trades (2.0%);
  - Jobs where women are the majority: Other professionals-Entertainers (100%); elementary-building cleaner/ caretaker (69.2%); elementary-DW/cleaner/laundrer (95.3%); health professionals, including nurse/midwife (100%); personal care worker/caregiver/child care/beautician (100%);
  - Jobs where men are the majority: Building finisher/carpenter/painter/mason/etc. (100%); computing associates, architects, engineers, etc. (100%); driver (100%); electrical/electronic/car technician, repairer mechanic (100%); elementary-garbage collector/sweeper (100%); elementary-laborer (91.8%); elementary-messenger/doorkeeper/porter/etc. (100%); fishery/forestry worker (100%); restaurant, housekeeping services, cook, waiter, bartender (100%); machine operator (100%); market-oriented grower, gardener (100%); metal molder/welder/blacksmith (100%); professional (legal, economics, social sciences, business, religious) (100%); salespersons (75%); teaching professionals (100%); trades (printing, wood, leather, shoes, garments, food, bakery) (100%).
- Stability and security of job (abroad)
  - The big majority of respondents have renewable jobs (83.4% of respondents);
  - The significant number of these are temporary jobs (39.7% of respondents);
  - Gender disaggregation: Men are the majority for those with regular jobs (58.2%). Women are the majority for those with temporary/renewable jobs (69.6%), and temporary but non-renewable jobs (69.6%).
- Employment contract (job abroad)
  - Written contract: The big majority have written contracts (74.4% of respondents); this is in contrast with jobs in origin only (majority don't have written contracts);
  - Length of contract: The big majority (73.7%) of respondents have definite contract periods. Again, this contrasts with those who have jobs in the home country. The average contract length is 27.0 months (2.2 years);

- Gender disaggregation: Women are the majority (55.8%) for those with written contracts. Men are the majority for those without written contracts (60.2%);
- Men are the big majority (79.1%) for those with contracts with no definite length; they are also the majority (56.4%) for those who do not know the length/period of their contract. Women are the majority (60.5%) for those whose contracts have a definite length;
- On average, men have longer contracts than women: 25.0 months (2.1 years) for women vs. 29.8 months (2.5 years) for men.

- Length of service (length of stay in the job abroad)
  - The average is 4.7 years in the job. This is much shorter stay than for those with jobs in the origin country (6.2 years);
  - Gender disaggregation: On average, men stayed longer in their jobs than women (4.2 years for women vs. 5.5 years for men).

## 2. Working conditions

### Respondents whose jobs are/were in the origin country only

- Monthly pay (job in origin country)
  - The average monthly pay is US\$ 152;
  - Gender disaggregation: On average, women and men have nearly similar wages (USD155 for women vs. USD152 for men).
- Hours of work
  - The average hours worked per day is 9.8 hours;
  - Gender disaggregation: On average, women work a bit longer than men (10.8 hours per day for women vs. 9.4 hours per day for men).
- Days off
  - The average is 0.92 days/week (or 1 day per 7.6 days); the big majority of respondents (72.7%) have at least one day off per week;
  - Gender disaggregation: On average, women get less days

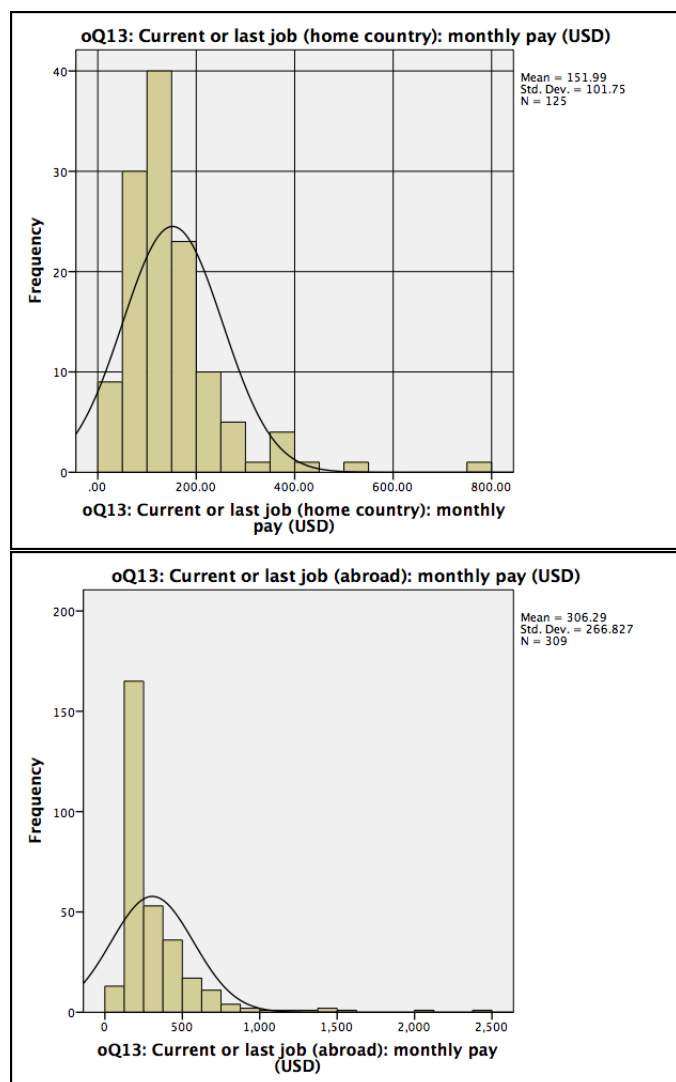


Figure 5: Average monthly wage of origin survey respondents: those with jobs in origin only (top graph), and those with jobs abroad (bottom graph)

off than men (0.71 days/week for women or 1 day per 9.8 days; vs. 1.0 day per 7 days for men). Men get the standard 1 day off per week, while women do not.

- Public holidays
  - Majority (54.0%) get no public holidays;
  - Gender disaggregation: Men are the big majority among those who get all public holidays (72.0%); those who get some of the public holidays (84.4%), and those who don't get any public holiday (70.6%).
- Insurance and social protection
  - Accident/life insurance: The big majority (76.4% of respondents; or more than three-quarters) do not have accident/life insurance. Combining those without insurance and those who don't know means that the big majority (85.1%) potentially or actually have no life/accident insurance;
  - Gender disaggregation: Men are the big majority among those who have life/accident insurance coverage (78.9%), and those without (74.0%). Women are the majority among those who don't know if they have life/accident insurance (54.5%).
  - Health/medical insurance: The big majority (79.1% of respondents; or almost 4 out of every 5) do not have health/medical insurance. Combining those without insurance and those who don't know means that the big majority (89.2%) potentially or actually have no health insurance;
  - Gender disaggregation: Men are the majority among those with health/medical insurance (64.3%), those without (76.2%), and those who don't know if they are covered (53.8%).
  - Retirement protection: The big majority (80.6% of respondents) are not covered by a retirement scheme. Combining those without retirement protection and those who don't know means that the overwhelming majority (96.9%) potentially or actually have no retirement protection – this is almost all the respondents;
  - Gender disaggregation: Men are the big majority among those covered by a retirement scheme fully or partly paid by employer (100%), those who are not covered (71.8%), and those who don't know (71.4%).

### **Respondents whose jobs are/were abroad**

- Monthly pay (job abroad)
  - The average monthly pay is US\$306 – which is more than double (102%) the average wage for jobs in the origin country;
  - Gender disaggregation: On average, men get significantly higher monthly pay than women (USD231 for women vs. USD 396 for men).
- Hours of work
  - The average is 12.5 hours of work per day; much longer than the average hours worked in origin country (9.8 hours); 2.7 hours (28%) longer;

-Gender disaggregation: On average, women work significantly longer hours than men (14.4 hours/day for women vs. 10.4 hours/day for men).

- Days off
  - The average is 0.71 days/week; a lower majority (56.9% of respondents) have at least 1 day off a week;
  - Gender disaggregation: On average, women have much less days off per week than men (0.34 days/week for women vs. 1.15 days for men). Indeed, women get only 1 or 2 days off each month, far below the one-per-week international standard; in contrast, the men get more than 1 day off per week.
- Public holidays
  - The situation is similar with respondents who work in the home country only: the majority (68.2%) of respondents get no public holidays;
  - Gender disaggregation: Men are the big majority (82.7%) among those who get all the public holidays, and those who get some of the holidays (75.5%). Women are the majority (68.2%) among those who don't get any holidays.
- Insurance and social protection
  - Accident/life insurance: The majority (62.8%) don't have life/accident insurance; this is similar to respondents with jobs in the origin (big majority have no insurance). Combining those without insurance and those who don't know means that the big majority (78.2%) potentially or actually have no life/accident insurance;
  - Gender disaggregation: Men are the big majority (77.5%) among those with life/accident insurance; they are also the majority (52.0%) among those who do not know if they have life/accident insurance. Women are the majority (64.0%) among those with no life/accident insurance.
  - Health/medical insurance: The majority (63.1%) do not have health/medical insurance; this is compares with respondents with jobs in the origin (big majority have no insurance). Combining those without insurance and those who don't know means that the big majority (77.4%) potentially or actually have no health insurance;
  - Gender disaggregation: Men are the big majority (77.0%) among those with health/medical insurance. Women are the majority among those without health/medical insurance (63.1%), or those who don't know if they are covered by such insurance (53.2%).
  - Retirement protection: Alarmingly, the majority (53.7%) of respondents do not know if they are covered by a retirement scheme; a big proportion (42.2%) also said that they are not covered by a retirement scheme – this means that an overwhelming 95.9% of those with jobs abroad potentially or actually have no retirement protection – again, this means almost all the respondents;
  - Gender disaggregation: Men are the big majority among those covered by retirement scheme fully or partially paid by the employer (83.3% and 75.0%, respectively). They are also the majority among those not covered by a retirement

scheme (66.2%). Women are the majority among those who do not know if they have retirement protection (69.9%).

### **3. Labor rights and freedoms**

#### **Respondents whose jobs are/were in the origin country only**

- Freedom of movement: The big majority (82.6%) of those with jobs in the home country have full/general freedom of movement;  
-Conversely, 17% have no or severely restricted movement; this is alarming considering that this is in the respondent's home country;  
-Men are the big majority among those who have full freedom of movement (81.0%), and those with general freedom of movement (85.0%);  
-Women are the majority among those with severely restricted movement (55.6%), and the big majority among those with no freedom of movement (84.6%).
- Freedom to communicate: The overwhelming majority (92.1%) have general or full freedom to communicate;  
-Men are the big majority among those with full freedom of communication (78.9%); they are the majority among those with general freedom to communicate (61.9%), and those severely restricted by employer (60%);  
-Women are the overwhelming majority among those with no freedom/prohibited by employer to communicate (100%).
- Freedom to unionize/join organizations: Majority (54.4%) said that they were prohibited (by employers or the government) to unionize/join organizations. This is alarming considering that all of the origin and destination countries surveyed (except Taiwan) are members of the ILO;  
-Men are the majority across all categories: those with freedom to join unions/organizations (78.6%), those with no freedom/prohibited by employers (67.2%), and those prohibited by law/government to join unions/organizations (100%).
- Freedom to join protests/to assemble/to seek redress for grievances: Similarly, the majority (55.7%) said that they were prohibited (by employers) in joining public actions and protests;  
-Men are the big majority in both categories: those who can freely join protests/public actions (81.1%), and those who could not/are prohibited by employers (66.2%).

#### **Respondents whose jobs are/were abroad**

- Freedom of movement: The majority of those with jobs abroad (62.7%) have no or severely restricted freedom of movement. This contrasts with those who work in the origin country only (big majority have full/general freedom of movement);  
-Men are the big majority for those who have full freedom of movement (87.7%); they are also the majority for those who have general freedom of movement



(53.8%). Women are the big majority for those with severe restrictions on movement (81.8%), and for those with no freedom at all (57.7%).

- Freedom to communicate: The majority (59.1%) have full or general freedom to communicate. This is a much lower majority however, compared to those working in the origin country only (overwhelming majority have full/general freedom);
  - This means that a significant 40.9% of those with jobs abroad have severely restricted or no freedom to communicate (compared to 7.9% for those working at home);
  - Men are the big majority for those who have full freedom to communicate (75.6%);
  - Women are the majority for those with general freedom to communicate (53.6%); they are the big majority (85.1%) for those with severe restrictions on communication, as well as those who have no freedom of communication at all (63.9%).
- Freedom to unionize/join organizations: There is a more pronounced restriction abroad (compared to those working in the origin country only): the overwhelming majority (91.6%) of those with jobs abroad said that they are prohibited by employers or the government in joining unions or organizations;
  - Again, this is alarming considering that all of the origin and destination countries surveyed (except Taiwan) are members of the ILO; this is an almost total flouting of the fundamental ILO convention;
  - Men are the big majority (77.8%) for those with full freedom to join unions/organizations; they are also the majority for those who said they are prohibited by law/government to join unions/organizations;
  - Women are the majority (59.0%) for those prohibited by employers to join unions or organizations.
- Freedom to join protests/assemble/seek redress for grievances: The overwhelming majority (93.1%) said that they are prohibited (by employers or the government) in joining public protest actions;
  - Men are the big majority (72.7%) for those with full freedom to join protests/public actions; they are also the big majority among those who said they are prohibited by law/government to join such actions (69.0%);
  - Women are the majority (59.6%) for those who said that the employer prohibited them from joining such actions.

#### **4. Abuses and violations experienced by the respondents**

##### **Respondents whose jobs are/were in the origin country only**

- Complained against labor (contract) violations: A small but significant number (11.4%) of those with jobs at home filed complaint against labor/contract violations. Note that the incidence of labor/contract violations will be much higher, since the 11% represent only those who actually *filed* complaints against the violations;

-Men and women are evenly split (50%) among those who filed complaints against labor violations. Men are the big majority among those who did not file complaints against labor violations (75.0%).

- Abuses by employers (physical, verbal, sexual and similar abuses): A significant proportion (26.4%, or more than a quarter) of respondents working in the origin country said that they experienced at least 1 type of abuse (verbal, physical or sexual), or more than 1 in every four respondents. Of these, 7.1% suffered multiple abuses (2 or more types of abuse);
  - Men are the big majority (82.4%) among those who did not suffer any abuse. Men are the slight majority (51.9%) among those who experienced one form of abuse. Women are the big majority (80.0%) among those who suffered two or more forms of abuse;
  - In terms of specific abuses: 18.6% experienced verbal/psychological/emotional abuse, 7.9% suffered physical violence (with physical contact); 3.6% experienced sexual harassment (no physical contact), and 3.6% suffered sexual abuse (with physical contact);
  - Men and women are evenly split (50.0%) among those who experienced verbal/emotional/ psychological abuse (no physical contact). Women are the big majority (72.7%) among those who suffered from physical violence (with physical contact);
  - Women are the majority (60.0%) among those who experienced sexual harassment/ abuse (no physical contact). All the sexual abuse/violence cases with physical contact (100%) happened to the women respondents.
- Complained against abuses: The overwhelming majority (97.6%) of those working at home did not file or make formal complaint against the abuse;
  - Women are the majority (66.7%) among those who filed complaint/sought redress against physical/sexual abuses. Men are the big majority (72.5%) among those who did not file complaints/sought redress for the abuses.

### **Respondents whose jobs are/were abroad**

- Complained against labor (contract) violations: A little over 10% of those with jobs abroad filed complaints against labor/contract violations. This pattern is similar to, but even lower than, those with jobs in the origin country only;
  - Men and women are evenly split (48.5%) for those who filed complaints against labor violations. Women are the majority (53.9%) for those who did not file complaints against labor violations.
- Abuses by employers (physical, verbal, sexual and similar abuses): More than a fifth (21.0%) experienced at least 1 type of abuse, of which 5.7% suffered multiple abuses (2 or more types); this is slightly lower than the incidence for those working at home, but still means more than 1 in every 5 respondents are abused;
  - Men are the majority among those who did not experience any physical or sexual abuse (52.2%). Women and men are evenly split (50%) among those who

experienced 1 form of abuse. Women are the big majority among those who experienced two or more forms of abuse (77.8% and 100%, respectively).

-In terms of specific abuses: 14.7% of those with jobs abroad experienced verbal/psychological/emotional abuse; 7.9% suffered physical violence (physical contact); 2.3% experienced sexual harassment (no physical contact), and 2.3% suffered sexual abuse/violence (with physical contact);

-Women are the majority (50%) among those who experienced verbal/ emotional/ psychological abuse (no physical contact); they are also the big majority (75.0%) for those who suffered physical violence (with physical contact). Women are an even bigger majority (87.5%) for those who experienced sexual harassment, and those who suffered sexual abuse (with physical contact) (87.5%).

- Complained against abuses: The overwhelming majority (97.2%) did not make any formal complaint against the abuse. This is very closely similar to those working in the origin country (97.6% did not file or make formal complaint against the abuse);  
-Women are the majority (55.6%) for those who filed complaints against abuses; they are also the majority (52.9%) for those who did not file complaints against abuses.

## **5. Reasons why respondent lost or left last job**

### **Respondents whose jobs are/were in the origin country only**

Respondents were asked to give their three main reasons for leaving/losing their last job; all the reasons were coded into 14 categories, aggregated and processed as multi-response variables in SPSS.

Following are the top reasons of respondents whose jobs are in the origin country only (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated:

- (1) Wage/income problems (low, poor, not sufficient, inadequate; need better income/salary): 32.1% of respondents; the overwhelming majority (97.8%) are men;
- (2) Job/income (home country): irregular job/unsteady income/ unemployed/ can't find proper job: 8.6% of respondents; all (100%) are men;
- (3) Hours of work: long, 'on call', long hours but low pay, unlimited work: 5.7% of respondents; the big majority (75.0%) are men;
- (4) Resigned/left last job: to go or process new job abroad: 5.0% of respondents; all (100%) are men;
- (5) Health: illness, sickness, disease; poor health; physically unfit; health problems: 4.3% of respondents; evenly split (50%) between women and men;
- (6) Abuse: physical, verbal, emotional: 3.6% of respondents; the majority (60.0%) are women;
- (7) Family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 2.9% of respondents; all (100%) are men;

- (8) Job nature: difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 2.1% of respondents; the majority (66.7%) are women;
- (9) Wage: payment problems (underpaid; not paid; not paid on time, delayed; wage cut, reduced): 1.4% of respondents; all (100%) are women;
- (10) Settle down; marry, start family; reunite, stay with/take care of family: 1.4% of respondents; evenly split (50%) between women and men;
- (11) Contract: completed, ended, finished; not renewed after contract ended: 1.4% of respondents; evenly split (50%) between women and men;
- (12) Benefits: problems with paid holidays, leaves, days off: extra pay (e.g. overtime), etc.: 1.4% of respondents; all (100%) are men.

There are a few other reasons listed in the appendix (cited by less than 1% of the respondents).

We can further classify the above reasons based on the type/motive of the reason (% respondents, descending order):

<b>Type of Reason (Why left/lost last job) – respondents with jobs in origin</b>	<b># Respondents</b>	<b>As % of Total Respondents</b>
Personal/family: economic, income, financial reasons	48 out of 140	34.3%
Personal: job nature, working conditions, terms of work	15 out of 140	10.7%
Personal: find job, opportunities; (un)employment problems	13 out of 140	9.3%
Personal/family: non-economic, health, other reasons	6 out of 140	4.3%
Personal: abuses at work	5 out of 140	3.6%
(Not applicable)	21 out of 140	15.0%

*\*Note: Items are not additive; multi-response (3 variables) set.*

The table shows that the top reasons cited by the respondents for leaving/losing their last jobs (in the origin country) are all personal and/or family-related (i.e. not macro or community/society-related). The top reasons are almost all economic or job-related -- the dominant reason (by 34% of respondents) is economic/income-related (poor or insufficient income, need to improve financial/economic condition); the next two reasons are job-related: “non-decent” work, or problems with the work (e.g. poor working conditions, unsatisfactory terms of work, etc.), or wanting to get better jobs, including abroad. The rest are non-economic reasons (family needs, health, abuses).

### **Respondents whose jobs are/were abroad**

For those working abroad, following are the top reasons (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated:

- (1) Contract: completed, ended, finished; not renewed after contract ended: 31.8% of respondents; the big majority (87.5%) are women;
- (2) Abuse: physical, verbal, emotional: 5.4% of respondents; the big majority (89.5%) are women;
- (3) Wage/income problem (low, poor, not sufficient, inadequate; need better income/salary): 4.0% of respondents; the big majority (85.7%) are men;

- (4) Visa, work permit: expired, ended (but not overstay): 3.4% of respondents; all (100%) are men;
- (5) Wage: payment problems (underpaid; not paid; not paid on time, delayed; wage cut, reduced): 3.1% of respondents; the big majority (72.7%) are men;
- (6) Health: illness, sickness, disease; poor health; physically unfit; health problems: 3.1% of respondents; the majority (54.5%) are women;
- (7) Return, reintegrate: personal reasons-homesick; can't manage; pregnancy; study; rest for a while: 2.6% of respondents; the majority (55.6%) are women;
- (8) Job nature: difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 2.3% of respondents; the big majority (75.0%) are men;
- (9) Family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 2.0% of respondents; the big majority (71.4%) are women;
- (10) Work/living conditions: poor; problems-food/facilities/etc.; harsh, risky work condition; no freedom in workplace: 1.1% of respondents; evenly split (50%) between women and men;
- (11) Return: sent back home by employer, recruiter, government; sent home due to pregnancy, jealousy, etc.; deported: 1.1% of respondents; the big majority (75.0%) are women;
- (12) Hours of work: long, 'on call', long hours but low pay, unlimited work: 1.1% of respondents; the big majority (75.0%) are men;
- (13) Employer: 'not good' (problem not specified); too strict; bad treatment: 1.1% of respondents; all (100%) are women;
- (14) Abuse: sexual harassment, sexual abuse: 1.1% of respondents; all (100%) are women.

There are a few other reasons listed in the appendix (cited by less than 1% of the respondents).

We can further classify the above reasons based on the type/motive of the reason (% respondents, descending order):

<b>Type of Reason (Why left/lost last job) – respondents with jobs abroad</b>	<b># Respondents</b>	<b>As % of Total Respondents</b>
Personal: job nature, working conditions, terms of work	146 out of 353	41.4%
Personal/family: economic, income, financial reasons	25 out of 353	7.1%
Personal/family: want to return for good/reintegrate	21 out of 353	5.9%
Personal: abuses at work	19 out of 353	5.4%
Personal: visa, work permit status	18 out of 353	5.1%
Personal/family: non-economic, health, other reasons	11 out of 353	3.1%
Personal: find job, opportunities; (un)employment problems	3 out of 353	0.8%
Community/society concerns	1 out of 353	0.3%
(Not applicable)	26 out of 353	7.4%

*\*Note: Items are not additive; multi-response (3 variables) set.*

The top two reasons are similar to reasons of respondents with jobs in the origin country only. For those with jobs abroad, the predominant reason in leaving/losing the last job (41%

of respondents) is job-related (nature or terms of work, problems with the working conditions); this implies that the respondents found the terms/conditions of work abroad unsatisfactory – i.e. the work abroad does not necessarily improve or provide better working conditions. Since, in this context, “last job” (that was lost/left) may also be a job in the home country, then the same logic applies: the respondent left the local job to seek (better) work abroad. The next major reason is economic/income related (need for higher or more steady income, better financial/economic condition for family).

Reintegration/wanting to return for good to the origin country figures among the top reasons why respondents (with work abroad) left their last job. We can use this data as a counter-argument to the oftentimes unfounded fear that lower-skilled migrants are out to flood the destination country, steal local jobs and stay/settle there permanently; the desire to return back to their families in the country of origin remains high in the agenda of the migrant workers. The rest of the reasons are mostly non-economic. Note that abuses at work is the top non-economic reason for leaving/losing the job. Health issues/problems is also a major non-economic reason.

### **C. REASONS AND DECISION-MAKING IN WORKING ABROAD**

In examining the reasons why the respondent decided to go abroad, and how the decision was made, the location of the respondent’s job is not an issue; so let us now look again at all the (888) respondents of the origin country survey.

#### **Currently processing work abroad?**

At the time of the survey, the overwhelming majority (93.2%) of all origin country respondents (888 respondents) were processing their work abroad. Women are the majority among those currently processing their work abroad (57.9%).

#### **Is this job the respondent’s first job abroad?**

Majority of respondents (57.8%) said that this was *not* their first job abroad; meaning, they are repeat migrants. Women are the majority among those who are first-time workers abroad (60.1%).

#### **How decision to go abroad was finalized**

Majority of the respondents (65.3%) said that they initiated the decision, then discussed/finalized the decision and prepared with family (65.3%). A significant 25.5% said they decided by themselves.

Women are the big majority among those who initiated the idea then discussed/finalized/prepared with the family (73.2%). Men are the majority among those who decided by themselves (61.7%); those who were not planning to go but the family suggested and they decided/prepared together (62.5%); and among those not planning to go but the opportunity just came up (0.6%).

## Reasons for working abroad

Following are the top reasons of the respondents in deciding to work abroad (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated:

- (1) Earn, get more income, save: general (purpose not specified): cited by 49.2% of respondents; the majority (66.4%) are women;
- (2) Earn, get more income, save: reduce poverty, financial problems, improve poor economic status: cited by 32.9% of respondents; the big majority (88.0%) are women;
- (3) Earn, get more income, save: support family, children, myself; social protection, retirement: 29.5% of respondents; the big majority (75.4%) are women;
- (4) Better life, future; improve quality of life: 13.2% of respondents; the big majority (80.3%) are women;
- (5) No job or steady income in home country; lack of jobs, opportunities: 6.1% of respondents; the big majority (86.8%) are men;
- (6) Earn, get more income, save: for education (children, siblings, self): 5.9% of respondents; the majority (51.9%) are men;
- (7) Get a job, find a better job, better opportunities or working conditions: 5.7% of respondents; the big majority (70.6%) are men;
- (8) Personal reasons: independence, self-improvement, social status: 4.7% of respondents; which is evenly split (50%0 between women and men;
- (9) Get experience; experience work/life abroad; new skills/horizons/place: 4.3% of respondents; the majority (63.2%) are women;
- (10) Earn, get more income, save: pay/repay debts, loans: 4.3% of respondents; the big majority (78.4%) are men;
- (11) Earn, get more income, save: for house, property, land: 3.4% of respondents; the majority (63.3%) are women;
- (12) Earn, get more income, save: help parents, siblings, relatives: 3.0% of respondents; the majority (55.6%) are women;
- (13) Society: contribute to society, community, country: 2.7% of respondents; the big majority (87.5%) are men;
- (14) Earn, get more income, save: for business, livelihood (start, expand, build): 1.8% of respondents; the big majority (81.2%) are women;
- (15) Society: general problems in the country (political, socio-economic): 1.7% of respondents; the big majority (73.3%) are men;
- (16) Personal: social security, retirement, old-age; get married, settle down, have a family: 1.0% of respondents; the big majority (77.8%) are men;
- (17) Influence, suggestion, pressure from family, friends, peers, etc.: 0.8% of respondents; the big majority (85.7%) are men;
- (18) Personal: family or relationship problems; leave partner; family crisis; abusive spouse/partner: 0.7% of respondents; the big majority (83.3%) are women.

We can further classify the above reasons based on the type/motive of the reason (% respondents, descending order):

Type of Reason (Why work abroad)	# Respondents	As % of Total Respondents
Personal/family: economic, income, financial reasons	612 out of 888	68.9%
Personal: self-improvement, social status	79 out of 888	8.9%
Personal: find job, opportunities; (un)employment problems	54 out of 888	6.1%
Personal: job nature, working conditions, terms of work	51 out of 888	5.7%
Community/society concerns	37 out of 888	4.2%
Personal/family: non-economic, health, other reasons	22 out of 888	2.5%

*\*Note: Items are not additive; multi-response (3 variables) set.*

The run-away top reason for working abroad (cited by a 69% majority of respondents) is economic/financial/ income related. The next highest, although cited by only a 9% minority, is personal and non-economic: self-growth, independence, improving the respondent's social status; for respondents, going abroad is a way to achieve this. Job-related reasons (unemployment/finding job abroad, or finding better jobs or better terms/working conditions abroad) are the other top motivations of respondents in wanting to go abroad.

### Reasons for returning home

Following are the top reasons given by the respondents why they left the host country and returned to their country of origin (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated:

- (1) Contract: completed, ended, finished; not renewed after contract ended: 19.9% of respondents; the big majority (87.0%) are women;
- (2) Wage: payment problems-underpaid; not paid; not paid on time, delayed; wage cut, reduced: 5.2% of respondents; the big majority (80.4%) are men;
- (3) Wage, income: low, poor, not sufficient, inadequate; need better income/salary: 4.5% of respondents; the big majority (75.0%) are men;
- (4) Visa, work permit: expired, ended (but not overstay/undocumented): 4.3% of respondents; the big majority (73.0%) are men;
- (5) Return: family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 3.8% of respondents; the majority (72.7%) are men;
- (6) Job (abroad): difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 3.3% of respondents; the big majority (75.9%) are men;
- (7) Health: illness, sickness, disease; poor health; physically unfit; health problems: 2.9% of respondents; the majority (65.4%) are men;
- (8) Return, reintegrate: settle down; marry, start family; reunite, stay with/take care of family: 2.7% of respondents; the big majority (79.2%) are men;
- (9) Abuse: physical, verbal, emotional, etc.: 2.7% of respondents; the big majority (75.0%) are women;
- (10) Work/living conditions: poor; problems-food/facilities/etc.; harsh, risky work condition; no freedom in workplace: 2.1% of respondents; the big majority (73.7%) are men;
- (11) Return, reintegrate: start, build livelihood, business, investment in home country; work/live on income in home country: 1.7% of respondents; the big majority (86.7%) are men;



- (12) Hours of work: long, 'on call', long hours but low pay, unlimited work: 1.6% of respondents; the big majority (85.7%) are men;
- (13) Contract: violations, substitution; job/wage not according to contract; no job as promised in contract: 1.6% of respondents; the overwhelming majority (92.9%) are men;
- (14) Return, reintegrate: personal reasons-homesick; can't manage; pregnancy; study; rest for a while: 1.5% of respondents; the majority (61.5%) are men;
- (15) Closure of company, workplace: 1.5% of respondents; all (100%) are men;
- (16) Benefits: problems with paid holidays, leaves, days off: extra pay (e.g. overtime); other benefit problems: 1.5% of respondents; all of who (100%) are men;
- (17) Visa status: undocumented, irregular, overstay: 1.1% of respondents; the overwhelming majority (90.0%) are men;
- (18) Employer: 'not good' (problem not specified); too strict; bad treatment: 1.1% of respondents; the big majority (70.0%) are women;
- (19) Host country: adverse society-harsh/unfair laws, restrictions; difficulty: language/culture; high cost; economic crisis: 1.0% of respondents; the big majority (88.9%) are men.

The appendix lists several (16) other reasons (cited by less than 1.0% of respondents).

We can further classify the above reasons based on the type/motive of the reason (% respondents, descending order):

<b>Type of Reason (Why returned home)</b>	<b># Respondents</b>	<b>As % of Total Respondents</b>
Personal: job nature, working conditions, terms of work	280 out of 888	31.5%
Personal/family: economic, income, financial reasons	82 out of 888	9.2%
Personal/family: want to reintegrate/return for good	75 out of 888	8.4%
Personal: visa, work permit status	57 out of 888	6.4%
Personal/family: non-economic, health, other reasons	26 out of 888	2.9%
Personal: abuses at work	24 out of 888	2.7%
Personal: find job, opportunities; (un)employment problems	14 out of 888	1.6%
Community/society concerns	11 out of 888	1.2%
(Not applicable)	13 out of 888	1.5%

*\*Note: Items are not additive; multi-response (3 variables) set.*

The predominant reason for returning to the origin country is job-related (32% of respondents) – i.e. the job nature, terms of employment, conditions of work abroad is not satisfactory. Economic/financial reasons come second (basically insufficient/unsteady income, wage/income problems abroad).

Again, the agenda to reintegrate/return for good is among the top reasons for leaving the host country and going back to the origin – in various contexts, including pressure/desire of the family for the respondent to return, family needs/problems, reuniting with family, starting/building up respondent's business/livelihood in the home country, etc.). Non-

economic reasons including visa issues, health, abuses come next. Finding a job (back in the home country) is low in the list of reasons.

## **D. CHAPTER SYNTHESIS: KEY RESULTS & FINDINGS (CHAPTER 2)**

### **1. Profile of respondents in the origin survey**

- a. Migrant workers (respondents) at the origin are a young work force (average age is 34 years) at the prime of labor productivity, with high potential for mobility. The majority are women; have lower levels of formal education (none or up to primary level; women are the majority among those without, or with up to primary education); are married/have families (although a fifth are single/never married, mostly men); and provide regular financial support to at least four dependents.
- b. Mechanisms, policies, programs, strategies, interventions and reforms aimed at protecting (international) migrant workers against abuses, violations and exploitation, including recruitment abuses, trafficking and forced labor, have to take stock of the above demographics of the “typical” migrant worker at the origin (origin survey respondents).

### **2. Location of (current/last) job**

- a. The big majority of the origin survey respondents have/had jobs abroad – i.e. they are not “new” or first-time migrant workers; many are back in their home countries after their work abroad have been completed or terminated; others on vacation or leave. Therefore, they have derived income from overseas work, and have experienced the life and conditions of work abroad. Men and women are fairly evenly distributed among them.

This also shows the repeating or cyclical pattern of working abroad, in temporary and lower paid jobs, where the migrants typically go through recruiters in each cycle – thus repeated exposure to abusive and exploitative recruitment practices. Another implication is the strong dependency of the respondents on overseas income.

- b. The big majority worked in West Asia/Middle East and southeast Asia. Given the large inter-Asian labor migration flows (as exemplified by this set of respondents), and the prominent role of West Asia (Middle East) as a destination region, reforms and interventions to protect migrant workers from abuses, violations and recruitment problems have to strongly involve these Asian countries.

Therefore, in addition to operationalizing the international standards at the country level, it is critical to also have bilateral, multilateral and Asian regional agreements, standards, instruments, mechanisms and cooperation on the recruitment, placement, employment and protection of migrant workers.

### 3. Main source of income

- a. Respondents whose jobs are/were in the origin country only – Majority depend on regular wage income (regular paid job). Women are the big majority among those with no income (no paid job). Men are the big majority among those with income (regular wage income, self-employment income, irregular income). This illustrates the gendered economic marginalization of women – separation from sources of (productive) income, and their home/care-related work being unpaid.
- b. Respondents whose jobs are/were abroad – Majority depended on regular wage income (regular paid job); women are the majority among those with regular wage income. Notice that for this group of respondents (have/had worked abroad), women now have income power; they are the majority among those with regular wage income (compared to respondents who have never worked abroad: majority of women have no income/no job). This indicates that working abroad is a financially empowering option for women, transforming them from being long-term unemployed, to regular wage earners (as migrant workers abroad).

This also shows the dependency of respondents on income from oversea work – including the women (migrants) this time.

### 4. Current employment status (at time of survey)

- a. Respondents whose jobs are/were in the origin country only – Majority are currently employed (at the time of the survey) – but this largely reflects the employment of the *men*; men are the majority among those with jobs (currently employed, recently resigned, current unsteady job). Women are the majority among the long-term unemployed. This reinforces the earlier observation about the gendered economic marginalization of women. The earlier result also showed that seeking work/income abroad is one way by which women try to overcome this situation.

Therefore, men and women may have different motivations in seeking work abroad, even if they may have similar (economic/income) reasons.

- For the men, unemployment is not necessarily the top driver of the respondents in seeking work abroad – differentials in wage, benefits, working conditions, etc. could be the stronger motivators. Note that men are the big majority among the recently resigned – many to process their work abroad.
  - For the women, who have no income and many are long-term unemployed, the majority may be seeking access to income and jobs. This means that in targeting overseas work, men may tend to get jobs that pay or provide better terms (compared to their current job/income); women may tend to get any available job abroad.
- b. Respondents whose jobs are/were abroad – Majority are recently unemployed; this contrasts with those who have jobs in the origin country only. This may reflect more on the loss of jobs of the *women* migrants at the destination -- men are the

big majority among those with current regular jobs at the destination; women are the majority among the recently unemployed/ resigned. This may indicate the current job market situation in the destination countries, where many migrants (especially women migrants) may have lost their jobs for various reasons. This shows that jobs abroad are vicarious, and migrants, specifically the women in this case, can easily lose their jobs abroad.

## 5. Type of jobs

- a. Respondents whose jobs are/were in the origin country only – Majority have/had non-elementary jobs; men are the majority among those with non-elementary jobs. The overwhelming majority have non-DW jobs, indicating that domestic work is typically not a popular choice of job for respondents in their home countries. Men are the big majority in non-DW jobs; women are the overwhelming majority in DW jobs.
  - The top jobs, although not predominantly elementary-type job, are still largely lower-paying jobs – elementary (laborer), driver, building finisher, sales, elementary-domestic work, machine operator (factory). Professionals (legal, social science, economic, business, etc.), trades (printing, wood, ceramics, garments, leather, food, etc.), hotel/restaurant workers, and personal care workers are also among the top jobs.
  - There are very strong gender and class stereotypes in the jobs in the home countries – women being the majority in care-related work, and the overwhelming majority in domestic work; men being the majority among laborers, building/construction work, drivers, etc. DW is still predominantly women’s work, even for jobs in the origin countries. The majority of respondents, having lower levels of education, end up in predominantly lower-paying jobs.
  - The lower-paying, gender-biased job categories of workers at the origin seem to carry-over to the destination countries and constrain the jobs that are accessible or available to them overseas.
- b. Respondents whose jobs are/were abroad – Majority have/had elementary jobs; this contrasts with those who have jobs in the origin country only. Women are the majority among those with elementary jobs.
  - Majority are also in non-DW jobs, although the proportion of those in DW is much higher than in the origin countries. Men are the big majority in non-DW jobs; women are the overwhelming majority in DW jobs. This indicates that while workers and women shy away from DW in their own countries, it becomes a more common option abroad, particularly for women.
  - The top jobs are almost all elementary or lower-paying jobs; DW, elementary-labor, driver, building caretaker, restaurant housekeeping, building finisher/workers being the top most jobs

For all origin country respondents, we can see strong gender and class stereotypes in the jobs, both in the origin and destination countries: migrant workers hired in lower-paying, “3D” jobs; very strong gender stereotypes and biases in the types of jobs -- women are

predominant in care-related work, DW, entertainment work, health services, personal care services; men mostly work as building/construction workers, architecture/engineering/computer associates, drivers, garbage collectors/sweepers, laborers, etc.

## **6. Stability and security of job**

- a. Respondents whose jobs are/were in the origin country only – There is some stability in the jobs (in origin countries), although long term sustainability is doubtful. Majority of the jobs are renewable, but temporary. Which suggests that these do not provide wages/income sufficient for decent life/survival for life in the origin country.
  - Men are the big majority in renewable, even if temporary jobs; men overwhelming dominate nonrenewable, temporary jobs; this contributes to the pressure/motivation to find better jobs abroad.
  - Employment contract – the big majority do *not* have written contracts; majority have no definite contract period. This reinforces the observation that job in the origin seem not to provide long term sustainability and decent returns. Men are the big majority among those with no written contracts. This also fosters high mobility, since the worker is not legally obliged to stay with the employer.
- b. Respondents whose jobs are/were abroad – There is little stability and security of jobs abroad; the big majority of jobs (abroad) are also renewable (like jobs in origin country), but almost 40% are temporary. Men are the majority in regular jobs; women are the majority in temporary jobs.
  - Big majority have written contracts; this contrasts with jobs in origin (majority have no written contract).
  - Women majority among those with written contracts; majority among those whose contracts have definite length. Women's contract shorter by a few months than men's. although % of those with contracts is higher for job abroad, the main issue is the visa/permit to stay, permit to work, which trumps written contracts making migrants' stay/work abroad very precarious.

## **7. Working conditions: Monthly pay**

- a. Respondents whose jobs are/were in the origin country only – The average monthly pay is USD 152. Women and men have nearly similar wages.

Is this fair or decent wage in the origin country? This can be compared with just/decent "living wage" advocated by policy makers or civil society groups in each of the origin countries; however, we don't have these data as of now. The low/insufficient wage at the origin, and the big wage differential between the places of origin and destination (within the country or between countries) are major drivers usually pointed out in the analysis of migrant worker flows.

- b. Respondents whose jobs are/were abroad – The average monthly pay is USD 306, which is double the average monthly wage for those working in the origin only. Men get significantly higher monthly wage than women.

The same question applies: is this just/decent wage in the origin country (even if earned abroad)? An illustrative comparison can be the minimum wage mandated by the Philippine government for the Filipino domestic workers abroad: USD 400/month. The USD 306 monthly pay of respondents in the origin with jobs abroad is lower than this prescribed wage for migrant domestic workers.

## **8. Working conditions: Hours of work, rest days, holidays**

- a. Respondents whose jobs are/were in the origin country only:
- Hours of work: The average (9.8 hours/day) is almost two hours longer than the 8-hour day; this will be within standards if rest hours are included and there is extra pay for the extra hours worked. On average, women work about 1.4 hours longer than men; therefore even if monthly wages are nearly equal for men and women, women are still paid *less* if they work longer hours for the same amount of pay.
  - Days off: On average, respondents get less than the standard 1 day off per week. Women get less days off than men; men get the standard 1 day off per week, but women get less than this (0.71 days per week, or about 1 day off every 10 days). This is another typical example of gendered exploitation, where women are treated below standard in terms of rest days and holidays, even in their own countries.
  - Holidays: More than half do not get the (paid) public holidays; men are the big majority among those who get all the public holidays, but they are also the big majority among those who do not get any public holiday.
- b. Respondents whose jobs are/were abroad:
- Hours of work: The average (12.5 hours/day) is much longer than the 8-hour day; this is 28% (2.7 hours) longer than the average work day in the origin country. This longer average hews closely to the length of work of DW, and indicates the big number of DW among the respondents. Women work significantly longer (14.4 hours/day) than men (10.4 hours/day); again, the 14-hour work is indicative of DW job, and reflects the greater exploitation of women. The longer work hours abroad also reflect the greater exploitation of lower-paid migrant workers in general, because they (specifically those in elementary and DW jobs) are generally not paid for extra or overtime work.
  - Days off: Similar to jobs at the origin, respondents get less than the standard 1 day off per week (average is 0.71 days/week, or 1 day off every 10 days). Women don't get the weekly day off (0.34 days/week, or 1 day off every 20 days). Men get more than 1 day off per week (1.25 days/week). As earlier mentioned, this is a strong gender pattern in the jobs in the origin as well as abroad.
  - Holidays: The situation is similar with respondents who work in the home country only: the majority of respondents get no public holidays. Men are the

big majority among those who get all the public holidays. Women are the majority among those who don't get any public holiday.

## **9. Insurance and social protection**

- a. Respondents whose jobs are/were in the origin country only:
  - Big majority have no life/accident insurance; men are the big majority among those who have life/accident protection. Women are the majority among those who do not know if they are covered.
  - The big majority have no health/medical insurance (paid by employer). Men are the majority among those with health/medical insurance.
  - The big majority have no retirement protection. Men are the big majority among those with retirement protection (fully or partly paid by employer).
- b. Respondents whose jobs are/were abroad:
  - Like in the origin country, majority with jobs abroad don't have life/accident insurance; men are the big majority among those with life insurance. Women are the majority among those with no life/accident insurance.
  - Majority do not have health/medical insurance, like jobs in the origin. Men are the big majority among those with health/medical insurance. Women are the majority among those without health/medical insurance, and among those who do not know if they are covered.
  - The majority do not know if they have retirement protection; a big proportion (42.2%) are not covered by retirement protection; together, an overwhelming 96% have potentially or actually no retirement protection. Men are the big majority among those with retirement coverage (fully or partially paid by the employer); women are the majority among those who do not know if they are covered.

The overwhelming lack of social protection (particularly health/accident insurance and retirement coverage) among migrant workers at the origin, and even if they work abroad, is very alarming. These can become devastating shocks to the migrants/families, which can drive them to extreme poverty, even if they have (temporary) work abroad. Ultimately, social protection and safety nets become the responsibility of the home country, particularly when the worker retires, becomes unemployed, returns for good from abroad, gets sick or disabled. Measures have to be put in place both by origin and destination countries to ensure that all workers (at the origin and destination countries) are covered by adequate social protection (partly or fully paid by employers), including retirement scheme, while the workers are still working and productive.

## **10. Labor rights and freedoms**

- a. Respondents whose jobs are/were in the origin country only:
  - Freedom of movement: The big majority have full or general freedom of movement, but 17% have no or severely restricted movement. This is alarming since this is in the home country. Women are the majority among those with severely restricted or with no freedom at all.

- Freedom to communicate: The overwhelming majority have general or full freedom, but 8% have severely restricted or no freedom at all. Women are the overwhelming majority among those with no freedom to communicate.
  - Freedom to unionize/join organizations: Majority (54%) said they were prohibited (by employer or government) to join organizations/unions. Men are the majority among those prohibited to join. This is alarming considering that all of the origin and destination countries surveyed (except Taiwan) are members of the ILO. If true, this is a blatant and widespread violation of fundamental ILO standards; if not, it reflects massive failure to inform, or widespread misconception among the local workers.
  - Freedom to join protests/assemble/ seek redress for grievances: Majority (56%) said that they were prohibited (by employers) to join public actions or protests. Men are the majority among those prohibited to join. This is not illegal *per se*, but can be a violation of the right to seek redress if this is used to threaten or prevent the migrants from airing their legitimate grievances.
- b. Respondents whose jobs are/were abroad:
- Freedom of movement – Majority have no or severely restricted freedom. This contrasts with those who work in the origin country only (big majority have full/general freedom of movement). Men are the big majority among those with full or general freedom. Women are the big majority for those with severe restrictions or no freedom at all.
  - Freedom to communicate - The majority have full or general freedom to communicate (but much lower majority compared to those working in the origin country only). 41% have severely restricted or no freedom. Men are the big majority among those with full freedom; women are the majority among those with severe restrictions or no freedom at all.
  - Freedom to unionize/join organizations – There is a more pronounced restriction abroad (compared to those working in the origin country only): the overwhelming majority (91.6%) said that they are prohibited by employers or the government in joining unions or organizations. Again, this is alarming considering that all of the origin and destination countries surveyed (except Taiwan) are members of the ILO; this flouts the fundamental ILO conventions. Men are the big majority among those with full freedom; women are the majority among those prohibited by employers.
  - Freedom to join protests/assemble/seek redress of grievances – the overwhelming majority said that they are prohibited in joining public actions/protests. Men are the big majority among those with full freedom; women are the majority among those who said that they are prohibited from joining public actions/protests.

## **11. Labor violations experienced by the respondents**

- a. Respondents whose jobs are/were in the origin country only: Complained against labor (contract) violations – Few (11%) filed complaints against labor (contract) violations. Men are the big majority among those who did not file complaints.



- b. Respondents whose jobs are/were abroad: Complained against labor (contract) violations – Few (10%) filed complaints against labor/contract violations, similar to respondents who worked in the origin. Women are the majority among those who did not file complaints against labor violations.

The proportion of those actually filing complaints against labor violations is low but significant, and could be increased if access to complaints/redress procedures and access to justice is improved, especially for migrant workers who, as foreigners, face many deterrents in making complaints/seeking redress.

## **12. Physical, verbal, sexual and similar abuses by the employer**

- a. Respondents whose jobs are/were in the origin country only:
  - More than a quarter of respondents said that they experienced at least one type of abuse, of which 7% experienced multiple abuses. Men are the big majority among those who did not suffer any abuse. Women are the big majority among those who suffered multiple abuses.
  - An unacceptable 8% suffered physical violence (with physical contact), and 4% suffered sexual violence (with physical contact).
  - The research validates the strong gender-based pattern of violence/abuse: Women are the big majority among those who suffered physical violence; women are the majority among those who suffered sexual abuse/harassment (no physical contact); women are the overwhelming majority of those who suffered sexual abuse/violence (with physical contact).
  - Complained against abuses: The overwhelming majority (98%) did not file complaints against the abuses. Women are the majority among those who filed complaints against abuses.
- b. Respondents whose jobs are/were abroad:
  - More than a fifth experienced at least 1 type of abuse, of which 6% suffered multiple abuses (2 or more types); this is slightly lower than the incidence for those working at home, but still means more than 1 in every 5 respondents are abused. Men are the majority among those who did not suffer any abuse. Women are the big majority among those who experienced multiple abuses.
  - An unacceptable 8% experienced physical violence/abuse (with physical contact); 2.3% experienced sexual abuse/violence. Women are the big majority of those who suffer physical violence/abuse (with physical contact); even bigger majority among those who suffered sexual abuse/violence.
  - Complained against abuses: The overwhelming majority did not make any formal complaint against the abuses; this is very closely similar to respondents who work in the origin only. Women are the majority among those who filed complaints against the abuses.

### **13. Reasons why respondent lost or left last job**

- a. Respondents whose jobs are/were in the origin country only:
  - The top reason why respondents in origin (almost a third of respondents) left/lost their last job (jobs in the origin countries only) is wage problem (low/poor wage; not sufficient; need better income/salary).
  - This affirms the earlier observation of low pay/wage and work that is not sufficient to sustain a decent life for the worker and her/his family. This is one of the main drivers of overseas labor migration.
  - The top reasons cited by the respondents for leaving/losing their last jobs (in the origin country) are all personal and/or family-related (i.e. not macro or community/society-related). The top reasons are almost all economic or job-related -- the dominant reason (by 34% of respondents) is economic/income-related (poor or insufficient income, need to improve financial/economic condition); the next two reasons are job-related: "non-decent" work, or problems with the work (e.g. poor working conditions, unsatisfactory terms of work, etc.), or wanting to get better jobs, including abroad. The rest are non-economic reasons (family needs, health, abuses).
- b. Respondents whose jobs are/were abroad:
  - The top two reasons are similar to reasons of respondents with jobs in the origin country only. For those with jobs abroad, the predominant reason in leaving/losing the last job (41% of respondents) is job-related (nature or terms of work, problems with the working conditions); this implies that the respondents found the terms/conditions of work abroad unsatisfactory – i.e. the work abroad does not necessarily improve or provide better working conditions. Since, in this context, "last job" (that was lost/left) may also be a job in the home country, then the same logic applies: the respondent left the local job to seek (better) work abroad. The next major reason is economic/income related (need for higher or more steady income, better financial/economic condition for family).
  - Reintegration/wanting to return for good to the origin country figures among the top reasons why respondents (with work abroad) left their last job. This is a counterargument to the oftentimes unfounded fear that lower-skilled migrants are out to flood the destination country, steal local jobs and stay/settle there; the desire to return back to their families in the country of origin remains high in the agenda of the migrant workers. The rest of the reasons are mostly non-economic. Note that abuses at work is the top non-economic reason for leaving/losing the job. Health issues/problems is also a major non-economic reason.

### **14. Decision-making in working abroad**

- a. At the time of the survey, the overwhelming majority (93%) of all origin respondents were processing for work abroad. Women are the majority among them.

- b. Majority said that this was not their first time to work abroad (i.e. they are repeat migrants). Women are the majority among first-time migrants. Men and woman are fairly evenly distributed among the repeat migrants.
- c. Majority of the respondents said that they initiated the decision, then discussed/consulted and finalized the decision with the family. More than a quarter of the respondents said that they decided by themselves.  
-Women are the big majority among those who initiated the move then finalized/prepared with the family. Men are the majority among those who decided by themselves.

These results show the high level of dependency of respondents on income/work abroad, through repeated cycles of vicarious, temporary jobs abroad; as mentioned, this cyclical pattern repeatedly exposes the respondents to unscrupulous recruitment practices, especially exorbitant fees.

There is also a high level of individual/personal initiative in starting the decision/plan to go abroad, with women being the big majority among those who do this; but the final decision is still made together with the family. This indicates that a big proportion of women at the origin take a more pro-active role in initiating the move to work abroad. The results also show the traditional power of men to initiate *and* finalize decisions by themselves, including in working abroad.

#### **15. Reasons for working abroad**

- a. The research validates that the foremost reason for working abroad (cited by a 69% majority of respondents) is economic/financial/ income related. The research shows that it is not joblessness per se that is the top motivator, but the desire to improve the respondent's income/financial capacity.
- b. The next main reason, although cited by only a 9% minority, is personal and non-economic: self-growth, independence, improving the respondent's social status; for respondents, going abroad is a way to achieve this.
- c. Job-related reasons (unemployment/finding job abroad, or finding better jobs or better terms/working conditions abroad) are the other top motivations of respondents in wanting to go abroad.

#### **16. Reasons for returning home from abroad**

- a. The predominant reason for returning to the origin country is job-related (32% of respondents) – job nature, terms of employment, conditions of work abroad is not satisfactory. Economic/financial reasons come second (basically insufficient/unsteady income, wage/income problems abroad).
- b. The desire to reintegrate/go home for good is among the top reasons for leaving the host country and returning to the origin – in various contexts, including

pressure/desire of the family for the respondent to return, family needs/problems, reuniting with family, starting/building up respondent's business/livelihood in the home country, etc.).

- c. Non-economic reasons including visa issues, health, abuses come next. Finding a job (back in the home country) is low in the list of reasons. 36

## CHAPTER 3:

### KEY RESULTS OF THE SURVEY IN DESTINATION COUNTRIES: JOB PROFILE & WORKING CONDITIONS ABROAD

This chapter presents the results of the baseline survey in the six countries of destination, focusing on the working conditions and actual situation of the migrant workers (respondents) in those countries. We want to analyze if the respondents, who went through the various recruitment and labor migration channels, ended up in decent jobs and fair working conditions in the countries of employment. Have the international, bilateral and national standards helped protect the respondents against recruitment abuses and labor rights violations, and enabled them to secure decent jobs abroad?

#### A. PROFILE OF RESPONDENTS IN COUNTRIES OF DESTINATION

##### 1. Demographic profile

See **Appendices 2 and 4** for the summary of statistical results. The results are gender-disaggregated.

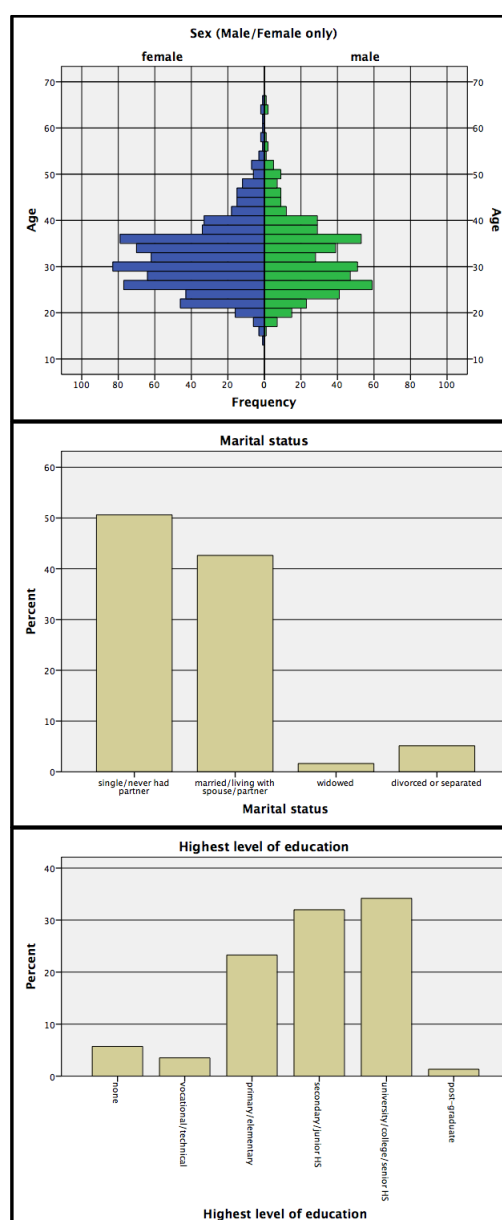
The destination country survey interviewed a total of 1,265 migrant-respondents based in six countries, distributed as follows: Bahrain (9%), Lebanon (10%), Malaysia (8%), Singapore (9%), Taiwan (32%), and Thailand (32%).

Following are the demographic characteristics of the respondents:

- **Origin:** The top countries of origin of the respondents are (descending order): Philippines (39.9% of respondents); Myanmar (30.8%); Bangladesh (8.3%); Indonesia (4.5%); Vietnam (3.8%); Sri Lanka (3.5%); India (2.9%); Nepal (2.2%). Other origin countries cited by respondents are: Egypt, Ethiopia, Ivory Coast, Kenya, Nigeria, Pakistan, Sudan.

The big majority (79.0%) come from Southeast Asia.

- **Gender:** Majority of the respondents are women (59.3%).
- **Formal education:** Majority (64.5%) have



**Figure 6: Graphs of selected demographics of respondents in the destination survey**

below college/university education. In contrast to the origin country, the destination country respondents have higher levels of formal education: more respondents with university/college education (10.5% in origin survey vs. 35.5% in destination survey respondents); and less respondents with no/primary education only (59.7% in origin survey vs. 29.0% in destination survey).

Women respondents are the majority among those without formal education (58.5% of respondents), and those with vocational/technical education (55.0%). But women are also the majority among those with higher levels of education – those with secondary/junior HS (57.2%), university/college (69.8%), and post-graduate education (92.9%).

- **Marital status:** Majority of the respondents (50.6%) are single/never married. This contrasts with the origin country respondents where married/living with spouse/partner are the majority (76.4%). Women are the majority across almost all categories of marital status: single/never married (64.1%); widowed (89.5%); divorced/separated (85.7%). Males have a slight majority (50%) among those married/living with partner.
- **Age:** The average age of respondents is 31.8 years. This is near, but lower than, the average age of origin country respondents (34.1 years). Again this means that the destination country respondents are at the prime of their labor productivity. Average age of female and male respondents are nearly the same, with females being very slightly older at 31.78 years, compared to males at 31.69.
- **Number of dependents:** On average, the respondents regularly support (financially) 3 to 4 people. This is slightly lower than the average for origin country respondents (4 to 5 dependents). On average, female and male respondents regularly support almost the same number of dependents (3.30 and 3.34 people, respectively).

## **2. Employment/income profile and security of stay of respondents (current/last job abroad)**

*Appendix 4* gives the summary statistical results. The results are gender disaggregated.

### **Current employment status (in destination country)**

The overwhelming majority (92.3%) of respondents are currently employed. Women are the majority among those who are unemployed/no steady employment (53.5%), trainees (54.5%), and the employed (59.4%).

### **Type of job (ISCO-88 classification)**

The big majority of respondents (80.1%) have elementary jobs. Women are the majority in both elementary and non-elementary job categories (59.8% and 53.6%, respectively).

The big majority (78.3%) have non-DW jobs; this means that a significant 21.7% have DW jobs. Women are the overwhelming majority (94.6%) in DW jobs; males are the majority (51.1%) in non-domestic work jobs.

### **Top jobs (ISCO-88 classification)**

The top jobs are (descending order): Elementary-laborer (49.7% of respondents); elementary-DW/cleaner (19.2%); machine operator (5.3%); personal care worker, caregiver, etc. (2.8%); electrical/electronic mechanic, servicer (2.2%); building finisher (1.5%); and elementary-building caretaker (1.3%).

Women are the majority in the following job types: Elementary job-domestic worker/cleaner (94.6%); machine operator-factory (67.2%); personal care worker, caregiver, beautician (97.1%); plant operator (90%); teaching professional (100%); trades/artisan (66.7%).

Men are the majority in the following job types: Building finisher (84.2%); computer associates, architect, engineer, physical science workers (66.7%); drivers (100%); elementary job-building caretaker/cleaner (82.4%); elementary jobs-laborer (52.0%); elementary job-porter, messenger, watchperson (75.0%); elementary job-sales/vendor (100%); fishery/forestry worker (100%); metal works (80.0%); protective services/security guard (100%); salesperson/market seller/call center worker (54.5%).

### **Stability/security of job and stay abroad**

- Valid visa: The big majority (87.4%) have valid visa. Women are the majority in both categories: those with valid visa (58.5%), and those without (63.0%).
- Valid work permit: The big majority (86.4%) have valid work permits. Women are the majority in both categories: those with valid work permit (58.6%), and those without (62.9%).
- Written employment contract: Only a little over half (53.4%) have written contracts; the rest either have no written contracts or don't know if they have contracts at all. Women are the majority in all categories: those with written contracts (65.0%); those without (54.2%); those who don't know (52.9%).
- Contract period: For those with contracts, the big majority (75%) have contracts with definite length; the average contract period is 31.2 months (2.6 years).
- Renewable contract: Less than half (49%) have renewable contracts; the rest are not renewable (39%) or they don't know (12%).
- Length of stay in this destination country: The average is 5.2 years.
- Length of stay abroad: The average is 5.7 years.

## B. WORKING CONDITIONS, LABOR RIGHTS, ABUSES – CURRENT JOB ABROAD

### 1. Working conditions

#### Monthly pay and hours of work

- Monthly pay: The average monthly pay is US\$ 434; majority of respondents (57.2%) have wages below this average.

This is more than 2.85 times (185% higher than) the monthly wage of respondents in the origin with jobs in the origin country only (USD 152); this is 1.42 times (42% higher than) the monthly wage of respondents in the origin who have/had jobs abroad (USD 306). As discussed in the previous chapter, the big income differential between jobs in the origin compared to jobs abroad is a top reason why respondents seek work abroad.

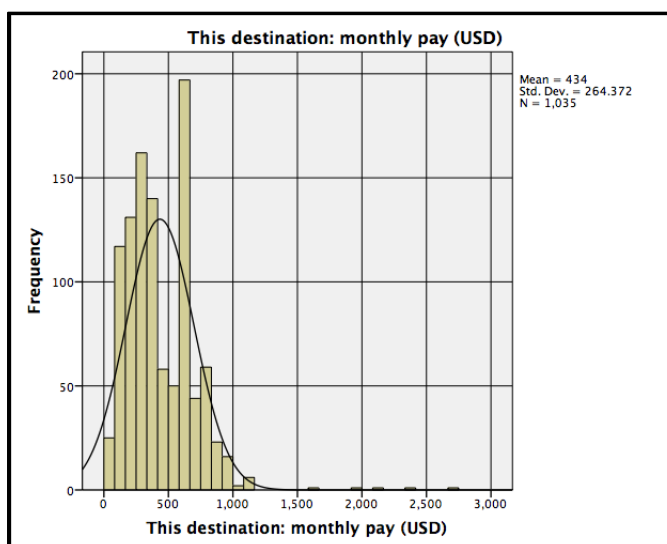


Figure 7: Average monthly pay (based on destination survey)

Gender disaggregation: The women and men have nearly the same average monthly wage (USD 434 for women vs. USD 439 for men).

- Hours worked: The average is 10.7 hours/day. Almost half (47.9%) have working hours longer than this average; less than a third (31.1%) have working hours of 8 hours or less. This is 9% (almost 1 hour) longer than the average work hours of respondents with jobs in the origin country only (9.8 hours/day).

Gender disaggregation: Women on average, work longer hours than men (11.1 hours/day for women vs. 10.1 hours/day for men; or 1 hour longer work for women).

#### Days off, holidays, accommodations

- Days off: The average is 3.96 days off per month (0.99 days off per week; or 1 day off every 7.1 days). The big majority (71.3%) have weekly days off (at least 4 days/month). This is below the standard 1 day off per week; this is similar to the situation of respondents with jobs in the origin country (0.92 days off per week).

Gender disaggregation: Women, on average, have less days off per month (3.77 days/month for women vs. 4.24 days for men). Note that women have less than 1 day off per week (0.94 days/week, or 1 day off every 7.4 days), while men have more than 1 day off every 7 days (1 day off every 6.6 days).



- Public holidays: Only 28.2% get all the public holidays (same holidays as all other workers in the host country); 29.6% get no holidays at all. This is actually better than the situation of respondents with jobs in the origin countries (19.8% get all the holidays; 54.0% get no holidays at all).

Gender disaggregation: Women are the majority in all categories: those who get all the public holidays (53.5%), those who get only some holidays (51.1%); and those who do not get any holiday (75.1%). Note that women are the large majority among those without public holidays.

- Quarters/accommodations provided by employer: Only 30.4% are provided free accommodations by the employer; the majority (51.7%) do not accommodations paid by the employer.

Gender disaggregation: Women are the majority in all categories: those provided with free accommodations (68.7%); those who partly pay for it (60.2%); and those who fully pay for their accommodations (53.0%).

- Enough privacy: The big majority (76.0%) have enough privacy.

Gender disaggregation: Women are the majority among those who have enough privacy (62.3%); men are the majority among those who do not have enough privacy (51.5%).

## **Insurance and social protection**

- Accident/life insurance: Less than half (41.8%) have accident/life insurance paid by the employer. The rest have no accident/life insurance paid by employer (46.6%), or don't know (10.8%). Those who do not have insurance, and those who do not know, compose the majority (57.4%). This is a big problem, but not as widespread as among the origin respondents (85% without insurance or don't know).

Gender disaggregation: Women are the majority across all categories: those with insurance paid by employers (58.6%), those who don't have insurance (paid by employer) (58.9%), and those who don't know (60.6%).

- Health/medical insurance: Majority (58.1%) got health/medical insurance paid by employer. The rest have no insurance paid by employer (31.6%), or don't know (9.6%). In contrast to the respondents in the origin country, only a minority (41.2%) of the destination respondents are potentially or actually not covered by health insurance. Still, this is a significant number (more than 2 in every 5) without health insurance.

Gender disaggregation: Women are the majority across all categories: those with health insurance paid by employer (61.2%); those who don't have insurance (paid by employer) (52.6%); those who don't know (64.0%).

- Retirement protection: The big majority (74.1%) are not covered by any retirement scheme; 19.7% don't know. The combined number of those without retirement protection and those who do not know is an overwhelming 93.8% of the destination respondents. This echoes the situation of the origin respondents (at least 96% of respondents potentially without retirement protection).

Gender disaggregation: Women are the majority in all categories: those with retirement scheme fully paid by employer (62.2%); scheme partly paid by employer (62.5%); paid fully by worker (85.7%); not covered by any scheme (58.3%); don't know (58.0%).

## **2. Contract problems, including contract substitution**

- Written contract before departure: Majority (61.4%) got a copy of the written contract before departure; this means a significant proportion (38.6%) did not get a copy before departure.

Gender disaggregation: Women are the majority in both categories: those with written contract (i.e. got written copy, or read the full contract but not given copy) before departure (66.1%); and those with no written contract (i.e. shown but not read full contract, only verbal contract, or no terms of work at all) (51.0%).

Further disaggregation of data shows that men are the majority among those who were shown a contract in a language they could not understand (53.8%), or only had verbal agreement (55.0%). Those with no verbal or any terms of work is almost equally split between women and men (50.6% and 49.4%, respectively).

- Actual pay vs. amount stated in contract: The big majority (78.4%) got same or higher pay than stated in contract; this means a significant number (21.6%) were paid lower than stated in the contract.

Gender disaggregation: Women are the majority across all categories: those who said actual pay is the same/better than amount stated in the contract (62.0%); and those who said that actual pay is lower than the amount stated in the contract (62.6%).

- Contents of the contract before departure and after: For the big majority (83.8%), the contract had the same or better provision; for 14.3%, the provisions are worse.

Gender disaggregation: Women are the majority in both categories: those who said that the contents of the contract before departure and the one on site is the same or better (64.8%); and those who said that the contract on site is worse or no way of comparing because they had no/not allowed to read the contract (60.2%).

- Contract substitution: All contract problems considered, the big majority (83.4%) did not suffer contract substitution (contract before departure not honored, or the

terms became worse, at the destination); this means that a significant 16.2% suffered contract substitution.

Gender disaggregation: Women are the majority (60.9%) among those who experienced contract substitution.

### **3. Labor rights, freedoms, abuses**

#### **Labor rights and freedoms**

- Freedom of movement: The big majority (86.8%) are fully or generally free to move; this means 13.2% had no or severely restricted movement. This is similar to (slightly better than) the situation of respondents with jobs in the origin country (82.5% full/general freedom; 17.3% severely restricted/no freedom).

Gender disaggregation: Women are the majority across all categories: those with full freedom of movement (51.6%); those with general freedom/some restrictions (67.1%); those with little freedom/severe restrictions (79.2%); and those with no freedom to move (81.6%). Note that women constitute the big majority for those with little or no freedom to move.

- Freedom to communicate: The overwhelming majority (94.4%) are fully or generally free to communicate; this means 5.6% severely or no freedom to communicate. This is similar to (slightly better than) the situation of respondents with jobs in the origin country (92.1% with full/general freedom; 7.8% with severely restricted/no freedom).

Gender disaggregation: Women are the majority across all categories: those with full freedom to communicate (54.3%); those with general freedom/some restrictions (75.8%); those with little freedom/severe restrictions (90.9%); and those with no freedom to communicate (93.8%). Note again that women constitute the great majority among those with little or no freedom to communicate.

- Freedom to join unions/organizations: Majority (64.2%) are free to join; 34.6% prohibited by employer; 1.2% don't know. This is actually better than the situation of respondents with jobs in the origin country (45.6% free to join; 54.4% prohibited by employer/government).

Gender disaggregation: Women are the majority across all categories: those who can freely join unions/organizations (57.6%), those who cannot join/prohibited by employer (62.6%), and those who do not know (75.0%).

- Freedom to join protests: Majority (54.6%) are free to join; 44.2% are prohibited by employers; 1.2% don't know. This is actually better than the situation of respondents with jobs in the origin country (44.3% free to join; 55.7% prohibited by employer).

Gender disaggregation: Women are the majority across all categories: those who can freely join protests/mass actions (56.2%); those who cannot join/prohibited by employer (62.6%), and those who do not know (75.0%). Again, the proportion of women are much higher among those who are prohibited to join or do not know if they can join protests/assemblies.

### **Physical, verbal, sexual abuses by the employer**

More than a quarter of respondents (26.6%) experienced at least 1 type of abuse (physical/verbal/sexual/etc.), of which 4.4% experienced multiple (2 or more) types of abuses. This is nearly the same situation as the respondents with jobs in the origin country (26.4% experienced at least 1 type of abuse). Women are the big majority (73.6%) of those who suffered multiple abuses.

In terms of specific types of abuse: Nearly a quarter of respondents (23.4%) experienced verbal/psychological/emotional abuse (no physical contact); a small but significant number (4.2%) experienced physical violence (with physical contact). A small but significant number (2.8%) of respondents (almost 3 in every 100 respondents) experienced sexual harassment (no physical contact); and 1 in every 100 (0.9%) said that they suffered sexual abuse (with physical contact).

Gender disaggregation: Women are the majority (58.2%) of those who suffered from verbal/emotional/psychological abuses (no physical contact). Women are an even bigger majority (69.8%) of those who suffered from physical violence (with physical contact). They are also the big majority (80.0%) of those who experienced sexual harassment (no physical contact), and those who suffered sexual abuses (with physical contact) (75.0%).

### **Confiscation by employer of travel and personal documents**

Almost half (49.2%) of respondents experienced having been asked to surrender and/or had at least one of their personal documents (passport, ID, work permit, bankbook) taken/held by the employer; some of the respondents refused to give their documents. Of these, a significant number (41.5%), or more than 2 out of every 5 respondents, have at least 1 of their personal documents actually taken by the employer. The 7.7 percentage-point difference represent the 7.7% of respondents who did not give/surrender their documents even if the employer asked for it.

Of the respondents whose documents were taken by the employer: 28.4% had one type of document confiscated, and 13.1% had multiple (two or more) types of documents taken.

More than a quarter of the respondents (27.6%) said that at least one of their documents is still with the employer at the time of the survey.

Gender disaggregation: Women are the majority (60.5%) among those whose personal documents (at least one) were asked, taken or kept by the employer. They are the majority (56.2%) of those who said that the employer still keeps at least one of their documents (at

the time of the survey); of these, almost 1 in every 7 women (15%) said that the employer will keep their document throughout their employment.

Specific documents taken/kept by employer:

- Passport: 37.5% of respondents had their passports taken by the employer; 9.4% of respondents said passport still with employer at the time of the survey. On average, the employer held the passport for 30.9 months (2.6 years);
- Identity card or document: 4.4% of respondents had their identification documents taken by employer; 0.9% said their ID was still with the employer at the time of the survey. On average, the employer held the identity card for 16.9 months (1.4 years);
- Work permit: 14.4% of respondents had their work permits taken by the employer; 4.9% said work permit still with employer at the time of the survey. On average, the employer held the work permit for 25.8 months (2.2 years);
- Bankbook/ATM card: 1.3% of respondents had their bankbook/ATM taken by employer; 0.4% said bankbook/ATM still with employer at the time of the survey. On average, the employer held the ATM card/bankbook for 28.7 months (2.4 years).

Gender disaggregation: Women are the big majority of the respondents whose personal documents were taken by the employer -- passport (62.6% are women); ID card (73.2% are women); work permit (69.6% are women); ATM/bankbook (62.5% are women).

On average, men's passports and work permits were held by employers longer than the women's -- men's passport were held for an average of 39.17 months (3.3 years) vs. 27.54 months (2.3 years) for women; men's work permits were held for 33.06 months (2.8 years) vs. 23.13 months (1.9 years) for women.

Women's ID cards were held longer than men's: 17.5 months (1.4 years) for women vs. 16.5 months (1.4 years) for men; their ATM cards/bankbook were also held much longer than men's: 33.0 months (2.75 years) for women vs. 18.7 months (1.6 years) for men.

### C. COMPARING JOB CONDITIONS OF RESPONDENTS AT THE ORIGIN & ABROAD

Let us bring together the results from **Chapter 2** (working conditions of respondents in the origin) and this chapter (working conditions of respondents in the destination). The table below summarizes and compares the conditions of work for jobs in the origin country vs. jobs in the destination countries. (For jobs in the origin country: the table below refers to respondents whose jobs are in the origin country only, and excludes respondents at the origin whose jobs are abroad.)

Jobs in the origin country (based on origin survey; excluding jobs abroad)	Jobs abroad (based on destination survey)	Which situation is better?
<ul style="list-style-type: none"> <li>• Big majority (73%): non-elementary jobs; but mostly lower-paying jobs;</li> <li>• Men are the big majority among those with non-elementary jobs;</li> </ul>	<ul style="list-style-type: none"> <li>• Big majority (80%): elementary jobs; women are the majority in elementary jobs;</li> <li>• Big majority (78%): non-DW jobs;</li> </ul>	

Jobs in the origin country (based on origin survey; excluding jobs abroad)	Jobs abroad (based on destination survey)	Which situation is better?
<ul style="list-style-type: none"> <li>Overwhelming majority (95%): non-DW jobs; 5% DW; all (100%) those in DW jobs are women.</li> </ul>	<ul style="list-style-type: none"> <li>22% DW; women overwhelming majority (95%) of those with DW jobs.</li> </ul>	
<ul style="list-style-type: none"> <li>Big majority (85%) have renewable contracts; but many are temporary;</li> <li>Big majority (76%) have <i>no</i> written contracts; men are big majority (83%) among those with no written contract;</li> <li>Majority of contracts (55%) have <i>no</i> definite length; for those with definite period, average is 2.3 years.</li> </ul>	<ul style="list-style-type: none"> <li>Minority (49% or less than half) have renewable contracts;</li> <li>Majority (53%) have written contracts; women are the majority (65%) of those with written contracts;</li> <li>Big majority of contracts (75%) <i>have</i> definite length; average contract period is 2.6 years.</li> </ul>	<ul style="list-style-type: none"> <li>Origin is better.</li> <li>Abroad is better.</li> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Average wage: USD 152 per month; similar wage for men and women.</li> </ul>	<ul style="list-style-type: none"> <li>Average wage: USD 434 per month; similar wage for men and women.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better</li> </ul>
<ul style="list-style-type: none"> <li>Average 9.8 hours work per day;</li> <li>Women work 1.4 hours longer than men.</li> </ul>	<ul style="list-style-type: none"> <li>Average 10.7 hours/day;</li> <li>Women work 1 hour longer than men.</li> </ul>	<ul style="list-style-type: none"> <li>Origin is better; but not for women</li> </ul>
<ul style="list-style-type: none"> <li>Less than 1 day off/week (0.92 days/week, or 1 day off every 7.6 days); women get 1 day off every 9.8 days; men get 1 day off every 7 days;</li> <li>20% get all public holidays; 54% get no holidays at all.</li> </ul>	<ul style="list-style-type: none"> <li>Less than 1 day off per week (0.99 days/week, or 1 day off every 7.1 days); women get 1 day off every 7.4 days; men get 1 day off every 6.6 days;</li> <li>28% get all public holidays; 30% get no holiday at all.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better, including for women.</li> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Big majority (85%) have no life/accident insurance or don't know;</li> <li>Men are the big majority (74%) among those with <i>no</i> insurance.</li> </ul>	<ul style="list-style-type: none"> <li>Majority (57%) have no life/accident insurance or don't know;</li> <li>Women are the majority (59%) among those with <i>no</i> insurance.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Big majority (89%) have <i>no</i> health/medical insurance (paid by employer) or don't know;</li> <li>Men are the majority (76%) among those with <i>no</i> health/medical insurance</li> </ul>	<ul style="list-style-type: none"> <li>Minority (41%) have <i>no</i> health/medical insurance (paid by employer) or don't know;</li> <li>Women are the majority (53%) among those with <i>no</i> health/medical insurance.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Overwhelming majority (97%) have <i>no</i> retirement protection or don't know;</li> <li>Men are the big majority (72%) among those with <i>no</i> retirement protection.</li> </ul>	<ul style="list-style-type: none"> <li>Overwhelming majority (94%) have <i>no</i> retirement protection or don't know;</li> <li>Women are the majority (58%) among those with <i>no</i> retirement protection.</li> </ul>	<ul style="list-style-type: none"> <li>Equally bad, but origin even more so.</li> </ul>
<ul style="list-style-type: none"> <li>Big majority (83%) have full or general freedom of movement; 17% have no freedom or are severely restricted;</li> <li>Women majority among those</li> </ul>	<ul style="list-style-type: none"> <li>Big majority (87%) have full or general freedom of movement; 13% have no freedom or are severely restricted;</li> <li>Women are the big majority</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>

<b>Jobs in the origin country (based on origin survey; excluding jobs abroad)</b>	<b>Jobs abroad (based on destination survey)</b>	<b>Which situation is better?</b>
severely restricted (56%); big majority (85%) among those with <i>no</i> freedom of movement.	among those severely restricted (79%), and with no freedom (82%).	
<ul style="list-style-type: none"> <li>Overwhelming majority (92%) have general or full freedom to communicate; 8% are severely restricted or no freedom at all;</li> <li>Women are overwhelming majority (100%) among those with no freedom to communicate.</li> </ul>	<ul style="list-style-type: none"> <li>Overwhelming majority (94%) have full or general freedom to communicate; 6% have no freedom/severely restricted;</li> <li>Women are overwhelming majority among those severely restricted (91%), and with no freedom (94%).</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Minority (46%) have freedom to join organizations/ unions; majority (54%) are prohibited (by employer or government);</li> <li>Men are the majority (67%) among those with no freedom/prohibited by employers to join unions/ organizations.</li> </ul>	<ul style="list-style-type: none"> <li>Majority (64%) have freedom to join organizations/unions; 36% are prohibited or don't know;</li> <li>Women are the majority (63%) among those with no freedom/prohibited by employers.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>Minority (44%) have freedom to join public actions or protests; 56% are prohibited (by employers);</li> <li>Men are the majority (66%) among those prohibited by employers to join protests/public actions</li> </ul>	<ul style="list-style-type: none"> <li>Majority (55%) have freedom to join public actions or protests; 45% are prohibited/don't know;</li> <li>Women are the majority (63%) among those who are prohibited.</li> </ul>	<ul style="list-style-type: none"> <li>Abroad is better.</li> </ul>
<ul style="list-style-type: none"> <li>More than a quarter (26%) experienced at least one type of abuse, of which 7% suffered multiple abuses; women are the big majority (80%) among those who suffered multiple abuses;</li> <li>8% suffered physical violence (with physical contact); 4% suffered sexual harassment (no physical contact); another 4% suffered sexual abuse (with physical contact);</li> <li>Women are the big majority (73%) of those who suffered physical violence; majority (60%) of those who suffered sexual abuse (no physical contact); overwhelming majority (100%) of those who suffered sexual violence (with physical contact).</li> </ul>	<ul style="list-style-type: none"> <li>More than a quarter (27%) experienced at least 1 type of abuse, of which 4% suffered multiple abuses; women are the big majority (74%) among those who suffered multiple abuses;</li> <li>4% suffered physical violence (with physical contact); 3% suffered sexual harassment (no physical contact); another 1% suffered sexual abuse (with physical contact);</li> <li>Women are the big majority (70%) of those who suffered physical violence; big majority (80%) of those who suffered sexual abuse (no physical contact); big majority (75%) of those who suffered sexual violence (with physical contact).</li> </ul>	<ul style="list-style-type: none"> <li>Similar levels in general; higher proportion in origin of multiple abuses, physical violence, sexual abuse</li> </ul>

The wage differential is the most significant advantage of the jobs abroad. But it can also be seen that jobs abroad seem to provide better benefits to the workers than jobs in their own

countries: better levels of insurance coverage, more formalized employment relations (written contracts, definite contract period), better terms of work (holidays, days off), better upholding of labor rights and freedoms, and even slightly lower levels of abuses.

These seem to be strong enough to offset the longer working hours abroad, all the recruitment costs and hurdles, separation from the family, and the other social, gender, racial and class issues related to staying and working abroad as laborer, domestic worker or migrant worker.

We can also note that the gender biases experienced by women respondents in the origin countries, are still present, and are also prevalent, in the destination countries. But the wage-earning power, and the more formalized employment relations and status of women migrants as workers abroad, afford them significant improvements in their economic and social status.

#### **D. CHAPTER SYNTHESIS: KEY RESULTS & FINDINGS (CHAPTER 3)**

What can we conclude and recommend based on the results presented in this chapter?

##### **1. Profile of respondents in the destination countries**

- a. The top countries of origin of the respondents are in southeast Asia – Philippines, Myanmar (Burma), Indonesia and Vietnam. Bangladesh is the top origin in south Asia. Recall that these are respondents only in the six destination countries surveyed (Bahrain, Lebanon, Malaysia, Singapore, Taiwan and Thailand).
- b. Majority of the respondents are young (average 32 years old), women, with up to secondary (below university) education, single/never married, and regularly supporting at least 3 dependents.
- c. Compared to the origin survey respondents, the destination respondents are about the same age, i.e. young and at the prime of labor productivity; men and women have nearly similar age. The destination respondents are one level higher in terms of formal education; like in the origin survey, women are the majority among those without or with lower formal education. In contrast to the origin respondents, the majority of destination respondents are married/living with partner. The destination respondents are supporting one less person than the origin respondents.

Except for the marital status, the average demographics of the destination and origin respondents are fairly similar. The labor migration flows also have strong intra-Asian features. Therefore, recruitment and migration policies and programs in the origin and destination countries need to involve these Asian countries and deal with a similar group of young, mobile workers, majority of who are women, with at least 3 dependents, and have lower-levels of formal education.



## **2. Current employment status (in destination country; at time of survey)**

As to be expected, the overwhelming majority are currently employed in the destination country. However, almost 8% of respondents were unemployed at the time of the survey. Women are the majority among those employed, and also the unemployed.

## **3. Type of jobs**

- a. The big majority have elementary jobs; women are the majority among those with elementary, and also with non-elementary, jobs in the destination country.
- b. The big majority have non-DW jobs in the destination country; but a significant 22% have DW jobs. On a per-job basis, those in DW jobs are the second biggest cluster of workers (second only to laborers) among the respondents in the destination country. Women are the overwhelming majority (95%) of those in DW jobs; men are the majority among those in non-DW jobs – affirming the very strong gender stereotype in domestic work.
- c. The top jobs are all lower-paid types of work. Almost 50% of all respondents are in the elementary (labor) job. The top elementary jobs combined (laborer plus DW/cleaner) constitutes the big majority (69%) of all the destination survey respondents.
- d. The jobs show very strong gendered division of labor or gender stereotypes in the hiring of migrant workers abroad. Women are the majority in care-related work, factory work, teaching jobs. Men are the majority among building/construction workers, computers/architecture/engineering workers, drivers, elementary (laborers), elementary (sales/vendors), metal works, protective services/security, etc.
- e. These job patterns also validate the observation about the race, class and gender stereotypes in labor migration – the big chunk of the respondents (migrant workers) are absorbed in lower-paid, “3D” (“dirty, dangerous, disliked”) jobs abroad; they are primarily hired in temporary, vicarious jobs abroad, with little job security/continuity, and no or minimal social protection. The differentials in wage, benefits and working conditions between the job at the origin and job abroad must be significant enough to draw the migrants to the work abroad – or the migrants are ill- or misinformed about the realities of overseas work (if the differences in wage/benefits/working conditions are not actually significant).

## **4. Stability/security of job and stay abroad**

- a. The big majority (87%) have valid visa; the converse means that a significant 13% (or more than 1 in 10 respondents) are irregular migrants. Women are the majority among those with valid visa and those without.

- b. The big majority have valid work permit; but a significant 14% have no work permit. Women are the majority among those with and without valid work permits in the destination country.
- c. Only a little over half (53%) have written employment contracts. Women are the majority among those with and without written contracts.
  - For those with contracts, the average contract period is 31.2 months (2.6 years);
  - Less than half (49%) have renewable contracts;
  - On average, the respondents have stayed for 5.7 years abroad, of which 5.2 years are in the current destination country. This means that they are generally on their second contract period in the current destination.

Given that the jobs are mostly elementary or lower-paid, that close to half have no written contracts, that majority of the contracts are not renewable (and only lasts an average of 2.6 years), and that not all have valid visa or work permit – this means that the majority of respondents don't have secure jobs and visa status in the destination country. This is affirmed by the average length of stay abroad by the respondents of 5.7 years, or 2 contract periods. This would suggest frequent turnover and labor/job movements – and thus recruitment and placement processing of the workers for jobs abroad.

Women are in the majority in many of these situations. Combining the above mobility/unsecure employment situation with the young, single/unmarried, lower-educated demographics of the respondents means a high potential for mobility, labor/migration vulnerability, and therefore opportunities for abuse and exploitation of these migrant workers.

Recruitment and migrant protection policies and regimes must therefore, be based on the framework/assumption of protecting migrant workers who have general and particular vulnerabilities – as foreign workers and as women in temporary/lower-paid sectors, with lower levels of education, who are in cyclical labor mobility, and who will be drawn into/by temporary, lower paying jobs with no or little social, legal and/or human rights protection in the destination countries.

International laws and standards obligate the duty-bearers (States of origin, transit and destination) to prevent abuses and exploitation of the workers in the recruitment, placement and employment process – and to eliminate violence, forced labor, trafficking and exploitation of workers, including migrant women and domestic workers. The research results indicate structural and systemic risks and vulnerabilities of migrant workers; therefore, State/government intervention is necessary in each country and between/among the States – the migrant workers in the vulnerable job categories could not be consigned to the forces of the market, particularly opportunistic, profit-seeking recruiters and traffickers. This suggests that the recruitment, placement and employment protection processes for migrant workers in these vulnerable job sectors must be at the control and effective management or supervision of the State, not in the hands of profit-seekers. This reaffirms the foundational logic and principle of the international (UN/ILO) standards – that

employment services (including recruitment/placement of migrant workers) is a public service, rendered free as part of the duties of the State.

## **5. Working conditions: Monthly pay**

The average monthly pay of the respondents is USD 434.

Is this fair/decent wage? Is this significantly better than the monthly pay in the home country, such that migrants are drawn to overseas work? There is really no hard and fast standard on what amount qualifies as fair/decent/just wage for migrants in each destination country and/or job, for that matter.<sup>33</sup> One practical reference maybe the USD 400/month minimum wage that the Philippine government requires employers to pay for hiring Filipino domestic workers abroad. The average monthly wage of the respondents in the destination survey is only 9% higher than the Philippine's minimum wage for MDWs. This is quite consistent with our earlier findings that a big proportion of the respondents are in the elementary (laborer and DW) jobs.

Another comparison is the average wage of respondents in the origin survey: **Chapter 2** revealed that the average monthly pay of jobs in the origin countries is USD 152 (respondents with jobs abroad have an average monthly pay USD 306). Therefore, the average wage of respondents in the destination survey (USD 434) is 2.9 (almost three times) the monthly pay of jobs in origin countries (and 1.4 times the monthly pay of origin respondents with jobs abroad). This is a big wage differential, which makes the wage in the destination very attractive to migrant workers in the elementary/lower-paid job sectors.

The survey shows that majority of the respondents actually have wages below this average; it also shows that the average wage for women and men in the destination survey are nearly the same (USD 439 for men vs. USD 434 for women). Note though (see next section) that women work much longer hours for the same pay; therefore, women are still effectively paid less than men.

## **6. Working conditions: Hours of work, rest days, holidays, living conditions**

- a. Hours worked: Respondents work longer-than-standard hours: an average of 10.7 hours per day. This is not necessarily a violation of the ILO 8-hour standard, especially if this includes rest hours and overtime/extra pay. The survey did not ask if the extra hours (beyond 8 hours per day) is paid overtime work. We also do not have data how 10.7 hours/day compares with the work hours of the other workers, especially non-migrant, in the destination countries.

The survey reveals that less than a third of all the respondents have 8 or less hours of work per day, and that women respondents work longer (11.1 hours/day) than the men (10.1 hours/day). The longer hours for women might be partly due to the fact that a big portion of the women respondents are in the DW jobs, which are

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<sup>33</sup> See MFA's policy brief on the concept of a "reference wage" for a discussion on this matter; available at the MFA website, [www.mfasia.org](http://www.mfasia.org).

“on-call” and “live-in” basis in the six destination countries surveyed, and therefore have longer work days.<sup>34</sup>

- b. Days off: On average, respondents have 3.96 days off per month, which is below the international standard of 4 days off per month (1 day off per week). Women have significantly less days off (3.77 days/month) than men (4.24 days/month); note that men get at least 1 day off per week, while women do not.
- c. Public (paid) holidays: Less than 30% of respondents got all the public holidays (paid) at par with other workers in the destination country. Indeed, almost 30% others did not get any of the public holidays at all. Women are the big majority (75%) among those who did not get any public holiday at all.
- d. Quarters/accommodations: Majority got no accommodations paid by the employer. Women are the majority among those provided free accommodations by the employer (consistent with results that many are in DW jobs), which are typically live-in arrangements in the employer’s house.
- e. Privacy: The big majority said they have enough privacy. Women are the majority among those who have enough privacy; men are the majority among those who did not have enough privacy. The situation for men might be due to the prevalent use of “labor camps” in the destination countries if the accommodation are provided by employers (e.g. for construction workers); if not, migrants, particularly men, usually live in cramped, sub-standard accommodations, even under bridges or other structures or tent camps.

## **7. Insurance and social protection**

- a. Accident/life insurance: Less than half have life/accident insurance paid for by the employer; almost 11% don’t know. Women are the majority among those with insurance paid by the employer, those without insurance, and an even bigger proportion of those who do not know if they have life/accident insurance are women.
- b. Health protection: Majority (58%) got health/medical insurance paid by the employer; but this also means that a significant 42% do not have health/medical insurance paid by the employer. Women are the majority among those with health/medical insurance, and those without. Again, they are an even bigger majority among those who don’t know if they have such insurance.
- c. Retirement protection: The big majority (almost 3 out of every 4 respondents) do not have retirement protection; the 20% others do not know if they have or not. Potentially, the overwhelming 94% of respondents do not have retirement

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<sup>34</sup> Further analysis of the survey data (cross-tabulation of work hours with type of job) shows that domestic workers, on average, work 12.2 hours /day, compared to 10.2 hours/day for non-DW, and the overall average of 10.7 hours/day.

protection. This is a huge problem, esp. after the migrant returns/reintegrates in the origin country, without retirement benefits. Women are the majority among those with retirement protection, those without, and those who do not know.

## **8. Employment contract problems, including contract substitution**

- a. Written contract: Majority of the respondents got a copy of the written employment contract before departure; but a big proportion (39%, or almost 2 out of every 5 respondents) were not provided with a written copy of the job contract before they went abroad. Women are the majority among those who did not get a copy of the written contract. Men are the majority among those who only had verbal agreements.
- b. Wage before and after placement: For the big majority, there is no diminution of the wage because they got the same or higher (actual) pay compared to the amount promised in the contract/agreement. But there is fairly widespread violation of international standards because 22% (more than 2 out of every 5 respondents; nearly a quarter) were paid lower than the amount stated in the contract/agreement. Women are the majority among those who were cheated out of the promised wage.
- c. Terms of contract before and after placement: For the big majority, the contract before departure had the same or better provisions than the contract/terms of work after arrival in destination. But a significant number (14%; more than 1 out of every 10) suffered from a worsening of the contents/terms of the contract. Women are the majority among those with worsened contracts after arrival in destination.
- d. Contract substitution: All the above contract problems considered, the big majority (83%) did not suffer from contract substitution (worsened terms of work); conversely, a significant 16% suffered from contract substitution. This is a serious problem of exploitation and breach of agreement, and is fairly common, affecting nearly 1 in every 6 respondents. Women are the majority among those who suffered from contract substitution.

## **9. Labor rights and freedoms**

- a. Freedom of movement: The big majority of respondents have general or full freedom of movement, but 13% have no or severely restricted movement. Women are the big majority among those with no or severely restricted movement. This is a serious form of labor rights violation affecting a significant proportion of the respondents. No or severely restricted movement can indicate forced labor or trafficking situations.
- b. Freedom to communicate: The overwhelming majority have full or general freedom to communicate, but around 6% have no or severely restricted communication. Women are the overwhelming majority of those with no or

severely restricted communication. Although not as common as restrictions in the freedom of movement, denial or severe restrictions in communication, particularly in the age of ubiquitous mobile devices and internet, can suggest situations of forced labor or trafficking (especially when both movement and communication are restricted).

- c. Freedom to join organizations/unions: Majority are free to join unions or organizations, although more than a third of the respondents are prohibited by employers. Women are the majority among those who cannot join/prohibited by employers; they are the big majority among those who do not know if they can join.

That more than 1 in every 3 respondents is prohibited to join organization is a blatant and widespread violation of international law and fundamental ILO standards. Indeed, ensuring the respect of basic labor rights, especially the right to organize, is one of the core criteria for the fair and ethical recruitment and treatment of migrant workers, as enunciated in the ILO Multilateral Framework on Labour Migration, among others. There is a big proportion of migrant-respondents, especially women, who have little or no knowledge of their basic labor rights in the destination country; the need remains strong and urgent for basic education on labor rights especially for migrants in the destination country.

- d. Freedom to join public actions/protests: The majority are free to join public actions/protests; but more than 44% are prohibited by employers. Women are the majority among those who are prohibited; they are also the big majority among those who do not know if they can join protests. This is a high proportion, approaching half of all respondents. Although not, in the first instance, a violation of basic labor rights, this can suggest restrictions or denial of access to complaints, redress or remedies – which could then be cases of injustice and violations of international standards.

## **10. Physical, verbal, sexual and similar abuses by the employer**

Abuses (verbal, physical, psychological/emotional, sexual) are fairly widespread among respondents in the destination survey; more than a quarter (more than 1 in every 4) experienced at least one type of abuse. This is blatant and fairly widespread violation of international standards, especially on ending violence against women (VAW). A small but significant number (more than 4%) experienced multiple types of abuses, physical violence (more than 4%), or sexual violence (almost 4%).

Women are the majority in all categories of abuse; they are the big majority among those who suffered from physical violence (with physical contact); they are an even bigger majority among those who suffered from sexual abuse/harassment, and those who suffered from sexual violence (with physical contact). Clearly, this is a very gendered pattern of violence and abuse against women migrant-respondents.

## **11. Confiscation of personal documents by the employer**

This is a blatant and widespread problem: almost half of all respondents have experienced at least one of their personal documents (passport, ID, work permit, bankbook/ATM) having been asked to be surrendered or actually taken by the employer.

Of these, more than 41.5% (more than 2 in every 5 respondents) had at least one of their documents actually taken/held by the employer; more than 13% of the respondents had more than one document taken. At the time of the survey, more than a quarter (28%) of those whose document/s were taken said that their document is still with the employer.

Passport and work permit are the most-frequently taken documents. Taking of passports is fairly common, with 38% of respondents reporting this. This is followed by taking of work permit (14% of respondents). Taking of passport AND work permit is a common case.<sup>35</sup> Again, these are blatant, illegal and widespread practices. These can also strongly point to situations of forced labor and/or trafficking.

Women are the majority among those whose personal document/s have been asked or taken by the employer. They are the majority among those who reported that at least one of their documents is still held by the employer; some (almost 15%) said that the employer will keep their passport/documents throughout their work with said employer. This strongly suggests a bondage-like situation.

Women are the majority in each type of document (passport, ID, work permit, bank book/ATM) taken by the employer, showing that this practice is very commonly done on women migrants.

On average, men's passports and work permits are held longer by the employer – passports are held for 3.3 years for men vs. 2.3 years for women; work permits are held for 2.8 years for men vs. 1.9 years for women. Women's ID cards and bankbook/ATM cards are held longer than men's.

## **12. Comparing working conditions (jobs at the origin country vs. jobs abroad)**

The research shows (see comparative table of jobs abroad vs. jobs at the origin) that the wage differential is the most significant – but not the only – advantage of jobs abroad.

The research provides evidence that beyond the wage differential, many other advantages seem to accrue to jobs overseas, thus drawing workers from the origin to seek work abroad -- better levels of insurance coverage, more formalized employment relations, better terms of work, better upholding of labor rights and freedoms, and even slightly lower levels of abuses. These seem to be strong enough to offset the longer working hours abroad, all the recruitment costs and hurdles, and the various risks, vulnerabilities, and intersecting social, gender, racial and class issues related to staying and working abroad.

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<sup>35</sup> The next chapter will show that there is perfect statistical correlation between the taking of the passport and the taking of the work permit.

The results also show that the gender biases experienced by women respondents in the origin countries are still present, and are also prevalent, in the destination countries. But women migrants seem to gain more economic power and improved status (being workers, rather than being unpaid housekeepers) by working as migrants abroad. ☞



## CHAPTER 4:

### KEY RESULTS OF THE SURVEY (ORIGIN & DESTINATION COUNTRIES): RECRUITMENT & PLACEMENT PROBLEMS AND ISSUES

*“In many countries, recruitment agencies, labor brokers, and other intermediaries charge exorbitant fees to migrant domestic workers and do not provide accurate information, meaningful preparation for migrants before travel, or written contracts. In particular, migrants are often not provided with information on their rights and on avenues for reporting abuse.” [UN Committee on Migrant Workers, General Comment No. 1, 2010]*

In the preceding chapters, we examined the jobs, working conditions and the actual situation of the migrant workers (respondents) in the origin and destination countries. We also analyzed their reasons and motivations in seeking work abroad, most of them not for the first time, but repeatedly.

The results have shown that despite the international, bilateral and national laws and norms guaranteeing minimum standards of protection and decent work for the migrant workers, the majority, in many cases women, suffer from abuses, labor rights violations, and exploitative working conditions both in the origin and destination countries.

Surely, there are many causes and reasons to these problems. In this chapter, we will analyze the survey results focusing on the labor recruitment process that the migrant workers (respondents) went through; the issues, practices and problems they faced; the recruitment abuses, labor rights violations, or the exploitative conditions they experienced in the process of recruitment, placement and employment abroad.

We present the results below showing the data from the origin survey side by side with the data from the destination survey, for easier reference and comparison.

#### A. PREPARATORY PROCESS AND MIGRATION CHANNELS

**Appendix 5 (Parts 1 and 2)** shows the summary of statistical results. The results are gender-disaggregated. In analyzing the recruitment issues, the results are also disaggregated along the key research parameters (country of origin/destination, modality of migration, type of job, whether used private recruiter or not, etc.) to enable us to analyze the significant patterns and factors affecting the recruitment situation.

##### 1. Types of preparatory activities undertaken by the respondent

###### a. Respondents in origin countries

The survey presented a list of 10 types of preparatory activities, and asked the respondents to mark any or all activities that they involved in.

- Almost a quarter (24.4%) of the respondents in the origin survey said that they did not undergo any of the listed preparatory activities.
- For those who did some preparatory activities: On average, the respondents went through 3.3 (i.e. between 3 and 4) types of preparatory activities;

- 37% of respondents did 1 type of preparatory activity only; 51% did 2 or more types of activities.

Following are the top preparatory activities cited by the respondents in the origin survey (% respondents who cited this activity; descending order):

- Medical test (46.5% of respondents);
- Pre-departure seminar (45.8%);
- Skills training/certification (41.9%);
- Language training (41.3%);
- Opened bank account (38.3%);
- (Mandatory) Pregnancy test (37.2%);
- (Mandatory) HIV test (35.7%);
- Got insurance coverage (11.0%);
- Joined welfare protection scheme (5.1%);
- Joined retirement/social security scheme (3.3%).

Pre-departure training providers: Few respondents answered this question. For those who replied, following are the top training providers: government or its agencies (cited by 9.6% of respondents); trade union (3.0%); Civil society groups: local or international (0.6%); private recruitment agency (0.2%).

#### b. Respondents in destination countries

Respondents in the destination survey were also asked to mark the same list of 10 preparatory activities:

- Almost a third (32.0%) of respondents in the destination survey said that they did not undergo any of the listed preparatory activities;
- For those who did, the respondents went through an average of 2.1 (i.e. between 2 and 3) types of preparatory activities.
- 8% did 1 type of preparatory activity only; 45% did 2 or more types of preparatory activities.

Following are the top preparatory activities cited by the respondents in the destination survey (% respondents who cited this activity; descending order):

- Medical test (44.7% of respondents);
- (Mandatory) HIV test (35.7%);
- Pre-departure seminar (33.2%);
- (Mandatory) pregnancy test (25.9%);
- Opened bank account (16.4%);
- Skills training/certification (13.4%);
- Language lessons (13.2%);
- Got insurance coverage (11.2%);
- Joined welfare protection scheme (9.6%);
- Joined retirement/social security scheme (7.7%).

## **2. Self-rating by respondents on quality of knowledge/information they got from the preparatory activities**

The respondents were asked to rate themselves on the quality/usefulness of the information and knowledge they got from the preparatory activities (before going abroad); 19 topics/information items were listed. The following self-rating scale was used:

- 1 = I got enough useful information and knowledge from the preparatory activities;
- 2 = I got useful but limited/insufficient information and knowledge from the preparatory activities;
- 3 = I did not get any useful information/ knowledge from the preparatory activities; this topic was discussed in preparatory activities;
- 4 = This topic was not discussed/included in any preparatory activity I participated in;
- 5 = I did not join any preparatory activity before departure, and I so wasn't able to get any information on this topic.

### **a. Respondents in origin countries**

The average self-rating of respondents in the origin survey on the quality/usefulness of the knowledge/information they got (on the 19 topics/information items) during the preparatory process is 2.78. This means that the respondents felt that they got between "limited/insufficient" and "no useful information/knowledge" from the preparatory activities before departure.

Following are the average self-rating of the respondents (origin survey) on each of the 19 topics/information items (ascending order of average score, i.e. from best to worst rating):

- Self-rating on information/knowledge on: wage abroad (2.18 average);
- Self-rating on information/knowledge on: contract, terms of employment (2.28);
- Self-rating on information/knowledge on: general living/working conditions abroad (2.37);
- Self-rating on information/knowledge on: reimbursable costs (2.41);
- Self-rating on information/knowledge on: family communication, managing long distance relations (2.56);
- Self-rating on information/knowledge on: job-related information, skills (2.60);
- Self-rating on information/knowledge on: life skills, surviving abroad (2.62);
- Self-rating on information/knowledge on: savings, financial management (2.68);
- Self-rating on information/knowledge on: preparing for return, reintegration (2.71);
- Self-rating on information/knowledge on: language of destination country (2.71);
- Self-rating on information/knowledge on: migrant labor protection laws in host & home countries (2.73);
- Self-rating on information/knowledge on: culture, way of life in destination country (2.76);

- Self-rating on information/knowledge on: human rights and personal security abroad (2.95);
- Self-rating on information/knowledge on: recruitment regulations in host & home countries (2.98);
- Self-rating on information/knowledge on: gender and women-related concerns (3.09);
- Self-rating on information/knowledge on: joining organizations, unions, protests abroad (3.19);
- Self-rating on information/knowledge on: complaint and redress services abroad (3.23);
- Self-rating on information/knowledge on: government services abroad, by own and host governments (3.34);
- Self-rating on information/knowledge on: non-government services, support groups abroad (3.38).

Let us examine the average self-rating of the respondents (origin survey) based on the research parameters:

- By country of origin (countries in the survey only): Bangladesh (2.53); India (2.55); Indonesia (2.29); Nepal (3.77); Philippines (2.74);
- By country of destination (countries in the survey only): Bahrain (2.55); Lebanon (2.14); Malaysia (3.04); Singapore (2.50); Taiwan (2.20); Thailand (no data);
- By gender: female (2.53); male (3.08); others (3.14);
- By education: no formal education (2.86); up to vocational/ technical only (2.95); up to primary only (2.59); up to secondary only (3.09); up to university/college (2.67); up to post-graduate (2.76);
- By type of job (elementary or not): elementary job (2.47); non-elementary job (2.80);
- By type of job (DW or non-DW): domestic worker (2.34); non-DW (2.84);
- If first job abroad or not: first job abroad (2.70); not first job abroad (2.62);
- If used a private recruiter (in origin) or not: Used a private recruiter (2.80); did not use a private recruiter (2.66).

#### b. Respondents in destination countries

The average self-rating of respondents in the destination survey on the quality/usefulness of the knowledge/information they got (on the 19 topics/information items) during the preparatory process is 3.32. This means that on average, the respondents have a negative experience, where they felt that they did not get any useful knowledge/information during the preparatory process (even if the topics were discussed in the preparatory activities), or because the topics were actually not covered/discussed in the preparatory activities.

The self-rating by respondents in the destination survey are firmly on the negative side of the scale; this contrasts with the self-ratings by respondents in the origin survey, which are slightly on the positive side of the scale.

Following are the average self-rating of the respondents (destination survey) on each of the 19 topics/information items (ascending order of average score, i.e. from best to worst rating):

- Self-rating on information/knowledge on: wage abroad (2.68 average self-rating);
- Self-rating on information/knowledge on: contract, terms of employment (2.69);
- Self-rating on information/knowledge on: family communication, managing long distance relations (2.98);
- Self-rating on information/knowledge on: general living/working conditions abroad (3.04);
- Self-rating on information/knowledge on: culture, way of life in destination country (3.06);
- Self-rating on information/knowledge on: language of destination country (3.22);
- Self-rating on information/knowledge on: human rights and personal security abroad (3.29);
- Self-rating on information/knowledge on: job-related information, skills (3.31);
- Self-rating on information/knowledge on: government services abroad, by own and host governments (3.35);
- Self-rating on information/knowledge on: life skills, surviving abroad (3.37);
- Self-rating on information/knowledge on: savings, financial management (3.41);
- Self-rating on information/knowledge on: complaint and redress services abroad (3.46);
- Self-rating on information/knowledge on: reimbursable costs (3.47);
- Self-rating on information/knowledge on: migrant labor protection laws in host & home countries (3.53);
- Self-rating on information/knowledge on: preparing for return, reintegration (3.57);
- Self-rating on information/knowledge on: gender and women-related concerns (3.61);
- Self-rating on information/knowledge on: recruitment regulations in host & home countries (3.73);
- Self-rating on information/knowledge on: non-government services, support groups abroad (3.77);
- Self-rating on information/knowledge on: joining organizations, unions, protests abroad (3.80).

Let us examine the average self rating based on the research parameters:

- By country of origin (countries in the survey only): Bangladesh (4.25); India (4.09); Indonesia (3.74); Nepal (4.06); Philippines (2.79);

- By country of destination (countries in the survey only): Bahrain (4.29); Lebanon (3.53); Malaysia (3.24); Singapore (3.29); Taiwan (3.04); Thailand (3.39);
- By gender: female (3.14); male (3.61); others (3.47);
- By education: no formal education (3.74); up to vocational/ technical only (3.16); up to primary only (4.17); up to secondary only (3.55); up to university/college (2.93); up to post-graduate (3.06);
- By type of job (elementary or not): elementary job (3.32); non-elementary job (3.22);
- By type of job (DW or non-DW): domestic worker (3.24); non-DW (3.31);
- If first job abroad or not: first job abroad (3.34); not first job abroad (3.21);
- If used a private recruiter (in origin) or not: Used a private recruiter (3.29); did not use a private recruiter (3.45).

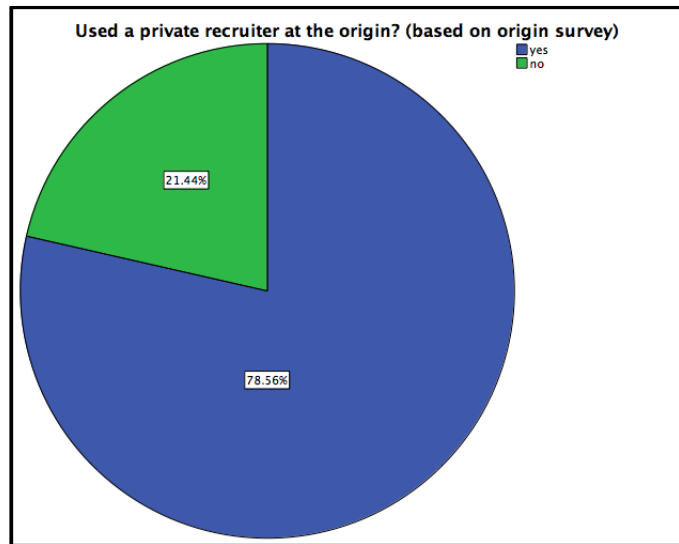


Figure 8: Respondent used a private recruiter at the origin? (based on origin survey)

### 3. Use of private recruiter (at origin and/or destination) to work abroad

#### a. Respondents in origin countries

- Recruiter at the origin: The big majority (78.6%) of respondents in the origin survey used a private recruiter at the origin in order to work abroad.

Women are the majority (62.1%) among those who used a private recruiter at the origin. Men are the big majority (75.7%) among those who did not use a private recruiter at the origin.

- Recruiter at the destination: The big majority (84.6%) said that they did not use an additional recruiter at the destination. Women are the majority (60.7%) among those who used additional recruiter at the destination. Men are the majority (55.0%) among those who did not use additional recruiter at destination.

Following are the main reasons why the respondent used a second recruiter at the destination (% of respondents; descending order):

- Recruiter at the origin asked me to do it (65.8%); majority (58.3%) of those who gave this reason are men;

- I wanted to do it (12.3%); majority (55.6%) of those who gave this reason are women;
- Family/friends asked me to do it (9.6%); majority (83.3%) of those who gave this reason are men;
- Employer abroad asked me to do it (8.2%); majority (66.7%) of those who gave this reason are men.

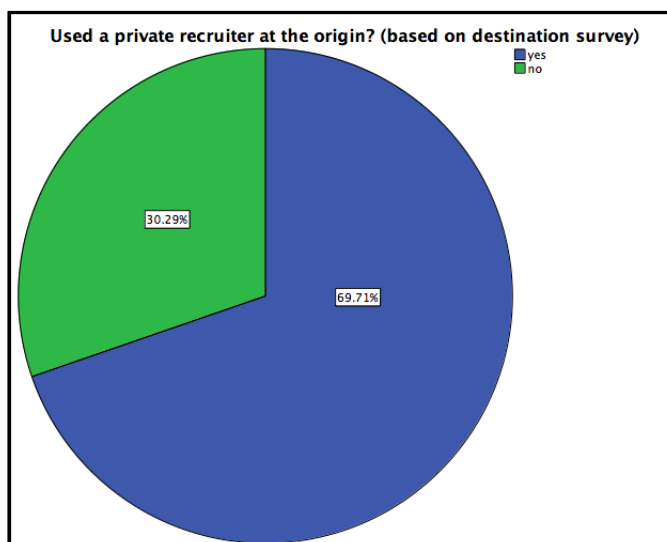


Figure 9: Respondent used a private recruiter at the origin? (based on destination survey)

How are the recruiters at origin and destination related (% of respondents; descending order):

- Recruiters at the origin and destination are business partners (51.6%); women are the big majority (74.6%) among those who said this;
- One and the same recruiter (39.3%); men are the big majority (72.3%) among those who said this;
- They have no business relations (8.2%); men are the majority (60.0%) among those who said this.

#### b. Respondents in destination countries

- Recruiter at the origin: The majority (69.7%) of respondents in the destination survey also said that they used a private recruiter at the origin in order to work abroad.

Women are the majority among those who used a private recruiter at the origin (60.9% of respondents); and those who did not use a private recruiter at the origin (53.6%).

## 4. Modality or channel of labor migration

We categorized the major channels/ modalities cited by the respondents in migrating for work abroad.

#### a. Respondents in origin countries

For respondents in the origin survey, following are the main channels/modalities of labor migration (% respondents who cited this modality; descending order):

- Through private recruiter-individual (no company or agency) (45.5%); women are the big majority (70.5%) among those who went through this channel;

- Through private recruiter-agency, company or its agents (29.3%); women are the majority (52.2%) among those who went through this channel;
- Directly through employer (8.6%); men are the big majority (77.8%) among those who went through this channel;
- No intermediary/on my own (5.4%);
- Through private recruiter-not specified if individual or agency (3.8%); men are the majority (62.5%) among those who went through this channel;
- Through government placement (3.5%); men are the majority (66.7%) among those who went through this channel;
- Helped by family, relative, friend, colleague, organization, church (3.9%). Men are the big majority (77.3%) among those who went through the help of family/relatives. Those who went through the help of a friend, colleague, neighbor (no relation), organization, group or church are also all men (100%).

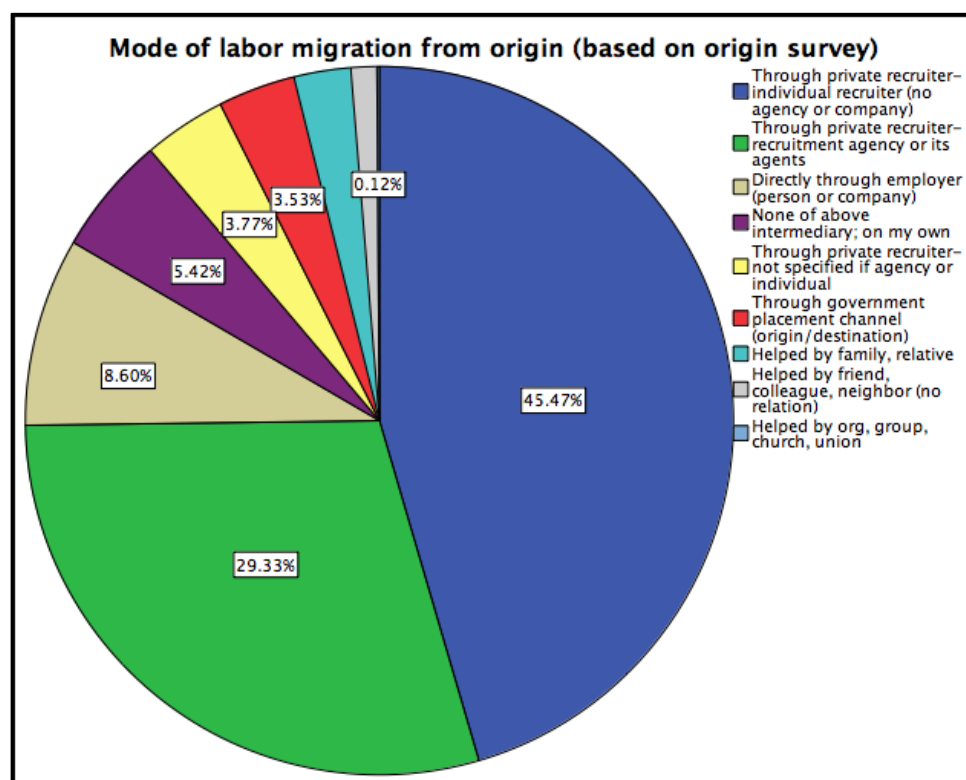


Figure 10: Modes of labor migration (based on origin survey)

#### b. Respondents in destination countries

For respondents in the destination survey, following are the main channels/modalities of labor migration (% respondents who cited this modality; descending order):

- Private recruiter-agency, company or its agents (40.2%); women are the majority (65.1%) among those who went through this channel;
- Private recruiter-individual (no company or agency) (24.4%); women are the majority (52.7%) among those who went through this channel;



- No intermediary/on my own (13.2%); women are the majority (51.4%) among those who went through this channel;
- Helped by family, relative, friend, colleague, organization, church (9.0%). Women are the majority (58.5%) among those who went through the help of family/relatives. Men are the majority among those who went through the help of friends, colleagues or neighbors (not relation) (52.6%);
- Directly through employer (6.8%); women are the majority (56.6%) among those who went through this channel;
- Private recruiter-not specified if individual or agency (4.9%); women are the majority (67.9%) among those who went through this channel;
- Through government placement (1.6%); women are the majority (55.6%) among those who went through this channel.

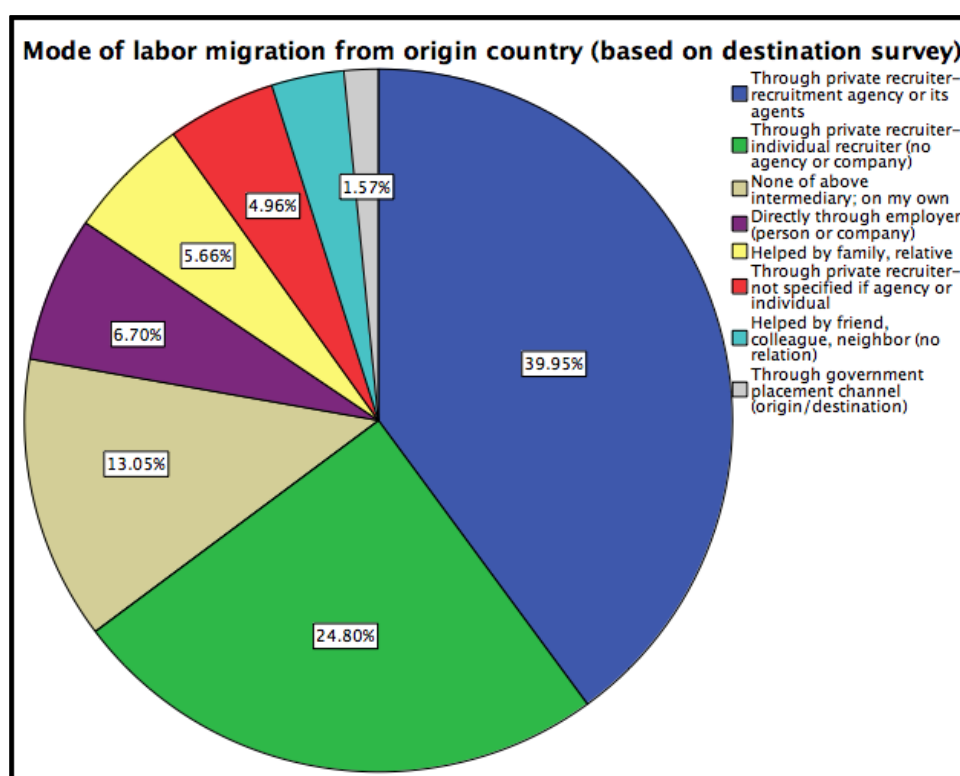


Figure 11: Modes of labor migration (based on destination survey)

## B. RECRUITMENT AND PLACEMENT: NAMES, TYPES & LICENSE STATUS OF RECRUITERS

See **Appendix 5, Part 2** for summary of statistical results.

### 1. Names of recruiters

For both the origin and destination surveys, the names of recruiters are listed in the scorecards (**Appendix 6**) and the composite recruitment categories (**Appendix 8**). The names are based on the information recorded on the survey questionnaires. Only *agencies/companies* (not individual persons) are considered for listing in the scorecards; only those recruitment agencies named by at least 2 respondents are listed. The names are written based on how the enumerator captured the information from the respondent; respondents

do not usually have the full, official registered name of the company/agency they used, only the key words in the recruiter's name. Therefore, some names may be erroneously recorded; some names also may be names of individuals (not companies), or vice versa, but it is beyond the capacity of the research to verify each of the names.

At this point, we will not discuss each of the named agencies; we only affirm for now that the respondents have identified private recruiters who are individuals and agencies/business entities. We will discuss the record of each agency (in terms of the recruitment indicators and parameters used in this research) later in the chapter.

a. Respondents in origin countries

- Name of private recruiter at origin (% of respondents who used this recruiter):
  - More than half (50.8%) of origin survey respondents used a private recruiter at the origin (agency or individual) who they specifically named/identified. Women are the majority (66.5%) among those who used recruiters at the origin who they specifically named/identified;
  - More than a quarter (27.8%) of respondents used a private recruiter at the origin, that they could not/did not identify/name, or can't remember the name of.
  - The other respondents used other channels/modalities (not private recruiter).
- Name of private recruiter at destination (% of respondents who used this recruiter):
  - The big majority (72.5%) of origin survey respondents used a private recruiter at the destination which they could not/did not name, or can't remember the name of. Women are the majority (52.0%) among those who used private recruiters at the destination that they could not/did not name.
  - Only a little more than a quarter (26.1%) of respondents used a private recruiter (agency or individual) that they specifically named/identified. Men are the majority (54.1%) among those who used private recruiters at the destination country who they specifically named.
  - The other respondents used other channels/modalities (not private recruiter).

b. Respondents in destination countries

- Name of private recruiter at origin (% of respondents who used this recruiter):
  - A plurality of respondents (39.9%) in the destination survey used a private recruiter at the origin (agency or individual) who they specifically named/identified.
  - Almost 30% used a private recruiter at the origin who they could not/did not name, or can't remember the name of.
  - The other respondents used other channels/modalities (not private recruiter).
- Name of private recruiter at the destination (% of respondents who used this recruiter):
  - Nearly half (48.7%) of respondents in the destination survey used a private recruiter at the destination that they could not/did not name, or can't remember the name of;

- The other 45.8% used a private recruiter at the destination that they specifically named or identified;
- The other respondents used other channels/modalities (not private recruiter).

## 2. Types of recruiters

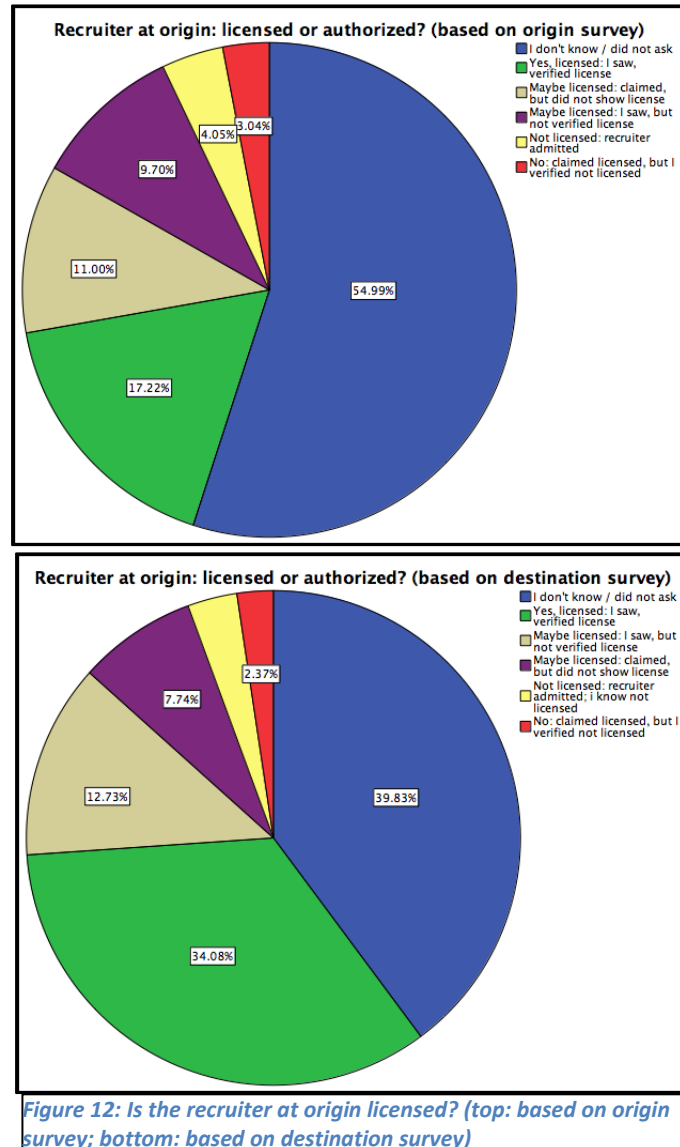
### a. Respondents in origin countries

- Type of recruiter at origin: Majority of respondents (64.2%; nearly two-thirds) used recruiters (at the origin) who are individual persons (not companies/agencies; not representatives of these agencies); only 35.4% went through recruitment agencies/companies (or their authorized agents).

-Women are the majority (62.3%) among those who used recruiters who are individual persons.

- Type of recruiter at destination:  
-Majority of the respondents (53.5%) used recruiters at the destination which are agencies/companies. This slight majority means that a significant proportion (45.1%) of the respondents went through recruiters who are individual persons (no agencies/companies).

-Men are the majority (68.3%) among those who used private recruiters who are individual persons (no agency/company). Women are the majority (64.5%) among those who used private recruiters who are agencies/companies or agents linked to these companies.



b. Respondents in destination countries

- Type of recruiter at origin: Majority of respondents (59.1%) used recruiters which are agencies, companies or business entities; conversely, 40.9% used recruiters who are individual persons. This contrasts with the origin results, where majority of respondents used recruiters (at the origin) who are individual persons.

Women and men are fairly evenly distributed (49.4% and 50.3%, respectively) among those who used recruiters who are individuals. Women are the majority (65.5%) among those who used recruiters (at the origin) which are companies/agencies.

- Type of recruiter at destination:
  - Majority of the respondents (67.5%) used recruiters at the destination which are agencies/companies. This means that more than a quarter (26.9%) used recruiters which are individual persons (no agencies/companies);
  - Women are the majority (61.5%) among those who used individual recruiters (no agency/company) at the destination; they are also the majority (68.3%) among those who used recruiters at the destination which are agencies/companies.

### 3. Recruitment license or authorization

a. Respondents in origin countries

- License of recruiter at origin: Majority of respondents (55.0%) in the origin survey do not know if the recruiter they used at the origin is licensed or not. Only 17.2% (less than 1 in every 5) of the respondents, definitely know that the recruiter is licensed; which means that the big majority (82.8%) used unlicensed or potentially unlicensed recruiters. Women are the majority for those who used licensed (verified) recruiter (51.3%); maybe licensed recruiter (56.7%); those who don't know if recruiter is licensed or not (64.5%). Men are the majority for those who used recruiter they know is not licensed (59.2%).
- License of recruiter in destination: Majority of the respondents (64.7%) don't know if the recruiter they used at the destination is licensed or not. Only 14.7% definitely knew that the recruiter is licensed; which means that the big majority (85.3%) used recruiters that are unlicensed or potentially so. Women are the majority (56.5%) among those who used agencies that they knew/verified to be licensed; they are also the big majority among those who used agencies that they thought maybe, but they could/did not verify to be, licensed (76.9%). Men are the overwhelming majority (100%) among those who used recruiters they knew were not licensed; they are also the majority (60.4%) among those who did not know/did not ask the license status of the recruiter.

b. Respondents in destination countries

- License of recruiter at origin: A little more than a third (34.1%) of respondents in the destination survey – which is double the proportion in the origin survey – knew that the recruiter they used at the origin was licensed; meaning that the majority (65.8%) used unlicensed or potentially unlicensed recruiters at the origin. The biggest plurality (39.8%) are respondents who did not know if the recruiter is licensed or not. Women are the majority in all categories: those who used licensed recruiters (at origin) (67.8%); those who used recruiters who maybe, but not verified to be, licensed (66.7%); and those who used recruiters with no or unknown license status (51.0%).
- License of recruiter in destination: Majority of respondents (55.5%) did not know if the recruiter they used at the destination was licensed. Only 19.0% definitely knew that the recruiter was licensed; this means that the big majority (81.0%) used unlicensed or potentially unlicensed recruiters at the destination. Women are the majority (65.3%) among those who used licensed recruiters at the destination; they are the big majority (73.4%) among those who used recruiters who maybe, but not verified to be, licensed; and they are the majority (64.9%) among those who used recruiters with no license or unknown license status.

**4. Invoices and receipts issued by recruiters**

a. Respondents in origin countries

- Invoice/bill issued by recruiter at the origin: The big majority (84.9%) of respondents in the origin survey said that they were not issued valid invoice/bill by the recruiter at the origin. Majority of men (62.4%) were issued valid invoices; majority of women (60.7%) were not given valid invoices.
- Receipt issued by recruiter at the origin: An even bigger majority (88.9%) of respondents in the origin survey said that the recruiter at origin did not issue a valid, written receipt. Women are the majority (55.2%) for those who were given valid, written but not itemized receipt; they are the big majority (71.1%) of those who did not ask and were not given valid receipts. Men are the majority (52.2%) for those who were given valid, written, itemized receipts; they are also the big majority (81.0%) among those who got written but wrongly-indicated amount; given unofficial/spurious written receipts (65.1%), or not given receipts even if they asked (70.0%).
- Invoice/bill issued by recruiter at the destination: The big majority (84.6%) of respondents in the origin survey said that the recruiter at the destination did not issue valid invoice/bill. Women are the big majority (72.7%) among those who were given valid invoices. Men are the majority (57.9%) among those who were not given valid invoices.
- Receipt issued by recruiter at the destination: The overwhelming majority (93.8%) of respondents in the origin survey said that the recruiter at the destination did not issue a valid receipt. Men are the majority (57.1%) among

those who were issued valid, written receipts. They are also the majority (60.7%) among those who were not issued valid, written receipts.

b. Respondents in destination countries

- The above experiences are echoed by the respondents in the destination survey: the big majority (83.0%) were not given valid, written receipts by the recruiter at the origin. Women are the majority (64.2%) among those who were given valid, written receipts; they are also the majority (55.9%) among those who were not given valid, written receipts by the recruiter at the origin.

**C. RECRUITMENT AND PLACEMENT COSTS AND HOW THESE WERE FINANCED**

**1. Amount paid to recruiter at the origin**

a. Respondents in origin countries

- Respondents in the origin survey paid, on average, USD 1,314 to the recruiter at the origin. More than a quarter (27.1%) paid amounts higher than this average. On average, women paid significantly lower amount to the recruiter at origin (USD 843.03 for women vs. USD 1,938.35 for men);
- Less than 1% of respondents did not pay any amount to the recruiter at the origin; less than 4% of respondents paid the recruiter the equivalent of one month's wage or less (average monthly wage of jobs in the origin country is USD 152).
- For the big majority of the respondents (81.9%), the amount paid to the recruiter at origin was used both to cover the recruiter's placement fee, as well as other recruitment/deployment costs (airfare, medical tests, etc.); for 18.1%, the amount was totally for placement fee only.
- Following are the top cost items included in the amount paid to the recruiter at origin (% respondents who cited this item; descending order):
  - Placement fee (74.5% of respondents); visa (57.1%); medical test (46.3%); passport (43.5%); international airfare (42.8%); skills training/certification (36.7%); pre-departure seminars (36.0%); language lessons (34.7%); local travel (32.1%); insurance (16.2%); lodging/meals (12.3%); government fees (10.8%).

b. Respondents in destination countries

- Respondents in the destination survey paid, on average, USD 1,347 to the recruiter at the origin. This echoes the average amount paid by respondents in the origin survey. A bigger proportion of respondents in the destination survey (43%) paid amounts higher than the average amount. Men, on average, paid recruiters at origin more than the women (USD 1,101.15 for women vs. USD 1,695.31 for men).
- Less than 3% of respondents did not pay any amount to the recruiter at the origin; 26% of respondents paid the recruiter the equivalent of one month's

wage or less (average monthly wage of jobs in the destination country is USD 434).

- For the big majority of respondents (70.8%), the amount paid to the recruiter at origin was used to cover the placement fee, as well as related recruitment/deployment costs; for 27.6% of respondents, the amount paid was totally for placement fee only. Men are the majority among those whose payment to the recruiter was fully used for the placement fee (51.2%); women are the majority among those who did not pay placement fee and their payment was used for pre-departure costs only (53.8%); women are also the majority among those payment was partly used for placement fee and partly for pre-departure costs (61.2%).
- Following are the top cost items included in the amount paid to the recruiter at origin (% respondents who cited this item; descending order):
  - Placement fee (60.9% of respondents); visa (32.8%); international airfare (21.7%); medical test (15.0%); passport (14.5%); pre-departure seminars (12.3%); insurance (11.5%); skills training/certification (6.6%); government fees (5.2%); lodging/meals (4.5%); local travel (4.1%); language lessons (3.1%).

## **2. Amount paid to recruiter at the destination**

### **a. Respondents in origin countries**

- Respondents in the origin survey said that they paid, on average, USD 385, to the recruiter at the destination. More than a third (34.7%) of the respondents paid amounts higher than this average. On average, men paid much higher than women in additional payment to recruiter in destination (USD 205.72 for women vs. USD 554.71 for men).

### **b. Respondents in destination countries**

- Respondents in the destination survey said that they paid, on average, USD 1,407, to the recruiter at the destination. Majority of the respondents (64.1%) paid amounts higher than this average. Again, on average, men paid recruiters in the destination more than the women (USD 1,375.14 for women vs. USD 1,446.78 for men).

## **3. Additional pre-migration costs (on top of amount paid to the recruiters)**

### **a. Respondents in origin countries**

- The big majority of respondents in the origin survey (86.7%) said that they did not have additional costs. Men are the majority (55.9%) for those who said they incurred additional pre-migration costs (on top of amount paid to recruiters. Women are the majority (61.6%) among those who said they did not incur any additional pre-migration costs.
- On average, respondents in the origin survey spent USD 282 in additional costs (on top of amounts paid to recruiter/s). On average, women have slightly

higher additional costs than men (USD 291.94 for women vs. USD 276.48 for men).

b. Respondents in destination countries

- A smaller majority (56.7%) of respondents in the destination survey said they did not incur any additional costs. Women are the majority in both categories: those who had additional pre-migration costs on top of amount paid to recruiters (59.2%); and those who did not incur any additional costs (59.7%).
- The average additional cost for respondents in the destination survey is USD 214. Men, on average, had higher additional costs than women: USD 156.61 for women vs. USD 291.45 for men.

#### 4. Total cost of working abroad

a. Respondents in origin countries

- Amount paid to recruiters (origin + destination): On average, respondents in the origin survey paid recruiters (in origin and/or destination) a total of USD 1,333. More than a quarter (27.8%) of the respondents paid amounts higher than this average.
  - On average, men paid much higher amount to the recruiters than women (USD 858.35 for women vs. USD 1,942.37 for men);
  - Less than 1% of respondents did not pay any amount to the recruiters (origin and/or destination); less than 4% of respondents paid the recruiters the equivalent of one month's wage or less (average monthly wage of jobs in the origin country is USD 152).
- Total cost of working abroad (total amount paid to recruiters + additional costs): Respondents in the origin survey spent, on average, a total of USD 1,362 in order to work abroad. More than a quarter (29.4%) of the respondents spent amounts higher than this average.
  - The USD 1,333 paid to recruiters (origin + destination) constitutes 97.9% of the total cost of going abroad;
  - On average, men incurred much higher total cost of going abroad than women (USD 882.64 for women vs. USD 1,972.03 for men);
  - Less than 1% of respondents did not incur any costs; 3% of respondents spent the equivalent of one month's wage or less (average monthly wage of jobs in the origin country is USD 152);

b. Respondents in destination countries

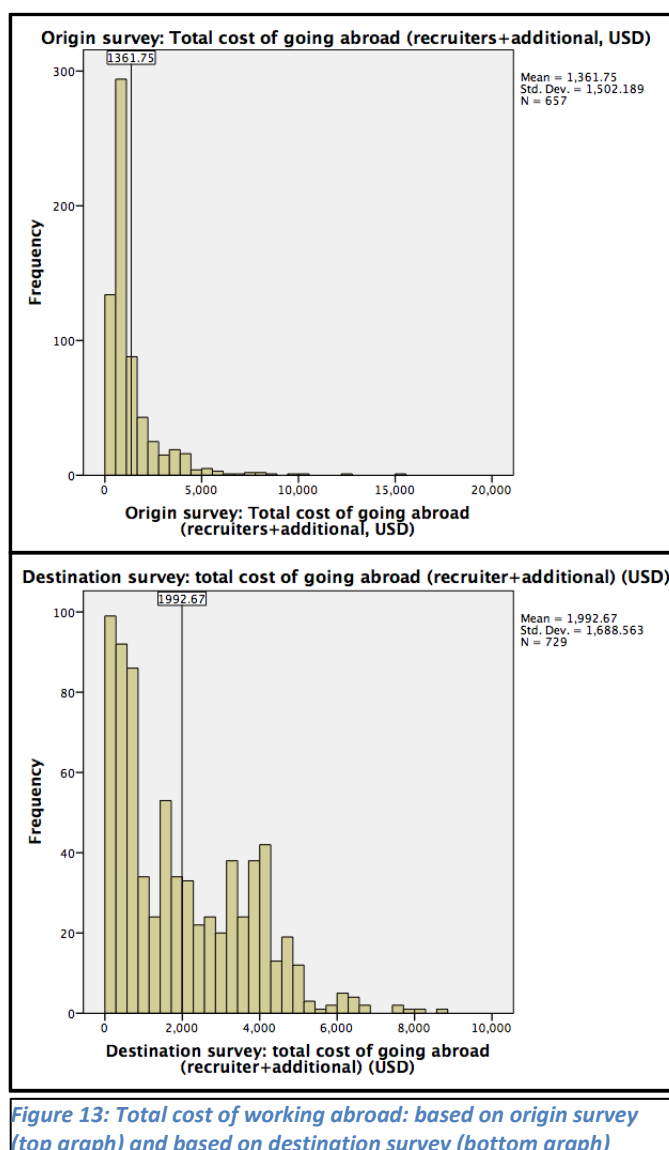
- Amount paid to recruiters (origin + destination): Respondents in the destination survey paid recruiters (in origin and/or destination) an average of USD 1,973. More than 2 out of every 5 respondents (44%) paid amounts higher than this average.



-On average, men paid recruiters (origin + destination) more than the women: USD 1,843.79 for women vs. USD 2,157.43 for men. Women on average paid 85% of what the men paid to recruiters (origin + destination).

-Only 1% of respondents did not pay any amount to the recruiters (origin and/or destination); 21% of respondents paid the recruiters (origin and/or destination) the equivalent of one month's wage or less (average monthly wage of jobs in the destination country is USD 434).

- Total cost of working abroad (total amount paid to recruiters + additional costs): Respondents in the destination survey spent, on average, a total of USD 1,993 in order to work abroad. Again, more than 2 out of every 5 respondents (43%) spent amounts higher than this average.  
 -The USD 1,973 paid to recruiters (origin + destination) constitutes 99.0% of the total cost of going abroad;  
 -On average, the total cost of going abroad was higher for men than women: USD 1,846.02 for women vs. USD 2,199.59 for men. The cost for women, on average, is 84% of the cost for men.  
 -Only 2.5% of respondents did not incur any costs; 22% of respondents spent the equivalent of one month's wage or less (average monthly wage of jobs in the destination country is USD 434).



## 5. Financing the cost of recruitment and working abroad

Recall that the total cost of going abroad reported by the respondents in the origin survey (average of USD 1,362) is almost 9.0 times the monthly wage of those with jobs at home, and 4.5 times the monthly wage of those with jobs abroad. For respondents in the

destination survey, the average total cost of working abroad (USD 1,993) is 4.6 times the monthly wage.

How did the respondents cover the above cost of working abroad?

a. Respondents in origin countries

- Percentage of the cost that was borrowed: Respondents in the origin survey borrowed, on the average, 63.6% of the total cost of working abroad. Majority of the respondents (52.5%) borrowed a higher proportion than this average.
  - Only 14.1% of respondents said that they did not borrow (0%) in order to pay the cost of migration. This means that potentially, almost 86% of respondents borrowed in order to finance the cost of going abroad;
  - Half (50%) of the respondents borrowed 70% (median value) or more of the total cost of going abroad;
  - More than a third (33.6%) of respondents borrowed the entire amount (100%) to cover the cost of going abroad.
  - On average, men and women borrowed nearly the same proportion to cover the cost of going abroad (women borrowed 63.7% of total cost, vs. 63.6% of total cost borrowed by men).
- Respondents in the origin survey used, on average, 1.1 (i.e. 1 to 2) types of fund sources. Almost 10% of respondents did not have any fund source; the big majority (73%) had only one type of fund source.
- Following are the top sources of funds (% respondents who cited this source; descending order):
  - Own/family savings/money at hand (40.4% of respondents);
  - Borrowed from relatives/ friends (36.9%);
  - Sold/mortgaged family assets (12.5%);
  - Advanced by recruiter (8.6%);
  - Informal lenders (4.7%);
  - Employer paid (3.6%);
  - Trade union/coop (2.4%);
  - Bank/financial institution (2.0%);
  - Organization/group (1.6%);
  - Government loan/financing (0.5%).
- Respondents used, on average, 0.42 types of collateral (i.e. no collateral or sometimes 1 type of collateral). Almost two-thirds (65.7%) of respondents did not have physical or material collateral.
- Following are the main collateral used by the respondent (% respondents who cited this collateral; descending order):
  - Farm/agricultural land (14.1% of respondents);
  - Co-maker (9.9%);
  - Jewelry (7.9%);

- Real property/ house/lot (5.7%);
  - Farm animals, equipment (3.0%);
  - Verbal agreement or character guarantee (0.7%);
  - Other (non-farm) assets, equipment (0.5%).
- Reimbursement of relevant costs from employer: The big majority of respondents (85.6%) said they will not ask the employer for reimbursement; 9.3% will maybe ask, and a small minority (5.1%) said they will ask for reimbursement.
    - Men are the big majority (75.0%) among those who said they will ask employer for reimbursement of all relevant costs; they are also the majority (68.2%) among those who said they may ask for reimbursements from the employer.
    - Women are the majority (65.9%) among those who said they will not ask reimbursement from employers.

b. Respondents in destination countries

- Percentage of the cost that was borrowed: Respondents in the destination survey borrowed, on average, 63.5% of the total cost of working abroad; this is similar level as respondents in the origin survey. Majority (60.0%) borrowed a higher proportion than this average.
  - Less than a quarter (24.3%) of respondents did not borrow (0%) in order to pay the cost of migration. This means that potentially, nearly 76% of respondents borrowed to finance the cost of going abroad.
  - Half (50%) of the respondents borrowed 90% (median value) or more of the total cost of going abroad;
  - Close to half (47.2%) of respondents borrowed the entire amount (100%) to cover the cost of going abroad;
  - On average, men covered a bigger proportion (65.8%) of the cost of going abroad by borrowing; for women, 61.5% of the total cost was borrowed.
- On average, respondents used 0.82 (i.e. 0 to 1) type of fund source. Almost 38% of respondents did not have any fund source; half (50.7%) had only 1 type of fund source.
- Following are the top sources of funds (% respondents who cited this source; descending order):
  - Own/family savings/money at hand (28.5% of respondents);
  - Borrowed from relatives/ friends (16.3%);
  - Borrowed from bank/financing agency (14.9%).
  - Sold/mortgaged family assets (6.6%);
  - Informal lenders (4.2%);
  - Employer paid (4.1%);
  - Advanced by recruiter (3.9%);
  - Borrowed from organization/group (1.3%)
  - Borrowed from trade union/coop (1.3%);

-Government financing/loan (1.2%).

- On average, respondents used 0.32 types of collateral (i.e. no collateral or sometimes 1 type of collateral). The big majority (almost 75%, or three-quarters) of respondents did not have physical or material collateral.
- Following are the main collateral used by the respondent (% respondents who cited this collateral; descending order):
  - Co-maker (11.5% of respondents);
  - Farm/agricultural land (7.0%);
  - Jewelry (4.5%);
  - Real property/ house/lot (4.3%);
  - Farm animals, equipment (2.6%);
  - Other (non-farm) assets, equipment (1.8%).
- Reimbursement from employer of relevant costs: The overwhelming majority (91.9%) of respondents said that they were not reimbursed at all by the employer; a small minority (5.6%) said they were fully reimbursed, and an even smaller number (2.6%) said that they were partially reimbursed by the employer.
  - Women are the big majority among those who were fully or partially reimbursed by employers (70.0% and 78.3%, respectively); Women are also the majority among those not reimbursed by the employers (59.0%).

#### **D. RECRUITMENT AND PLACEMENT INFORMATION, INSTRUCTIONS AND OTHER PRACTICES OF RECRUITERS**

##### **1. Instructions/Actions of the recruiter on: wage**

###### **a. Respondents in origin countries**

- Majority (63.6%) were told they'll get the legal/minimum/ agreed wage; more than a quarter (27.5%) said the recruiter did not discuss or give any information on this; a small but significant 8.9% were told they'll get lower than the minimum or the agreed wage – which is illegal.
- Gender disaggregation: Women are the big majority (73.1%) among those told by the recruiter that they will get the legal/agreed wage. Men are the majority (55.7%) among those told by the recruiter that they will get lower than the legal/agreed wage; they are also the majority (68.6%) among those who were not informed at all about the legal/agreed wage.

###### **b. Respondents in destination countries**

- Half of respondents (50.4%) were told they'll get the legal/minimum/ agreed wage; nearly 2 out of every 5 respondents (39.9%) said the recruiter did not discuss nor give any information; nearly 1 in every 10 (9.7%) were told they'll get lower than the minimum or the agreed wage.

- Gender disaggregation: Women are the majority in all categories: those told that they will get lower than minimum/agreed wage (64.5%); those told that they'll get the legal/agreed wage (65.3%); and those who were not given any information about the wage (53.5%).

## **2. Instructions/Actions of the recruiter on: mandated benefits**

### **a. Respondents in origin countries**

- Majority: I was told I'll get all mandated benefits (56.9%); no information from recruiter about this (31.5%); I was told I'm not entitled to certain benefits (11.6%).
- Gender disaggregation: Women are the majority (58.5%) among those told by the recruiter that they are not entitled to certain mandated benefits; they are also the big majority (71.3%) among those told that they will get all the mandated benefits. Men are the majority (62.2%) among those who were not informed/ not discussed about the mandated benefits.

### **b. Respondents in destination countries**

- Majority: no information from recruiter about this (54.7%); I was told I'll get all mandated benefits (32.1%); I was told I'm not entitled to certain benefits (13.1%).
- Gender disaggregation: Women are the majority in all categories: those told that they are not entitled to certain mandated benefits (65.0%); those told they will get all the mandated benefits (63.2%); and those not given any information about the mandated benefits (56.7%).

## **3. Instructions/Actions of the recruiter on: making complaints / seeking redress**

### **a. Respondents in origin countries**

- Majority: Recruiter did not mention/ discuss this at all (61.4%); recruiter advised me to seek help if needed (25.4%); recruiter verbally warned me not to do this (8.6%); recruiter made me sign a promise not to file complaints (4.5%).
- Gender disaggregation: Men are the big majority among those verbally warned by the recruiter against filing complaints. Women and men are almost equally split (50%) among those made by the recruiter to sign promise not to file complaints; as well as those advised by the recruiter to seek help/complain if violations happen. Women are the majority (66.4%) among those who were not informed or not discussed this topic.

### **b. Respondents in destination countries**

- Majority: Recruiter did not mention/ discuss this at all (68.6%); recruiter verbally warned me not to do this (12.5%); recruiter advised me to seek help if

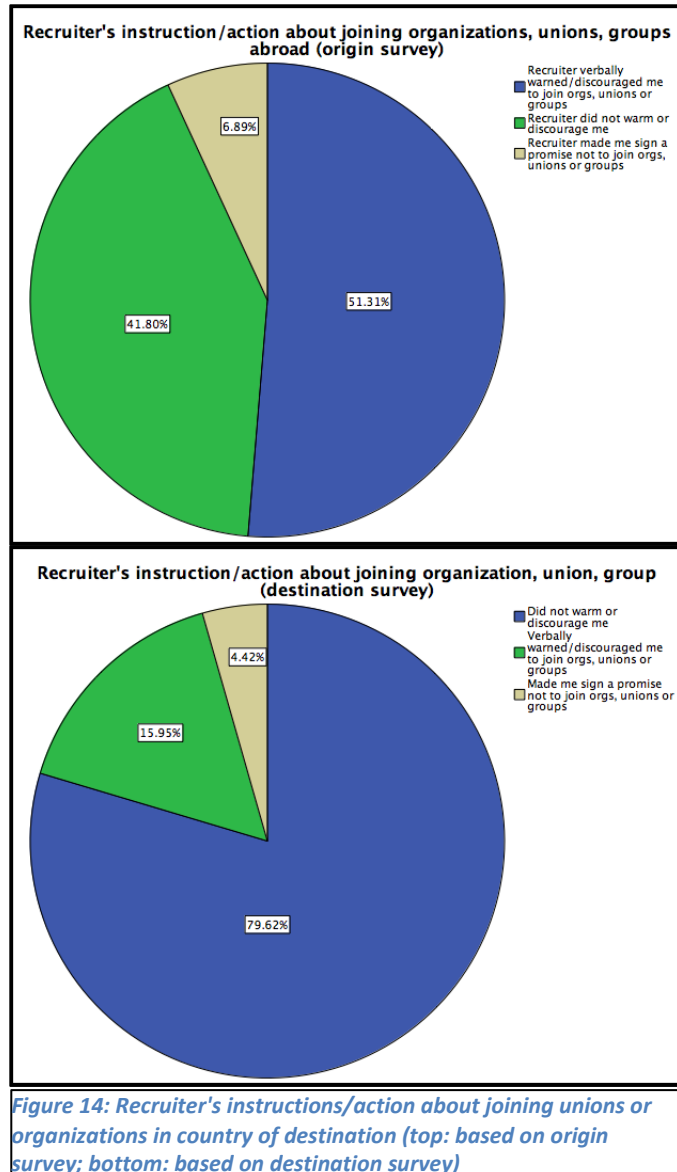
needed / said they will take responsibility (11.5%); recruiter made me sign a promise not to file complaints (7.3%).

- Gender disaggregation: Women are the majority in all categories: those who were warned against making any complaints (61.5%); those made to sign a promise not to file complaints (58.2%); those who were not given any information about this (69.0%); and those advised by recruiter to seek help or were told that the recruiter will bear responsibility in first few months (69.3%).

#### 4. Instructions/Actions of the recruiter on: joining unions, organizations, groups abroad

##### a. Respondents in origin countries

- Majority: Recruiter verbally warned/discouraged me from joining (51.3%); recruiter did not warn/discourage me (41.8%); recruiter made me sign a promise not to join (6.9%).
- Gender disaggregation: Women are the big majority (75.4%) among those verbally warned by the recruiter against joining unions or organizations in destination country. Women and men are almost evenly split among those who were not informed, discussed nor discouraged about this topic. Men are the big majority (73.8%) among those who are made by the recruiter to sign a promise not to join unions or organizations.



b. Respondents in destination countries

- Majority: Recruiter did not warn/ discourage me (79.6%); recruiter verbally warned/ discouraged me from joining (16.0%); recruiter made me sign a promise not to join (4.4%).
- Gender disaggregation: Women are the majority in all categories: those warned against joining organizations/unions (59.8%); those made to sign a promise not to join (60.6%); and those who were not warned or discouraged (59.4%).

**5. Instructions/Actions of the recruiter on: joining protests/public actions in destination country**

a. Respondents in origin countries

- Plurality: Recruiter verbally warned/discouraged me from joining (47.3%); recruiter did not warn/discourage me (45.3%); recruiter made me sign a promise not to join (7.4%).
- Gender disaggregation: Women are the big majority (70.0%) among those verbally warned by recruiter against joining public protests/actions in destination country. Women and men are almost evenly split among those who were not informed/discussed about this topic. Men are the majority (57.7%) among those who were made by the recruiter to sign a promise not to join public protests/actions.

b. Respondents in destination countries

- Majority: Recruiter did not warn/discourage me (76.0%); recruiter verbally warned/discouraged me from joining (18.8%); recruiter made me sign a promise not to join (5.3%).
- Gender disaggregation: Women are the majority in all categories: those warned against joining protests/public actions (62.5%); those made to sign a promise not to join (59.0%); and those who were not warned or discouraged (59.9%).

**6. Instructions/Actions of the recruiter on: signing blank paper or documents not understood**

a. Respondents in origin countries

- Majority: Recruiter did not ask me to sign (79.2%); asked me to sign (20.8%).
- Gender disaggregation: Women are the majority (64.2%) among those who were not asked by the recruiter to sign blank or documents that the respondent did not understand. Men are the slight majority among those who were asked by the recruiter to sign document that is blank/not understood, and successfully refused (51.1%); this means almost half (48.9%) of those who successfully refused are women. Men are the majority (60.0%) among those

who were asked to sign, refused, but were forced to sign; they are also the majority (59.5%) among those who signed without refusing.

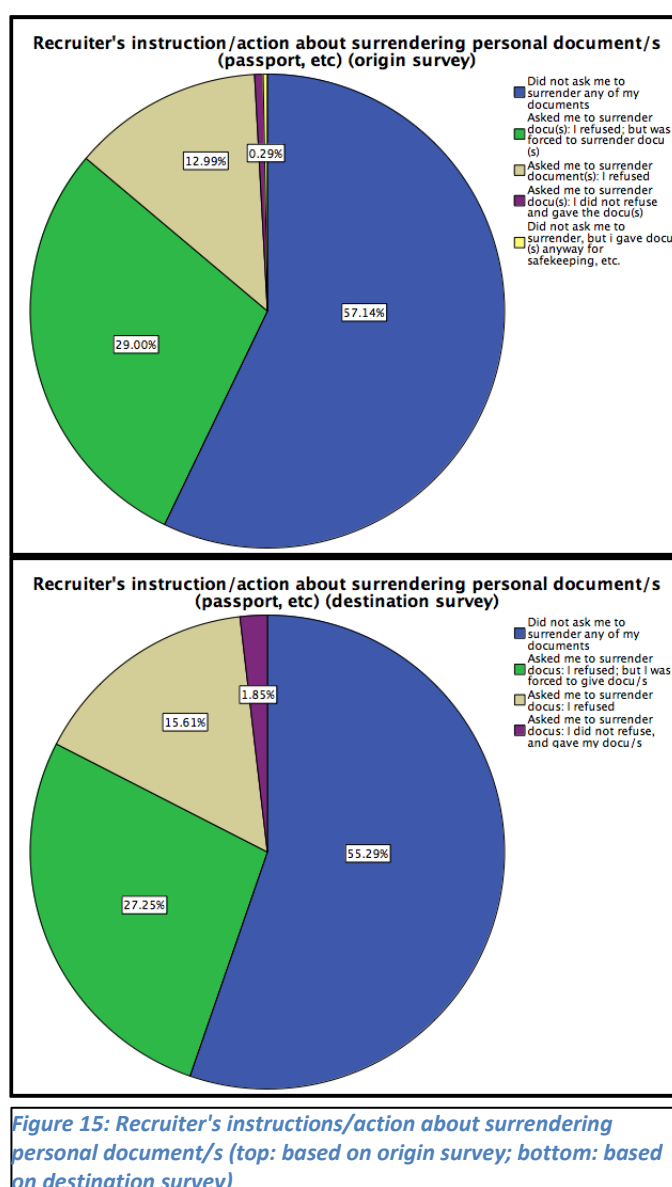
b. Respondents in destination countries

- Majority: Recruiter did not ask me to sign (78.7%); asked me to sign (21.2%).
- Gender disaggregation: Women are the majority in most categories: those who were asked to sign blank documents, refused but were forced to sign (65.3%); those who were asked to sign and did not refuse (72.9%); those who were not asked to sign (59.6%). Men are the majority among those who were asked to sign, refused and did not sign (66.7%).

## 7. Instructions/Actions of the recruiter on: surrendering personal document/s (passport, etc.)

a. Respondents in origin countries

- Majority: Recruiter did not ask for any of my documents (57.1%); recruiter asked me to surrender at least one of my documents/ I gave even if not asked (42.9%).
- Gender disaggregation: Men are the majority (55.6%) among those who were asked by recruiter to surrender personal documents, and successfully refused. Women are the majority (52.7%) among those asked to surrender documents, refused, but were forced to give their documents; they are also the majority (66.7%) among those who surrendered their documents without refusing, or without being asked by the recruiter. Women are the





majority (67.9%) among those who were not asked, and did not give, their personal documents.

b. Respondents in destination countries

- Majority: Recruiter did not ask for any of my documents (55.3%); recruiter asked me to surrender at least one of my documents/ I gave even if not asked (44.7%).
- Gender disaggregation: Women are the majority in most categories: those who were asked by the recruiter to surrender personal document/s but successfully refused (51.3%); those who were asked, refused, but were forced to surrender document/s (67.6%); those who were not asked by the recruiter to surrender any personal document (58.8%). Men are the majority among those asked by recruiter to surrender, did not refuse, and gave their document/s (57.1%).

**8. Respondents' opinion/satisfaction rating on quality of information from recruiters**

Respondents were asked to give their opinion/satisfaction rating on the quality of information given by the recruiters (12 information items were listed). The following scale was used:

- 1 = I am very satisfied that the recruiter gave me complete, correct, accurate, updated information;
- 2 = I am somewhat satisfied that the recruiter gave me complete, correct, accurate, updated information;
- 3 = I am neither satisfied nor disappointed; I'm not sure if the recruiter gave me complete, correct, accurate, updated information;
- 4 = I am dissatisfied; I think the recruiter gave very limited, incorrect or outdated information;
- 5 = I am very disappointed; I think all information I got was incomplete, inaccurate or outdated.

a. Respondents in origin countries

On average, respondents in the origin survey gave a rating of 2.91 on the quality of information given by the recruiter. This means that the overall opinion of the respondents is slightly favorable, between "somewhat satisfied" and ambivalence ("neither satisfied nor disappointed") about the completeness/correctness of the information.

Following are the average ratings given by the respondents on each of the information items (ascending order of average score, i.e. from best to worst rating):

- Opinion rating on recruiter's information on: wage (2.52);
- Opinion rating on recruiter's information on: contract terms and benefits (2.59);
- Opinion rating on recruiter's information on: reimbursable costs (2.64);
- Opinion rating on recruiter's information on: general working conditions (2.70);
- Opinion rating on recruiter's information on: migration laws, policies of home/host country (2.90);

- Opinion rating on recruiter's information on: labor rights, union activities (2.96);
- Opinion rating on recruiter's information on: human rights, personal security (3.04);
- Opinion rating on recruiter's information on: complaint, redress assistance (3.07);
- Opinion rating on recruiter's information on: recruitment regulations (3.10);
- Opinion rating on recruiter's information on: government services (3.10);
- Opinion rating on recruiter's information on: gender, women-related concerns (3.13);
- Opinion rating on recruiter's information on: CSO/non-government services, support (3.20).

The most favorable rating above is on information about the wage (respondents' satisfaction is between "somewhat satisfied" and ambivalence ("neither satisfied nor disappointed"). The most unfavorable is on information about services/support from civil society/non-government groups (between ambivalent and dissatisfied).

Average rating on information provided by recruiter – according to demographic and research parameters (on 12 information items; scale of 1 to 5; 5 is worst):

- By country of origin (countries in the survey only): Bangladesh (2.49); India (3.85); Indonesia (2.55); Nepal (3.70); Philippines (2.67). The respondents from Bangladesh gave the most favorable rating (between "somewhat satisfied" and ambivalent); respondents from India gave the most unfavorable rating (nearing "dissatisfied");
- By country of destination: (countries in the survey only): Bahrain (3.26); Lebanon (2.25); Malaysia (3.26); Singapore (2.56); Taiwan (2.42); Thailand (no data). Respondents from Lebanon gave the most favorable rating ("somewhat satisfied" to ambivalent); those from Malaysia and Bahrain gave the most unfavorable (ambivalent to "dissatisfied");
- By gender: female (2.54); male (3.42); others (3.88). The women gave much more favorable rating than the men or other genders; the women's rating is slightly positive, and those from men/other genders is slightly negative;
- By education: no formal education (2.90); up to vocational/ technical only (3.15); up to primary only (2.73); up to secondary only (3.23); up to university/ college (2.80); up to post-graduate (2.85). Those with up to primary education gave the most favorable rating (slightly positive); those with up to secondary education gave the most unfavorable rating (slightly negative);
- By type of job (elementary or not): elementary job (2.60); non-elementary job (3.55). Those with elementary jobs gave a more favorable rating (slightly positive), than those with non-elementary jobs (slightly negative);
- By type of job (DW or non-DW): domestic worker (2.46); non-DW (3.37). Those with DW jobs gave slightly positive rating; those with non-DW jobs gave slightly negative rating.
- If used a private recruiter (in origin) or not: Used a private recruiter (2.85); did not use a private recruiter (3.34). Those who used a private recruiter gave slightly positive rating; those who did not use a private recruiter had a slightly negative opinion.

- If first job abroad or not: first job abroad (2.73); not first job abroad (2.90). The first-time and repeat migrants have nearly similar opinion (slightly positive; “somewhat satisfied” to ambivalent), although the first-time migrants gave a slightly more favorable rating.

b. Respondents in destination countries

On average, respondents in the destination survey gave an overall opinion rating of 3.89 to the quality of information provided by the recruiter. This means that overall, the respondents in the destination survey have a slightly negative opinion (ambivalent to “dissatisfied”) about the completeness/correctness of the information from the recruiters. This overall opinion rating is also more negative than the rating from the origin survey respondents (slightly positive; “somewhat satisfied to ambivalent”).

Following are the average ratings given by the respondents on each of the information items (ascending order of average score; i.e. from best to worst rating):

- Opinion rating on recruiter’s information on: wage (3.35);
- Opinion rating on recruiter’s information on: contract terms and benefits (3.39);
- Opinion rating on recruiter’s information on: general working conditions (3.47);
- Opinion rating on recruiter’s information on: human rights, personal security (3.93);
- Opinion rating on recruiter’s information on: government services (3.94);
- Opinion rating on recruiter’s information on: gender, women-related concerns (4.01);
- Opinion rating on recruiter’s information on: complaint, redress assistance (4.02);
- Opinion rating on recruiter’s information on: migration laws, policies of home/host country (4.03);
- Opinion rating on recruiter’s information on: reimbursable costs (4.11);
- Opinion rating on recruiter’s information on: recruitment regulations (4.19);
- Opinion rating on recruiter’s information on: CSO/non-government services, support (4.28);
- Opinion rating on recruiter’s information on: labor rights, union activities (4.36).

The most favorable rating above is on the information about the wage, which is between ambivalent to “dissatisfied” (i.e. slightly negative). The most unfavorable rating is on information about labor and union rights/activities (between “dissatisfied” to “very disappointed”).

Note that on all these items, the ratings from the destination survey respondents are on the negative side overall, and are more unfavorable than the ratings from the origin survey respondents on all items. This significant shift in the opinion (from slightly positive in the origin survey to the more firmly negative opinion in the destination survey) may be due to the fact that the respondents in the destination survey have seen/experienced the realities of life and work abroad, and therefore have more clear basis in assessing if the pre-migration information they got from the recruiters were indeed correct, complete, updated and useful to them.

Average rating on information provided by recruiter – according to demographic and research parameters (on 12 information items; scale of 1 to 5; 5 is worst):

- By country of origin (countries in the survey): Bangladesh (4.38); India (4.33); Indonesia (3.92); Nepal (3.84); Philippines (3.43). All the ratings are on the negative side, with respondents from Bangladesh giving the most unfavorable rating (between “dissatisfied” to “very disappointed”);
- By country of destination (countries in the survey): Bahrain (4.47); Lebanon (4.06); Malaysia (3.92); Singapore (3.54); Taiwan (3.51); Thailand (4.55). Ratings are all on the negative side; respondents from Thailand and Bahrain gave the most unfavorable ratings (nearing “very disappointed”)
- By gender: female (3.80); male (4.02); others (4.00). Ratings are all on the negative side; the men gave more unfavorable rating;
- By education: no formal education (3.87); up to vocational/ technical only (3.82); up to primary only (4.66); up to secondary only (4.07); up to university/ college (3.47); up to post-graduate (3.73). All ratings on the negative side; those with up to primary education gave the most unfavorable rating (nearing “very disappointed”);
- By type of job (elementary or not): elementary job (4.02); non-elementary job (3.34). Those with elementary jobs gave the more negative rating (“dissatisfied”);
- By type of job (DW or non-DW): domestic worker (3.76); non-DW (3.91). Those with DW and non-DW jobs gave quite similar negative ratings, but those in non-DW jobs gave the more unfavorable rating (nearing “dissatisfied”);
- If used a private recruiter (in origin) or not: Used a private recruiter (3.91); did not use a private recruiter (3.61). Both gave negative ratings, but those who used a private recruiter gave the more unfavorable rating (nearing “dissatisfied”);
- If first job abroad or not: first job abroad (3.95); not first job abroad (3.68). Both gave negative ratings; the first-time migrants gave a more unfavorable rating (nearing “dissatisfied”).

Disaggregating by parameter, we can see that the ratings from the destination survey are more negative than the ratings from the origin survey. We can also see that there are dramatic shifts in the opinion (from slightly positive to decidedly more negative) in the following categories: country of origin (respondents from Bangladesh); education (respondents with up to primary education); type of job (respondents with elementary jobs); respondents who used a private recruiter; respondents who are first-time migrant workers abroad.

This pattern seems to be consistent with the earlier analysis that the respondents at the destination have a more negative opinion since they have now seen/experienced the actual realities of the migrants’ life abroad. Indeed, the significant opinion shifts involve respondents in situations which might have a more rosy pre-departure expectation of work abroad (respondents from origin e.g. Bangladesh, those with primary education, those in elementary jobs, those who paid recruiters, and those who are first-time migrants) – and who are also usually the more discriminated or vulnerable/at risk to abuses/exploitation abroad.

## **E. CHAPTER SYNTHESIS: KEY RESULTS & FINDINGS (CHAPTER 4)**

What are the major problems in terms of the recruitment, placement and protection of migrant workers? Where are the critical gaps and problem areas? What are the significant factors affecting these problems? What can be done to address these problems?

### **1. Preparatory (pre-migration) process**

- a. The respondents have minimal and insufficient preparations before migrating for work abroad - both the origin and destination surveys confirmed this.
  - On average, the respondents did only two types of preparatory activities based on the destination survey; or up to four types of activities based on the origin survey;
  - Nearly a quarter (24%) of respondents did not undertake any preparatory activities before going abroad [origin survey]; situation is worse among destination respondents: nearly a third (32%) did not do any preparatory activities.
- b. The top preparatory activities [both surveys] indicate that the respondents basically aim to satisfy administrative/processing requirements, or the employers'/recruiters' requirements – e.g. (mandatory) medical tests, pre-departure seminars, skills/language training, opening a bank account – not really to prepare themselves and their families for a temporary, transnational life due to work abroad.
  - Among the lowest priorities are [both surveys]: getting social security including retirement coverage; reintegration training/planning; joining welfare protection program; understanding/known rights, protection policies, support groups, redress mechanisms at the destination.
- c. The respondents' self-rating indicate that the quality of preparatory information/activities are ineffective because: (i) the activities provided respondents with insufficient/limited or no useful information/knowledge at all; (ii) the relevant topics were not covered/included in the preparatory activities; or (iii) the respondent did not join/do any of the preparatory activities.
  - The average self-rating of respondents at the origin (on the quality of their pre-migration information, knowledge and preparations) is marginally positive at 2.78. On our scale of 1 to 5 (5 is worst), this means between "got insufficient/limited information" and "got no useful information at all (from the preparatory activities)".
  - The average self-rating of respondents at the destination (i.e. migrants who have actually experienced life and work abroad), is significantly worse, and negative at 3.32 (i.e. between "got no useful information at all (from the preparatory activities)" and "relevant topic not covered at all by the preparatory activities").
  - In both surveys: information on wage, terms of work, living/working conditions abroad, family communication are the most favorably-rated preparations/information;

- In the origin survey: the worst-rated information/preparations are on recruitment regulations; gender/women-related concerns; labor rights/organizations abroad; complaints and redress services abroad; government services/host and home governments; non government services and support groups abroad.
- In the destination survey: the worst-rated are on migrant labor/protection laws and policies; return and reintegration preparations; gender/women concerns; recruitment regulations; non government services and support groups; labor rights/unions/groups abroad.

## **2. Use of private recruiters, and types of recruiters**

- a. Use of recruiter at origin – Both surveys showed that the big majority of respondents (close to 80% in the origin survey; almost 70% in the destination survey) used a private recruiter at the origin in order to go abroad. In both surveys, women are the majority among those who used private recruiters.
- b. Use of recruiter at destination – The big majority (85%) did not use an additional private recruiter at the destination.
- c. Type of recruiter at origin – Private recruiters may be companies/agencies/ business entities (including their authorized agents/sub-agents), or individual persons (not representing any company/agency). The origin survey shows that the majority of respondents (nearly two-thirds) used recruiters at the origin who are individual persons. The destination survey shows that the majority used recruitment agencies/companies; more than 40% used recruiters who are individual persons.
  - Women are the majority among those who used recruitment agencies/companies (not individuals) at the origin. [both surveys]
- d. Type of recruiter at destination – For those who used an additional recruiter at the destination, the majority used agencies/companies (not individual persons) [both surveys]; still, a significant proportion (45%) used recruiters who are individual persons. [origin survey]
  - Men are the majority among those who used recruiters who are individual persons [origin survey]. Women are the majority among those who used recruitment companies/agencies at the destination. [both surveys]

These results show the predominant role of fee-charging, private recruiters (agencies or individuals) in the overseas recruitment and placement of migrant workers. Both surveys affirmed that the big majority of respondents used private recruiters at the origin in order to work abroad; women are the majority among those who used private recruiters.

The results also show that majority of the respondents used recruiters at the origin who are individual persons (*not* agencies/companies). We will see in the succeeding sections (below) that this is problematic because recruiters who are individual persons are not regulated,

and usually not licensed; therefore they can charge extremely high fees or violate recruitment regulations with impunity.

### **3. Channels or modalities of labor migration**

- a. Respondents used various modalities to get/process their work abroad. Based on the survey results, we identified eight modalities:
- (1) Through private recruiter (agency, company, or its authorized agents);
  - (2) Through private recruiter (individual person);
  - (3) Through government placement;
  - (4) Directly through employer (company or person);
  - (5) Through the help of family/relatives;
  - (6) Through the help of friends, colleagues, neighbors (no relation to respondent);
  - (7) Through the help of organization, group, church, coop, union, etc.
  - (8) On my own / none of the above channels.

Note that except for (1) and (3) which are institutional and (usually) regulated recruitment channels, the rest are non-institutional, unregulated, and likely (although not necessarily) to be informal and/or unlicensed channels.

- b. Going through private recruiters (agency/company or individual person) is the predominant mode used by the respondents [both surveys]. Almost 80% [origin survey] used this channel. Women are the majority among those who used this modality [both surveys]. Again, this is definitive data showing the big majority of respondents going through private recruiters channels more than any other mode of labor migration; women are the majority who go through the private recruiter channel.
- c. “Direct hire” channels (arranged directly with employer) was used by less than a tenth of the respondents [both surveys]. In the origin survey, men are the majority among those who used this mode; in the destination survey, women are the majority.
- d. Government recruitment/placement channels was even more marginally used [both surveys]; at most 4% of respondents used this channel [origin survey]. In the origin survey, men are the majority among those who used this mode; in the destination survey, women are the majority.

As discussed in Chapter 1, decades of deregulation and neoliberal policies have reduced government role in employment services to marginal levels, contrary to the foundational principle of employment services being “free public service” which is the primary duty of the State. The results in both surveys show that private, fee-charging, profit-seeking recruiters have, particularly in the case of overseas migrant workers, taken over employment (which includes recruitment and placement) services.

The withdrawal or atrophy in the State's role, or the mandatory requirement by some countries for migrants to use private recruiters in overseas placement, has left migrants with little choice but to go through the profit-seeking recruiters, resulting in the current situation of exorbitant recruitment costs being blatant, widespread, and the normal practice.

Therefore, from the original principle of employment services being a free public service provided by the State, we will see in the succeeding sections below that the current situation has been reduced to a market-driven, private recruiter-controlled business charging an average of USD1,362 in recruitment costs (based on origin survey), or USD 1,993 (based on destination survey).

#### **4. Private recruiters named and identified by respondents**

- a. Private recruiters (agencies and individual persons), both at the destination and origin, have been specifically named by the respondents. For agencies/companies (not individual persons), indicators on recruitment practices have been organized into 'scorecards', showing the record of each recruitment agency.
  - Agencies/companies (not persons) cited by at least 2 respondents are listed in **Appendix 6** of this report. The scorecards of each of these agencies can be examined by the reader.
  - It is important to note that more than a quarter of respondents (28% in the origin survey and almost 30% in the destination survey) did not/could not name, or cannot remember, the recruiter that they paid. Many names are also not complete or accurate.
- b. Not identifying/naming/keeping records and proofs of transaction with the recruiters contribute to situation of impunity and non-accountability of recruiters, since they can't be properly identified or made to answer for their illegal or abusive practices.
- c. There is need for basic documentation processes where receipts, proof of transaction, or service agreements between recruiters and migrants are required/enforced, documents made available e.g. online so that even if lost/confiscated, the proof of transaction can still be traced/accessed by migrants/support groups. There is need for education/capacity-building for migrants to require/demand proper documents (esp. identifying documents, receipts) of the recruiters they use.

#### **5. Recruitment license**

- a. License status: recruiter at the origin – The big majority of respondents do not know, or could not ascertain, if the recruiter at the origin is licensed [both surveys].
  - In the origin survey, only 17% of respondents can ascertain that the recruiter at the origin is licensed (i.e. 83% used actually or potentially unlicensed recruiters). The destination survey shows a more improved situation, with



more than a third of the respondents (34%) able to ascertain that the recruiter at origin is licensed (i.e. 66% used actually or potentially unlicensed recruiters).

- Women are the majority among those who do not know the license status [both surveys]. In the origin survey, men are the majority among those who use a recruiter they know is not licensed; in the destination survey, women are the majority.
- b. License status: recruiter at the destination – An even bigger majority do not know, or could not ascertain, if the (additional) recruiter that they used at the destination is licensed [both surveys].
- In the origin survey, only 15% can ascertain that the recruiter at the destination is licensed (i.e. 85% use actually or potentially unlicensed recruiter at destination). Men are the majority among those who do not know the license status; they are the overwhelming majority among those who use recruiters they know is not licensed.
  - In the destination survey, only 19% can ascertain that the recruiter at the destination is licensed (i.e. 81% use actually or potentially unlicensed recruiter at destination). Women are the majority among those who used unlicensed recruiters.

That unlicensed recruiters could operate at all is a big question; that they are widely and generally operating and doing business with the workers show failure of enforcement and regulation, or the lack thereof.

We also need to examine why migrants use them anyway; is there a link between the type of job, education, gender and use of unlicensed agencies? Is this because of the absence of other (non-private recruiter) modalities, or channels that are more accessible, reliable and no/low cost?

## **6. Receipts and proof of transaction**

- a. Valid receipt issued by recruiter at origin – The big majority of respondents were not given valid receipts by the recruiter at the origin [89% in origin survey; 83% in destination survey]. Men are the majority among those given valid, itemized receipts [origin survey]. Women are the majority among those not given receipts by recruiter at origin [destination survey].
- b. Valid receipt issued by recruiter at destination – The overwhelming majority said recruiter at destination did not issue valid receipts [origin survey]. Men are the majority among those not issued valid receipts.

## **7. Recruitment charges and total cost of working abroad**

- a. Recruitment charges and costs: recruiter at origin – On average, respondents paid USD 1,314 [origin survey] or USD 1,347 [destination survey] to the recruiter at the origin.

- At the origin, women paid significantly lower (USD 843) than men (USD 1,938) [origin survey]; similar pattern shown by destination survey: USD 1,101 for women vs. USD 1,695 for men.
- b. Recruitment charges and costs: recruiter at destination – On average, respondents paid USD 385 [origin survey] or USD 1,407 [destination survey] to the recruiter at the destination.
- At the destination, women also paid lower than men (USD 206 for women; USD 555 for men) [origin survey]; same pattern in destination survey: USD 1,375 for women; USD 1,447 for men. [destination survey]
- c. Additional costs related to recruitment/placement (on top of amounts paid to the recruiter/s): On average, respondents spent an additional USD 282 [origin survey] or USD 214 [destination survey] on top of the amounts they paid to the recruiters at the origin and/or destination.
- These are mostly for travel/living/operating expenses and personal effects (luggage, clothes, etc.) while processing/preparing for the work abroad, and for costs that the recruiter says is not included in the fees they collected from the respondents.
- d. Total cost of going abroad: On average, the total cost of going abroad is USD 1,362 [origin survey] or USD 1,993 [destination survey].
- In the origin survey, the total cost of USD 1,362 is composed primarily (USD 1,333 or 98%) of fees/charges paid to the recruiters (in origin and/or destination). In the destination survey, the total cost of USD 1,993 is composed primarily (USD 1,973 or 99%) of fees/charges paid to the recruiters (in origin and/or destination).
  - In the origin survey, the total cost (USD 1,362) is almost nine times the average monthly wage (USD 152) of origin survey respondents (whose jobs are in the origin country only); or more than four times the average monthly wage (USD 306) of origin respondents whose jobs are abroad.
  - In the destination survey, the total cost (USD 1,993) is nearly five times the average monthly wage (USD 434) of respondents in the destination countries.
  - The total cost incurred by men is much higher than the cost incurred by women (USD 883 for women vs. USD 1,972 for men) [origin survey]; the same pattern in the destination survey: USD 1,846 for women vs. USD 2,200 for men – i.e. total cost for women is 84% of total cost for men). [destination survey]

These baseline statistics show us how excessive or exorbitant the recruitment/placement charges of the recruiters are, especially if we compare the monthly wage with the fees charged by the recruiters.

This also shows the cost (literally and figuratively) of the State surrendering its duty to provide “free public employment services” in favor of profit-seeking private recruiters.

## 8. Recruitment/placement costs borne by workers

Cost items borne by the migrant workers – Following are the top cost items that are included in the amount paid by the respondents to the recruiters [origin and/or destination surveys]: placement fee/recruitment fee\*, visa fee\*, medical test\*, passport, international airfare\*, skills training\*, pre-departure seminar\*, language lessons (language of destination country)\*, local travel (hometown to domestic airport)\*, insurance\*, lodging (during pre-departure processing)\*, government fees\*.

In line with the principle of “employer pays” (or “no fees charged to the worker”), Verite, an ethical recruitment advocate, says that the *employer* should bear recruitment/placement costs related to recruitment/placement/employment after it commits to hire the worker.<sup>36</sup> From the above list, the cost items marked with asterisk, in general (but not always) should be borne by the employer. The research has shown, however, that the respondents are routinely made to pay for these. In effect, the workers (migrants) are subsidizing the employers in their recruitment/placement process. This is difficult to imagine in the recruitment/hiring processes for local jobs in a country; but this is normal practice in the recruitment and hiring of migrant workers.

## 9. Financing the cost of working abroad, and the burden of debt

- a. On average, the respondents borrowed 64% of the total cost of going abroad [both surveys]. Men and women borrowed nearly similar percentages of the total cost [origin survey], although the destination survey shows that men borrowed a higher proportion than women (66% borrowed by men vs. 62% of total cost borrowed by women) [destination survey].
- b. The big majority of respondents (nearly 76% of destination respondents and almost 86% of origin respondents) borrowed in order to cover the cost of going abroad.
  - Half (50%) of origin respondents borrowed 70% (median value) or more of the total cost of going abroad; half of destination respondents borrowed 90% (median value) or more of the total cost of going abroad;
  - More than a third (34%) of origin respondents borrowed the entire (100%) cost of going abroad; close to half (47%) of destination respondents borrowed the entire cost of going abroad.
- c. Sources of funds
  - Origin survey – Following are the top sources of funds (% respondents who cited this source; descending order): own/family savings/monies (40% of respondents); borrowed from relatives/friends (37%); sold/mortgaged assets (12%); advanced by recruiter (9%); informal lenders (5%). Very low among the sources are: paid by employer (4% of respondents); coop/trade union (2%);

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<sup>36</sup> See MFA policy brief on ethical recruitment.

bank/financial institution (2%); government loan/financing (0.5% of respondents).

- Destination survey – Top sources of funds (descending order): own/family savings/monies (28% of respondents); borrowed from relatives/friends (16%); bank/financing agencies (15%); sell/mortgage assets; informal lenders (4%), paid by employer (4%).
- Top in both lists is the use of own/family savings, resources and/or assets, then supplemented by loans from family/relatives, friends/colleagues.
- Note that in both surveys, “informal lender” is at the middle of the list (used by about 5% of respondents), below it is “employer pays” (4% of respondents). In the destination survey, “bank/financing agency” has moved higher in the list (compared to origin survey), selling/mortgaging assets is lower, and using informal lenders is also lower – reflecting exposure of migrants in destination to more mainstream financing options.
- Among the lowest in the list are loans/financing from coops/trade unions, as well as organizations/groups. Lowest in both lists is government loan/financing (used only by 1% of respondents).

The absence of, or difficulty by respondents to access, low-cost, less exploitative financing sources, push them to opportunistic lending channels. One result is the not uncommon complaint of migrants (particularly domestic workers) about the collusion of unscrupulous recruiters, lending companies and employers who scheme together to effectively extort and defraud the migrants into paying huge recruitment fees.<sup>37</sup>

The primary use of family savings, income and assets, supplemented by loans from family, relatives, friends and colleagues, is indicative of the long-term devastating impact on migrants and their families, of the exorbitant cost of overseas recruitment/placement; the profit and wealth of opportunistic recruiters grow at the cost of workers and their families losing their assets and properties, exhausting their income and savings, burying them in huge debt, undermining their financial independence and preventing them from using their assets and resources in livelihood and productive economic initiatives.

The earlier chapters showed that majority of the respondents are repeat migrants – therefore, the high cost of overseas recruitment and placement, which the repeat migrants have to go through at each cycle of their overseas placement, siphon off the income and benefits that migrants get from overseas work, into the pockets of the profiteering recruiters. This prevents the migrant workers and their families from becoming primary stakeholders in “migration and development” processes, which aim to optimize the use of migrants’ savings, remittances and social capital in local economic development.

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<sup>37</sup> See for instance, “License to Exploit” and video interviews in “Between the Rock and a Hard Place,” 2016.

- d. Collateral/guarantee used by respondent
  - Origin survey: The top 5 collateral/guarantees are: farm/agricultural land (14% of respondents); co-maker (10%); jewelry (8%); real property/house/lot (6%); farm animals/equipment (3%). Farm/agricultural land is top collateral.
  - Destination survey: The top 5 collateral/guarantees are: co-maker/no physical collateral (12% of respondents); farm/agricultural land (7%); jewelry (4%); real property/house/lot (4%); farm animals/equipment (3%). Note again that co-maker is top of the list, reflecting access to credit by migrants in destination countries. Farm/agricultural land however remains a major collateral.
- e. Reimbursement of relevant costs from employer
  - Only 5% will definitely ask employer for reimbursement [o]; 9% maybe [o]; 86% will not ask [o]. Men big majority for those who will ask; Women majority among those who will not ask. [o]

The nefarious impacts of extortionate recruitment costs – leading to loss of savings, income and assets of migrants/families/relatives, and situations similar to debt bondage or forced labor – need to be constantly exposed and opposed. Profiteering by the unscrupulous recruiters and lending companies robs the migrants of productive economic opportunities, and therefore the chance to build livelihoods, so that the workers do not have to resort to cyclical migration.

## 10. Instructions/information from recruiters

- a. On wage abroad: Majority were properly informed/advised by the recruiter [both surveys], although around 9% [origin] to 10% [destination survey] were told they will get *lower* wage. This is illegal practice in some countries. In the origin survey, men are the majority among those told they will get lower wage; women are the majority in the destination survey.
- b. On mandated benefits abroad: majority were properly informed/advised [o]; but in [d] majority were not informed about this topic at all; 12% in [o] and 13% in [d] were told they are not entitled to some benefits. Women are the majority among those told they will not get certain benefits [both surveys]
- c. On filing complaints abroad: majority were not informed at all [both surveys]; 9% [o] and 12% in [d] were verbally warned not to do it; 5% [o] and 7% [d] made to sign a promise not to do this. Men majority among those verbally warned [o]; Women majority among those verbally warned [d].
- d. On joining organizations/unions in destination country: majority were verbally warned/discouraged by recruiter [o]; big majority were *not* discouraged/warned [d]; 7% made to sign promise not to join [o]; 4% made to sign promise [d]; Women majority among those verbally warned [both surveys]

- e. On joining protests in the destination country: nearly half (47%) verbally warned/discouraged [o]; big majority *not* warned/discouraged [d]; 7% made to sign promise [o]; 5% made to sign promise [d]. Women majority among those verbally warned [both surveys].

In general, recruiters gave information on wage and benefits to the majority of respondents. However, for information on labor rights, unions/organizations, complaints/redress, the recruiter either did not inform, or actually warned the majority of respondents against these; a small but significant percentage were made to sign waivers – which is illegal in many countries.

## **11. Other unscrupulous practices of recruiters**

- a. Signing blank paper or documents not read/understood by respondent
  - In both surveys, a plurality of 21% were asked to sign blank paper or a document they did not read/understand. Men are the majority among those asked to sign, refused but forced to sign [origin survey]; women are the majority in this situation in the destination survey.
- b. Surrendering personal document(s) to recruiter
  - In both surveys, a plurality of 43% [origin survey] and 45% [destination survey] were asked to surrender to the recruiter at least one type of document. Women are the majority among those asked to surrender, and the recruiter able to take, the document(s). [both surveys]

These are fraudulent or illegal practices prohibited in many countries, and can contribute to situations of forced labor or trafficking.

## **12. Respondent's opinion rating on quality of information/instructions from recruiter**

- a. The overall average rating is 2.91 [origin survey], which means slightly favorable; this is between “somewhat satisfied” and ambivalence (“neither satisfied nor disappointed”) about the completeness/correctness of the information. The overall rating from the destination survey is negative (average of 3.89 or between ambivalent and dissatisfied).
- b. Most favorable and unfavorable ratings
  - The most favorable ratings (top three) are on information about: wage, contract terms, reimbursable costs, general working conditions abroad [both surveys].
  - The most unfavorable ratings (bottom three) are on information about: recruitment regulations, government services, gender/women concerns, CSO/non-government services and support, labor rights and union activities [both surveys].

The results show that the respondents are generally ambivalent about the information provided by recruiters. Information about the jobs are top of the respondents' concern, and

recruiters barely provide proper information. Based on the feedback from the respondents, the recruiters have failed in providing proper information particularly on labor rights, redress mechanisms, support services and groups, and recruitment and migration policies/regulations. ☹

## CHAPTER 5: THE OVERALL RECRUITMENT PICTURE: SCORECARDS, CORRELATIONS & COMPOSITE RECRUITMENT CATEGORIES

Now that we have all the important, but separate, statistics and indicators, let us look at the whole picture. In this chapter we will put together all these statistics and create scorecards of recruitment indicators (cross-tabulated with agency names, and other research parameters). Next, we correlate the recruitment problems with the working conditions of the respondents, to examine if indeed, recruitment problems can be associated with problems in the working conditions abroad. Then we construct recruitment categories to classify the overall recruitment experience (problems/abuses) of each and every respondent. All these consolidated results will help us identify and highlight patterns and significant factors pertaining to the recruitment of the migrant workers.

Ultimately, we want to answer these basic questions: Why have the recruitment problems grown to the extent and degree shown by the research results? Have international laws and standards helped mitigate abuses and promoted fair recruitment, placement and overseas employment of migrant workers in Asia? Have employment (including recruitment) services, particularly for migrant workers, lived up to the international standard and foundational principle of “free public service primarily provided by the State” to enable workers to secure decent, safe, and just jobs? Or have these employment/recruitment services become tools for profit and exploitation?

### A. SCORECARDS ON RECRUITMENT PROBLEMS & ISSUES

Given the recruitment statistics and results presented in the preceding chapters, let us select some key recruitment indicators and view the recruitment situation in a larger perspective. We want to analyze how one respondent’s case compares with the group of respondents as a whole. We also want to analyze how the indicators change depending on selected research parameters (e.g. gender, country of origin, country of destination, etc.)

Let us select and limit our scorecard to the following *quantitative* recruitment indicators:

- Total amount paid to recruiters at origin;
- Total amount paid in destination;
- Total cost of working abroad;
- Opinion rating on quality of information from the recruiter;
- Total number of preparatory/pre-migration activities done by the respondent;
- Total number of violations of the “recruitment composite criteria” (explained in **Appendix 6** and **Appendix 8**);
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”) – this is the z-score of the average of the z-scores of the selected recruitment indicators on problems/abuses (total amount paid to recruiter at origin, total amount paid to recruiter at destination, opinion rating of the respondents on information from the recruiter, and total number of violations of the recruitment composite criteria). The “total number of preparatory activities” is not included because it is *not* a measure of problem/ abuse as such. The final z-



score can be used to rank or compare the degree of recruitment problems of a particular case (e.g. a respondent who used a specific recruitment agency) vis-à-vis all the other cases (e.g. all other respondents who used other recruitment agencies).

These quantitative recruitment indicators are cross-tabulated with the following 10 research parameters. The cross-tabulation allows us to examine the patterns and how the research parameters affect the recruitment indicators:

- Country of destination (countries in the survey only)
- Country of origin (countries in the survey only)
- Gender
- Mode of labor migration
- Name of recruiter at the origin
- Name of recruiter at the destination
- Whether respondent used a private recruiter (at the origin) or not
- Type of job abroad (elementary or not)
- Type of job abroad (domestic work or not)
- Whether this is respondent's first job abroad or not.

The resulting scorecards (tables) are shown in **Appendix 6**; the same set of indicators are cross-tabulated for each of the above (10) parameters, both for the origin and destination surveys.

Because we are using quantitative indicators, we can analyze these indicators using statistically standardized values/scores (i.e. z-scores), to ensure that we do valid comparisons given the different types of measurements (monetary amounts, rating scores, tallies/frequency counts). The scorecards in **Appendix 6** show both the actual values (averages) for each indicator, as well as the z-scores corresponding to each of these values.

This report will not explain how the z-scores are computed;<sup>38</sup> suffice it to say that a z-score value of  $z=0$  means that a particular case is exactly at the (group) average level;  $z < 0$  (negative) means that the case is below the group average, and  $z > 0$  (positive) means that the case is above the group average. The value (magnitude) of the z-score is significant, because it tells us how far above or below the group average this particular case is.

Remember that our quantitative indicators measure recruitment *problems/abuses*. Therefore, the averages we refer to are average levels of the problem, e.g. average of the total cost of going abroad, average of the opinion score (score of 5 is worst), average of number of violations of the composite criteria. A z-score of "above average" ( $z > 0$ ) means worse problems/abuses; "below average" ( $z < 0$ ) means comparatively less problems.

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<sup>38</sup> Standard texts on statistics explain how to compute the z-scores; the z-scores in this report were generated using SPSS.

## 1. Recruitment Scorecard: Parameter - Overall (No parameter/categorization)

**Appendix 6, Part 1** shows the “overall” scorecard containing the overall average values (all respondents, without applying any parameter); the tables are reproduced below for easier reference. Therefore, these values represent the group average, i.e. the “normal” or “typical” situation of all the origin respondents. Notice that all the z-score values are zero ( $z = 0$ ), consistent with our discussion above.

### a. Origin survey

RECRUITMENT SCORECARD - ORIGIN SURVEY (All 888 respondents)						
Parameter: overall (no categorization)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating: information from recruiter (12 items; scale of 1-5); ave. rating	Total # types of preparatory activities (10 activities); average	Total # of violations: ‘recruitment composite criteria’ (26 items); average
Actual values (average)	1,314.30	385.06	1,361.75	2.91	3.31	10.71
Standardized values (z-scores)	0.00	0.00	0.00	0.00	0.00	0.00

As shown by the origin survey scorecard, following are the “normal” levels (overall averages) of the quantitative recruitment indicators:

- Cost of recruitment and working abroad: The normal total cost (overall average) of working abroad is USD 1,362 [origin survey].
  - Almost 98% of this cost is due to payments made to the recruiters at the origin and/or destination (USD 1,333 out of USD 1,362);
  - Compared to the average monthly pay of respondents in the origin survey (USD 152 for those with jobs in the home country; see **Chapter 2, Part B**), this cost is almost nine times the monthly pay; compared to the USD 306 month pay of those with jobs abroad, the cost is almost 4.5 times the monthly pay.
  - The median cost is USD 892 (i.e. 50% of respondents spent this or a higher amount);
  - Less than 1% of respondents (0.5%) did not incur any costs; if we consider only payments made to the recruiters at the origin/destination, only 0.8% did not pay any amount to the recruiters;
  - Only 3.2% of respondents spent the equivalent of one month’s wage (USD 152 average pay of jobs at the origin) or less, i.e. almost 97% spent more than one month’s wage;
  - On average, 64% of the total cost was borrowed by the respondent; more than a third (34%) of respondents borrowed 100% of the cost.
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): 2.91 average rating. This means that on average, the respondents at the origin have a

slightly favorable opinion on the information from the recruiter, which is rated between “somewhat satisfied”, and ambivalent (“neither satisfied nor disappointed”).

- Total number of types of preparatory activities (out of 10 types of activities listed; average): 3.3 types of activities. This means that on average, respondents in the origin survey engaged in three to four types of activities to prepare for their work abroad. This is only a third (33%) of the listed types of preparatory activities.
- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): 10.7 items violated. This means that more than 41% of the criteria items have been violated.

b. Destination survey

RECRUITMENT SCORECARD - DESTINATION SURVEY (All 1,265 respondents)						
Parameter: overall (no categorization)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating: information from recruiter (12 items; scale of 1-5); ave. rating	Total # types of preparatory activities (10 activities); average	Total # of violations: ‘recruitment composite criteria’ (27 items); average
Actual values (average)	1,347.06	1,406.88	1,992.67	3.89	2.11	9.12
Standardized values (z-scores)	0.00	0.00	0.00	0.00	0.00	0.00

As shown by the destination survey scorecard, following are the “normal” levels (overall averages) of the quantitative recruitment indicators:

- Cost of recruitment and working abroad: The normal total cost (overall average) of going abroad is USD 1,993 [destination survey];
  - Almost all (99%) of this cost is due to payments made to recruiters at the origin and/or destination (USD 1,973 out of USD 1,993);
  - This is higher than the average amount from the origin survey (USD 1,362);
  - Compared to the average monthly pay of the respondents in the destination survey (US\$ 434; see **Chapter 3, Part B**), this cost is equivalent to 4.6 times the monthly pay; this is very similar to the results of the origin survey;
  - The median cost is USD 1,576 (i.e. 50% of respondents spent this or a higher amount);
  - Only 2.5% of respondents did not incur any costs; if we consider only payments made to the recruiters at the origin/destination, only 1.3% did not pay any amount to the recruiters;
  - Only 22.2% of respondents spent the equivalent of one month’s wage (USD 434 average pay of jobs at the destination) or less, i.e. almost 78% spent more than one month’s wage;

- On average, 64% of the total cost was borrowed by the respondent; nearly half of the respondents (47%) borrowed 100% of the cost.
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): 3.89 average rating – respondents in the destination had a slightly negative opinion on the quality of information from the recruiter; the average rating is between ambivalent to “dissatisfied,” but closer to the latter. This is in contrast to the average rating among respondents at the origin, which is slightly positive.
- Total number of types of preparatory activities (out of 10 types of activities listed; average): 2.1 types of activities – this means that respondents in the destination did around two preparatory activities, which is worse than the average of the origin respondents (3.3 activities). This also shows that the respondents have done only a little over 20% of the listed preparatory activities.
- Total number of violations of ‘recruitment composite criteria’ (out of 27 criteria items in the destination survey; average): 9.12 items violated – this means that more than a third (33.8%) of the criteria items have been violated.

Let us examine how these “normal” (overall average) values of the indicators are affected by the selected research parameters.

For the indicator “total cost of going abroad”, which is our central indicator on the recruitment fees/cost, we will use **boxplots** – statistical graphs that help us visualize the distribution (clustering and dispersion) of all the respondents’ data (see **Figure 16**, below).

The boxplot gives us important statistical markers<sup>39</sup> on the distribution of the data: the values outside the box marked by “\*” are “extremes”; those marked by “o” are “outliers”; these are data that are so far away from the group average. The “whiskers” (lines above and below the box) show the minimum (below the box) and maximum (above the box) values, which are not outliers/extremes. The box itself represents the central 50% of the data (25% of the data below, and the other 25% of the data above, the median). The median is the solid horizontal line within the box (representing the 50% percentile of the data). The lower border (“hinge”) of the box represents the 25% percentile; the upper hinge of the box represents the 75% percentile.

In the boxplots below (see **Figure 16**) we also show: the group average (mean) of the total cost (horizontal line marked by “1361.7” in the origin survey, and “1993.0” in the destination survey), and the average monthly wage (horizontal line marked by “306.0” in the origin survey, and “434.0” in the destination survey). These give us benchmarks on how far above or below these averages are the total cost (indicated by the boxes) incurred by all the respondents.

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<sup>39</sup> This report will not explain these statistical concepts and terms (e.g. median, percentiles, outliers, etc.); see statistical references for an explanation of these terms.

## 2. Recruitment scorecard: Parameter - destination country (based on destination survey)

How does the parameter (country of destination) affect the values of the indicators?

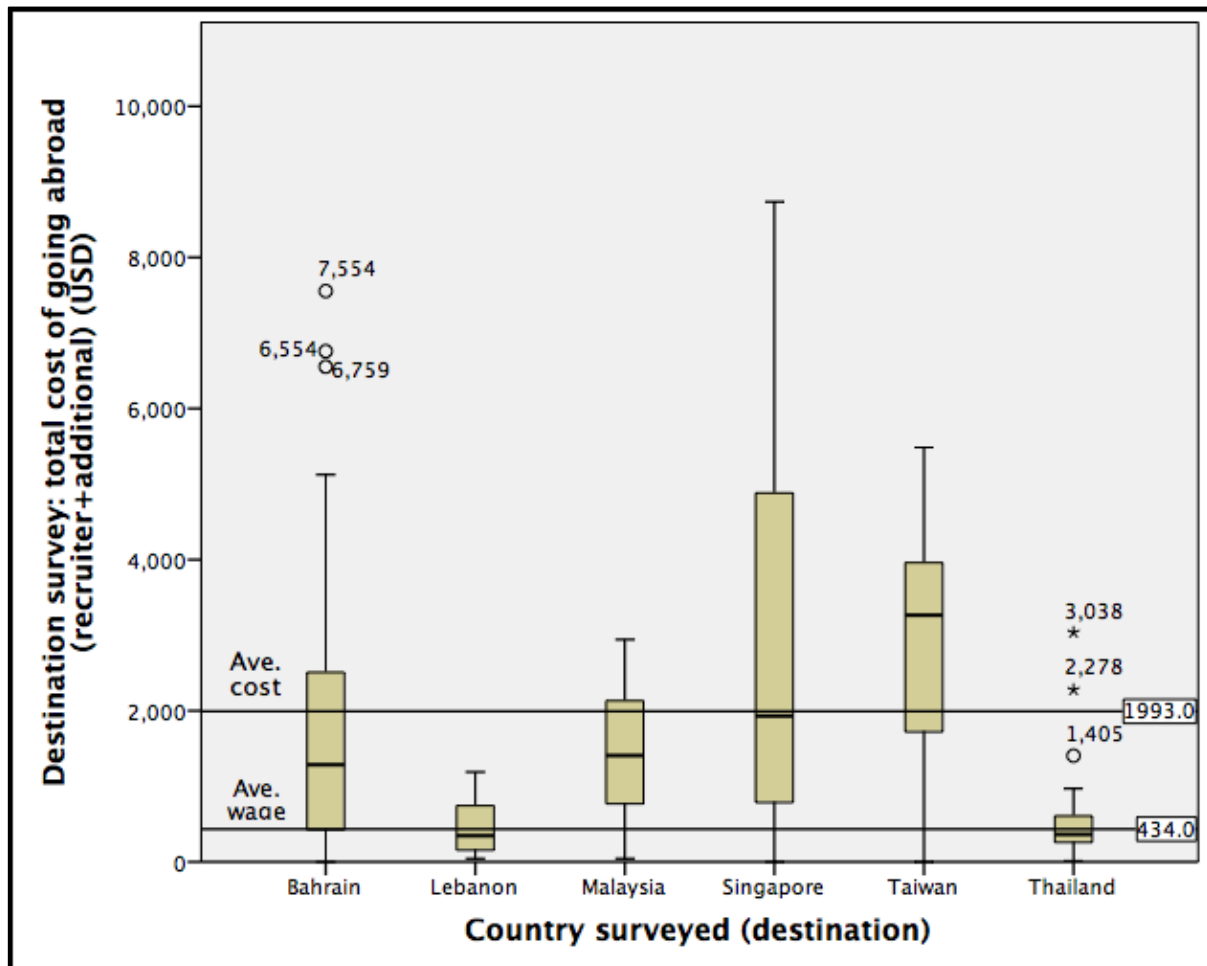


Figure 16: Boxplot of Total Cost of Going Abroad (USD) - by country of destination

### a. Destination survey:

- Cost of recruitment and working abroad: The total cost of working abroad is highest for respondents destined to Taiwan and Singapore; both are above the overall average cost. Note also that their median values are nearest, or above, the overall average of the total cost (line marked by "1993.0"). Respondents in Bahrain, Lebanon, Malaysia, and Thailand paid below the overall average amount, with respondents in Lebanon and Thailand paying the lowest average amounts.

The cost of working in Taiwan (USD 2,846) is almost 6.6 times the average monthly pay of respondents in the destination survey (USD 434); the cost of working in Singapore (USD 2,747) is more than 6.3 times the monthly average pay. Note that the 'lowest' average amount (USD 416, in Thailand), is still

equivalent to almost one month's pay (near the horizontal line marked "434.0").

Let us examine the boxplot (**Figure 16**) to see how the data (total cost of going abroad) is actually distributed for each and every respondent.

We can see that Thailand and Lebanon have the lowest average costs (also the lowest median values) among the 6 destination countries. The boxes are narrower, meaning the amounts charged by the recruiters are not too different from each other. This can indicate a very competitive business environment, or effectively controlled fees. In Thailand, there are several outlying/extreme costs, meaning some recruiters charged highly excessive, arbitrary amounts (and severely victimized some respondents); Lebanon has better-controlled costs.

Singapore has the widest "spread" of values but without outlying/extreme values, meaning the recruiters have a wide latitude to set their charges, but don't go too far away from the media/average cost charged by the other recruiters. This is a similar situation in Taiwan, but with less spread than Singapore. The recruiters are not resorting to very extreme amounts because in both countries, the average and median amounts are already at very high levels (highest among the destination countries surveyed). This can suggest very competitive business environment, and/or cartel-like practices where the recruiters might be "coordinating" the amounts they charge so that they don't "stray too far away" from the cost that everyone else is charging.

Bahrain seems the most unregulated in terms of cost, with several recruiters charging extremely high amounts.

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Satisfaction rating is most favorable in Taiwan (3.51), which is slightly on the negative side (between ambivalent and "dissatisfied"); rating is most unfavorable in Thailand (4.55), which is firmly negative (nearly "very disappointed").
- Total number of types of preparatory activities (out of 10 types of activities listed; average) – respondents in Thailand have the least number of preparatory activities (0.20 types of activities, i.e. mostly none; and some with one type of activity); this is followed by respondents in Bahrain (1.23 types of activities – i.e. mostly one type of activity; some with 2 types of activities). Those in Taiwan have the most number of preparatory activities (3.69 types of activities), closely followed by respondents in Singapore (3.55 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 27 criteria items in the destination survey; average): Respondents in Thailand experienced the least number of violations of the composite criteria (6.88 out of 27 criteria

items violated, or 25%); this is followed by respondents in Malaysia (7.59 out of 27 criteria items violated, or 28%). Those in Bahrain experienced the most number of violations of the composite criteria (11.83 out of 27 criteria items violated, or 44%); this is followed by respondents in Singapore (10.80 out of 27 criteria items violated, or 40%).

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): All of the z-scores of the above problem/abuse indicators (except the total number of preparatory activities) are averaged together to form the “final z-score” (see last column of the z-score tables, **Tables B and D**, in **Appendix 6**). The final z-score can be used to compare/rank a particular case vis-à-vis the whole group; it allows us to determine which are the “best” or “worst” cases.

The scorecard shows that Thailand has the lowest z-score ( $z = -0.4009126$ ), i.e. it is *below* average, and the lowest below the group average compared to all the other destination countries. Since the indicators measure recruitment problems/abuses, this means that Thailand has the least problematic recruitment record among the six destination countries. (Recall that the group average is *not* necessarily just/fair/legal; e.g. the group average for total cost of going abroad is USD 1,993!)

Among the six countries, Bahrain has the highest z-score ( $z = 0.2646258$ ), meaning the highest score *above* the group average. Therefore, it has the worst recruitment record (problems and violations) among the six destination countries.

### 3. Recruitment scorecard: Parameter - origin country (based on origin survey)

How does the parameter (country of origin) affect the values of the indicators?

#### a. Origin survey:

- Cost of recruitment and working abroad: The total cost of working abroad is highest for respondents from Bangladesh and the Philippines; the costs here are above the overall average.-The average total cost incurred by Bangladeshi respondents (USD 1,638) is 10.8 times the USD 152 average monthly wage (jobs in origin country), and 5.4 times the USD 306 monthly wage (jobs abroad). The average total cost of Filipino respondents (USD 1,627) is 10.7 times the USD 152 average monthly wage (jobs in origin country), and 5.3 times the USD 306 monthly wage (jobs abroad).

The lowest cost is incurred by respondents from Indonesia, which is below the overall average. Note however that this amount is actually USD 819, which is 5.4 times the average monthly pay of Indonesians with jobs in the country, and 2.7 times the monthly pay of Indonesians with jobs abroad.

The boxplot (**Figure 17**) shows a picture of virtually uncontrolled recruitment costs, esp. in the south Asian countries (Bangladesh, India, Nepal). Indonesia, Philippines show some regulation, with narrow boxes and ‘whiskers, and only a few outliers/extremes.

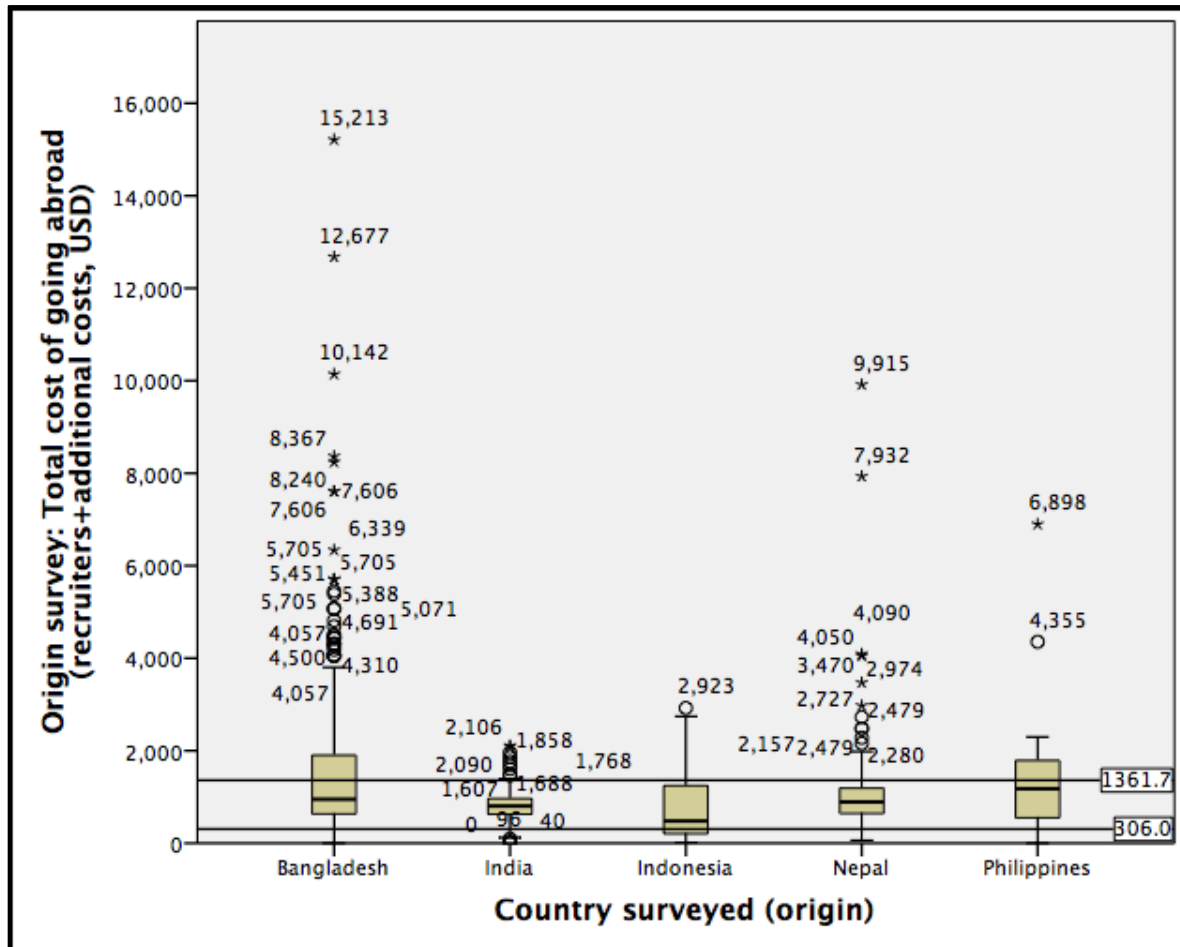


Figure 17: Boxplot of Total Cost of Going Abroad (USD) - by country of origin

Bangladesh has the most outliers and extreme values in terms of migration cost/recruitment fees, followed by Nepal, India, and the Philippines. In the Philippines, recruiters keep within a narrow range of fees/costs, well clustered around the median/mean. Philippine median seems to be market-determined, near the overall average cost of all origin countries surveyed. Indonesia's median seems set low (lowest among the five origin countries, and far lower than overall average; but more agencies charge higher than the median and above the group average (e.g. compared to agencies in the Philippines), but not too extremely high/away from the group average in Indonesia.

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Respondents in Bangladesh have the most favorable opinion rating (2.49), which is slightly positive (between “somewhat satisfied” and ambivalent); respondents from



India have the most unfavorable opinion rating (3.85), which is slightly negative (nearly “dissatisfied”).

- Total number of types of preparatory activities (out of 10 types of activities listed; average): Respondents from India have the least number of preparatory activities (0.89 types of activities, or mostly one activity, with some not doing any activity at all); this is followed by respondents in Nepal (1.80 types of activities, or mostly one activity, with some doing 2 types of activities). Respondents in Indonesia did the most number of preparatory activities (5.81 types of activities, or mostly five activities, with many doing six types of activities). This is followed by respondents in Bangladesh (4.17 types of activities).
- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): Respondents in the Philippines experienced the least number of violations of the composite criteria (6.09 out of 26 criteria items violated, or 23% violation rate). Respondents in Nepal experienced the most number of violations (12.47 out of 26 criteria items violated, or 48% violation rate); this is followed by respondents in India (11.59 out of 26 criteria items violated, or 45% violation rate).
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): All of the z-scores of the above problem/abuse indicators (except the total number of preparatory activities) are averaged together to form the “final z-score” (see last column of the z-score tables, **Tables B and D**, in **Appendix 6**). The final z-score can be used to compare/rank a particular case vis-à-vis the whole group; it allows us to determine which are the “best” or “worst” cases.

The scorecard shows that the Philippines has the lowest final z-score ( $z = -0.5505$ , which is below the group average), i.e. it is the least problematic among the five origin countries in terms of recruitment problems/violations. Nepal has the highest final z-score ( $z = 0.0727$ , which is above the group average), i.e. it has the worst recruitment problems compared to the other five origin countries.

#### 4. Recruitment scorecard: Parameter - gender

How does the parameter (gender) affect the values of the indicators?

##### a. Origin survey:

- Cost of recruitment and working abroad: On average, the total cost of working abroad is higher for men than for women respondents (in the origin survey). The total average cost (USD 1,972) incurred by men is equivalent to 13.0 times the USD 152 average monthly wage (jobs in origin country), and 6.4 times the USD 306 average monthly wage (jobs abroad). The USD 884 total cost for women is equivalent to 5.8 the USD 152 average monthly wage (jobs in the

origin country); it is 2.9 times the USD 306 average monthly wage (jobs abroad).

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Women have a more favorable opinion rating (2.54), which is slightly positive (between ambivalent and “somewhat satisfied”). Men have slightly negative rating (between ambivalent and “dissatisfied”).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Men have much less number of preparatory activities than women (1.35 types of activities, or mostly one activity, with some doing two activities). Women did mostly five, with a few doing six, types of activities.
- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): Women experienced less number of violations of the composite criteria (10 out of 26 criteria items violated, or 38% violation rate); men experienced 11.57 out of 26 criteria items violated, or 44% violation rate.
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that men (final z-score is  $z = .0661$ , which is above the group average) experienced worse recruitment problems/violations than women.

b. Destination survey:

- Cost of recruitment and working abroad: The destination survey shows a similar pattern, with women respondents incurring below-average cost, and men incurring higher-than average cost. The total cost of USD 2,200 for men is equivalent to 5.1 times the average monthly wage of respondents in the destination survey (USD 434). The total cost incurred by women (USD 1,846) is 4.2 times the average monthly pay.
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Similar pattern as in the origin survey, with women having more favorable opinion than men.
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Similar pattern as in the origin survey, with men doing less preparatory activities than women, but the difference is not as big.
- Total number of violations of ‘recruitment composite criteria’ (out of 27 criteria items in the destination survey; average): Women experienced a bit less violation of the composite criteria (9.03 out of 27 items violated, or 33%); men experienced 9.50 out of 27 items violated, or 35%).

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that the men (final z-score is  $z = -0.0517382$ , which is below average), experienced worse recruitment problems/violations than the women. This is consistent with the results of the origin survey.

## 5. Recruitment scorecard: Parameter - mode of labor migration from origin country

How does the parameter (mode/channel of migration) affect the values of the indicators?

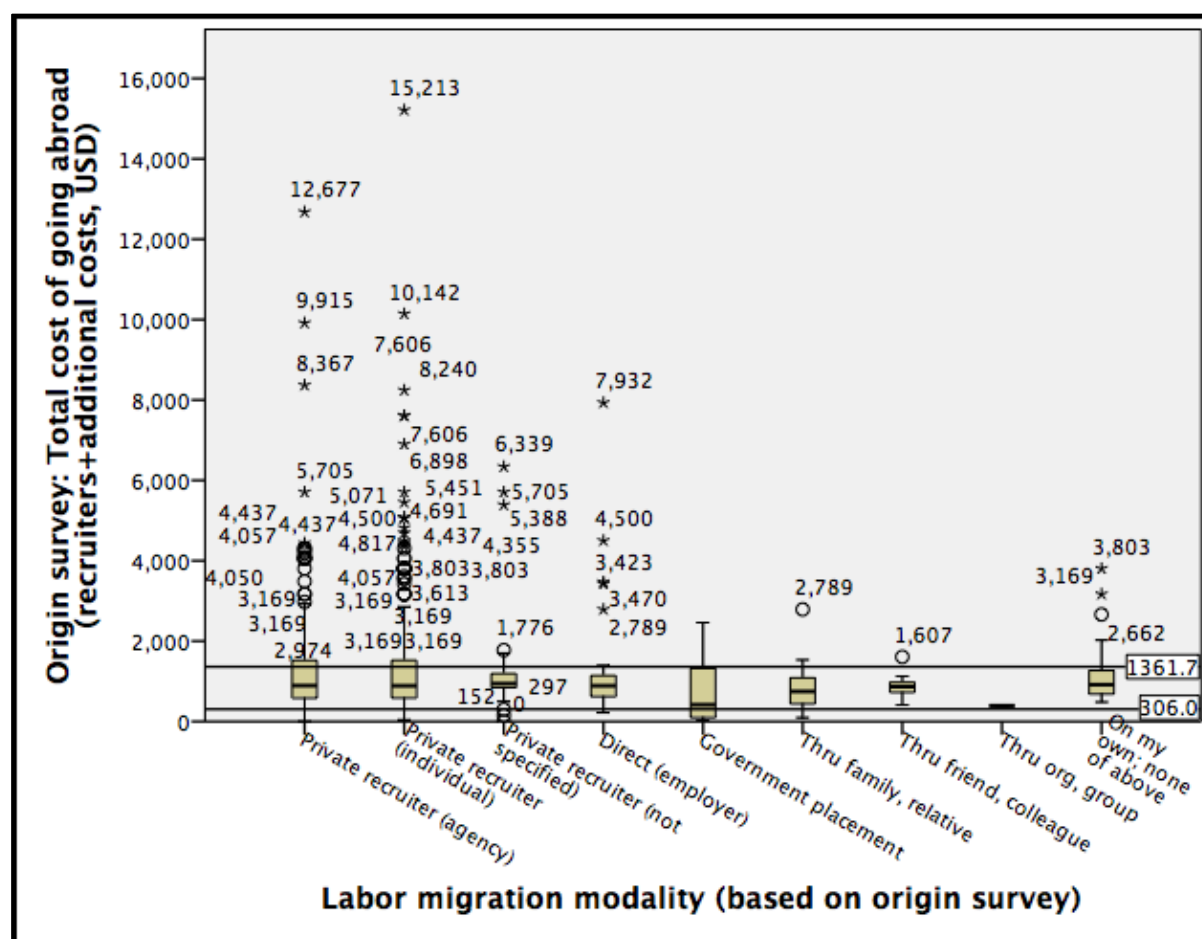


Figure 18: Boxplot of Total Cost of Going Abroad (USD) - by mode of migration (based on origin survey)

### a. Origin survey:

- Cost of recruitment and working abroad: The total cost of working abroad, based on the origin survey, is highest for respondents who used the following modalities (in descending order of the cost); these costs are all above the overall average:
  - Through private recruiter: not specified if agency or individual (USD 1,569); this is 10.3 times the USD 152 average monthly wage;
  - Directly through employer (company or person) (USD 1,507); this is 9.9 times the USD 152 average monthly wage;
  - Through private recruiter: agency or its agents (USD 1,381); this is 9.1 times the USD 152 average monthly wage;

- Through private recruiter: individual recruiter (no agency/ company) (USD 1,380); this is 9.1 times the USD 152 average monthly wage;
- On own/none of the specified intermediaries (USD 1,362); this is 9.0 times the USD 152 average monthly wage.

The total cost is lower for those who went through the following modalities (descending order of the cost):

- Through the help of friends/colleagues (USD 898); this is 5.9 times the USD 152 average monthly wage;
- Through the help of family/relatives (USD 859); this is 5.6 times the USD 152 average monthly wage;
- Through government placement (USD 820); this is 5.4 times the USD 152 average monthly wage;
- Through the help of organization/group/union/coop/church (USD 393); this is 2.6 times the USD 152 average monthly wage.

The lowest costs are for those who went through the help of their organizations/ groups, or the government channel; although these are still more than 2 to 5 times the USD 152 average monthly wage.

The boxplot (**Figure 18**) shows private recruiters having almost a free reign in setting recruitment fees and charges, with numerous outlying and extremely high costs compared to the group average.

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): The most favorable opinion are from respondents who went through the government placement channel (2.35), which is slightly positive (between ambivalent and “somewhat satisfied”); the most unfavorable opinion are by respondents who went through the help of their group/organization (5.0), which is totally negative (“very disappointed”); this is closely followed by respondents who were helped by friends/colleagues (4.44), which is also firmly negative.
- Total number of types of preparatory activities (out of 10 types of activities listed; average): The least number of preparations are by respondents who were helped by family/relatives (0.86 types of activities, or between none to 1 activity); this is closely followed by those who went on their own (0.93 types of activities). The most number of preparatory activities were done by respondents who went through private recruiters (individuals/no agency or company) (4.12 types of activities); this is followed by those who went through private recruiters (agency/company) (3.87 types of activities).
- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): The least number of violations are on respondents who went through government channel (4.10 out of 26 criteria items violated, or 16%); this is followed by those who went on their own (6.59 out of 26 items violated, or 25% violation rate). The most number of violations

were experienced by respondents who went through their organizations/ groups (21 out of 26 items violated, or 81% violation rate); this is followed by respondents who went through their friends/colleagues (14.70 out of 26 items violated, or 56% violation rate). Note that those who went through private recruiters also experienced high levels of violations: 12.32 out of 26 items violated (47% violation rate) for those who went through individual recruiters (not agency/company); 12.07 out of 26 items violated (46% violation rate) for those who went through recruitment agencies/companies.

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that in the origin survey, going through the government placement channel (final z-score is  $z = -0.8435$ , which is below average in terms of recruitment problems/violations), is the least problematic of all the other modalities. The next best channels are: going on your own, and going directly through the employer.

Going through the help of organization/group (final z-score is  $z = 1.1086$ , which is way above the group average in terms of recruitment problems/violations), has the most recruitment problems/violations. The next most problematic mode is through the help of friends/colleagues, then going through the private agencies (individuals or agencies/companies) – all above the group average in terms of recruitment problems/violations.

b. Destination survey:

- Cost of recruitment and working abroad: The total cost of working abroad is highest for respondents who went through the following modalities (in descending order of the cost); these costs are above the overall average:
  - Through private recruiter: agency or its agents (USD 2,677); this is 6.2 times the average monthly wage (USD 434);
  - Through the help of family, relative (USD 2,096); this is 4.8 times the average monthly wage.

Following costs are below the overall average (descending order):

- On own/none of the specified channels (USD 1,943); this is 4.5 times the average monthly wage;
- Directly through employer (company or person) (USD 1,684); this is 3.9 times the average monthly wage;
- Through private recruiter (not specified if agency or individual) (USD 1,411); this is 3.2 times the average monthly wage;
- Through help of friend, colleague, neighbor (USD 1,202); this is 2.8 times the average monthly wage;
- Through private recruiter (individual recruiter; not agency/ company) (USD 1,035); this is 2.4 times the average monthly wage;
- Through government channel (USD 868); this is twice the average monthly wage.

We see a similar pattern as in the origin survey: going through agencies, on own, directly through employers are more expensive; going through government is cheapest. But “cheapest” is still twice the average monthly wage of respondents in the destination survey.

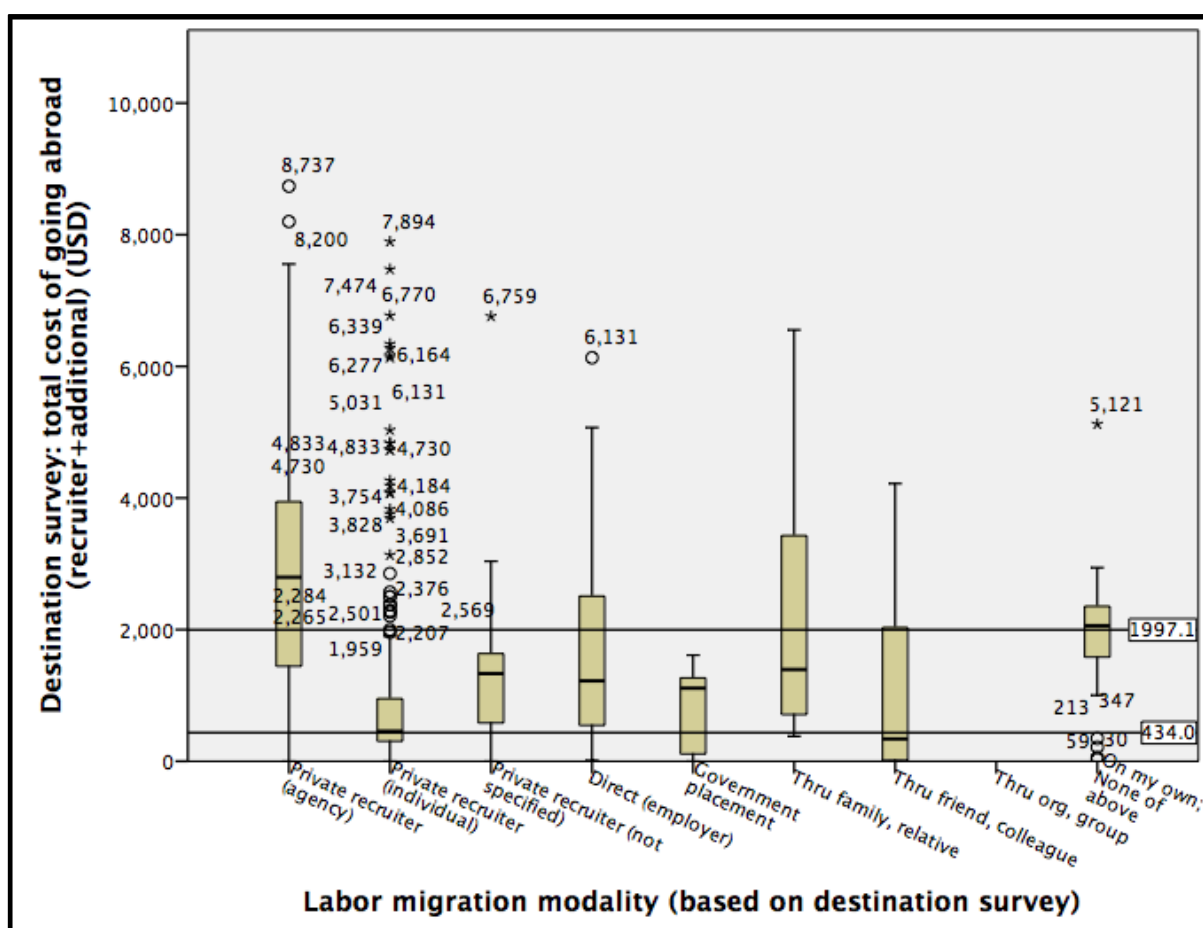


Figure 19: Boxplot of Total Cost of Going Abroad (USD) - by mode of migration (based on destination survey)

The boxplot (**Figure 19**), as in the origin survey, shows private recruiters having a field day in setting extremely high recruitment fees. This is especially true for private recruiters who are individuals – so many of the respondents paid outlying or extreme costs, showing the unregulated and highly exploitative practices of these recruiters.

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): The most favorable ratings are from respondents who went through private recruiters (not specified if individual or agency), directly through employer, or through government channel (similar ratings of 3.10, 3.28, and 3.33 respectively), which is slightly negative (nearly ambivalent). The most unfavorable opinions are from respondents who went abroad on their own (4.55) and those who went through private recruiters who are individuals (not agency/company) (4.46), which are firmly negative (between “dissatisfied” and “very disappointed”).

- Total number of types of preparatory activities (out of 10 types of activities listed; average): The least number of preparatory activities were done by respondents who went through family/relatives (0.31 activities, or mostly none, with some doing 1 activity); this is followed by those who went through friends/colleagues (0.71 activities), and those who went abroad on their own (0.81 activities) – all doing none or only 1 type of preparatory activity. The most number of preparatory activities were done by respondents who went through private recruitment agencies/companies (3.88 types of activities), and through government placement channels (3.67 types of activities).
- Total number of violations of ‘recruitment composite criteria’ (out of 27 criteria items in the destination survey; average): The least number of violations are on respondents who went abroad on their own (1.28 out of 27 criteria items, or 5% violation rate), and those who went through family/relatives (3.98 out of 27 items, or 15% violation rate). The most number of violations were experienced by respondents who went through individual private recruiters (not agency/company) (15.73 out of 27 items, or 58% violation rate), and those who went through private recruitment agencies/companies (12.13 out of 27 items, or 45% violation rate).
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): All the other modalities are below average in terms of recruitment problems/abuses. The least problematic/abusive channels are: going on your own ( $z = -0.7544817$ ), going through friends/colleagues ( $z = -0.5013683$ ), and going directly through the employer ( $z = -0.4713933$ ). This is not quite consistent with the results of the origin survey, where the worst channels are going through a group/ organization, then through friends/colleagues. Going through private recruiters (individual persons) and private recruiters (agency/company) are the next worse channels. All these channels are above average in terms of recruitment problems/abuses.

## 6. Recruitment scorecard: Parameter - name of recruiter (top selected) in origin country

How does the parameter (name of recruiter at the origin) affect the values of the indicators?

**Appendix 6, Part 6** shows the scorecards of *all* the top selected (i.e. named by at least 2 respondents) recruitment agencies at the origin. **Tables A and B** are based on the origin survey; **Tables C and D** are based on the destination survey.

**Table A** (based on origin survey) and **Table C** (based on destination survey) show the actual values (averages) of the key recruitment indicators as these pertain to each recruitment agency; the agencies are listed alphabetically by name. **Table B** (based on origin survey) and **Table D** (based on destination survey) give the z-scores of the key indicators; the z-scores show which recruiters are “average” ( $z=0$ ), “below average” ( $z<0$ ) or “above average” ( $z>0$ ) in regard to each of the indicators (total cost, number of recruitment violations, etc.).

**Tables B and D** also show the “final z-score”, which is the overall score or standing or rank of an agency in comparison with all the rest of the listed agencies. Since the final z-score is the consolidated average of all the recruitment indicators on problems/abuses, the higher the final z-score, the higher *above* the group average an agency is, and the *worse* are the recruitment problems/abuses.)

a. Origin survey

Below, we copied the data from **Appendix 6, Part 6, Table B** showing only the top 5 recruitment agencies at the origin (based on the origin survey), for each of the indicators below (descending order):

- Cost of recruitment and working abroad: The table shows that respondents who used the recruitment agency “Salim” have the highest total cost (USD 5,662) for going abroad; with  $z > 2$ , this cost is extreme – this z-score exceeds the cost incurred by 99.8% of all origin survey respondents (if the data were normally distributed). This cost is also more than *37 times* the average monthly wage of respondents at the origin (USD 152). The second highest cost is associated with recruitment agency “All Fine” (USD 4,247); this is almost *28 times* the average monthly wage of respondents at the origin (USD 152).

Parameter: name of recruiter (top selected) in <u>origin</u> country ( <i>based on origin survey</i> )	Total cost of going abroad: z-score	Opinion rating on information from recruiter: z-score	Total # types of preparatory activities: z-score	Total # of violations of recruitment composite criteria: z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Salim; Salim Master	2.8630155	-.1803927	-.7789396	.0972377	.6172683
All Fine	1.9206342	.3489413	-1.1168480	.5128674	.6792403
Mayon; Mayon International Trading	.6240589	-.8748400	-.4410313	-.7340217	.0572416
Anjali; Anjali Overseas	.0670184	1.4889519	-.6099855	1.0583813	.6711452
Teja Mukti	.0376902	.2068953	.9106021	.4349368	.4736360

- Total number of types of preparatory activities (out of 10 types of activities listed; average): Extracting the data from the appendix, following are the top 5 recruitment agencies in terms of total types of preparatory activities done by their respondents (higher z-score is favorable, since this is *not* an abuse indicator)



Parameter: name of recruiter (top selected) in <u>origin</u> country ( <i>based on origin survey</i> )	Total cost of going abroad: z-score	Opinion rating on information from recruiter: z-score	Total # types of preparatory activities: z-score	Total # of violations of recruitment composite criteria: z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Uni-link	-.7024341	.4873452	2.2622355	.8245896	.4249648
Rolling Hills;	-.4405231		1.9243272	-1.0457439	-.2792052
Oka Mulyana	-.1907457	-1.1419352	1.4737827	-.7859754	-.5598417
PT Almas; Almas; Almas Corp	-.6650198	-.9549686	1.4174646	-.3443688	-.3780536
Kurnia; Kurnia Cilacap	-.4027360	-.4741973	1.4174646	-.3443688	-.4041937

- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): Following are the top 5 (worst record) agencies in terms of number of violations of the recruitment composite criteria:

Parameter: name of recruiter (top selected) in <u>origin</u> country ( <i>based on origin survey</i> )	Total cost of going abroad: z-score	Opinion rating on information from recruiter: z-score	Total # types of preparatory activities: z-score	Total # of violations of recruitment composite criteria: z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Tricon; Tricon International	-.4114955	1.8495304	-.7789396	1.6818258	.8770622
Rose; Rose Employment Services	-.1144869	2.0097875	-.7789396	1.6038952	1.2062968
Bhandari Overseas	-.4444965	1.6492090	-.7789396	1.3701035	.7582808
Falcon; Falcon Manpower	-.1804888	1.6091447	-.7789396	1.2921730	.6997700
Paschim; Paschim Nepal Overseas	-.4444965	.5674737	-.4410313	1.1363119	.5815376

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): Below is the table of the top 10 (worst record) agencies in terms of the final z-score. The worst record (“Rose employment services”) has a final z-score of z=1.2062968. Just as an illustration: if this were a normally-distributed set of data, this z-score would have a cumulative percentage value of 88.6%, meaning that the recruitment practices of this agency (“Rose”) is worse than 88.6% of all the recruitment agencies in the survey.

Total cost charged by the recruiters is not the only determinant of the overall standing; “Rose” is not the highest-charging agency (“Salim” and “All Fine” are); but its other practices are some of the worst among the listed agencies – e.g. number of violations of the ‘recruitment composite criteria’ (z=1.6038952), and the extremely negative opinion rating of the respondents (z=2.0097875).

Parameter: name of recruiter (top selected) in <u>origin</u> country ( <i>based on origin survey</i> )	Total cost of going abroad: z-score	Opinion rating on information from recruiter: z-score	Total # types of preparatory activities: z-score	Total # of violations of recruitment composite criteria: z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Rose; Rose Employment Services	-.1144869	2.0097875	-.7789396	1.6038952	1.2062968
Tricon; Tricon International	-.4114955	1.8495304	-.7789396	1.6818258	.8770622
Bhandari Overseas	-.4444965	1.6492090	-.7789396	1.3701035	.7582808
Falcon; Falcon Manpower	-.1804888	1.6091447	-.7789396	1.2921730	.6997700
All Fine	1.9206342	.3489413	-1.1168480	.5128674	.6792403
Anjali; Anjali Overseas	.0670184	1.4889519	-.6099855	1.0583813	.6711452
Salim; Salim Master	2.8630155	-.1803927	-.7789396	.0972377	.6172683
Paschim; Paschim Nepal Overseas	-.4444965	.5674737	-.4410313	1.1363119	.5815376
Teja Mukti	.0376902	.2068953	.9106021	.4349368	.4736360
Uni-link	-.7024341	.4873452	2.2622355	.8245896	.4249648

b. Destination survey

- Cost of recruitment and working abroad: **Table D** in the appendix (based on the destination survey) shows more than 29 agencies associated with above-average total cost for going abroad (compared to only 5 in the list from the origin survey). Note that both tables are lists of agencies at the origin; however, since the origin and destination surveys were conducted separately and independently of each other, they came out with different lists.

Following are the total costs associated with the top 5 in the list; consistent with the list, these are some of the highest charges in the list of agencies from the destination survey: “Delgro” (USD 5,641), “Global/Global Care” (USD 4,845), “Gets” (USD 4,816), “STL” (USD 4,691), “Pro-Enhance” (USD 4,160).

The total cost of going through “Delgro”, at the top of the list, is 13 times the average monthly wage of respondents in the destination. The total cost associated with “Pro-Enhance”, 5<sup>th</sup> on the list, is 9.6 times the average monthly pay of respondents in the destination survey.

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): Below, we again copied the data from **Appendix 6, Part 6, Table D** showing only the top 10 (worst record) recruitment agencies at the origin based on the final z-score. As in the preceding list, the top 10 agencies with the worst recruitment record are not all the highest-charging agencies; several are

in the top list because they have some of the worst records in other recruitment practices/violations.

Parameter: name of recruiter (top selected) in <u>origin</u> country ( <i>based on destination survey</i> )	Total cost of going abroad: z-score	Opinion rating on information from recruiter: z-score	Total # types of preparatory activities: z-score	Total # of violations of recruitment composite criteria: z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Delgro; Delgro Centre	2.1606831	.3286698	.5414983	1.1209908	1.2477101
Pro-Enhance; Pro-Enhance Global	1.2834645	.3788042	.7364870	1.0540731	.8934293
Exequest; Exequest Manpower/Agency/ Services	1.1177789	.3907409	1.2564570	1.0986849	.7285535
Vinamoto		.5936657	-.2384566	.9871554	.7219039
Letco		.7607802	.8664795	1.1879085	.7134862
Jedegal; Jedegal International; Jedegal Manpower/Agency	.7407034	.1325369	.8053066	.8572563	.6258959
Gerdin; Gerdin Manpower; Gerdin Agency	1.0915141	.5041401	.2490152	.8867788	.5830844
Network; Network Agency	.8408391	-.0509188	1.1264645	.6525668	.5681312
World Transman Manpower/Agency	1.2482298	.5888910	.3465096	.6525668	.5485880
Melacom; Melakom; Melacom Agency;	1.1708908	-.1583496	1.6139363	.5856491	.5249163
September Star	1.1476092	-.2657803	.0865246	.4741195	.4873750

## 7. Recruitment scorecard: Parameter - name of recruiter (top selected) in destination country

How does the parameter (name of recruiter at the destination) affect the values of the indicators?

Applying the same logic and process of analysis as we did above, the reader can examine the scorecard and overall ranking/standing of each recruitment agency in the destination that were named/identified by the respondents.

- **Appendix 6, Part 7 (Tables A and B)** show the scorecards of all the agencies named in the origin survey.
- **Appendix 6, Part 7 (Tables C and D)** show the scorecards of all the agencies named/ identified in the destination survey.

## 8. Recruitment scorecard: Parameter - whether respondent used a private recruiter (in origin) or not

How does the parameter (whether the respondent used a private recruiter at origin or not) affect the values of the indicators?

a. Origin survey:

- Cost of recruitment and working abroad: Total cost of working abroad is higher for respondents who used private recruiter at the origin country (USD 1,387), than those who did not (USD 1,170).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Respondents who used private recruiter at the origin have a more favorable opinion (2.85), which is slightly positive (ambivalent to “somewhat satisfied”). Those who did not use private recruiter have a slightly negative opinion (3.34; between ambivalent and “dissatisfied”).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Respondents who did not use a private recruiter at the origin did much less preparatory activities (1.54 types of activities) compared to those who used a private recruiter (3.94 types of activities).
- Total number of violations of ‘recruitment composite criteria’ (out of 26 criteria items in the origin survey; average): Those who did not use a private recruiter at the origin experienced much less number of violations (7.51 out of 26 items, or 29% violation rate) than those who used a private recruiter at the origin (12.09 out of 26 items, or 46% violation rate).
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): All of the z-scores of the above problem/abuse indicators (except the total number of preparatory activities) are averaged together to form the “final z-score” (see last column of the z-score tables, **Tables B and D**, in **Appendix 6**). The final z-score can be used to compare/rank a particular case vis-à-vis the whole group; it allows us to determine which are the “best” or “worst” cases.

The scorecard shows that in the origin survey, those who used a private recruiter at the origin are worse off ( $z = 0.0855$ ; above average in terms of recruitment problems/abuses) than those who did not use a recruiter ( $z = -0.4446$ ; below average in terms of recruitment problems/abuses).

b. Destination survey:

- Cost of recruitment and working abroad: The results are similar – respondents who used private recruiter at the origin incurred higher total cost (USD 2,042) than those who did not (USD 1,748).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Those who used and those who did not use private recruiters have similar opinion ratings (3.91 and 3.61, respectively), which is slightly negative (nearly “dissatisfied”).

- Total number of types of preparatory activities (out of 10 types of activities listed; average): Those who did not use private recruiter at origin did much less preparatory activities (1.18 activities) compared to those who used private recruiter (2.79 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 27 criteria items in the destination survey; average): Those who did not use private recruiter at origin experienced much less number of violations (3.07 out of 27 items, or 11% violation rate) compared to those who used private recruiter at origin (12.93 out of 27 items, or 48% violation rate).
- Overall degree of recruitment problems/abuses (as measured by the "final z-score"): The scorecard shows that in the destination survey, those who used a recruiter at the origin are worse off ( $z = 0.2146108$ ; above average in terms of recruitment problems/abuses) than those who did not ( $z = -0.5749301$ ; below average). This is consistent with the results of the origin survey.

## 9. Recruitment scorecard: Parameter - type of job abroad (elementary or not)

How does the parameter (type of job abroad: elementary or not) affect the values of the indicators?

### a. Origin survey:

- Cost of recruitment and working abroad: Respondents who have non-elementary jobs abroad incurred higher total cost in going abroad (USD 2,063), than those who have elementary jobs (USD 1,091).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Respondents who were in elementary jobs have more favorable opinion (2.60), which is slightly positive (between ambivalent and "somewhat satisfied"). Those in non-elementary jobs have a more negative opinion (3.55), which is between ambivalent and "dissatisfied".
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Those who are in non-elementary jobs did less preparatory activities (1.32 types of activities) compared to those who are in elementary jobs (4.84 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 26 criteria items in the origin survey; average): Those in elementary and non-elementary jobs experienced similar levels of violations (10.37 and 10.29 out of 26 items violated, respectively).

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that in the origin survey, both categories (those with elementary jobs and those with non-elementary jobs) are both below average in terms of recruitment problems/abuses, and they are not too far apart. However, those in non-elementary jobs ( $z = -0.0747$ ) are a bit worse situated than those in elementary jobs ( $z = -0.1376$ ).

b. Destination survey:

- Cost of recruitment and working abroad: Similar results – those with non-elementary jobs abroad incurred higher cost (USD 2,352) than those with elementary jobs (USD 1,895).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Those in non-elementary jobs have more favorable opinion (3.34), which is slightly negative (ambivalent to “dissatisfied”). Those in elementary jobs have a firmly negative opinion (4.02), which is “dissatisfied”.
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Those in non-elementary jobs did a bit more preparatory activities (2.91 types of activities) than those in elementary jobs (2.04 types of activities)
- Total number of violations of ‘recruitment composite criteria’ (out of 27 criteria items in the destination survey; average): Those in non-elementary jobs experienced less number of violations (8.05 out of 27 items, or 30% violation rate) than those in elementary jobs (9.55 out of 27 items, or 35% violation rate).
- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that in the destination survey, both categories are again below average in terms of recruitment problems/abuses, and they are not too far apart. However, those in elementary jobs ( $z = -0.0857339$ ) are a bit worse situated than those in non-elementary jobs ( $z = -0.1416557$ ). This is *not* consistent with the origin survey results.

## 10. Recruitment scorecard: Parameter - type of job abroad (domestic work or not)

How does the parameter (type of job abroad: DW or not) affect the values of the indicators?

a. Origin survey:

- Cost of recruitment and working abroad: Respondents who have non-DW jobs abroad incurred much higher cost (USD 2,034) than those in DW jobs abroad (USD 851).

- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Respondents in DW jobs have a more favorable opinion (2.46) compared to those in non-DW jobs (3.37).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Those in non-DW jobs did much less preparatory activities (1.62 types of activities) than those in DW jobs (5.75 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 26 criteria items in the origin survey; average): Those in DW and non-DW jobs experienced similar levels of violations (10.17 times and 10.59 items violated, respectively).
- Overall degree of recruitment problems/abuses (as measured by the "final z-score"): The scorecard shows that in the origin survey, both categories are below average in terms of recruitment problems/abuses. However, those in non-domestic work jobs ( $z = -0.0412$ ) are a bit worse situated than those in DW jobs ( $z = -0.1834$ ).

b. Destination survey:

- Cost of recruitment and working abroad: Similar results – those in non-DW jobs abroad incurred higher total cost (USD 2,186) than those in DW jobs (USD 1,197).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): Those in DW and non-DW jobs have similar opinion ratings (3.76 and 3.91, respectively).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Those in non-DW jobs did much less preparatory activities (1.92) compared to those in DW jobs (3.28 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 27 criteria items in the destination survey; average): Those in DW and non-DW jobs experienced similar levels of violations (9.20 items and 9.27 items violated, respectively).
- Overall degree of recruitment problems/abuses (as measured by the "final z-score"): The scorecard shows that in the destination survey, both categories are below average in terms of recruitment problems/abuses; and those in non-domestic work jobs ( $z = -0.0805172$ ) are a bit worse situated than those in DW jobs ( $z = -0.1558374$ ). This is consistent with the results of the origin survey.

## 11. Recruitment scorecard: Parameter - whether this is respondent's first job abroad or not

How does the parameter (whether this is the respondent's first job abroad or not) affect the values of the indicators?

### a. Origin survey:

- Cost of recruitment and working abroad: Respondents who are *not* first time workers abroad (i.e. repeat migrants) incurred higher total cost (USD 1,452) than respondents who are working abroad for the first time (USD 1,241).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): First-time and repeat migrants have similar opinion ratings (2.73 and 2.90, respectively).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): First-time and repeat migrants did similar number of preparatory activities (3.82 and 3.45 types of activities, respectively).
- Total number of violations of 'recruitment composite criteria' (out of 26 criteria items in the origin survey; average): Repeat migrants experienced less violations than first time migrants (9.98 times and 10.96 items violated, respectively).
- Overall degree of recruitment problems/abuses (as measured by the "final z-score"): The scorecard shows that in the origin survey, both categories are below average in terms of recruitment problems/abuses. The migrants who are working abroad for the first time ( $z = -0.1591$ ) are better off than those who are not first-time migrants ( $z = -0.0338$ ).

### b. Destination survey:

- Cost of recruitment and working abroad: Similar results – repeat migrants incurred higher total cost (USD 2,361) than first-time migrant workers (USD 1,903).
- Opinion/satisfaction rating on the quality of information from the recruiter at the origin (out of 12 information items; scale of 1-5; average): First-time and repeat migrants have similar opinion ratings (3.95 and 3.68, respectively).
- Total number of types of preparatory activities (out of 10 types of activities listed; average): Repeat migrants did a bit more preparatory activities (2.95 types of activities) compared to first-time migrants (1.94 types of activities).
- Total number of violations of 'recruitment composite criteria' (out of 27 criteria items in the destination survey; average): First-time migrants experienced less



violations (8.98 out of 27 items, or 33% violation rate) than repeat migrants (10.14 out of 27 items, or 38% violation rate).

- Overall degree of recruitment problems/abuses (as measured by the “final z-score”): The scorecard shows that in the destination survey, both categories are below average in terms of recruitment problems/abuses. Respondents who are not first time workers abroad ( $z = -0.0095362$ ) are worse off in terms of recruitment problems/abuses than the first time migrants ( $z = -0.1121038$ ). This is consistent with the results of the origin survey.

## **B. CORRELATIONS: RECRUITMENT PROBLEMS, WORKING CONDITIONS, RATIFICATION OF TREATIES**

See **Appendix 7** for the correlation matrices. As explained in the appendix, we accept statistically significant relationship between two factors/variables at the 0.01 or 0.05 level of significance (two-tailed) – meaning that there is a measurable pattern in how the two variables change (and this pattern is not by chance, accident or random coincidence). Significance at the 0.01 level is indicated by (\*\*) in the list below; significance at the 0.05 level is indicated by (\*).

For factors with statistically significant relationship, the direction (i.e. whether the two factors change in the same direction, or opposite each other) and strength of the relationship is indicated by the *Pearson r* value. In this report, we will use the following qualifiers to describe the strength of the (statistically significant) relationship:

- “Not strong” – if the absolute value of  $r > 0$  but  $\leq 0.25$ ;
- “Fairly strong” – if the absolute value of  $r > 0.25$  but  $\leq 0.50$ ;
- “Strong” – if the absolute value of  $r > 0.50$  but  $\leq 0.75$ ;
- “Very strong” – if the absolute value of  $r > 0.75$  but  $\leq 0.95$ ;
- “Nearly perfect correlation” - if the absolute value of  $r > 0.95$  but  $< 1.0$ ;
- “Perfect correlation” – if absolute value of  $r = 1.0$ .

### **1. Correlation between recruitment factors (destination country survey)**

The following recruitment factors have statistically significant positive correlation (i.e. both change in the same direction: if one increases, the other increases too, or vice versa):

- Total amount paid to recruiter at origin – total amount paid to recruiter in destination (\*\*); not strong. The higher a respondent pays a recruiter at the origin, the higher she/he also pays the recruiter at the destination.
- Total amount paid to recruiter at origin – total cost of working abroad (\*\*); very strong. This is logical, since amount paid at the origin is one of the components of the total cost.
- Total amount paid to recruiter at origin – Total number of types preparatory activities done by respondent (\*\*); not strong. The higher the amount paid to the recruiter at origin, the more types of preparatory activities done by the respondent.
- Total amount paid to recruiter at origin – Self-rating on quality of preparations done by respondent (overall ave. rating) (\*\*); not strong. The higher the amount

paid to the recruiter at origin, the higher is the average self-rating (i.e. the worse is the rating, since 5 is the worst score in the rating scale).

- Total amount paid to recruiter at destination – total cost of working abroad (\*\*); strong. This is logical, since amount paid to recruiter at destination is one component of total cost.
- Total cost of working abroad - Total number of types preparatory activities done by respondent (\*\*); fairly strong. The higher the cost incurred in order to work abroad, the more types of preparatory activities done by the respondent.
- Opinion rating on quality of information from recruiter – Self-rating on quality of preparations done by respondent (overall ave. rating) (\*\*); very strong. Recall that 5 is the worst score in both rating scales; therefore, the more unfavorable the opinion is on the recruiter, the more unfavorable also is the self-rating of the respondent on her/his preparation.
- Opinion rating on quality of information from recruiter – total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); very strong. The more unfavorable the opinion on the recruiter, the more types of recruitment violations experienced by the respondent.
- Total number of types preparatory activities done by respondent – total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); not strong. The more preparatory activities done, the more types of recruitment violations experienced. This is quite counter-intuitive, and needs further analysis.
- Self-rating on quality of preparations done by respondent (overall ave. rating) – total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); strong. The more adverse the self-rating (on preparations), the more recruitment violations experienced by the respondent.

The following recruitment factors have statistically significant negative correlation (i.e. they change in opposite directions: if one increases, the other decreases, and vice versa):

- Total amount paid to recruiter at origin – opinion rating on quality of information from recruiter (\*\*); not strong. The higher the amount paid to the recruiter at the origin, the more positive is the opinion on the recruiter (since a lower rating means a more positive opinion). This also seems counter-intuitive, and can be further analyzed. One possibility is that the more responsible agencies, which provide better services (thus better ratings), do charge higher fees.
- Total amount paid to recruiter at origin – total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); not strong. The higher the amount paid to the recruiter at the origin, the lesser types of recruitment violations experienced by respondent. One possible explanation is that the more responsible agencies, which charge higher fees, are more conscientious and avoiding/preventing recruitment violations.
- Total cost of working abroad – opinion rating on quality of information from recruiter (\*\*); not strong. The higher the cost, the lower the opinion rating (i.e. more positive opinion).
- Opinion rating on quality of information from recruiter – Total number of types preparatory activities done by respondent (\*\*); fairly strong. The more positive is the opinion on the recruiter (i.e. lower rating), the more types of preparatory activities done.

- Total number of types preparatory activities done by respondent – Self-rating on quality of preparations done by respondent (overall ave. rating) (\*\*); fairly strong. The more types of preparatory activities done, the more positive is the self-rating (i.e. lower rating score).

## 2. Correlation between recruitment and working condition factors (destination country survey)

The following recruitment and working condition factors have statistically significant positive correlation:

- Number of hours worked per day – monthly pay (\*); not strong. Those with longer hours of work have higher monthly pay.
- Number of hours worked per day – total number of types of documents taken by employer (\*\*); not strong. Those with longer hours of work, also have more of their documents taken by the employer.
- Number of hours worked per day – total number of types of abuses (verbal, physical, sexual) by the employer (\*\*); not strong; Those with longer hours of work, also experienced more types of abuses.
- Number of hours worked per day – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (\*\*); not strong. The longer the hours of work, the more recruitment violations experienced by the respondent.
- Monthly pay – number of days off per month (\*\*); fairly strong. Higher monthly pay; more days off per month.
- Monthly pay – length of time (number of months) employer took the respondent’s passport (\*\*); fairly strong. Higher monthly pay; longer period (months) the employer kept the passport.
- Monthly pay – total cost of working abroad (\*\*); fairly strong. The higher the monthly pay, the higher is the cost incurred in going abroad.
- Monthly pay – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (\*\*); not strong. The higher the monthly pay, the more recruitment violations experienced.
- Days off per month – length of time (number of months) employer took the respondent’s passport (\*); not strong. More days off per month, the longer (months) that the employer kept the respondent’s passport.
- Days off per month – total cost of working abroad (\*\*); not strong. More days off per month; higher cost incurred in order to go abroad.
- Length of time (number of months) employer took the respondent’s passport – Length of time (number of months) employer took the respondent’s work permit (\*\*); perfect correlation. This perfect relationship happens when the passport and work permit are both taken by the employer.
- Length of time (number of months) employer took the respondent’s passport – total cost of working abroad (\*\*); fairly strong. The longer (months) the employer kept the respondent’s passport, the higher is the cost incurred in order to work abroad.
- Total number of types of documents taken by employer – total number of types of abuses (verbal, physical, sexual) by the employer (\*\*); not strong. The more types

of documents taken by the employer, the more types of abuses experienced by the respondent.

- Total number of types of documents taken by employer – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (\*\*); not strong. The more types of documents taken by employer, the more recruitment violations experienced by the respondent.
- Total number of types of abuses (verbal, physical, sexual) by the employer – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (\*\*); not strong. The more types of abuses experienced, the more recruitment violations also experienced. This is logical since physical/sexual abuses are among the components of the composite (recruitment) criteria.
- Total number of types of abuses (verbal, physical, sexual) by the employer – opinion rating on quality of information from recruiter (\*\*); not strong. The more types of abuses experienced, the higher is the rating score (i.e. more adverse/unfavorable) opinion on the recruiter.
- Total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) – opinion rating on quality of information from recruiter (\*\*); very strong. The more recruitment violations experienced, the higher is the rating score (i.e. more adverse/unfavorable opinion) on the recruiter.

The following recruitment and working condition factors have statistically significant negative correlation:

- Number of hours worked per day – number of days off per month (\*\*); fairly strong. Longer work hours; less days off per month.
- Number of hours worked per day – length of time (number of months) employer took the respondent’s passport (\*); not strong. Longer work hours; shorter period (months) the employer kept the passport.
- Number of hours worked per day – length of time (number of months) employer took the respondent’s work permit (\*\*); fairly strong. Longer work hours; shorter period the employer kept the work permit.
- Monthly pay – total number of types of abuses (verbal, physical, sexual) by the employer (\*\*); not strong. Higher monthly pay; less types of abuses experienced.
- Monthly pay – opinion rating on quality of information from recruiter (\*\*); fairly strong. Higher monthly pay; lower rating score (i.e. more positive opinion) of the recruiter.
- Days off per month – total number of types of documents taken by employer (\*\*); not strong. More days off per month; less types of documents taken by employer.
- Days off per month – total number of types of abuses (verbal, physical, sexual) by the employer (\*\*); fairly strong. More days off per month; less types of abuses experienced.
- Days off per month – Opinion rating on quality of information from recruiter (\*\*); not strong. More days off per month; lower rating score (i.e. more positive opinion) on the recruiter.
- Length of time (number of months) employer took the respondent’s passport – total number of types of documents taken by employer (\*\*); not strong. Longer period the employer kept the passport; the less types of documents taken by employer.

- Length of time (number of months) employer took the respondent's work permit – total number of types of documents taken by employer (\*); fairly strong. This echoes the passport case, most likely because passport and work permit tend to be taken together (perfect correlation in previous matrix).
- Length of time (number of months) employer took the respondent's work permit – total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); fairly strong. The longer the employer kept the work permit, the less recruitment violations experienced. This seems counter-intuitive and can be further analyzed.
- Total number of types of abuses (verbal, physical, sexual) by the employer – total cost of working abroad (\*\*); not strong. The more types of abuses; the lower is the cost of going abroad. This seems counter-intuitive. But it can also mean that indeed, the unscrupulous recruiters might be charging less than the more responsible ones; therefore, those who go through "cheaper" recruiters could end up in more abused situations.
- Total cost of working abroad – Opinion rating on quality of information from recruiter (\*\*); not strong. The higher the cost of going abroad; the lower is the rating score (i.e. more positive opinion) on the recruiter.

### **3. Correlation between recruitment factors and ratification of UN/ILO treaties (origin country survey)**

The following recruitment factors and levels of ratification of UN/ILO treaties (origin country survey) have statistically significant positive correlation:

- Total number ratified: MBR treaties – Total number ratified: recruitment treaties (\*); very strong. Logical, since recruitment treaties are among the MBR treaties. But also shows real correlation, since not all recruitment treaties are in the MBR;
- Total number ratified: MBR treaties – Total number ratified: all migration-related treaties (\*); very strong. Logical, since MBR treaties are among "all migration-related treaties";
- Total number ratified: recruitment treaties -- Total number ratified: all migration-related treaties (\*); nearly perfect correlation. Logical, since recruitment treaties are among "all migration-related" treaties.
- Total number ratified: all migration-related treaties – Total number ratified: other relevant UN treaties (\*); very strong. Logical, since "other relevant treaties" is part of the list of "all migration-related treaties".

The following recruitment factors and levels of ratification of UN/ILO treaties (origin country survey) have statistically negative correlation:

- Total number ratified: MBR treaties -- Total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); nearly perfect correlation. The more MBR treaties ratified, the less recruitment violations experienced.
- Total number ratified: recruitment treaties -- Total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*\*); nearly perfect correlation. The more recruitment treaties ratified, the less recruitment violations experienced.

- Total number ratified: all migration-related treaties -- Total number of violations of 'composite criteria' on recruitment (total of 27 criteria items) (\*); very strong. The more ratifications of all migration-related treaties, the less recruitment violations.
- Total number ratified: all migration-related treaties -- number of respondents classified under the "significant recruitment problems" category (\*); very strong. The more ratifications of all migration-related treaties, the less number of respondents classified under the "significant recruitment problems" category.

#### **4. Correlation between recruitment factors and ratification of UN/ILO treaties (destination country survey)**

The following recruitment factors and levels of ratification of UN/ILO treaties (destination country survey) have statistically significant positive correlation:

- Total number ratified: MBR treaties – Total number ratified: all migration-related treaties (\*); very strong;
- Total number ratified: MBR treaties – Total number ratified: UN core treaties (\*\*); nearly perfect correlation;
- Total number ratified: all migration-related treaties – Total number ratified: ILO fundamental treaties (\*); very strong;
- Total number ratified: ILO fundamental treaties – Total number ratified: other relevant ILO treaties (\*\*); nearly perfect correlation. Shows real correlation, since these are 2 separate sets of treaties.

#### **C. COMPOSITE RECRUITMENT CATEGORIES (OF RECRUITMENT PROBLEMS/ABUSES EXPERIENCED BY THE RESPONDENTS)**

The earlier chapters gave us stand-alone statistics on several recruitment variables or factors (e.g. amount paid to the recruiters, quality of information provided by recruiter, whether recruiter is licensed or not, etc.); however, these individual variables/statistics don't give a consolidated picture of the overall recruitment experience of the respondents.

The preceding sections of this chapter introduced some consolidated statistical measurements and tabulations (i.e. z-scores, "scorecards", correlations) to enable us to compare and combine several of the stand-alone variables/statistics. Our aim is to have valid ways of comparing the various factors between each other and vis-à-vis the whole group, as well as combine several or all factors to form a more holistic picture – even if they used different units of measurement.

In this section, we combined all the statistics, indicators and measurements into a composite whole, to give us a convenient way of categorizing and analyzing the seriousness of the overall recruitment problems/abuses experienced by each respondent. We did this by

constructing composite recruitment categories of the recruitment problems/abuses, and categorizing each respondent under any one of these categories.<sup>40</sup>

- “Extreme recruitment problems/abuses”
- “Severe recruitment problems/abuses”
- “Significant recruitment problems/abuses”
- “Ethical recruitment situation”
- “Lacking data” (this is not a recruitment category; this is a catch-all category for respondents with a lot of missing data and therefore could not be assigned by the computer under any of the four recruitment categories).

**Appendix 8** explains what each category means in terms of the criteria/statistics on recruitment problems/abuses (“composite criteria”) that were used in categorizing the respondents. After all the respondents have been categorized, the distribution of the respondents (number of respondents under each of the recruitment categories) was cross-tabulated against the same research parameters used in the scorecards; these tables are shown in **Appendix 8**.

Below, we highlight the major patterns and findings.

# 1. Distribution of Respondents in the Composite Recruitment Categories: Overall (No parameter/categorization)

a. Origin survey:

Parameter: Overall (No parameter/ categorization)	RECRUITMENT SCORECARD - ORIGIN SURVEY (All respondents)					
	Extreme recruitment category	Severe	Significant	Ethical	Lacking data	Total Respondents
Total # Respondents	126	591	86	0	85	888
% of Total Respondents	14.2%	66.6%	9.7%	0.0%	9.6%	100.0%

Majority (66.6%) of the respondents in the origin survey are classified under the “Severe” category. The combined “Extreme + Severe” category shows that the big majority (80.7%) of the origin survey respondents experienced severe or worse recruitment problems.

No origin survey respondent was classified under the “Ethical” category.

<sup>40</sup> Both the “final z-score” and the “composite recruitment categories” (extreme, severe, etc.) are consolidated indicators giving us the “overall” recruitment picture based on a combination of statistics on the recruitment problems/abuses. However, the final z-score is only based on 4 quantitative indicators; the composite category (% distribution) uses at least 25 statistics. The final z-score enables us to examine the depth (degree) of the problem; the composite category distribution gives us the extent (spread) of the recruitment problems/abuses.

b. Destination survey:

Parameter: Overall (No parameter/ categorization)	DESTINATION SURVEY (All respondents)					
	Extreme recruitment category	Severe	Significant	Ethical	Lacking data	Total Respondents
Total # Respondents	447	432	147	8	231	1,265
% of Total Respondents	35.3%	34.2%	11.6%	0.6%	18.3%	100.0%

More than a third of all the destination survey respondents are classified under the category of “Extreme” (35.3%), and another third (34.2%) under the “Severe” category. The combined “Extreme + Severe” category constitutes the majority (69.5%) of respondents.

It is important to note that a few (0.6%) of the respondents have been classified under the “ethical” category.

The origin survey respondents seem in worse recruitment situation overall, compared with the respondents in the destination survey.

## 2. Distribution of Respondents in the Composite Recruitment Categories: Parameter - destination country (based on destination survey)

- a. Number of respondents under each recruitment category:
  - Extreme: Majority (55.9%) of respondents in the “Extreme” category are from Taiwan; this is followed by respondents from Lebanon (14.1%);
  - Severe: A plurality of the respondents in the “Severe” category are from Thailand (37.3%); this is followed by respondents from Taiwan (22.2%);
  - Significant: Majority (63.3%) are respondents from Thailand, followed by respondents from Lebanon (13.6%);
  - Ethical: Very few cases overall. The big majority (75.0%) are from Taiwan; the rest are in Malaysia (12.5%) and Thailand (12.5%).
- b. Number of respondents according to parameter categories (current country of destination):
  - Bahrain: The plurality of respondents in Bahrain are in the “severe” and “extreme” categories (46.5% and 42.1% of respondents, respectively). Taken together, the “severe” and “extreme” categories compose the big majority (88.6%) of all respondents from Bahrain. No cases in Bahrain qualified under the “ethical” category;
  - Lebanon: Nearly half (48.1%) of respondents in Lebanon are in the “extreme” category. The “extreme” plus “severe” categories constitute the majority (64.9%). No “ethical” cases were found in Lebanon;
  - Malaysia: The most number of respondents (42.0%) are in the “extreme” category. The “extreme” and “severe” categories together account for the big majority (71.0%) of respondents in Malaysia. One “ethical” case was recorded.



- Singapore: The majority of respondents (64.5%) are in the “severe” category, although Singapore has much less “extreme” cases compared to Bahrain (42.1%), Lebanon (48.1%), Malaysia (42.0%), and Taiwan (62.5%). The “extreme” and “Severe” cases together constitute the big majority (83.6% of respondents in Singapore).
- Taiwan: Of all the destination countries surveyed, Taiwan has the worst record in terms of “extreme” cases, with majority (62.5%) of respondents classified under this category. The big majority (86.5%) of respondents are in the “severe” and “extreme” categories. Taiwan also has the most cases classified under the “ethical” category (1.5% of all respondents in Taiwan, the highest among the 6 countries surveyed).
- Thailand: The most number of respondents are in the “severe” category (39.3% of respondents), followed by respondents in the “significant” category (22.7%). Thailand has the lowest number among the destination countries surveyed in the “extreme” category (5.6% of respondents). The “extreme” and “severe” categories taken together still constitute the minority (44.9%) of the respondents. Note however that Thailand has the highest “lacking data” category (32.2%; almost one-third of the respondents).

### **3. Distribution of Respondents in the Composite Recruitment Categories: Parameter - origin country (based on origin survey)**

- a. Number of respondents under each recruitment category:
  - Extreme: Among the five origin countries in the survey, Bangladesh has the highest proportion (57.9%) of respondents in the “extreme” category; Philippines has the lowest (3.2%) in this category;
  - Severe: Among the origin countries surveyed, Bangladesh also has the highest percentage (49.6%) in this category, which accounts for almost half of respondents in the “severe” category.
  - Significant: The most number of cases in this category are from Indonesia and Nepal (27.9% each of all the respondents in the “significant” category).
  - Ethical: No respondent among the origin countries surveyed qualified under this category.
- b. Number of respondents according to parameter categories (country of origin):
  - Bangladesh: The big majority of Bangladeshi respondents are in the “severe” category (71.6% of respondents from Bangladesh). Taken together, the “extreme” and “severe” cases account for the big majority (89.4%) of all respondents from Bangladesh.
  - India: Majority of respondents from India (59.3%) are in the “severe” category. Those in “extreme” and “severe” categories, taken together, constitute the big majority (75.6%) of the respondents.
  - Indonesia: Majority of respondents from Indonesia (60.9%) are in the “severe” category; the “extreme” and “severe” cases taken together constitute the big majority (76.4%) of all respondents from Indonesia.
  - Nepal: The majority (69.7%) of respondents from Nepal are in the “severe” category. Nepal has the lowest proportion of cases (6.0%) in the “extreme”

category among the origin countries surveyed. The “extreme” and “severe” categories taken together constitute the big majority (75.7%) of respondents from Nepal.

- Philippines: The most number of respondents from the Philippines (40.0%) are in the “severe” category. Next to Nepal, the Philippines has the second lowest proportion of cases (8.9%) in the “extreme” category. Almost half (48.9%) are in the “extreme + severe” category. However, a big proportion of the respondents (35.6%, or more than one-third) are in the “lacking data” category, which could significantly change the distribution if the data were properly supplied.

#### **4. Distribution of Respondents in the Composite Recruitment Categories: Parameter - gender**

- a. Number of respondents under each recruitment category:
  - Extreme: In the origin survey, the majority (57.1%) of the respondents in the “extreme” category are men. In the destination survey: the majority (66.7%) of the respondents in the “extreme” category are women;
  - Severe: In the origin survey: majority (59.0%) of the respondents in the “severe” category are women. In the destination survey: majority of the respondents (50.9%) in the “severe” category are also women;
  - Significant: In the origin survey: Men and women respondents constitute 50% each of the respondents in the “significant” category. In the destination survey: Majority (59.9%) of respondents in the “significant” category are women;
  - Ethical: In the origin survey: No respondent qualified under this category. In the destination survey: Majority (62.5%) of respondents under the “ethical” category are women.
- b. Number of respondents according to parameter categories (gender)
  - Women:
    - Origin survey: The big majority of women (74.1%) are in the “severe” category. Taken together, the “extreme” and “severe” categories constitute the big majority (85.7%) of women respondents in the origin survey. No women were classified under the “ethical” category in the origin survey;
    - Destination survey: Plurality of the women (40.2%) are in the “extreme” category. Taken together, the “extreme” and “severe” categories constitute the majority (69.8%) of women respondents in the destination survey.
  - Men:
    - Origin survey: Majority of men respondents (57.9%) are in the “severe” category. The “extreme” and “severe” categories combined constitute the big majority (75.4%) of men respondents.
    - Destination survey: The most number of men (41.2%) are in the “severe” category, followed by those in the “extreme” category. Together, the “extreme” and “severe” categories constitute the big majority (70.5%) of men respondents.

## 5. Distribution of Respondents in the Composite Recruitment Categories: Parameter - mode of labor migration from origin country

### a. Number of respondents under each recruitment category:

- Extreme:
  - Origin survey: Majority (50.4%) of respondents in the “extreme” category used private recruiters who are individuals (with no agency or company); the next biggest group (28.0%) used private recruiters which are agencies/companies. All those who went through private recruiters (agency/company or individual person) comprised the big majority (82.4%) of respondents who are in the “extreme” category. The least number of cases are those who went through the help of their organization/union/church or group (0.8%), or through government placement channels (1.6% of respondents in the “extreme” category).
  - Destination survey: Majority (65.4%) of respondents in the “extreme” category used private recruiters which are agencies/companies; this is followed by those who used private recruiters who are individual persons (no agency/company) (20.4%). The combined agency + individual private recruiter comprise the big majority (87.6%) of respondents in the “extreme” category. The least cases of respondents in the “extreme” category are those who used government placement (1.4%) or went through the help of friends/colleagues (0.9% of all respondents in the “extreme” category). These results are closely similar to the results of the origin survey,
- Severe:
  - Origin survey: Similar pattern as in the “extreme” category: the majority (53.2%) of those in the “severe” category went through private recruiters who are individual persons (not agency/agency); the next biggest group (32.2%) went through private recruiters which are agencies/companies. The big majority (88.6%) of those who are in the “severe” category went through private recruiters (individual persons or agencies/companies).
  - Destination survey: The cases are more dispersed across the modalities: The plurality (43.1%) of respondents in the “severe” category used private recruiters who are individual persons; this is followed by those who used private recruiters which are agencies/companies (35.0%). The big majority (85.1%) of respondents in the “severe” category used private recruiters (individual persons or agencies/companies). This is similar to the results of the origin survey.
- Significant:
  - Origin survey: Respondents who are in the “significant” category are more dispersed in terms of mode of migration: the biggest proportion used private recruiters (agency/company) or arranged directly with the employer (28.9% of respondents each); followed by those who went through government placement channel, or on their own/none of the specified channels (15.8% of respondents each).
  - Destination survey: The distribution of respondents is most dispersed here (listed in descending order): the biggest group (29.2%) of respondents in the “significant” category went on their own/did not use any of the listed channels;

helped by family/relative (19.2%); helped by friend/colleague (12.5%); used private recruiter-agency/company, or private recruiter-not specified if individual or agency, or directly through employer (10.8% each).

- Ethical:
  - Origin survey: No respondent qualified under the “ethical” category;
  - Destination survey: The big majority (87.5%) of respondents in the “ethical” category went through private recruiters (agency/company); the rest (12.5%) also went through private recruiters (not specified if individual or company).

b. Number of respondents according to parameter categories (mode of migration):

- Through private recruiter: recruitment agency or its agents
  - Origin survey: The big majority (76.3%) of respondents who used this modality are in the “severe” category. The overwhelming majority (90.4%) of respondents who used this modality are in the combined “extreme + severe” category.
  - Destination survey: Majority (63.0%) of respondents who used this modality are in the “extreme” category. The overwhelming majority (95.7%) of those who used this modality are in the “extreme + severe” category. This is similar, and worse, than the results of the origin survey.
- Through private recruiter: individual person (no agency/ company)
  - Origin survey: An even bigger majority (81.3%) of those who used this modality are in the “severe” category. Nearly all (97.6%) of the respondents who used this modality ended up in the combined “extreme + severe” category.
  - Destination survey: Majority (64.9%) of respondents who used this modality are in the “severe” category. The overwhelming majority (96.5%) of respondents who used this modality are in the combined “extreme + severe” category. Again, this is closely similar to the results of the origin survey.
- Through private recruiter: not specified if agency or individual
  - Origin survey: Majority of those who used this channel (59.4%) are in the “severe” category. The big majority (75.0%) of those who used this modality are in the combined “extreme + severe” category. Note that a significant number (22%) lack data/did not provide complete information.
  - Destination survey: Majority (52.6%) of respondents who used this channel are in the “severe” category. Majority (66.6%) of those who used this modality are in the “extreme + severe” category.
- Directly through employer (company or person)
  - Origin survey: Respondents who used this modality are more dispersed across the recruitment categories: the plurality are in the “severe” and “significant” categories (30.1% each). The combined “extreme + severe” category only constitutes a minority (42.4%) of respondents who went through this modality. Note also that a considerable proportion (27%) did not provide complete information/have lacking data.
  - Destination survey: The plurality (41.6%) are in the “severe” category. The majority (57.2%) are in the combined “extreme + severe” category. This is consistent with, and a bit worse than, the results of the origin survey.

- Through government placement channel
  - Origin survey: A plurality of respondents (40.0%) who went through the government placement channel are in the “significant” category. There are much less cases in the “extreme” and “severe” categories (6.7% and 16.7%, respectively); which means that the combined “extreme + severe” category constitute a much lower proportion (23.4%, or less than a quarter) of respondents who used this modality. Note though that a big proportion (37%) did not provide complete data.
  - Destination survey: The respondents are quite evenly distributed across the recruitment categories – one-third (33.3%) of the respondents who used the government placement channel ended up in the “extreme” category, and another third are in the “severe” category. This means that two-thirds (66.7%) are in the combined “extreme + severe” category. This is significantly different from the results of the origin survey, where only the minority (23.4%) are in the “extreme + severe” category.
- Helped by family, relative
  - Origin survey: Majority (68.2%) who went through the help of family/relatives are in the “severe” category. The big majority (86.4%, which is more than 4 out of every 5 respondents) are in the combined “extreme + severe” category.
  - Destination survey: A plurality (35.4%) are in the “significant” category, followed by those in the “severe” (18.5%) and “extreme categories (15.4%). A minority (33.9%) are in the “extreme + severe” category. This is significantly different from the results of the origin survey.
- Helped by friend, colleague, neighbor (no relation)
  - Origin survey: The big majority (70.0%) of respondents who went through the help of friends/neighbors/colleagues (no relation) are in the “severe” category. All of the respondents (100%) who used this mode ended up in the combined “extreme + severe” category.
  - Destination survey: A plurality (39.5%) are in the “significant” category. A minority (23.7%) are in the combined “extreme + severe” category. This is starkly different from the results of the origin survey.
- Helped by organization, group, union, church
  - Origin survey: Respondents who used this mode all ended up in the “extreme” category. Note though that there was only one case captured by the origin survey who used this modality.
  - Destination survey: No respondents in this category.
- On own/None of the above intermediaries
  - Origin survey: Respondents who went abroad on their own/did not use any of the above channels have dispersed categories, with the plurality (39.1%) in the “severe” category. Less than half (45.6%) are in the combined “extreme + severe” category. Note that a big percentage (28%) did not provide complete information.
  - Destination survey: A plurality (23.3%) are in the “significant” category. A minority (21.3%) are in the “extreme + severe” category.

## 6. Distribution of Respondents in the Composite Recruitment Categories: Parameter - name of (top selected) recruiter in origin country

Number of respondents under each recruitment category (“extreme”, etc.) and according to parameter categories (names of recruitment agencies at the origin):

- Origin survey: **Appendix 8, Part 6 (Tables A and B)** show how many respondents ended up under each of the recruitment categories (“extreme”, “severe”, etc.) depending on which recruitment agency they used at the origin (based on the origin survey). **Table A** is sorted alphabetically by name of recruitment agency. **Table B** is sorted according to the total number of respondents who used each recruitment agency (descending order).
- Destination survey: **Appendix 8, Part 6 (Tables C and D)** show the number of respondents who ended up under each of the recruitment categories (“extreme”, etc.) depending on which recruitment agency they used at the origin (based on the destination survey). **Table C** is sorted alphabetically by name of recruitment agency. **Table D** is sorted according to the total number of respondents who used each recruitment agency (descending order).

The reader can directly examine the tables in the appendix to analyze the record of each recruitment agency (at the origin) in terms of how many respondents who went through them ended up in the worst or best recruitment situations.

## 7. Distribution of Respondents in the Composite Recruitment Categories: Parameter - name of (top selected) recruiter in destination country

Number of respondents under each recruitment category (“extreme”, etc.) and according to parameter categories (names of recruitment agencies at the destination):

- Origin survey: **Appendix 8, Part 7 (Tables A and B)** show how many respondents ended up under each of the recruitment categories (“extreme”, etc.) depending on which recruitment agency they used at the destination (based on the origin survey). **Table A** is sorted alphabetically by name of recruitment agency; **Table B** is sorted according to the total number of respondents who used each recruitment agency (descending order).
- Destination survey: **Appendix 8, Part 7 (Tables C and D)** show the number of respondents who ended up under each of the recruitment categories (“extreme”, etc.) depending on which recruitment agency they used at the destination (based on the destination survey). **Table C** is sorted alphabetically by name of recruitment agency; **Table D** is sorted according to the total number of respondents who used each recruitment agency (descending order).

Again, the reader can directly examine the tables in the appendix to analyze the record of each recruitment agency (at the destination).

**8. Distribution of Respondents in the Composite Recruitment Categories: Parameter - whether respondent used private recruiter (in origin) or not**

- a. Number of respondents under each recruitment category:
- Extreme:
    - Origin survey: The big majority (82.4%) of those in the “extreme” category are respondents who used a private recruiter at the origin.
    - Destination survey: The big majority (87.6%) of those in the “extreme” category are those who used a private recruiter at the origin. This is very similar to the results in the origin survey.
  - Severe:
    - Origin survey: The big majority (88.6%) of those in the “severe” category are those who used a private recruiter at the origin.
    - Destination survey: The big majority (85.1%) of those in the “severe” category are respondents who used a private recruiter at the origin. Again, this is very close to the results in the origin survey.
  - Significant:
    - Origin survey: The majority (61.8%) of those in the “significant” category are those who did not use a private recruiter at the origin.
    - Destination survey: The big majority (73.3%) of those in the “significant” category are respondents who did not use a private recruiter at the origin. Again, this is strongly consistent with the results of the origin survey.
  - Ethical:
    - Origin survey: No respondent qualified under the “ethical” category;
    - Destination survey: All respondents (100%) who are in the “ethical” category used a private recruiter at the origin.
- b. Number of respondents according to parameter categories (whether respondent used a private recruiter or not):
- Used private recruiter (in origin country)
    - Origin survey: The big majority (78.4%) of respondents who used a private recruiter at the origin are in the “severe” category. The overwhelming majority (93.8%) are in the combined “extreme + severe” category.
    - Destination survey: Almost all of the respondents who used a private recruiter at the origin are in the “extreme” and “severe” categories (48.3% and 45.6%, respectively). The combined “extreme + severe” category constitutes the overwhelming majority (93.9%) of the respondents who used a private recruiter.
  - Did not use private recruiter (in origin country)
    - Origin survey: A plurality (36.8%) of those who did not use a private recruiter at the origin are in the “severe” category; this is followed by those in the “significant” category (25.8%). Less than half (48.9%) of the respondents who did not use a private recruiter at the origin are in the combined “extreme + severe” category. This starkly contrasts with respondents who used a private recruiter, where almost 94% are in the “extreme + severe” category.
    - Destination survey: Those who did not use a private recruiter are more dispersed across the recruitment categories; a plurality (25.3%) are in the

“significant” category. The combined “extreme + severe” category constitutes only a minority (34.2%, or only about one-third) of the respondents who did not use a private recruiter. Note though that a big proportion (40%) have lacking data, which could have significantly changed the distribution if the complete data were supplied.

**9. Distribution of Respondents in the Composite Recruitment Categories: Parameter - type of job abroad (elementary or not)**

**a. Number of respondents under each recruitment category:**

- **Extreme:**
  - Origin survey: The big majority (72.8%) of those in the “extreme” category have elementary jobs abroad.
  - Destination survey: The big majority (75.4%) in the “extreme” category have elementary jobs abroad. This is very similar to the results in the origin survey.
- **Severe:**
  - Origin survey: The big majority (80.4%) of those in the “severe” category have elementary jobs abroad.
  - Destination survey: The big majority (79.9%) of those in the “severe” category have elementary jobs. Again, this is closely similar to the results in the origin survey.
- **Significant:**
  - Origin survey: The big majority (75.0%) of those in the “significant” category have elementary jobs abroad.
  - Destination survey: The big majority (86.6%) in the “significant” category have elementary jobs. This is consistent with the results in the origin survey.
- **Ethical:**
  - Origin survey: No respondent qualified under the “ethical” category;
  - Destination survey: The big majority (71.4%) in the “ethical” category have elementary jobs.

**b. Number of respondents according to parameter categories (type of job abroad: elementary or not):**

- **Elementary job**
  - Origin survey: The big majority (72.9%) of those with elementary jobs abroad are in the “severe” category. The big majority (86.6%) of those with elementary jobs are in the combined “extreme + severe” category.
  - Destination survey: Respondents with elementary jobs abroad are quite evenly distributed among the recruitment categories, with most in the “severe” (35.9%) and “extreme” (33.0%) categories. The combined “extreme + severe” category constitutes the majority (68.9%) of those with elementary jobs abroad.
- **Non-elementary job**
  - Origin survey: Majority (54.4%) of those with non-elementary jobs abroad are in the “severe” category. The big majority (70.0%) are in the combined “extreme + severe” category.



-Destination survey: Those with non-elementary jobs abroad are also clustered in the “extreme” (43.0%) and “severe” (36.3%) categories. The combined “extreme + severe” category constitutes the big majority (79.3%) of those with non-elementary jobs abroad.

# **10. Distribution of Respondents in the Composite Recruitment Categories: Parameter - type of job abroad (domestic work or not)**

## a. Number of respondents under each recruitment category:

- Extreme:
  - Origin survey: Majority (51.1%) of respondents in the “extreme” category have non-DW jobs abroad.
  - Destination survey: The big majority (76.2%) of respondents in the “extreme” category are those with non-DW jobs abroad. This is consistent, and much worse, than the results in the origin survey.
- Severe:
  - Origin survey: Majority (64.6%) of those in the “severe” category have DW jobs abroad.
  - Destination survey: The big majority (79.1%) of those in the “severe” category have non-DW jobs. This contrasts with the results in the origin survey.
- Significant:
  - Origin survey: Majority (51.6%) of those in the “significant” category have DW jobs.
  - Destination survey: The big majority (82.7%) of those in the “significant” category have non-DW jobs. This contrasts with the results in the origin survey.
- Ethical:
  - Origin survey: No respondent qualified under the “ethical” category;
  - Destination survey: The big majority (85.7%) of those in the “ethical” category have non-DW jobs.

## b. Number of respondents according to parameter categories (type of job abroad: DW or not):

- Domestic work
  - Origin survey: The big majority (77.6%) of those with DW jobs abroad are in the “severe” category. The overwhelming majority (almost 90%) are in the combined “extreme + severe” category.
  - Destination survey: Respondents with DW jobs abroad largely fall under the “extreme” and “severe” categories (38.3% and 34.6%, respectively). This means that the combined “extreme + severe” category constitutes the big majority (72.9%) of those with DW jobs abroad. This is consistent with, although less severe than, the results in the origin survey.
- Non-domestic work
  - Origin survey: Majority (56.1%) of those with non-DW jobs abroad are in the “severe” category. The combined “extreme + severe” category constitutes the big majority (almost 73%) of those with non-DW jobs abroad. This is much lower than the 90% of respondents with DW jobs.

-Destination survey: Most of those with non-DW jobs abroad are also largely distributed in the “severe” and “extreme” categories (36.3% and 34.1%, respectively). The combined “extreme + severe” category constitutes the big majority (70.4%) of those with non-DW jobs abroad.

# **11. Distribution of Respondents in the Composite Recruitment Categories: Parameter - whether this is respondent’s first job abroad or not**

## **a. Number of respondents under each recruitment category:**

- **Extreme:**
  - Origin survey: Majority (58.3%) of those in the “extreme” category are the repeat migrants.
  - Destination survey: The big majority (71.7%) in the “extreme” category are first-time migrants; this contrasts with the results of the origin survey where the repeat-migrants are in the majority.
- **Severe:**
  - Origin survey: Majority (59.2%) of those in the “severe” category are the repeat migrants;
  - Destination survey: The big majority (81.2%) in the “severe” category are first-time migrants; again, this contrasts with the results of the origin survey where the majority are the repeat migrants.
- **Significant:**
  - Origin survey: Majority (57.0%) of those in the “significant” category are the first-time migrants;
  - Destination survey: The big majority (85.7%) in the “significant” category are first-time migrants; this is consistent with the results of the origin survey.
- **Ethical:**
  - Origin survey: No respondent qualified under the “ethical” category;
  - Destination survey: Respondents who are in the “ethical” category are evenly split (50%) between the first-time and repeat-migrants.

## **b. Number of respondents according to parameter categories (whether this is respondent’s first job abroad or not):**

- **First job abroad:**
  - Origin survey: Majority of the first-time migrants (64.4%) are in the “severe” category; the big majority (79.0%) of them are in the “extreme” and “severe” categories taken together;
  - Destination survey: The most number of first-time migrants (35.8%) are in the “severe” category, followed by those in the “extreme” category. They are the majority (68.0%) of the combined “extreme + severe” category.
- **Not first job abroad**
  - Origin survey: Majority (68.8%) of the repeat migrants are in the “severe” category; a bigger majority of them (83.8%) are in the combined “extreme + severe” category.
  - Destination survey: The plurality of repeat migrants (47.9%) are in the “extreme” category, followed by those in the “severe” category. The big

majority of repeat-migrants (79.0%) are in the combined “extreme + severe” category.

#### D. PATTERN THROUGH THE YEARS (SELECTED QUANTITATIVE INDICATORS)

Are these isolated, one-off recruitment problems? Let us examine the pattern of the key quantitative indicators through the years. We will again use the boxplots, and plot the indicators against time (year when the respondent paid/ engaged the recruiter at the origin).

##### 1. Total cost of going abroad

The total cost of working abroad has increased through the years.

In the origin survey (**Figure 20**) the boxplot shows that the median cost through the years has hovered around the average (USD 1,362). But note that the boxplot shows more respondents having paid above the average; worse, the number of outlier and extreme costs have become more numerous in recent years, indicating more respondents having been charged extortionate fees.

In the boxplot, we marked the years when some important commitments

or affirmations were made on the “no fees charged to the worker” principle (adoption of ILO C181 in 1997; Covenant on Ethical Conduct in 2005; ILO Multilateral Framework on Labour Migration in 2006; UN Committee on Migrant Workers General Comment #1 in

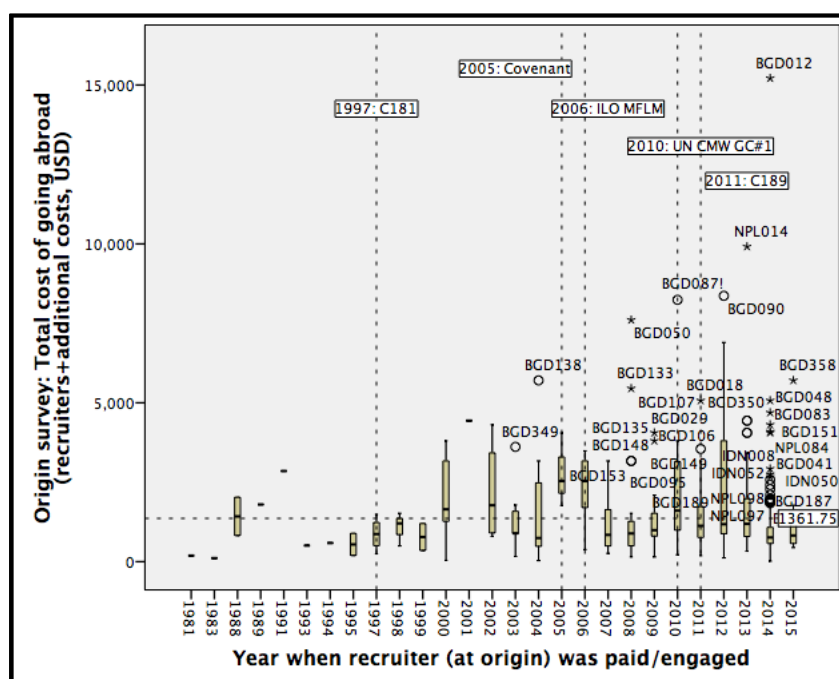


Figure 20: Total Cost of Going Abroad vs. Year When Recruiter (at Origin) was Paid/ Engaged [Origin Survey]

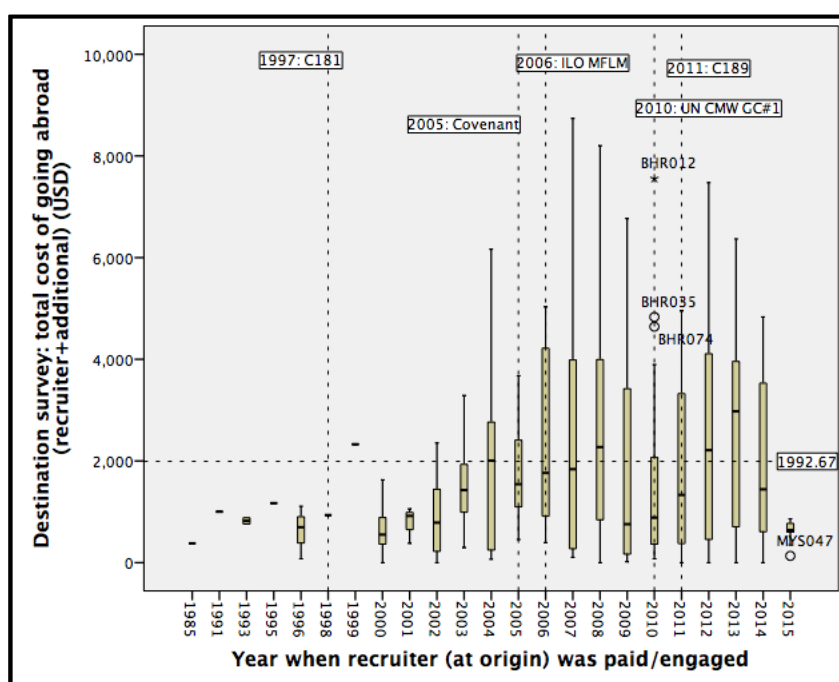


Figure 21: Total Cost of Going Abroad vs. Year When Recruiter (at Origin) was Paid/ Engaged [Destination Survey]

2010; ILO C189 in 2011). None of these seemed to have significantly impacted on reducing or eliminating the exorbitant recruitment costs incurred by the respondents in the origin countries.

In the destination survey (**Figure 21**), the excessive charges have also become higher and more common (see upper “tails” of boxplots). The fees (median amount) steadily increased from 2000 to 2008; it drastically dropped in 2009 (probably due to the global economic crisis), and steadily increased again since then. There is indication of some lowering of the costs in the past two years, but it remains to be seen if this will be a continuing trend (also, the lower cost in 2015 might be due to a much smaller sample of respondents from that year, because the survey covered only the first three months of 2015).

We can see that the exorbitant recruitment charges has been a persistent problem through the years. Marking the years when significant commitments/affirmations of the “no fees charged to the worker” principle, we can also note that none of the international commitments seemed to have significantly reduced or eliminated the exorbitant recruitment costs incurred by respondents in the destination countries.

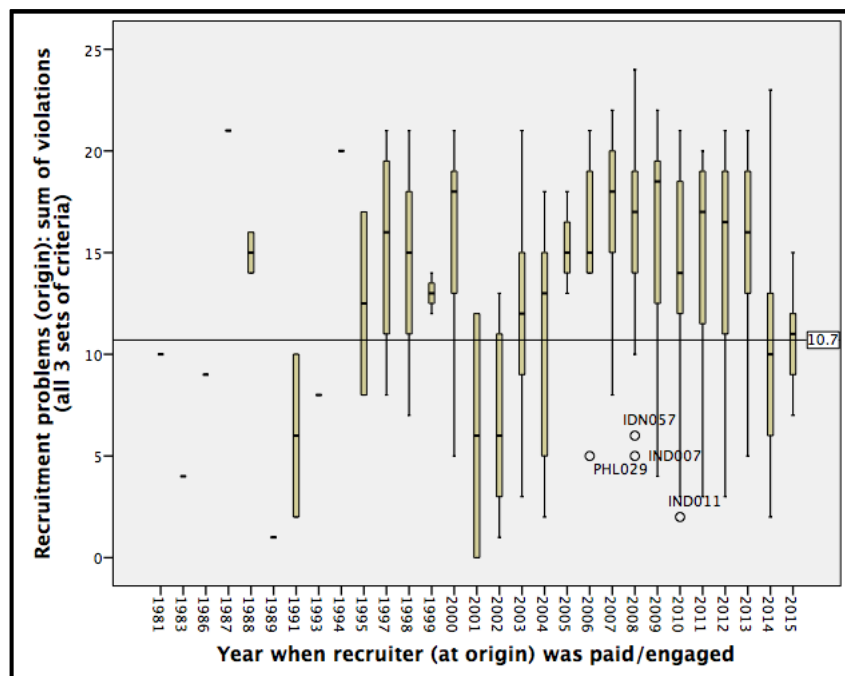


Figure 22: Total Number of Violations of Composite Recruitment Criteria (All 3 Sets) vs. Year When Recruiter (at Origin) Was Paid/ Engaged [Origin survey]

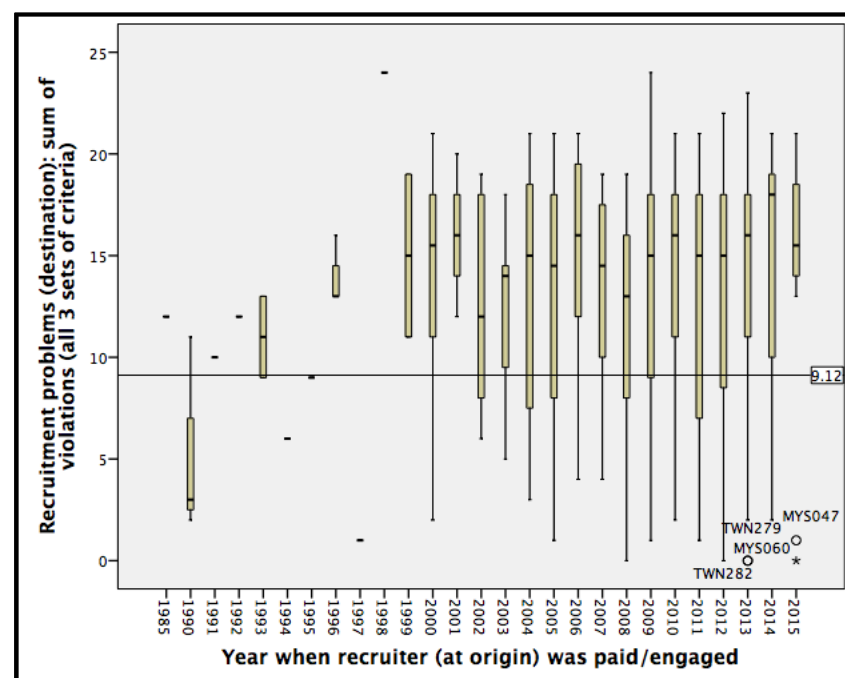


Figure 23: Total Number of Violations of Composite Recruitment Criteria (All 3 Sets) vs. Year When Recruiter (at Origin) Was Paid/ Engaged [Destination Survey]

## 2. Total number of violations of the recruitment composite criteria

The total number of violations have increased through the years.

In the origin survey (**Figure 22**) the boxes and the median values (i.e. the big majority of the respondents) have mostly been much higher above the group average, especially in recent years (2004 onwards). Note that the group average (10.7 violations out of 26 criteria items, or 41% violation rate) is already a high level of recruitment violations/abuses); the yearly median are mostly much higher rates of violation than this 41% violation rate. There is some indication of a lowering of the incidence of violations in 2014, but this has crept up again in 2015 (even if the 2015 sample was very limited because the survey covered only the first three months of 2015).

In the destination survey (**Figure 23**), we see a similar pattern: the median values have consistently been much higher above the group average (since 1999 up to the present). The group average already represents a high level of incidence of violations (9.12 violations out of 27 criteria items, or a 34% violation rate). The annual median values, and boxes, are mostly above this group average, indicating that the big majority of respondents experienced much higher rates of violation each year, especially in recent years.

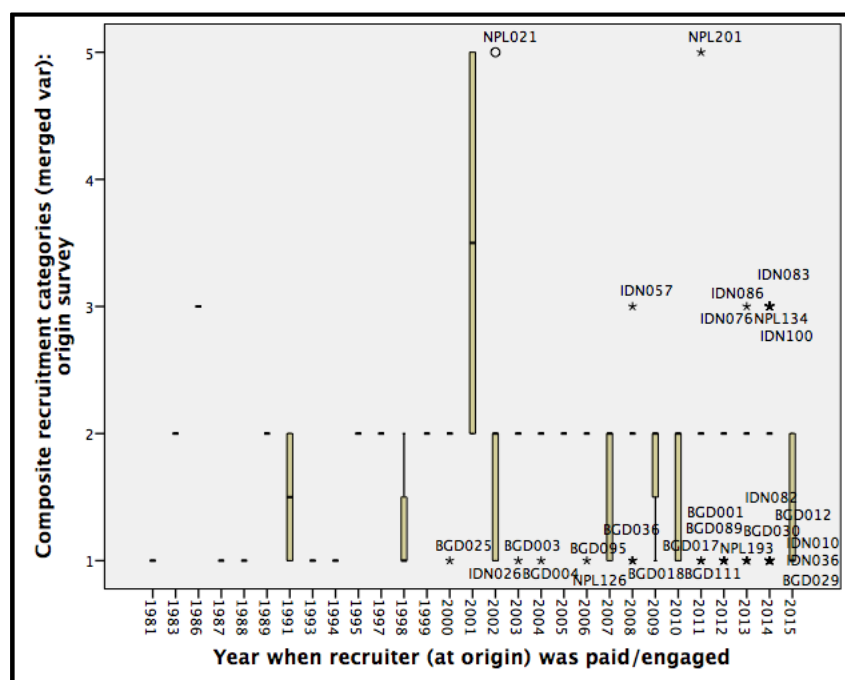


Figure 24: Number of Respondents Classified Under Each of the Recruitment Categories vs. Year When Recruiter (at Origin) Was Paid/ Engaged [Origin Survey]

## 3. Composite recruitment categories (number of respondents under each recruitment category)

In the boxplots in **Figures 24 and 25 (vertical axis)**: 1 = “extreme” recruitment category; 2 = “severe” category; 3 = “significant” category; 4 = “ethical” category; 5 = “lacking data” category.

The origin survey (**Figure 24**) shows that in most years, the big majority of respondents are classified under categories 1 (extreme) and 2 (severe recruitment problems/abuses).

The destination survey (**Figure 25**) shows that the majority of respondents have remained mostly in category 1 (“extreme”) and category 2 (“severe” recruitment problems) through the years. The figure also shows that in recent years more respondents have been classified under category 3 (“significant” recruitment problems); a few have even been classified under category 4 (“ethical” situation). But the big majority of respondents are in the “extreme” or “severe” categories through the years.

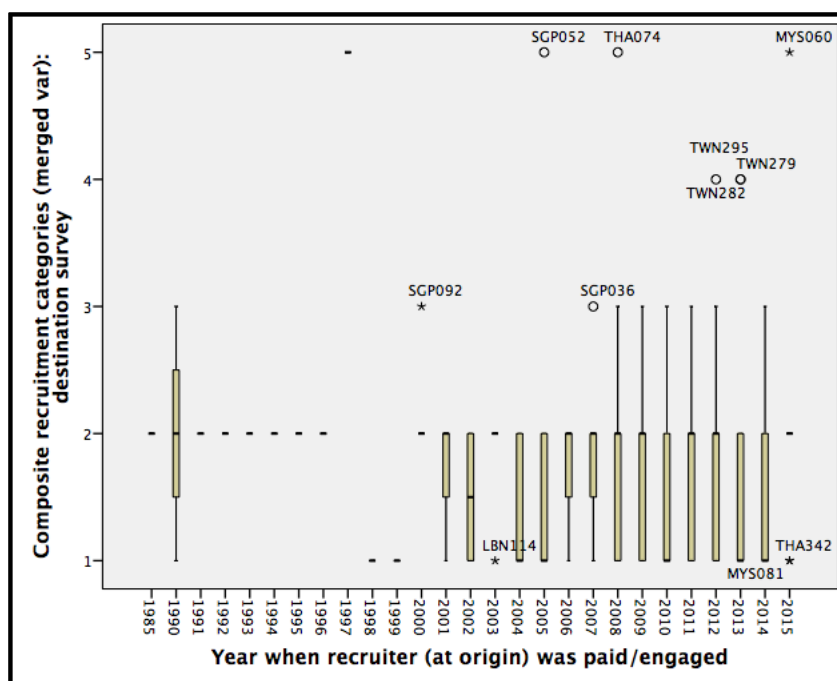


Figure 25: Number of Respondents Classified Under Each of the Recruitment Categories vs. Year When Recruiter (at Origin) was Paid/ Engaged [Destination Survey]

## E. CHAPTER SYNTHESIS: KEY RESULTS & FINDINGS (CHAPTER 5)

What are the overall picture and patterns on overseas recruitment, placement and employment of the respondents?

### 1. Total cost of going abroad

- a. Overall – The total cost (overall average) of going abroad is USD 1,362 [origin survey] or USD 1,993 [destination survey].
  - Most of this total cost (98% in the origin survey; 99% in the destination survey) is due to payments paid to the recruiters at the origin and/or destination;
  - This cost is extortionate, depriving respondents of several months’ wages. For origin respondents, this cost is equivalent to almost nine months’ pay (USD 152 average monthly wage of jobs in origin countries); for destination respondents, this cost is equivalent to nearly five months’ pay (USD 434 average monthly wage of jobs in the destination);
  - These recruitment charges are not only exorbitant, they flout international legal standards of the UN and ILO (e.g. C97, C181, C189, ILO Multilateral Framework on Labour Migration, UN CMW General Comment #1) prescribing that no recruitment fees shall be charged, directly or indirectly, in whole or in part, to the workers. In countries that have ratified these international treaties, and countries that have laws limiting or prohibiting recruitment fees on migrants (e.g. Philippines, Hong Kong), much or all of these fees are illegal;

- These exorbitant fees blatantly ignore the self-regulation commitments or codes of ethical conduct promised by recruitment agencies themselves (e.g. Covenant of Ethical Conduct, 2005; Dhaka Principles);
  - This charging of recruitment fees on migrants (i.e. violation of international standards) is prevalent in the countries covered by the survey: Less than 1% of origin respondents, and 1.3% of destination respondents, did not pay any fees to the recruiters.
  - The charging of exorbitant fees is rampant and widespread: almost 97% of origin respondents, and 78% of destination respondents, spent the equivalent of one month's wage or higher; half (50%) of all respondents spent the median amount of USD 892 in the origin survey, and USD 1,576 in the destination survey;
  - These widespread violations have persisted through the years – the boxplots (**Figures 20 and 21**) show that the exorbitant costs remained serious or worsened through the years;
  - The extortionate fees have forced respondents into onerous debts – more than a third (34%) of the origin respondents, and nearly half (47%) of destination respondents borrowed the full cost. On average (both surveys), 64% of the total cost was loaned/borrowed by the respondents.
- b. Parameter: Country of destination of the respondent – The total cost varied significantly depending on the country of destination. Respondents in Taiwan and Singapore incurred the highest costs (in both countries, the cost is equivalent to more than six times the average monthly pay of jobs in the destination). Respondents in Thailand and Lebanon incurred the lowest average costs, but these costs are still the equivalent of at least one month's pay (USD 434; average monthly pay of jobs in the destination). We also need to carefully note the distribution of the costs – the boxplot shows that although the group average might be low, many recruiters may be charging costs that are extremely high above the group average.
- c. Parameter: Country of origin of the respondent – The total cost varied widely depending on the country of origin. The highest total costs were incurred by respondents in Bangladesh and the Philippines – in both countries, the cost is almost 11 times the USD 152 average monthly pay of jobs in the origin country. Respondents in Indonesia incurred the lowest total cost – but this, too, is more than five times the average monthly pay of jobs in the origin country. Again, the distribution plots show that many recruiters, especially in south Asia, charged costs that are extremely high above the group average.
- d. Parameter: Gender – The total cost varied greatly based on gender – both surveys show that men incurred much higher costs than women; men's total cost is the equivalent of 13 times the (USD 152) monthly pay of jobs at the origin. The total cost for women, by itself, is almost six times the average monthly pay of jobs at the origin. This is one reason for the high level of indebtedness of women respondents, and migrant domestic workers (who are predominantly women) due to the recruitment process – highlighted in CEDAW General Recommendation No. 26 (2008) and the MWC General Comment No. 1 (2010).

- e. Parameter: Mode of labor migration significantly affects the total cost.
    - Highest cost – In the origin survey, total cost is highest for those who used private recruiters (agency or individual), or directly through employer. In the destination survey, total cost is highest for those who used private recruiter (agency) or went through family/relatives;
    - Lowest cost – In the origin survey, total cost is lowest for those who went through their organization/group or through government channel. In the destination survey, it is lowest for those who went through government or private recruiter (individual).
  - f. Parameter: Name of recruitment agency – Total cost varied widely depending on the recruitment agency (note that only the agencies, not individual persons, are compared here); the preceding section showed the top 10 agencies with the highest total cost in both the origin and destination surveys. The scorecards in **Appendix 6, Part 6** give the listing of all the agencies at the origin and the total cost incurred by respondents associated with each agency. **Appendix 6, Part 7** shows a similar listing of all the agencies in the destination countries. The reader can directly examine which agencies are associated with the highest and lowest cost of going abroad. We need to reemphasize that countries with numerous cases of outlying and extreme costs, as shown by the boxplots, should investigate the particular recruiters (individuals or agencies) associated with these extortionate costs.
  - g. Parameter: Whether respondent used a private recruiter (at the origin) or not – The total cost is higher for those who used private recruiters [both surveys].
  - h. Parameter: Type of job (elementary or not) – The total cost is higher for non-elementary jobs [both surveys].
  - i. Parameter: Type of job (domestic work or not) – The total cost is higher for non-DW jobs [both surveys].
  - j. Parameter: Whether this is respondent's first job abroad or not – The total cost is higher for repeat (not first-time) migrants [both surveys].
2. **Opinion rating of respondents on recruiter's information** – this indicator serves more as a feedback/substantiation of the views and opinions of the migrants (respondents), so we will not further interpret the data here. The reader can directly examine the scorecards in **Appendix 6**.
3. **Total number of preparatory activities (before departure)**
- a. Overall – The overall average is 3.3 types [origin survey] or 2.1 types [destination survey] of preparatory activities done by respondents, out of 10 types of activities listed in the survey form. These indicate marginal levels of preparations of respondents, both in the origin and destination surveys.



-The two to three types of preparatory activities done by respondents in both surveys are basically to comply with government regulatory requirements (basically travel documents and pre-departure certification), or fulfill the requirements of recruiters or employers (basically health test/s).

-The more substantive preparatory activities are low in the priority of respondents, and mostly not undertaken – e.g. understanding labor rights and protection policies/mechanisms, knowing and accessing support groups and redress procedures, managing a transnational family, managing finances, saving and reintegration preparations, ensuring social protection, etc.

- b. Parameter: Country of destination – Respondents in Taiwan did the most number of preparatory activities, then Singapore. The least number of preparatory activities were done by respondents in Thailand.
- c. Parameter: Country of origin – Respondents with the least preparatory activities are in India, followed by Nepal. The most number of preparatory activities are in Indonesia, followed by Bangladesh.
- d. Gender – Men have less preparatory activities than women [both surveys].
- e. Mode of labor migration
  - Least number of preparatory activities – In the origin survey, respondents with the least preparations are those who went through relatives/family; this is closely followed by those who went on their own. The destination survey echoes this result: respondents with the least preparations are those who went through family/relatives; this is followed by those who went through friends/colleagues or on their own.
  - Most number of preparatory activities – In the origin survey, respondents who went through private recruiters (individual) have the most number of preparatory activities; this is followed by those who went through private recruiters (agency). In the destination survey, those with the most preparations went through private recruiters (agency), followed by those who went through government channels.
- f. Name of recruitment agency – see **Appendix 6, Part 6** for the listing of agencies in the origin countries and the record of the number of preparatory activities done by the respondents associated with each agency; see **Appendix 6, Part 7** for a similar listing of agencies in the destination countries.
- g. Whether respondent used a private recruiter (at the origin) or not – Respondents with less preparatory activities are those who did not use private recruiters [both surveys].
- h. Type of job (elementary or not) – In the origin survey, respondents with less preparatory activities are in non-elementary jobs. In the destination survey, those with less preparations are in elementary jobs.

- i. Type of job (domestic work or not) – Respondents with less preparations are in non-DW jobs [both surveys].
- j. Whether this is respondent's first job abroad or not – In the origin survey, first-time and repeat migrants did similar numbers of preparatory activities. In the destination survey, repeat migrants did more preparatory activities.

#### 4. Total number of violations of the recruitment composite criteria

- a. Overall – The overall average is 10.7 items violated out of 26 criteria items, or a 41% violation rate, based on the origin survey; or 9.12 items violated out of 27 criteria items, or a 34% violation rate, based on the destination survey.  
-Pattern through the years: in both surveys, the number of violations (and the violation rate) each year have remained high above the group averages (41% violation rate in the origin survey; 34% violation rate in the destination survey); the boxplots have also mostly been above the group average – these indicate that the big majority of the respondents experienced high rates of violation through the years, especially in recent years.
- b. Country of destination – Respondents from Thailand experienced the least number of violations of the composite criteria; those in Bahrain experienced the most number of violations.
- c. Country of origin – Respondents from the Philippines experienced the least number of violations of the composite criteria. Respondents from Nepal experienced the most number of violations; this is followed by India.
- d. Gender: Women experienced less violations of the composite criteria than men [both surveys].
- e. Mode of labor migration:  
-Least number of violations of the composite criteria – In the origin survey, respondents who went through government channel reported the least number of violations; this is followed by those who went on their own. In the destination survey, respondents who went on their own reported the least number of violations; this is followed by those who went through family/relatives.  
-Most number of violations – In the origin survey, respondents who went through their organization/group experienced the most number of violations; this is followed by those who went through friends/colleagues. In the destination survey, the most number of violations were experienced by those who went through private recruiters (individuals); this is followed by those who went through private recruiters (agency).
- f. Name of recruitment agency – see **Appendix 6, Part 6** for the listing of agencies in the origin countries and the number of violations of the composite criteria experienced by the respondents associated with each agency; see **Appendix 6, Part 7** for a similar listing of agencies in the destination countries.

- g. Whether used a private recruiter (at the origin) or not – Respondents who experienced the lower number of violations are those who did not use private recruiters [both surveys].
- h. Type of job (elementary or not) – In the origin survey, respondents in elementary and non-elementary jobs experienced similar number of violations of the composite criteria. In the destination survey, respondents in non-elementary jobs experienced the lower number of violations.
- i. Type of job (domestic work or not) – In both surveys, respondents in DW and non-DW jobs experienced similar number of violations of the composite criteria.
- j. Whether this is respondent's first job abroad or not – In the origin survey, respondents with the lower number of violations are those who are repeat migrants; in the destination survey, the first time migrants experienced the lower number of violations.

**5. Overall degree of recruitment problems/abuses (as measured by “final z-score”)<sup>41</sup>**

- a. Country of destination – Respondents in Thailand have the lowest overall z-score, i.e. experienced the least degree of problems/abuses among the destination respondents; respondents in Bahrain experienced the greatest degree of recruitment problems/abuses among the destination respondents.
- b. Country of origin – Respondents in the Philippines experienced the least degree of problems/abuses as measured by the selected recruitment indicators; respondents in Nepal experienced the greatest degree of recruitment problems/abuses among the origin respondents.
- c. Gender – Men experienced the higher degree of recruitment problems/abuses than women [both surveys].
- d. Mode of labor migration:
  - Least degree of problems/abuses – In the origin survey, respondents with the least degree of problems are those who went through government channels; this is followed by those who went directly through the employer. In the destination survey, it is the respondents who went on their own; this is followed by those who went through friends/colleagues, then those who went directly through the employer.
  - Greatest degree of problems/abuses – In the origin survey, these are respondents who went through their organization/group; this is followed by those who went

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<sup>41</sup> Recall that the final z-score is the overall average of (the z-scores of) four quantitative indicators on recruitment problems/abuses: amount paid to recruiter at the origin, amount paid to recruiter at the destination, opinion rating by the respondent of the recruiters' information/instructions, and the total number of violations of the composite recruitment criteria.

through their friends/colleagues, then those who went through private recruiters (individuals), and through private recruiters (agencies). In the destination survey, these are respondents who went through private recruiters (individuals), and then those who went through private recruiters (agencies).

- e. Name of recruitment agency – see **Appendix 6, Part 6** for the listing of agencies in the origin countries and the final z-score (overall degree of recruitment problems/abuses) associated with each agency; see **Appendix 6, Part 7** for a similar listing of agencies in the destination countries. The reader can directly examine which agencies are associated with respondents who experienced the least as well as the greatest degrees of recruitment problems/abuses.
- f. Whether respondent used a private recruiter (at the origin) or not – Respondents who used a private recruiter at origin experienced the greater degree of recruitment problems/abuses [both surveys].
- g. Type of job (elementary or not) – In the origin survey, respondents who are in non-elementary jobs experienced the greater degree of recruitment problems/abuses; in the destination survey, it is the respondents with elementary jobs.
- h. Type of job (domestic work or not) – The respondents who are in non-DW jobs experienced the greater degree of recruitment problems/abuses [both surveys].
- i. Whether this is respondent's first job abroad or not – Respondents who are repeat migrants experienced the greater degree of recruitment problems/abuses [both surveys].

## 6. Correlations: Recruitment factors

The survey results have established significant statistical correlations (at 0.05 and 0.01 significance levels) between: (i) recruitment factors; (ii) recruitment and working condition factors; (iii) between recruitment factors and ratification levels of UN/ILO treaties.

Below we are highlighting the strong, very strong or fairly strong correlations that have important policy implications.

- a. Total amount paid to recruiter at origin – total cost of working abroad (positive; very strong): The higher a respondent pays a recruiter at the origin, the higher the total cost of working abroad. This logically follows because the amount paid to the recruiter at the origin is the biggest component of the total cost. Therefore, measures to stop illegal or exorbitant recruitment fees at the origin are decisive in reducing if not eliminating abuses/violations due to the recruitment fees. Indeed, MFA and the Open Working Group on Labour Migration and Recruitment, as well as ethical recruitment advocates, are campaigning for “zero costs on workers” in line with international standards.

- b. Total cost of working abroad – Total number of types preparatory activities done by respondent (positive; fairly strong): The higher the cost incurred in order to work abroad, the more types of preparatory activities done by the respondent.
- c. Opinion rating on quality of information from recruiter – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (positive; very strong): The more unfavorable the opinion on the recruiter, the more types of recruitment violations experienced by the respondent.
- d. Self-rating on quality of preparations done by respondent – total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (positive; strong): The more adverse the self-rating (on preparations), the more recruitment violations experienced by the respondent.

## **7. Correlations: Recruitment and working condition factors**

- a. Monthly pay – total cost of working abroad (positive; fairly strong): The higher the monthly pay, the higher is the cost incurred in going abroad. This means that the recruiters index/adjust their charges based on the expected monthly pay of the overseas job. This is the typical practice at present, where government regulation (e.g. Philippines, Hong Kong) have a cap on placement fees as a percentage of one month’s pay. MFA and partners advocate to disallow such fees on workers altogether because, as has been happening, recruiters exploit the policy that fees can be legally collected; since governments cannot effectively monitor and sanction violations of the limit, the flouting of the cap on fees has become the norm, as this research has shown.
- b. Length of time (number of months) employer took the respondent’s passport – Length of time (number of months) employer took the respondent’s work permit (positive; perfect correlation): This perfect relationship happens when the passport and work permit are both taken by the employer. This research has shown that the confiscation of *both* the passport and work permit are not uncommon.
- c. Length of time (number of months) employer took the respondent’s passport – total cost of working abroad (positive; fairly strong): The longer (months) the employer kept the respondent’s passport, the higher is the cost incurred in order to work abroad. The converse is also true: the higher the cost of going abroad, the longer that the employer keeps the passport. The result suggests that recruiters who charge high recruitment/placement fees collude with employers to confiscate the respondent’s passport, most probably to control the movement of the migrant and allow them (employer/recruiter) to collect (through salary deductions) the excessive fees from the respondent.
- d. Total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) – opinion rating on quality of information from recruiter (positive; very strong) – The more recruitment violations experienced, the higher is the rating score (i.e. more adverse/unfavorable opinion) on the recruiter. The result

shows that the negative opinion of the respondents on the recruiter is a significant indicator of the recruitment violations that they experienced from said recruiter.

**8. Correlations: Recruitment factors and ratification of UN/ILO treaties (by origin country)**

- a. Total number ratified: “Migrant Bill of Rights” (MBR) treaties – Total number ratified: recruitment treaties (positive; very strong): The more MBR treaties ratified, the more recruitment-related treaties also ratified. This is logical, since recruitment treaties are among the MBR treaties. However, since *not all* of the recruitment-related treaties are in the MBR list, this result also shows that this is a real correlation. Therefore, there is value-added in advocating countries (of origin, in this case) to ratify more of the MBR treaties because these countries tend to also ratify more recruitment-related treaties (or vice versa).
- b. Total number ratified: MBR treaties -- Total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (negative; nearly perfect correlation) – The more MBR treaties ratified, the less recruitment violations experienced. This result is one proof or justification that the advocates can use in arguing for more ratification of the MBR treaties – because this is associated with less recruitment violations/problems for the respondents. The possible explanation is that unequivocal/binding commitment by a country to the MBR treaties sets the benchmark policies for migrant protection and recruitment regulation, which can be used to pressure and hold governments accountable in implementing concrete actions and measures to fulfill their obligations.
- c. Total number ratified: recruitment treaties -- Total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (negative; nearly perfect correlation): The more recruitment treaties ratified, the less recruitment violations experienced. Similar explanation as above, only this time it’s the recruitment-related treaties that are ratified. Note that many, but not all, of the recruitment-related treaties are in the MBR.
- d. Total number ratified: all migration-related treaties -- Total number of violations of ‘composite criteria’ on recruitment (total of 27 criteria items) (negative; very strong) – The more ratifications of all migration-related treaties, the less recruitment violations. Similar explanation as above; but this correlation is more a logical consequence of the fact that “all migration-related treaties” fully include all the MBR and all the recruitment-related treaties.
- e. Total number ratified: all migration-related treaties – number of respondents classified under the “significant recruitment problems” category (negative; very strong) – The more ratifications of all migration-related treaties, the less number of respondents classified under the “significant recruitment problems” category. Again, this is a strong research-based justification that advocates can use to campaign for countries to ratify the migration-related treaties, because this relates

with less migrants falling under the category of “significant recruitment problems/abuses”.

The fact that the above correlations are very strong, and reinforce each other, underscores the point about advocating for the wider ratification of all the migration-related treaties, particularly the MBR and recruitment-related treaties, because this significantly relates with less recruitment abuses/problems.

#### **9. Correlated recruitment factors and ratification of UN/ILO treaties (by destination country)**

- Total number ratified: ILO fundamental treaties – Total number ratified: other relevant ILO treaties (positive; nearly perfect correlation) – This shows real correlation, since these are two separate sets of treaties.

This means that there is value-added in advocating for countries (of destination, in this case) to ratify the fundamental ILO conventions, because countries who have ratified more of these treaties also ratify more of the other ILO treaties. Advocates can target these countries to ratify the other treaties related to recruitment and protection of migrant workers.

#### **10. Composite recruitment categories (number of respondents under each category): Overall pattern**

In this research, we constructed four composite recruitment categories based on the extent of the recruitment problems/abuses experienced by the respondent; we then categorized each respondent under any one of these recruitment categories: “extreme recruitment problems/abuses”, “severe problems/abuses”, “significant problems/abuses”, or “ethical recruitment situation”.

Up to 27 recruitment indicators/parameters (“composite recruitment criteria”) were used to determine the extent of the problems/abuses; respondents who experienced violations in more criteria items ended up in the worse categories (e.g. “extreme”, “severe”).

Following are the major patterns:

- a. Overall pattern: The big majority of the migrant workers (respondents) ended up in the combined “severe + extreme” recruitment category (81% of the origin respondents; 70% of the destination respondents). Almost none qualified under the “ethical” category (0% of the origin respondents; less than 1% of the destination respondents). The origin respondents seem worse overall compared to destination respondents (in terms of the distribution of respondents under the four recruitment categories).
- b. Both surveys confirmed that ethical practice is the rare exception in the overseas recruitment and placement of migrant workers; the “normal,” rampant and prevalent practice is to subject the big majority of respondent to “extreme” or “severe” recruitment problems/abuses.

- c. This widespread practice of subjecting respondents to “extreme” or “severe” recruitment problems/abuses has persisted through the years, especially in recent years.

Let us further highlight the patterns in the three recruitment categories (“extreme”, “severe” and “ethical”) that indicate the best and worst ends of the recruitment experience of the respondents.

#### **11. Composite recruitment categories (number of respondents under each category): “Extreme” recruitment category**

Following are the patterns in the “extreme” category (based on the same research parameters we used in the scorecards). Recall that 14% of all the origin survey respondents, and a plurality (35%) of the destination survey respondents, were classified under this category.

- a. Country of destination: Majority of respondents who ended up in the “extreme” category are from Taiwan, then Lebanon;
- b. Country of origin: Majority are from Bangladesh;
- c. Gender: The two surveys have inconsistent results – the majority are men according to the origin survey; majority are women according to the destination survey;
- d. Mode of labor migration: Majority used private recruiters as mode of migration (recruiters who are individual persons in the origin survey; recruiters which are agencies/companies in the destination survey);
- e. Name of recruiter at the origin: **Appendix 8, Part 6** lists all the agencies in the origin countries and shows the number of respondents under the “extreme” category associated with each agency.
- f. Name of recruiter at the destination: **Appendix 8, Part 7** lists all the agencies in the destination countries and shows the number of respondents under the “extreme” category associated with each agency.
- g. Whether respondent used a private recruiter (at the origin) or not: The big majority used a private recruiter at the origin [both surveys];
- h. Type of job (elementary or not): The big majority have elementary jobs [both surveys];
- i. Type of job (domestic work or not): The majority have non-DW jobs [both surveys];
- j. Whether this is respondent’s first job abroad or not: The results are inconsistent: in the origin survey, majority of respondents who ended up in the “extreme” category are *not* the first time migrants; however, in the destination survey, the big majority *are* first time migrants.



**12. Composite recruitment categories (number of respondents under each category):  
“Severe” recruitment category**

Following are the patterns in the “severe” category based on the research parameters. Recall that majority (67%) of all the origin respondents, and 34% of the destination respondents, were classified under this category.

- a. Country of destination: A plurality of the respondents who ended up in the “severe” category are from Thailand; the next biggest group are from Taiwan;
- b. Country of origin: Half of the respondents who ended up in the “severe” category are from Bangladesh;
- c. Gender: The majority are women [both surveys];
- d. Mode of labor migration: The majority used private recruiters who are individuals as mode of migration [both surveys]; the next biggest group used private recruiters which are agencies/companies [both surveys];
- e. Name of recruiter at the origin: **Appendix 8, Part 6** lists all the agencies in the origin countries and shows the number of respondents under the “severe” category associated with each agency.
- f. Name of recruiter at the destination: **Appendix 8, Part 7** lists all the agencies in the destination countries and shows the number of respondents under the “severe” category associated with each agency.
- g. Whether respondent used a private recruiter (at the origin) or not: The big majority used a private recruiter at the origin. [both surveys]
- h. Type of job (elementary or not): The big majority have elementary jobs. [both surveys]
- i. Type of job (domestic work or not): The results are inconsistent – in the origin survey, majority of those who ended up in the “severe” category have DW jobs; in the destination survey, the big majority have non-DW jobs.
- j. Whether this is respondent’s first job abroad or not: The results are inconsistent – the origin survey shows that the majority are repeat (not first-time) migrants; the destination survey shows that the big majority are first time migrants.

**13. Composite recruitment categories (number of respondents under each category):  
“Ethical” category**

Following are the patterns in the “ethical” category based on the research parameters. Note that none (0%) of the origin respondents, and very few (0.6%) of the destination respondents were classified under this category.

- a. Country of destination: The big majority of respondents who qualified under the “ethical” category are from Taiwan; the rest are from Malaysia, Thailand;
- b. Country of origin: None of the respondents in any origin country qualified;
- c. Gender: Majority are women [destination survey];
- d. Mode of labor migration: The big majority used private recruiters which are agencies/companies [destination survey];
- e. Name of recruiter at the origin: None qualified in the origin. See **Appendix 8, Part 6**.

- f. Name of recruiter at the destination: **Appendix 8, Part 7** lists all the agencies in the destination countries and shows the number of respondents under the “ethical” category associated with each agency.
- g. Whether respondent used a private recruiter (at the origin) or not: All respondents used a private recruiter at the origin [destination survey];
- h. Type of job (elementary or not): The big majority have elementary jobs [destination survey];
- i. Type of job (domestic work or not): The big majority have non-DW jobs [destination survey];
- j. Whether this is respondent’s first job abroad or not: The respondents classified under the “ethical” category are evenly distributed between first time and repeat migrants [destination survey]. ☞

## **CHAPTER 6:**

### **CONCLUSIONS AND RECOMMENDATIONS:**

#### **RECRUITMENT SITUATION IN ASIA & RECRUITMENT REFORM AGENDA**

This research produced baseline statistics, indicators, recruitment categories and scorecards and used these to analyze the types, nature, scope, degree, correlations, and patterns of problems/abuses in the overseas recruitment, placement and employment of migrant workers (respondents) in 11 origin and destination countries in Asia.

The summary statistics, results and findings were analyzed and discussed in five chapters in this report. At the end of each chapter, we synthesized the major findings and results related to the topic of the chapter. All the relevant statistics from the origin and destination surveys, which are gender disaggregated, are presented in the appendices at the end of the report.<sup>42</sup>

In this final chapter, we highlight the most important results and findings that emerged from each chapter. We also make our final conclusions about the recruitment problems, issues, factors and patterns, and recommend strategic policy and action reforms to address these problems. As mentioned at the start, the conclusions and recommendations are based on the analytical framework (international standards), and the perspectives of the migrant groups, civil society and advocates. In recommending the reform agenda, we have drawn both from the research results, as well as the reform agenda, advocated by MFA, GCM, and the Open Working Group on Labour Migration and Recruitment. We also considered the policy and action agenda of the various multi-stakeholder initiatives on recruitment discussed in this report, ethical recruitment groups, and other relevant stakeholders.

#### **A. MAJOR RESULTS AND FINDINGS: CHAPTER 1 (MIGRANT PROTECTION AND LABOR RECRUITMENT STANDARDS)**

##### **1. The core and foundational principles on recruitment, placement, employment and protection of migrant workers are well-established**

- The foundational principles are: Employment facilitation services for workers (including recruitment and placement of migrant workers abroad) is a free public service, and is the duty of the State. The current operationalization of this standard (in the recruitment, placement and employment of migrant workers) is the “no fees charged to the worker” or the “employer pays” principle.
- Private recruiters are allowed under regulation, supervision and monitoring of the State; effective sanctions and enforcement mechanisms are established within and between countries.
- These principles were first enshrined in the founding and first-generation conventions and treaties of the ILO; they have been upheld by the UN and ILO

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<sup>42</sup> The sampling procedure is non-probabilistic; the results should not be generalized for the whole population of migrant workers in the countries included in the survey.

since then, have remained binding, and continue to be enhanced and updated (the latest affirmation was in 2011 when ILO C189 was adopted).

**2. These core principles and standards are enshrined, codified in binding and non-binding instruments.**

- The set of UN/ILO treaties most important in establishing or guaranteeing the rights of migrant workers, seafarers, and their families (25 treaties) are collectively promoted by the Migrant Forum in Asia (MFA) as the “Migrant Bill of Rights” (MBR).
- There are also at least 13 UN/ILO treaties regulating labor recruitment.

**3. Compliance, monitoring, reporting mechanisms – important and necessary, but of limited force and effectiveness.**

- For several of the international binding treaties, particularly the UN core conventions (9) and the ILO fundamental conventions (8), there are standing treaty bodies or committees that monitor and report on their compliance. However, for the rest of the instruments, there are no specific monitoring or compliance mechanisms; there are, however, several general procedures in the UN and ILO for receiving complaints, reporting, and conducting periodic reviews on the standards in general, and on specific topics/themes and/or countries in particular

**4. Commitment of countries in Asia to the international standards: the challenge of ratification and compliance**

- There is a widely uneven ratification record among Asian countries of the UN/ILO treaties, particularly the MFA Migrant Bill of Rights (MBR) treaties.
- Of the 11 countries included in the survey, the run-away leader, the Philippines, has ratified 21 of the 25 MBR treaties (84%); the bottom of the pack, Singapore and Malaysia, have ratified six each (24%). More concentrated and coordinated effort need to be mustered by migrants and advocates to push for the ratification in Asia of MBR/recruitment treaties as a whole, and the MWC, UNTOC PT, P29, C181, C189 and MLC as near-term priorities.

**5. Wanted: Legally-binding & enforceable standards in the Asian region.**

- There is currently no binding Asian regional instrument on the protection of migrant workers in the recruitment/placement process.
- There are however a number of multilateral, non-binding declarations – particularly the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (2007), and the Abu Dhabi Declaration of Asian Countries of Origin and Destination (2008) – that can serve as good kick-off references in pushing for more enhanced and binding standards.
- The normative declarations in the Asian region need to be institutionalized in binding instruments, and provided with effective monitoring, reporting, and compliance mechanisms.
- ASEAN is long overdue in delivering on its promised adoption of a binding instrument on the protection of the rights of migrant workers. Advocacy with

ASEAN needs to be sustained and stepped up for the urgent adoption of a binding and substantive migrant protection instrument.

**6. Engagement with the regional bodies (ASEAN, SAARC, GCC, etc.) and regional consultative processes (particularly Colombo Process, Abu Dhabi Dialogue) needs to be strengthened**

- Particularly in advocating for binding instruments, firm/accountable commitments, and effective policies, mechanisms and reforms in the recruitment, placement, employment and protection of migrant workers.

**7. Private sector codes of conduct and self-regulation schemes: going beyond lip service**

- The major associations of recruiters and employers in Asia have adopted voluntary, self-regulatory, non-binding declarations, codes/covenants and framework positions promising to honor international human rights standards and pursue ethical recruitment practices
- The leading examples are the 2005 “Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers”, ACE policy principles, Dhaka principles.
- The absence of monitoring, accountability, reporting and compliance mechanisms have reduced such proclamations into paper commitments. Recruiters/employers groups which adopted these codes of conduct need to be made accountable to their declarations.
- The written codes/promises are welcome starting points; however, they must be embedded as part of the international regulation and compliance system.
- The efforts around the “International Recruitment Integrity System (IRIS)” are encouraging; IRIS aims to establish and promote a more accountable and transparent accreditation system for private recruiters – which goes beyond rhetorical “codes of conduct.”

**8. Operationalization of the international/regional standards in the bilateral and national policies and mechanisms urgently and critically needed**

- All the solid principles, laws and standards on the overseas recruitment, placement and employment of migrant workers will remain aspirational until these are translated into concrete, effective, enforceable policies and mechanisms at the national level, and as importantly, bilateral/multilateral mechanisms and cooperation between and among countries involved in the labor migration flows.

**9. We must not lose sight of the most basic element in all the national, bilateral, Asian regional and international processes: the organic involvement of the migrants, labor movement, civil society and advocates.**

- The standards and norms can more effectively evolve and strengthen if these primary stakeholders are empowered, enabled and assured substantial participation.

## **B. MAJOR RESULTS AND FINDINGS: CHAPTER 2 (JOB/INCOME PROFILE AND WORKING CONDITIONS IN ORIGIN COUNTRIES)**

### **1. Demographic profile of respondents in origin countries**

- a. Migrant workers (respondents) at the origin are a young work force (average age is 34 years) at the prime of labor productivity, with high potential for mobility. The majority are women; have lower levels of formal education (none or up to primary level; women are the majority among those without, or with up to primary education); are married/have families; and provide regular financial support to at least four dependents.
- b. The big majority of the origin survey respondents have/had jobs abroad – i.e. they are not “new” or first-time migrant workers. This shows the repeating or cyclical pattern of working abroad in temporary and lower paid jobs, where the migrants typically go through recruiters in each cycle – thus repeated exposure to abusive and exploitative recruitment practices. Another implication is the strong dependency of the respondents on overseas income.
- c. The big majority worked in West Asia/Middle East and southeast Asia. Given the large inter-Asian labor migration flows (as exemplified by this set of respondents), and the prominent role of West Asia (Middle East) as a destination region, reforms and interventions to protect migrant workers from abuses and recruitment problems have to strongly involve these Asian countries.

Therefore, in addition to operationalizing the international standards at the country level, it is critical to also have bilateral, multilateral and Asian regional agreements, standards, instruments, mechanisms and cooperation on the recruitment, placement, employment and protection of migrant workers.

### **2. Job and income profile of respondents in origin countries (only jobs in the origin country; excluding jobs which are abroad)**

- a. Main source of income – Majority depend on regular wage income (regular paid job). Women are the big majority among those with no income (no paid job). Men are the big majority among those with income (regular wage income, self-employment income, irregular income). This illustrates the gendered economic marginalization of women – separation from sources of (productive) income, and their home/care-related work being unpaid.
- b. Type of jobs – Majority have non-elementary jobs; men are the majority among those with non-elementary jobs. The overwhelming majority have non-DW jobs, indicating that domestic work is typically not a popular choice of job for respondents in their home countries. Men are the big majority in non-DW jobs; women are the overwhelming majority in DW jobs.

The top jobs, although not predominantly elementary-type job, are still largely lower-paying jobs – elementary (laborer), driver, building finisher, sales, elementary-domestic work, machine operator (factory).

- There are very strong gender and class stereotypes in the jobs in the home countries – women being the majority in care-related work, and the overwhelming majority in domestic work; men being the majority among laborers, building/construction work, drivers, etc. DW is still predominantly women's work, even for jobs in the origin countries. The majority of respondents, having lower levels of education, end up in predominantly lower-paying jobs. The lower-paying, gender-biased job categories of workers at the origin seem to carry-over to the destination countries and constrain the jobs that are accessible or available to them overseas.

c. Working conditions:

- The average monthly pay is USD 152. Women and men have nearly similar wages;
- Hours of work: The average (9.8 hours/day) is almost two hours longer than the 8-hour day. On average, women work about 1.4 hours longer than men;
- Days off: On average, respondents get less than the standard 1 day off per week (0.92 days/week). Women get less days off than men; men get the standard 1 day off every 7 days, but women get 0.71 days per week (about 1 day off every 10 days). This is another typical example of gender discrimination, where women are treated below standard in terms of rest days and holidays, even in their own countries;
- Holidays: More than half do not get the (paid) public holidays; men are the big majority among those who do not get any public holiday.
- The big majority have no life/accident insurance; men are the big majority among those who have life/accident protection. Women are the majority among those who do not know if they are covered;
- The big majority have no health/medical insurance (paid by employer). Men are the majority among those with health/medical insurance;
- The big majority have no retirement protection. Men are the big majority among those with retirement protection (fully or partly paid by employer).

d. The overwhelming lack of social protection (particularly health/accident insurance and retirement coverage) among respondents at the origin is very alarming. These can become devastating shocks to the workers and families, which can drive them to extreme poverty.

The research reveals that even for origin respondents who have worked/are working abroad, the same overwhelming lack of social protection prevails. Ultimately, social security and safety nets become the responsibility of the home country, particularly when the worker retires, becomes unemployed, returns for good from abroad, gets sick or disabled. Measures have to be put in place both by origin and destination countries to ensure that all workers (at the origin and destination countries) are covered by adequate social protection (partly or fully

paid by employers), including retirement scheme, while the workers are still working and productive.

e. Labor rights and freedoms:

- Freedom of movement: The big majority have full or general freedom of movement, but 17% have no or severely restricted movement. This is alarming since this is in the home country. Women are the majority among those with severely restricted or with no freedom at all;
- Freedom to communicate: The overwhelming majority have general or full freedom, but 8% have severely restricted or no freedom at all. Women are the overwhelming majority among those with no freedom to communicate;
- Freedom to unionize/join organizations: Majority (54%) said that they were prohibited (by employer or government) to join organizations/unions. Men are the majority among those prohibited to join. This is alarming considering that all of the origin countries surveyed are members of the ILO;
- Freedom to join protests/assemble/ seek redress for grievances: Majority (56%) said that they were prohibited (by employers) to join public actions or protests. Men are the majority among those prohibited to join.

f. Physical, verbal, sexual and similar abuses by the employer:

- More than a quarter of respondents said that they experienced at least one type of abuse, of which 7% experienced multiple abuses. Men are the big majority among those who did not suffer any abuse. Women are the big majority among those who suffered multiple abuses;
- An unacceptable 8% suffered physical violence (with physical contact), and 4% suffered sexual violence (with physical contact).
- The research validates the strong gender-based pattern of violence/abuse: Women are the big majority among those who suffered physical violence; women are the majority among those who suffered sexual abuse/harassment (no physical contact); women are the overwhelming majority of those who suffered sexual abuse/violence (with physical contact).
- Complained against abuses: The overwhelming majority (98%) did not file complaints against the abuses. Women are the majority among those who filed complaints against abuses.

g. The results show that despite the international laws and norms guaranteeing minimum standards of protection and decent work for the (migrant) workers – particularly women and domestic workers – the majority, in many cases women, suffer from recruitment/placement abuses, labor rights violations, and exploitative working conditions, both in the origin and destination countries.

### **3. Decision-making in working abroad**

a. At the time of the survey, the overwhelming majority (93%) of all origin respondents were processing for work abroad. Women are the majority among them.



- b. Majority said that this was not their first time to work abroad (i.e. they are repeat migrants). Women are the majority among first-time migrants.
- c. Majority of the respondents said that they initiated the decision, then discussed/consulted and finalized the decision with the family. More than a quarter of the respondents said that they decided by themselves. Women are the big majority among those who initiated the move then finalized/prepared with the family. Men are the majority among those who decided by themselves.
- d. These results show the high level of dependency of respondents on income/work abroad, through repeated cycles of vicarious, temporary jobs abroad; as mentioned, this cyclical pattern repeatedly exposes the respondents to unscrupulous recruitment practices, especially exorbitant fees.
- e. There is also a high level of individual/personal initiative in starting the decision/plan to go abroad, with women being the big majority among those who do this; but the final decision is still made together with the family. This indicates that a big proportion of women at the origin take a more pro-active role in initiating the move to work abroad. The results also show the traditional power of men to initiate and finalize decisions by themselves, including in working abroad.

#### **4. Reasons for working abroad**

- a. The research validates that the foremost reason for working abroad (cited by a 69% majority of respondents) is economic/financial/ income related. The research shows that it is not joblessness per se that is the top motivator, but the desire to improve the respondent's income/financial capacity.
- b. The next main reason, although cited by only a 9% minority, is personal and non-economic: self-growth, independence, improving the respondent's social status; for respondents, going abroad is a way to achieve this.
- c. Job-related reasons (unemployment/finding job abroad, or finding better jobs or better terms/working conditions abroad) are the other top motivations of respondents in wanting to go abroad.

#### **5. Reasons for returning home from abroad**

- a. The predominant reason for returning to the origin country is job-related (32% of respondents) – job nature, terms of employment, conditions of work abroad is not satisfactory. Economic/financial reasons come second (basically insufficient/unsteady income, wage/income problems abroad).
- b. The desire to reintegrate/go home for good is among the top reasons for leaving the host country and returning to the origin – in various contexts, including pressure/desire of the family for the respondent to return, family needs/problems, reuniting with family, starting/building up respondent's business/livelihood in the home country, etc.).
- c. Non-economic reasons including visa issues, health, abuses come next. Finding a job (back in the home country) is low in the list of reasons.

## **C. MAJOR RESULTS AND FINDINGS: CHAPTER 3 (JOB PROFILE AND WORKING CONDITIONS ABROAD)**

### **1. Demographic profile of respondents in the destination countries**

- a. Majority of the respondents are young (average 32 years old), women, with up to secondary (below university) education, single/never married, and regularly supporting at least 3 dependents.
- b. Compared to the origin survey respondents, the destination respondents are about the same age, i.e. young and at the prime of labor productivity; men and women have nearly similar age. The destination respondents are one level higher in terms of formal education compared to origin respondents; like in the origin survey, women are the majority among those without or with lower formal education. In contrast to the origin respondents, the majority of destination respondents are married/living with partner. The destination respondents are supporting one less person than the origin respondents.

### **2. Job profile of respondents in destination countries (jobs abroad)**

- a. Type of jobs
  - The big majority have elementary jobs; women are the majority among those with elementary jobs in the destination country;
  - The big majority have non-DW jobs in the destination country; but a significant 22% have DW jobs. Women are the overwhelming majority (95%) of those in DW jobs; men are the majority among those in non-DW jobs – affirming the very strong gender stereotype in domestic work;
  - The top jobs are all lower-paid types of work. The top elementary jobs combined (laborer plus DW/cleaner) constitutes the big majority (69%) of all the destination survey respondents;
  - The jobs show very strong gendered division of labor or gender stereotypes in the hiring of migrant workers abroad. Women are the majority in care-related work, factory work, teaching jobs. Men are the majority among building/construction workers, computers/architecture/engineering workers, drivers, elementary (laborers), elementary (sales/vendors), metal works, protective services/security, etc.;
  - These job patterns also validate the observation about the race, class and gender stereotypes in labor migration – the big chunk of the respondents (migrant workers) are absorbed in lower-paid, “3D” (“dirty, dangerous, disliked”) jobs abroad; they are primarily hired in temporary, vicarious jobs abroad, with little job security/continuity, and no or minimal social protection. The differentials in wage, benefits and working conditions between the job at the origin and job abroad must be significant enough to draw the migrants to the work abroad – or the migrants are ill- or misinformed about the realities of overseas work (if the differences in wage/benefits/working conditions are not actually significant).
- b. Stability/Security of jobs and stay abroad:

- Only a little over half (53%) have written employment contracts; women are the majority among those without written contracts. Less than half (49%) have renewable contracts;
  - The big majority (87%) have valid visa; the converse means that a significant 13% (or more than 1 in 10 respondents) are irregular migrants. Women are the majority among those without valid visas;
  - The big majority have valid work permit; but a significant 14% have no work permit. Women are the majority among those without valid work permits;
- c. Given that the jobs are mostly elementary or lower-paid, that close to half have no written contracts, that not all have valid visa or work permit – this means that the majority of respondents don't have secure jobs and visa status in the destination country. This would suggest frequent turnover and labor/job movements – and thus recruitment and placement processing of the workers for jobs abroad. Women are in the majority in many of these situations.
- d. Recruitment and migrant protection policies and regimes must therefore, be based on the framework/assumption of protecting migrant workers who have general and particular vulnerabilities – as foreign workers and as women in temporary/lower-paid sectors, with lower levels of education, who are in cyclical labor mobility, and who will be drawn into/by temporary, lower paying jobs with no or little social, legal and/or human rights protection in the destination countries.

International laws and standards obligate the duty-bearers (States of origin, transit and destination) to prevent abuses and exploitation of the workers in the recruitment, placement and employment process – and to eliminate violence, forced labor, trafficking and exploitation of workers, including migrant women and domestic workers. The research results affirm the structural and systemic risks and vulnerabilities of migrant workers; therefore, State/government intervention is necessary in each country and between/among the States – the migrant workers in the vulnerable job categories could not be consigned to the forces of the market, particularly opportunistic, profit-seeking recruiters and traffickers. This suggests that the recruitment, placement and employment protection processes for migrant workers in these vulnerable job sectors must be at the control and effective management or supervision of the State, not in the hands of profit-seekers. This reaffirms the foundational logic and principle of the international (UN/ILO) standards – that employment services (including recruitment/placement of migrant workers) is a public service, rendered free as part of the duties of the State.

### **3. Working conditions of respondents in destination countries (jobs abroad)**

- a. Monthly pay: The average monthly pay of respondents in destination countries is USD 434. This is almost *three times* the average monthly pay of jobs in origin countries (USD 152). This is a big wage differential, which makes the wage in the

destination very attractive to migrant workers in the elementary/lower-paid job sectors.

- b. Hours worked: Respondents work longer-than-standard hours: an average of 10.7 hours per day. The survey reveals that less than a third of all the respondents have 8 or less hours of work per day, and that women respondents work longer (11.1 hours/day) than the men (10.1 hours/day). The longer hours for women might be partly due to the fact that a big portion of the women respondents are in the DW jobs.
- c. Days off: On average, respondents have 3.96 days off per month (or 0.99 days/week or 1 day off every 7.1 days); this is below the international standard of 4 days off per month (1 day off per week). Women have significantly less days off (3.77 days/month) than men (4.24 days/month); note that men get at least 1 day off per week, while women do not.
- d. Public (paid) holidays: Less than 30% of respondents got all the public holidays (paid) at par with other workers in the destination country. Indeed, almost 30% others did not get any of the public holidays at all. Women are the big majority (75%) among those who did not get any public holiday at all.
- e. Quarters/accommodations: Majority got no accommodations paid by the employer. Women are the majority among those provided free accommodations by the employer (consistent with results that many are in DW jobs), which are typically live-in arrangements in the employer's house.
- f. Privacy: The big majority said they have enough privacy. Women are the majority among those who have enough privacy; men are the majority among those who did not have enough privacy. The situation of men might be due to the prevalent use of "labor camps" in the destination countries (if the accommodations are provided by employers, e.g. for construction workers), or men staying together in overcrowded rented flats, bunker dormitories or "bed space" accommodations.
- g. Insurance and social protection
  - Accident/life insurance: Less than half have life/accident insurance paid for by the employer; almost 11% don't know. Women are the majority among those without insurance, and an even bigger proportion of those who do not know if they have life/accident insurance are women;
  - Health protection: Majority (58%) got health/medical insurance paid by the employer; but this also means that a significant 42% do not have health/medical insurance paid by the employer. Women are the majority among those without health/medical insurance. Again, they are an even bigger majority among those who don't know if they have such insurance.
  - Retirement protection: The big majority (almost 3 out of every 4 respondents) do not have retirement protection; the 20% others do not know if they have or not. Potentially, the overwhelming 94% of respondents do not have retirement protection. This is a huge problem, esp. after the migrant returns/reintegrates

in the origin country, without retirement benefits. Women are the majority among those without retirement protection, and those who do not know.

- h. Written contract: Majority of the respondents got a copy of the written employment contract before departure, but a big proportion (39%, or almost 2 out of every 5 respondents) were not provided with a written copy of the job contract before they went abroad. Women are the majority among those who did not get a copy of the written contract.
- i. Contract substitution: The big majority (83%) did not suffer from contract substitution (worsened terms of work); conversely, a significant 16% suffered from contract substitution. This is a serious problem of exploitation and breach of agreement, and is fairly common, affecting nearly 1 in every 6 respondents. Women are the majority among those who suffered from contract substitution.
- j. Labor rights and freedoms
  - Freedom of movement: The big majority of respondents have general or full freedom of movement, but 13% have no or severely restricted movement. Women are the big majority among those with no or severely restricted movement. This is a serious form of labor rights violation affecting a significant proportion of the respondents. No or severely restricted movement can indicate forced labor or trafficking situations;
  - Freedom to communicate: The overwhelming majority have full or general freedom to communicate, but around 6% have no or severely restricted communication. Women are the overwhelming majority of those with no or severely restricted communication. Although not as common as restrictions in the freedom of movement, denial or severe restrictions in communication, particularly in the age of ubiquitous mobile devices and internet, can suggest situations of forced labor or trafficking (especially when both movement and communication are restricted);
  - Freedom to join organizations/unions: Majority are free to join unions or organizations, although more than a third of the respondents are prohibited by employers. Women are the majority among those who cannot join/prohibited by employers; they are the big majority among those who do not know if they can join. That more than 1 in every 3 respondents is prohibited to join organization is a blatant and widespread violation of international law and fundamental ILO standards;
  - Freedom to join public actions/protests: The majority are free to join public actions/protests; but more than 44% are prohibited by employers. Women are the majority among those who are prohibited; they are also the big majority among those who do not know if they can join protests. This is a high proportion, approaching half of all respondents.
- k. Physical, verbal, sexual and similar abuses by the employer
  - Abuses (verbal, physical, psychological/emotional, sexual) are fairly widespread among respondents in the destination survey; more than a quarter (more than 1 in every 4) experienced at least one type of abuse. A small but significant

number (more than 4%) experienced multiple types of abuses, physical violence (more than 4%), or sexual violence (almost 4%).

- Women are the majority in all categories of abuse (verbal, physical, sexual); they are the big majority among those who suffered physical and sexual violence (with physical contact). Clearly, this is a very gendered pattern of violence against women. This is a blatant violation of international standards, especially on ending violence against women (VAW).

l. Confiscation of personal documents by the employer

- This is a blatant and widespread problem: almost half of all respondents have experienced at least one of their personal documents (passport, ID, work permit, bankbook/ATM) having been asked to be surrendered or actually taken by the employer. Of these, 42% (more than 2 in every 5 respondents) had at least one of their documents actually taken/held by the employer; more than 13% of the respondents had more than one document taken;
- Taking of passport AND work permit is a common case. Again, these are blatant, illegal and widespread practices. These can also strongly point to situations of forced labor and/or trafficking;
- Women are the majority among those whose personal document/s have been asked or taken by the employer. They are the majority among those who reported that at least one of their documents is still held by the employer; some said that the employer will keep their passport/documents throughout their work with said employer. This strongly suggests a bondage-like situation.

m. Comparing working conditions (jobs at the origin country vs. jobs abroad)

- The research shows that the wage differential is the most significant – but not the only – advantage of jobs abroad;
- Many other advantages seem to accrue to jobs overseas, thus drawing workers from the origin to seek work abroad – better levels of insurance coverage, more formalized employment relations, better terms of work, better upholding of labor rights and freedoms, and even slightly lower levels of abuses. These seem to be strong enough to offset the longer working hours abroad, all the recruitment costs and hurdles, and the various risks, vulnerabilities, and intersecting social, gender, racial and class issues related to staying and working abroad;
- The results also show that the gender biases experienced by women respondents in the origin countries are still present, and are also prevalent, in the destination countries. But women migrants seem to gain more economic power and improved status (being workers, rather than being unpaid housekeepers) by working as migrants abroad.

## **D. MAJOR RESULTS AND FINDINGS: CHAPTER 4 (RECRUITMENT AND PLACEMENT PROCESSES, PROBLEMS AND ISSUES)**

### **1. Preparatory (pre-migration) process**

- a. Total number of preparatory activities – The research shows that respondents have minimal and insufficient preparations before migrating for work abroad.
  - On average, the respondents did only 3.3 out of 10 types of activities, or 33% of listed activities [origin survey]; or 2.1 out of 10 types of activities, or 21% of listed activities [destination survey];
  - Nearly a quarter (24%) did not undertake any preparatory activities before going abroad [origin survey]; the situation is worse among destination respondents: nearly a third (32%) did not do any preparatory activities.
- b. The top preparatory activities [both surveys] indicate that the respondents basically aimed to satisfy administrative/processing requirements, or the employers'/recruiters' requirements – e.g. (mandatory) medical tests, pre-departure seminars, skills/language training, opening a bank account – and not really to prepare themselves and their families for a temporary, transnational life due to work abroad.
  - Among the lowest priorities are [both surveys]: getting social security including retirement coverage; reintegration training/planning; joining welfare protection program; understanding/known rights, protection policies, support groups, redress mechanisms at the destination.
- c. Respondents' self-rating on information/knowledge from preparatory activities (19 information items): average rating in the origin survey is 2.78 (scale of 1 to 5; 5 is worst); this means between "got insufficient/limited information" and "got no useful information at all (from the preparatory activities)." The average rating in the destination survey is 3.32, or between "got no useful information at all (from the preparatory activities)" and "relevant topic not covered at all by the preparatory activities".
  - The respondents' self-rating indicate that the quality of preparatory information/activities are ineffective because: (i) the activities provided respondents with insufficient/limited or no useful information/knowledge at all; (ii) the relevant topics were not covered/included in the preparatory activities; or (iii) the respondent did not join/do any of the preparatory activities;
  - The most favorably-rated preparations/information are: information on wage, terms of work, living/working conditions abroad, family communication [both surveys];
  - The worst-rated information/preparations are: recruitment regulations; gender/women-related concerns; labor rights/organizations abroad; complaints and redress services abroad; government services/host and home governments; non-government services and support groups abroad; migrant labor/protection laws and policies; return and reintegration preparations; labor rights/unions/groups abroad [origin and destination surveys].

## **2. Use and type of recruiters**

- a. Use of recruiters (at origin and/or destination): Both surveys showed that the big majority of respondents (close to 80% in the origin survey; almost 70% in the destination survey) used/paid a private recruiter at the origin in order to go abroad. In both surveys, women are the majority among those who used private recruiters.
- b. Only a small minority (15%) used/paid an additional recruiter at the destination.
- c. The origin survey shows that the majority of respondents (nearly two-thirds) used recruiters at the origin who are individual persons. The destination survey shows that the majority used recruitment agencies/companies; more than 40% used recruiters who are individual persons. Women are the majority among those who used recruitment agencies/companies (not individuals) at the origin. [both surveys]
- d. These results show the predominant role of fee-charging, private recruiters (agencies or individuals) in the overseas recruitment and placement of migrant workers. Both surveys affirmed that the big majority of respondents used private recruiters at the origin in order to work abroad; women are the majority among those who used private recruiters.
- e. The results also show that majority of the respondents used recruiters at the origin who are individual persons (not agencies/companies). We will see in the succeeding sections that this is problematic because recruiters who are individual persons are not regulated, and usually not licensed; therefore they can charge extremely high fees or violate recruitment regulations with impunity.

## **3. Modes of labor migration**

- a. Based on the survey results, we identified eight modalities of migrating for work abroad: (1) through private recruiter (agency, company, or its authorized agents); (2) through private recruiter (individual person); (3) through government placement; (4) directly through employer (company or person); (5) through the help of family/relatives; (6) through the help of friends, colleagues, neighbors (no relation to respondent); (7) through the help of respondent's organization, group, church, coop, union, etc.; (8) going on my own / none of the above channels. Only modes (1) and (3) are institutional and (usually) regulated recruitment channels, the rest are non-institutional, unregulated, and likely (although not necessarily) to be informal and/or unauthorized channels.
- b. Going through private recruiters (agency/company or individual person) is the predominant mode used by the respondents [both surveys]: almost 80% used this channel. Women are the majority among those who used this modality [both



surveys]. Again, this is definitive data showing the big majority of respondents going through private recruiters more than any other mode of labor migration.

- c. “Direct hire” channels (arranged directly with employer) was used by less than a tenth of the respondents [both surveys]. In the origin survey, men are the majority among those who used this mode; in the destination survey, women are the majority.
- d. Government recruitment/placement channels was even more marginally used [both surveys]; at most, 4% of respondents used this channel [origin survey]. In the origin survey, men are the majority among those who used this mode; in the destination survey, women are the majority.
- e. Decades of deregulation and neoliberal policies have reduced government role in employment services to marginal levels, contrary to the foundational principle of employment services being “free public service” which is the primary duty of the State. The results in both surveys show that private, fee-charging, profit-seeking recruiters have, particularly in the case of overseas migrant workers, taken over employment (which includes recruitment/placement) services.
- f. The withdrawal or atrophy in the State’s role, or the mandatory requirement by some countries for migrants to use private recruiters in overseas placement, has left migrants with little choice but to go through the profit-seeking recruiters, resulting in the current situation of exorbitant recruitment costs being blatant, widespread, and the prevalent practice (shown in next section).
- g. Therefore, from the original principle of employment services being a free public service provided by the State, the current situation has been reduced to a market-driven, private recruiter-controlled business.

#### **4. Record of each recruitment agency named in the survey**

- a. Private recruiters (agencies and individual persons) have been specifically named by the respondents in both the origin and destination surveys. Top selected recruitment agencies/companies (not individual persons) have been listed in the scorecards in **Appendix 6**, showing the record of each recruitment agency in regard to the quantitative indicators (of recruitment problems/abuses) selected for this research.
- b. It is important to note that more than a quarter of respondents (28% in the origin survey and almost 30% in the destination survey) did not/could not name, or cannot remember, the recruiter that they paid. Many names are also not complete or accurate. Not identifying/naming/keeping records and proofs of transaction with the recruiters contribute to situations of impunity and non-accountability of recruiters, since they can’t be properly identified or made to answer for their illegal or abusive practices.

- c. There is need for basic documentation processes where receipts, proof of transaction, or service agreements between recruiters and migrants are required/enforced, documents made available e.g. online so that even if lost/confiscated, the proof of transaction can still be traced/accessed by migrants/support groups. There is need for education/capacity-building for migrants to require/demand proper documents (esp. identifying documents, receipts) of the recruiters they use.

## **5. License and receipts**

- a. License status of recruiter at the origin: The big majority of respondents do not know, or could not ascertain, if the recruiter at the origin is licensed [both surveys]. In the origin survey, only 17% of respondents can ascertain that the recruiter at the origin is licensed (i.e. 83% used actually or potentially unlicensed recruiters). The destination survey shows a more improved situation, with more than a third of the respondents (34%) able to ascertain that the recruiter at origin is licensed (i.e. 66% used actually or potentially unlicensed recruiters).

Women are the majority among those who do not know the license status [both surveys]. In the origin survey, men are the majority among those who use a recruiter they know is not licensed; in the destination survey, women are the majority.

- b. That unlicensed recruiters could operate at all is a big question; that they are widely and generally operating and doing business with the workers show failure of enforcement and regulation, or the lack thereof. We also need to examine why migrants use them anyway; is there a link between the type of job, education, gender and use of unlicensed agencies? Is this because of the absence of other (non-private recruiter) modalities, or channels that are more accessible, reliable and no/low cost?
- c. Valid receipt issued by recruiter at origin – The big majority of respondents were not given valid receipts by the recruiter at the origin [89% in origin survey; 83% in destination survey]. Women are the majority among those not given receipts by recruiter at origin [destination survey].
- d. Valid receipt issued by recruiter at destination – The overwhelming majority said recruiter at destination did not issue valid receipts [origin survey]. Men are the majority among those not issued valid receipts.

## **6. Recruitment charges and costs**

- a. Recruitment charges and costs: recruiter at origin – On average, respondents paid USD 1,314 [origin survey] or USD 1,347 [destination survey] to the recruiter at the origin. At the origin, women paid significantly lower (USD 843) than men (USD

1,938) [origin survey]; similar pattern shown by destination survey: USD 1,101 for women vs. USD 1,695 for men.

- b. Recruitment charges and costs: recruiter at destination – On average, respondents paid USD 385 [origin survey] or USD 1,407 [destination survey] to the recruiter at the destination. At the destination, women also paid lower than men (USD 206 for women; USD 555 for men) [origin survey]; we see the same pattern in the destination survey: USD 1,375 for women; USD 1,447 for men [destination survey]
- c. Total cost of going abroad: On average, the total cost of going abroad is USD 1,362 [origin survey] or USD 1,993 [destination survey].
  - In the origin survey, the total cost of USD 1,362 is composed primarily (USD 1,333 or 98%) of fees/charges paid to the recruiters. In the destination survey, the total cost of USD 1,993 is composed primarily (USD 1,973 or 99%) of fees/charges paid to the recruiters.
  - In the origin survey, the total cost (USD 1,362) is almost nine times the average monthly wage (USD 152) of jobs in origin survey countries;
  - In the destination survey, the total cost (USD 1,993) is nearly five times the average monthly wage (USD 434) of respondents in the destination countries;
  - The total cost incurred by men is much higher than the cost incurred by women (USD 883 for women vs. USD 1,972 for men) [origin survey]; the same pattern in the destination survey: USD 1,846 for women vs. USD 2,200 for men.
- d. These baseline statistics show us how excessive or exorbitant the recruitment/ placement charges of the recruiters are, especially if we compare the monthly wage with the fees charged by the recruiters. This also shows the cost (literally and figuratively) of the State surrendering its duty to provide “free public employment services” in favor of profit-seeking private recruiters.
- e. Cost items borne by the migrant workers – Following are the leading cost items that recruiters at the origin or destination include in the amount they collect from the respondents – placement fee/recruitment fee, visa, medical test, international airfare, local travel (from hometown to domestic airport), skills training, pre-departure seminar, language lessons (language of country of destination), insurance, lodging (during pre-departure processing).
  - In line with the principle of “employer pays” (or “no fees charged to the worker”), the employer should bear recruitment/placement costs related to recruitment/placement/employment after it commits to hire the worker. From the above list, the cost items marked with asterisk, in general (but not always) should be borne by the employer. The research has shown, however, that the respondents are routinely made to pay for these. In effect, the workers (migrants) are subsidizing the employers in their recruitment/placement process. This is difficult to imagine in the recruitment/hiring processes for local jobs in a country; but this is normal practice in the recruitment and hiring of migrant workers.

## 7. Financing the cost of working abroad

- a. On average, the respondents borrowed 64% of the total cost of going abroad [both surveys]. Men borrowed a higher proportion than women (66% borrowed by men vs. 62% of total cost borrowed by women) [destination survey].
- b. The big majority of respondents (nearly 76% of destination respondents and almost 86% of origin respondents) borrowed in order to cover the cost of going abroad.
  - Half (50%) of origin respondents borrowed 70% (median value) or more of the total cost of going abroad; half of destination respondents borrowed 90% (median value) or more of the total cost of going abroad;
  - More than a third (34%) of origin respondents borrowed the entire (100%) cost of going abroad; close to half (47%) of destination respondents borrowed the entire cost of going abroad.
- c. Sources of funds
  - Top sources of funds: own/family savings/assets; borrowed from family/relatives; borrowed from relatives/friends; advanced by recruiter; informal lenders; bank/financing agencies; paid by employer [origin and destination surveys];
  - Very low among the sources: government loan/financing (used only by 1% of respondents); paid by employer; coop/trade union; bank/financial institution; financing from organization/group [origin and destination surveys].
- d. The absence of, or difficulty by respondents to access, low-cost, less exploitative financing sources, push them to opportunistic lending channels. One result is the not uncommon complaint of migrants (particularly domestic workers) about the collusion of unscrupulous recruiters, lending companies and employers who scheme together to effectively extort and defraud the migrants into paying huge recruitment fees.
- e. The primary use of family savings, income and assets, supplemented by loans from family, relatives, friends and colleagues, is indicative of the long-term devastating impact on migrants and their families, of the exorbitant cost of overseas recruitment/placement; the profit and wealth of opportunistic recruiters grow at the cost of workers and their families losing their assets and properties, exhausting their income and savings, burying them in huge debt, undermining their financial independence and preventing them from using their assets and resources in livelihood and productive economic initiatives.
- f. The earlier chapters showed that majority of the respondents are repeat migrants; therefore, the high cost of overseas recruitment and placement, which the repeat migrants have to go through at each cycle of their overseas placement, siphon off the income and benefits that migrants get from overseas work, into the pockets of the profiteering recruiters. This prevents the migrant workers and their families from becoming primary stakeholders in “migration and development” processes,

which aim to optimize the use of migrants' savings, remittances and social capital in local economic development.

- g. Collateral/guarantee used by respondent
  - The top 5 collateral/guarantees are: farm/agricultural land; co-maker; real property/house/lot; jewelry; farm animals/equipment [origin and destination surveys]. Note that farm/agricultural land is top collateral [both surveys].
- h. Reimbursement of relevant costs from employer -- Only 5% in origin survey and 9% in destination survey will definitely ask employer for reimbursement. Men are the big majority among those who will ask for reimbursement; women are the majority among those who will not ask.
- i. The nefarious impacts of extortionate recruitment costs – leading to loss of savings, income and assets of migrants/families/relatives, and situations similar to debt bondage or forced labor – need to be constantly exposed and opposed. Profiteering by the unscrupulous recruiters and lending companies robs the migrants of productive economic opportunities, and therefore the chance to build livelihoods, so that the workers do not have to resort to cyclical migration.

## **8. Information, instructions and other practices of recruiters**

- a. Information from recruiters on: (i) wage abroad; (ii) mandated benefits abroad; (iii) filing complaints/accessing redress abroad; (iv) joining organizations or unions abroad -- In general, recruiters gave information on wage and benefits to the majority of respondents. However, for information on labor rights, unions/organizations, complaints/redress, the recruiter either did not inform, or actually warned the majority of respondents against these; a small but significant percentage were made to sign waivers – which is illegal in many countries.
- b. Signing blank paper or documents not read/understood by respondent -- In both surveys, a plurality of 21% were asked to sign blank paper or a document they did not read/understand. Men are the majority among those asked to sign, refused but forced to sign [origin survey]; women are the majority in this situation in the destination survey.
- c. Surrendering personal documents to the recruiter -- In both surveys, a plurality of 43% [origin survey] and 45% [destination survey] were asked to surrender to the recruiter at least one type of document. Women are the majority among those asked to surrender, and the recruiter able to take, the document(s) [both surveys].
- d. These are fraudulent or illegal practices prohibited in many countries, and can contribute to situations of forced labor or trafficking.

## **9. Opinion rating of respondents on information/instructions from recruiters**

- a. The overall average rating is 2.91 [origin survey], which means slightly favorable; this is between “somewhat satisfied” and ambivalence (“neither satisfied nor disappointed”) about the completeness/correctness of the information. The overall rating from the destination survey is negative (average of 3.89 or between ambivalent and dissatisfied).
- b. The results show that the respondents are generally ambivalent about the information provided by recruiters. Information about the jobs are top of the respondents’ concern, and recruiters barely provide proper information. Based on the feedback from the respondents, the recruiters have failed in providing proper information particularly on labor rights, redress mechanisms, support services and groups, and recruitment and migration policies/regulations.

## **E. MAJOR RESULTS AND FINDINGS: CHAPTER 5 (OVERALL RECRUITMENT PICTURE)**

The research gives the following broader recruitment picture, and major patterns based on the research parameters and time.

### **1. Total cost of going abroad**

- a. The overall average is USD 1,362 [origin survey] or USD 1,993 [destination survey];
  - Most of this total cost (98% in the origin survey; 99% in the destination survey) is due to payments paid to the recruiters at the origin and/or destination;
  - This cost is extortionate, depriving respondents of several months’ wages. For origin respondents, this cost is equivalent to almost nine months’ pay (USD 152 average monthly wage of jobs in origin countries); for destination respondents, this cost is equivalent to nearly five months’ pay (USD 434 average monthly wage of jobs in the destination);
  - These recruitment charges are not only exorbitant, they flout international legal standards of the UN and ILO (e.g. C97, C181, C189, ILO Multilateral Framework on Labour Migration, UN CMW General Comment #1) prescribing that no recruitment fees shall be charged, directly or indirectly, in whole or in part, to the workers. In countries that have ratified these international treaties, and countries that have laws limiting or prohibiting recruitment fees on migrants (e.g. Philippines, Hong Kong), much or all of these fees are illegal;
  - These exorbitant fees blatantly ignore the self-regulation commitments or codes of ethical conduct promised by recruitment agencies themselves (e.g. Covenant of Ethical Conduct, 2005; Dhaka Principles);
  - This charging of recruitment fees on migrants (i.e. violation of international standards) is prevalent in the countries covered by the survey: Less than 1% of origin respondents, and 1.3% of destination respondents, did not pay any fees to the recruiters;
  - The charging of exorbitant fees is rampant and widespread: almost 97% of origin respondents, and 78% of destination respondents, spent the equivalent of one month’s wage or higher; half (50%) of all respondents spent the median

amount of USD 892 in the origin survey, and USD 1,576 in the destination survey;

- These widespread violations have persisted through the years – the boxplots (Figures 20 and 21) show that the exorbitant costs remained serious or worsened through the years;
- The extortionate fees have forced respondents into onerous debts – more than a third (34%) of the origin respondents, and nearly half (47%) of destination respondents borrowed the full cost. On average (both surveys), 64% of the total cost was loaned/borrowed by the respondents.

b. Highest total cost (by parameter):

- respondents in Singapore and Taiwan incurred the highest costs among the six destination countries (in both countries, the cost is equivalent to more than six times the average monthly pay of jobs in the destination) [destination survey];
- those in Bangladesh and the Philippines incurred the highest cost among the five origin countries (in both countries, the cost is almost 11 times the USD 152 average monthly pay of jobs in the origin country) [origin survey];
- men incurred much higher cost than women [both surveys];
- those who went through private recruiters (individual or agency), or directly through the employer, or through family/relatives incurred the highest cost among the eight modalities of migration [origin and destination surveys];
- those who used private recruiters incurred higher cost than those who did not [both surveys];
- those in non-elementary jobs abroad incurred higher cost than those in elementary jobs [both surveys]; those in non-DW jobs incurred higher cost than those in DW jobs abroad [both surveys];
- repeat migrants incurred higher cost than first-time migrants [both surveys].

c. Lowest total cost (by parameter):

- Respondents in Thailand and Lebanon incurred the lowest average cost among the destination countries, but these costs are still the equivalent of at least one month's pay (USD 434) of jobs in the destination [destination survey];
- respondents in Indonesia incurred the lowest total cost among the origin countries – but this, too, is more than five times the average monthly pay of jobs in the origin country [origin survey];
- those who went through government channels, through their organization/group, or through private recruiters incurred the lowest cost among the eight modalities of migration [origin and destination surveys].

d. We need to carefully note the distribution of the costs – the boxplot shows that although the group average might be low, many recruiters may be charging costs that are extremely high above the group average. The many outlying and extreme costs are clearly evident in the boxplots of total costs in destination countries, in origin countries (especially south Asian countries), mode of labor migration (esp. through private recruiters);

- e. **Appendix 6** lists the agencies (scorecards) and their records in terms of the total amount they charged at the origin and/or the destination, and the total cost incurred by respondents who used them.

## **2. Total number of preparatory activities**

- a. The overall average is 3.3 types [origin survey] or 2.1 types [destination survey] of preparatory activities done by respondents, out of 10 types of activities listed in the survey form. These indicate marginal levels of preparations of respondents, both in the origin and destination surveys.
- b. The two to three types of preparatory activities done by respondents in both surveys are basically to comply with government regulatory requirements (basically travel documents and pre-departure certification), or fulfill the requirements of recruiters or employers (basically health test/s).
- c. The more substantive preparatory activities are low in the priority of respondents, and mostly not undertaken – e.g. understanding labor rights and protection policies/mechanisms, knowing and accessing support groups and redress procedures, managing a transnational family, managing finances, saving and reintegration preparations, ensuring social protection, etc.
- d. Most number of preparatory activities (by parameter):
- Respondents in Taiwan and Singapore have the most number of activities among the destination countries [destination survey];
  - Respondents in Indonesia and Bangladesh have the most number of activities among the origin countries [origin survey];
  - Women have more preparatory activities than men [both surveys];
  - Those who went through private recruiters, and those who went through government channels have the most number of activities among the eight modes of migration [origin and destination surveys];
  - Respondents who used private recruiters had more preparatory activities [both surveys];
  - Those in elementary jobs have more preparatory activities [origin survey]; but the destination survey shows the reverse;
  - Those in DW jobs have more preparatory activities [both surveys];
  - Similar number of activities for first-time and repeat migrants [origin survey], or more activities for repeat migrants [destination survey];
- e. Least number of preparatory activities (by parameter):
- Respondents in Thailand have least preparatory activities among the destination countries [destination survey];
  - Respondents in India and Nepal have the least preparatory activities among the origin countries [origin survey];
  - Those who went through family/relatives, those who went on their own, those who went through friends/colleagues have the least preparatory activities among the eight modes of migration [origin and destination surveys].



- f. **Appendix 6** lists the agencies (scorecards) and their records in the number of preparatory activities of respondents who used them.

### 3. Total number of violations of the composite recruitment criteria

- a. The overall average is 10.7 items violated out of 26 criteria items, or a 41% violation rate, based on the origin survey; or 9.12 items violated out of 27 criteria items, or a 34% violation rate, based on the destination survey.
- b. Pattern through the years: in both surveys, the number of violations (and the violation rate) each year have remained high above the group averages (41% violation rate in the origin survey; 34% violation rate in the destination survey); the boxplots have also mostly been above the group average – these indicate that the big majority of the respondents experienced high rates of violation through the years, especially in recent years.
- c. Most number of violations (by parameter):
- Respondents from Bahrain have the most number of violations among the destination countries [destination survey];
  - Those from Nepal and India have the most number of violations among the origin countries [origin survey];
  - Men experienced more violations than women [both surveys];
  - Those who went through their organization/group, through colleagues/friends, or through private recruiters experienced the most number of violations among the eight modes of migration [origin and destination surveys];
  - Those who used private recruiters experienced more violations than those who did not [both surveys];
  - Those in elementary and non-elementary jobs experienced similar number of violations [origin], but in destination survey, those in elementary jobs experienced more violations;
  - Those in DW and non-DW jobs experienced similar number of violations [both surveys];
  - First-time migrants experienced more violations [origin survey], in destination survey, repeat migrants experienced more violations.
- d. Least number of violations (by parameter):
- Respondents from Thailand have least number of violations among the destination countries [destination survey];
  - Those from Philippines have least number of violations among the origin countries [origin survey];
  - Those who went through government channel, those who went on their own, or those who went through family/relatives experienced the least number of violations among the eight modes of migration [origin and destination surveys].
- e. **Appendix 6** lists the agencies (scorecards) and their records in terms of the number of violations experienced by respondents who used them.

#### 4. Overall degree of recruitment problems/abuses (as measured by “final z-score”)

- a. Greatest degree of recruitment problems/abuses (by parameter):
  - Respondents in Bahrain experienced the greatest degree of problems among the destination countries [destination survey];
  - Those in Nepal experienced the greatest degree of problems among the origin countries [origin survey];
  - Men experienced the higher degree of problems than women [both surveys];
  - Those who went through their organization/group, friends/colleagues, or private recruiters (individuals and agencies) experienced the greatest degree of problems among the eight modes of migration [origin and destination surveys];
  - Respondents who used private recruiters experienced greater degree of problems than those who did not [both surveys];
  - Those in non-elementary jobs experienced the greater degree of problems than those in elementary jobs [origin]; contrasting result in destination survey – those in elementary jobs experienced the greater degree of problems;
  - Those in non-DW jobs experienced the greater degree of problems than those in DW jobs [both surveys];
  - Repeat migrants experienced the greater degree of problems than first-time migrants [both surveys].
- b. Least degree of recruitment problems/abuses (by parameter):
  - Respondents in Thailand experienced the least degree of problems among the destination countries;
  - Those in the Philippines experienced the least degree of problems among the origin countries;
  - Respondents who went through government channels, directly through employer, or went on their own experienced the least degree of problems among the eight modes of migration [origin and destination surveys].
- c. **Appendix 6** lists the agencies (scorecards) and the final z-score of each agency.

#### 5. Correlations – The research proved the following significant statistical correlations:

- a. The higher the monthly pay of the job abroad, the higher is the total cost of going abroad, i.e. the recruiters “index” their charges based on the expected monthly pay of the job abroad; they charge higher recruitment fees for higher-paying jobs;
- b. Employers who confiscate a migrant’s passport also confiscates the work permit, and keep these two documents together; these are illegal practices, and results indicate that they are *not* uncommon. Withholding the passport and work permit effectively keeps the respondents hostage because the employer holds all the proof of their legal stay and work in the destination country.
- c. The negative opinion of the respondent on the recruiter is a significant indicator of the recruitment violations that the respondent experienced from said recruiter.

- d. The more Migrant Bill of Rights (MBR) treaties ratified, the less recruitment violations experienced. This result is one proof or justification in arguing for more ratification of the MBR treaties – because this is associated with less recruitment violations/problems for the respondents.
- e. The more recruitment treaties ratified, the less recruitment violations experienced. Similar explanation as above, only this time it's the recruitment-related treaties that are ratified.
- f. The results provide research-based justification in continued advocacy for the stepped-up ratification of MBR and recruitment-related treaties, because these significantly correlate with less recruitment problems/abuses.

**6. Composite recruitment categories (pattern of distribution of the respondents under each category)**

- a. Overall pattern: The severe or extreme recruitment problems/abuses is widespread among the origin and destination respondents – the big majority of the respondents ended up in the combined “severe + extreme” recruitment category (81% of the origin respondents; 70% of the destination respondents).
- b. Almost none of the respondents qualified under the “ethical” category (0% of the origin respondents; less than 1% of the destination respondents). The origin respondents seem worse overall compared to destination respondents in terms of how they are distributed under the four recruitment categories.
- c. Both surveys confirmed that ethical practice is the rare exception in the overseas recruitment and placement of migrant workers; the “normal,” rampant and prevalent practice is to subject the big majority of respondent to “extreme” or “severe” recruitment problems/abuses.
- d. This widespread practice of subjecting respondents to “extreme” or “severe” recruitment problems/abuses has persisted through the years, especially in recent years.

Further analysis of results reveal the following patterns (let us focus only on the best (“ethical”) and worst (“extreme” and “severe”) recruitment categories):

- e. Patterns in the “extreme” category:
  - Recall that 14% of all the origin survey respondents, and a plurality (35%) of the destination survey respondents, were classified under this category;
  - Majority of respondents are from Taiwan and Lebanon [destination survey];
  - Majority are from Bangladesh [origin survey];
  - Majority are men according to the origin survey (but majority are women according to the destination survey);

- Majority used private recruiters as modes of migration (recruiters who are individual persons in the origin survey; recruiters which are agencies/companies in the destination survey);
  - The big majority used a private recruiter at the origin [both surveys];
  - The big majority have elementary jobs [both surveys]; the majority have non-DW jobs [both surveys];
  - The majority are not first time migrants [origin survey], but in the destination survey, the big majority are first time migrants.
- f. Patterns in the “severe” category:
- Recall that majority (67%) of all the origin respondents, and 34% of the destination respondents, were classified under this category;
  - A plurality of the respondents who ended up in the “severe” category are from Thailand and Taiwan [destination survey];
  - Majority (half) are from Bangladesh [origin survey];
  - Majority are women [both surveys];
  - Majority used private recruiters who are individuals, and private recruitment agencies, as mode of migration [both surveys];
  - The big majority used a private recruiter at the origin [both surveys];
  - The big majority have elementary jobs [both surveys]; the majority have DW jobs (origin survey), but in the destination survey, the big majority have non-DW jobs;
  - Majority are repeat (not first-time) migrants [origin survey], but in the destination survey, the big majority are first time migrants.
- g. Patterns in the “ethical” category:
- Note that none (0%) of the origin respondents, and very few (0.6%) of the destination respondents were classified under this category;
  - The big majority of respondents who qualified under the “ethical” category are from Taiwan, Malaysia, Thailand [destination survey];
  - None of the respondents in any origin country were classified under the “ethical” category;
  - Majority are women [destination survey];
  - The big majority used private recruiters (agencies/companies) as mode of migration [destination survey];
  - All respondents used a private recruiter at the origin [destination survey];
  - The big majority have elementary jobs [destination survey]; the big majority have non-DW jobs [destination survey];
  - The respondents classified under the “ethical” category are evenly distributed between first time and repeat migrants [destination survey].
- h. **Appendix 8** lists all the agencies (in the origin and destination countries) and shows the number of respondents under each category (“extreme”, “severe”, etc.) corresponding to each recruitment agency.

## **F. GENERAL CONCLUSIONS**

Based on the above research results and findings, we can make the following general conclusions:

### **Recruitment and placement of migrant workers**

- The overseas recruitment, placement and employment of migrant workers (respondents) is characterized by systemic, widespread, serious, persistent and blatant problems or violations of the rights of migrant workers. Many abuses also violate international (UN/ILO) standards.
- The most obvious and onerous problem are the recruitment fees/costs, which are extortionate, contrary to international standards, and in certain countries illegal. The migrant workers (respondents) are normally made to pay for these fees, which violate the “employer pays” and “no fees charged on the worker” principles stipulated by international treaties; the workers effectively subsidize the employers and become cash cows of recruiters. The exorbitant and onerous fees drive respondents to huge debts, loss of assets/means of livelihood and virtual debt bondage. The nefarious effects and negative strategic impacts of such loss of workers’ income, assets, property and means of livelihood prevent them from improving their economic situation and make them cyclically dependent on overseas work. They could not properly contribute to the development of their home economies through livelihood/entrepreneurial initiatives.
- The major recruitment problem is not only on cost/financial aspects; there are also serious problems about license status of recruiters; non-issuance of receipts or transaction documents; quality of information from the recruiters (e.g. wrong, insufficient information, or no information at all on relevant matters pertaining to the work abroad); instructions from recruiters that tend to violate basic labor rights/freedoms; and other unscrupulous recruitment practices (e.g. confiscation of worker’s documents or signing of blank documents).
- The research constructed “composite recruitment categories” to consolidate the various recruitment problems, abuses and violations (at least 26 composite indicators). The results show that the big majority of respondents fall under the “extreme” or “severe” recruitment categories. Almost none of the respondents qualified under the “ethical” category.
- The degree and extent of recruitment/placement problems are not uniform on all respondents; there are general and particular factors and patterns that affect and worsen the problems/abuses, as shown by the parameters used in the research, e.g. country of origin, country of destination, gender, modality of migration, use of private recruiter or not, type of work, etc.
- The respondents specifically named the recruiters at origin and/or destination that they used. The appendices of this report give the scorecards which list all the

named recruitment agencies (both in the origin and destination surveys) and the record of each on the quantitative indicators (on recruitment problems/abuses), as well as the number of respondents under each recruitment category corresponding to each agency. The reader can directly examine the record of each agency (see **Appendix 6, Table 6**).

- There are strong statistical correlations among several recruitment factors, between recruitment and working condition factors, and between recruitment factors and ratification of UN/ILO treaties.
- Respondents undergo minimal preparatory activities before going abroad. Preparations are primarily to comply with government administrative/procedural requirements and to satisfy recruiter/employer requirements (e.g. medical tests, language lessons, skills certification). Low in the priority of the respondents are the substantive activities on understanding rights and conditions of work abroad, knowing the regulations/policies, building capacity to manage a transnational family, knowing how to access redress/support services or groups especially abroad, managing income/savings and preparing for return/reintegration.

### **Role of the State and private recruiters in overseas recruitment and placement**

- The research shows that the overseas recruitment/placement process has been taken over by private recruiters, majority of which are exploiting the migrants as cash cows. The results show that exploitative recruitment fees and practices go beyond profiteering;<sup>43</sup> they exhibit rent-seeking characteristics.<sup>44</sup> This supports the statement of UN Secretary-General Ban Ki-moon at the 2<sup>nd</sup> UN High-level Dialogue on Migration and Development (2013, New York) that “recruitment is characterized by rent-seeking behavior and corruption and there has been limited success in curbing abuses.”<sup>45</sup>
- The dominance of a few recruitment agencies and/or their associations, which effectively dictate and control the migrant labor market, including recruitment costs and placement of migrants, also shows cartel-like operation.
- The withdrawal of the State in the overseas recruitment/placement process in Asia has resulted in the severe lack of government-run channels providing free, safer overseas recruitment/placement. The foundational principle of “employment services (including recruitment/placement of migrant workers) as free public

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<sup>43</sup> Profiteering: making an excessive or unfair profit, especially illegally. [Apple dictionary]

<sup>44</sup> “In economics and in public-choice theory, rent-seeking involves seeking to increase one's share of existing wealth without creating new wealth. Rent-seeking results in reduced economic efficiency through poor allocation of resources, reduced actual wealth-creation, lost government revenue, increased income inequality, and (potentially) national decline. ... Rent-seeking implies extraction of uncompensated value from others without making any contribution to productivity.” Some examples of (illegal) rent-seeking are bribery and corruption. Rent-seeking is distinguished in theory from profit-seeking; in profiteering, entities seek to extract value by engaging in mutually beneficial transactions.” [Wikipedia]

<sup>45</sup> (Asian Development Bank Institute, International Labour Organization, and Organization for Economic Co-operation and Development, 2016)

service rendered by the State” has been effectively abandoned. The principle of “no fees charged to the worker” (or “employer pays” principle), which continues to be reiterated in international law, is flouted by the routine charging of almost all recruitment/placement costs on the workers.

- The private recruiter-dominated overseas placement industry is characterized by the proliferation of individual-person recruiters, brokers or sub-agents (not companies/agencies) who are non-regulated, and usually unlicensed; if licensed, they engage in unauthorized recruitment activities. This results in even more extreme fees/costs and problems, as shown by the data above. In many cases, these individual recruiters/brokers may be family members, relatives, friends or colleagues of the respondents.
- Of the eight modalities of labor migration identified by the research, the least degree of problems and abuses is associated with government-facilitated/managed channels, while the greatest degree of recruitment problems/abuses is associated with going through private recruiters.

### **Working conditions**

- Many recruitment problems at the origin are statistically correlated with the working conditions of the respondents in the destination countries.
- Working conditions of respondents in the origin countries indicate that current wages and benefits are not sufficient to support decent and secure life for the workers and their families. The work abroad offers almost 3 times more wages, thus drawing workers at the origin to work abroad. The research revealed that the main economic motivator for workers to go abroad is not joblessness per se, but the desire to improve the level of income and economic conditions of the respondent and his/her family.
- In addition to the huge wage differential, the comparison of terms/conditions of work, social security, labor rights/freedoms, levels of physical/sexual abuse seem to indicate that the conditions abroad are better than in the origin countries.
- The lack of social protection of respondents, both at the origin and destination, is serious. The absence of retirement coverage of the respondents is overwhelming.
- The non-issuance of a written contract before departure, and contract substitution, are common problems. Almost 40% of respondents did not get written contract before departure, majority of who are women. A significant 16% of respondents experienced contract substitution; again, majority are women.
- Abuses (verbal, physical, psychological/emotional, sexual) are fairly widespread. More than a quarter of respondents experienced at least one type of such abuses; more than 4% of respondents experienced multiple abuses; almost 4% of respondents experienced sexual abuse/sexual violence. Women are the majority in all categories of abuses; they are the big majority among those who suffered from physical or sexual violence. There are strong patterns of gendered violence, and

blatant violation of international standards on ending violence against women (VAW).

- There are alarming violations of fundamental labor rights (mobility, communication, joining unions/organizations) both at the origin and destination countries. There are also significant problems on the confiscation of worker's documents.
- There are strong gender, race and class biases/stereotypes, discrimination and/or exploitation in the employment and working conditions of the respondents, both at the origin and in the destination; there are strong gender patterns in the abuses in labor rights and working conditions.

### **Redress, remedies and accountability of violators**

- There is a serious lack or absence of appropriate and accessible complaints, redress, relief mechanisms and remedies on the recruitment/placement problems and abuses. There are systemic and structural factors that inhibit, prevent or exclude migrant workers (respondents) from accessing available redress and remedies especially at the destination countries. These obstacles must be removed or overcome on both sides of the border, and the action/policies of the origin and destination governments are critical (e.g. in enabling migrants to file complaints, remain/survive in the destination country even if they are terminated for complaining, and/or follow-up their case/claim even if they are repatriated to their home countries).
- There is severe lack of or weak sanctions against recruitment abuses and violations particularly at the country and bilateral levels. The international principles and standards may be solid, but the lack or non-operationalization of these standards at the country and bilateral/plurilateral levels mean the violators have persisted with impunity for decades. There is urgent need for decisive and firm agreement at the bilateral and Asian regional levels for transnational collaboration in ending recruitment violations and impunity. Origin and destination countries also need to make "solidary liability" a common principle/practice (i.e. making the company/agency liable for violations, as well as the relevant directors, staff, sub-agents, lending companies and other parties involved in the abuse/violations).

### **International, regional laws, standards and norms; bilateral and national laws and mechanisms**

- International laws and standards in regulating overseas recruitment, placement and employment are in place, well-established, codified into international treaties and standards. The foundational principles remain valid and binding, and reaffirmed in recent treaties (e.g. ILO C189 in 2011). The widespread, persistent, blatant flouting of these principles and standards reflect a systemic failure in operationalizing, enforcing and upholding the international standards and norms.



Despite this, the affirmation and upholding of these principles and standards must be strengthened and intensified. At the same time, serious effort to operationalize and implement these principles and standards must be stepped up by the whole international community.

- The ratification of the MBR and recruitment-related treaties must be pushed especially among the migrant origin and destination countries in Asia.
- The international standards must be translated into effective bilateral, regional, national regulations and mechanisms, including effective monitoring and reporting of compliance. Current multi-stakeholder initiatives in Asia, e.g. Colombo Process, Abu Dhabi Dialogue, IRIS, Fair Recruitment Initiative, and the Open Working Group on Labor Migration and Recruitment, must be strengthened and sustained towards effecting strategic and durable recruitment reforms consistent with international laws/standards.
- There is serious lack of national laws and bilateral agreements/collaboration and mechanisms. Origin and destination countries in Asia must translate international standards into national policies and mechanisms and transnational collaboration in ending recruitment violations and abuses.

### **Revisiting the research questions and hypotheses**

The above conclusions provide comprehensive and in-depth answers to our central research question:

*What are the major problems experienced by migrant workers in origin and destination countries in Asia involving private (fee-charging) recruiters, and what can be done to address these problems?*

We have also answered the following specific research questions:

- What are the major recruitment practices of private, fee-charging recruiters that abuse, violate the rights, or take advantage of migrant workers in Asian countries of origin or destination? The major findings are discussed in Chapter 1 (standards), Chapter 4 (recruitment situation), and Chapter 5 (overall recruitment picture); the key results are highlighted above.
- How widespread or serious are these recruitment abuses and problems? The major findings are discussed in Chapter 4, and highlighted above.
- What are the major patterns of the recruitment problems in countries of origin and destination, and what factors significantly affect the nature and patterns of the problem? The major findings and patterns are discussed in Chapters 4 and 5 and highlighted above.
- Are there correlations between the recruitment problems/factors and the actual working situation of the migrant workers abroad? The correlations are discussed in Chapter 5 and highlighted above.
- What are the existing recruitment regulation policies and mechanisms in the origin and destination countries in Asia? What are the international and Asian standards? What are the gaps, weaknesses or failures in these policies and mechanisms? These

are discussed in Chapter 1, although national and bilateral laws/mechanisms are not covered by the study and not adequately discussed in this report.

- What can be done to effectively address these recruitment issues? What reforms and interventions are needed at the national, bilateral, regional and/or international levels? The end of each chapter provides key findings and specific recommendations; the final chapter highlights the most important conclusion and recommendations.

The research has provided indicators, measurements, correlations and patterns that prove the following hypotheses:

- That private, fee-charging recruiters commit widespread illegal or abusive recruitment practices victimizing migrant workers in origin and destination countries in Asia. The specific and overall recruitment pictures are discussed in Chapters 4 and 5. The appendices provide a list of the recruitment agencies named in the origin and destination surveys, with the scorecards on recruitment problems/abuses, and the distribution of the respondents under the recruitment criteria corresponding to each recruitment agency.
- That there are substantive weaknesses and gaps in the international and national standards, policies and mechanisms that create and perpetuate the widespread recruitment violations and abuses. The standards and gaps are analyzed in Chapter 1, and the correlations between recruitment factors, working conditions and ratification of UN/ILO standards are discussed in Chapter 5.
- That we can identify major patterns/factors underlying the recruitment problems and recommend intervention and reform strategies to address these problems. Chapter 5 discussed the scorecards, correlations, and composite recruitment criteria, and cross-tabulated these with research parameters to analyze the major trends and patterns. All the statistics are also gender-disaggregated to analyze the gender dimensions of the recruitment and employment situation of the respondents. The end of each chapter synthesize the key findings and specific recommendations; the final chapter (Chapter 6) highlight the key conclusions, recommendations, and strategic recruitment reform agenda.

## **G. KEY RECOMMENDATIONS AND STRATEGIC RECRUITMENT REFORM AGENDA**

Particular recommendations are mentioned at the end of each chapter.

Below are the priority and strategic policy recommendations and proposed recruitment reform agenda:

### **1. On recruitment fees and costs**

This research has given solid statistics, analysis, patterns and correlations showing the blatant, widespread, severe, persistent abuses and exploitation of migrant workers (respondents) due to extortionate recruitment fees and costs. The results have also shown that these fees/costs force the respondents into massive debts, loss of income, loss of assets, and situations of effective debt bondage and possible forced labor. International standards, both binding and normative, as well as self-regulatory codes of ethics have failed to stop the blatant and rampant abuses through extortionate recruitment fees.

The strategic recommendation is to abolish recruitment fees charged to the migrant workers, and to uphold the foundational principles of “employment services for workers (including recruitment/placement of overseas migrant workers) as free public services rendered by the State.”

This recommendation is in line with the recruitment reform agenda advocated by the Open Working Group on Labour Migration & Recruitment on abolishing recruitment fees on migrant workers:<sup>46</sup>

- a. Abolish recruitment fees for workers
  - Rather than setting maximum fees or establishing confusing fee structures, governments should abolish all recruitment fees and costs for workers and vigorously enforce this regulation, including investment in the ministries tasked with oversight functions.
  - No-fee rules should be widely publicized such that migrant workers can make informed decisions and avoid being misled by unscrupulous recruiters and their sub-agents.
- b. Create enabling environments for ethical recruitment initiatives
  - To support zero-fees for workers regulations, governments must work with civil society, trade unions, and ethical recruiters to create policies that favor and support ethical recruitment practices, biasing the market towards non-fee charging recruiters.
- c. Hold elected representatives & government officials accountable
  - Where collusion between government officials and recruitment agencies exists, governments must take swift and strong corrective actions; government officials must represent the best interests of migrant workers rather than the powerful business interests of recruitment firms.
- d. Ensure access to legal redress
  - Governments must implement mechanisms by which migrant workers can report abuses and seek assistance for redress without fear of reprisal.
  - Workers should have the right to stay in and/or return to the destination country legally while pursuing their case. They should be able to pursue legal remedies while outside of the destination country.
- e. Ratify key international instruments protecting migrants’ rights
  - Countries of origin and destination should ratify and implement the international instruments to protect the rights of migrants in the recruitment process, during their work placements, and upon return to their countries of origin – particularly the MBR and recruitment-related treaties.

While we advocate for the above strategic reforms, following are some key and immediate actions that are urgently needed:

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<sup>46</sup> Open Working Group on Labour Migration and Recruitment (Policy Brief #1)

- Financing the cost – need to provide or greatly expand/enhance loan sources that are regulated, accessible, with low/no interest to minimize debt bondage and preying by usurers or lending agencies on migrants; need for effective and unrelenting crackdown exploitative, extortionate or illegal lending/loan practices, including collusion among lending agencies/employers/recruiters;
- Remedies on problems with recruitment fees – need to provide “fast track” mechanisms to report, claim illegal/excessive fees in countries with fee limits/prohibition (e.g. Philippines, Hong Kong), so that migrants can get immediate relief; this will also serve as deterrent to recruiters in charging illegal or exorbitant fees. Where fees are regulated, schedule of authorized fees, including maximum amounts, need to be widely publicized, enforced by authorities, and violations harshly sanctioned.
- Bilateral cooperation and mutual recognition by origin and destination countries of recruitment regulations, sanctions, limits on recruitment fees and costs, and recruitment procedures, documents. Information on violations of these policies, and procedures must be publicized and made publicly accessible (including online), and become part of the “adverse record” of recruiters, employers, lenders; such adverse record become a factor in the revocation/denial/non-renewal of business licenses.

## **2. On recruitment channels, roles of the State and private recruiters in the recruitment process**

The research has shown that the foundational principles (adopted by the UN and ILO in 1919 and continue to be upheld and reiterated until today) underpinning the international standards on the recruitment, placement and protection of migrant workers, is based on the principles of “employment services for workers (including recruitment/placement of migrant workers abroad) being the primary duty of the State, and rendered free to the workers.” These principles have been reiterated as recently as 2011 when ILO C189 was adopted.

The research has shown that the migrant labor market today is virtually controlled and monopolized by private recruiters (individuals and agencies/companies); the States of origin and destination have essentially abdicated their role in employment services to the profit-seeking private recruiters.

Therefore, the strategic recommendation is to reassert the principle of employment/recruitment services as free, public services rendered by the State. We recommend the following recruitment reform agenda advocated by the Open Working Group on Labour Migration & Recruitment in pursuing government-run recruitment channels and eliminating private recruiters in the migrant recruitment process:<sup>47</sup>

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<sup>47</sup> Open Working Group on Labour Migration and Recruitment. “Government-to-Government Recruitment Benefits & Drawbacks” (Policy Brief #3),” p. 8 ff.

- a. Pursue government-to-government (G2G) agreements that remove private actors from the recruitment process
  - Governments should take responsibility for each step of the recruitment process, eliminating the role of private actors to prevent profiteering and exploitation.
  - Governments must be transparent in the design and implementation of recruitment procedures, instituting strong measures to prevent corruption in the system.
  - Governments should ensure policy coherence in migrant labour recruitment.
- b. Ensure transparency and participation in the G2G process
  - Governments must consult migrant communities and their representatives in the drafting of G2G agreements on migrant labour and ensure that their concerns are addressed in any agreements signed.
  - Governments must ensure that G2G agreements on migrant labour recruitment and rights protections are publicly available and accessible online.
  - Governments should appoint cross-jurisdictional migrant worker commissions to monitor, regulate and enforce G2G labour migration schemes.
- c. Ensure that human and labour rights are central in G2G agreements
  - G2G agreements on migrant labour recruitment should refer to relevant normative frameworks on the governance of labour migration (e.g., ILO R86 and the Multilateral Framework on Labour Migration) to ensure a robust, rights-based focus.
  - G2G agreements on migrant labour recruitment must not contradict the labour laws of the country of employment.
  - G2G agreements on migrant labour recruitment must include robust enforcement mechanisms and monitoring procedures for the provisions articulated within those agreements. Governments must allocate sufficient human and financial resources to ensure monitoring and compliance.
- d. Ensure that G2G agreements include the following provisions
  - Zero fees for migrant workers. No worker should pay for his or her job placement abroad.
  - Clear, streamlined processes for accessing employment opportunities
  - Clearly stated minimum wage and standards for working conditions
  - Accessible complaints and redress mechanisms
  - Process for regular labour inspections
  - Robust and portable social protection programs for all migrant workers
  - Process by which workers can change their employers without fear of losing their job / repatriation
  - Clear rules against passport and identity document confiscation by employers.

### **3. On overseas recruitment/placement standards and policies**

a. International and Asian regional standards and norms

- Uphold and reaffirm commitment to foundational principles that employment services are free public services which is the duty of the State;
- Overseas recruitment and placement of migrant workers has been taken over by private, profit-seeking recruiters; this has become lucrative business which has spawned multi-billion businesses, virtual cartel of recruitment agencies, proliferation of subagents/individual recruiters which are unregulated/unaccountable. The international framework, standards, mechanisms, operations and practices need to be returned back to the foundational principles of employment/recruitment services as free public service rendered by the State.
- Strengthen regulations, monitoring, operationalization, enforcement, sanctions of existing standards/international law, esp. at bilateral and national levels;
- Ratify MBR and recruitment-related treaties; operationalize these standards at the bilateral, Asian regional, national levels. More concentrated and coordinated effort need to be mustered by migrants and advocates to push for the ratification in Asia of MBR/recruitment treaties as a whole, and the MWC, UNTOC PT, P29, C181, C189 and MLC as near-term priorities.
- Given the large inter-Asian labor migration flows (as exemplified by this set of respondents), and the prominent role of West Asia (Middle East) as a destination region, reforms and interventions to protect migrant workers from abuses and recruitment problems have to strongly involve these Asian countries. Therefore, in addition to operationalizing the international standards at the country level, it is critical to also have bilateral, multilateral and Asian regional agreements, standards, instruments, mechanisms and cooperation on the recruitment, placement, employment and protection of migrant workers.

The normative declarations in the Asian region need to be institutionalized in binding instruments, and provided with effective monitoring, reporting, and compliance mechanisms.

ASEAN is long overdue in delivering on its promised adoption of a binding instrument on the protection of the rights of migrant workers. Advocacy with ASEAN needs to be sustained and stepped up for the urgent adoption of a binding and substantive migrant protection instrument.

- Engagement with the regional bodies (ASEAN, SAARC, GCC, etc.) and regional consultative processes (particularly Colombo Process, Abu Dhabi Dialogue) needs to be strengthened particularly in advocating for binding commitments, effective policies, mechanisms and actions on recruitment problems/abuses.... In considering/adopting the strategic reform agenda proposed in this report.

b. National, bilateral laws, policies, mechanisms

- International principles, laws and standards on the overseas recruitment, placement and employment of migrant workers must be translated into enforceable national laws/policies; concrete, effective, mechanisms at the national level need to be put in place;
- Need to adopt of bilateral/multilateral agreements, mechanisms and cooperation between and among countries involved in the labor migration flows.

c. Self-regulation

- Encourage ethical practices, accreditation/self-regulation systems, but these must be accompanied by monitoring, compliance, reporting and accountability systems, and incorporated as part of the overall system of recruitment regulation under the aegis of international law/standards.

d. Role of migrants, families, civil society, advocates

- States must ensure and enable the organic involvement of the migrants, labor movement, civil society and advocates. The standards and norms can more effectively evolve and strengthen if these primary stakeholders are empowered, enabled and assured substantial participation.

**4. On reasons/motivations for working abroad and working conditions in origin and destination countries**

- Decent work in the origin countries, wage differentials, relative advantage of working abroad all need to be addressed by the origin countries; these provide the main motivation of respondents in seeking work abroad. The changes in wages and working conditions of workers entail fundamental and comprehensive economic and labor changes in the origin and destination countries as a whole, and therefore will be long, strategic processes. In the meantime, the right to work abroad and be free from exploitation/abuse in the process must be guaranteed as promised by international law; therefore, the strategic recruitment reform agenda proposed above need to be seriously considered and supported.
- Employment contracts – to ensure that written employment contracts become standard practice, and prevent contract substitution, employment contracts for overseas work need to be standardized, mutually recognized by origin and destination countries, and enforced by authorities at both host and home countries (including complaint mechanisms, remedies for violations). The contracts can be made accessible online (to the contracting parties, relevant authorities and support groups), so that the process is visible, the documents not lost even if migrant's copy is confiscated by recruiters/employers, and contract substitution easily detected. In the meantime, origin and destination

countries need to do sustained crackdown on contract substitution, and practice 'zero tolerance' for illegal recruitment fees and contract substitution.

- The alarming and overwhelming lack of social protection, esp. health, accident, retirement must be addressed comprehensively by origin and destination countries. Measures have to be put in place both by origin and destination countries to ensure that all workers (at the origin and destination countries) are covered by adequate social protection (partly or fully paid by employers), including retirement scheme, while the workers are still working and productive;
- Labor migration regimes of origin and destination countries must not only be on export/import of workers as tools/commodities without rights/families/dignity. The migration regimes need to live up to ILO's foundational declaration that workers are not commodities; therefore, States of origin and destination must ensure the protection of workers at the pre-migration/recruitment placement, transit, onsite, return and reintegration phases;
- The research affirmed that the migrants are absorbed by jobs abroad that are mostly elementary or lower-paid, have little or no job security, with frequent turnover and labor/job movements, and with women in big proportion if not the majority. Therefore, recruitment and migrant protection policies and regimes must be based on the framework/assumption of protecting migrant workers who have general and particular vulnerabilities described above, as foreign workers and as women migrants.

The research results affirm the structural and systemic risks and vulnerabilities of migrant workers; therefore, State/government intervention is necessary in each country and between/among the States – the migrant workers in the vulnerable job categories could not be consigned to the forces of the market, particularly opportunistic, profit-seeking recruiters and traffickers. The recruitment, placement and employment protection processes for migrant workers in these vulnerable job sectors must be at the control and effective management or supervision of the State, not in the hands of profit-seekers.

- The research shows that the return/reintegration reasons of workers, esp. the vulnerable, temporary job categories, is to return soonest back to their home countries/families; therefore, migration regimes must have as one of their pillars ensuring social protection (portable between origin and destination) of the migrants, and providing effective processes/mechanisms for return and reintegration.

## **H. NEXT STEPS**

We have answered the central and particular research questions. We have proven the hypotheses, and achieved our research objectives. What are the next steps?



- Use the results of this research for advocacy, education, organizing and empowerment of migrant workers and families; share and disseminate the results, findings, recommendations through information, communication and education (ICE) materials;
- Use these results and recommendations to pursue and strengthen the recruitment reform agenda of MFA, GCM, and the Open Working Group on Labor Migration and Recruitment; use these results to refine and formulate specific policy and action proposals for advocacy with governments and policy-makers;
- Step up the advocacy on recruitment reform, with national, Asian regional, and international policy makers and processes; engage them to firm up consensus and action plans, and adopt and implement recruitment reforms, policies and response strategies.
- Educate the public, policy makers, recruiters and other stakeholders by using these results and disseminating relevant findings in public information, training, education and advocacy activities;
- Do further, more rigorous studies on critical matters that emerged from this research. ॐ

## APPENDICES

### APPENDIX 1: INTERNATIONAL HUMAN RIGHTS TREATIES RELEVANT TO MIGRANTS AND RATIFICATION BY COUNTRIES COVERED BY THE SURVEY

International human rights treaties are multilateral conventions and protocols of the United Nations (UN) and International Labour Organization (ILO) that set legally-binding international standards for human and labor rights, including for migrants and domestic workers.<sup>48</sup>

According to their official websites, the UN and ILO have the following treaty collection:<sup>49</sup>

- Total number of UN treaties (conventions/protocols) = “more than 550” to date; of which:
  - UN core conventions = 9;
  - Protocols to these core conventions = 9;
- Total number of ILO treaties (conventions/protocols): 201 (189 conventions + 12 protocols); of which:
  - Fundamental instruments (declared by ILO Governing Body in 2007) = 8 (with 1 protocol to these fundamental instruments);
  - Governance (priority) conventions = 4; and
  - Technical conventions = 177.

Therefore, the total number of UN and ILO treaties (conventions/protocols) to date is more than 751.

The Migrant Forum in Asia (MFA)<sup>50</sup> has determined that of all these UN and ILO treaties:

- Treaties relevant to migrants and mobile populations (refugees, trafficked, etc.): 73 (16 UN conventions + 13 UN protocols + 41 ILO

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<sup>48</sup> In addition to binding treaties, they also produce non-binding, normative instruments. Some of the most relevant ones are: CEDAW General Recommendation #26 on women migrants (2008); CMW General Comment #1 on migrant domestic workers (3 Dec 2010); ILO Multilateral Framework on Labour Migration (2006); ILO Declaration on Fundamental Principles and Rights at Work (1998).

<sup>49</sup> UN Treaty Collection, Introduction section ([http://treaties.un.org/Pages/DB.aspx?path=DB/MTDSGStatus/pageIntro\\_en.xml](http://treaties.un.org/Pages/DB.aspx?path=DB/MTDSGStatus/pageIntro_en.xml)), last accessed 30 June 2014.

<sup>50</sup> Migrant Forum in Asia (MFA) is the biggest network of migrant organizations, trade unions and advocates in Asia. UN/ILO treaties that establish landmark or benchmark rights or standards (i.e. strongest protection) for migrants and their families are considered by MFA as part of the “Migrant Bill of Rights” (MBR).

conventions + 3 ILO protocols);

- Treaties in the MFA “Migrant Bill of Rights” (MBR): 25 (7 UN conventions + 5 UN protocols + 12 ILO conventions + 1 ILO protocol);
- Treaties related to recruitment and operation of private employment agencies: 13 (3 UN conventions + 1 UN protocol + 8 ILO conventions + 1 ILO protocol). Note that 9 of the recruitment-related treaties are in the MBR list (and 4 are not).

Countries become “States Parties” to these treaties after they ratify, accede, notify, succeed, sign, etc. these instruments. In the UN process, “signing” does not make the government legally bound to the treaty. In the ILO, the instruments go directly through ratification, and there is no “signature” phase like in the UN.

The four tables below list the 73 treaties that are relevant to migrants, seafarers, refugees and mobile populations, and the applicability of these treaties to the 11 countries covered by this survey/research (dates of ratification, accession, signature, notification, etc.). The UN/ILO treaties included in the MFA “Migrant Bill of Rights” are marked with “[MBR]”; treaties related to recruitment and private employment agencies are marked with “[RECRU]”.

The tables below use the following notations: r = ratified; a = acceded; si = signed; su = succeeded; d = denounced.

#### A. UN Core Treaties (Conventions & Protocols)

UN Core Conventions & Protocols	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
1. International Covenant on Civil and Political Rights (ICCPR, 1966); entry into force 23 Mar 1976. <b>[MBR]</b>	a: 6 Sep 2000	a: 10 Apr 1979	a: 23 Feb 2006	a: 14 May 1991	r: 23 Oct 1986	a: 20 Sep 2006	r: 3 Oct 1991	a: 3 Nov 1972				a: 29 Oct 1996
2. ICCPR Optional Protocol (1966); entry into force 23 Mar 1976. <b>[MBR]</b>				a: 14 May 1991	r: 22 Aug 1989							
3. ICCPR 2nd Optional Protocol (1989); entry into force 11 Jul 1991. <b>[MBR]</b>				a: 4 Mar 1998	r: 20 Nov 2007							

UN Core Conventions & Protocols	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
4. International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966); entry into force 3 Jan 1976. <b>[MBR]</b>	a: 5 Oct 1998	a: 10 Apr 1979	a: 23 Feb 2006	a: 14 May 1991	r: 7 June 1974	a: 27 Sep 2007	r: 3 Oct 1991	a: 3 Nov 1972				a: 5 Sep 1999
5. ICESCR Optional Protocol (2008) - entry into force 5 May 2013. <b>[MBR]</b>												
6. International Convention on the Elimination of All Forms of Racial Discrimination (ICERD, 1966); entry into force 4 Jan 1969 <b>[MBR]</b>	a: 11 Jun 1979	r: 3 Dec 1968	a: 25 Jun 1999	a: 30 Jan 1971	r: 15 Sep 1967	a: 27 Mar 1990	r: 3 Jan 1979	a: 12 Nov 1971				a: 28 Jan 2003
7. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979); entry into force 3 Sep 1981. <b>[MBR] [RECRU]</b> *CEDAW General Recommendation No. 26 on Women Migrant Workers (GR#26, 2008)	a: 6 Nov 1984	r: 9 Jul 1993	r: 13 Sep 1984	r: 22 Apr 1991	r: 5 Aug 1981	a: 18 Jun 2002	r: 3 Oct 1991	a: 16 Apr 1997	a: 5 Jul 1995	a: 5 Oct 1995		a: 9 Aug 1985
8. CEDAW Optional Protocol (1999) - entry into force 22 Dec 2000. <b>[MBR]</b>	r: 6 Sep 2000		si: 28 Feb 2000	r: 15 Jun 2007	r: 12 Nov 2003							r: 14 Jun 2000
9. Convention against Torture and Other Cruel, Inhuman or Degrading	a: 5 Oct 1998	si: 14 Oct 1997	r: 28 Oct 1998	a: 14 May 1991	a: 18 June 1986	a: 6 Mar 1998	r: 3 Oct 1991	a: 5 Oct 2000				a: 2 Oct 2007

UN Core Conventions & Protocols	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
Treatment or Punishment (CAT, 1984); entry into force 26 Jun 1987												
10. CAT Optional Protocol (2002) - entry into force 22 June 2006.					a: 17 Apr 2012			a: 22 Dec 2008				
11. Convention on the Rights of the Child (CRC, 1989); entry into force 2 Sep 1990	r: 3 Aug 1990	a: 11 Dec 1992	r: 5 Sep 1990	r: 14 Sep 1990	r: 21 Aug 1990	a: 13 Feb 1992	r: 3 Oct 1991	r: 14 May 1991	a: 17 Feb 1995	a: 5 Oct 1995		a: 27 Mar 1992
12. CRC Optional Protocol on Children in Armed Conflict (OP AC, 2000) - entry into force 12 Feb 2002	r: 6 Sep 2000	r: 30 Nov 2005	r: 24 Sep 2012	r: 3 Jan 2007	r: 26 Aug 2003	a: 21 Sep 2004	r: 18 Jul 2005	si: 11 Feb 2002	a: 12 Apr 2012	r: 11 Dec 2008		a: 27 Feb 2006
13. CRC Optional Protocol on Sale of Children, Child Prostitution and Child Pornography (OP SC, 2000) - entry into force 18 Jan 2002	r: 6 Sep 2000	r: 16 Aug 2005	r: 24 Sep 2012	r: 20 Jan 2006	r: 28 May 2002	a: 21 Sep 2004	r: 23 Jul 2008	r: 8 Nov 2004	a: 12 Apr 2012			a: 11 Jan 2006
14. CRC Optional Protocol on a communications procedure (2011) – entry into force 14 Apr 2014												r: 25 Sep 2012
15. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (MWC, 1990); entry into force 1	r: 24 Aug 2011		r: 31 May 2012		r: 5 Jul 1995							

UN Core Conventions & Protocols	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
Jul 2003. [MBR] [RECRU] *General Comment No. 1 on Migrant Domestic Workers (GC#1, 2010)												
16. Convention on the Rights of Persons with Disabilities (CRPD, 2006); entry into force 3 May 2008	r: 30 Nov 2007	r: 1 Oct 2007	r: 30 Nov 2011	r: 7 May 2010	r: 15 Apr 2008	r: 22 Sep 2011	r: 28 Sep 2012	si: 14 Jun 2007	r: 19 Jul 2010	r: 18 Jul 2013		r: 29 Jul 2008
17. CRPD Optional Protocol (2006) - entry into force 3 May 2008.	a: 12 May 2008			r: 7 May 2010				si: 14 Jun 2007				
18. International Convention for the Protection of All Persons from Enforced Disappearance (CPPED, 2006); entry into force 23 Dec2010		si: 6 Feb 2007	si: 27 Sep 2010					si: 6 Feb 2007				si: 9 Jan 2012
<b>TOTAL (18 TREATIES)</b> <b>*Ratified, acceded, signed, etc.; excluding denounced</b>	<b>12 (67%)</b>	<b>10 (56%)</b>	<b>12 (67%)</b>	<b>13 (72%)</b>	<b>14 (78%)</b>	<b>9 (50%)</b>	<b>9 (50%)</b>	<b>12 (67%)</b>	<b>5 (28%)</b>	<b>4 (22%)</b>		<b>12 (67%)</b>
<b>*Of which: Signed only (not ratified)</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>		<b>1</b>

## B. Other UN Treaties (Conventions/Protocols) Relevant to Migrants

Other Relevant UN Treaties	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
1. Slavery Convention (1926); amended 1953; entry into force (amended) 7 Jul 1955	si: 7 Jan 1985	si: 12 Mar 1954		a: 7 Jan 1963	a: 12 Jul 1955	a: 27 Mar 1990	si: 12 Sep 1955					

Other Relevant UN Treaties	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
2. Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956); entry into force 30 Apr 1957	a: 5 Feb 1985	r: 23 Jun 1960		a: 7 Jan 1963	a: 17 Nov 1964	a: 27 Mar 1990	r: 23 Oct 1957		a: 18 Nov 1957	su: 28 Mar 1972		
3. Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1950); entry into force 25 Jul 1951	a: 11 Jan 1985	r: 9 Jan 1953	si: 25 Sep 2003	a: 10 Dec 2002	r: 19 Sep 1952		a: 28 Dec 1950			a: 26 Oct 1966		
4. Convention for the Suppression of the Traffic in Persons - Final Protocol (1950); entry into force 25 Jul 1951.		r: 9 Jan 1953	si: 25 Sep 2003		r: 19 Sep 1952		a: 28 Dec 1950					
5. United Nations Convention against Transnational Organized Crime (UNTOC, 2000); entry into force 29 Sep 2003. <b>[RECRU]</b>	a: 13 Jul 2011	r: 5 May 2011	r: 20 Apr 2009	r: 23 Dec 2011	r: 28 May 2002	a: 7 Jun 2004	r: 27 Dec 2006	r: 5 Oct 2005	r: 24 Sep 2004	r: 28 Aug 2007		r: 17 Oct 2013
6. UNTOC Optional Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (UNTOC PT, 2000; aka Palermo Protocol); entry into force 25 Dec 2003 <b>[MBR]</b> <b>[RECRU]</b>		r: 5 May 2011	r: 28 Sep 2009		r: 28 May 2002	a: 7 Jun 2004	r: 23 Jul 2008	r: 5 Oct 2005	a: 26 Feb 2009			r: 17 Oct 2013
7. UNTOC Optional Protocol		r: 5	r: 28 Sep		r: 28 May	a: 7		r: 5				si: 18

Other Relevant UN Treaties	Bangladesh	India	Indonesia	Nepal	Philippines	Bahrain	Israel	Lebanon	Malaysia	Singapore	Taiwan	Thailand
against the Smuggling of Migrants by Land, Sea and Air (UNTOC PS, 2000; aka Palermo Protocol); entry into force 28 Jan 2004. <b>[MBR]</b>		May 2011	2009		2002	Jun 2004		Oct 2005				Dec 2001
8. Convention relating to the Status of Refugees (1951); entry into force 22 Apr 1954					a: 22 Jul 1981		r: 1 Oct 1954					
9. Protocol relating to the Status of Refugees (1967); entry into force 4 Oct 1967					a: 22 Jul 1981		a: 14 Jun 1968					
10. Convention relating to the Status of Stateless Persons (1954); entry into force 6 Jun 1960					r: 22 Sep 2011		r: 23 Dec 1958					
11. United Nations Framework Convention on Climate Change (New York, 9 May 1992); entry into force 21 March 1994 <b>[MBR]</b>	r: 15 Apr 1994	r: 1 Nov 1993	r: 23 Aug 1994	r: 2 May 1994	r: 2 Aug 1994	r: 28 Dec 1994	r: 4 Jun 1996	r: 15 Dec 1994	r: 13 Jul 1994	r: 29 May 1997		r: 28 Dec 1994
<b>TOTAL (11 TREATIES)</b> <b>*Ratified, acceded, signed, etc.; excluding denounced</b>	<b>5 (45%)</b>	<b>8 (73%)</b>	<b>6 (55%)</b>	<b>5 (45%)</b>	<b>11 (100%)</b>	<b>6 (55%)</b>	<b>10 (91%)</b>	<b>4 (36%)</b>	<b>4 (36%)</b>	<b>4 (36%)</b>		<b>4 (36%)</b>
<b>*Of which: Signed only (not ratified)</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>1</b>



### C. ILO Fundamental Treaties (Conventions/Protocols)

ILO Fundamental Treaties	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
1. C029 - Forced Labour Convention, 1930 (entry into force: 1 May 1932) <b>[MBR]</b>	r: 22 Jun 1972; in force	r: 30 Nov 1954; in force	r: 12 Jun 1950; in force	r: 3 Jan 2002; in force	r: 15 Jul 2005; in force.	r: 11 Jun 1981; in force	r: 7 Jun 1955; in force	r: 1 Jun 1977; in force	r: 11 Nov 1957; in force	r: 25 Oct 1965; in force		r: 29 Feb 1969; in force
2. P029 - Protocol of 2014 to the Forced Labour Convention, 1930 (adopted at 103 <sup>rd</sup> ILC, 11 Jun 2014; will enter into force 9 Nov 2016) *Updates C029, and explicitly mentions migrant workers, recruitment abuses, and trafficking for forced labor) <b>[MBR] [RECRU]</b>												
3. C105 – Abolition of Forced Labour Convention, 1957 (entry into force: 17 Jan 1959) <b>[MBR]</b>	r: 22 Jun 1972; in force	r: 18 May 2000; in force	r: 7 Jun 1999; in force	r: 30 Aug 2007; in force	r: 17 Nov 1960; in force.	r: 14 Jul 1998; in force	r: 10 Apr 1958; in force	r: 1 Jun 1977; in force	(denoun- ced: 10 Jan 1990)	(denoun- ced: 19 Apr 1979)		r: 2 Dec 1969; in force
4. C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (entry into force: 4 Jul 1950) <b>[MBR]</b>	r: 22 Jun 1972; in force		r: 9 Jun 1998; in force		r: 29 Dec 1953; in force.		r: 28 Jan 1957; in force					
5. C098 - Right to Organise	r: 22 Jun		r: 15 Jul	r: 11	r: 29		r: 28	r: 1	r: 5 Jun	r: 25 Oct		

<b>ILO Fundamental Treaties</b>	<b>Bangla- desh</b>	<b>India</b>	<b>Indo- nesia</b>	<b>Nepal</b>	<b>Philip- pines</b>	<b>Bahrai n</b>	<b>Israel</b>	<b>Leba- non</b>	<b>Malay- sia</b>	<b>Singa- pore</b>	<b>Tai- wan</b>	<b>Thai- land</b>
and Collective Bargaining Convention, 1949 (entry into force: 18 Jul 1951) <b>[MBR]</b>	1972; in force		1957; in force	Nov 1996; in force	Dec 1953; in force.		Jan 1957; in force	Jun 1977; in force	1961; in force	1965; in force		
6. C100 - Equal Remuneration Convention, 1951 (entry into force: 23 May 1953)	r: 28 Jan 1998; in force	r: 25 Sep 1958; in force	r: 11 Aug 1958; in force	r: 10 Jun 1976; in force	r: 29 Dec 1953; in force.		r: 9 Jun 1965; in force	r: 1 Jun 1977; in force	r: 9 Sep 1997; in force	r: 30 May 2002; in force		r: 8 Feb 1999; in force
7. C111 - Discrimination (Employment and Occupation) Convention, 1958 (entry into force: 15 Jun 1960)	r: 22 Jun 1972; in force	r: 3 Jun 1960; in force	r: 7 Jun 1999; in force	r: 19 Sep 1974; in force	r: 17 Nov 1960; in force.	r: 26 Sep 2000; in force	r: 12 Jan 1959; in force	r: 1 Jun 1977; in force				
8. C138 - Minimum Age Convention, 1973 (entry into force: 19 Jun 1976)			r: 7 Jun 1999; in force	r: 30 May 1997; in force	r: 4 Jun 1998; in force	r: 7 Mar 2012; in force	r: 21 Jun 1979; in force	r: 10 Jun 2003; in force	r: 9 Sep 1997; in force	r: 7 Nov 2005; in force		r: 11 May 2004; in force
9. C182 - Worst Forms of Child Labour Convention, 1999 (entry into force: 19 Nov 2000)	r: 12 Mar 2001; in force		r: 28 Mar 2000; in force	r: 3 Jan 2002; in force	r: 28 Nov 2000; in force.	r: 23 Mar 2001; in force	r: 15 Mar 2005; in force	r: 11 Sep 2001; in force	r: 10 Nov 2000; in force	r: 14 Jun 2001; in force		r: 16 Feb 2001; in force
<b>TOTAL (9 TREATIES)</b> <b>*Ratified, applicable, in force;</b> <b>ILO has no “signed-only treaties” like the UN</b>	<b>7</b> <b>(78%)</b>	<b>4</b> <b>(44%)</b>	<b>8</b> <b>(89%)</b>	<b>7</b> <b>(78%)</b>	<b>8</b> <b>(89%)</b>	<b>5</b> <b>(56%)</b>	<b>8</b> <b>(89%)</b>	<b>7</b> <b>(78%)</b>	<b>5</b> <b>(56%)</b>	<b>5</b> <b>(56%)</b>		<b>5</b> <b>(56%)</b>

#### D. Other ILO Treaties (Governance/Technical) Relevant to Migrant Workers

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
1. C001 -Hours of Work (Industry) Convention, 1919 (entry into force: 13 Jun 1921) *Technical convention; interim status.	r: 22 Jun 1972; in force	r: 14 Jul 1921; in force					r: 26 Jun 1951; in force	r: 1 Jun 1977; in force				
2. C002 - Unemployment Convention, 1919 (entry into force: 14 Jul 1921) <b>[RECRU]</b> *Technical convention; interim status.												
3. C003 - Maternity Protection Convention, 1919 (entry into force: 13 Jun 1921) *Technical convention; interim status; revised by C103 (1952) and C183 (2000).												
4. C014 - Weekly Rest (Industry) Convention, 1921 (entry into force: 19 Jun 1923) *Technical convention; up-to-date	r: 22 Jun 1972; in force	r: 11 May 1923; in force		r: 10 Dec 1986; in force		r: 11 Jun 1981; in force	r: 26 Jun 1951; in force	r: 26 Jul 1962; in force				r: 5 Apr 1968; in force
5. C019 - Equality of Treatment (Accident Compensation)	r: 22 Jun 1972; in force	r: 30 Sep 1927; in force	r: 12 Jun 1950; in force		r: 26 Apr 1994; in force		r: 5 May 1958;	r: 1 Jun 1977; in		r: 25 Oct 1965; in force		r: 5 Apr 1968; in force

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
Convention, 1925 (entry into force: 8 Sep 1926) <b>[MBR]</b> *Technical convention; interim status.							in force	force				
6. C026 - Minimum Wage-Fixing Machinery Convention, 1928 (entry into force: 14 Jun 1930) *Technical convention; interim status.		r: 10 Jan 1955; in force						r: 26 Jul 1962; in force				
7. C081 - Labour Inspection Convention, 1947 (entry into force: 7 Apr 1950) *Governance/priority convention; up-to-date.	r: 22 Jun 1972; in force	r: 7 Apr 1949; in force	r: 29 Jan 2004; in force			r: 11 Jun 1981; in force	r: 7 Jun 1955; in force	r: 26 Jul 1962; in force	r: 1 Jul 1963; in force	r: 25 Oct 1965; in force		
8. P081 - Protocol of 1995 to the Labour Inspection Convention, 1947 (entry into force: 09 Jun 1998) *Governance/priority convention; up-to-date.												
9. C088 - Employment Service Convention, 1948 (entry into force: 10 Aug 1950) <b>[RECRU]</b> *Technical convention; interim status.		r: 24 Jun 1959; in force	r: 8 Aug 2002; in force		r: 29 Dec 1953; in force		r: 21 Aug 1959; in force	r: 1 Jun 1977; in force	r: 6 Jun 1974; in force	r: 25 Oct 1965; in force		r: 26 Feb 1969; in force
10. C095 - Protection of Wages Convention, 1949 (entry into force: 24 Sep					r: 29 Dec 1953; in force		r: 12 Jan 1959;	r: 1 Jun 1977; in				

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
1952) [RECRU] *Technical convention; up-to-date							in force	force				
11. C096 – Fee-Charging Employment Agencies Convention (Revised), 1949 (entry into force: 18 Jul 1951) [MBR] [RECRU] *Technical convention; interim status; updates C34; revised by C181	r: 22 Jun 1972; in force											
12. C097 - Migration for Employment Convention (Revised), 1949 (entry into force: 22 Jan 1952) [MBR] [RECRU] *Technical convention; up-to-date; revises C66.					r: 21 Apr 2009; in force		r: 30 Mar 1953; in force					
13. C102 - Social Security (Minimum Standards) Convention, 1952 (entry into force: 27 Apr 1955) *Technical convention; up-to-date; updated by C157.							r: 16 Dec 1955; in force					
14. C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (entry into force: 23 Apr 1964) *Technical convention; interim status; revises							r: 15 Jan 1964; in force					

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
C82.												
15. C118 - Equality of Treatment (Social Security) Convention, 1962 (entry into force: 25 Apr 1964) *Technical convention; up-to-date; updated by C157.					r: 26 Apr 1994; in force							
16. C121 - Employment Injury Benefits Convention, 1964 (entry into force: 28 Jul 1967) *Technical convention; up-to-date												
17. C122 - Employment Policy Convention, 1964 (entry into force: 15 Jul 1966) *Governance/priority convention; up-to-date		r: 17 Nov 1998; in force			r: 13 Jan 1976; in force		r: 26 Jan 1970; in force	r: 1 Jun 1977; in force				r: 26 Feb 1969; in force
18. C131 - Minimum Wage Fixing Convention, 1970 (entry into force: 29 Apr 1972) *Technical convention; up-to-date				r: 19 Sep 1974; in force				r: 1 Jun 1977; in force				
19. C132 - Holidays with Pay Convention (Revised), 1970 (entry into force: 30 Jun 1973) *Technical convention;												

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
interim status; revises C52; updates C101.												
20. C135 - Workers' Representatives Convention, 1971 (entry into force: 30 Jun 1973) *Technical convention; up-to-date												
21. C142 - Human Resources Development Convention, 1975 (entry into force: 19 Jul 1977) *Technical convention; up-to-date		r: 25 Mar 2009; in force					r: 21 Jun 1979; in force	r: 23 Feb 2000; in force				
22. C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (entry into force: 9 Dec 1978) <b>[MBR] [RECRU]</b> *Technical convention; up-to-date; revises C21 (shelved), C66 (withdrawn).					r: 14 Sep 2006; in force							
23. C150 - Labour Administration Convention, 1978 (entry into force: 11 Oct 1980) *Technical convention; up-to-date							r: 7 Dec 1979; in force	r: 4 Apr 2005; in force				
24. C155 - Occupational Safety and Health						r: 9 Sep						

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
Convention, 1981 (entry into force: 11 Aug 1983) *Technical convention; up-to-date						2009; in force						
25. P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (entry into force: 09 Feb 2005) *Technical convention; up-to-date												
26. C157 - Maintenance of Social Security Rights Convention, 1982 (entry into force: 11 Sep 1986) <b>[MBR]</b> *Technical convention; up-to-date; revises C48 (shelved); updates C102, C118.					r: 26 Apr 1994; in force							
27. C158 - Termination of Employment Convention, 1982 (entry into force: 23 Nov 1985) *Technical convention; 'no conclusion' status												
28. C167 - Safety and Health in Construction Convention, 1988 (entry into force: 11 Jan 1991) *Technical convention;												



Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
up-to-date												
29. C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (entry into force: 17 Oct 1991) *Technical convention; up-to-date; revises C44 (shelved).												
30. C172 - Working Conditions (Hotels and Restaurants) Convention, 1991 (entry into force: 7 Jul 1994) *Technical convention; up-to-date								r: 23 Feb 2000; in force				
31. C181 - Private Employment Agencies, 1997 (entry into force: 10 May 2000) <b>[MBR]</b> <b>[RECRU]</b> *Technical convention; up-to-date; revises C96.							r: 4 Oct 2012; in force					
32. C183 - Maternity Protection Convention, 2000 (entry into force: 7 Feb 2002) *Technical convention; up-to-date; revises C103 (obsolete)												
33. MLC - Maritime Labour Convention, 2006 (entry	r: 6 Nov 2014; in	r: 9 Oct 2015			r: 20 Aug 2012; in			r: 18 Feb	r: 20 Aug	r: 15 Jun 2011; in		

Other Relevant ILO Treaties (Technical / Governance)	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrai n	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
into force: 20 Aug 2013) <b>[MBR]</b> *Technical convention; up-to-date	force				force			2013; not in force	2013; in force	force		
34. C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (entry into force: 20 Feb 2009) *Technical convention; up-to-date; updates C155.			r: 31 Aug 2015						r: 7 Jun 2012; in force	r: 11 Jun 2012; in force		r: 23 Mar 2016
35. C189 - Decent Work for Domestic Workers, 2011 (entry into force: 5 September 2013) <b>[MBR]</b> <b>[RECRU]</b> *Technical convention; up-to-date					r: 5 Sep 2012; in force							
<b>TOTAL [35 TREATIES]</b> *ratified, applicable, in force	<b>7</b> <b>(20%)</b>	<b>10</b> <b>(29%)</b>	<b>4</b> <b>(11%)</b>	<b>2</b> <b>(6%)</b>	<b>10</b> <b>(29%)</b>	<b>3</b> <b>(9%)</b>	<b>14</b> <b>(40%)</b>	<b>13</b> <b>(37%)</b>	<b>5</b> <b>(14%)</b>	<b>5</b> <b>(14%)</b>		<b>5</b> <b>(14%)</b>

## E. Summary: UN and ILO Treaties Ratified/Applicable/In force

Treaties (Conventions & Protocols) Ratified, Notified, Signed, In Force	Total # of Treaties	Bangla- desh	India	Indo- nesia	Nepal	Philip- pines	Bahrain	Israel	Leba- non	Malay- sia	Singa- pore	Tai- wan	Thai- land
1. UN core treaties (conventions & protocols) – see Table A	18 (9 protocols)	12 (67%)	10 (56%)	12 (67%)	13 (72%)	14 (78%)	9 (50%)	9 (50%)	12 (67%)	5 (28%)	4 (22%)		12 (67%)
2. Other UN treaties relevant to migrants/mobile populations – see Table B	11 (4 protocols)	5 (45%)	8 (73%)	6 (55%)	5 (45%)	11 (100%)	6 (55%)	10 (91%)	4 (36%)	4 (36%)	4 (36%)		4 (36%)
3. ILO fundamental treaties – see Table C	9 (1 protocol)	7 (78%)	4 (44%)	8 (89%)	7 (78%)	8 (89%)	5 (56%)	8 (89%)	7 (78%)	5 (56%)	5 (56%)		5 (56%)
4. Other ILO treaties (relevant to migrants) – see Table D	35 (2 protocols)	7 (20%)	10 (29%)	4 (11%)	2 (6%)	10 (29%)	3 (9%)	14 (40%)	13 (37%)	5 (14%)	5 (14%)		5 (14%)
5. All UN treaties relevant to migrants (Tables A & B)	29 (13 protocols)	17 (59%)	18 (62%)	18 (62%)	18 (62%)	25 (86%)	15 (52%)	19 (66%)	16 (55%)	9 (31%)	8 (28%)		16 (55%)
6. All ILO treaties relevant to migrants (Tables C & D)	44 (3 protocols)	14 (32%)	14 (32%)	12 (27%)	9 (20%)	18 (41%)	8 (18%)	22 (50%)	20 (45%)	10 (23%)	10 (23%)		10 (23%)
7. All UN & ILO treaties relevant to migrants (Tables A, B, C, D)	73 (16 protocols)	31 (42%)	32 (44%)	30 (41%)	27 (37%)	43 (59%)	23 (32%)	41 (56%)	36 (49%)	19 (26%)	18 (25%)		26 (36%)
8. All UN & ILO treaties relevant to recruitment (marked “[RECRU]” in all tables, above)	13 (2 protocols)	4 (31%)	4 (31%)	5 (38%)	2 (15%)	9 (69%)	3 (23%)	7 (54%)	5 (38%)	5 (38%)	3 (23%)		4 (31%)
9. All UN & ILO treaties that are in the MFA “Migrant Bill of Rights” (marked “[MBR]” in all tables, above)	25 (12 UN; 5 protocols) (13 ILO; 1 protocol)	14 (56%)	11 (44%)	14 (56%)	11 (44%)	21 (84%)	9 (36%)	13 (52%)	12 (48%)	6 (24%)	6 (24%)		11 (44%)

### Sources:

\*Office of the High Commissioner for Human Rights (OHCHR) website, Human Rights Bodies section

(<http://www.ohchr.org/EN/HRBodies/Pages/HumanRightsBodies.aspx>); last accessed 30 June 2014.

\*United Nations. United Nations Treaty Collection (<http://treaties.un.org/Home.aspx?lang=en>); “Status of Treaties” tab; last accessed 30 June 2014.

\*ILO. Normlex homepage (<http://www.ilo.org/dyn/normlex/en/f?p=1000:1:0::NO:::>); last accessed 30 Apr 2016.

\*International Labour Office. International Labour Standards on Migrant Workers’ Rights: Guide for Policymakers and Practitioners in Asia and the Pacific. Bangkok: International Labour Organization, 2007.

**APPENDIX 2:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**DEMOGRAPHIC PROFILE OF RESPONDENTS (ORIGIN & DESTINATION SURVEYS)**

*These statistics describe the basic characteristics (demographic profile) of ALL the respondents of the origin country survey as well as the destination country survey.*

Demographics	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Countries surveyed	<ul style="list-style-type: none"> <li>5 countries surveyed: <ul style="list-style-type: none"> <li>-Bangladesh (46.1% of respondents);</li> <li>-India (13.9%);</li> <li>-Indonesia (12.4%);</li> <li>-Nepal (22.6%);</li> <li>-Philippines (5.1%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Overall, the majority of respondents in the countries surveyed are women (53.0%);</li> <li>-Women respondents are the majority in: Bangladesh (62.1%); Indonesia (90.9%); Philippines (93.2%). Men are the majority in: India (86.1%), Nepal (70.4%).</li> </ul> </li> <li>Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>6 countries surveyed: <ul style="list-style-type: none"> <li>-Bahrain (9% of respondents);</li> <li>-Lebanon (10%);</li> <li>-Malaysia (8%);</li> <li>-Singapore (9%);</li> <li>-Taiwan (32%);</li> <li>-Thailand (32%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Overall, majority of respondents (59.3%) are women;</li> <li>-Women respondents are the majority in: Lebanon (85.5%); Malaysia (78.0%); Singapore (64.8%); Taiwan (61.6%); Thailand (51.0%).</li> </ul> </li> <li>Source files: d1-freq01...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Gender	<ul style="list-style-type: none"> <li>Majority: female (53.0%);</li> <li>-male (46.7%);</li> <li>-others (0.3%).</li> <li>Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>Majority of respondents: female (59.3%); male (40.4%); others (0.3%).</li> <li>Source file: d1-freq01...</li> </ul>
Highest level of education	<ul style="list-style-type: none"> <li>Plurality: primary/elementary education (46.6%);</li> <li>-secondary (27.6%);</li> <li>-no formal education (13.1%);</li> </ul>	<ul style="list-style-type: none"> <li>Plurality: university/college or higher (35.5%);</li> <li>-up to secondary (32.0%);</li> <li>-up to primary/elementary (23.3%);</li> </ul>

Demographics	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-university or higher (10.4%);</li> <li>-vocational/technical (2.3%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women respondents are the majority in the following categories: those with no formal education (68.4%); primary/elementary education (65.9%). Men are the majority in the following categories: those with vocational/technical education (65.0%); secondary/junior high school (67.2%); university (59.8%); post-graduate education (87.5%).</li> </ul> </li> <li>• Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>-no formal education (5.7%);</li> <li>-vocational/technical (3.5%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women respondents are the majority across almost all levels of education: no formal education (58.5% of respondents); vocational/technical education (55.0%); secondary/junior HS (57.2%); university/college (69.8%); post-graduate (92.9%). Male respondents have a very slight majority (50.4%) among those with elementary/primary education.</li> </ul> </li> <li>• Source files: d1-freq01...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Marital status	<ul style="list-style-type: none"> <li>• Majority: married/living with spouse or partner (76.4%);</li> <li>-single/never married (16.9%);</li> <li>-widowed, divorced or separated (6.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority among those who are single/never married (63.5%). Women are the majority in the following categories: married/living with partner (53.3%); widowed (95.2%); divorced/separated (97.4%).</li> </ul> </li> <li>• Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>• Majority: single/never married (50.6%);</li> <li>-married/living with spouse or partner (42.6%);</li> <li>-widowed, separated or divorced (6.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across almost all categories of marital status: single/never married (64.1%); widowed (89.5%); divorced/separated (85.7%). Males have a slight majority (50%) among those married/living with partner.</li> </ul> </li> <li>• Source files: d1-freq01...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Age	<ul style="list-style-type: none"> <li>• Average: 34.1 years old;</li> <li>• Majority of respondents (58.5%) are below the average age.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men respondents are slightly older than women (33.8 average age for women, vs. 34.5 for men).</li> </ul> </li> <li>• Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>• Average: 31.8 years old;</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Average age of female and male respondents are nearly the same, with females being very slightly older at 31.78 years, compared to males at 31.69.</li> </ul> </li> <li>• Source files: d1-freq01...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>

Demographics	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# People regularly supported (financially)	<ul style="list-style-type: none"> <li>• Average: 4.1 persons (i.e. 4 to 5 people);</li> <li>• 19.2% of respondents have no (zero) dependents;</li> <li>• Range: 0 to 25 persons.</li> <li>-Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women regularly supported more people (4.3 persons) than men (3.8 people).</li> </ul> </li> <li>• Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>	<ul style="list-style-type: none"> <li>• Average: 3.3 persons (i.e. between 3 to 4 people);</li> <li>• 21% of respondents have no (zero) dependents;</li> <li>• Range: 0 to 23 persons.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, female and male respondents regularly support almost the same number of dependents (3.30 and 3.34 people, respectively).</li> </ul> </li> <li>• Source files: d1-freq01...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>

**APPENDIX 3:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**JOB/INCOME CONTEXT & WORKING CONDITIONS OF RESPONDENTS IN THE ORIGIN SURVEY**  
**(PAST/CURRENT JOB IN THE ORIGIN COUNTRY OR ABROAD)**

*The statistics in this appendix describe the general job/livelihood context and working conditions of the respondents in the origin country survey. We want to study some of the economic motivations of the respondents in deciding to work abroad.*

*In processing the data on the working conditions/job context of the origin survey respondents, we needed to cluster the respondents in two, owing to the significantly different context of the jobs in the home country, and the jobs abroad. The two clusters are: (1) respondents whose current/last jobs are/were in the home country; and (2) respondents whose last/current jobs are/were abroad. The results are gender-disaggregated.*

**1. Location of last/current job (all respondents of the origin survey)**

General statistics	ORIGIN SURVEY
	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>
Location of current/last job: home country or abroad?	<ul style="list-style-type: none"> <li>Majority: Abroad (72.4%); here (27.6%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority in both categories: those whose last jobs were in the origin country (71.9%), and those whose jobs were located abroad (50.7%). The latter category shows that women respondents constituted nearly half (48.8%) of those whose last jobs were abroad.</li> </ul> </li> <li>Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Location of current/last job (if job is/was abroad) - Name of country	<ul style="list-style-type: none"> <li>Top countries (% of respondents who cited this location; descending order):</li> <li>UAE (15.9%); Saudi Arabia (11.9%); Malaysia (11.6%); Lebanon (10.8%); Kuwait (8.2%); Oman (7.9%); Qatar (6.8%); Jordan (5.9%); Singapore (3.7%); Bahrain (1.4%); Japan (1.4%).</li> <li>Source file: o-freq02g-q07to28toq77-past-current-abroad only2</li> </ul>
Location of current/last job (if job is/was abroad) - Global/Asian region	<ul style="list-style-type: none"> <li>Global/Asian regions (% of respondents who cited this location; descending order): Asia: West or Middle East (70.8%); Asia: Southeast (15.3%); Asia: East (2.0%); Africa (1.1%); Europe (1.1%); Asia-South (1.1%).</li> <li>Source file: o-freq02g-q07to28toq77-past-current-abroad only2</li> </ul>

## 2. Job/Income context and working conditions of the origin survey respondents (those with jobs at home vs. those with jobs abroad)

As explained above, the following statistical results are presented in two clusters: those whose last/current jobs are in the home country, and those whose last/current jobs are abroad. The results are gender-disaggregated.

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
# Respondents	<ul style="list-style-type: none"> <li>140 respondents</li> </ul>	<ul style="list-style-type: none"> <li>353 respondents</li> </ul>
Main source of income	<ul style="list-style-type: none"> <li>Majority: Income from regular employment/wage (61.4%); -income from self employment (16.4%); -irregular income (irregular job) (13.6%); -no income (no employment) (8.6%).</li> <li>Gender disaggregation: -Women are the majority among those with no income/unemployed (58.3%). Men are the majority among those: with regular wage income (75.3%); income from self-employment (82.6%); irregular income/no steady job (63.2%).</li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Income from regular employment/wage (68.9%); -no income (no employment) (14.5%); -income from self employment (13.7%); -irregular income (irregular job) (2.8%);</li> <li>Gender disaggregation: -Women are the majority among those with income from regular wage/employment (53.5%), and those with no income/unemployed (54.9%). -Men are the big majority among those with income from self-employment (70.8%), irregular income/no steady job (70.0%).</li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Current employment status	<ul style="list-style-type: none"> <li>Majority: Currently employed: regular paid job (54.3%); -recently unemployed (30.7%); -long-term unemployed (7.9%); -currently self-employed (4.3%); -current unsteady/ irregular job (2.9%).</li> <li>Gender disaggregation: -Women are the majority among those who with long term unemployment (63.6%). Men are the majority among those with current regular job (73.7%), recently</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Recently unemployed (58.6%); -currently employed: regular paid job (19.8%); -long-term unemployed (18.7%); -currently self-employed (2.5%); -current unsteady/ irregular job (0.3%).</li> <li>Gender disaggregation: -Men are the big majority for those with current, regular jobs (76.8%); current unsteady/irregular job (100%). They are the slight majority for those who have been long-term</li> </ul>



Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>resigned/unemployed (83.3%), current unsteady/irregular job (75.0%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<p>unemployed (51.5%), and those with current self-employment (66.7%).</p> <p>-Women are the majority for those recently resigned/unemployed (60.9%). They are slightly just below half of those who are long-term unemployed (48.5%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Type of job (ISCO-88 classification)	<ul style="list-style-type: none"> <li>Type of job (elementary or not): Majority - Non-elementary jobs (72.7%); elementary jobs (27.3%).</li> <li>Type of job (DW or not): Majority - Non-DW (95.0%); domestic work (5.0%).</li> <li>Top jobs: <ul style="list-style-type: none"> <li>-elementary-laborer (17.1%);</li> <li>-driver (16.4%);</li> <li>-building finisher (11.4%);</li> <li>-professionals (7.9%);</li> <li>-sales (7.9%);</li> <li>-trades (5.0%);</li> <li>-elementary-DW/cleaner (4.3%);</li> <li>-machine operator (2.9%);</li> <li>-housekeeping &amp; restaurant service workers (2.1%);</li> <li>-personal care (2.1%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority in both categories: those who are in elementary jobs (71.9%), and those who have non-elementary jobs (76.1%).</li> <li>-All those in DW jobs are women (100%); men are the big majority (78.3%) among those with non-DW jobs.</li> <li>-Jobs where women are the majority: elementary-building cleaner/caretaker (100%); elementary-DW (100%); personal</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Type of job (elementary or not) : Majority - Elementary jobs (73.3%); non-elementary jobs (26.7%).</li> <li>Type of job (DW or not): Majority - Non-DW (51.8%); domestic work (48.2%).</li> <li>Top jobs: <ul style="list-style-type: none"> <li>-elementary-DW/cleaner (42.5%);</li> <li>-elementary-laborer (17.6%);</li> <li>-driver (4.2%);</li> <li>-elementary-building caretaker (3.7%);</li> <li>-housekeeping &amp; restaurant service workers (3.7%);</li> <li>-building finisher (2.8%);</li> <li>-sales (2.3%);</li> <li>-trades (2.0%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority for those with elementary jobs (69.2%); men are the big majority for those with non-elementary jobs (90.4%);</li> <li>-Women are the overwhelming majority for those with DW jobs (95.3%); men are the big majority for those with non-DW jobs (85.6%).</li> <li>-Top jobs: Women are the majority in the following job categories – Other professionals-entertainers (100%); elementary-building cleaner/ caretaker (69.2%); elementary-</li> </ul> </li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>care/caregiver/ childcare / beautician (100%); teaching professionals (100%).</p> <p>-Jobs where men are the majority: building finisher/ mason / painter / carpenter/ etc. (100%); driver (95.7%); electrical/electronic/car mechanic/ technician/ repairer (100%); elementary-laborer (91.7%); health professional/ nursing (100%); restaurant worker/ waiter/ cook / housekeeping (66.7%); machine operator (100%); professionals: legal, social science, economic, business, religious (63.6%); salespersons (63.6%); trades: printing, wood, ceramics, garments, leather, food, etc. (57.1%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<p>DW/cleaner/laundrer (95.3%); health professionals, including nurse/midwife (100%); personal care worker/caregiver/child care/beautician (100%).</p> <p>-Top jobs: Men are the majority in the following job categories -- building finisher/ carpenter/ painter/ mason/etc. (100%); computing associates, architects, engineers, etc. (100%); driver (100%); electrical/electronic/car technician, repairer mechanic (100%); elementary-garbage collector/sweeper (100%); elementary-laborer (91.8%); elementary-messenger/doorkeeper/porter/etc. (100%); fishery/forestry worker (100%); restaurant, housekeeping services, cook, waiter, bartender (100%); machine operator (100%); market-oriented grower, gardener (100%); metal molder/welder/blacksmith (100%); professional: legal, economics, social sciences, business, religious (100%); salespersons (75%); teaching professionals (100%); trades: printing, wood, leather, shoes, garments, food, bakery (100%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Is this job current or past?	<ul style="list-style-type: none"> <li>All respondents here have/had jobs located in home country -- of which: 61.4% have current (ongoing) jobs; 38.6% had past (ended) jobs.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (71.9%) of respondents whose jobs are/were in the home country.</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>All respondents here have/had jobs located abroad -- of which: 83.6% had past (ended) jobs; 16.4% have current (ongoing) jobs.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men and women are evenly split (50%) among respondents whose jobs are/were abroad.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Job is/was renewable?	<ul style="list-style-type: none"> <li>Plurality: Regular, renewable (46.8%); -temporary, renewable (37.9%);</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Regular, renewable (58.7%); -temporary, renewable (25.1%);</li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<ul style="list-style-type: none"> <li>-temporary, not renewable (12.1%);</li> <li>-others (3.2%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority in all categories: those with regular/renewable jobs (75.9%), with temporary/contractual but renewable jobs (69.6%), with temporary and non-renewable jobs (93.3%).</li> </ul> </li> <li>• Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>-temporary, not renewable (14.6%);</li> <li>-others (1.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority for those with regular jobs (58.2%). Women are the majority for those with temporary/renewable jobs (69.6%); and temporary but non-renewable jobs (69.6%).</li> </ul> </li> <li>• Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Written employment contract	<ul style="list-style-type: none"> <li>• Majority: No written contract (75.8%); has written contract (24.2% of respondents);</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority among those with written job contracts (54.8%); men are the big majority (83.3%) among those with no written employment contracts in the jobs in the home country.</li> </ul> </li> <li>• Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>• Majority: Have written contract (74.4%); no written contract (25.6% of respondents);</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (55.8%) for those with written contracts. Men are the majority for those without written contracts (60.2%).</li> </ul> </li> <li>• Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Contract period	<ul style="list-style-type: none"> <li>• Majority: No definite length (55.0%);</li> <li>-has definite length (23.4% of respondents);</li> <li>-don't know (21.6%);</li> <li>• Average length: 28.0 months;</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority among those whose contracts have no definite length/period (81.7%); and those who don't know the period of their contract (70.8%). Men and women are evenly split among those whose contracts have definite length (50%).</li> <li>-On average, women have slightly longer contract periods than men (29 months for women vs. 27 months for men).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Majority: Has definite length (73.7%);</li> <li>-no definite length (13.9% of respondents);</li> <li>-don't know (12.3%);</li> <li>• Average length: 27.0 months;</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (79.1%) for those with contracts with no definite length; they are also the majority (56.4%) for those who do not know the length/period of their contract. Women are the majority (60.5%) for those whose contracts have a definite length.</li> <li>-On average, men had longer contracts than women (25.0 years for women vs. 29.8 years for men).</li> </ul> </li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Length of service (# years worked in this job)	<ul style="list-style-type: none"> <li>Average: 6.2 years; 42.0% of respondents have worked in this job for longer than this average period;</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men stayed longer in their jobs than women (6.6 years for men vs. 5.6 years for women).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Average: 4.7 years; 34.6% of respondents have worked in this job for longer than this average period;</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men stayed longer in their job than women (4.2 years for women vs. 5.5 years for men).</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Monthly pay	<ul style="list-style-type: none"> <li>Average: USD 152.0/month; majority (63.2%) of respondents have wages below this average;</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women have slightly higher monthly pay than men (USD155.04 for women vs. USD151.50 for men).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Average: USD 306.3/month; majority (69.3%) of respondents have wages below this average.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men got significantly higher monthly pay than women (USD231.3 for women vs. USD 396.4 for men).</li> </ul> </li> <li>Disaggregation by origin country (in the survey only): Bangladesh: USD280.9 per month; India: USD 344.0; Indonesia: USD 921.1; Nepal: USD 286.5; Philippines: USD 582.9.</li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2; o-summ04-scorecards-wcond-job abroad-past-now-values-zcores1</li> </ul>
# Hours worked per day	<ul style="list-style-type: none"> <li>Average: 9.8 hours/day; more than 46% of respondents have working hours longer than this average;</li> <li>Half (51.3%) of respondents worked 8 or less hours/day;</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women worked slightly longer than men (10.8 hours per day for women vs. 9.4 hours per day for men).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-</li> </ul>	<ul style="list-style-type: none"> <li>Average: 12.5 hours/day; 37.4% of respondents have working hours longer than this average;</li> <li>21.9% of respondents worked 8 hours or less per day;</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women worked significantly longer hours than men (14.4 hours/day for women vs. 10.4 hours/day for men).</li> </ul> </li> <li>Disaggregation by origin country (in the survey only):</li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	freq02eparam1...past-current-home only-GENDER2.	<p>Bangladesh: 12.5 hours/day; India: 10.6 hours/day; Indonesia: 8.5 hours/day; Nepal: 10.4 hours/day; Philippines: 13.04 hours/day.</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2; o-summ04-scorecards-wcond-job abroad-past-now-values-zcores1</li> </ul>
# Days off per week	<ul style="list-style-type: none"> <li>Average: 0.92 days off per week; or 1 day off every 7.6 days;</li> <li>Majority (72.7%) of respondents have 1 or more days off per week;</li> <li>Majority (63.6% of respondents) have 1 day off per week;</li> <li>More than a quarter (27.3%) have no (zero) days off per week.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women got less days off than men (0.71 days/week for women vs. 1.0 day per week for men). Since men get the standard 1 day off per week, this means that women do not get their weekly days off.</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Average: 0.71 days off per week; or 1 day off every 9.9 days;</li> <li>Majority (56.9%) of respondents have 1 or more days off per week;</li> <li>Half (49.8% of respondents) have 1 day off/week;</li> <li>40.7% of respondents have no (zero) days off/week.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women had much less days off per week than men (0.34 days/week for women vs. 1.15 days for men). Indeed, women got only 1 or 2 days off each month, far below the one-per-week international standard; in contrast, the men got more than 1 day off per week.</li> </ul> </li> <li>Disaggregation by origin country (in the survey only): Bangladesh: 2.60 days/mo; India: 4.66 days/mo; Indonesia: 4.0 days/mo; Nepal: 3.52 days/mo; Philippines: 2.76 days/mo.</li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2; o-summ04-scorecards-wcond-job abroad-past-now-values-zcores1</li> </ul>
Public holidays	<ul style="list-style-type: none"> <li>Majority: No holidays (54.0%);</li> <li>-got some holidays (26.2%);</li> <li>-got all holidays (19.8%).</li> <li>Gender disaggregation:</li> </ul>	<ul style="list-style-type: none"> <li>Majority: No holidays (68.2%);</li> <li>-got all holidays (16.4%);</li> <li>-got some holidays (15.4%).</li> <li>Gender disaggregation:</li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>-Men are the big majority across all categories: those who got all public holidays (72.0%); those who got some of the public holidays (84.4%), and those who didn't get any public holiday (70.6%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<p>-Men are the big majority (82.7%) for those who got all the public holidays, and those who got some of the holidays (75.5%). Women are the majority (68.2%) for those who did not get any holidays.</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Accident/life insurance	<ul style="list-style-type: none"> <li>Majority: No accident/ life insurance (76.4%); -yes: have insurance (15.0%); -don't know (8.7%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority among those who have life/accident insurance coverage (78.9%), and those without (74.0%). Women are the majority among those who don't know if they have life/accident insurance (54.5%).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: No accident/ life insurance (62.8%); -yes: have insurance (21.8%); -don't know (15.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (77.5%) for those with life/accident insurance; they are also the majority (52.0%) for those who do not know if they have life/accident insurance. Women are the majority (64.0%) for those with no life/accident insurance.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Health / medical insurance	<ul style="list-style-type: none"> <li>Majority: No health/ medical insurance (79.1%); -yes: have insurance (10.9%); -don't know (10.1%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority across all categories: those with health/medical insurance (64.3%), those without (76.2%), and those who don't know if they are covered (53.8%).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: No health/ medical insurance (63.1%); -yes: have insurance (22.6%); -don't know (14.3%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (77.0%) for those with health/medical insurance. Women are the majority for those without health/medical insurance (63.1%), or those who don't know if they are covered by such insurance (53.2%).</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Retirement scheme	<ul style="list-style-type: none"> <li>Majority: Not covered by retirement scheme (80.6%); -don't know (16.3%);</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Don't know (53.7%); -not covered by retirement scheme (42.2%);</li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<ul style="list-style-type: none"> <li>-fully paid by employer (0.8%);</li> <li>-partly paid by employer (0.8%);</li> <li>-I pay fully (1.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority across all categories: those covered by retirement scheme fully or partly paid by employer (100%), those who are not covered (71.8%), and those who don't know (71.4%).</li> </ul> </li> <li>• Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>-fully paid by employer (1.9%);</li> <li>-partly paid by employer (1.2%);</li> <li>-I pay fully (0.9%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority for those covered by retirement scheme fully or partially paid by the employer (83.3% and 75.0%, respectively). They are also the majority for those not covered by retirement scheme (66.2%). Women are the majority for those who do not know if they have retirement protection (69.9%).</li> </ul> </li> <li>• Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Freedom of movement	<ul style="list-style-type: none"> <li>• Majority: Fully free to move (66.1%);</li> <li>-generally free (16.5%);</li> <li>-no freedom (10.2%)</li> <li>-severely restricted (7.1%);</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority among those who have full freedom of movement (81.0%), and those with general freedom of movement (85.0%). Women are the majority among those with severely restricted movement (55.6%), and the big majority among those with no freedom of movement (84.6%).</li> </ul> </li> <li>• Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>• Plurality: No freedom (32.1%);</li> <li>-severely restricted (30.6%);</li> <li>-fully free to move (25.3%);</li> <li>-generally free (12.0%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority for those who have full freedom of movement (87.7%); they are also the majority for those who have general freedom of movement (53.8%). Women are the big majority for those with severe restrictions on movement (81.8%), and for those with no freedom at all (57.7%).</li> </ul> </li> <li>• Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Freedom to communicate	<ul style="list-style-type: none"> <li>• Majority: Fully free to communicate (74.8%);</li> <li>-generally free (17.3%);</li> <li>-severely restricted (3.9%);</li> <li>-no freedom (3.9%).</li> <li>• Gender disaggregation:</li> </ul>	<ul style="list-style-type: none"> <li>• Plurality: Fully free to communicate (37.4%);</li> <li>-severely restricted (29.6%);</li> <li>-generally free (21.7%);</li> <li>-no freedom (11.3%).</li> <li>• Gender disaggregation:</li> </ul>



Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>-Men are the big majority among those with full freedom of communication (78.9%); they are the majority among those with general freedom to communicate (61.9%), and those severely restricted by employer (60%). Women are the overwhelming majority among those with no freedom/prohibited by employer to communicate (100%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<p>-Men are the big majority for those who have full freedom to communicate (75.6%). Women are the majority for those with general freedom to communicate (53.6%); they are the big majority (85.1%) for those with severe restrictions on communication, as well as those who have no freedom of communication at all (63.9%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Freedom to join unions/ organizations	<ul style="list-style-type: none"> <li>Majority: Prohibited by employer/ government (54.4%); free to join (45.6%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority across all categories: those with freedom to join unions/organizations (78.6%), those with no freedom/prohibited by employers (67.2%), and those prohibited by law/government to join unions/organizations (100%).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Prohibited by employer (80.8%); -prohibited by government/law (10.8%); -free to join (8.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (77.8%) for those with full freedom to join unions/organizations; they are also the majority for those who said they are prohibited by law/government to join unions/organizations. Women are the majority (59.0%) for those prohibited by employers to join unions or organizations.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Freedom to join protests	<ul style="list-style-type: none"> <li>Majority: Prohibited by employer (55.7%); free to join (44.3%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority in both categories: those who can freely join protests/public actions (81.1%), and those who could not/prohibited by employers (66.2%).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Prohibited by employer (79.9%); -prohibited by government/law (13.2%); -free to join (6.9%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (72.7%) for those with full freedom to join protests/public actions, and for those who said they are prohibited by law/government to join such actions (69.0%). Women are the majority (59.6%) for those who said that the employer prohibited them from joining such actions.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-</li> </ul>



Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
		freq02gparam1...past-current-abroad only-GENDER2
Contract (labor) violations: % who filed complaint	<ul style="list-style-type: none"> <li>Majority: did not make complaint (88.6%); made complaint (11.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men and women are evenly split (50%) among those who filed complaints against labor violations. Men are the big majority among those who did not file complaints against labor violations (75.0%).</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: did not make complaint (89.6%); made complaint (10.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men and women are evenly split (48.5%) for those who filed complaints against labor violations. Women are the majority (53.9%) for those who did not file complaints against labor violations.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Physical/ sexual abuses by employer: % who said they experienced abuse	<ul style="list-style-type: none"> <li>Specific abuses: 18.6% of respondents experienced verbal/psycho/emotional abuse (no physical contact); 7.9% experienced physical violence (physical contact); 3.6% experienced sexual harassment (no physical contact); 3.6% suffered sexual abuse (physical contact).</li> <li>Combination of abuses: 26.4% of respondents experienced at least 1 type of abuse: <ul style="list-style-type: none"> <li>-of which: 19.3% experienced 1 type of abuse; 7.1% experienced 2 types of abuses.</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men and women are evenly split (50.0%) among those who experienced verbal/emotional/ psychological abuse (no physical contact). Women are the big majority (72.7%) among those who suffered physical violence (with physical contact).</li> <li>-Women are the majority (60.0%) among those who experienced sexual harassment/ abuse (no physical contact). All the sexual abuse cases with physical contact (100%) happened to the women respondents.</li> <li>-Combination of abuses: Men are the big majority (82.4%)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Specific abuses: 14.7% of respondents experienced verbal/psycho/emotional abuse (no physical contact); 7.9% experienced physical violence (physical contact); 2.3% experienced sexual harassment (no physical contact); 2.3% suffered sexual abuse (physical contact).</li> <li>Combination of abuses: 21.0% of respondents experienced at least 1 type of abuse: <ul style="list-style-type: none"> <li>-of which: 15.3% experienced 1 type of abuse; 5.1% experienced 2 types of abuses; 0.6% experienced 3 types of abuses.</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (50%) for those who experienced verbal/emotional/psychological abuse (no physical contact); they are also the big majority (75.0%) for those who suffered physical violence (with physical contact). Women are an even bigger majority (87.5%) for those who experienced sexual harassment, and those who suffered sexual abuse (with physical contact) (87.5%).</li> <li>-Combination of abuses: Men are the majority for those who did not experience any physical or sexual abuse (52.2%).</li> </ul> </li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>for those who did not suffer any abuse. Men are the slight majority (51.9%) among those who experienced one form of abuse. Women are the big majority (80.0%) among those who suffered two or more forms of abuse.</p> <ul style="list-style-type: none"> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<p>Women and men are evenly split (50%) for those who experienced 1 form of abuse. Women are the big majority for those who experienced two or three forms of abuse (77.8% and 100% respectively).</p> <ul style="list-style-type: none"> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Physical/ sexual abuses by employer: % who complained or sought redress	<ul style="list-style-type: none"> <li>Majority: Did not make complaint (97.6%); made complaint/sought redress (2.4% of respondents).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (66.7%) among those who filed complaint/sought redress against physical/sexual abuses. Men are the big majority (72.5%) among those who did not file complaints/sought redress for the abuses.</li> </ul> </li> <li>Source files: o-freq02e...past-current-home only2; o-freq02eparam1...past-current-home only-GENDER2.</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Did not make complaint (97.2%); made complaint/sought redress (2.8% of respondents).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (55.6%) for those who filed complaints against abuses; they are also the majority (52.9%) for those who did not file complaints against abuses.</li> </ul> </li> <li>Source files: o-freq02g...past-current-abroad only2; o-freq02gparam1...past-current-abroad only-GENDER2</li> </ul>
Reasons why respondent lost/left last job	<ul style="list-style-type: none"> <li>Top reasons (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated: <ul style="list-style-type: none"> <li>(1) Wage, income: low, poor, not sufficient, inadequate; need better income/salary: 32.1% of respondents; the overwhelming majority (97.8%) are men;</li> <li>(2) Job/income (home country): irregular job; unsteady income; unemployed; can't find proper job: 8.6% of respondents; all (100%) are men;</li> <li>(3) Hours of work: long, 'on call', long hours but low pay, unlimited work: 5.7% of respondents; the big majority (75.0%) are men;</li> <li>(4) Resigned/left last job: to go or process new job abroad: 5.0% of respondents; all (100%) are men;</li> <li>(5) Health: illness, sickness, disease; poor health; physically</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Top reasons (% of respondents who cited this among their top 3 reason; descending order); each reason is gender disaggregated: <ul style="list-style-type: none"> <li>(1) Contract: completed, ended, finished; not renewed after contract ended: 31.7% of respondents; the big majority (87.5%) are women;</li> <li>(2) Abuse: physical, verbal, emotional: 5.4% of respondents; the big majority (89.5%) are women;</li> <li>(3) Wage/income problem: low, poor, not sufficient, inadequate; need better income/salary: 4.0% of respondents; the big majority (85.7%) are men;</li> <li>(4) Visa, work permit: expired, ended (but not overstay): 3.4% of respondents; all (100%) are men;</li> <li>(5) Wage: payment problems-underpaid; not paid; not paid on time, delayed; wage cut, reduced: 3.1% of respondents;</li> </ul> </li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	ORIGIN SURVEY
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	<p>unfit; health problems: 4.3% of respondents; evenly split (50%) between women and men;</p> <p>(6) Abuse: physical, verbal, emotional: 3.6% of respondents; the majority (60.0%) are women;</p> <p>(7) Family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 2.9% of respondents; all (100%) are men;</p> <p>(8) Job nature: difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 2.1% of respondents; the majority (66.7%) are women;</p> <p>(9) Wage: payment problems-underpaid; not paid; not paid on time, delayed; wage cut, reduced: 1.4% of respondents; all (100%) are women;</p> <p>(10) Settle down; marry, start family; reunite, stay with/take care of family: 1.4% of respondents; evenly split (50%) between women and men;</p> <p>(11) Contract: completed, ended, finished; not renewed after contract ended: 1.4% of respondents; evenly split (50%) between women and men;</p> <p>(12) Benefits: problems with paid holidays, leaves, days off: extra pay (e.g. overtime), etc.:1.4% of respondents; all (100%) are men.</p> <ul style="list-style-type: none"> <li>Other reasons (cited by less than 1% of respondents; descending order); not gender disaggregated:</li> </ul> <p>(13) Use of force or threat by employer, company, recruiter; forced work, locked up, threatened for complaining;</p> <p>(14) Closure of company, workplace .</p> <ul style="list-style-type: none"> <li>Source files: o-freq05b-multiresponse-several qstns-past-current-home1; o-freq06b-Param1-multiresponse-several</li> </ul>	<p>the big majority (72.7%) are men;</p> <p>(6) Health: illness, sickness, disease; poor health; physically unfit; health problems: 3.1% of respondents; the majority (54.5%) are women;</p> <p>(7) Return, reintegrate: personal reasons-homesick; can't manage; pregnancy; study; rest for a while: 2.5% of respondents; the majority (55.6%) are women;</p> <p>(8) Job nature: difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 2.3% of respondents; the big majority (75.0%) are men;</p> <p>(9) Family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 2.0% of respondents; the big majority (71.4%) are women;</p> <p>(10) Work/living conditions: poor; problems-food/facilities/etc.; harsh, risky work condition; no freedom in workplace: 1.1% of respondents; evenly split (50%) between women and men;</p> <p>(11) Return: sent back home by employer, recruiter, government; sent home due to pregnancy, jealousy, etc.; deported: 1.1% of respondents; the big majority (75.0%) are women;</p> <p>(12) Hours of work: long, 'on call', long hours but low pay, unlimited work: 1.1% of respondents; the big majority (75.0%) are men;</p> <p>(13) Employer: 'not good' (problem not specified); too strict; bad treatment: 1.1% of respondents; all (100%) are women;</p> <p>(14) Abuse: sexual harassment, sexual abuse: 1.1% of respondents; all (100%) are women.</p> <ul style="list-style-type: none"> <li>Other reasons (cited by less than 1% of respondents; descending order); not gender disaggregated:</li> </ul>

Job/Income context & working conditions	ORIGIN SURVEY	
	Respondents whose last/current jobs are/were in the <u>home</u> country	Respondents whose last/current jobs are/were <u>abroad</u>
	qstns-past-current-home-GENDER1	<p>(15) Visa status: undocumented, irregular, overstay;</p> <p>(16) Return, reintegrate: start, build livelihood, business, investment in home country; work/live on income in home country;</p> <p>(17) New, change, transfer employer, company, job, country; find new/better wage, benefits, opportunities;</p> <p>(18) Employer: death; terminated/lost job; financial problem; left/moved out the country;</p> <p>(19) Dismissal; illegal dismissal; contract pre-terminated;</p> <p>(20) Contract: violations, substitution; job/wage not according to contract; no job as promised in contract;</p> <p>(21) Return, reintegrate: settle down; marry, start family; reunite, stay with/take care of family;</p> <p>(22) Legal problems: with company (e.g. complaints vs. respondent); jailed or other legal offenses;</p> <p>(23) Health: injury, accident, safety issues; OSH concerns;</p> <p>(24) Closure of company, workplace;</p> <p>(25) Return, reintegrate: general reasons-too long abroad; not anymore interested/happy/satisfied abroad; chose to go home;</p> <p>(26) Job: qualification problems, overage, lack skills, not satisfy requirements, etc.;</p> <p>(27) Job: none or irregular; can't find new job/employer (after lost job/finished contract); no job opportunity;</p> <p>(28) Host country: adverse society-harsh/unfair laws, restrictions; difficulty: language/culture; high cost; economic crisis.</p> <ul style="list-style-type: none"> <li>• Source files: o-freq05c-multiresponse-several qstns-past-current-abroad1; o-freq06c-Param1-multiresponse-several qstns-past-current-abroad-GENDER1</li> </ul>

### 3. Reasons in going abroad and how the decision was made (all respondents of the origin survey)

Decision-making in working abroad	ORIGIN SURVEY
	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>
Currently processing/arranging to work abroad?	<ul style="list-style-type: none"> <li>Majority: Yes (93.2%); no: ongoing job abroad or currently not planning to go out again (6.8%)</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority among those currently processing their work abroad (57.9%). Men are the big majority among those currently not processing their work abroad (75.4%).</li> </ul> </li> <li>Source files: o-freq01a-q01to06-demogs-all vars-with disaggregs1; o-freq02aparam1...past-current-future-home-abroad-GENDER2</li> </ul>
Is this job the respondent's first job abroad?	<ul style="list-style-type: none"> <li>Majority: No (57.8%); yes (42.2%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both categories: among those who are first-time workers abroad (60.1%), and those who are not first-timers abroad (51.6%).</li> </ul> </li> <li>Source file: o-freq01a-q01to06-demogs-all vars-with disaggregs1</li> </ul>
How decision to go abroad was finalized	<ul style="list-style-type: none"> <li>Majority: I initiated then discussed/prepared with family (65.3%); <ul style="list-style-type: none"> <li>-decided by myself (25.5%);</li> <li>-I was not planning to go; family initiated then we prepared together (4.7%);</li> <li>-opportunity just came; my family and I not able to prepare properly (4.5%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are big majority in the following categories: I initiated, then discussed/prepared with family (73.2%). Men are the majority in the following categories: decided by myself (61.7%); I was not planning; family suggested and we prepared together (62.5%); opportunity just came (0.6%).</li> </ul> </li> <li>Source file: o-freq02aparam1...past-current-future-home-abroad-GENDER2</li> </ul>
Reasons for working abroad	<ul style="list-style-type: none"> <li>Top reasons (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated: <ol style="list-style-type: none"> <li>(1) Earn, get more income, save: general (purpose not specified): cited by 49.2% of respondents; the majority (66.4%) are women;</li> <li>(2) Earn, get more income, save: reduce poverty, financial problems, improve poor economic status: cited by 32.9% of respondents; the big majority (88.0%) are women;</li> </ol> </li> </ul>

Decision-making in working abroad	ORIGIN SURVEY (All respondents)
	<p>(3) Earn, get more income, save: support family, children, myself; social protection, retirement: 29.5% of respondents; the big majority (75.4%) are women;</p> <p>(4) Better life, future; improve quality of life: 13.2% of respondents; the big majority (80.3%) are women;</p> <p>(5) No job or steady income in home country; lack of jobs, opportunities: 6.1% of respondents; the big majority (86.8%) are men;</p> <p>(6) Earn, get more income, save: for education (children, siblings, self): 5.9% of respondents; the majority (51.9%) are men;</p> <p>(7) Get a job, find a better job, better opportunities or working conditions: 5.7% of respondents; the big majority (70.6%) are men;</p> <p>(8) Personal reasons: independence, self-improvement, social status: 4.7% of respondents; which is evenly split (50%0 between women and men;</p> <p>(9) Get experience; experience work/life abroad; new skills/horizons/place: 4.3% of respondents; the majority (63.2%) are women;</p> <p>(10) Earn, get more income, save: pay/repay debts, loans: 4.3% of respondents; the big majority (78.4%) are men;</p> <p>(11) Earn, get more income, save: for house, property, land: 3.4% of respondents; the majority (63.3%) are women;</p> <p>(12) Earn, get more income, save: help parents, siblings, relatives: 3.0% of respondents; the majority (55.6%) are women;</p> <p>(13) Society: contribute to society, community, country: 2.7% of respondents; the big majority (87.5%) are men;</p> <p>(14) Earn, get more income, save: for business, livelihood (start, expand, build): 1.8% of respondents; the big majority (81.2%) are women;</p> <p>(15) Society: general problems in the country (political, socio-economic): 1.7% of respondents; the big majority (73.3%) are men;</p> <p>(16) Personal: social security, retirement, old-age; get married, settle down, have a family: 1.0% of respondents; the big majority (77.8%) are men.</p> <ul style="list-style-type: none"> <li>• Other reasons (cited by less than 1% of respondents; descending order):</li> </ul> <p>(17) Influence, suggestion, pressure from family, friends, peers, etc.: 0.8% of respondents; the big majority (85.7%) are men;</p> <p>(18) Personal: family or relationship problems; leave partner; family crisis; abusive spouse/partner: 0.7% of respondents; the big majority (83.3%) are women.</p> <ul style="list-style-type: none"> <li>• Source files: o-freq05a-multiresponse- several qstns -all origin1; o-freq06a-param1-multiresponse-several qstns-all origin-GENDER1</li> </ul>

Decision-making in working abroad	<b>ORIGIN SURVEY</b> <b>(All respondents)</b>
If respondent had previously worked abroad: reasons for returning home	<ul style="list-style-type: none"> <li>• Top reasons (% of respondents who cited this among their top 3 reasons; descending order); each reason is gender disaggregated:               <ol style="list-style-type: none"> <li>(1) Contract: completed, ended, finished; not renewed after contract ended: 19.9% of respondents; the big majority (87.0%) are women;</li> <li>(2) Wage: payment problems-underpaid; not paid; not paid on time, delayed; wage cut, reduced: 5.2% of respondents; the big majority (80.4%) are men;</li> <li>(3) Wage, income: low, poor, not sufficient, inadequate; need better income/salary: 4.5% of respondents; the big majority (75.0%) are men;</li> <li>(4) Visa, work permit: expired, ended (but not overstay/undocumented): 4.3% of respondents; the big majority (73.0%) are men;</li> <li>(5) Return: family pressure, problem, needs (e.g. marriage, parents, emergencies); miss family, visit family: 3.8% of respondents; the majority (72.7%) are men;</li> <li>(6) Job (abroad): difficult/hard work; monotonous; don't like job; overworked, little rest, too much pressure; exploited: 3.3% of respondents; the big majority (75.9%) are men;</li> <li>(7) Health: illness, sickness, disease; poor health; physically unfit; health problems: 2.9% of respondents; the majority (65.4%) are men;</li> <li>(8) Return, reintegrate: settle down; marry, start family; reunite, stay with/take care of family: 2.7% of respondents; the big majority (79.2%) are men;</li> <li>(9) Abuse: physical, verbal, emotional, etc.: 2.7% of respondents; the big majority (75.0%) are women;</li> <li>(10) Work/living conditions: poor; problems-food/facilities/etc.; harsh, risky work condition; no freedom in workplace: 2.1% of respondents; the big majority (73.7%) are men;</li> <li>(11) Return, reintegrate: start, build livelihood, business, investment in home country; work/live on income in home country: 1.7% of respondents; the big majority (86.7%) are men;</li> <li>(12) Hours of work: long, 'on call', long hours but low pay, unlimited work: 1.6% of respondents; the big majority (85.7%) are men;</li> <li>(13) Contract: violations, substitution; job/wage not according to contract; no job as promised in contract: 1.6% of respondents; the overwhelming majority (92.9%) are men;</li> <li>(14) Return, reintegrate: personal reasons-homesick; can't manage; pregnancy; study; rest for a while: 1.5% of respondents; the majority (61.5%) are men;</li> <li>(15) Closure of company, workplace: 1.5% of respondents; all (100%) are men;</li> <li>(16) Benefits: problems with paid holidays, leaves, days off: extra pay (e.g. overtime); other benefit problems: 1.5% of</li> </ol> </li> </ul>

Decision-making in working abroad	<b>ORIGIN SURVEY</b> <b>(All respondents)</b>
	<p>respondents; all (100%) are men;</p> <p>(17) Visa status: undocumented, irregular, overstay: 1.1% of respondents; the overwhelming majority (90.0%) are men;</p> <p>(18) Employer: 'not good' (problem not specified); too strict; bad treatment: 1.1% of respondents; the big majority (70.0%) are women;</p> <p>(19) Host country: adverse society-harsh/unfair laws, restrictions; difficulty: language/culture; high cost; economic crisis: 1.0% of respondents; the big majority (88.9%) are men.</p> <ul style="list-style-type: none"> <li>Others reasons (cited by less than 1.0% of respondents; descending order); not gender disaggregated: <ul style="list-style-type: none"> <li>(20) Job (abroad): none or irregular; can't find new job/employer (after lost job/finished contract); no job opportunity (0.9%);</li> <li>(21) Use of force or threat by employer, company, recruiter; forced work, locked up, threatened for complaining (0.7%);</li> <li>(22) Return: sent back home by employer, recruiter, government; sent home due to pregnancy, jealousy, etc.; deported (0.7%);</li> <li>(23) Return, reintegrate: general reasons-too long abroad; not anymore interested/happy/satisfied abroad; chose to go home (0.7%);</li> <li>(24) New, change, transfer employer, company, job, country; find new/better wage, benefits, opportunities (0.7%);</li> <li>(25) Job: qualification problems, overage, lack skills, not satisfy requirements, etc. (0.7%);</li> <li>(26) Dismissal; illegal dismissal; contract pre-terminated (0.6%);</li> <li>(27) Work: illegal work; improper work; made to do a different job/work with a different employer (0.3%);</li> <li>(28) Legal problems: with company (e.g. complaints vs. respondent); jailed or other legal offenses (0.2%);</li> <li>(29) Job: no promotion, growth; no increase in wage, benefits (0.2%);</li> <li>(30) Host country: risky general condition-war, political unrest; crackdown, mass arrest/ deportation; epidemic outbreak (0.2%);</li> <li>(31) Health: injury, accident, safety issues; OSH concerns (0.2%);</li> <li>(32) Abuse: sexual harassment, sexual abuse (0.2%);</li> <li>(33) Return, reintegrate: retirement, old age (0.1%);</li> <li>(34) Recruitment problems, violations; cheated by recruiter (0.1%);</li> <li>(35) Employer: death; terminated/lost job; financial problem; left/moved out the country (0.1%).</li> </ul> </li> <li>Source files: o-freq05a-multiresponse- several qstns -all origin1; o-freq06a-param1-multiresponse- several qstns -all origin-GENDER1</li> </ul>



**APPENDIX 4:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**JOB/INCOME CONTEXT & WORKING CONDITIONS OF RESPONDENTS IN THE DESTINATION SURVEY (CURRENT JOB ABROAD)**

*These statistics describe the current job profile of respondents in the destination country survey. These results are gender-disaggregated.*

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Top origin countries	<ul style="list-style-type: none"> <li>Top origin countries (% respondents who originated from this country; descending order): -Philippines (39.9% of respondents); Myanmar (30.8%); Bangladesh (8.3%); Indonesia (4.5%); Vietnam (3.8%); Sri Lanka (3.5%); India (2.9%); Nepal (2.2%).</li> <li>Other countries of origin of the respondents: Egypt, Ethiopia, Ivory Coast, Kenya, Nigeria, Pakistan, Sudan.</li> <li>Gender disaggregation: -The following Asian origin countries have respondents who are majority women: Indonesia (89.5%); Myanmar (51%); Nepal (60.7%); Philippines (75.2%); Sri Lanka (75.0%).</li> <li>Source files: d1-freq02...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Top origin countries – global/Asian regions	<ul style="list-style-type: none"> <li>Top regions of origin: Asia-Southeast (79.0%); Asia-South (17.4%); Africa (1.2%); Asia-West or Middle East (0.2%).</li> <li>Gender disaggregation: -Women are the majority of respondents in the following global regions: Africa (78.6%); Asia -Southeast (64.5%); Asia – West/Middle East (50%).</li> <li>Source files: d1-freq02...; D1-freq01-q01to06-demogs-all vars-with disaggregs1</li> </ul>
Job status in destination country	<ul style="list-style-type: none"> <li>Majority: employed (92.3%); -unemployed/no steady employment (5.8%); -trainee/others (1.9%).</li> <li>Gender disaggregation: -Women are the majority across all the job status categories: unemployed/no steady employment (53.5%); trainee (54.5%); employed (59.4%); others (100%).</li> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Type of job (current job abroad)	<ul style="list-style-type: none"> <li>Top jobs: -elementary-laborer (49.7%); -elementary-DW/cleaner (19.2%);</li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<ul style="list-style-type: none"> <li>-machine operator (5.3%);</li> <li>-personal care worker, caregiver, etc. (2.8%);</li> <li>-electrical/electronic mechanic, servicer (2.2%);</li> <li>-building finisher (1.5%);</li> <li>-elementary-building caretaker (1.3%);</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in the following job types: elementary job-domestic worker/cleaner (94.6%); machine operator-factory (67.2%); personal care worker, caregiver, beautician (97.1%); plant operator (90%); teaching professional (100%); trades/artisan (66.7%);</li> <li>-Men are the majority in the following job types: building finisher (84.2%); computer associates, architect, engineer, physical science workers (66.7%); drivers (100%); elementary job-building caretaker/cleaner (82.4%); elementary jobs-laborer (52.0%); elementary job-porter, messenger, watchperson (75.0%); elementary job-sales/vendor (100%); fishery/forestry worker (100%); metal works (80.0%); protective services/security guard (100%); salesperson/market seller/call center worker (54.5%);</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Job type abroad (current): Elementary or not (ISCO-88)	<ul style="list-style-type: none"> <li>• Majority: Elementary job (80.1% of respondents); non-elementary job (19.9% of respondents).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both elementary and non-elementary job categories (59.8% and 53.6%, respectively).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Job type abroad (current): Domestic work or not	<ul style="list-style-type: none"> <li>• Majority: Non-DW (78.3% of respondents); domestic work (21.7% of respondents).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the overwhelming majority (94.6%) in DW jobs; males are the majority (51.1%) in non-domestic work jobs;</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
This job abroad: Is this first job abroad?	<ul style="list-style-type: none"> <li>• Majority: Yes, first job abroad (79.0% of respondents); not first job abroad (21.0% of respondents);</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across all categories: respondents who are first time workers abroad (57.4%), and those who are repeat migrants (67.1%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
This job abroad: have valid visa ?	<ul style="list-style-type: none"> <li>• Majority: Yes, valid visa (87.4%); no valid visa (12.6%).</li> <li>• Gender disaggregation:</li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<ul style="list-style-type: none"> <li>-Women are the majority in both categories: those with valid visa (58.5%), and those without (63.0%).</li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
This job abroad: have valid work permit?	<ul style="list-style-type: none"> <li>• Majority: yes, valid work permit (86.4%); no valid work permit (13.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both categories: those with valid work permit (58.6%), and those without (62.9%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Written employment contract	<ul style="list-style-type: none"> <li>• Majority: have written contract (53.4% of respondents); <ul style="list-style-type: none"> <li>-no written contract (40.3%);</li> <li>-don't know (6.3%).</li> </ul> </li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those with written contracts (65.0%); those without (54.2%); those who don't know (52.9%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract period	<ul style="list-style-type: none"> <li>• Majority: Has definite length (74.7% of respondents); <ul style="list-style-type: none"> <li>-no definite length (18.2%);</li> <li>-don't know (7.1%);</li> </ul> </li> <li>• Average length: 31.2 months.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: contracts with no definite length (61.6%); contracts with definite length (61.0%); don't know (51.0%).</li> <li>-On average, length of contract of women is slightly longer than men's (31.4 months vs. 30.9 months).</li> <li>-Average length of contract for women is longer than men's (31.4 months for women vs. 30.9 months for men).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract is renewable?	<ul style="list-style-type: none"> <li>• Plurality: contract is renewable (48.8% of respondents); <ul style="list-style-type: none"> <li>-not renewable (39.0%);</li> <li>-don't know (12.2%).</li> </ul> </li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority among those with renewable contracts (62.0%); those with no renewable contracts (65.2%).</li> <li>Men are the majority for those who don't know (51.7%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
Length of stay (years) in this destination country	<ul style="list-style-type: none"> <li>• Average: 5.2 years.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women on average, stayed abroad slightly less than the men in the current destination country (5.1 years for women vs. 5.4 years for men).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Length of stay abroad	<ul style="list-style-type: none"> <li>• Average: 5.7 years.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women on average, stayed abroad slightly less than the men (5.6 years for women vs. 5.7 years for men)</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Monthly pay	<ul style="list-style-type: none"> <li>• Average: USD 434.0/month; majority (57.2%) of respondents have wages below this average.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women on average received lower monthly wage than men (USD434.11 for women vs. USD 438.61 for men).</li> </ul> </li> <li>• Disaggregation by destination country (in the survey only): <ul style="list-style-type: none"> <li>-Bahrain: USD 318.3; Lebanon: USD 159.9; Malaysia: USD 459.4; Singapore: USD 498.7; Taiwan: USD 676.6; Thailand: USD 225.2.</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1; d2-summ05-scorecards-wcond-actual and zcores1</li> </ul>
# Hours worked per day	<ul style="list-style-type: none"> <li>• Average: 10.7 hours/day; at least 47.9% of respondents have working hours longer than this average;</li> <li>• 31.1% of respondents worked 8 or less hours/day.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women On average, women work longer hours than men (11.1 hours/day for women vs. 10.1 hours/day for men).</li> </ul> </li> <li>• Disaggregation by destination country (in the survey only) <ul style="list-style-type: none"> <li>-Bahrain: 10.7 hours/day; Lebanon: 12.2 hours/day; Malaysia: 11.2 hours/day; Singapore: 12.6 hours/day; Taiwan: 10.5 hours/day; Thailand: 9.7 hours/day.</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1; d2-summ05-scorecards-wcond-actual and zcores1</li> </ul>
# Days off per month	<ul style="list-style-type: none"> <li>• Average: 3.96 days off per month; or 0.99 days per week; or 1 day off every 7.1 days;</li> <li>• Majority (71.3%) of respondents have 4 or more days off per month (i.e. have 1 or more days off per week);</li> <li>• 46.2% of respondents have 1 day off per week;</li> <li>• 13.3% of respondents have no (zero) days off per week.</li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<ul style="list-style-type: none"> <li>Gender disaggregation:               <ul style="list-style-type: none"> <li>-Women , on average, have less days off per month (3.77 days/month for women vs. 4.24 days for men). Note that women have less than 1 day off per week, while men have more than 1 day off per week.</li> </ul> </li> <li>Disaggregation by destination country (in the survey only)               <ul style="list-style-type: none"> <li>-Bahrain: 3.24 days/mo; Lebanon: 2.24 days/mo; Malaysia: 3.30 days/mo; Singapore: 3.00 days/mo; Taiwan: 5.46 days/mo; Thailand: 3.73 days/mo.</li> </ul> </li> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1; d2-summ05-scorecards-wcond-actual and zcores1</li> </ul>
Public holidays	<ul style="list-style-type: none"> <li>Plurality: Got some holidays (42.2% of respondents);               <ul style="list-style-type: none"> <li>-No holidays (29.6%);</li> <li>-got all holidays (28.2%).</li> </ul> </li> <li>Gender disaggregation:               <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those who got all the public holidays (53.5%), those who got only some holidays (51.1%); those who did not get any holiday (75.1%). Note that women are large majority for those without public holidays.</li> </ul> </li> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Employer provided quarters/accommodations?	<ul style="list-style-type: none"> <li>Majority: no accommodation from employer (51.7% of respondents);               <ul style="list-style-type: none"> <li>-free accommodations from employer (30.4%);</li> <li>-accommodations partly paid by employer (17.9%).</li> </ul> </li> <li>Gender disaggregation:               <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those provided with free accommodations (68.7%); those who partly paid for it (60.2%); and those who fully paid for their accommodations (53.0%).</li> </ul> </li> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Enough privacy/personal security	<ul style="list-style-type: none"> <li>Majority: yes (76.0%); no (24.0%).</li> <li>Gender disaggregation:               <ul style="list-style-type: none"> <li>-Women are the majority among those who had enough privacy (62.3%); men are the majority among those who did not have enough privacy (51.5%).</li> </ul> </li> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Accident/life insurance	<ul style="list-style-type: none"> <li>Plurality: No accident/ life insurance from employer (46.6% of respondents);               <ul style="list-style-type: none"> <li>-yes: have insurance paid by employer (41.8%);</li> </ul> </li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<ul style="list-style-type: none"> <li>-don't know (10.8%);</li> <li>-yes: I pay my own insurance (0.8%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across all categories: those with insurance paid by employers (58.6%); those who don't have insurance (paid by employer) (58.9%); those who don't know (60.6%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Health / medical insurance	<ul style="list-style-type: none"> <li>• Majority: have health/ medical insurance paid by employer (58.1% of respondents);</li> <li>-don't have insurance from employer (31.6%);</li> <li>-don't know (9.6%);</li> <li>-I pay my own insurance (0.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across all categories: those with health insurance paid by employer (61.2%); those who don't have insurance (paid by employer) (52.6%); those who don't know (64.0%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Retirement scheme	<ul style="list-style-type: none"> <li>• Majority: Not covered by retirement scheme (74.1% of respondents);</li> <li>-don't know (19.7%);</li> <li>-fully paid by employer (3.2%);</li> <li>-I pay fully (2.4%);</li> <li>-partly paid by employer (0.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those with retirement scheme fully paid by employer (62.2%); scheme partly paid by employer (62.5%); paid fully by worker (85.7%); not covered by any scheme (58.3%); don't know (58.0%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Freedom of movement	<ul style="list-style-type: none"> <li>• Majority: Fully free to move (65.7% of respondents);</li> <li>-generally free (21.4%);</li> <li>-no freedom (8.4%);</li> <li>-severely restricted (4.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across all categories: those with full freedom of movement (51.6%); those with general freedom/some restrictions (67.1%); those with little freedom/severe restrictions (79.2%); and those with no freedom to</li> </ul> </li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<p>move (81.6%). Note that women constitute the big majority for those with little or no freedom to move.</p> <ul style="list-style-type: none"> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Freedom to communicate	<ul style="list-style-type: none"> <li>• Majority: Fully free to communicate (84.1% of respondents); -generally free (10.3%); -severely restricted (2.8%); -no freedom (2.8%).</li> <li>• Gender disaggregation: -Women are the majority across all categories: those with full freedom to communicate (54.3%); those with general freedom/some restrictions (75.8%); those with little freedom/severe restrictions (90.9%); and those with no freedom to communicate (93.8%). Note again that women constitute the great majority among those with little or no freedom to communicate.</li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Freedom to join unions/ organizations	<ul style="list-style-type: none"> <li>• Majority: Free to join (64.2% of respondents); -prohibited by employer (34.6%); -don't know/not aware (1.2%).</li> <li>• Gender disaggregation: -Women are the majority across all categories: those who can freely join unions/organizations (57.6%); those who cannot join/prohibited by employer (62.6%), and those who do not know (75.0%). Proportion of women are much higher among those who are prohibited to join or do not know if they can join.</li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Freedom to join protests	<ul style="list-style-type: none"> <li>• Majority: Free to join (54.6% of respondents); -prohibited by employer (44.2%); -don't know/not aware (1.2%).</li> <li>• Gender disaggregation: -Women are the majority across all categories: those who can freely join protests/mass actions (56.2%); those who cannot join/prohibited by employer (62.6%), and those who do not know (75.0%). Again, the proportion of women are much higher among those who are prohibited to join or do not know if they can join protests/assemblies.</li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract problems – got copy of written contract	<ul style="list-style-type: none"> <li>• Majority: yes (61.4%); no (38.6%).</li> <li>• Gender disaggregation:</li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
before departure	<ul style="list-style-type: none"> <li>-Women are the majority in both categories: those with written contract (i.e. got written copy, or read the full contract but not given copy) before departure (66.1%); and those with no written contract (i.e. shown but not read full contract, only verbal contract, or no terms of work at all) (51.0%).</li> <li>-Further disaggregation of data shows that men are the majority among those who were shown document in language they could not understand (53.8%), or only had verbal agreement (55.0%). Those with no verbal or any terms of work is almost equally split between women and men (50.6% and 49.4%, respectively).</li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract problems – actual pay vs. amount in contract	<ul style="list-style-type: none"> <li>• Majority: Same or higher amount (78.4% of respondents);</li> <li>-actual pay is lower (21.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the across all categories: those who said actual pay is the same/better than amount stated in the contract (62.0%); and those who said that actual pay is lower than the amount stated in the contract (62.6%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract problems – contents of contract before departure vs. contract after arrival	<ul style="list-style-type: none"> <li>• Majority: contracts are same (73.7% of respondents);</li> <li>-contract in destination is worse (14.3%);</li> <li>-contract in destination is better (10.1%);</li> <li>-don't know/did not see contract/did not have contract (1.8%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both categories: those who said that the contents of the contract before departure and the one on site is the same or better (64.8%); and those who said that the contract on site is worse or no way of comparing because they had no/not allowed to read the contract (60.2%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Contract substitution (q32 to q34; worsened)	<ul style="list-style-type: none"> <li>• Majority: No contract substitution (83.4% of respondents); yes (16.2%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority among those who suffered from contract substitution (60.9%).</li> </ul> </li> <li>• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>
Physical/ sexual abuses by employer: % who said they experienced abuse	<ul style="list-style-type: none"> <li>• Specific abuses: <ul style="list-style-type: none"> <li>-Nearly a quarter of respondents (23.4%) experienced verbal/psycho/emotional abuse (no physical contact): a small but significant number (4.2%) of respondents experienced physical violence (with physical contact);</li> <li>-A small but significant number (2.8%) of respondents (almost 3 in every 100 respondents) experienced sexual</li> </ul> </li> </ul>



Job/Income context & working conditions	DESTINATION SURVEY
	(All respondents)
	<p>harassment (no physical contact); and 1 in every 100 respondents (0.9%) said they suffered sexual abuse (with physical contact).</p> <ul style="list-style-type: none"> <li>Combination of abuses: <ul style="list-style-type: none"> <li>-More than a quarter of respondents (26.6%) experienced at least 1 type of abuse (physical/sexual) – of which 22.4% experienced 1 type of abuse; 4.0% experienced 2 types of abuses; 0.4% experienced 3 or more types of abuses.</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Specific abuses: Women are the majority (58.2%) among those who suffered from verbal/emotional/psychological abuses (no physical contact). Women are an even bigger majority (69.8%) among those who suffered from physical violence (with physical contact). They are also the big majority (80.0%) among those who experienced sexual harassment (no physical contact), and those who suffered sexual abuses (with physical contact) (75.0%).</li> <li>-Combination of abuses: Women are the majority (59.1%) of those who did not suffer any abuse. Women are the majority (57.1%) among those who experienced one form of abuse. Women are the big majority (73.6%) among those who suffered two or more forms of abuse.</li> </ul> </li> <li>Source files: d2-summ01...; d2-summ01param1-q27-28-43-46-48-51-60-yn and sums-GENDER1</li> </ul>
Personal documents taken/confiscated/kept by employer	<ul style="list-style-type: none"> <li>Almost half (49.2%) of respondents experienced having been asked to surrender and/or had at least one of their personal documents (passport, ID, work permit, bankbook) taken/held by the employer; some of the respondents refused to give their documents;</li> <li>Specific documents taken/kept by employer: <ul style="list-style-type: none"> <li>-passport: 37.5% of respondents had their passports taken by the employer; 9.4% of respondents said passport still with employer at the time of the survey;</li> <li>-identity card: 4.4% of respondents had their ID cards taken by employer; 0.9% said ID still with employer at the time of the survey;</li> <li>-work permit: 14.4% of respondents had their work permits taken by employer; 4.9% said work permit still with employer at the time of the survey;</li> <li>-bankbook/ATM card: 1.3% of respondents had their bankbook/ATM taken by employer; 0.4% said bankbook/ATM still with employer at the time of the survey.</li> </ul> </li> <li>Combination of confiscated documents: <ul style="list-style-type: none"> <li>-A significant number (41.5%) of respondents experienced having at least 1 of their personal documents (passport, ID, work permit, bankbook/ATM) confiscated by the employer. The 7.7 percentage-point difference represent the 7.7% of respondents who did not give/surrender their documents even if the employer asked for it.</li> <li>-Of the respondents whose documents were taken by the employer: 28.4% of the respondents had 1 type of document</li> </ul> </li> </ul>

Job/Income context & working conditions	DESTINATION SURVEY
	<p data-bbox="1196 233 1406 264">(All respondents)</p> <p data-bbox="600 272 2024 373">confiscated; 9.2% had 2 types of documents confiscated; 3.9% had 3 or more types of documents confiscated; -More than a quarter of the respondents (27.6%) said at least 1 of their documents is still with the employer at the time of the survey.</p> <ul data-bbox="555 381 2024 695" style="list-style-type: none"> <li data-bbox="555 381 2024 552">• Gender disaggregation: -Women are the majority (60.5%) among those whose personal documents (at least one) were asked, taken or kept by the employer. They are also the majority (56.2%) of those who said that the employer still keeps at least one of their documents (at the time of the survey); of these, almost 1 in every 7 women (15%) said that the employer will keep their document throughout their employment. -In terms of specific documents: women are the big majority of the respondents whose personal documents were taken by the employer -- passport (62.6% are women); ID cards (73.2% are women); work permit (69.6% are women); ATM/bankbook (62.5% are women).</li> <li data-bbox="555 671 1727 695">• Source files: d2-summ01...; d2-summ01param1-q27-28-43-46-48-51-60-yn and sums-GENDER1</li> </ul>
Length of time employer held/kept the respondent's document(s)	<ul data-bbox="555 707 2051 1252" style="list-style-type: none"> <li data-bbox="555 707 2051 775">• Passport: On average, the employer held the passport for 30.9 months; for almost half of these respondents (48.8%), the passport was held longer than the average period.</li> <li data-bbox="555 783 2051 852">• Identity card: On average, the employer held the identity card for 16.9 months; for half of these respondents (50%), the ID card was held longer than the average period.</li> <li data-bbox="555 860 2051 928">• Work permit: On average, the employer held the work permit for 25.8 months; for 28.1% of these respondents, the work permit was held longer than the average period.</li> <li data-bbox="555 936 2051 1005">• Bank book/ATM: On average, the employer held the bankbook/ATM for 28.7 months; for majority of these respondents (60%), the bankbook/ATM was held longer than the average period.</li> <li data-bbox="555 1013 2051 1214">• Gender disaggregation: -On average, men's passports and work permits were held/confiscated by employers longer than the women's -- men's passport were held for an average of 39.17 months (vs. 27.54 months for women); men's work permits were held for 33.06 months (vs. 23.13 months for women). Women's ID cards were held longer than men's (17.5 months for women vs. 16.5 months for men); their ATM cards/bankbook were also kept/held by employer much longer (33.0 months for women vs. 18.7 months for men).</li> <li data-bbox="555 1222 1715 1252">• Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>

**APPENDIX 5:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**RECRUITMENT, PREPARATORY & PLACEMENT PROCESSES, ISSUES & PROBLEMS (ORIGIN & DESTINATION SURVEYS)**

*These statistics describe the pre-migration preparations and the recruitment and overseas placement process, problems and experiences of the respondents. The results of both the origin and destination country surveys are presented side-by-side to provide easier reference and comparison. The results are gender-disaggregated.*

**1. Preparatory activities undertaken by the respondent**

*The following are the types of preparatory activities done, and the self-rating by the respondents on the quality/usefulness of the information/knowledge they got (on each of the 19 topics listed) from the preparatory activities (before going abroad).*

*For the self-rating, the following scale was used:*

- 1 = I got enough useful information and knowledge from the preparatory activities;*
- 2 = I got useful but limited/insufficient information and knowledge from the preparatory activities;*
- 3 = I did not get any useful information/knowledge from the preparatory activities; this topic was discussed in preparatory activities;*
- 4 = This topic was not discussed/included in any preparatory activity I participated in;*
- 5 = I did not join any preparatory activity before departure, and I so wasn't able to get any information on this topic.*

Preparatory activities	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Types of preparatory activities undertaken	<ul style="list-style-type: none"> <li>Top preparatory activities (% respondents who cited this activity; descending order): <ul style="list-style-type: none"> <li>-medical test (46.5%);</li> <li>-pre-departure seminar (45.8%);</li> <li>-skills training/certification (41.9%);</li> <li>-language (41.3%);</li> <li>-opened bank account (38.3%);</li> <li>-pregnancy test (37.2%);</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Top preparatory activities (% respondents who cited this activity; descending order): <ul style="list-style-type: none"> <li>-medical test (44.7%);</li> <li>-mandatory HIV test (35.7%);</li> <li>-pre-departure seminar (33.2%);</li> <li>-mandatory pregnancy test (25.9%);</li> <li>-opened bank account (16.4%);</li> <li>-skills training/certification (13.4%);</li> </ul> </li> </ul>

Preparatory activities	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-HIV test (35.7%);</li> <li>-got insurance coverage (11.0%);</li> <li>-joined welfare protection scheme (5.1%);</li> <li>-joined retirement/social security scheme (3.3%).</li> <li>• 24.4% of respondents said that they did not undergo any preparatory activities at all.</li> <li>• Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>-language lessons (13.2%);</li> <li>-got insurance coverage (11.2%);</li> <li>-joined welfare protection scheme (9.6%);</li> <li>-joined retirement/social security scheme (7.7%).</li> <li>• 32.0% of respondents said that they did not undergo any preparatory activities at all.</li> <li>Source file: d2-summ01...</li> </ul>
# types of preparatory activities undertaken (out of 10 types of activities listed)	<ul style="list-style-type: none"> <li>• Average: 3.3 (i.e. 3 to 4 types of preparatory activities);</li> <li>• 36.9% of respondents have 1 type of preparatory activity;</li> <li>• 50.8% of respondents have 2 or more types of preparatory activities;</li> <li>• Range: 0 to 10 types of preparatory activities.</li> <li>• Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>• Average: 2.1 (i.e. 2 to 3 types of preparatory activities);</li> <li>• 7.7% have 1 type of preparatory activity;</li> <li>• 45.0% of respondents have 2 or more types of preparatory activities.</li> <li>• Range: 0 to 10 types of preparatory activities.</li> <li>• Source file: d2-summ01...</li> </ul>
Training providers (pre-departure training)	<ul style="list-style-type: none"> <li>• Training providers (% respondents who cited this provider; descending order):</li> <li>• Government agency: (9.6%);</li> <li>• -trade union (3.0%);</li> <li>• -CSO: local or international (0.6%);</li> <li>• -private agencies (0.2%).</li> <li>• Source file: osumm01...</li> </ul>	***
Self-rating on quality of information/knowledge that respondent got from preparatory activities – average rating per information item	<p>Self-rating on information/knowledge that respondent got (on 19 items listed) from preparatory activities (average rating; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>• Overall average rating: 2.78;</li> <li>• Average rating on each information/ knowledge item (ascending order of average score, i.e. from best to worst rating):</li> <li>• -information/knowledge on wage abroad (2.18);</li> <li>• -on contract, terms of employment (2.28);</li> <li>• -on general living/working conditions abroad (2.37);</li> </ul>	<p>Self-rating on information/knowledge that respondent got (on 19 items listed) from preparatory activities (average rating; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>• Overall average rating: 3.32;</li> <li>• Average rating on each information/ knowledge item (ascending order of average score, i.e. from best to worst rating):</li> <li>• -information/knowledge: on wage abroad (2.68);</li> <li>• -on contract, terms of employment (2.69);</li> <li>• -on family communication, managing long distance</li> </ul>

Preparatory activities	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-on reimbursable costs (2.41);</li> <li>-on family communication, managing long distance relations (2.56);</li> <li>-on job-related information, skills (2.60);</li> <li>-on life skills, surviving abroad (2.62);</li> <li>-on savings, financial management (2.68);</li> <li>-on preparing for return, reintegration (2.71);</li> <li>-on language of destination country (2.71);</li> <li>-on migrant labor protection laws in host &amp; home countries (2.73);</li> <li>-on culture, way of life in destination country (2.76);</li> <li>-on human rights and personal security abroad (2.95);</li> <li>-on recruitment regulations in host &amp; home countries (2.98);</li> <li>-on gender and women-related concerns (3.09);</li> <li>-on joining organizations, unions, protests abroad (3.19);</li> <li>-on complaint and redress services abroad (3.23);</li> <li>-on government services abroad, by own and host governments (3.34);</li> <li>-on non-government services, support groups abroad (3.38).</li> </ul> <ul style="list-style-type: none"> <li>• Source file: osumm02...</li> </ul>	<ul style="list-style-type: none"> <li>relations (2.98);</li> <li>-on general living/working conditions abroad (3.04);</li> <li>-on culture, way of life in destination country (3.06);</li> <li>-on language of destination country (3.22);</li> <li>-on human rights and personal security abroad (3.29);</li> <li>-on job-related information, skills (3.31);</li> <li>-on government services abroad, by own and host governments (3.35);</li> <li>-on life skills, surviving abroad (3.37);</li> <li>-on savings, financial management (3.41);</li> <li>-on complaint and redress services abroad (3.46);</li> <li>-on reimbursable costs (3.47);</li> <li>-on migrant labor protection laws in host &amp; home countries (3.53);</li> <li>-on preparing for return, reintegration (3.57);</li> <li>-on gender and women-related concerns (3.61);</li> <li>-on recruitment regulations in host &amp; home countries (3.73);</li> <li>-on non-government services, support groups abroad (3.77);</li> <li>-on joining organizations, unions, protests abroad (3.80).</li> </ul> <ul style="list-style-type: none"> <li>• Source file: d2-summ02...</li> </ul>
Self-rating on quality of information/ knowledge that respondent got from preparatory activities – average rating by research parameter	<p>Average self-rating according to research parameters (on 19 information/ knowledge items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>• By country of origin (countries in the survey only): Bangladesh (2.53); India (2.55); Indonesia (2.29); Nepal (3.77); Philippines (2.74);</li> <li>• By country of destination (countries in the survey only): Bahrain (2.55); Lebanon (2.14); Malaysia (3.04); Singapore (2.50); Taiwan (2.20); Thailand (no data);</li> <li>• By gender: female (2.53); male (3.08); others (3.14);</li> </ul>	<p>Average self-rating according to research parameters (on 19 information/ knowledge items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>• By country of origin (countries in the survey only): Bangladesh (4.25); India (4.09); Indonesia (3.74); Nepal (4.06); Philippines (2.79);</li> <li>• By country of destination (countries in the survey only): Bahrain (4.29); Lebanon (3.53); Malaysia (3.24); Singapore (3.29); Taiwan (3.04); Thailand (3.39);</li> <li>• By gender: female (3.14); male (3.61); others (3.47);</li> </ul>

Preparatory activities	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>By education: no formal education (2.86); up to vocational/ technical only (2.95); up to primary only (2.59); up to secondary only (3.09); up to university/college (2.67); up to post-graduate (2.76);</li> <li>By type of job (elementary or not): elementary job (2.47); non-elementary job (2.80);</li> <li>By type of job (DW or non-DW): domestic worker (2.34); non-DW (2.84);</li> <li>If first job abroad or not: first job abroad (2.70); not first job abroad (2.62);</li> <li>If used a private recruiter (in origin) or not: Used a private recruiter (2.80); did not use a private recruiter (2.66).</li> <li>Source file: osumm02...</li> </ul>	<ul style="list-style-type: none"> <li>By education: no formal education (3.74); up to vocational/ technical only (3.16); up to primary only (4.17); up to secondary only (3.55); up to university/college (2.93); up to post-graduate (3.06);</li> <li>By type of job (elementary or not): elementary job (3.32); non-elementary job (3.22);</li> <li>By type of job (DW or non-DW): domestic worker (3.24); non-DW (3.31);</li> <li>If first job abroad or not: first job abroad (3.34); not first job abroad (3.21);</li> <li>If used a private recruiter (in origin) or not: Used a private recruiter (3.29); did not use a private recruiter (3.45).</li> <li>Source file: d2-summ02...</li> </ul>

## 2. Migration channels, and the recruitment and deployment process

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Used a private recruiter (in origin country) in order to process work abroad?	<ul style="list-style-type: none"> <li>Majority: Yes (78.6%); no (21.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (62.1%) among those who used private recruiter in order to process work abroad. Men are the big majority (75.7%) among those who did not use private recruiters to process their work abroad.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Used a private recruiter in origin country (69.5%); did not use private recruiter in origin country (30.5%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both categories: those who used/paid a private recruiter in order to go abroad (60.9% of respondents); and those who did not go through a private recruiter (53.6%).</li> </ul> </li> <li>Source files: d1-freq02...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Type of recruiter at	<ul style="list-style-type: none"> <li>Majority: Recruiter is individual person (no company or</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Recruiter is an agency, business entity or</li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
origin	<p>agency) (64.2%); recruiter is company, business entity or agency (including their authorized agents) (35.4%); other types (0.4%).</p> <ul style="list-style-type: none"> <li>Gender disaggregation: Women are the majority among those who used recruiters who are individual persons (no agency/company) (62.3%); among those who used recruiters who are agencies/companies (51.8%); and those who used other types (66.7%).</li> <li>Source files: o-freq04-q40to63-q78to82-recruitment experience1; o-freq04param1-q40to63-q78to82-recruitment experience-GENDER</li> </ul>	<p>company (including their authorized agents) (59.1%); recruiter is individual person (no company or agency) (40.9%).</p> <ul style="list-style-type: none"> <li>Gender disaggregation: Women (49.4%) and men (50.3%) are fairly evenly split among those who used recruiters who are individual persons (no agency/company); women are the majority (65.6%) among those who used recruiters which are companies/agencies.</li> <li>Source files: d1-freq03-q35to57-recruitment experience-all vars1; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Labor migration modality	<ul style="list-style-type: none"> <li>Plurality: Through private recruiter-individual (no company or agency) (45.5%); <ul style="list-style-type: none"> <li>-Through private recruiter-agency, company or its agents (29.3%);</li> <li>-Directly through employer (8.6%);</li> <li>-No intermediary/on my own (5.4%);</li> <li>-Through private recruiter-not specified if individual or agency (3.8%);</li> <li>-Through government placement (3.5%);</li> <li>-Helped by family, relative, friend, colleague, organization, church (3.9%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in the following categories: those who went through private recruiter-agency/company (52.2%); through private recruiter-individual/no agency (70.5%);</li> <li>-Men are the majority in the following categories: those who went through recruiter-not specified if individual or agency/company (62.5%); directly through employer</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Plurality: Through private recruiter-agency, company or its agents (40.2%); <ul style="list-style-type: none"> <li>-Through private recruiter-individual (no company or agency) (24.4%);</li> <li>-No intermediary/on my own (13.2%);</li> <li>-Helped by family, relative, friend, colleague, organization, church (9.0%).</li> <li>-Directly through employer (6.8%);</li> <li>-Through private recruiter-not specified if individual or agency (4.9%);</li> <li>-Through government placement (1.6%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in almost all modes of migration: those who went through recruitment agencies (65.1%); those who went through individual recruiters (52.7%); through recruiters-not specified if agency or individual (67.9%); directly through employer (56.6%); through government placement scheme (55.6%); helped by family/relatives (58.5%); no</li> </ul> </li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>(77.8%); through government placement channel (66.7%); helped by family/relative (77.3%); helped by friend, colleague, neighbor, org, group, church (100%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>intermediary/on their own (51.4%). Men are the majority for those who went through the help of friends, colleagues or neighbors (not relation) (52.6%).</p> <ul style="list-style-type: none"> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Name of recruiter that respondent used at the origin (coded; here we put the general categories only, for brevity; actual names of recruiters are listed in next section, “E. Recruitment Scorecard”)	<ul style="list-style-type: none"> <li>Majority: Private recruiter (agency/individual): named (50.8%); -private recruiter (agency/individual): not named (27.8%); -employer/sponsor – direct (8.6%); -government placement (3.5%); -other specified channels: family, relatives, friends, colleagues, group, union, church; on my own/no intermediary (9.3%).</li> <li>Gender disaggregation: -Women are the majority for those who went through specifically-named private recruiters (66.5%); not-named private recruiters (54.1%); -Men are the big majority for those who went directly through employers (77.8%); government placement channels (66.7%); through the help of family, relatives, friends, colleagues, group, organization, church, etc. (77.2%).</li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Plurality: Private recruiter (agency/individual): named (39.9%); -Private recruiter (agency/individual): not named (29.6%); -Employer/sponsor – direct (6.8%); -Government placement (1.6%); -Other specified channels: family, relatives, friends, colleagues, group, union, church; on my own/no intermediary (22.2%).</li> <li>Gender disaggregation: for purposes of this study, no need to disaggregate down to each individual recruiter.</li> <li>Source file: d1-freq03...</li> </ul>
Licensed or authorized (origin)	<ul style="list-style-type: none"> <li>Majority: Don’t know (55.0%); -maybe (20.7%); -yes (17.2%); -no (7.1%).</li> <li>Gender disaggregation: -Women are the majority for those who used licensed (verified) recruiter (51.3%); maybe licensed recruiter</li> </ul>	<ul style="list-style-type: none"> <li>Plurality: don’t know (39.8%); -Yes (34.1%); -maybe (20.4%); -no (5.6%).</li> <li>Gender disaggregation: -Women are the majority in all categories: those who used licensed recruiters (at origin) (67.8%); those who</li> </ul>



Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>(56.7%); those who don't know if recruiter is licensed or not (64.5%).</p> <p>-Men are the majority for those who used recruiter they know is not licensed (59.2%).</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>used recruiters who maybe, but not verified to be, licensed (66.7%); and those who used recruiters with no or unknown license status (51.0%).</p> <ul style="list-style-type: none"> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Issued valid invoice/bill (origin)	<ul style="list-style-type: none"> <li>Majority: No (84.9%); yes (15.1%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Majority of men (62.4%) were issued valid invoices; majority of women (60.7%) were not given valid invoices.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	***
Issued valid receipt (origin)	<ul style="list-style-type: none"> <li>Majority: No (88.9%); yes (11.1%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (55.2%) for those who were given valid, written but not itemized receipt; they are the big majority (71.1%) of those who did not ask and were not given valid receipts.</li> <li>-Men are the majority (52.2%) for those who were given valid, written, itemized receipts; they are also the big majority (81.0%) among those who got written but wrongly-indicated amount; given unofficial/spurious written receipts (65.1%), or not given receipts even if they asked (70.0%).</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Majority: No (83.0%); yes (17.0%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across almost all categories: those who were given valid, written receipts (64.2%); those who were not given valid, written receipts (55.9%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Total amount paid to recruiter (in origin country)	<ul style="list-style-type: none"> <li>Average: USD 1,314.30;</li> <li>27.1% of respondents paid amounts higher than this average;</li> <li>Median: USD 887.41 (50% of respondents paid this or higher amount);</li> </ul>	<ul style="list-style-type: none"> <li>Average: USD1,347.06;</li> <li>42.7% of respondents paid amounts higher than this average;</li> <li>Median: USD 1,189.77 (50% of respondents paid this or higher amount);</li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>• Less than 1% of respondents (0.6%) did not pay any amount;</li> <li>• 3.4% of respondents paid less than the average monthly wage (of jobs in all origin countries surveyed – job in home country only, i.e. USD 152); 8.5% paid less than the average monthly wage (of jobs in all origin countries surveyed – job abroad, i.e. USD 306);</li> <li>• Range: USD 0 to 15,213.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women paid significantly lower amount to the recruiter at origin (USD 843.03 for women vs. USD 1,938.35 for men).</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>• 2.9% of respondents did not pay any amount;</li> <li>• 26.1% of respondents paid less than the average monthly wage (of jobs in all destination countries surveyed, i.e. USD 434);</li> <li>• Range: USD 0 to 7,664.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men, on average, paid recruiters at origin more than the women (USD 1,101.15 for women vs. USD 1,695.31 for men).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
How amount was used (origin)	<ul style="list-style-type: none"> <li>• Majority: Placement + other costs (81.9%); placement fee only (18.1%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (81.7%) among those who said that the amount paid to the recruiter was wholly used as placement fee. Women are the majority among those who said that the amount paid to recruiter was partly used as placement fee, and partly to cover pre-departure costs.</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>• Majority: Placement + other costs (70.8%); placement fee only (27.6%); no placement fee/used for my pre-departure costs (1.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority among those whose payment to the recruiter was fully used for the placement fee (51.2%); women are the majority among those who did not pay placement fee and their payment was used for pre-departure costs only (53.8%); women are also the majority among those payment was partly used for placement fee and partly for pre-departure costs (61.2%).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Cost items included in amount paid to recruiter (origin country)	<ul style="list-style-type: none"> <li>• Top cost items included in amount paid to recruiter at origin (% respondents who cited this item; descending order): <ul style="list-style-type: none"> <li>-placement fee (74.5% of respondents);</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Top items included in amount paid to recruiter at origin (% respondents who cited this item; descending order): <ul style="list-style-type: none"> <li>-placement fee (60.9% of respondents);</li> </ul> </li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-visa (57.1%);</li> <li>-medical test (46.3%);</li> <li>-passport (43.5%);</li> <li>-international airfare (42.8%);</li> <li>-skills training/certification (36.7%);</li> <li>-pre-departure seminars (36.0%);</li> <li>-language lessons (34.7%);</li> <li>-local travel (32.1%);</li> <li>-insurance (16.2%);</li> <li>-lodging/meals (12.3%);</li> <li>-government fees (10.8%).</li> <li>• Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>-visa (32.8%);</li> <li>-international airfare (21.7%);</li> <li>-medical test (15.0%);</li> <li>-passport (14.5%);</li> <li>-pre-departure seminars (12.3%);</li> <li>-insurance (11.5%);</li> <li>-skills training/certification (6.6%);</li> <li>-government fees (5.2%);</li> <li>-lodging/meals (4.5%);</li> <li>-local travel (4.1%);</li> <li>-language lessons (3.1%).</li> <li>• Source file: d2-summ01...</li> </ul>
Have additional pre-migration costs (on top of amount paid to recruiters)?	<ul style="list-style-type: none"> <li>• Majority: No (86.7%); yes (13.3%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (55.9%) for those who said they incurred additional pre-migration costs (on top of amount paid to recruiters. Women are the majority (61.6%) among those who said they did not incur any additional pre-migration costs.</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>• Majority: No (56.7%); yes (43.3%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in both categories: those who had additional pre-migration costs on top of amount paid to recruiters (59.2%); and those who did not incur any additional costs (59.7%).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Total additional costs (in origin and/or destination country)	<ul style="list-style-type: none"> <li>• Average: USD 282.34;</li> <li>• Range: USD 15 to 4,083.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, women have slightly higher additional costs than men (USD 291.94 for women vs. USD 276.48 for men).</li> </ul> </li> <li>• Source files: o-freq04...</li> </ul>	<ul style="list-style-type: none"> <li>• Average: USD 214;</li> <li>• Range: USD 0 to 3,680.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men, on average, had higher additional costs than women: USD 156.61 for women vs. USD 291.45 for men.</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Top additional costs	<ul style="list-style-type: none"> <li>• Top additional expense items (% of respondents who cited this among the top 3 cost items; multi-response variable;</li> </ul>	***

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>descending order)</p> <ul style="list-style-type: none"> <li>-Passport fee and related costs (picture, supporting documents, authentication fees, etc.): 2.7%;</li> <li>-Medical (not specified) tests, examinations, check-up: 2.3%;</li> <li>-Government fees: service fee; license; clearance (police, immigration); verification; registration; government stamp: 1.9%;</li> <li>-Travel/transportation costs (local, international, both): 1.5%;</li> <li>-Food, lodging, accommodations: 1.1%;</li> <li>-Personal things (clothes, suitcase, etc.); sundry/miscellaneous expenses: 1.0%;</li> <li>-Travel/transportation - local: 0.9%;</li> <li>-Combined: Travel, food/accommodations, government fees: 0.7%;</li> <li>-Combined: Travel, food, accommodations: 0.7%;</li> <li>-Extra payments, gratuity, bribe: 0.6%;</li> <li>-Communication costs: 0.5%;</li> <li>-Visa fee and related costs (picture, etc.): 0.3%;</li> <li>-Training costs (not specified): 0.2%;</li> <li>-Insurance: 0.2%;</li> <li>-Combined: Passport, medical and related costs: 0.2%.</li> </ul> <ul style="list-style-type: none"> <li>• Note: Several more cost items cited (by less than 0.1% of respondents); not listed here.</li> <li>• Source file: o-freq05a-multiresponse-several qstns-all origin1</li> </ul>	
Used additional recruiter in destination	<ul style="list-style-type: none"> <li>• Majority: No (84.6%); yes (14.7%); others (0.7%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (60.7%) among those who used additional recruiter at the destination. Men are the majority (55.0%) among those who did not use additional recruiter at</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Majority: Yes (52.5%); no (45.7%); others (1.8%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority for those who used additional recruiter in destination country (68.7%). Men are the majority for those who did not use additional recruiter</li> </ul> </li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>destination.</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>in destination or used other channels (52.4%).</p> <ul style="list-style-type: none"> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Why used additional recruiter	<ul style="list-style-type: none"> <li>Top reasons: <ul style="list-style-type: none"> <li>-Recruiter in origin asked me to do it (65.8%);</li> <li>-I wanted to do it (12.3%);</li> <li>-Family/friends asked me to do it (9.6%);</li> <li>-Employer abroad asked me to do it (8.2%);</li> <li>-Others (4.1%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (55.6%) for those who used, on their own initiative, additional recruiter in destination in the belief that this will help her.</li> <li>-Men are the majority among those who used additional recruiter in destination because: he was required by recruiter at origin (58.3%); employer abroad required him (66.7%); family/friend asked him to do it (83.3%).</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	***
How recruiters in origin and destination countries are linked	<ul style="list-style-type: none"> <li>Majority: Recruiters in origin and destination are business partners (51.6%); <ul style="list-style-type: none"> <li>-One and the same recruiter (39.3%);</li> <li>-They have no business relations (8.2%);</li> <li>-Others (0.8%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the big majority among those who said that recruiters in origin and destination are business partners (74.6%);</li> <li>-Men are the big majority among those who said that recruiters in origin and destination are one and the same entity (72.3%); the recruiters in origin and destination are</li> </ul> </li> </ul>	***

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>not related businesswise (60.0%).</li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	
<p>Name of recruiter used at the destination (coded; general categories only)</p> <p><i>*Note: Survey data gives a list of the names of each recruiter named by the respondents; for brevity, we only present here the general categories (i.e. 'named', 'not named', etc.).</i></p>	<ul style="list-style-type: none"> <li>Majority: Private recruiter (agency/individual): not named (72.5%);</li> <li>-Private recruiter (agency/individual): named (26.1%);</li> <li>-Other channels - not specified (1.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (54.1%) among those who used private recruiters (agencies or individuals) who they specifically named. Women are the majority among those who used private recruiters who they could/did not specifically name (52.0%).</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Plurality: Private recruiter (agency/individual): not named (48.7%);</li> <li>-Private recruiter (agency/individual): named (45.8%);</li> <li>-Other channels - not specified (5.6%).</li> <li>Gender disaggregation: for purposes of this study, no need to disaggregate down to each individual recruiter.</li> <li>Source file: d1-freq03...</li> </ul>
Type of recruiter in destination	<ul style="list-style-type: none"> <li>Majority: Recruiter is an agency/company/business entity (including their authorized agents) (53.5%);</li> <li>-recruiter is individual person (no company or agency) (45.1%);</li> <li>-other types of recruiters (1.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (68.3%) among those who used private recruiters who are individual persons (no agency/company). Women are the majority (64.5%) among those who used private recruiters who are agencies/companies or their authorized agents.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Recruiter is an agency/company/business entity (including their authorized agents) (67.5%);</li> <li>-recruiter is individual person (no company or agency) (26.9%);</li> <li>-other types of recruiters (5.6%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those who used individual recruiters (no agency/company) (61.5%); those who used recruitment agencies/companies (68.3%); and those who used other (non-recruiter) channels (74.2%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Licensed (in destination country)?	<ul style="list-style-type: none"> <li>Majority: Don't know (64.7%);</li> <li>-maybe (16.6%);</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Don't know (55.5%);</li> <li>-maybe (23.1%);</li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-yes (14.7%);</li> <li>-no (3.8%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (56.5%) among those who used agencies that they knew/verified to be licensed; they are also the big majority among those who used agencies that they thought maybe , but they could/did not verify to be, licensed (76.9%). Men are the overwhelming majority (100%) among those who used recruiters they knew were not licensed; they are also the majority (60.4%) among those who did not know/did not ask the license status of the recruiter.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>-yes (19.0%);</li> <li>-no (2.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority across all categories: those who used licensed recruiters (65.3%); those who used recruiters who maybe, but not verified to be, licensed (73.4%); those who used recruiters with no or unknown license status (64.9%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Total amount paid to recruiter at the destination	<ul style="list-style-type: none"> <li>• Average: USD 385.06;</li> <li>• 34.7% of respondents paid amounts higher than this average;</li> <li>• Median: USD 0 (50% of respondents paid this or higher amount)</li> <li>• 59.7% of respondents did not pay any amount (or did not use recruiter at destination);</li> <li>• 62.5% of respondents paid less than the average monthly wage (of jobs in all origin countries surveyed – job in home country only, i.e. USD 152); or did not use recruiter at the destination; 63.9% paid less than the average monthly wage (of jobs in all origin countries surveyed – job abroad, i.e. USD 306) or did not use recruiter at the destination;</li> <li>• Range: USD 0 to 3,803.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men paid much higher than women in additional payment to recruiter in destination (USD 205.72</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Average: USD 1,406.88;</li> <li>• Majority of respondents (64.1%) paid amounts higher than this average;</li> <li>• Median: USD 1,933.21 (50% of respondents paid this or higher amount)</li> <li>• 9.9% of respondents did not pay any amount;</li> <li>• 22.1% of respondents paid less than the average monthly wage (of jobs in all destination countries surveyed, i.e. USD 434);</li> <li>• Range: USD 0 to 4,598.</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Again, on average, men paid recruiters in the destination more than the women (USD 1,375.14 for women vs. USD 1,446.78 for men).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>for women vs. USD 554.71 for men).</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	
Cost items included in amount paid to recruiter (destination country)	<ul style="list-style-type: none"> <li>Top cost items included in amount paid to recruiter (% respondents who cited this item; descending order): <ul style="list-style-type: none"> <li>-placement fee (2.7% of respondents);</li> <li>-visa (4.1%);</li> <li>-medical test (1.8%);</li> <li>-insurance (1.8%);</li> <li>-lodging/meals (1.7%);</li> <li>-international travel (1.7%);</li> <li>-skills training/certification (1.5%);</li> <li>-language lessons (1.1%);</li> <li>-post-arrival seminars (0.7%).</li> </ul> </li> <li>Source file: osumm01...</li> </ul>	***
Issued valid invoice/bill (destination)?	<ul style="list-style-type: none"> <li>Majority: No (84.6%); yes (15.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the big majority (72.7%) among those who were given valid invoices. Men are the majority (57.9%) among those who were not given valid invoices.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	***
Issued valid receipt (destination)?	<ul style="list-style-type: none"> <li>Majority: No (93.8%); yes (6.2%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (57.1%) among those who were issued valid, written receipts. They are also the majority (60.7%) among those who were not issued valid, written receipts.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	***



Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
Total amount paid to recruiters (origin + destination)	<ul style="list-style-type: none"> <li>• Average: USD 1,332.66;</li> <li>• 27.8% of respondents paid amounts higher than this average;</li> <li>• Median: USD 887.41 (50% of respondents paid this or higher amount)</li> <li>• Less than 1% of respondents (0.8%) did not pay any amount;</li> <li>• 3.5% of respondents paid less than the average monthly wage (of jobs in all origin countries surveyed, i.e. USD 152); 8.4% paid less than the average monthly wage (of jobs in all origin countries surveyed – job abroad, i.e. USD 306);</li> <li>• Range: USD 0 to 15,213.</li> <li>• Gender disaggregation: -On average, men paid much higher amount to the recruiters (origin + destination) than women (USD 858.35 for women vs. USD 1,942.37 for men).</li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>• Average: USD 1,973.04;</li> <li>• 43.5% of respondents paid amounts higher than this average;</li> <li>• Median: USD 1,543.40 (50% of respondents paid this or higher amount);</li> <li>• 1.3% of respondents did not pay any amount;</li> <li>• 20.8% of respondents paid less than the average monthly wage (of jobs in all destination countries surveyed, i.e. USD 434);</li> <li>• Range: USD 0 to 8,430.</li> <li>• Gender disaggregation: -On average, men paid recruiters (origin + destination) more than the women: USD 1,843.79 for women vs. USD 2,157.43 for men. Women on average paid 85% of what the men paid to recruiters (origin + destination).</li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Total cost of working abroad (total paid to recruiters in origin and destination + additional costs)	<ul style="list-style-type: none"> <li>• Average: USD 1,361.75;</li> <li>• 97.9% of this cost is due to payments made to recruiters at the origin and/or destination (USD1,332.66 out of 1,361.75);</li> <li>• 29.4% of respondents spent amounts higher than this average;</li> <li>• Median: USD 892.33 (50% of respondents spent this or higher amount);</li> <li>• Less than 1% of respondents (0.5%) did not incur any costs; if we consider only payments made to recruiters at the origin/destination, only 0.8% did not pay any amount to the recruiters;</li> <li>• 3.2% of respondents spent the equivalent of one month's wage or less (average monthly wage of jobs in all origin</li> </ul>	<ul style="list-style-type: none"> <li>• Average: USD 1,992.67;</li> <li>• 99.0% of this cost is due to payments made to recruiters at the origin and/or destination (USD1,973.04 out of 1,992.67);</li> <li>• 42.9% of respondents spent amounts higher than this average.</li> <li>• Median: USD 1,576.20 (50% of respondents spent this or higher amount);</li> <li>• 2.5% of respondents did not incur any costs; if we consider only payments made to recruiters at the origin/destination, only 1.3% did not pay any amount to the recruiters;</li> <li>• 22.2% of respondents spent the equivalent of one</li> </ul>

Recruitment/ Pre-departure	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>countries surveyed – job in home country only - is USD 152); 7.6% spent less than the average monthly wage (of jobs in all origin countries surveyed – job abroad – USD 306);</p> <ul style="list-style-type: none"> <li>Range: USD 0 to 15,213.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men incurred much higher total cost of going abroad than women (USD 882.64 for women vs. USD 1,972.03 for men).</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>month's wage or less (average monthly wage of jobs in all destination countries surveyed is USD 434);</p> <ul style="list-style-type: none"> <li>Range: USD 0 to 8,737.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, the cost of going abroad (recruitment + additional costs) was higher for men than women: USD 1,846.02 for women vs. USD 2,199.59 for men. The cost for women, on average, is 84% of the cost for men.</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>

### 3. Financing the cost of recruitment and working abroad

*These statistics describe how the respondents paid for the cost of recruitment/going abroad – their sources of funds, collateral used, loan burden resulting from the recruitment cost. The results are gender-disaggregated.*

Financing the cost	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
% of cost that was borrowed	<ul style="list-style-type: none"> <li>Average: 63.6% of the total cost was borrowed;</li> <li>Majority (52.5%) of respondents borrowed a higher proportion than this average;</li> <li>Median: 70.0% of the total cost was borrowed (50% of respondents borrowed this or a higher percentage);</li> <li>More than a third (33.6%) of respondents borrowed 100% of the cost;</li> <li>14.1% of respondents did not borrow (0%) in order to pay the cost of migration.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men and women borrowed nearly the</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Average: 63.5% of total cost was borrowed;</li> <li>Majority (60.0%) of respondents borrowed a higher proportion than this average;</li> <li>Median: 90.0% of total cost was borrowed (50% of respondents borrowed this or a higher percentage);</li> <li>Nearly half (47.2%) of respondents borrowed 100% of the cost;</li> <li>Less than a quarter (24.3%) of respondents did not borrow (0%) in order to pay the cost of migration.</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-On average, men covered a bigger proportion (65.8%) of the</li> </ul> </li> </ul>

Financing the cost	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<p>same proportion to cover the cost of going abroad (women borrowed 63.7% of total cost, vs. 63.6% of total cost borrowed by men).</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>cost of going abroad by borrowing; for women, 61.5% of the total cost was borrowed.</p> <ul style="list-style-type: none"> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Source of funds to pay for cost of working abroad	<ul style="list-style-type: none"> <li>Top sources of funds (% respondents who cited this source; descending order): <ul style="list-style-type: none"> <li>-own/family savings/money at hand (40.4% of respondents);</li> <li>-borrowed from relatives/ friends (36.9%);</li> <li>-sold/mortgaged family assets (12.5%);</li> <li>-advanced by recruiter (8.6%);</li> <li>-informal lenders (4.7%);</li> <li>-employer paid (3.6%);</li> <li>-trade union/coop (2.4%);</li> <li>-bank/financial institution (2.0%);</li> <li>-org/group (1.6%);</li> <li>-loan from government (0.5%).</li> </ul> </li> <li>Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>Top sources of funds (% respondents who cited this source; descending order): <ul style="list-style-type: none"> <li>-own/family savings/money at hand (28.5% of respondents);</li> <li>-borrowed from relatives/ friends (16.3%);</li> <li>-borrowed from bank/financing agency (14.9%).</li> <li>-sold/mortgaged family assets (6.6%);</li> <li>-informal lenders (4.2%);</li> <li>-employer paid (4.1%);</li> <li>-advanced by recruiter (3.9%);</li> <li>-borrowed from organization/group (1.3%)</li> <li>-borrowed from trade union/coop (1.3%);</li> <li>-government financing/loan (1.2%).</li> </ul> </li> <li>Source file: d2-summ01...</li> </ul>
# types of fund sources used to pay for cost of working abroad	<ul style="list-style-type: none"> <li>Average: 1.1 (i.e. 1 to 2 types of fund sources);</li> <li>9.8% of respondents have no (zero) fund source;</li> <li>The big majority (72.9%) of respondents have 1 type of fund source; 17.3% have 2 or more types of fund sources.</li> <li>Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>Average: 0.82 (i.e. 0 to 1 type of fund source);</li> <li>37.7% of respondents have no (zero) fund source;</li> <li>Half (50.7%) of respondents have 1 type of fund source; 11.6% have 2 or more types of fund sources.</li> <li>Source file: d2-summ01...</li> </ul>
Collateral/ guarantees used for loans	<ul style="list-style-type: none"> <li>Top collateral used (% respondents who cited this collateral; descending order): <ul style="list-style-type: none"> <li>-farm/agricultural land (14.1% of respondents);</li> <li>-co-maker (9.9%);</li> <li>-jewelry (7.9%);</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Top collateral used (% respondents who cited this collateral; descending order): <ul style="list-style-type: none"> <li>-co-maker (11.5% of respondents);</li> <li>-farm/agricultural land (7.0%);</li> <li>-jewelry (4.5%);</li> </ul> </li> </ul>

Financing the cost	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>-real property/ house/lot (5.7%);</li> <li>-farm animals, equipment (3.0%);</li> <li>-verbal agreement or character guarantee (0.7%);</li> <li>-other (non-farm) assets, equipment (0.5%).</li> <li>• Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>-real property/ house/lot (4.3%);</li> <li>-farm animals, equipment (2.6%);</li> <li>-other (non-farm) assets, equipment (1.8%).</li> <li>• Source file: d2-summ01...</li> </ul>
# types of collateral/ guarantees used:	<ul style="list-style-type: none"> <li>• Average: 0.42 (i.e. no collateral or sometimes 1 type of collateral used);</li> <li>• Majority (65.7%) of respondents have no physical/ material collateral;</li> <li>• More than a quarter (27.4%) have 1 type of collateral; 7.0% have 2 or more types of collateral.</li> <li>• Source file: osumm01...</li> </ul>	<ul style="list-style-type: none"> <li>• Average: 0.32 (i.e. 0 to 1 type of collateral used);</li> <li>• The big majority (74.8%) of respondents have no physical/ material collateral;</li> <li>• 22.2% of respondents have 1 type of collateral; 3.0% have 2 or more types of collateral.</li> <li>• Source file: d2-summ01...</li> </ul>
Will ask employer to reimburse relevant costs?	<ul style="list-style-type: none"> <li>• Majority: No (85.6%); maybe (9.3%); yes (5.1%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority (75.0%) among those who said they will ask employer for reimbursement of all relevant costs; they are also the majority (68.2%) among those who said they may ask for reimbursements from the employer.</li> <li>-Women are the majority (65.9%) among those who said they will not ask reimbursement from employers.</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	***
Employer actually reimbursed relevant costs?	***	<ul style="list-style-type: none"> <li>• Majority: not reimbursed by employer (91.9% of respondents);</li> <li>-fully reimbursed by employer (5.6%);</li> <li>-partially reimbursed by employer (2.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are big majority among those who were fully or partially reimbursed by employers (70.0% and 78.3%,</li> </ul> </li> </ul>

Financing the cost	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
		<p>respectively); Women are also the majority among those not reimbursed by the employers (59.0%).</p> <ul style="list-style-type: none"> <li>Source files: d1-freq02...; d1-freq02param1-q07to34-q58to60-wcond-current destn-GENDER1</li> </ul>

#### 4. Instructions/Actions of the recruiter on basic labor rights and entitlements

*The statistics in this and following tables describe the non-monetary practices problems, issues related to recruitment – specifically the instructions/actions of the recruiter about basic labor rights and entitlements, the quality of information provided by the recruiters, and preparatory activities undertaken by the respondents. The results are gender-disaggregated.*

Instructions from the recruiter	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Instructions/actions of the recruiter on: wage	<ul style="list-style-type: none"> <li>Majority: I was told I'll get the legal/minimum/ agreed wage (63.6%); -no information from recruiter about this (27.5%); -I was told I'll get lower than the minimum or the agreed wage (8.9%).</li> <li>Gender disaggregation: -Women are the big majority (73.1%) among those told by the recruiter that they will get the legal/agreed wage. Men are the majority (55.7%) among those told by the recruiter that they will get lower than the legal/agreed wage; they are also the majority (68.6%) among those who were not informed at all about the legal/agreed wage.</li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Majority: I was told I'll get the legal/minimum/ agreed wage (50.4%); -no information from recruiter about this (39.9%); -I was told I'll get lower than the minimum or the agreed wage (9.7%).</li> <li>Gender disaggregation: -Women are the majority in all categories: those told that they will get lower than minimum/agreed wage (64.5%); those told that they'll get the legal/agreed wage (65.3%); and those who were not given any information about the wage (53.5%).</li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on:	<ul style="list-style-type: none"> <li>Majority: I was told I'll get all mandated benefits (56.9%); -no information from recruiter about this (31.5%);</li> </ul>	<ul style="list-style-type: none"> <li>Majority: no information from recruiter about this (54.7%); -I was told I'll get all mandated benefits (32.1%);</li> </ul>

Instructions from the recruiter	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
mandated benefits	<ul style="list-style-type: none"> <li>-I was told I'm not entitled to certain benefits (11.6%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (58.5%) among those told by the recruiter that they are not entitled to certain mandated benefits; they are also the big majority (71.3%) among those told that they will get all the mandated benefits. Men are the majority (62.2%) among those who were not informed/ not discussed about the mandated benefits.</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>-I was told I'm not entitled to certain benefits (13.1%).</li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those told that they are not entitled to certain mandated benefits (65.0%); those told they will get all the mandated benefits (63.2%); and those not given any information about the mandated benefits (56.7%).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on: making complaints	<ul style="list-style-type: none"> <li>• Majority: Recruiter did not mention/ discuss this at all (61.4%); <ul style="list-style-type: none"> <li>-recruiter advised me to seek help if needed (25.4%);</li> <li>-recruiter verbally warned me not to do this (8.6%);</li> <li>-recruiter made me sign a promise not to file complaints (4.5%).</li> </ul> </li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the big majority among those verbally warned by the recruiter against filing complaints.</li> <li>-Women and men are almost equally split (50%) among those made by the recruiter to sign promise not to file complaints; as well as those advised by the recruiter to seek help/complain if violations happen.</li> <li>-Women are the majority (66.4%) among those who were not informed or not discussed this topic.</li> </ul> </li> <li>• Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>• Majority: Recruiter did not mention/ discuss this at all (68.6%); <ul style="list-style-type: none"> <li>-recruiter verbally warned me not to do this (12.5%);</li> <li>-recruiter advised me to seek help if needed / said they will take responsibility (11.5%);</li> <li>-recruiter made me sign a promise not to file complaints (7.3%).</li> </ul> </li> <li>• Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those who were warned against making any complaints (61.5%); those made to sign a promise not to file complaints (58.2%); those who were not given any information about this (69.0%); and those advised by recruiter to seek help or were told that the recruiter will bear responsibility in first few months (69.3%).</li> </ul> </li> <li>• Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on: joining unions, organizations in	<ul style="list-style-type: none"> <li>• Majority: Recruiter verbally warned/ discouraged me from joining (51.3%); <ul style="list-style-type: none"> <li>-recruiter did not warn/ discourage me (41.8%);</li> <li>-recruiter made me sign a promise not to join (6.9%).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Big majority: Recruiter did not warn/ discourage me (79.6%); <ul style="list-style-type: none"> <li>-recruiter verbally warned/ discouraged me from joining (16.0%);</li> </ul> </li> </ul>

Instructions from the recruiter	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
destination country	<ul style="list-style-type: none"> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the big majority (75.4%) among those verbally warned by the recruiter against joining unions or organizations in destination country.</li> <li>-Women and men are almost evenly split among those who were not informed, discussed nor discouraged about this topic;</li> <li>-Men are the big majority (73.8%) among those who are made by the recruiter to sign a promise not to join unions or organizations.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>-recruiter made me sign a promise not to join (4.4%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those warned against joining organizations/unions (59.8%); those made to sign a promise not to join (60.6%); and those who were not warned or discouraged (59.4%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on: joining protests/public actions in destination country	<ul style="list-style-type: none"> <li>Plurality: Recruiter verbally warned/discouraged me from joining (47.3%); <ul style="list-style-type: none"> <li>-recruiter did not warn/discourage me (45.3%);</li> <li>-recruiter made me sign a promise not to join (7.4%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the big majority (70.0%) among those verbally warned by recruiter against joining public protests/actions in destination country.</li> <li>-Women and men are almost evenly split among those who were not informed/discussed about this topic.</li> <li>-Men are the majority (57.7%) among those who were made by the recruiter to sign a promise not to join public protests/actions.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Big majority: Recruiter did not warn/discourage me (76.0%); <ul style="list-style-type: none"> <li>-recruiter verbally warned/discouraged me from joining (18.8%);</li> <li>-recruiter made me sign a promise not to join (5.3%).</li> </ul> </li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in all categories: those warned against joining protests/public actions (62.5%); those made to sign a promise not to join (59.0%); and those who were not warned or discouraged (59.9%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on: signing blank paper or document not	<ul style="list-style-type: none"> <li>Big majority: Recruiter did not ask me to sign (79.2%); asked me to sign (20.8%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority (64.2%) among those who were</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Big majority: Recruiter did not ask me to sign (78.7%); asked me to sign (21.2%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in most categories: those who</li> </ul> </li> </ul>

Instructions from the recruiter	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
understood by respondent	<p>not asked by the recruiter to sign blank or documents that the respondent did not understand.</p> <p>-Men are the slight majority among those who were asked by the recruiter to sign document that is blank/not understood, and successfully refused (51.1%); this means almost half (48.9%) of those who successfully refused are women.</p> <p>-Men are the majority (60.0%) among those who were asked to sign, refused, but were forced to sign; they are also the majority (59.5%) among those who signed without refusing.</p> <ul style="list-style-type: none"> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<p>were asked to sign blank documents, refused but were forced to sign (65.3%); those who were asked to sign and did not refuse (72.9%); those who were not asked to sign (59.6%). Men are the majority among those who were asked to sign, refused and did not sign (66.7%).</p> <ul style="list-style-type: none"> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>
Instructions/actions of the recruiter on: surrendering personal document/s (passport, etc.)	<ul style="list-style-type: none"> <li>Majority: Recruiter did not ask for any of my documents (57.1%); recruiter asked me to surrender at least one of my documents/ I gave even if not asked (42.9%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Men are the majority (55.6%) among those who were asked by recruiter to surrender personal documents, and successfully refused.</li> <li>Women are the majority (52.7%) among those asked to surrender documents, refused, but were forced to give their documents; they are also the majority (66.7%) among those who surrendered their documents without refusing, or without being asked by the recruiter.</li> <li>-Women are the majority (67.9%) among those who were not asked, and did not give, their personal documents.</li> </ul> </li> <li>Source files: o-freq04...; o-freq04param1... recruitment experience-GENDER1</li> </ul>	<ul style="list-style-type: none"> <li>Majority: Recruiter did not ask for any of my documents (55.3%); recruiter asked me to surrender at least one of my documents/ I gave even if not asked (44.7%).</li> <li>Gender disaggregation: <ul style="list-style-type: none"> <li>-Women are the majority in most categories: those who were asked by the recruiter to surrender personal document/s but successfully refused (51.3%); those who were asked, refused, but were forced to surrender document/s (67.6%); those who were not asked by the recruiter to surrender any personal document (58.8%). Men are the majority among those asked by recruiter to surrender, did not refuse, and gave their document/s (57.1%).</li> </ul> </li> <li>Source files: d1-freq03...; d1-freq03param1-q35to57-recruitment experience-all vars-GENDER1</li> </ul>



## 5. Respondent's opinion/satisfaction rating on the quality of information from recruiters

Respondents were asked to give their opinion/satisfaction rating on the quality of information given by the recruiters (12 information items were listed). The following scale was used:

- 1 = I am very satisfied that the recruiter gave me complete, correct, accurate, updated information;
- 2 = I am somewhat satisfied that the recruiter gave me complete, correct, accurate, updated information;
- 3 = I am neither satisfied nor disappointed; I'm not sure if the recruiter gave me complete, correct, accurate, updated information;
- 4 = I am dissatisfied; I think the recruiter gave very limited, incorrect or outdated information;
- 5 = I am very disappointed; I think all information I got was incomplete, inaccurate or outdated.

Quality of information from recruiters	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
# Respondents	<ul style="list-style-type: none"> <li>888 respondents</li> </ul>	<ul style="list-style-type: none"> <li>1,265 respondents</li> </ul>
Opinion rating on Information provided by recruiter (origin country) – average ratings	<p>Opinion rating (ave. rating; 12 information items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>Overall average rating: 2.91;</li> <li>Average rating on each information item (ascending order of average score, i.e. from best to worst rating): <ul style="list-style-type: none"> <li>-information on wage (2.52);</li> <li>-information on contract terms and benefits (2.59);</li> <li>-information on reimbursable costs (2.64);</li> <li>-information on general working conditions (2.70);</li> <li>-information on migration laws, policies of home/host country (2.90);</li> <li>-information on labor rights, union activities (2.96);</li> <li>-information on human rights, personal security (3.04);</li> <li>-information on complaint, redress assistance (3.07);</li> <li>-information on recruitment regulations (3.10);</li> <li>-information on government services (3.10);</li> <li>-information on gender, women-related concerns (3.13);</li> <li>-information on CSO/non-government services, support (3.20).</li> </ul> </li> </ul>	<p>Opinion rating (ave. rating; 12 information items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>Overall average rating: 3.89;</li> <li>Average rating on each information item (ascending order of average score; i.e. from best to worst rating): <ul style="list-style-type: none"> <li>-information on wage (3.35);</li> <li>-information on contract terms and benefits (3.39);</li> <li>-information on general working conditions (3.47);</li> <li>-information on human rights, personal security (3.93);</li> <li>-information on government services (3.94);</li> <li>-information on gender, women-related concerns (4.01);</li> <li>-information on complaint, redress assistance (4.02);</li> <li>-information on migration laws, policies of home/host country (4.03);</li> <li>-information on reimbursable costs (4.11);</li> <li>-information on recruitment regulations (4.19);</li> <li>-information on CSO/non-government services, support (4.28);</li> </ul> </li> </ul>

Quality of information from recruiters	ORIGIN SURVEY	DESTINATION SURVEY
	(All respondents)	(All respondents)
	<ul style="list-style-type: none"> <li>Source file: osumm02...</li> </ul>	<ul style="list-style-type: none"> <li>-information on labor rights, union activities (4.36).</li> <li>Source file: d2-summ02...</li> </ul>
Opinion on Information provided by recruiter (origin country) – average ratings according to research parameters	<p>Average rating on information provided by recruiter – according to research parameters (on 12 information items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>By country of origin (countries in the survey only): -Bangladesh (2.49); India (3.85); Indonesia (2.55); Nepal (3.70); Philippines (2.67);</li> <li>By country of destination (countries in the survey only): Bahrain (3.26); Lebanon (2.25); Malaysia (3.26); Singapore (2.56); Taiwan (2.42); Thailand (no data).</li> <li>By gender: female (2.54); male (3.42); others (3.88);</li> <li>By education: no formal education (2.90); up to vocational/ technical only (3.15); up to primary only (2.73); up to secondary only (3.23); up to university/ college (2.80); up to post-graduate (2.85);</li> <li>By type of job (elementary or not): elementary job (2.60); non-elementary job (3.55);</li> <li>By type of job (DW or non-DW): domestic worker (2.46); non-DW (3.37);</li> <li>If first job abroad or not: first job abroad (2.73); not first job abroad (2.90);</li> <li>If used a private recruiter (in origin) or not: Used a private recruiter (2.85); did not use a private recruiter (3.34).</li> <li>Source file: osumm02...</li> </ul>	<p>Average rating on information provided by recruiter – according to research parameters (on 12 information items; scale of 1 to 5; 5 is worst):</p> <ul style="list-style-type: none"> <li>By country of origin (countries in the survey only): Bangladesh (4.38); India (4.33); Indonesia (3.92); Nepal (3.84); Philippines (3.43);</li> <li>By country of destination (countries in the survey only): Bahrain (4.47); Lebanon (4.06); Malaysia (3.92); Singapore (3.54); Taiwan (3.51); Thailand (4.55);</li> <li>By gender: female (3.80); male (4.02); others (4.00);</li> <li>By education: no formal education (3.87); up to vocational/ technical only (3.82); up to primary only (4.66); up to secondary only (4.07); up to university/ college (3.47); up to post-graduate (3.73);</li> <li>By type of job (elementary or not): elementary job (4.02); non-elementary job (3.34);</li> <li>By type of job (DW or non-DW): domestic worker (3.76); non-DW (3.91);</li> <li>If first job abroad or not: first job abroad (3.95); not first job abroad (3.68);</li> <li>If used a private recruiter (in origin) or not: Used a private recruiter (3.91); did not use a private recruiter (3.61).</li> <li>Source file: d2-summ02...</li> </ul>

**APPENDIX 6:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**SCORECARDS ON QUANTITATIVE RECRUITMENT INDICATORS (ORIGIN & DESTINATION SURVEYS)**

*The tables below give quantitative measures (averages) of selected indicators relating to the recruitment experience of the migrants in the origin and destination surveys. This section also introduces the use of the z-score (standardized value) – a statistical measure that allows us to compare quantitative data even if they have different units of measurement (e.g. amount of money, period of time, tally/frequency count, etc.), as well as compare the indicators of a particular case in relation to the whole group (e.g. how far above or below it is from the group average).*

*In the z-score tables, there is an extra last column (“Final z-score on recruitment”); this is the z-score of the average of all the z-scores of the selected recruitment indicators (total amount paid to recruiter at the origin, total amount paid to recruiter in the destination, opinion rating on recruiter, total # violations of the composite criteria). Note that the following are not included in computing the final z-score: “# of preparatory activities” (it is not a measure of violations per se), and “total cost of going abroad” (redundant, since the amounts paid at the origin and destination are already included).*

*The final z-score is used to compare and rank a category relative to all the other categories, and determine which is “better” or “worse” among the categories. The final z-score provides information on the depth (degree) of the problem (how extremely above or below average the fees and number of recruitment violations are).*

*These indicators, when cross-tabulated (disaggregated) based on demographic or other research parameters, create “scorecards” or summary records showing how the indicators vary depending on the selected parameters (e.g. gender, country of origin, country of destination, name of individual recruiter, type of job abroad, etc.). The results of the origin country survey and the destination country survey are presented side-by-side for easier comparison.*

Note: *One of the indicators used in the scorecards below is the “# of violations of the composite criteria.” The ‘composite criteria’ is a set of 26 variables/parameters in the origin survey (and 27 variables/parameters in the destination survey) enumerating the standards on migrants’ basic labor rights and protection against recruitment abuses. We use these criteria items to determine if recruitment abuses and/or migrants’ rights violations occurred (e.g. amount paid to the recruiters; abuses experienced by the respondent, personal documents taken, etc.). The ‘composite criteria’ is explained in more detail in **Appendix 8**, where we present the “recruitment composite categories”.*

# 1. Recruitment scorecard: Parameter - Overall (No parameter/categorization)

## Origin Survey: Actual Values

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: overall (no parameter/categorization)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.31	10.71

## Origin Survey: Standardized Values (z-score)

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: overall (no parameter/categorization)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
ALL RESPONDENTS (888)	0	0	0	0	0	0	0

## Destination Survey: Actual Values

Source file: d2-summ03...

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: overall (no parameter/categorization)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
ALL RESPONDENTS (1,265)	1,347.06	1,406.88	1,992.67	3.89	2.11	9.12

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

	<b>RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)</b>						
<b>Parameter: overall (no parameter/categorization)</b>	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
ALL RESPONDENTS (1,265)	0	0	0	0	0	0	0

**2. Recruitment scorecard: Parameter - according to (current) destination country (based on destination survey)**
**Destination Survey: Actual Values**

Source file: d2-summ03...

	<b>RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)</b>					
<b>Parameter: according to (current) destination country (based on destination survey)</b>	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Bahrain	1,614.10	729.90	1,801.87	4.47	1.23	11.83
Lebanon	345.53	555.23	464.96	4.06	2.47	9.65
Malaysia	544.91	1,320.03	1,425.01	3.92	2.60	7.59
Singapore	2,603.48	866.89	2,747.26	3.54	3.55	10.80
Taiwan	1,611.42	1,674.41	2,846.18	3.51	3.69	10.41
Thailand	416.13	120.42	425.30	4.55	.20	6.88
ALL RESPONDENTS (1,265)	1,347.06	1,406.88	1,992.67	3.89	2.11	9.12

### Destination Survey: Standardized Values (z-score)

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to (current) destination country (based on destination survey)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Bahrain	.2158944	-.7841255	-.1129949	.4924892	-.3445031	.3625900	.4158460
Lebanon	-.8097295	-.9864400	-.9047376	.1408462	.1381247	.0702294	.0469222
Malaysia	-.6485280	-.1005960	-.3361789	.0272561	.1905186	-.2053184	-.2176247
Singapore	1.0157918	-.6254510	.4468827	-.3016136	.5627698	.2242934	.3368622
Taiwan	.2137274	.3098587	.5054700	-.3245637	.6165690	.1717630	.2433240
Thailand	-.7526442	-1.4900538	-.9282235	.5623061	-.7473296	-.3009291	-.4053055
ALL RESPONDENTS (1,265)	0	0	0	0	0	0	0

### 3. Recruitment scorecard: Parameter - according to origin country (based on origin survey)

#### Origin Survey: Actual Values

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to origin country (based on origin survey)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Bangladesh	1,594.12	248.77	1,637.98	2.49	4.17	10.40
India	793.46	552.45	854.33	3.85	.89	11.59
Indonesia	786.70	.00	818.85	2.55	5.81	9.54
Nepal	1,089.59	623.14	1,143.04	3.70	1.80	12.47
Philippines	1,197.94	1,219.64	1,627.02	2.67	2.62	6.09
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.31	10.71

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to origin country (based on origin survey)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items); z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Bangladesh	.1905000	-.1744193	.1838836	-.4065435	.2934443	-.0476992	-.0109516
India	-.3545922	.2142144	-.3377893	.9015795	-.8174007	.1365198	.0701657
Indonesia	-.3591988	-.4927761	-.3614021	-.3483694	.8460923	-.1828400	-.1436655
Nepal	-.1529896	.3046868	-.1455943	.7564038	-.5082767	.2748108	.2113306
Philippines	-.0792228	1.0680469	.1765900	-.2318251	-.2307772	-.7201673	-.6850093
ALL RESPONDENTS (888)	0	0	0	0	0	0	0

**4. Recruitment scorecard: Parameter - according to gender**
**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to gender	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Female	843.03	205.72	882.64	2.54	5.06	9.99
Male	1,938.35	554.71	1,972.03	3.42	1.35	11.57
Others	1,586.36		1,586.36	3.88	3.67	12.00
ALL RESPONDENTS (888)	1,318.75	385.06	1,366.00	2.91	3.32	10.74

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to gender	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items); z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Female	-.3208476	-.2295137	-.3189430	-.3571944	.5929538	-.1115784	-.1698147
Male	.4248583	.2171075	.4062618	.4946287	-.6621927	.1340224	.2018840
Others	.1852171		.1495208	.9280521	.1221493	.2011451	-.0528576
ALL RESPONDENTS (888)	.0030255	0	.0028299	.0011795	.0058055	.0040630	.0039867

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (gender) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: according to gender	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Female	1,101.15	1,375.14	1,846.02	3.80	2.52	9.03
Male	1,695.31	1,446.78	2,199.59	4.02	1.56	9.50
Others	1,086.04	1,110.90	2,310.85	4.00	4.00	4.25
ALL RESPONDENTS (1,265)	1,353.01	1,396.56	1,995.97	3.89	2.14	9.21



**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to gender	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Female	-.1988149	-.0367660	-.0868449	-.0775285	.1576060	-.0120705	-.0648138
Male	.2815491	.0462050	.1225441	.1052407	-.2135974	.0503073	.1259283
Others	-.2110322	-.3428303	.1884357	.0923222	.7364870	-.6523287	-.5715298
ALL RESPONDENTS (1,265)	.0048042	-.0119617	.0019584	-.0031512	.0095540	.0110611	.0105890

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (gender) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**5. Recruitment scorecard: Parameter - according to mode of labor migration from origin country**
**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Through private recruiter: agency or its agents	1,338.61	237.04	1,381.30	3.00	3.87	12.07
Through private recruiter: individual recruiter (no agency/ company)	1,308.55	370.48	1,379.80	2.73	4.12	12.32
Through private recruiter: not specified if agency or individual	1,564.23	.00	1,569.43	3.18	2.31	9.56

	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Directly through employer (company or person)	1,685.99	622.84	1,507.41	3.39	1.53	7.26
Through government placement channel	820.31		820.31	2.35	3.20	4.10
Helped by family, relative	855.31	562.57	858.50	3.48	.86	11.05
Helped by friend, colleague, neighbor (no relation)	952.92	401.83	898.36	4.44	1.00	14.70
Helped by organization, group, union, church	316.93	38.03	393.00	5.00	1.00	21.00
On own/None of the above intermediaries	1,184.26	928.56	1,286.31	3.31	.93	6.59
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.42	11.11

#### Origin Survey: Standardized Values (z-score)

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination) : z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items); z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Through private recruiter: agency or its agents	.0165465	-.1894330	.0130155	.0852921	.1900024	.2117862	.2437659

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination) : z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items); z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Through private recruiter: individual recruiter (no agency/ company)	-.0039202	-.0186579	.0120153	-.1698449	.2741789	.2504069	.2499438
Through private recruiter: not specified if agency or individual	.1701503	-.4927761	.1382496	.2577040	-.3354349	-.1787664	-.1221465
Directly through employer (company or person)	.2530454	.3042970	.0969636	.4574576	-.5984133	-.5375939	-.5847195
Through government placement channel	-.3363170		-.3604349	-.5355945	-.0355413	-1.0301578	-1.1063694
Helped by family, relative	-.3124888	.2271609	-.3350076	.5474416	-.8250180	.0523686	.0260152
Helped by friend, colleague, neighbor (no relation)	-.2460354	.0214646	-.3084728	1.4717815	-.7789396	.6219701	.5002877
Helped by organization, group, union, church	-.6790192	-.4441051	-.6448936	2.0097875	-.7789396	1.6038952	1.7013333
On own/None of the above intermediaries	-.0885322	.6955390	-.0502167	.3854212	-.8009771	-.6425380	-.6163505
ALL RESPONDENTS (888)	0	0	0	-.0020275	.0401598	.0623571	.0663323

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (mode of migration) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Through private recruiter: agency or its agents	1,621.43	1,488.33	2,676.92	3.63	3.87	12.15
Through private recruiter: individual recruiter (no agency/ company)	819.70	1,035.56	1,022.80	4.47	1.13	15.79
Through private recruiter: not specified if agency or individual	1,219.28	1,028.31	1,411.39	3.10	1.96	5.42
Directly through employer (company or person)	1,926.12	643.43	1,683.66	3.28	2.23	4.48
Through government placement channel	1,041.48	.00	867.90	3.33	3.67	6.28
Helped by family, relative	1,906.06	1,278.42	2,096.31	3.98	.38	3.98
Helped by friend, colleague, neighbor (no relation)	1,519.56	105.46	1,202.16	3.70	.71	4.18
Helped by organization, group, union, church						
On own/None of the above intermediaries	1,336.37	1,860.12	1,943.04	4.55	.81	1.28
ALL RESPONDENTS (1,265)	1,347.06	1,403.40	1,997.08	3.90	2.28	9.97

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to mode of labor migration from origin country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination) : z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Through private recruiter: agency or its agents	.2218247	.0943301	.4052286	-.2258771	.6872088	.4050150	.4287750
Through private recruiter: individual recruiter (no agency/ company)	-.4263632	-.4300945	-.5743759	.4950621	-.3814483	.8925314	.6820760
Through private recruiter: not specified if agency or individual	-.1033144	-.4384866	-.3442400	-.6824814	-.0571513	-.4956004	-.4649864
Directly through employer (company or person)	.4681566	-.8842716	-.1829976	-.5233949	.0476957	-.6214771	-.5885215
Through government placement channel	-.2470581	-1.6295331	-.6661069	-.4793396	.6064946	-.3809402	-.3685493
Helped by family, relative	.4519373	-.1487920	.0613784	.0793003	-.6734314	-.6878466	-.5373475
Helped by friend, colleague, neighbor (no relation)	.1394577	-1.5073863	-.4681519	-.1664882	-.5463335	-.6611337	-.6570609
Helped by organization, group, union, church							
On own/None of the above intermediaries	-.0086490	.5249580	-.0293907	.5689241	-.5062411	-1.0498200	-.8583899
ALL RESPONDENTS (1,265)	0	-.0040406	.0026127	.0021565	.0675179	.1131482	.1079989

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (mode of migration) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**6. Recruitment scorecard: Parameter - according to name of recruiter (top selected) in origin country**

*\*Criteria for selected names of recruitment agencies: agencies named by at least 2 respondents*

a. Recruitment scorecard: specifically-named recruitment agencies at the origin (based on origin survey) – actual values (average)

***SORTED ALPHABETICALLY ON NAME OF RECRUITER***

**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
AB; AB Employment	892.33	0	892.33	3.60	7.00	17.00
ABCD	558.99	0	558.99	2.54	7.00	11.50
All Fine	4,246.90	0	4,246.90	3.27	.00	14.00
Amri; Amri Brothers/Family; Amri Corp.; PT Amri Margatama	512.99	0	512.99	1.98	7.06	7.06
Anjali; Anjali Overseas	1,189.77	0	1,462.42	4.46	1.50	17.50
Aravind; Aravind Human Resource	401.83	0	401.83	2.25	.33	7.67
Bhandari Overseas	694.03	0	694.03	4.63	1.00	19.50
Binawan	0	0	0	2.58	4.33	9.33
El Karim	164.00	0	164.00	2.58	7.00	12.00
Falcon; Falcon Manpower	1,090.62	0	1,090.62	4.58	1.00	19.00
Green Light	401.83	0	401.83	1.00	1.00	2.00
Kurnia; Kurnia Cilacap	756.76	0	756.76	2.42	7.50	8.50
Mayon; Mayon International Trading	2,299.20	0	2,299.20	2.00	2.00	6.00
Muhdi Sefia	0	0	0	2.46	5.00	11.50
Narayan	867.54	0	867.54	3.96	.50	13.00
Oka Mulyana	1,075.21	0	1,075.21	1.72	7.67	5.67
Orenta; Orenta Corp.	0	0	0	3.17	5.50	10.00

	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Paschim; Paschim Nepal Overseas	694.03	0	694.03	3.50	2.00	18.00
PT Almas; Almas; Almas Corp	362.76	0	362.76	1.92	7.50	8.50
PT Karya Tama;	0	0	0	1.75	.00	5.00
Putra Para Utama; PT Putra Utama	248.60	0	248.60	3.75	3.50	15.50
Rolling Hills;	400.00	0	700.00		9.00	4.00
Rose; Rose Employment Services	1,189.77	0	1,189.77	5.00	1.00	21.00
Salim; Salim Master	5,662.54	0	5,662.54	2.72	1.00	11.33
Sam; Sam International	594.88	0	867.54	3.33	1.00	16.00
Sukses Mandiri	515.79	0	515.79	2.17	6.50	9.50
Teja Mukti	1,418.37	0	1,418.37	3.13	6.00	13.50
Trias Insan	354.32	0	354.32	2.79	3.00	12.00
Tricon; Tricon International	743.60	0	743.60	4.83	1.00	21.50
Uni-link	306.56	0	306.56	3.42	10.00	16.00
Other (named) recruitment agencies/companies	1,463.92	350.74	1,560.97	3.17	3.54	12.45
Can't remember / can't name / don't know	1,178.33	211.43	1,210.84	2.69	4.51	11.53
Individual recruiter (individual agent, broker, middleman)	1,315.03	424.55	1,394.69	2.79	3.72	12.49
Individual recruiter (family, relative, friend, colleague)	947.88	482.20	911.50	3.72	.90	11.62
Government channel	185.61	0	185.61	1.79	4.00	4.33
On my own; no intermediary/recruiter/employer	2,623.26	443.71	2,845.11	3.25	1.00	15.50
Blank	1,705.16	364.41	1,649.06	3.42	1.60	6.91
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.31	10.71

- b. Recruitment scorecard: specifically-named recruitment agencies at the origin (based on origin survey) – z-scores  
*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON FINAL Z-SCORE (DESCENDING ORDER)*

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Rose; Rose Employment Services	-.0847848		-.1144869	2.0097875	-.7789396	1.6038952	1.8417985
Tricon; Tricon International	-.3885369		-.4114955	1.8495304	-.7789396	1.6818258	1.3682577
Bhandari Overseas	-.4222871		-.4444965	1.6492090	-.7789396	1.3701035	1.1974135
Falcon; Falcon Manpower	-.1522853		-.1804888	1.6091447	-.7789396	1.2921730	1.1132570
All Fine	1.9965427		1.9206342	.3489413	-1.1168480	.5128674	1.0837289
Anjali; Anjali Overseas	-.0847848		.0670184	1.4889519	-.6099855	1.0583813	1.0720857
Salim; Salim Master	2.9603204		2.8630155	-.1803927	-.7789396	.0972377	.9945942
Paschim; Paschim Nepal Overseas	-.4222871		-.4444965	.5674737	-.4410313	1.1363119	.9432024
Teja Mukti	.0708473		.0376902	.2068953	.9106021	.4349368	.7880066
Uni-link	-.6860811		-.7024341	.4873452	2.2622355	.8245896	.7180024
AB; AB Employment	-.2872862		-.3124926	.6636280	1.2485105	.9804507	.6874568
Putra Para Utama; PT Putra Utama	-.7255429		-.7410198	.8078593	.0658312	.7466590	.5339373
El Karim	-.7831374		-.7973357	-.3139403	1.2485105	.2011451	.5101532
Sam; Sam International	-.4897876		-.3289931	.4072166	-.7789396	.8245896	.3117977
Narayan	-.3041613		-.3289931	1.0081807	-.9478938	.3570062	.2124939
Mayon; Mayon International Trading	.6705293		.6240589	-.8748400	-.4410313	-.7340217	.1891033
Muhdi Sefia				-.4341331	.5726938	.1232145	.1785636
Trias Insan	-.6535651		-.6706400	-.1136189	-.1031229	.2011451	.1015316
ABCD	-.5142260		-.5343942	-.3540045	1.2485105	.1232145	.0832736



	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Sukses Mandiri	-.5436370		-.5631523	-.7145830	1.0795563	-.1885077	-.0474357
Orenta; Orenta Corp.				.2469595	.7416479	-.1105772	-.1336928
Rolling Hills;	-.6224665		-.4405231		1.9243272	-1.0457439	-.2948108
Binawan				-.3139403	.3474215	-.2144846	-.3274968
PT Almas; Almas; Almas Corp	-.6478174		-.6650198	-.9549686	1.4174646	-.3443688	-.4369854
Kurnia; Kurnia Cilacap	-.3795785		-.4027360	-.4741973	1.4174646	-.3443688	-.4745829
Amri; Amri Brothers/Family; Amri Corp.; PT Amri Margatama	-.5455427		-.5650157	-.8984073	1.2683874	-.5689922	-.5240146
Aravind; Aravind Human Resource	-.6212190		-.6390120	-.6344544	-1.0042119	-.4742531	-.5768112
Oka Mulyana	-.1627750		-.1907457	-1.1419352	1.4737827	-.7859754	-.6984526
PT Karya Tama;				-1.1152257	-1.1168480	-.8898828	-1.0858136
Green Light	-.6212190		-.6390120	-1.8363826	-.7789396	-1.3574662	-1.3941543
Other (named) recruitment agencies/companies	.1018629	-.0439244	.1326239	.2479367	.0797451	.2708242	.3028462
Can't remember / can't name / don't know	-.0925688	-.2222065	-.1004592	-.2066224	.4056816	.1276933	.0772725
Individual recruiter (individual agent, broker, middleman)	.0004914	.0505341	.0219264	-.1154214	.1411079	.2772753	.3001193
Individual recruiter (family, relative, friend, colleague)	-.2494660	.1243127	-.2997297	.7758079	-.8138957	.1420254	.0897030
Government channel	-.7684232		-.7829481	-1.0751614	.2347854	-.9937902	-.9097734
On my own; no intermediary/ recruiter	.8911476	.0750524	.9874660	.3270881	-.7789396	.7466590	1.3955488
Blank	.2660995	-.0264301	.1912600	.4883091	-.5774068	-.5914402	-.6086543

	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
ALL RESPONDENTS (888)	0	0	0	0	0	0	0

- c. Recruitment scorecard: specifically-named recruitment agencies at the origin (based on destination survey) – actual values (average)

*SORTED ALPHABETICALLY ON NAME OF RECRUITER*

**Destination Survey: Actual Values**

Source file: d2-summ03...

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Ace; Ace Globe	1,332.00	1,933.21	2,298.09	4.02	2.33	14.67
Alpha Tomo	.00	650.61	737.83	4.57	5.38	14.62
Ample; Ample Pooling; Ample Labor Pooling	1,420.80	2,048.97	2,098.31	2.44	3.80	6.40
AU; AU Agency/Manpower	1,509.60	3,222.02	2,154.01	2.78	4.80	6.00
Baguio-Benguet	.00	573.70	656.95	4.46	7.75	15.00
CTM; CTM Manpower				4.97	2.33	15.33
Dart-Witz; Dartwits; Dartwitz	1,998.00	1,933.21	3,962.30	3.17	2.00	12.00
Delgro; Delgro Centre	5,364.81		5,641.11	4.28	3.50	17.50
Exequest; Exequest	1,589.15	1,879.51	3,880.11	4.35	5.33	17.33

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Manpower/Agency/Services						
Fil-Sino; Filsino; Fil-Sino Manpower/Services/Agency	1,654.35	1,288.81	2,744.73	2.46	4.00	5.80
Fusion					.00	.00
Gerdin; Gerdin Manpower; Gerdin Agency	1,726.05	1,933.21	3,835.76	4.48	2.75	15.75
Gets	2,882.67	1,933.21	4,815.89	2.29	4.50	6.00
Global; Global Care; Globalcare; Global agency	2,897.10	1,933.21	4,845.19	3.06	4.33	8.67
Golden Brother; Golden Brothers	707.81	1,933.21	1,115.54	3.70	2.80	12.20
Grand Placement; Grand Placement Agency	1,259.35	1,230.23	2,593.51	3.40	5.09	12.36
Jedegal; Jedegal International; Jedegal Manpower/Agency	1,557.92	1,723.78	3,243.39	4.05	4.18	15.53
Jerzon; Jerson; Jerzon Manpower	1,966.92	2,010.54	2,840.85	3.58	3.40	11.20
Jopman; Jopman Agency/Manpower/Services	1,519.59	1,388.54	2,951.84	3.81	4.71	14.10
JS; JS Contractor; JS Agency/Manpower	1,442.53	1,804.30	3,320.41	3.56	4.61	12.13
Letco				4.78	4.33	18.00
Luzern; Luzern Manpower/Agency	2,315.15	1,410.17	3,020.99	3.39	4.14	10.43
Melacom; Melakom; Melacom Agency;	1,959.15	1,933.21	3,969.79	3.71	6.25	13.50
Network; Network Agency	1,383.80	1,933.21	3,412.48	3.83	5.00	14.00
Primeworld; Primeworld Agency/Manpower	2,098.81	1,933.21	3,065.42	2.79	4.50	9.00
Pro-Enhance; Pro-Enhance Global	1,998.00	1,933.21	4,159.88	4.33	4.00	17.00
September Star	1,827.80	1,933.21	3,930.48	3.58	2.33	12.67

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Spring Resources; Spring Placement/Manpower	2,308.80	58.00	2,395.60	3.50	4.17	11.83
Staffline	2,553.00		2,553.00	1.83	6.00	6.00
STB-DJL; STB; DJL;	2,078.48	1,933.21	4,011.69	2.94	5.50	10.00
STL	4,690.61		4,690.61	3.87	1.00	15.50
Topmost; TMS; Topmost Manpower Services/Agency	1,699.69	1,933.21	3,448.14	3.75	4.59	12.76
Van Xuan; Xuan				3.52	2.75	12.50
Vinamoto				4.58	1.50	16.50
Visayan	1,176.82	1,176.82	2,353.63	4.58	4.00	15.00
World Transman Manpower/Agency	2,042.40	1,933.21	4,100.38	4.58	3.00	14.00
Worldwiser; World Wiser	1,126.65	1,558.17	1,848.96	3.58	2.75	13.08
Other (named) recruitment agencies/companies	2,012.75	1,319.54	2,675.00	3.53	4.27	11.65
Can't remember / can't name / don't know	972.95	739.07	1,149.20	4.07	1.91	12.68
Individual recruiter (individual agent, broker, middleman)	960.97	1,239.63	1,180.15	4.48	1.41	16.46
Individual recruiter (family, relative, friend, colleague)	1,988.93	943.29	1,963.66	3.86	.54	4.16
Directly hired (by employer / sponsor)	3,616.69	824.03	3,388.73	3.03	1.20	9.60
On my own; no intermediary/ recruiter		91.13	91.13	3.90	2.50	8.50
Blank	1,278.92	1,359.87	1,655.43	3.48	1.25	3.20
ALL RESPONDENTS (1,265)	1,347.06	1,406.88	1,992.67	3.89	2.11	9.12

- d. Recruitment scorecard: specifically-named recruitment agencies at the origin (based on destination survey) – z-scores  
*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON FINAL Z-SCORE (DESCENDING ORDER)*

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Ace; Ace Globe	-.0121780	.6096248	.1808772	.1075144	.0865246	.7417904	.5462717
Alpha Tomo	-1.0890830	-.8759580	-.7431408	.5834342	1.2727060	.7362139	.0039604
Ample; Ample Pooling; Ample Labor Pooling	.0596157	.7437050	.0625652	-1.2525516	.6584915	-.3645825	-.1910269
AU; AU Agency/Manpower	.1314093	2.1023967	.0955489	-.9577645	1.0484690	-.4181167	-.0675666
Baguio-Benguet	-1.0890830	-.9650434	-.7910381	.4862349	2.1989024	.7864022	.0494746
CTM; CTM Manpower				.9278947	.0865246	.8310140	1.3616505
Dart-Witz; Dartwits; Dartwitz	.5262745	.6096248	1.1664536	-.6238828	-.0434678	.3848959	.5617336
Delgro; Delgro Centre	3.2482906		2.1606831	.3286698	.5414983	1.1209908	2.1997831
Exequest; Exequest Manpower/Agency/ Services	.1957245	.5474260	1.1177789	.3907409	1.2564570	1.0986849	.9693867
Fil-Sino; Filsino; Fil-Sino Manpower/Services/ Agency	.2484403	-.1367612	.4453853	-1.2326570	.7364870	-.4448838	-.3714489
Fusion					-.8234227	-1.2211294	-1.2027957
Gerdin; Gerdin Manpower; Gerdin Agency	.3064064	.6096248	1.0915141	.5041401	.2490152	.8867788	.9920860
Gets	1.2415189	.6096248	1.6719669	-1.3758980	.9314758	-.4181167	.3054263
Global; Global Care;	1.2531854	.6096248	1.6893213	-.7137340	.8664795	-.0612222	.4160584

	RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Globalcare; Global agency							
Golden Brother; Golden Brothers	-.5168296	.6096248	-.5194504	-.1655116	.2685141	.4116630	.2211090
Grand Placement; Grand Placement Agency	-.0709183	-.2046145	.3558319	-.4267785	1.1619170	.4335633	.2059666
Jedegal; Jedegal International; Jedegal Manpower/Agency	.1704735	.3670493	.7407034	.1325369	.8053066	.8572563	.7371222
Jerzon; Jerson; Jerzon Manpower	.5011467	.6991911	.5023096	-.2686451	.5025006	.2778276	.4811695
Jopman; Jopman Agency/Manpower/Services	.1394861	-.0212491	.5680436	-.0747923	1.0150423	.6653130	.5067605
JS; JS Contractor; JS Agency/Manpower	.0771795	.4603100	.7863133	-.2825618	.9755055	.4021650	.4777442
Letco				.7607802	.8664795	1.1879085	1.4774946
Luzern; Luzern Manpower/Agency	.7826805	.0038082	.6089941	-.4294843	.7921981	.1745831	.5101637
Melacom; Melakom; Melacom Agency;	.4948648	.6096248	1.1708908	-.1583496	1.6139363	.5856491	.7555020
Network; Network Agency	.0297016	.6096248	.8408391	-.0509188	1.1264645	.6525668	.6667435
Primeworld; Primeworld Agency/Manpower	.6077749	.6096248	.6353032	-.9461750	.9314758	-.0166104	.2105041
Pro-Enhance; Pro-Enhance Global	.5262745	.6096248	1.2834645	.3788042	.7364870	1.0540731	1.0719972

	RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
September Star	.3886700	.6096248	1.1476092	-.2657803	.0865246	.4741195	.6562626
Spring Resources; Spring Placement/Manpower	.7775524	-1.5623584	.2386276	-.3374008	.8014833	.3625900	.1032752
Staffline	.9749849		.3318424	-1.7698108	1.5164419	-.4181167	-.2056069
STB-DJL; STB; DJL;	.5913375	.6096248	1.1957064	-.8208392	1.3214532	.1172250	.4397840
STL	2.7032115		1.5977755	-.0216195	-.4334453	.8533199	1.1080694
Topmost; TMS; Topmost Manpower Services/Agency	.2850927	.6096248	.8619598	-.1240713	.9658855	.4872407	.6379165
Van Xuan; Xuan				-.3194957	.2490152	.4518136	.3687587
Vinamoto				.5936657	-.2384566	.9871554	1.2529435
Visayan	-.1376427	-.2664773	.2137721	.5936657	.7364870	.7864022	.5858557
World Transman Manpower/Agency	.5621713	.6096248	1.2482298	.5888910	.3465096	.6525668	.7690440
Worldwiser; World Wiser	-.1782009	.1752282	-.0851031	-.2728338	.2490152	.5298843	.2906730
Other (named) recruitment agencies/ companies	.5381979	-.1011642	.4040924	-.3082213	.8404810	.3380535	.4782934
Can't remember / can't name / don't know	-.3024667	-.7734981	-.4995182	.1564565	-.0781325	.4756066	.3381211
Individual recruiter (individual agent, broker, middleman)	-.3121516	-.1937235	-.4811897	.5025230	-.2741587	.9824429	.8409799
Individual recruiter (family, relative, friend, colleague)	.5189417	-.5369618	-.0171784	-.0251463	-.6134349	-.6639107	-.5528984
Directly hired (by employer	1.8349616	-.6750994	.8267758	-.7421961	-.3554498	.0636909	.4106676

	RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>origin</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
/ sponsor)							
On my own; no intermediary/ recruiter		-1.5239812	-1.1261268	.0063776	.1515209	-.0835281	-.5517178
Blank	-.0550953	-.0544565	-.1997151	-.3524654	-.3354889	-.7926657	-.7182805
ALL RESPONDENTS (1,265)	0	0	0	0	0	0	0

**7. Recruitment scorecard: Parameter - according to name of recruiter (top selected) in destination country**

*\*Criteria for selected names of recruitment agencies: agencies named by at least 2 respondents*

- a. Recruitment scorecard: specifically-named recruitment agencies at the destination (based on origin survey) – actual values (average)

*SORTED ALPHABETICALLY ON NAME OF RECRUITER*

**Origin Survey: Actual Values**

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
(No agency/company qualified to be listed here)	-	-	-	-	-	-
Can't remember / can't name / don't know	1,634.98	160.37	1,695.32	2.91	3.81	13.60



	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Directly hired (by employer / sponsor)	416.42	482.20	372.46	4.31	.50	13.50
Individual recruiter (individual agent, broker, middleman)	1,563.17	1,204.94	2,038.41	2.89	3.06	12.78
Individual recruiter (family, relative, friend, colleague)	.00	200.92	341.56	4.44	.75	17.75
Other (named) recruitment agencies/companies	979.27	.00	979.27	3.16	5.58	14.42
Blank	1,289.26	465.33	1,326.13	2.89	3.27	10.35
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.31	10.71

- b. Recruitment scorecard: specifically-named recruitment agencies at the destination (based on origin survey) – z-scores  
*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON FINAL Z-SCORE (DESCENDING ORDER)*

#### Origin Survey: Standardized Values (z-score)

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
<i>(No agency/company qualified to be listed here)</i>	-	-	-	-	-	-	-
Can't remember / can't	.2183169	-.2875420	.2220598	.0019171	.1695750	.4499760	.6315124

	RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
name / don't know							
Directly hired (by employer/ sponsor)	-.6112884	.1243127	-.6585661	1.3420496	-.9478938	.4349368	.3711240
Individual recruiter (individual agent, broker, middleman)	.1694342	1.0492380	.4504526	-.0205403	-.0843502	.3223704	.6020454
Individual recruiter (family, relative, friend, colleague)	-.8947904	-.2356557	-.6791367	1.4689198	-.8634167	1.0973466	.7420577
Other (named) recruitment agencies/companies	-.2280928	-.4927761	-.2546134	.2421033	.7698070	.5778095	.5557761
Blank	-.0170492	.1027264	-.0237135	-.0197244	-.0127868	-.0561339	-.0730833
ALL RESPONDENTS (888)	0	0	0	0	0	0	0

- c. Recruitment scorecard: specifically-named recruitment agencies at the destination (based on destination survey) – actual values (average)

*SORTED ALPHABETICALLY ON NAME OF RECRUITER*

#### Destination Survey: Actual Values

Source file: d2-summ03...

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Ann Veng (agency?)	1,380.56	3,222.02	1,783.32	2.91	4.00	6.19
Brothers Farm	1,887.00	1,933.21	4,032.23	5.00	3.00	17.00
Champion; Champion Manpower	1,461.96	1,711.75	3,223.42	3.55	5.00	12.02
Christina Manpower	2,311.58	1,933.21	4,299.74	4.85	3.25	18.25
Dart-Witz; Dartwits; Dartwitz	1,421.91	1,578.79	3,073.89	4.19	4.38	15.35
Foremost	1,554.00	1,933.21	3,696.45	4.42	4.00	18.00
Forward HR	2,882.67	1,933.21	4,815.89	2.29	4.50	6.00
Global; Global Care; Globalcare; Global agency				4.92	.00	21.00
Golden Brother; Golden Brothers	1,489.08	1,455.95	2,426.00	3.47	4.42	11.67
Heng Hsin (agency?)	2,472.53	1,933.21	4,405.74	2.40	4.75	7.50
Hyu Wah (broker agency?)	1,312.58	2,000.88	3,313.45	2.42	5.00	6.00
Jedegal; Jedegal International; Jedegal Manpower/Agency	66.60		66.60	3.58	.00	13.00
Litung; Litung Agency; Li Tung; Letong	2,251.72	637.50	2,923.79	3.39	4.86	11.14
Maids.Com	518.00	533.02	1,140.29	3.53	5.67	12.67
Mastery	1,554.00	1,933.21	3,622.64	4.97	4.33	18.33
MXIC	740.00	1,933.21	1,399.58	3.42	1.00	11.67
Premier; Premier Manpower; Primer	1,406.00	1,359.69	2,961.06	3.00	3.25	5.75
Pro-Enhance; Pro-Enhance Global	1,850.00	1,933.21	3,985.24	3.75	3.00	13.33

	RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)					
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Reliance; JL Reliance	.00	706.09	750.49	4.25	3.00	7.50
Sage; Sage International; Sage Int'l	2,553.00	1,933.21	4,486.22	1.79	6.00	5.00
September Star	1,931.40	1,933.21	3,995.60	3.83	2.00	15.00
Sheng Hua; Sheng Tai	1,589.15	1,879.51	3,880.11	4.35	5.33	17.33
Shoa Shin; Shou Shin; Shoa Shen	1,465.20	1,933.21	3,529.67	4.00	4.25	15.00
STL				2.82	1.00	11.00
Summit; Summit Agency	1,576.20	1,951.11	3,629.31	4.26	4.11	16.67
Topmost; TMS; Topmost Manpower Services/Agency	710.40	.00	710.40	2.42	4.00	7.00
Venture Provision; Venture	.00	529.57	618.37	4.42	8.00	15.00
Other (named) recruitment agencies/companies	1,103.77	1,172.19	2,047.56	3.79	4.72	13.44
Can't remember / can't name / don't know	1,517.78	1,215.63	2,107.40	3.66	3.24	11.21
Individual recruiter (individual agent, broker, middleman)	1,310.19	1,534.65	1,784.25	4.16	2.39	12.72
Individual recruiter (family, relative, friend, colleague)	1,891.57	1,229.62	1,859.88	4.12	.32	5.21
Directly hired (by employer / sponsor)	792.16	929.05	1,237.35	4.78	.81	15.48
Blank	1,218.26	1,017.20	1,360.30	4.01	1.21	7.19
ALL RESPONDENTS (1,265)	1,347.06	1,406.88	1,992.67	3.89	2.11	9.12

- d. Recruitment scorecard: specifically-named recruitment agencies at the destination (based on destination survey) – z-scores  
*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON FINAL Z-SCORE (DESCENDING ORDER)*

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to name of recruiter (top selected) in destination country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Ann Veng (agency?)	.0270842	2.1023967	-.1239806	-.8402201	.7364870	-.3930226	-.1083760
Brothers Farm	.4365324	.6096248	1.2078676	.9517682	.3465096	1.0540731	1.2194796
Champion; Champion Manpower	.0928888	.3531129	.7288785	-.2945779	1.1264645	.3870899	.4492588
Christina Manpower	.7797959	.6096248	1.3662924	.8199214	.4440040	1.2213674	1.3350646
Dart-Witz; Dartwits; Dartwitz	.0605131	.1991125	.6403193	.2539241	.8827286	.8332446	.6990404
Foremost	.1673062	.6096248	1.0090149	.4504247	.7364870	1.1879085	1.0251442
Forward HR	1.2415189	.6096248	1.6719669	-1.3758980	.9314758	-.4181167	.3054263
Global; Global Care; Globalcare; Global agency				.8801477	-.8234227	1.5894149	1.7954427
Golden Brother; Golden Brothers	.1148189	.0568327	.2566279	-.3622608	.8989776	.3402841	.2507024
Heng Hsin (agency?)	.9099219	.6096248	1.4290707	-1.2863724	1.0289701	-.2173636	.2928157
Hyu Wah (broker agency?)	-.0278829	.6879953	.7821959	-1.2684673	1.1264645	-.4181167	-.0252955
Jedegal; Jedegal International; Jedegal Manpower/Agency	-1.0352378		-1.1406539	-.2657803	-.8234227	.5187313	-.0303550
Litung; Litung Agency; Li Tung; Letong	.7313993	-.8911441	.5514273	-.4294843	1.0707534	.2701798	.1906143
Maids.Com	-.6702866	-1.0121601	-.5047925	-.3135273	1.3864494	.4741195	-.1764896

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to name of recruiter (top selected) in destination country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Mastery	.1673062	.6096248	.9653001	.9278947	.8664795	1.2325204	1.1844869
MXIC	-.4908025	.6096248	-.3512398	-.4090213	-.4334453	.3402841	.1324054
Premier; Premier Manpower; Primer	.0476501	-.0546587	.5734993	-.7671238	.4440040	-.4515756	-.2066403
Pro-Enhance; Pro-Enhance Global	.4066184	.6096248	1.1800392	-.1225393	.3465096	.5633432	.7326902
Reliance; JL Reliance	-1.0890830	-.8116996	-.7356408	.3071837	.3465096	-.2173636	-.5805836
Sage; Sage International; Sage Int'l	.9749849	.6096248	1.4767297	-1.8056210	1.5164419	-.5519522	.0520768
September Star	.4724293	.6096248	1.1861746	-.0509188	-.0434678	.7864022	.8427142
Sheng Hua; Sheng Tai	.1957245	.5474260	1.1177789	.3907409	1.2564570	1.0986849	.9693867
Shoa Shin; Shou Shin; Shoa Shen	.0955125	.6096248	.9102458	.0923222	.8339814	.7864022	.7713949
STL				-.9233867	-.4334453	.2510605	-.1224064
Summit; Summit Agency	.1852546	.6303577	.9692542	.3151415	.7798179	1.0094613	.9411975
Topmost; TMS; Topmost Manpower Services/Agency	-.5147337	-1.6295331	-.7593825	-1.2684673	.7364870	-.2842813	-.8403625
Venture Provision; Venture	-1.0890830	-1.0161580	-.8138863	.4504247	2.2963968	.7864022	.0229446
Other (named) recruitment agencies/companies	-.1967022	-.2718406	.0325099	-.0912506	1.0181374	.5782138	.3650846
Can't remember / can't name / don't know	.1380223	-.2215167	.0679482	-.1978588	.4404801	.2792788	.2694864
Individual recruiter	-.0298105	.1479862	-.1234258	.2316012	.1099659	.4814329	.5772244

	RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)						
Parameter: according to name of recruiter (top selected) in <u>destination</u> country	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
(individual agent, broker, middleman)							
Individual recruiter (family, relative, friend, colleague)	.4402296	-.2053173	-.0786357	.1988651	-.7002719	-.5237763	-.3176594
Directly hired (by employer / sponsor)	-.4486290	-.5534584	-.4473143	.7591031	-.5056633	.8508415	.8682250
Blank	-.1041386	-.4513598	-.3744995	.1050439	-.3534363	-.2591871	-.2673469
ALL RESPONDENTS (1,265)	0	0	0	0	0	0	0

**8. Recruitment scorecard: Parameter - whether respondent used a private recruiter (in origin) or not**

**Origin Survey: Actual Values**

Source file: o-summ03...

	RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)					
Parameter: whether respondent used private recruiter (in origin) or not	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Used private recruiter (in origin country)	1,327.20	336.48	1,387.15	2.85	3.94	12.09
Did not use private recruiter (in origin)	1,200.46	586.30	1,170.41	3.34	1.54	7.51
ALL RESPONDENTS (888)	1,314.30	385.06	1,361.75	2.91	3.42	11.11

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: whether respondent used private recruiter (in origin) or not	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Used private recruiter (in origin country)	.0087770	-.0621651	.0169100	-.0599490	.2135078	.2153993	.2297861
Did not use private recruiter (in origin)	-.0775081	.2575412	-.1273741	.4112330	-.5951323	-.4985172	-.5326988
ALL RESPONDENTS (888)	0	0	0	-.0020275	.0401598	.0623571	.0663323

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (if used a private agency or not) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: whether respondent used private recruiter (in origin) or not	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Used private recruiter (in origin country)	1,314.93	1,415.09	2,032.53	3.92	2.76	12.97
Did not use private recruiter (in origin)	1,712.69	1,315.40	1,747.76	3.61	1.18	3.07
ALL RESPONDENTS (1,265)	1,347.06	1,403.40	1,997.08	3.90	2.28	9.97



**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: whether respondent used private recruiter (in origin) or not	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Used private recruiter (in origin country)	-.0259816	.0095060	.0236059	.0250542	.2540056	.5143871	.4552998
Did not use private recruiter (in origin)	.2956016	-.1059631	-.1450392	-.2439932	-.3617253	-.8103930	-.6913920
ALL RESPONDENTS (1,265)	0	-.0040406	.0026127	.0021565	.0675179	.1131482	.1079989

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (if used a private agency or not) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**9. Recruitment scorecard: Parameter - according to type of job abroad (elementary or not; ISCO-88 classification)**
**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to type of job abroad (elementary or not)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Elementary job	1,065.93	278.88	1,091.16	2.60	4.84	10.37
Non-elementary job	2,091.27	667.56	2,062.60	3.55	1.32	10.29
ALL RESPONDENTS (888)	1,276.65	376.05	1,302.17	2.78	3.97	10.35

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to type of job abroad (elementary or not)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Elementary job	-.1690947	-.1358803	-.1801294	-.2939230	.5175251	-.0530040	-.0911616
Non-elementary job	.5289685	.3615277	.4665503	.6139030	-.6712313	-.0657671	-.0006021
ALL RESPONDENTS (888)	-.0256368	-.0115283	-.0396621	-.1226665	.2249081	-.0561456	-.0688700

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (type of job abroad) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: according to type of job abroad (elementary or not)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Elementary job	1,254.64	1,421.34	1,895.02	4.02	2.04	9.55
Non-elementary job	1,673.16	1,423.17	2,351.76	3.34	2.91	8.05
ALL RESPONDENTS (1,265)	1,347.87	1,421.83	2,001.50	3.88	2.22	9.25

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to type of job abroad (elementary or not)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Elementary job	-.0747228	.0167480	-.0578289	.1109306	-.0264744	.0574103	.0186784
Non-elementary job	.2636435	.0188668	.2126633	-.4752335	.3097853	-.1438441	-.0176244
ALL RESPONDENTS (1,265)	.0006531	.0173059	.0052330	-.0135787	.0405971	.0172674	.0114373

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (type of job abroad) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**10. Recruitment scorecard: Parameter - according to type of job abroad (domestic work or not; ISCO-88 classification)**
**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: according to type of job abroad (DW or not)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
Domestic work	829.35	197.44	851.40	2.46	5.75	10.17
Non-domestic work	2,042.72	619.61	2,034.07	3.37	1.62	10.59
ALL RESPONDENTS (888)	1,276.65	376.05	1,302.17	2.78	3.97	10.35

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to type of job abroad (DW or not)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Domestic work	-.3301641	-.2401022	-.3397380	-.4338611	.8256684	-.0840386	-.1569688
Non-domestic work	.4959100	.3001635	.4475578	.4419753	-.5689537	-.0192871	.0475463
ALL RESPONDENTS (888)	-.0256368	-.0115283	-.0396621	-.1226665	.2249081	-.0561456	-.0688700

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (type of job abroad) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: according to type of job abroad (DW or not)	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
Domestic work	743.37	971.66	1,196.57	3.76	3.28	9.20
Non-domestic work	1,468.06	1,539.41	2,185.69	3.91	1.92	9.27
ALL RESPONDENTS (1,265)	1,347.87	1,421.83	2,001.50	3.88	2.22	9.25

**Destination Survey: Standardized Values (z-score)**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: according to type of job abroad (DW or not)	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
Domestic work	-.4880759	-.5041000	-.4714661	-.1144754	.4556391	.0103770	-.1271686
Non-domestic work	.0978273	.1534940	.1143155	.0152233	-.0746660	.0191810	.0499302
ALL RESPONDENTS (1,265)	.0006531	.0173059	.0052330	-.0135787	.0405971	.0172674	.0114373

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (type of job abroad) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**11. Recruitment scorecard: Parameter - whether this is respondent's first job abroad or not**
**Origin Survey: Actual Values**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (ACTUAL VALUES)						
Parameter: whether this is respondent's first job abroad or not	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (26 items); average
First job abroad	1,184.73	503.45	1,240.76	2.73	3.82	9.98
Not first job abroad	1,409.99	320.79	1,452.45	2.90	3.45	10.96
ALL RESPONDENTS (888)	1,320.45	389.62	1,369.31	2.83	3.61	10.55

**Origin Survey: Standardized Values (z-score)**

Source file: o-summ03...

RECRUITMENT SCORECARD - ORIGIN SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: whether this is respondent's first job abroad or not	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination): z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities): z-score	Total # of violations of 'recruitment composite criteria' (26 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
First job abroad	-.0882156	.1515148	-.0805430	-.1767511	.1731608	-.1138933	-.1220738
Not first job abroad	.0651424	-.0822422	.0603785	-.0137465	.0499918	.0397175	.0580870
ALL RESPONDENTS (888)	.0041819	.0058401	.0050339	-.0813093	.1021444	-.0253249	-.0181973

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (if this is first job abroad or not) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

**Destination Survey: Actual Values**

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (ACTUAL VALUES)						
Parameter: whether this is respondent's first job abroad or not	Total amount paid to recruiter (origin): USD, average	Total amount paid to recruiter (destination): USD, average	Total cost of going abroad: USD, average	Opinion rating on information from recruiter (ave. rating; 12 items; scale of 1 to 5)	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items); average
First job abroad	1,309.30	1,368.10	1,903.33	3.95	1.94	8.98
Not first job abroad	1,495.21	1,494.03	2,361.41	3.68	2.95	10.14
ALL RESPONDENTS (1,265)	1,355.78	1,405.43	2,016.57	3.88	2.15	9.22

# Destination Survey: Standardized Values (z-score)

Source file: d2-summ03...

RECRUITMENT SCORECARD - DESTINATION SURVEY (STANDARDIZED VALUES OR Z-SCORES)							
Parameter: whether this is respondent's first job abroad or not	Total amount paid to recruiter (origin): z-score	Total amount paid to recruiter (destination) : z-score	Total cost of going abroad: z-score	Opinion rating on information from recruiter (ave. rating; 12 items): z-score	Total # types of preparatory activities before going abroad (10 activities); average	Total # of violations of 'recruitment composite criteria' (27 items): z-score	Final z-score on recruitment (z-score of the mean of recruitment z-scores)
First job abroad	-.0305292	-.0449186	-.0529051	.0469712	-.0680937	-.0199355	-.0194824
Not first job abroad	.1197774	.1009318	.2183751	-.1855440	.3252657	.1359724	.1233026
ALL RESPONDENTS (1,265)	.0070474	-.0016887	.0141572	-.0109360	.0145664	.0128268	.0105223

*\*Note: Some or all z-scores in the last row ("All respondents") may not equal to zero because when the parameter (if this is first job abroad or not) is applied, respondents who left this parameter blank (i.e. missing value) have been excluded in the processing of the z-score.*

/rmv

**APPENDIX 7:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**CORRELATIONS (RECRUITMENT, WORKING CONDITIONS, AND RATIFICATION OF UN/ILO TREATIES)**

*This section presents statistical measurement (using the **Pearson's r** statistic) to show the correlations (a) between the recruitment factors; (b) between recruitment factors and the working conditions of the respondents; and (c) between recruitment and ratification of UN/ILO treaties.*

*Pearson's r measures linear relationship between pairs of variables (assuming normally distributed data). This is an exploratory study so we did not do complete checking of the normality or linear pattern in the distribution of the values of each pair of variables. (Other non-parametric correlation measures, e.g. Spearman's rho, can be used if data is not normally distributed.)*

*The value of Pearson's r shows the strength and direction of the linear relationship – i.e. if one increases or decreases, the other also increases or decreases (in the same or inverse direction). Pearson's correlation has a value of between  $r = -1.0$  (perfect negative correlation), i.e. the two variables move in exactly opposite directions, and  $r = 1.0$  (perfect positive correlation), i.e. the two variables change in exactly the same direction. Pearson's  $r = 0$  means that the two variables are totally unrelated. We set our significance level at 0.01 or 0.05 as our criteria to accept that a significant statistical correlation exists between a pair of variables (this is a “two-tailed” significance level, since we don't know beforehand the direction of the relationship).*

*Note that the correlation does not imply causality (i.e. that one factor is the cause, or the result, of the change in the other factor); it only measures if the movement of two variables has a pattern, and is not by chance, accident or random occurrence.*

*The correlation matrix (see below) is symmetrical along the diagonal marked by the value “1” (i.e.  $r=1$ , since a variable is perfectly correlated with itself). The left side of the table is a mirror image of the right side, along the diagonal. Therefore, we can ignore the data on one side, since they are exactly the same values as on the other side.*



# 1. Correlation between recruitment factors (destination country survey)

Source file: D3-correl01-bivar-pearson-spearman-kendall-recru vars only1.spv

Pearson's r	Origin: total amount paid to recruiter (USD)	Destination: total amount paid to recruiter (USD)	Total cost of going abroad: recruiter fees + additional costs (USD)	Opinion rating on recruiter's information (ave. rating; scale of 1-5)	Total # types preparatory activities done by respondent	Self-rating on quality of preparations (overall ave. rating, scale of 1-5)	Recruitment problems: total # of violations of 'composite criteria' (27 items)
Origin: total amount paid to recruiter (USD)	1	.226**	.841**	-.136**	.163**	.128**	-.127**
Destination: total amount paid to recruiter (USD)	.226**	1	.720**	.078	-.092	-.003	.079
Total cost of going abroad: recruiter fees + additional costs (USD)	.841**	.720**	1	-.134**	.314**	.013	-.048
Opinion rating on recruiter's information (ave. rating; scale of 1-5)	-.136**	.078	-.134**	1	-.357**	.759**	.890**
Total # types preparatory activities done by respondent	.163**	-.092	.314**	-.357**	1	-.385**	.148**
Self-rating on quality of preparations (overall ave. rating, scale of 1-5)	.128**	-.003	.013	.759**	-.385**	1	.504**
Recruitment problems: total # of violations of 'composite criteria' (27 items)	-.127**	.079	-.048	.890**	.148**	.504**	1

\*Correlation is significant at the 0.05 level (2-tailed).

\*\*Correlation is significant at the 0.01 level (2-tailed).

## 2. Correlation between recruitment and working condition factors (destination country survey)

Source file: D3-correl02-bivar-pearson-spearman-kendall-wcond vars only1.spv

Pearson's r	This destination: # hours worked per day	This destination: monthly pay (USD)	This destination: # days off per month	This destination: employer took the passport (total # months)	This destination: employer took work permit (total # months)	Total # types of documents taken by employer	Total # types of physical & sexual abuses experienced	Total cost of going abroad: recruiter fees + additional costs (USD)	Recruitment problems: total # of violations of 'composite criteria' (27 items)	Opinion rating on recruiter's information (ave. rating; scale of 1-5)
This destination: # hours worked per day	1	.079*	-.301**	-.179*	-.411**	.220**	.229**	.062	.187**	.040
This destination: monthly pay (USD)	.079*	1	.258**	.358**	-.213	-.052	-.174**	.472**	.169**	-.294**
This destination: # days off per month	-.301**	.258**	1	.155*	.145	-.201**	-.287**	.164**	.022	-.118**
This destination: employer took the passport (total # months)	-.179*	.358**	.155*	1	1.000**	-.225**	-.127	.444**	-.057	-.021
This destination: employer took work permit (total # months)	-.411**	-.213	.145	1.000**	1	-.318*	-.233	-.160	-.255*	.142
Total # types of documents taken by employer	.220**	-.052	-.201**	-.225**	-.318*	1	.138**	.065	.197**	.024
Total # types of physical & sexual abuses experienced	.229**	-.174**	-.287**	-.127	-.233	.138**	1	-.103**	.127**	.146**
Total cost of going abroad: recruiter fees + additional costs (USD)	.062	.472**	.164**	.444**	-.160	.065	-.103**	1	-.048	-.134**
Recruitment problems: total # violations of 'composite criteria' (27 items)	.187**	.169**	.022	-.057	-.255**	.197**	.127**	-.048	1	.890**

Pearson's r	This destination: # hours worked per day	This destination: monthly pay (USD)	This destination: # days off per month	This destination: employer took the passport (total # months)	This destination: employer took work permit (total # months)	Total # types of documents taken by employer	Total # types of physical & sexual abuses experienced	Total cost of going abroad: recruiter fees + additional costs (USD)	Recruitment problems: total # of violations of 'composite criteria' (27 items)	Opinion rating on recruiter's information (ave. rating; scale of 1-5)
Opinion rating on recruiter's information (ave. rating; scale of 1-5)	.040	-.294**	-.118**	-.021	.142	.024	.146**	-.134**	.890**	1

\*Correlation is significant at the 0.05 level (2-tailed).

\*\*Correlation is significant at the 0.01 level (2-tailed).

### 3. Correlation between recruitment factors and ratification of UN/ILO treaties (origin country survey; only countries surveyed)

\*Selected parameters only (thus, matrix is not symmetrical)

Source file: correl\_ratifn-origin survey.spv

Pearson's r (ORIGIN SURVEY)	Total ratified/ signed (UN + ILO): MBR treaties	Total ratified/ signed (UN + ILO): recruitment treaties	Total ratified/ signed (UN + ILO): all migration- related treaties	Total ratified/ signed: UN core treaties	Total ratified/ signed: UN other relevant	Total ratified/ signed: ILO fundamental treaties	Total ratified/ signed: ILO other relevant treaties
Total ratified/signed (UN+ILO): MBR treaties	1	.950*	.916*	.693	.744	.603	.469
Total ratified/signed (UN+ILO): recruitment treaties	.950*	1	.958*	.469	.871	.400	.637
Total ratified/signed (UN+ILO): all migration-related treaties	.916*	.958*	1	.453	.931*	.239	.746
Total ratified/signed: UN core treaties	.693	.469	.453	1	.264	.841	-.217
Total ratified/signed: UN other relevant treaties	.744	.871	.931*	.264	1	.000	.767
Total ratified/signed: ILO fundamental treaties	.603	.400	.239	.841	.000	1	-.400
Total ratified/signed: ILO other relevant treaties	.469	.637	.746	-.217	.767	-.400	1
Origin: total amount paid to recruiter (USD, ave.)	.301	.066	.158	.407	-.167	.318	.073

Pearson's r (ORIGIN SURVEY)	Total ratified/ signed (UN + ILO): MBR treaties	Total ratified/ signed (UN + ILO): recruitment treaties	Total ratified/ signed (UN + ILO): all migration- related treaties	Total ratified/ signed: UN core treaties	Total ratified/ signed: UN other relevant	Total ratified/ signed: ILO fundamental treaties	Total ratified/ signed: ILO other relevant treaties
Destination: total amount paid to recruiter (USD, ave.)	.597	.575	.754	.524	.787	.030	.495
Total cost of going abroad: recruiter fees + additional costs (USD, ave.)	.639	.435	.538	.620	.240	.418	.298
Opinion rating on recruiter's information (ave. rating, scale of 1-5; 5=worst)	-.645	-.538	-.362	-.434	-.059	-.750	-.051
Total # types of preparatory activities done by respondent (ave.)	.226	.152	-.108	.190	-.320	.686	-.350
Recruitment problems: total # violations of 'composite criteria' (27 items)	-.982**	-.981**	-.912*	-.585	-.769	-.563	-.507
Recruitment category: extreme problems (# respondents)	-.208	-.310	-.297	-.278	-.540	-.077	.029
Recruitment category: severe problems (# respondents)	-.361	-.538	-.491	-.139	-.723	-.022	-.256
Recruitment category: significant problems (# respondents)	-.758	-.784	-.906*	-.265	-.799	.004	-.869
Recruitment category: ethical situation (# respondents)	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>
Recruitment category: lacking data (# respondents)	-.131	-.339	-.128	.197	-.287	-.104	-.048

\*Correlation is significant at the 0.05 level (2-tailed).

\*\*Correlation is significant at the 0.01 level (2-tailed).

<sup>c</sup> Cannot be computed because at least one of the variables is constant.

#### 4. Correlation between recruitment factors and ratification of UN/ILO treaties (destination country survey; only countries surveyed)

\*Selected parameters only (thus, matrix is not symmetrical)

Source file: correl\_ratfn-destination survey.spv

Pearson's r (DESTINATION SURVEY)	Total ratified/ signed (UN + ILO): MBR treaties	Total ratified/ signed (UN + ILO): recruitment treaties	Total ratified/ signed (UN + ILO): all migration- related treaties	Total ratified/ signed: UN core treaties	Total ratified/ signed: UN other relevant	Total ratified/ signed: ILO fundamental treaties	Total ratified/ signed: ILO other relevant treaties
Total ratified/signed (UN+ILO): MBR treaties	1	.270	.914*	.986**	.040	.645	.582
Total ratified/signed (UN+ILO): recruitment treaties	.270	1	.484	.264	-.559	.559	.641
Total ratified/signed (UN+ILO): all migration-related treaties	.914*	.484	1	.852	-.108	.897*	.848
Total ratified/signed: UN core treaties	.986**	.264	.852	1	.089	.532	.468
Total ratified/signed: UN other relevant treaties	.040	-.559	-.108	.089	1	-.250	-.459
Total ratified/signed: ILO fundamental treaties	.645	.559	.897*	.532	-.250	1	.975**
Total ratified/signed: ILO other relevant treaties	.582	.641	.848	.468	-.459	.975**	1
Origin: total amount paid to recruiter (USD, ave.)	-.593	-.846	-.604	-.645	.289	-.432	-.462
Destination: total amount paid to recruiter (USD, ave.)	-.809	.159	-.557	-.819	.015	-.208	-.194
Total cost of going abroad: recruiter fees + additional costs (USD, ave.)	-.823	-.682	-.771	-.858	.246	-.521	-.534
Opinion rating on recruiter's information (ave. rating, scale of 1-5; 5=worst)	.655	-.015	.360	.763	.485	-.064	-.170
Total # types of preparatory activities done by respondent (ave.)	-.596	.056	-.252	-.715	-.334	.197	.257
Recruitment problems: total # violations of 'composite criteria' (27 items)	-.134	-.643	-.061	-.212	.662	.080	-.078
Recruitment category: extreme problems (# respondents)	.436	.510	.665	.387	.272	.748	.624

Pearson's r (DESTINATION SURVEY)	Total ratified/ signed (UN + ILO): MBR treaties	Total ratified/ signed (UN + ILO): recruitment treaties	Total ratified/ signed (UN + ILO): all migration- related treaties	Total ratified/ signed: UN core treaties	Total ratified/ signed: UN other relevant	Total ratified/ signed: ILO fundamental treaties	Total ratified/ signed: ILO other relevant treaties
Recruitment category: severe problems (# respondents)	.250	-.326	-.107	.330	-.142	-.452	-.382
Recruitment category: significant problems (# respondents)	.541	.020	.247	.608	-.296	-.115	-.037
Recruitment category: ethical situation (# respondents)	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c</sup>
Recruitment category: lacking data (# respondents)	.496	.188	.223	.581	-.350	-.130	-.039

\*Correlation is significant at the 0.05 level (2-tailed).

\*\*Correlation is significant at the 0.01 level (2-tailed).

<sup>c</sup> Cannot be computed because at least one of the variables is constant.

**APPENDIX 8:**  
**SUMMARY RESULTS OF THE SURVEY:**  
**COMPOSITE RECRUITMENT CATEGORIES (ON RECRUITMENT PROBLEMS/ABUSES EXPERIENCED BY THE RESPONDENTS)**

*In this appendix, we combined all the statistics, indicators and measurements into a composite whole, to give us a convenient way of categorizing and analyzing the seriousness of the overall recruitment problems/abuses experienced by each respondent. We did this by constructing composite recruitment categories of the recruitment problems/abuses, and categorizing each respondent under any one of these categories.*

*The composite recruitment categories are based on 26 recruitment parameters ('composite criteria') in the origin country survey, and 27 recruitment parameters ('composite criteria') in the destination country survey. These parameters are grouped in 3 criteria sets:*

- "Set 1" criteria – minimum standards (below which there will be violations; bottomline for 'ethical recruitment' category), e.g. total cost of going abroad (amounts charged by recruiters in origin and/or destination countries plus additional costs); license status of recruiters in origin and destination. A respondent who experienced any of these will not qualify for "ethical recruitment" category;*
- "Set 2" criteria – extreme violations, e.g. respondent is not given written contract; any personal document is taken; made to sign blank or document that is not read/understood; a respondent who experienced any of these will fall under the "extreme" category;*
- "Set 3" criteria – all other parameters (which can worsen the overall situation depending on which and how many of these are violated), e.g. no valid receipts are issued by the recruiters; no or wrong information given by recruiter; instructions given by recruiter violate labor rights; no pre-departure preparations are given, etc.*

*The resulting combination of problems or violations of the composite criteria enable us to classify each respondent under one of the following "recruitment composite categories":*

- Extreme recruitment problems/abuses – set 2 all violated + set 3 > 50% violated; or: set 2  $\geq$  50% violated + set 1 violations*
- Severe recruitment problems/abuses – set 2 all violated; or: set 2 not all violated and set 3 > 50% violated; or: set 2  $\geq$  50% violated and set 1 violations*
- Significant recruitment problems/abuses – set 3 violations < 50% and set 2 not all violated*
- Ethical recruitment situation – no violations in all 3 sets*
- Lacking data (this is not one of the recruitment categories; this is just a catch-all category for respondents with a lot of missing data and therefore could not be assigned by the computer under any of the four categories).*

After all respondents have been categorized, we generated the frequency distribution of the number of respondents under each of the four categories. This distribution of respondents is cross-tabulated against the same research parameters used in the scorecards, and presented in the tables below. While the “final z-score” gives us an indication of the depth (degree) of the recruitment problem (as measured by selected quantitative indicators), the “composite recruitment categories” give us indication of the extent (scope) of the recruitment problems (how many of the total indicators/composite criteria items have been violated).

### 1. Distribution of Respondents in the Composite Recruitment Categories: Overall (No parameter/categorization)

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: Overall (No parameter/categorization)	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)					
	Extreme recruitment category	Severe	Significant	Ethical	Lacking data	Total Respondents
Total # Respondents	126	591	86	0	85	888
% of Total Respondents	14.2%	66.6%	9.7%	0.0%	9.6%	100.0%

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: Overall (No parameter/categorization)	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)					
	Extreme recruitment category	Severe	Significant	Ethical	Lacking data	Total Respondents
Total # Respondents	447	432	147	8	231	1,265
% of Total Respondents	35.3%	34.2%	11.6%	0.6%	18.3%	100.0%



## 2. Distribution of Respondents in the Composite Recruitment Categories: According to destination country (based on destination survey)

Source file: d2-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: By destination country (based on destination survey)	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Bahrain	48	10.7%	53	12.3%	8	5.4%	0	0.0%	5	2.2%	114	9.0%
Row %		42.1%		46.5%		7.0%		0.0%		4.4%		100.0%
Lebanon	63	14.1%	22	5.1%	20	13.6%	0		26	11.3%	131	10.4%
Row %		48.1%		16.8%		15.3%		0.0%		19.8%		100.0%
Malaysia	42	9.4%	29	6.7%	4	2.7%	1	12.5%	24	10.4%	100	7.9%
Row %		42.0%		29.0%		4.0%		1.0%		24.0%		100.0%
Singapore	21	4.7%	71	16.4%	13	8.8%	0		5	2.2%	110	8.7%
Row %		19.1%		64.5%		11.8%		0.0%		4.5%		100.0%
Taiwan	250	55.9%	96	22.2%	9	6.1%	6	75.0%	39	16.9%	400	31.6%
Row %		62.5%		24.0%		2.2%		1.5%		9.8%		100.0%
Thailand	23	5.1%	161	37.3%	93	63.3%	1	12.5%	132	57.1%	410	32.4%
Row %		5.6%		39.3%		22.7%		0.2%		32.2%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>447</b>	<b>100.0%</b>	<b>432</b>	<b>100.0%</b>	<b>147</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>231</b>	<b>100.0%</b>	<b>1,265</b>	<b>100.0%</b>
Row %		35.3%		34.2%		11.6%		0.6%		18.3%		100.0%

### 3. Distribution of Respondents in the Composite Recruitment Categories: According to origin country (based on origin survey)

Source file: o-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: By origin country (based on origin survey)	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Bangladesh	73	57.9%	293	49.6%	15	17.4%	0	-	28	32.9%	409	46.1%
Row %		17.8%		71.6%		3.7%				6.8%		100.0%
India	20	15.9%	73	12.4%	16	18.6%	0	-	14	16.5%	123	13.9%
Row %		16.3%		59.3%		13.0%				11.4%		100.0%
Indonesia	17	13.5%	67	11.3%	24	27.9%	0	-	2	2.4%	110	12.4%
Row %		15.5%		60.9%		21.8%				1.8%		100.0%
Nepal	12	9.5%	140	23.7%	24	27.9%	0	-	25	29.4%	201	22.6%
Row %		6.0%		69.7%		11.9%				12.4%		100.0%
Philippines	4	3.2%	18	3.0%	7	8.1%	0	-	16	18.8%	45	5.1%
Row %		8.9%		40.0%		15.6%				35.6%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>100.0%</b>	<b>591</b>	<b>100.0%</b>	<b>86</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>100.0%</b>	<b>888</b>	<b>100.0%</b>
Row %		14.2%		66.6%		9.7%				9.6%		100.0%

### 4. Distribution of Respondents in the Composite Recruitment Categories: According to gender

Source file: o-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: According to gender	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Female	54	42.9%	346	59.0%	43	50.0%	0	-	24	28.9%	467	53.0%
Row %		11.6%		74.1%		9.2%				5.1%		100.0%

Parameter: According to gender	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Male	72	57.1%	238	40.6%	43	50.0%	0	-	58	69.9%	411	46.7%
Row %		17.5%		57.9%		10.5%				14.1%		100.0%
Others	0	0.0%	2	0.3%	0	0.0%	0	-	1	1.2%	3	0.3%
Row %		0.0%		66.7%		0.0%				33.3%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>100.0%</b>	<b>586</b>	<b>100.0%</b>	<b>86</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>83</b>	<b>100.0%</b>	<b>881</b>	<b>100.0%</b>
Row %		14.3%		66.5%		9.8%				9.4%		100.0%

Source file: d2-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: According to gender	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Female	296	66.7%	218	50.9%	88	59.9%	5	62.5%	130	60.2%	737	59.3%
Row %		40.2%		29.6%		11.9%		0.7%		17.6%		100.0%
Male	147	33.1%	207	48.4%	59	40.1%	3	37.5%	86	39.8%	502	40.4%
Row %		29.3%		41.2%		11.8%		0.6%		17.1%		100.0%
Others	1	0.2%	3	0.7%	0	0.0%	0	0.0%	0	0.0%	4	0.3%
Row %		25.0%		75.0%		0.0%		0.0%		0.0%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>444</b>	<b>100.0%</b>	<b>428</b>	<b>100.0%</b>	<b>147</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>216</b>	<b>100.0%</b>	<b>1,243</b>	<b>100.0%</b>
Row %		35.7%		34.4%		11.8%		0.6%		17.4%		100.0%

## 5. Distribution of Respondents in the Composite Recruitment Categories: According to mode of labor migration from origin country

Source file: o-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: According to mode of labor migration from origin country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Through private recruiter: recruitment agency or its agents	35	28.0%	190	32.2%	22	28.9%	0	-	2	3.4%	249	29.3%
Row %		14.1%		76.3%		8.8%				0.8%		100.0%
Through private recruiter: individual recruiter (no agency/ company)	63	50.4%	314	53.2%	6	7.9%	0	-	3	5.2%	386	45.5%
Row %		16.3%		81.3%		1.6%				0.8%		100.0%
Through private recruiter: not specified if agency or individual	5	4.0%	19	3.2%	1	1.3%	0	-	7	12.1%	32	3.8%
Row %		15.6%		59.4%		3.1%				21.9%		100.0%
Directly through employer (company or person)	9	7.2%	22	3.7%	22	28.9%	0	-	20	34.5%	73	8.6%
Row %		12.3%		30.1%		30.1%				27.4%		100.0%
Through government placement channel	2	1.6%	5	0.8%	12	15.8%	0	-	11	19.0%	30	3.5%
Row %		6.7%		16.7%		40.0%				36.7%		100.0%
Helped by family, relative	4	3.2%	15	2.5%	1	1.3%	0	-	2	3.4%	22	2.6%
Row %		18.2%		68.2%		4.5%				9.1%		100.0%
Helped by friend, colleague, neighbor (no relation)	3	2.4%	7	1.2%	0	0.0%	0	-	0	0.0%	10	1.2%
Row %		30.0%		70.0%		0.0%				0.0%		100.0%
Helped by organization, group, union, church	1	0.8%	0	0.0%	0	0.0%	0	-	0	0.0%	1	0.1%
Row %		100.0%		0.0%		0.0%				0.0%		100.0%
On own/None of the above	3	2.4%	18	3.1%	12	15.8%	0	-	13	22.4%	46	5.4%

Parameter: According to mode of labor migration from origin country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
intermediaries												
Row %		6.5%		39.1%		26.1%				28.3%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>125</b>	<b>100.0%</b>	<b>590</b>	<b>100.0%</b>	<b>76</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>58</b>	<b>100.0%</b>	<b>849</b>	<b>100.0%</b>
Row %		<b>14.7%</b>		<b>69.5%</b>		<b>9.0%</b>				<b>6.8%</b>		<b>100.0%</b>

Source file: d2-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: According to mode of labor migration from origin country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Through private recruiter: recruitment agency or its agents	289	65.4%	150	35.0%	13	10.8%	7	87.5%	0	0.0%	459	39.9%
Row %		63.0%		32.7%		2.8%		1.5%		0.0%		100.0%
Through private recruiter: individual recruiter (no agency/ company)	90	20.4%	185	43.1%	6	5.0%	1	12.5%	3	2.0%	285	24.8%
Row %		31.6%		64.9%		2.1%		0.4%		1.1%		100.0%
Through private recruiter: not specified if agency or individual	8	1.8%	30	7.0%	13	10.8%	0	0.0%	6	4.0%	57	5.0%
Row %		14.0%		52.6%		22.8%		0.0%		10.5%		100.0%
Directly through employer (company or person)	12	2.7%	32	7.5%	13	10.8%	0	0.0%	20	13.3%	77	6.7%
Row %		15.6%		41.6%		16.9%		0.0%		26.0%		100.0%
Through government placement channel	6	1.4%	6	1.4%	2	1.7%	0	0.0%	4	2.7%	18	1.6%
Row %		33.3%		33.3%		11.1%		0.0%		22.2%		100.0%

Parameter: According to mode of labor migration from origin country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Helped by family, relative	10	2.3%	12	2.8%	23	19.2%	0	0.0%	20	13.3%	65	5.7%
Row %		15.4%		18.5%		35.4%		0.0%		30.8%		100.0%
Helped by friend, colleague, neighbor	4	0.9%	5	1.2%	15	12.5%	0	0.0%	14	9.3%	38	3.3%
Row %		10.5%		13.2%		39.5%		0.0%		36.8%		100.0%
Helped by organization, union, church												
Row %												
On own/None of the above intermediaries	23	5.2%	9	2.1%	35	29.2%	0	0.0%	83	55.3%	150	13.1%
Row %		15.3%		6.0%		23.3%		0.0%		55.3%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>442</b>	<b>100.0%</b>	<b>429</b>	<b>100.0%</b>	<b>120</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>	<b>1,149</b>	<b>100.0%</b>
<b>Row %</b>		<b>38.5%</b>		<b>37.3%</b>		<b>10.4%</b>		<b>0.7%</b>		<b>13.1%</b>		<b>100.0%</b>

**6. Distribution of Respondents in the Composite Recruitment Categories: According to name of (top selected) recruiter in origin country**

- a. Names of recruiters in origin (based on origin survey): distribution of respondents under each recruitment category (as % of total respondents under each recruitment category (col %))

*SORTED ALPHABETICALLY ON NAME OF RECRUITER*

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
AB; AB Employment			1	0.2%				-		
ABCD	1	0.8%	3	0.5%				-		

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
All Fine			1	0.2%				-		
Amri; Amri Brothers/Family; Amri Corp.; PT Amri Margatama			9	1.5%	8	9.3%		-		
Anjali; Anjali Overseas			2	0.3%				-		
Aravind; Aravind Human Resource			2	0.3%	1	1.2%		-		
Bhandari Overseas			2	0.3%				-		
Binawan			1	0.2%	2	2.3%		-		
El Karim			1	0.2%				-		
Falcon; Falcon Manpower			1	0.2%				-		
Green Light			1	0.2%				-		
Kurnia; Kurnia Cilacap			2	0.3%				-		
Mayon; Mayon International Trading			1	0.2%				-		
Muhdi Sefia	1	0.8%	1	0.2%				-		
Narayan			2	0.3%				-		
Oka Mulyana			2	0.3%	1	1.2%		-		
Orenta; Orenta Corp.			1	0.2%	1	1.2%		-		
Paschim; Paschim Nepal Overseas	1	0.8%						-		
PT Almas; Almas; Almas Corp			2	0.3%				-		
PT Karya Tama;			1	0.2%				-		
Putra Para Utama; PT Putra Utama	1	0.8%	1	0.2%				-		
Rolling Hills;			1	0.2%				-		
Rose; Rose Employment Services			1	0.2%				-		
Salim; Salim Master			3	0.5%				-		
Sam; Sam International			1	0.2%				-		
Sukses Mandiri			2	0.3%				-		
Teja Mukti	1	0.8%	1	0.2%				-		
Trias Insan			2	0.3%				-		
Tricon; Tricon International			2	0.3%				-		

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Uni-link			1	0.2%				-		
Other (named) recruitment agencies/companies	14	11.1%	64	10.8%	6	7.0%		-	1	1.2%
Can't remember / can't name / don't know	21	16.7%	144	24.4%	5	5.8%		-	4	4.7%
Individual recruiter (individual agent, broker, middleman)	53	42.1%	240	40.6%	6	7.0%		-	4	4.7%
Individual recruiter (family, relative, friend, colleague)	7	5.6%	19	3.2%	1	1.2%		-	2	2.4%
Government channel			3	0.5%				-		
On my own; no intermediary/ recruiter/ employer	1	0.8%	1	0.2%				-		
Blank	25	19.8%	69	11.7%	55	64.0%		-	74	87.1%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>100.0%</b>	<b>591</b>	<b>100.0%</b>	<b>86</b>	<b>100.0%</b>		-	<b>85</b>	<b>100.0%</b>

- b. Names of recruiters in origin (based on origin survey): distribution of respondents across each recruitment category (as % of total respondents who used the recruitment agency (row %))

*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON TOTAL # RESPONDENTS (DESCENDING)*

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Amri; Amri Brothers/Family; Amri Corp.; PT Amri Margatama			9	52.9%	8	47.1%		-			17	100.0%
ABCD	1	25.0%	3	75.0%				-			4	100.0%



Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Aravind; Aravind Human Resource			2	66.7%	1	33.3%		-			3	100.0%
Binawan			1	33.3%	2	66.7%		-			3	100.0%
Oka Mulyana			2	66.7%	1	33.3%		-			3	100.0%
Salim; Salim Master			3	100.0%				-			3	100.0%
Anjali; Anjali Overseas			2	100.0%				-			2	100.0%
Bhandari Overseas			2	100.0%				-			2	100.0%
Kurnia; Kurnia Cilacap			2	100.0%				-			2	100.0%
Muhdi Sefia	1	50.0%	1	50.0%				-			2	100.0%
Narayan			2	100.0%				-			2	100.0%
Orenta; Orenta Corp.			1	50.0%	1	50.0%		-			2	100.0%
PT Almas; Almas; Almas Corp			2	100.0%				-			2	100.0%
Putra Para Utama; PT Putra Utama	1	50.0%	1	50.0%				-			2	100.0%
Sukses Mandiri			2	100.0%				-			2	100.0%
Teja Mukti	1	50.0%	1	50.0%				-			2	100.0%
Trias Insan			2	100.0%				-			2	100.0%
Tricon; Tricon International			2	100.0%				-			2	100.0%
AB; AB Employment			1	100.0%				-			1	100.0%
All Fine			1	100.0%				-			1	100.0%
El Karim			1	100.0%				-			1	100.0%
Falcon; Falcon Manpower			1	100.0%				-			1	100.0%
Green Light			1	100.0%				-			1	100.0%
Mayon; Mayon International Trading			1	100.0%				-			1	100.0%
Paschim; Paschim Nepal Overseas	1	100.0%						-			1	100.0%
PT Karya Tama;			1	100.0%				-			1	100.0%
Rolling Hills;			1	100.0%				-			1	100.0%
Rose; Rose Employment Services			1	100.0%				-			1	100.0%
Sam; Sam International			1	100.0%				-			1	100.0%

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Uni-link			1	100.0%				-			1	100.0%
Other (named) recruitment agencies/companies	14	16.5%	64	75.3%	6	7.1%		-	1	1.2%	85	100.0%
Can't remember / can't name / don't know	21	12.1%	144	82.8%	5	2.9%		-	4	2.3%	174	100.0%
Individual recruiter (individual agent, broker, middleman)	53	17.5%	240	79.2%	6	2.0%		-	4	1.3%	303	100.0%
Individual recruiter (family, relative, friend, colleague)	7	24.1%	19	65.5%	1	3.4%		-	2	6.9%	29	100.0%
Government channel			3	100.0%				-			3	100.0%
On my own; no intermediary/ recruiter/ employer	1	50.0%	1	50.0%				-			2	100.0%
Blank	25	11.2%	69	30.9%	55	24.7%		-	74	33.2%	223	100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>14.2%</b>	<b>591</b>	<b>66.6%</b>	<b>86</b>	<b>9.7%</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>9.6%</b>	<b>888</b>	<b>100.0%</b>

- c. Names of recruiters in origin (based on destination survey): distribution of respondents under each recruitment category (as % of total respondents under each recruitment category (col %))

*SORTED ALPHABETICALLY ON NAME OF RECRUITER*

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Ace; Ace Globe	2	0.4%	1	0.2%						
Alpha Tomo	1	0.2%	6	1.4%					1	0.4%

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Ample; Ample Pooling; Ample Labor Pooling			10	2.3%						
AU; AU Agency/Manpower	1	0.2%	4	0.9%						
Baguio-Benguet	1	0.2%	3	0.7%						
CTM; CTM Manpower	2	0.4%	1	0.2%						
Dart-Witz; Dartwits; Dartwitz	1	0.2%								
Delgro; Delgro Centre			2	0.5%						
Exequest; Exequest Manpower/Agency/Services	6	1.3%								
Fil-Sino; Filsino; Fil-Sino Manpower/Services/Agency	3	0.7%	1	0.2%			1	12.5%		
Fusion							2	25.0%		
Gerdin; Gerdin Manpower; Gerdin Agency	3	0.7%	1	0.2%						
Gets	1	0.2%	1	0.2%						
Global; Global Care; Globalcare; Global agency	4	0.9%	2	0.5%						
Golden Brother; Golden Brothers	4	0.9%	1	0.2%						
Grand Placement; Grand Placement Agency	10	2.2%	1	0.2%						
Jedegal; Jedegal International; Jedegal Manpower/Agency	16	3.6%	1	0.2%						
Jerzon; Jerson; Jerzon Manpower	3	0.7%	2	0.5%						
Jopman; Jopman Agency/Manpower/Services	21	4.7%								
JS; JS Contractor; JS Agency/Manpower	54	12.1%	7	1.6%	1	0.7%				
Letco	3	0.7%								
Luzern; Luzern Manpower/Agency			7	1.6%						

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Melacom; Melakom; Melacom Agency;	4	0.9%								
Network; Network Agency	3	0.7%								
Primeworld; Primeworld Agency/Manpower	1	0.2%	1	0.2%						
Pro-Enhance; Pro-Enhance Global	1	0.2%								
September Star	3	0.7%								
Spring Resources; Spring Placement/Manpower	3	0.7%	2	0.5%	1	0.7%				
Staffline			1	0.2%						
STB-DJL; STB; DJL;	3	0.7%	1	0.2%						
STL			1	0.2%	1	0.7%				
Topmost; TMS; Topmost Manpower Services/Agency	15	3.4%	2	0.5%						
Van Xuan; Xuan	3	0.7%	1	0.2%						
Vinamoto	2	0.4%								
Visayan			1	0.2%						
World Transman Manpower/Agency	5	1.1%	1	0.2%						
Worldwiser; World Wiser	8	1.8%	4	0.9%						
Other (named) recruitment agencies/companies	25	5.6%	32	7.4%	3	2.0%				
Can't remember / can't name / don't know	92	20.6%	152	35.2%	18	12.2%	1	12.5%	7	3.0%
Individual recruiter (individual agent, broker, middleman)	67	15.0%	74	17.1%	1	0.7%				
Individual recruiter (family, relative, friend, colleague)	14	3.1%	18	4.2%	38	25.9%			34	14.7%
Directly hired (by employer / sponsor)			5	1.2%						
On my own; no	1	0.2%							1	0.4%

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
intermediary/recruiter/employer										
Blank	61	13.6%	85	19.7%	84	57.1%	4	50.0%	188	81.4%
<b>Total Respondents (Recruitment Categories)</b>	447	100.0%	432	100.0%	147	100.0%	8	100.0%	231	100.0%

- d. Names of recruiters in origin (based on destination survey): distribution of respondents across each recruitment category (as % of total respondents who used the recruitment agency (row %))

*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON TOTAL # RESPONDENTS (DESCENDING)*

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
JS; JS Contractor; JS Agency/Manpower	54	87.1%	7	11.3%	1	1.6%					62	100.0%
Jopman; Jopman Agency/Manpower/Services	21	100.0%									21	100.0%
Jedegal; Jedegal International; Jedegal Manpower/Agency	16	94.1%	1	5.9%							17	100.0%
Topmost; TMS; Topmost Manpower Services/Agency	15	88.2%	2	11.8%							17	100.0%
Worldwiser; World Wiser	8	66.7%	4	33.3%							12	100.0%
Grand Placement; Grand Placement Agency	10	90.9%	1	9.1%							11	100.0%
Ample; Ample Pooling; Ample Labor Pooling			10	100.0%							10	100.0%

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Alpha Tomo	1	12.5%	6	75.0%					1	12.5%	8	100.0%
Luzern; Luzern Manpower/Agency			7	100.0%							7	100.0%
Exequest; Exequest Manpower/Agency/Services	6	100.0%									6	100.0%
Global; Global Care; Globalcare; Global agency	4	66.7%	2	33.3%							6	100.0%
Spring Resources; Spring Placement/Manpower	3	50.0%	2	33.3%	1	16.7%					6	100.0%
World Transman Manpower/Agency	5	83.3%	1	16.7%							6	100.0%
AU; AU Agency/Manpower	1	20.0%	4	80.0%							5	100.0%
Fil-Sino; Filsino; Fil-Sino Manpower/Services/Agency	3	60.0%	1	20.0%			1	20.0%			5	100.0%
Golden Brother; Golden Brothers	4	80.0%	1	20.0%							5	100.0%
Jerzon; Jerson; Jerzon Manpower	3	60.0%	2	40.0%							5	100.0%
Baguio-Benguet	1	25.0%	3	75.0%							4	100.0%
Gerdin; Gerdin Manpower; Gerdin Agency	3	75.0%	1	25.0%							4	100.0%
Melacom; Melakom; Melacom Agency;	4	100.0%									4	100.0%
STB-DJL; STB; DJL;	3	75.0%	1	25.0%							4	100.0%
Van Xuan; Xuan	3	75.0%	1	25.0%							4	100.0%
Ace; Ace Globe	2	66.7%	1	33.3%							3	100.0%
CTM; CTM Manpower	2	66.7%	1	33.3%							3	100.0%
Letco	3	100.0%									3	100.0%
Network; Network Agency	3	100.0%									3	100.0%
September Star	3	100.0%									3	100.0%
Delgro; Delgro Centre			2	100.0%							2	100.0%

Parameter: According to name of recruiter (top selected) in <u>origin</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Fusion							2	100.0%			2	100.0%
Gets	1	50.0%	1	50.0%							2	100.0%
Primeworld; Primeworld Agency/Manpower	1	50.0%	1	50.0%							2	100.0%
STL			1	50.0%	1	50.0%					2	100.0%
Vinamoto	2	100.0%									2	100.0%
Dart-Witz; Dartwits; Dartwitz	1	100.0%									1	100.0%
Pro-Enhance; Pro-Enhance Global	1	100.0%									1	100.0%
Staffline			1	100.0%							1	100.0%
Visayan			1	100.0%							1	100.0%
Other (named) recruitment agencies/companies	25	41.7%	32	53.3%	3	5.0%					60	100.0%
Can't remember / can't name / don't know	92	34.1%	152	56.3%	18	6.7%	1	0.4%	7	2.6%	270	100.0%
Individual recruiter (individual agent, broker, middleman)	67	47.2%	74	52.1%	1	0.7%					142	100.0%
Individual recruiter (family, relative, friend, colleague)	14	13.5%	18	17.3%	38	36.5%			34	32.7%	104	100.0%
Directly hired (by employer / sponsor)			5	100.0%							5	100.0%
On my own; no intermediary/recruiter/employer	1	50.0%							1	50.0%	2	100.0%
Blank	61	14.5%	85	20.1%	84	19.9%	4	0.9%	188	44.5%	422	100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>447</b>	<b>35.3%</b>	<b>432</b>	<b>34.2%</b>	<b>147</b>	<b>11.6%</b>	<b>8</b>	<b>0.6%</b>	<b>231</b>	<b>18.3%</b>	<b>1,265</b>	<b>100.0%</b>

**7. Distribution of Respondents in the Composite Recruitment Categories: According to name of (top selected) recruiter in destination country**

- a. Names of recruiters at destination (based on origin survey): distribution of respondents under each recruitment category (as % of total respondents under each recruitment category (col %))  
***SORTED ALPHABETICALLY ON NAME OF RECRUITER***

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
<i>Note: No particular recruitment agency qualified to be listed (named by at least 2 respondents)</i>	-	-	-	-	-	-	-	-	-	-
Other (named) recruitment agencies/companies	7	5.6%	5	0.8%				-		
Can't remember / can't name / don't know	50	39.7%	7	1.2%				-		
Individual recruiter (individual agent, broker, middleman)	12	9.5%	6	1.0%				-		
Individual recruiter (family, relative, friend, colleague)	2	1.6%	2	0.3%				-		
Directly hired (by employer / sponsor)	3	2.4%	1	0.2%				-		
Blank	52	41.3%	570	96.4%	86	100.0%		-	85	100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>100.0%</b>	<b>591</b>	<b>100.0%</b>	<b>86</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>100.0%</b>



- b. Names of recruiters at destination (based on origin survey): distribution of respondents across each recruitment category (as % of total respondents who used the recruitment agency (row %))

*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON TOTAL # RESPONDENTS (DESCENDING)*

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
<i>Note: No particular recruitment agency qualified to be listed (named by at least 2 respondents)</i>	-	-	-	-	-	-	-	-	-	-	-	-
Other (named) recruitment agencies/companies	7	58.3%	5	41.7%				-			12	100.0%
Can't remember / can't name / don't know	50	87.7%	7	12.3%	0	0.0%	0	0.0%	0	0.0%	57	100.0%
Individual recruiter (individual agent, broker, middleman)	12	66.7%	6	33.3%				-			18	100.0%
Individual recruiter (family, relative, friend, colleague)	2	50.0%	2	50.0%				-			4	100.0%
Directly hired (by employer / sponsor)	3	75.0%	1	25.0%				-			4	100.0%
Blank	52	6.6%	570	71.9%	86	10.8%		-	85	10.7%	793	100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>126</b>	<b>14.2%</b>	<b>591</b>	<b>66.6%</b>	<b>86</b>	<b>9.7%</b>	<b>0</b>	<b>-</b>	<b>85</b>	<b>9.6%</b>	<b>888</b>	<b>100.0%</b>

- c. Names of recruiters at destination (based on destination survey): distribution of respondents under each recruitment category (as % of total respondents under each recruitment category (col %))  
***SORTED ALPHABETICALLY ON NAME OF RECRUITER***

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Ann Veng (agency)	2	0.4%	14	3.2%						
Brothers Farm	2	0.4%								
Champion; Champion Manpower	56	12.5%	5	1.2%						
Christina Manpower	4	0.9%								
Dart-Witz; Dartwits; Dartwitz	39	8.7%	1	0.2%						
Foremost	2	0.4%								
Forward HR	1	0.2%	1	0.2%						
Global; Global Care; Globalcare; Global agency	1	0.2%								
Golden Brother; Golden Brothers	11	2.5%	1	0.2%						
Heng Hsin (agency?)	1	0.2%	3	0.7%						
Hyu Wah (broker agency?)			4	0.9%						
Jedegal; Jedegal International; Jedegal Manpower/Agency	1	0.2%								
Litung; Litung Agency; Li Tung; Letong	3	0.7%	4	0.9%						
Maids.Com	1	0.2%	2	0.5%						
Mastery	3	0.7%								
MXIC	2	0.4%	1	0.2%						
Premier; Premier Manpower; Primer	1	0.2%	2	0.5%	1	0.7%				
Pro-Enhance; Pro-Enhance Global	3	0.7%								
Reliance; JL Reliance			1	0.2%					1	0.4%
Sage; Sage Int'l	2	0.4%								
September Star	1	0.2%								

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)									
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Sheng Hua; Sheng Tai	6	1.3%								
Shoa Shin; Shou Shin; Shoa Shen	3	0.7%	1	0.2%						
STL					1	0.7%				
Summit; Summit Agency	9	2.0%								
Topmost; TMS; Topmost Manpower Services/Agency			1	0.2%						
Venture Provision; Venture	1	0.2%	2	0.5%						
Other (named) recruitment agencies/companies	17	3.8%	19	4.4%						
Can't remember / can't name / don't know	103	23.0%	46	10.6%	6	4.1%	1	12.5%	6	2.6%
Individual recruiter (individual agent, broker, middleman)	46	10.3%	14	3.2%					1	0.4%
Individual recruiter (family, relative, friend, colleague)	9	2.0%	9	2.1%	9	6.1%			11	4.8%
Directly hired (by employer / sponsor)	23	5.1%	3	0.7%					1	0.4%
Blank	94	21.0%	298	69.0%	130	88.4%	7	87.5%	211	91.3%
<b>Total Respondents (Recruitment Categories)</b>	<b>447</b>	<b>100.0%</b>	<b>432</b>	<b>100.0%</b>	<b>147</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>231</b>	<b>100.0%</b>

- d. Names of recruiters at destination (based on destination survey): distribution of respondents across each recruitment category (as % of total respondents who used the recruitment agency (row %))  
*SAME LIST OF RECRUITERS AS IN PREVIOUS TABLE, BUT SORTED ON TOTAL # RESPONDENTS (DESCENDING)*

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Champion; Champion Manpower	56	91.8%	5	8.2%							61	100.0%
Dart-Witz; Dartwits; Dartwitz	39	97.5%	1	2.5%							40	100.0%
Ann Veng (agency?)	2	12.5%	14	87.5%							16	100.0%
Golden Brother; Golden Brothers	11	91.7%	1	8.3%							12	100.0%
Summit; Summit Agency	9	100.0%									9	100.0%
Litung; Litung Agency; Li Tung; Letong	3	42.9%	4	57.1%							7	100.0%
Sheng Hua; Sheng Tai	6	100.0%									6	100.0%
Christina Manpower	4	100.0%									4	100.0%
Heng Hsin (agency?)	1	25.0%	3	75.0%							4	100.0%
Hyu Wah (broker agency?)			4	100.0%							4	100.0%
Premier; Premier Manpower; Primer	1	25.0%	2	50.0%	1	25.0%					4	100.0%
Shoa Shin; Shou Shin; Shoa Shen	3	75.0%	1	25.0%							4	100.0%
Maids.Com	1	33.3%	2	66.7%							3	100.0%
Mastery	3	100.0%									3	100.0%
MXIC	2	66.7%	1	33.3%							3	100.0%
Pro-Enhance; Pro-Enhance Global	3	100.0%									3	100.0%
Venture Provision; Venture	1	33.3%	2	66.7%							3	100.0%
Brothers Farm	2	100.0%									2	100.0%
Foremost	2	100.0%									2	100.0%
Forward HR	1	50.5%	1	50.0%							2	100.0%

Parameter: According to name of recruiter (top selected) in <u>destination</u> country	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %	#	Row %
Reliance; JL Reliance			1	50.0%					1	50.0%	2	100.0%
Sage; Sage Int'l	2	100.0%									2	100.0%
Global; Global Care; Globalcare; Global agency	1	100.0%									1	100.0%
Jedegal; Jedegal International; Jedegal Manpower/Agency	1	100.0%									1	100.0%
September Star	1	100.0%									1	100.0%
STL					1	100.0%					1	100.0%
Topmost; TMS; Topmost Manpower Services/Agency			1	100.0%							1	100.0%
Other (named) recruitment agencies/companies	17	47.2%	19	52.8%							36	100.0%
Can't remember / can't name / don't know	107	64.5%	46	27.7%	6	3.6%	1	0.6%	6	3.6%	166	100.0%
Individual recruiter (individual agent, broker, middleman)	46	75.4%	14	23.0%					1	1.6%	61	100.0%
Individual recruiter (family, relative, friend, colleague)	9	23.7%	9	23.7%	9	23.7%			11	28.9%	38	100.0%
Directly hired (by employer / sponsor)	23	85.2%	3	11.1%					1	3.7%	27	100.0%
Blank	90	12.2%	298	40.5%	130	17.7%	7	1.0%	211	28.7%	736	100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>447</b>	<b>35.3%</b>	<b>432</b>	<b>34.2%</b>	<b>147</b>	<b>11.6%</b>	<b>8</b>	<b>0.6%</b>	<b>231</b>	<b>18.3%</b>	<b>1,265</b>	100.0%

**8. Distribution of Respondents in the Composite Recruitment Categories: whether respondent used private recruiter (in origin) or not**

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: Whether respondent used private recruiter (in origin) or not	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Used private recruiter	103	82.4%	523	88.6%	29	38.2%		-	12	20.7%	667	78.6%
Row %		15.4%		78.4%		4.3%				1.8%		100.0%
Did not use private recruiter	22	17.6%	67	11.4%	47	61.8%		-	46	79.3%	182	21.4%
Row %		12.1%		36.8%		25.8%				25.3%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>125</b>	<b>100.0%</b>	<b>590</b>	<b>100.0%</b>	<b>76</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>58</b>	<b>100.0%</b>	<b>849</b>	<b>100.0%</b>
Row %		14.7%		69.5%		9.0%				6.8%		100.0%

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: Whether respondent used private recruiter (in origin) or not	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Used private recruiter	387	87.6%	365	85.1%	32	26.7%	8	100.0%	9	6.0%	801	69.7%
Row %		48.3%		45.6%		4.0%		1.0%		1.1%		100.0%
Did not use private recruiter	55	12.4%	64	14.9%	88	73.3%	0	0.0%	141	94.0%	348	30.3%
Row %		15.8%		18.4%		25.3%		0.0%		40.5%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>442</b>	<b>100.0%</b>	<b>429</b>	<b>100.0%</b>	<b>120</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>	<b>1,149</b>	<b>100.0%</b>
Row %		38.5%		37.3%		10.4%		0.7%		13.1%		100.0%

**9. Distribution of Respondents in the Composite Recruitment Categories: According to type of job abroad (elementary or not; ISCO-88 classification)**

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to type of job abroad (elementary or not)	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Elementary job	67	72.8%	357	80.4%	48	75.0%		-	18	36.0%	490	75.4%
Row %		13.7%		72.9%		9.8%				3.7%		100.0%
Non-elementary job	25	27.2%	87	19.6%	16	25.0%		-	32	64.0%	160	24.6%
Row %		15.6%		54.4%		10.0%				20.0%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>92</b>	<b>100.0%</b>	<b>444</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>50</b>	<b>100.0%</b>	<b>650</b>	<b>100.0%</b>
<b>Row %</b>		<b>14.2%</b>		<b>68.3%</b>		<b>9.8%</b>				<b>7.7%</b>		<b>100.0%</b>

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to type of job abroad (elementary or not)	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Elementary job	295	75.4%	321	79.9%	110	86.6%	5	71.4%	164	85.9%	895	80.1%
Row %		33.0%		35.9%		12.3%		0.6%		18.3%		100.0%
Non-elementary job	96	24.6%	81	20.1%	17	13.4%	2	28.6%	27	14.1%	223	20.0%
Row %		43.0%		36.3%		7.6%		0.9%		12.1%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>391</b>	<b>100.0%</b>	<b>402</b>	<b>100.0%</b>	<b>127</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>	<b>1,118</b>	<b>100.0%</b>
<b>Row %</b>		<b>35.0%</b>		<b>36.0%</b>		<b>11.4%</b>		<b>0.6%</b>		<b>17.1%</b>		<b>100.0%</b>

**10. Distribution of Respondents in the Composite Recruitment Categories: According to type of job abroad (domestic work or not; ISCO-88 classification)**

Source file: o-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to type of job abroad (DW or not)	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Domestic work	45	48.9%	287	64.6%	33	51.6%		-	5	10.0%	370	56.9%
Row %		12.2%		77.6%		8.9%				1.4%		100.0%
Non-domestic work	47	51.1%	157	35.4%	31	48.4%		-	45	90.0%	280	43.1%
Row %		16.8%		56.1%		11.1%				16.1%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>92</b>	<b>100.0%</b>	<b>444</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>50</b>	<b>100.0%</b>	<b>650</b>	<b>100.0%</b>
<b>Row %</b>		<b>14.2%</b>		<b>68.3%</b>		<b>9.8%</b>				<b>7.7%</b>		<b>100.0%</b>

Source file: d2-summ03...

*Note: Totals may not sum up to 100% due to rounding discrepancies.*

Parameter: According to type of job abroad (DW or not)	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
Domestic work	93	23.8%	84	20.9%	22	17.3%	1	14.3%	43	22.5%	243	21.7%
Row %		38.3%		34.6%		9.1%		0.4%		17.7%		100.0%
Non-domestic work	298	76.2%	318	79.1%	105	82.7%	6	85.7%	148	77.5%	875	78.3%
Row %		34.1%		36.3%		12.0%		0.7%		16.9%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>391</b>	<b>100.0%</b>	<b>402</b>	<b>100.0%</b>	<b>127</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>191</b>	<b>100.0%</b>	<b>1,118</b>	<b>100.0%</b>
<b>Row %</b>		<b>35.0%</b>		<b>36.0%</b>		<b>11.4%</b>		<b>0.6%</b>		<b>17.1%</b>		<b>100.0%</b>



# 11. Distribution of Respondents in the Composite Recruitment Categories: whether this is respondent's first job abroad or not

Source file: o-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: Whether this is respondent's first job abroad or not	RECRUITMENT CATEGORIES - ORIGIN SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
First job abroad	48	41.7%	212	40.8%	45	57.0%		-	24	38.1%	329	42.3%
Row %		14.6%		64.4%		13.7%				7.3%		100.0%
Not first job abroad	67	58.3%	308	59.2%	34	43.0%		-	39	61.9%	448	57.7%
Row %		15.0%		68.8%		7.6%				8.7%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>115</b>	<b>100.0%</b>	<b>520</b>	<b>100.0%</b>	<b>79</b>	<b>100.0%</b>	<b>0</b>	<b>-</b>	<b>63</b>	<b>100.0%</b>	<b>777</b>	<b>100.0%</b>
Row %		14.8%		66.9%		10.2%				8.1%		100.0%

Source file: d2-summ03...

Note: Totals may not sum up to 100% due to rounding discrepancies.

Parameter: Whether this is respondent's first job abroad or not	RECRUITMENT CATEGORIES - DESTINATION SURVEY (All respondents)											
	Extreme recruitment category		Severe		Significant		Ethical		Lacking data		Total Resp. (Parameter Categories)	
	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %	#	Col %
First job abroad	311	71.7%	346	81.2%	126	85.7%	4	50.0%	179	86.1%	966	79.0%
Row %		32.2%		35.8%		13.0%		0.4%		18.5%		100.0%
Not first job abroad	123	28.3%	80	18.8%	21	14.3%	4	50.0%	29	13.9%	257	21.0%
Row %		47.9%		31.1%		8.2%		1.6%		11.3%		100.0%
<b>Total Respondents (Recruitment Categories)</b>	<b>434</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>	<b>147</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>208</b>	<b>100.0%</b>	<b>1,223</b>	<b>100.0%</b>
Row %		35.5%		34.8%		12.0%		0.7%		17.0%		100.0%

Statistical results processed by: Rex Varona, lead researcher, MFA

**APPENDIX 9:**  
**KEY PROVISIONS OF INTERNATIONAL & ASIAN INSTRUMENTS/STANDARDS**  
**ON RECRUITMENT AND PROTECTION OF MIGRANT WORKERS**

**A. INTERNATIONAL STANDARDS: LEGALLY-BINDING INSTRUMENTS (TREATIES)**

Following are the key provisions of the UN and ILO treaties pertaining to labor recruitment and the protection of migrant workers.<sup>51</sup>

**1. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979)**

- Article 6: States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

**2. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (MWC, 1990)**

- Article 66.2. Subject to any authorization, approval and supervision by the public authorities of the States Parties ..., agencies, prospective employers or persons acting on their behalf may also be permitted to undertake the [recruitment of workers for employment in another State].
- Article 68.1. States Parties, including States of transit, shall collaborate with a view to preventing and eliminating illegal or clandestine movements and employment of migrant workers in an irregular situation. The measures ... include: (a) Appropriate measures against the dissemination of misleading information relating to emigration and immigration; (b) Measures to detect and eradicate illegal or clandestine movements of migrant workers and members of their families and to impose effective sanctions on persons, groups or entities which organize, operate or assist in organizing or operating such movements; (c) ... effective sanctions on persons, groups or entities which use violence, threats or intimidation against migrant workers or members of their families in an irregular situation.

**3. UNTOC Optional Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (UNTOC PT, 2000; also known as the Palermo Protocol)**

- Article 3(a): "Trafficking in persons" shall mean the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person,

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<sup>51</sup> Text of all ILO conventions cited here are from the ILO Normlex website (<http://www.ilo.org/dyn/normlex/en/>), last accessed 30 April 2016. Text of all UN conventions are from the website office of the High Commissioner for Human Rights, "Human Rights Bodies" section (<http://www.ohchr.org/EN/HRBodies/Pages/HumanRightsBodies.aspx>); accessed 25 July 2013.

for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs; (b) The consent of a victim of trafficking ... shall be irrelevant where any of the means set forth in subparagraph (a) have been used ...

**4. ILO Convention 2 (C002: Unemployment Convention, 1919)**

- Article 2.1. Each Member which ratifies this Convention shall establish a system of free public employment agencies under the control of a central authority....

**5. Protocol of 2014 to the Forced Labour Convention of 1930 (ILO P029, 2014) - adopted at the 103<sup>rd</sup> ILC, 11 Jun 2014; will enter into force on 9 November 2016**

- Preamble: Noting that there is an increased number of workers who are in forced or compulsory labour in the private economy, that certain sectors of the economy are particularly vulnerable, and that certain groups of workers have a higher risk of becoming victims of forced or compulsory labour, especially migrants;
- Article 1.1: In giving effect to its obligations under the Convention to suppress forced or compulsory labour, each Member shall take effective measures to prevent and eliminate its use, to provide to victims protection and access to appropriate and effective remedies, such as compensation, and to sanction the perpetrators of forced or compulsory labour.
- Article 1.3: The definition of forced or compulsory labour contained in the Convention is reaffirmed, and therefore the measures referred to in this Protocol shall include specific action against trafficking in persons for the purposes of forced or compulsory labour.
- Article 2: The measures to be taken for the prevention of forced or compulsory labour shall include: (a) educating and informing people, especially those considered to be particularly vulnerable, ...; (b) educating and informing employers, ...; (c) undertaking efforts to ensure that ... the coverage and enforcement of legislation ... apply to all workers and all sectors of the economy ...; (d) protecting persons, particularly migrant workers, from possible abusive and fraudulent practices during the recruitment and placement process; ...
- Article 3: Each Member shall take effective measures for the identification, release, protection, recovery and rehabilitation of all victims of forced or compulsory labour, as well as the provision of other forms of assistance and support.
- Article 4.1: Each Member shall take effective measures for the identification, release, protection, recovery and rehabilitation of all victims of forced or compulsory labour, as well as the provision of other forms of assistance and support.
- Article 4.2: Each Member shall ... take the necessary measures to ensure that competent authorities are entitled not to prosecute or impose penalties on victims of forced or compulsory labour for their involvement in unlawful activities which they have been compelled to commit as a direct consequence of being subjected to forced or compulsory labour.
- Article 5: Members shall cooperate with each other to ensure the prevention and

elimination of all forms of forced or compulsory labour.

**6. ILO C088 (Employment Service Convention, 1948)**

- Article 1.1. Each Member ... for which this Convention is in force shall maintain or ensure the maintenance of a free public employment service...
- Article 6. The employment service shall be so organized as to ensure effective recruitment and placement, and for this purpose shall: ... (b) take appropriate measures to ... (iv) facilitate any movement of workers from one country to another which may have been approved by the governments concerned....

**7. ILO C095 (Protection of Wages Convention, 1949)**

- Article 9: Any deduction from wages with a view to ensuring a direct or indirect payment for the purpose of obtaining or retaining employment, made by a worker to an employer or his representative or to any intermediary (such as a labor contractor or recruiter), shall be prohibited.

**8. ILO C096 (Fee-Charging Employment Agencies Convention (Revised), 1949)**

- Article 2.1. Each Member ratifying this Convention shall indicate in its instrument of ratification whether it accepts the provisions of Part II of the Convention, providing for the progressive abolition of fee-charging employment agencies conducted with a view to profit and the regulation of other agencies, or the provisions of Part III, providing for the regulation of fee-charging employment agencies including agencies conducted with a view to profit.

**9. ILO C097 (Migration for Employment (Revised), 1949)**

- Article 2: Each Member for which this Convention is in force undertakes to maintain ... an adequate and free service to assist migrants for employment, and in particular to provide them with accurate information.
- Article 4: Measures shall be taken as appropriate by each Member, within its jurisdiction, to facilitate the departure, journey and reception of migrants for employment.
- Article 7.1: Each Member for which this Convention is in force undertakes that its employment service and other services connected with migration will co-operate in appropriate cases with the corresponding services of other Members.
- Article 7.2: Each Member for which this Convention is in force undertakes to ensure that the services rendered by its public employment service to migrants for employment are rendered free.

**10. ILO C143 (Migrant Workers (Supplementary Provisions) Convention, 1975)**

- Article 6.1. Provision shall be made under national laws or regulations for the effective detection of the illegal employment of migrant workers and for the definition and the application of administrative, civil and penal sanctions, which include imprisonment in their range, in respect of the illegal employment of migrant workers, in respect of the organization of movements of migrants for employment defined as involving the abuses referred to in Article 2 of this Convention, and in respect of knowing assistance to such movements, whether for profit or otherwise.

## **11. ILO C181 (Private Employment Agencies, 1997)**

- Article 2.3. One purpose of this Convention is to allow the operation of private employment agencies as well as the protection of the workers using their services, within the framework of its provisions.<sup>52</sup>
- Article 3.1. The legal status of private employment agencies shall be determined in accordance with national law and practice ....
- Article 3.2. A Member shall determine the conditions governing the operation of private employment agencies in accordance with a system of licensing or certification, except where they are otherwise regulated or determined by appropriate national law and practice.
- Article 4: Measures shall be taken to ensure that the workers recruited by private employment agencies ... are not denied the right to freedom of association and the right to bargain collectively.
- Article 7.1. Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers.
- Article 8: (1) A Member shall, after consulting the most representative organizations of employers and workers, adopt all necessary and appropriate measures, both within its jurisdiction and, where appropriate, in collaboration with other Members, to provide adequate protection for and prevent abuses of migrant workers recruited or placed in its territory by private employment agencies. These shall include laws or regulations which provide for penalties, including prohibition of those private employment agencies which engage in fraudulent practices and abuses. (2) Where workers are recruited in one country for work in another, the Members concerned shall consider concluding bilateral agreements to prevent abuses and fraudulent practices in recruitment, placement and employment.
- Article 10: The competent authority shall ensure that adequate machinery and procedures, involving as appropriate the most representative employers and workers organizations, exist for the investigation of complaints, alleged abuses and fraudulent practices concerning the activities of private employment agencies.
- Article 11: A Member shall ... take the necessary measures to ensure adequate protection for the workers employed by private employment agencies as described in Article 1, paragraph 1(b) above, in relation to: (a) freedom of association; (b) collective bargaining; (c) minimum wages; (d) working time and other working conditions; (e) statutory social security benefits; (f) access to training; (g) occupational safety and health; (h) compensation in case of occupational accidents or diseases; (i) compensation in case of insolvency and protection of workers claims; (j) maternity protection and benefits, and parental protection and benefits.
- Article 12: A Member shall determine and allocate, in accordance with national law and practice, the respective responsibilities of private employment agencies ... and of user enterprises [natural or legal persons employing the

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<sup>52</sup> C181 revises C96. While C96 gives governments the option to either abolish fee-charging agencies (Part II), or regulate them (Part III), C181 only talks about “allowing the operations” of the agencies and regulating them.

jobseeker] in relation to [the above rights and entitlements].

**12. ILO C189 (Decent Work for Domestic Workers, 2011)**

- Article 5: Each Member shall take measures to ensure that domestic workers enjoy effective protection against all forms of abuse, harassment and violence.
- Article 7: Each Member shall take measures to ensure that domestic workers are informed of their terms and conditions of employment in an appropriate, verifiable and easily understandable manner and preferably, where possible, through written contracts in accordance with national laws, regulations or collective agreements, ....
- Article 15.1. To effectively protect domestic workers, including migrant domestic workers, recruited or placed by private employment agencies, against abusive practices, each Member shall: (a) determine the conditions governing the operation of private employment agencies recruiting or placing domestic workers, in accordance with national laws, regulations and practice; (b) ensure that adequate machinery and procedures exist for the investigation of complaints, alleged abuses and fraudulent practices concerning the activities of private employment agencies in relation to domestic workers; (c) adopt all necessary and appropriate measures, within its jurisdiction and, where appropriate, in collaboration with other Members, to provide adequate protection for and prevent abuses of domestic workers recruited or placed in its territory by private employment agencies. These shall include laws or regulations that specify the respective obligations of the private employment agency and the household towards the domestic worker and provide for penalties, including prohibition of those private employment agencies that engage in fraudulent practices and abuses; (d) consider, where domestic workers are recruited in one country for work in another, concluding bilateral, regional or multilateral agreements to prevent abuses and fraudulent practices in recruitment, placement and employment; and (e) take measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers.
- Article 15.2. ... [E]ach Member shall consult with the most representative organizations of employers and workers and, where they exist, with organizations representative of domestic workers and those representative of employers of domestic workers.

**B. SELECTED INTERNATIONAL & ASIAN REGION NORMATIVE (NON-BINDING) STANDARDS**

Following are some of the important normative (non-binding) standards pertaining to MWs and labor recruitment.

**1. General Recommendation No. 26 of the CEDAW Committee – Pertaining to women migrants and domestic workers (adopted by the CEDAW Committee, 2008)**

- Paragraph 15: [If] they are heavily burdened by debt from recruitment fees, women migrant workers may not be able to leave abusive situations since they have no other way to repay those debts. ... [I]n some countries, a woman migrant

- worker may become undocumented the minute she leaves her job....
- Paragraph 24: Countries of origin must respect and protect the human rights of their female nationals who migrate for purposes of work. Measures that may be required include, but are not limited to: ...
    - (b) Education, awareness-raising and training with standardized content – including: recommended contents of labor contracts, legal rights and entitlements in countries of employment, procedures for invoking formal and informal redress mechanisms; list of authentic, reliable recruitment agencies; unified information system on available jobs abroad; information on methods and procedures for migrating to work for women workers who wish to migrate independently of recruitment agencies. [States-parties should] require recruitment agencies to participate in awareness-raising and training programmes and sensitize them on the rights of women migrant workers, the forms of sex- and gender-based discrimination, the exploitation women could experience and responsibilities of agencies towards the women;
    - (c) Regulations and monitoring systems – States-parties should adopt regulations and design monitoring systems to ensure that recruiting agents and employment agencies respect the rights of all women migrant workers. States parties should include in their legislation a comprehensive definition of irregular recruitment along with a provision on legal sanctions for breaches of the law by recruitment agencies; States parties should also implement accreditation programmes to ensure good practices among recruitment agencies....

**2. General Comment No. 1 of the UN Committee on Migrant Workers – Pertaining to migrant domestic workers** (adopted by the CMW, December 2010; released February 2011)

- Paragraph 6: The Committee considers that migrant domestic workers are included in the term "migrant worker" as defined in article 2, paragraph 2, of the Convention and that any distinction made to exclude migrant domestic workers from protection would constitute a prima facie violation of the Convention.
- Paragraph 9: In many countries, recruitment agencies, labor brokers, and other intermediaries charge exorbitant fees to migrant domestic workers and do not provide accurate information, meaningful preparation for migrants before travel, or written contracts. In particular, migrants are often not provided with information on their rights and on avenues for reporting abuse. Some prospective migrant domestic workers are deceived by illegal recruitment agents and lured into paying for fraudulent visas or other documentation and non-existent jobs.
- Paragraph 11: Upon arrival the migrants are often left stranded with high levels of debt from their migration and without legal papers and employment, rendering them vulnerable to abuse and exploitation....
- Paragraph 13: In the workplace, many are subjected to abusive working conditions, including: ... (g) Psychological, physical and sexual abuse and harassment from their employers as well as from recruitment agents or intermediaries...
- Paragraph 18: [T]he Committee notes with concern that, at national level, major categories of law often ignore, or explicitly exclude domestic work and workers in ways that contribute to exploitative labor practices and limit avenues for legal

- redress in cases of violations.
- Paragraph 21: Immigration law – Laws regulating the conditions of entry and stay in countries of employment are often a source of specific vulnerabilities for migrant domestic workers. .... [V]ulnerabilities arise where immigration laws tie [MDWs'] status to the continued sponsorship of specific employers....
  - Paragraph 27: A number of factors make it difficult for migrant domestic workers to claim their rights and seek redress in case of violations, including: (a) Specific mechanisms ... to receive and address complaints from domestic workers are often not available; (b) Migrant domestic workers often do not know to whom to address their labor problems or may be reluctant to contact the police or labor authorities out of fear of deportation. Language barriers and the costs of administrative and legal processes may be additional deterrents; (c) Migrant domestic workers who depend on their employers for their immigration status may not report abuse for fear of arrest, detention or deportation.
  - Paragraph 31: [Cooperation among States] States of origin, States of transit and States of employment share the responsibility for regulating and monitoring recruitment and placement processes.
  - Paragraph 32: ... States of origin and employment are encouraged to cooperate on: (a) Protection-sensitive and transparent frameworks and agreements, including bilateral, multilateral and regional agreements between States ...
  - Paragraph 33: [Recruitment agencies] ... States parties have an obligation to effectively regulate and monitor labor brokers, recruitment agencies and other intermediaries to ensure that they respect the rights of domestic workers.
  - Paragraph 34: Agencies engaged in the movement of migrant domestic workers, whether in countries of origin, transit or employment, must be subject to authorization, approval and supervision by public authorities. This may take the form of formal, regular, transparent and State-regulated: (a) Licensing, possibly involving processes of accreditation and periodic renewal; (b) Monitoring, inspection and evaluation; (c) Sanctions and penalties; (d) Systems of recording and reporting, including web-based formats that are widely and easily accessible to the public, with particular attention to instances of complaints and conflicts involving workers.
  - Paragraph 35: States parties should establish specific criteria relating to migrant domestic workers' rights and ensure that only those agencies observing these criteria and codes can continue to operate....
  - Paragraph 36: ... States parties are encouraged to adopt codes of conduct on the recruitment of migrant domestic workers, including specific rules governing fees and salary deductions, and to provide for appropriate penalties and sanctions to enforce them. States parties should ban recruitment fees charged to domestic workers, including through salary deductions.
  - Paragraph 39: States should protect the right of migrant domestic workers to freedom of movement and residence, including by ensuring that migrant domestic workers are not required to live with their employers or stay in the house during their time off (article 39). States should also ensure that migrant domestic workers retain possession of travel and identity documents (article 21)....
  - Paragraph 45: [Right to organize for collective bargaining and protection] The right to organize and to engage in collective bargaining is essential for migrant



- domestic workers to express their needs and defend their rights, in particular through trade unions (articles 26 and 40) and labor organizations.
- Paragraph 49 [Access to justice and remedies] States of employment should ensure that all migrant domestic workers have access to mechanisms for bringing complaints about violations of their rights (articles 18, paragraph 1, and 83)....
  - Paragraph 50: ... migrant domestic workers ... should be able to access courts and other justice mechanisms without fear of being deported as a consequence, and that migrant domestic workers should have access to temporary shelter when needed due to the abusive circumstances of their employment. States parties are encouraged to consider time-bound or expedited legal proceedings to address complaints by migrant domestic workers. Moreover, States parties are encouraged to enter into bilateral agreements in order to ensure that migrants who return to their country of origin may have access to justice in the country of employment, including to complain about abuse and to claim unpaid wages and benefits.
  - Paragraph 62: [Embassies and consulates] While the States of employment have the primary responsibility to protect the rights of migrant domestic workers, embassies and consulates of States of origin should play an active role in protecting the rights of their nationals employed as migrant domestic workers. In particular, embassies and consulates of countries of origin ... are encouraged, in coordination with the authorities in the countries of employment, to: (a) Ensure adequately trained staff and mechanisms (including telephone hotlines) to receive and address complaints made by migrant domestic workers, including through the provision of legal aid; (b) Provide counseling and facilitate appropriate shelter for migrant domestic workers, especially women and children, fleeing from abusive employment circumstances; (c) Expedite the processing of temporary travel documents and return tickets to avoid migrant domestic workers in distress being trapped in shelters for lengthy periods of time; ....
  - Paragraph 63: Embassies and consulates of countries of origin are encouraged to cooperate with each other to identify abusive recruitment agencies and to promote appropriate protection policies for migrant domestic workers.

**3. ILO Multilateral Framework on Labour Migration** (adopted by the Tripartite Meeting of Experts, November 2005; endorsed by the ILO Governing Body, March 2006)

- Principle 13. Governments in both origin and destination countries should give due consideration to licensing and supervising recruitment and placement services for migrant workers in accordance with the Private Employment Agencies Convention, 1997 (No. 181), and its Recommendation (No. 188)
  - that recruitment and placement services operate in accordance with a standardized system of licensing or certification established in consultation with employers' and workers' organizations;
  - that recruitment and placement services respect migrant workers' fundamental principles and rights;
  - that migrant workers receive understandable and enforceable employment contracts;
  - that recruitment and placement services do not recruit, place or employ workers in jobs which involve unacceptable hazards or risks or abusive or discriminatory

treatment of any kind and informing migrant workers in a language they understand of the nature of the position offered and the terms and conditions of employment;

-implement legislation and policies containing effective enforcement mechanisms and sanctions to deter unethical practices, including provisions for the prohibition of private employment agencies engaging in unethical practices and the suspension or withdrawal of their licenses in case of violation;

-consider establishing a system of protection, such as insurance or bond, to be paid by the recruitment agencies, to compensate migrant workers for any monetary losses resulting from the failure of a recruitment or contracting agency to meet its obligations to them;

-that fees or other charges for recruitment and placement are not borne directly or indirectly by migrant workers;

-incentives for recruitment and placement services that meet recognized criteria for good performance.

**4. Guiding Principles on Business and Human Rights (United Nations “Protect, Respect and Remedy” Framework); also known as the “Ruggie Principles” (endorsed by the UN Human Rights Council, 16 June 2011)**

- State duty to protect human rights

- Principle #1: States must protect against human rights abuse within their territory and/or jurisdiction by third parties, including business enterprises. This requires taking appropriate steps to prevent, investigate, punish and redress such abuse through effective policies, legislation, regulations and adjudication.

- Principle #2: States should set out clearly the expectation that all business enterprises domiciled in their territory and/or jurisdiction respect human rights throughout their operations.

- Principle #3: In meeting their duty to protect, States should: (a) Enforce laws that are aimed at, or have the effect of, requiring business enterprises to respect human rights, and periodically to assess the adequacy of such laws and address any gaps; ...

- Principle #5: States should exercise adequate oversight in order to meet their international human rights obligations when they contract with, or legislate for, business enterprises to provide services that may impact upon the enjoyment of human rights.

- Corporate responsibility to respect human rights

- Principle #11: Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

- Principle #12: The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

- Principle #13: The responsibility to respect human rights requires that business enterprises: (a) Avoid causing or contributing to adverse human rights impacts

through their own activities, and address such impacts when they occur; (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services ...

-Principle #14: The responsibility of business enterprises to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure. Nevertheless, the scale and complexity of the means through which enterprises meet that responsibility may vary ....

-Principle #15: In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including: (a) A policy commitment to meet their responsibility to respect human rights; (b) A human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights; (c) Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

-Principle #16: As the basis for embedding their responsibility to respect human rights, business enterprises should express their commitment to meet this responsibility through a statement of policy that: (a) Is approved at the most senior level of the business enterprise; ...

-Principle #17: In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence. The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed. ...

-Principle #19: In order to prevent and mitigate adverse human rights impacts, business enterprises should integrate the findings from their impact assessments across relevant internal functions and processes, and take appropriate action.

-Principle #20: In order to verify whether adverse human rights impacts are being addressed, business enterprises should track the effectiveness of their response. Tracking should: (a) Be based on appropriate qualitative and quantitative indicators; (b) Draw on feedback from both internal and external sources, including affected stakeholders.

-Principle #21: In order to account for how they address their human rights impacts, business enterprises should be prepared to communicate this externally, particularly when concerns are raised by or on behalf of affected stakeholders.

-Principle #22: Where business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate processes.

-Principle #23: In all contexts, business enterprises should: (a) Comply with all applicable laws and respect internationally recognized human rights, wherever they operate; (b) Seek ways to honour the principles of internationally recognized human rights when faced with conflicting requirements; (c) Treat the risk of causing or contributing to gross human rights abuses as a legal compliance issue wherever they operate.

-Principle #24: Where it is necessary to prioritize actions to address actual and potential adverse human rights impacts, business enterprises should first seek to prevent and mitigate those that are most severe or where delayed response would make them irremediable.

- Access to remedy
  - Principle #25: As part of their duty to protect against business-related human rights abuse, States must take appropriate steps to ensure, through judicial, administrative, legislative or other appropriate means, that when such abuses occur within their territory and/or jurisdiction those affected have access to effective remedy.
  - Principle #26: States should take appropriate steps to ensure the effectiveness of domestic judicial mechanisms when addressing business-related human rights abuses, including considering ways to reduce legal, practical and other relevant barriers that could lead to a denial of access to remedy.
  - Principle #27: States should provide effective and appropriate non-judicial grievance mechanisms, alongside judicial mechanisms, as part of a comprehensive State-based system for the remedy of business-related human rights abuse.
  - Principle #28: States should consider ways to facilitate access to effective non-State-based grievance mechanisms dealing with business-related human rights harms.
  - Principle #31: In order to ensure their effectiveness, non-judicial grievance mechanisms, both State-based and non-State-based, should be: (a) Legitimate, (b) Accessible, (c) Predictable, (d) Equitable, (e) Transparent, (f) Rights-compatible, (g) A source of continuous learning ....

**5. ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers** (adopted at the 12<sup>th</sup> ASEAN Summit, 13 February 2007, Cebu, Philippines)<sup>53</sup>

- Obligations of Receiving States: ... [T]he receiving states will:
  5. Intensify efforts to protect the fundamental human rights, promote the welfare and uphold human dignity of migrant workers;
  7. Facilitate access to resources and remedies through information, training and education, access to justice, and social welfare services as appropriate ...;
  8. Promote fair and appropriate employment protection, payment of wages, and adequate access to decent working and living conditions for migrant workers;
  9. Provide migrant workers, who may be victims of discrimination, abuse, exploitation, violence, with adequate access to the legal and judicial system of the receiving states; ...
- Obligations of Sending States: [T]he sending states will:
  11. Enhance measures related to the promotion and protection of the rights of migrant workers;
  12. Ensure access to employment and livelihood opportunities for their citizens as sustainable alternatives to migration of workers;
  13. Set up policies and procedures to facilitate aspects of migration of workers, including recruitment, preparation for deployment overseas and protection of the migrant workers when abroad as well as repatriation and reintegration to the countries of origin; and

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<sup>53</sup> ASEAN website (<http://www.asean.org/communities/asean-political-security-community/item/asean-declaration-on-the-protection-and-promotion-of-the-rights-of-migrant-workers-3>), accessed 14 August 2014.

14. Establish and promote legal practices to regulate recruitment of migrant workers and adopt mechanisms to eliminate recruitment malpractices through legal and valid contracts, regulation and accreditation of recruitment agencies and employers, and blacklisting of negligent/unlawful agencies.

- Commitments by ASEAN
  - Promote decent, humane, productive, dignified and remunerative employment for migrant workers;
  - Take concrete measures to prevent or curb the smuggling and trafficking in persons by, among others, introducing stiffer penalties for those who are involved in these activities;
  - Task the relevant ASEAN bodies to follow up on the Declaration and to develop an ASEAN instrument on the protection and promotion of the rights of migrant workers....

**6. Abu Dhabi Declaration of Asian Countries of Origin and Destination** (adopted at the Ministerial Consultation on Overseas Employment and Contractual Labour for Countries of Origin and Destination in Asia, a.k.a. “Abu Dhabi Dialogue”, 21-22 January 2008, Abu Dhabi, UAE)

- Considerations:
  - Recognition of increasing competition to boost economic growth through labour mobility at all skill levels; Ministers affirmed that the best economic and social outcomes are achieved through the provision to all workers of good living and working conditions, their protection including through promotion and implementation of transparent policies and practices including for recruitment and employment according to the national laws and regulations of countries of origin and destination and facilitating remittances, and the development of a framework for multilateral cooperation to leverage the benefits of temporary contractual labour mobility (Consideration I.6);
  - Recognition of the joint responsibility of countries of origin and destination to enforce compliance by recruitment agencies and other parties engaged in the recruitment process with the requirements of national laws and regulations pertaining to the employment of temporary contractual labour, thus providing further protection to workers (Consideration I.7);
- Recommendations:
  - Participating States decided to launch a new collaborative approach to address temporary labour mobility and maximize its benefits for development (Recommendation II.1);
  - States have identified key partnerships between Asian countries of origin and destination through which they will foster information sharing, promote capacity building, technical cooperation and interstate cooperation: (a) Partnership 1: Enhancing knowledge in the areas of: labour market trends, skills profiles, temporary contractual workers and remittances policies and flows and their interplay with development in the region; (b) Partnership 2: Building capacity for effective matching of labour demand and supply; (c) Partnership 3: Preventing illegal recruitment practices and promoting welfare and protection measures for

contractual workers, supportive of their well being and preventing their exploitation at origin and destination; and (d) Partnership 4: Developing a framework for a comprehensive approach to managing the entire cycle of temporary contractual mobility that fosters the mutual interests of countries of origin and destination (Recommendation II.1);

-Partnerships are based on the mutual interests of labour origin and destination countries, with a particular focus on development; action-oriented; will engage governments and other stakeholders for the implementation of initiatives; in the spirit of international dialogue and cooperation. (Recommendation II.2);

-Countries of origin and destination to continue their dialogue to identify practical outcomes to the partnerships enunciated in this declaration (Recommendation II.3).

## **C. PRIVATE SECTOR CODES OF CONDUCT & POLICY FRAMEWORKS ON RECRUITMENT AND PROTECTION OF MIGRANT WORKERS (ASIAN REGION)**

### **1. Policy Positions of the ASEAN Confederation of Employers (ACE) on Regulating the Recruitment of Migrant Workers** (adopted by ACE as a result of the regional technical workshop, 6-7 November 2014, Bangkok, Thailand)<sup>54</sup>

Key positions:

- To facilitate labour mobility while protecting ASEAN migrant workers and employers involved in cross-border recruitment, ASEAN governments should:
  - Set a three-pronged goal: facilitating labour mobility, protecting workers, and protecting employers; clearly orientate each policy and regulation on cross-border recruitment in ASEAN around these three prongs; includes revisiting existing national legislations;
  - Put in place predictable, accessible and simplified policies, regulations and administrative procedures;
  - Ensure transparency of policies and regulations and widely disseminate information on them. One-stop centres should be created and expanded to enable potential and existing migrant workers, employers and recruitment agencies to access information; database identifying good employers and recruitment agents should be built and made accessible to all; this also provides incentives to be good employers and recruitment agents;
  - Build incentive mechanisms into regulatory structures to incentivize employers and recruitment agencies to comply with laws and regulations and to adopt good practices;
  - Take into consideration capacities to enforce regulations when designing them; put in place heavy penalties and enforce them to prevent government personnel involved in the recruitment process from exploiting their positions;
  - Adopt a broad-based perspective by considering other policies and regulations related to labour mobility, such as wage policies towards foreign workers;

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<sup>54</sup> Regulating Recruitment of Migrant Workers: A Policy Position Paper of the ASEAN Confederation of Employers," document adopted as a result of the technical workshop on hiring migrant workers, ASEAN TRIANGLE project, 6-7 November 2014, Bangkok, Thailand.

- ASEAN governments should take a coordinated approach - mismatches between national policies and regulations with respect to cross-border recruitment fuel manipulations by unscrupulous actors. To reinforce coordination:
  - create standards within the ASEAN framework to be followed by all ASEAN members, such as on eliminating child labour and forced labour, and referencing the relevant ILO labour standards where applicable;
  - establish common mechanism to enforce compliance. This is particularly important to overcome issues of multiple jurisdictions involved in cross-border recruitment. Discussions should start by first evaluating what such a common mechanism should mean and how it can be established;
  - expand the 1998 Hanoi Plan for a more cohesive and less abusive ASEAN region and extend to less skilled workers in order to address abuses;
  - shift mindsets to see each other as collaborators rather than competitors. Win-win situations can be created with collaborations, without having to compromise national competitiveness;
- Recruitment agencies are ... necessary. However, laws regulating recruitment agencies [have] serious gaps that could lead to malpractices and abuses. To better regulate recruitment agencies:
  - each country should create or strengthen national recruitment agency regulatory frameworks to ensure accountable, transparent and responsible recruitment agencies;
  - ASEAN Member States can establish a regional common code of conduct for recruitment agencies, referencing international standards such as the ILO Private Employment Agencies Convention, 1997 (No. 181) and its associated Recommendation 188. This can help to reduce mismatches between policies and regulations.
- In designing and implementing policies and regulations related to recruitment, the ASEAN governments should consult actors on the ground, such as employers, recruitment agencies and workers ... Effective action will require working relationships between governments, business and other non-state actors to produce a coordinated approach. A multi-stakeholder perspective is needed in regulating the recruitment process:
  - engage media, employers, recruitment agencies and migrant workers' centres to raise awareness and improve perception of migrant workers, mitigating prejudice against them;
  - work closely with recruitment agencies to tap on the information advantage they possess due to their roles of being intermediaries;
  - identify a set of common policies or regulations (applicable to both labor sending and receiving countries) for adoption by tripartite partners;
  - institutionalize consultation mechanisms at the regional and national levels to ensure employers' voices are heard, given they are the clients of recruitment agencies and/or are the actors directly involved in the recruitment process. Such consultations need to be on an ongoing basis to enable feedback mechanisms for continuous improvements. Indeed, business have strong interests in ensuring workers are recruited through proper channels and are not exploited or abused in the recruitment process, since it can affect workers' productivity and companies' reputations.

**2. Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers** (adopted by national associations of recruitment agencies from eight Asian countries – Bangladesh, Cambodia, Indonesia, Jordan, Lao PDR, Nepal, Philippines, Sri Lanka – at the Regional Consultation Conference on Good Practices of Overseas Employment Service Providers in Protecting Women Migrant Workers, organized by UN Women, 15 November 2005, Bangkok, Thailand)<sup>55</sup>

Key positions:

- (1) We ensure and guarantee as overseas employment service providers that our corporate or institutional existence is legitimate, lawful, and our business activities and operation are undertaken strictly within the framework of the established laws, rules and regulations of our country, especially in dealing with women migrant workers.
- (2) We commit to support, cooperate and give assistance to any or all efforts, campaign or program, locally, regionally, or globally, individually or collectively, against illegal recruitment, human trafficking, or, for that matter, any policy that will jeopardize, disturb or violate the human rights of migrant workers, particularly women migrant workers, and abhor and condemn these practices as crimes against humanity.
- (3) We adhere to the policy of fairness, gender equality, and non-discrimination in the treatment, selection, and placement of migrant workers consistent with the laws, rules and regulations of our respective countries.
- (4) We obligate ourselves to engage in continuing education, information campaigns, and awareness programs or activities that will promote good practices in the business of overseas employment and provide adequate training, orientation, and sufficient knowledge to our migrant workers about the terms and conditions of their employment, and the culture, environment, traditions and norms in their workplaces.
- (5) We support the causes of UNIFEM [now UN Women] for women migrant workers and encourage inter-country, diplomatic, government and stakeholder partnerships, collaboration, and cooperation that will foster protection of women migrant workers in the global or regional overseas employment or labor migration industry.
- (6) We endeavor to establish and implement viable and efficient social security and insurance programs, schemes or initiatives, privately or in partnership with our respective governments, to cover or indemnify risks arising from contingencies while the migrant workers are abroad for foreign employment and enhance their economic, social and personal welfare.
- (7) We will respect and observe faithfully the International Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination Against Women, the International Convention on the Protection of the Rights of All Migrant Workers and their Families, and all other declarations, covenants,

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<sup>55</sup> Available at the UN Women website, <http://asiapacific.unwomen.org/en/news-and-events/stories/2013/10...women-migrant-workers-and-ethical-conduct-of-recruitment-agencies>; accessed 15 April 2014.



conventions or agreements that will promote the better interest of migrant workers.

Major regional-level commitments:

- (1) Overseas employment service providers and their national associations shall protect women migrant workers by sharing information, lessons learned, distance cooperation, and help monitor, investigate, facilitate and resolve cases arising from foreign employment;
- (2) Regional agreements to stop violation to migrant workers through (i) advocacy with governments of labor sending and receiving countries to sign treaties, covenants and/or binding international agreements or understanding, or (ii) inter-country or regional agreements and understanding involving national associations of overseas employment service providers and counterpart organizations, in order to stop discrimination against foreign workers, and provide better, responsive, uniform, equitable, and timely protection and welfare to women migrant workers.
- (3) Establish, whenever feasible and appropriate, “resource, support and welfare centers” in labor receiving countries where there are large concentrations of women migrant workers, to provide, inter alia, counseling, welfare assistance, information, monitoring, and other services for their benefit.
- (4) Embark on orientation, interaction and socialization activities with foreign employers of migrant workers through counterpart organizations in labor receiving countries.
- (5) Pursue, with the assistance of UNIFEM, regional consultation or dialogue with labor receiving countries to discuss and address the issues confronting overseas employment and women migrant workers. Also, strengthen collaborative partnership with industry counter-part associations on protection of women migrant workers, not only within the Asia and Middle East region but also in other labor receiving countries around the globe.
- (6) Call on the governments and overseas employment service providers in labor sending countries to provide and promote the standards of quality of their training and orientation programs to ensure that foreign migrant workers are better informed about the destination country. Towards this end, work on conducting regional trainings with representatives of labor sending and receiving countries to ensure the workers are well informed, better educated and are job-ready.
- (7) Call on the stakeholders in the sending countries to ensure medical fitness of the migrant worker, as per the receiving country’s requirement .... At the same time, call on labor receiving countries to respect the sovereign rights of the labor sending countries to choose or select among recognized or accredited medical clinics within their jurisdiction.
- (8) Introduce, adopt, and implement social security and insurance programs for the benefit of migrant workers, with or without government intervention, similar to the Workers Welfare Enhancement Program (WWEP) in the Philippines.
- (9) Call on the government of Jordan to share its good practices on protecting women migrant workers, as a model for other countries of employment.
- (10) Call on the national associations of overseas employment service providers to form a regional network of association/s to protect the rights of the female migrant workers in accordance with this Covenant.

Country-specific commitments:

- Bangladesh - The recruiters' association committed to "strengthen pre-departure training" and work with [UN Women] on media sensitization and policy advocacy;
- Indonesia – Recruiters committed to set up information counters "to minimize illegal placement and human trafficking"; create on-line "blacklist of errant employers";
- Jordan – "boost cooperation between recruiting agencies and Jordanian authorities to ensure implementation of the standard contract";
- Nepal – "set up special skills training program combined with loan program for women"; information dissemination using tri-media and internet about safe migration and foreign employment"; implement [this] code of conduct;
- Philippines – information dissemination, continuing education to heighten awareness on the need to protect the rights and welfare of migrants; organize consultations, meetings, fora, etc. especially for the recruiters, in collaboration with authorities, embassies, etc.; intensify anti-illegal recruitment and anti-human trafficking campaigns, including intensified cooperation with Philippine authorities, tri-media partners.

### **3. "Dhaka Principles: Core Principles for Responsible Recruitment and Employment of Migrant Workers" (developed and advocated by Verité and Fair Hiring Initiative)<sup>56</sup>**

The "Dhaka Principles" are "core principles for responsible recruitment and employment of migrant workers" developed and advocated by Verité and Fair Hiring Initiative. It promotes the following as voluntary, self-regulatory principles for recruitment agencies and the recruitment industry as a whole:

- Principle 1: No worker fees for recruitment. The worker is not charged any fees for recruitment. The employer bears the full costs of recruitment.
- Principle 2: Clarity and transparency of worker contract. Migrant worker contracts must be available in the workers' language, clearly explained and signed without coercion.
- Principle 3: Non-retention of passports and ID documents. The worker maintains access to their own passport/ID papers.
- Principle 4: Inclusive codes of conduct. Migrant workers are explicitly included in all employer and retailer codes of conduct.
- Principle 5: Non-discrimination. Migrant workers are not discriminated against on the grounds of ethnicity, gender, religion, sexual orientation, disability, in accordance with labour laws and international labour standards.
- Principle 6: Fair and direct remuneration. Migrant workers are remunerated fairly and directly, in line with local workers' wages and benefits.
- Principle 7: Worker representation. Migrant workers have the same rights to freedom of association, to freely join a union, and to collective bargaining as local workers.
- Principle 8: Access to grievance mechanisms. Migrant workers have access to

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<sup>56</sup> The Fair Recruitment Initiative (topic portal))(Apostol, 2013)

- confidential, safe grievance mechanisms, without fear of recrimination.
- Principle 9: Adequate health and safety measures. Adequate health and safety provision is in place and all relevant instructions, training and materials shall be made available /understood in migrant workers' languages.
  - Principle 10: Safe and timely return guaranteed. Migrant workers' contracts include provision for safe and timely return with all wages and benefits paid in full at the end of contract, or mid-contract repatriation in the case of emergency.
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