

SDG 10.7.1

Indicator: Recruitment Costs

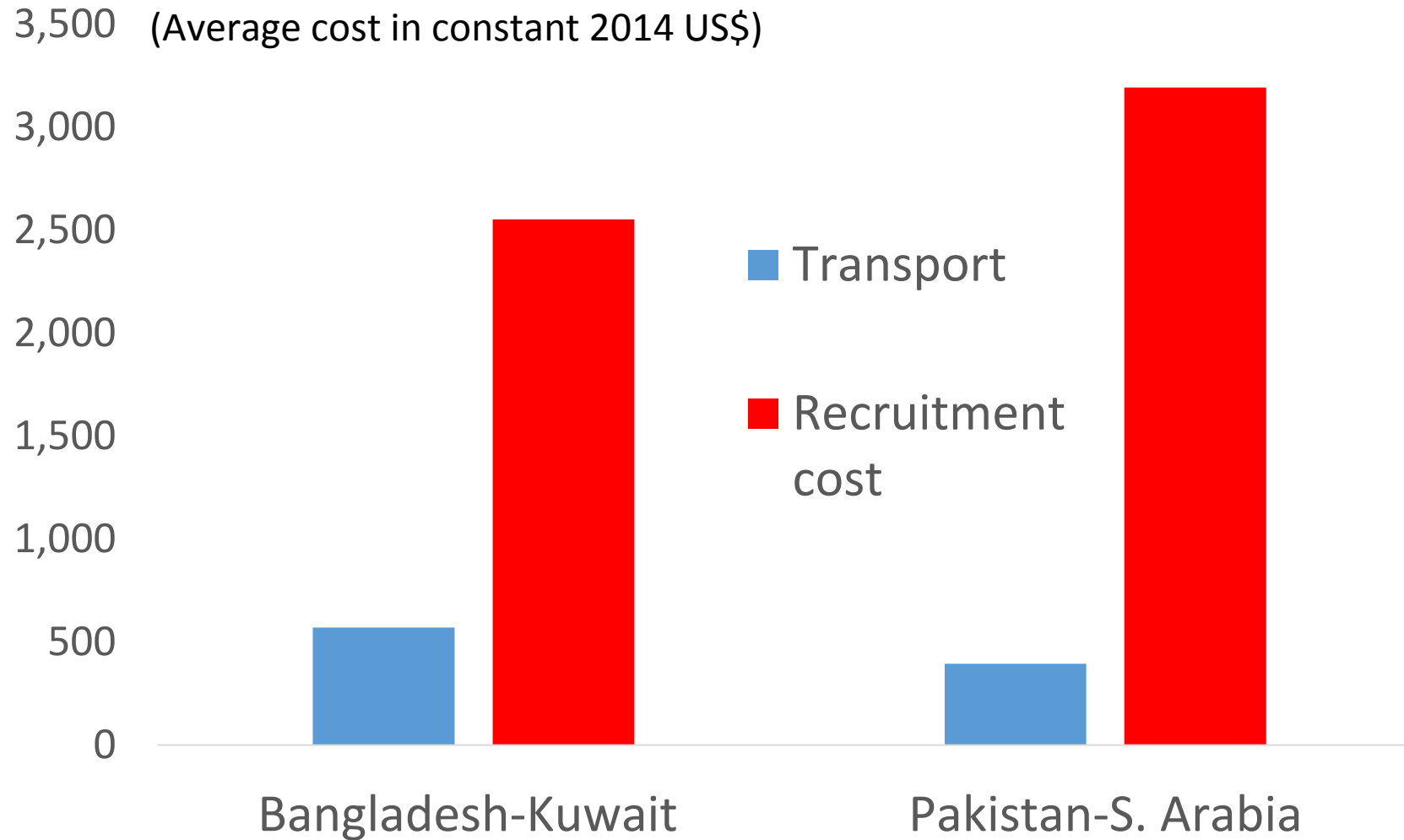
IAEG-SDG Meeting

Mexico

Indicator: Recruitment costs

- Definition: recruitment cost born by employee as proportion of yearly income earned at country of destination
- Costs components:
 - **RECRUITMENT AGENCY FEES**
 - Transportation costs to cross borders
 - Compliance costs – passports, visa, work permit, medical test

Recruitment fees can be high



Data compilation ongoing since 2014

- Data is not systematically collected now, and methodology is new
- Data requires specific survey methodology of employees/migrants
 - Have to collect this data by specific corridor (e.g. Indonesia to Korea)
 - Through migrant surveys in destination as well as origin countries
 - Usually involves receiving country labor agency in some way

Origin	Destination	Recruitment costs (US\$)	recruitment cost as proportion of yearly income at destination
Indonesia	Korea	1,506	0.1
India	Kuwait	1,248	0.3
Ecuador	Spain	1,046	0.1
Pakistan	UAE	2,148	0.5
Vietnam	Europe	5,000	
Bangladesh	Europe	15,000	

Consultative process to collect data

- KNOMAD is the main partnership behind data collection and methodology development
 - WB and ILO key players
- Issues discussed with Member States through Global Forum on Migration and Development, and agencies in the inter-agency Global Migration Group
 - Indicator identified through a consultative process starting in 2013
 - Questionnaire and survey strategies developed with stakeholders, for example through workshops in Nepal, Thailand, Washington
 - Surveys conducted with government labor study institutes or research institutes in survey locations e.g., Philippine Institute of Labor Study under Department of Labor and Employment.
 - Findings disseminated to governments, stakeholders, GFMD

Plan for a global reporting mechanism

- Develop the methodology and international standard.
 - Step 1: Conduct methodological workshops to establish a recruitment costs indicator
 - Step 2: Test the indicators in the corridors where data were collected
 - Step 3: Conduct stakeholder consultations in the corridors to validate the indicators
- Establish a data – in matrix form.

Reporting to IAEG-SDG

- WB and ILO will submit details on methodology and data collection to IAEG-SDGs
 - Will also develop the methodology and data at fora such as GFMD
- Publish a database with corridor-specific indicators on a designated website during 2016
- Continue to work with government agencies to collect data – especially through existing LFS surveys, and from migration modules in other surveys