

# MIGRANT LABOR RECRUITER STANDARDS

TPQI, IN COLLABORATION WITH IOM

## Objective of the Standard



Thailand currently hosts approximately **4 million migrant workers**, accounting for **10% of the total workforce**. This standard aims to **protect migrant workers from rights violations and exploitation**, while ensuring that labor recruitment processes are conducted transparently, fairly, and in compliance with Thai labor laws and **elevate recruitment practices to align with international human rights principles and global labor standards**.

## Principles of Fair and Ethical Recruitment



**Respect labor laws and human rights, including fundamental workplace rights**



**Maintain confidentiality and protect personal data of workers**



**Prepare employment contracts that are clear, transparent, and understandable to workers**



**Conduct operations transparently, ethically, and in an accountable manner**



**Provide guidance to workers on rights, document renewal, changing employers, and accessing basic services**



**Respect workers' freedom of movement**

## CORE COMPETENCIES OF MIGRANT LABOR RECRUITERS

### Fair and Ethical Recruitment



Conduct recruitment without discrimination, prepare employment contracts in a clear and transparent manner, in at least three languages (Thai, English, and the worker's language) and adhere to the principles of the International Recruitment Integrity System (IRIS).

### Legal and Administrative Procedures



Handle all necessary documentation, including visas, work permits, health checks, and insurance, facilitate the lawful entry and return of migrant workers and comply with government regulations and international standards throughout all recruitment processes.

### Worker & Employer Support



Provide accurate information to migrant workers regarding their labor rights, document renewal procedures, and access to social services advise employers on legal compliance and fair labor practices.



# **Benefits of Complying with Fair and Ethical Recruitment Standards**

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## **Enhances Reputation and Credibility**

Conducting recruitment transparently, fairly, and ethically strengthens the organization's image and credibility, attracting both clients and skilled workers.

## **Reduces Legal Risks and Disputes**

Compliance with laws and international standards minimizes the risk of litigation and administrative penalties.

## **Improves Competitive Advantage**

Ethical practices can differentiate an organization and become a unique selling point in a competitive market.

## **Benefits All Stakeholders**

These standards serve as a key tool for employers, recruiters, and migrant workers to exercise due diligence, verify the integrity of recruitment processes, and promote transparency throughout the labor supply chain.