

# FAIR AND ETHICAL RECRUITMENT DUE DILIGENCE TOOLKIT



- Introduction to the Toolkit
- How to use the Toolkit

This resource provides practical guidance and tools to business enterprises on how to conduct comprehensive human rights due diligence in respect to migrant workers. The tools within the Toolkit contain detailed guidelines and practical recommendations on how to operationalize the due diligence processes described in the [UN Guiding Principles](#) and [OECD Due Diligence Guidance for Responsible Business Conduct](#), in line with [Migrant Worker Guidelines for Employers](#).

## THIS TOOLKIT CAN HELP BUSINESS ENTERPRISES

- **Identify, assess and manage** risks posed to migrant workers during the recruitment
- **Develop/strengthen** their due diligence processes with specialized tools and templates
- **Manage** the labour migration process during recruitment, including managing business relationships with labour recruiters and private employment agencies that place migrant workers
- **Comply with** legal requirements, client policies and voluntary human rights commitments

## FOR BUSINESS ENTERPRISES THAT

- Recruit and manage migrant workers in their operations and supply chains
- Seek practical guidance on how to conduct due diligence in respect to migrant workers
- Wish to align their migrant worker policies and management systems with international standards

## IOM'S RESOURCES FOR BUSINESS

- Migrant Worker Guidelines For Employers
- Labour Migration Process Mapping Guide
- Operational Guidelines For Businesses On Remediation Of Migrant Worker Grievances

## THIS TOOLKIT INCLUDES

The tools in the Toolkit are inter-related and have interactive features that will direct users to the next due diligence process or the corresponding actions that are recommended for them to take.

