



Global Conference

Fair Recruitment Initiative. The way forward: from policy to practice

Agenda (19-20 May)

Day 1 - 19 May 2025				
Time	Session	Room	Language	Brief description and, suggested resource persons
08:00-08:30	Registration	R2 North, P1	/	Registration of participants
08:30-09:30	Networking Coffee	Les Gobelins	English	<p>Welcome and networking space. Participants can also share their relevant publications and materials.</p> <p><u>Masters of ceremony:</u> Ms Michela Albertazzi, ITC-ILO and Ms Zeina Mezher, ITC-ILO</p>
09:30-10:00	The FRI 10 years after: setting the scene	Room II R3 South Or Zoom link for attendees	English, French, Spanish and Arabic	<p><i>This opening session reflects on the decade-long journey of FRI, showcasing major achievements, lessons learned, and persistent challenges. It will also present the roadmap for the upcoming 2026–2030 strategy. A short video will celebrate key milestones, followed by an interview-style dialogue between senior ILO officials who have led FRI's evolution, offering insights into how the initiative can adapt to shifting labour market landscape.</i></p> <p><u>Introduction and moderation:</u> Ms Zeina Mezher, ITC-ILO</p> <ul style="list-style-type: none"> • Ms Gladys Cisneros, Chief, MIGRANT, ILO • Mr Philippe Vanhuynegem, Chief, FUNDAMENTALS, ILO
10:00-11:15	High-level panel	Room II R3 South	English, French, Spanish and Arabic	<i>This high-level tripartite panel marks a global call to accelerate progress on fair recruitment and promote decent work for all. Leaders from governments, workers' and employers' organizations will share their perspectives on advancing fair recruitment within global supply chains and</i>



	Fair Recruitment Forward: Call to action to accelerate progress and commitments to fair recruitment for decent work	Or zoom link for attendees		<p><i>national policies. The discussion will set a shared vision and galvanize renewed political will and institutional collaboration to tackle recruitment abuse and forced labour.</i></p> <p><u>Introduction and moderation:</u> Ms Manuela Tomei, ADG GRD, ILO</p> <p><u>High level panellists:</u></p> <ul style="list-style-type: none"> • Mr Gilbert Hougbo, ILO Director- General • H.E. Ali bin Saeed bin Samikh Al Marri, Minister of Labour, Qatar • H.E. Abdul Rashid Hassan Pelpuo, Minister of Labour, Jobs and Employment, Ghana • Mr Luc Triangle, General Secretary, ITUC • Mr Roberto Suárez Santos, Secretary-General, IOE
11:15-12:30	Insight Panel The role of public employment agencies and private employment agencies in fostering fair recruitment nationally	Room II R3 South Or Zoom link for attendees	English, French, Spanish and Arabic	<p><i>This panel will explore how Public Employment Services (PES) and Private Employment Agencies (PrEAs) can collaborate to enhance labour market outcomes. It will examine strategies for improving labour market facilitation and intermediation, how employment services can align with broader labour policies. The discussion will focus on delivering more efficient and inclusive services for both jobseekers and employers while upholding fair recruitment practices.</i></p> <p>🎯 Focus: Institutional cooperation, labour market mediation, service inclusion, transparency.</p> <p><u>Introduction and moderation:</u> Mr Sangheon Lee, Director of the Employment Policy Department (EMPLOYMENT), ILO</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> • Ms Iman Belmaati, Director, Agence nationale de promotion de l'emploi et des compétences (ANAPEC Public Employment Service), Morocco • Mr Gustavo Adolfo Camelo Hurtado, Coordinator, Innovation group, Public Employment Services, Colombia • Dr Michael Freytag, Public Affairs Manager, World Employment Confederation



	<i>and internationally</i>			<ul style="list-style-type: none"> • Ms Mercedes Miletta, Senior advisor on Migration, European Trade Union Confederation
12:30-14:30	Lunch			
Parallel Discussions				
14:30-15:45 FRI Result Area I	Session 1: Leveraging Digital Innovations to Enhance Fair Recruitment and Combat Abusive Practices	Room II R3 South	English, French, Spanish and Arabic	<p><i>This interactive session will highlight emerging digital solutions that promote fair recruitment - from tools used by workers to platforms leveraged by inspectors and employers. Participants will explore trends in online recruitment, unpack the associated risks and opportunities and gather actionable insights on what works, what doesn't, and how digital innovation can be better harnessed to protect migrant workers.</i></p> <p>🎯 Focus: Digital recruitment, transparency, tech-enabled enforcement, online risks.</p> <p><u>Introduction and moderation:</u> Ms Uma Rani, Senior Economist, RESEARCH, ILO</p> <p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Mr G. Hari Harindranath, Professor of Information Systems, School of Business & Management, University of London • Mr Menno Bart, Public Affairs Manager, The Adecco Group • Ms Ira Rachmawati, Human and Trade Union Rights, International Trade Union Confederation
	Session 2: Data matters: challenges and opportunities in collecting data for	Room JURA Library (R2 South)	English	<p><i>This interactive session aims to explore the critical role of data in shaping evidence-based policies for the fair recruitment of migrant workers. It will delve into the challenges and opportunities associated with collecting both statistical and qualitative data, highlighting the importance of better understanding and measuring progress towards the achievement of fair recruitment.</i></p> <p>🎯 Focus: Data gaps, evidence-based policy, statistical innovation, cross-sector collaboration.</p> <p><u>Introduction and moderation:</u> Ms Elisa Benes, Head, Rights, Migration & Skills Statistics Unit, STATISTICS, ILO</p>



	evidence-based policy			<p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Ms Francesca Francavilla, Senior Economist, FUNDAMENTALS, ILO • Ms Fabiola Mieres, Labour Markets Researcher, RESEARCH, ILO <p>This is an interactive session. All participants will be encouraged to actively share their inputs, views and experience.</p>
15:45-16:15	Coffee break (Les Gobelins)			
Parallel Discussions:				
16:15-17:30 FRI Result Area III	Session 3: From risk to remedy: Human Rights Due Diligence and Remedy for Migrant Workers	Room II R3 South	English, French, Spanish and Arabic	<p><i>This panel focuses on how human rights due diligence (HRDD) frameworks can improve recruitment practices and ensure migrant workers have access to remedies when violations occur. Through examples of regulatory reforms and company-led initiatives, the session will examine how risks can be identified and mitigated before harm occurs, and how remedy mechanisms can be made more accessible and effective.</i></p> <p>🔗 Focus: Sector-specific approaches, high-risk industries, structural challenges, public private partnerships.</p> <p><u>Introduction and moderation:</u> Ms Arianna Rossi, Senior Research & Policy Coordinator, AP/SUPPLYCHAINS, ILO</p> <p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Mr Ivann Liberatore, Deputy Representative to the ILO and to the G7-G20 Labour & Employment, France • Ms Vidhi Aggarwal, Manager Supply Chain Compliance, Apple Inc (online) <p>This is an interactive session. All participants will be encouraged to actively share their inputs, views and experience.</p>
Result Area II	Session 4:	Room JURA	English	<p><i>This session will examine structural factors—like inequality, weak governance, lack of labour inspection, and discrimination—that sustain exploitative recruitment systems. Drawing on</i></p>



	Addressing the root causes: Tackling unfair recruitment and forced labour among migrant and national workers	Library (R2 South)		<p><i>diverse experiences, participants will explore how coordinated legal, economic, and social strategies can shift the focus from reaction to prevention. A special focus will be given to strengthening worker voice and building resilience in communities of origin and destination.</i></p> <p>Focus: Governance gaps, business models, inequality, discrimination, worker voice.</p> <p><u>Introduction / Moderator:</u> Ms Elizabeth Franz, Senior Specialist in Social Dialogue in the Social Dialogue, Labour Relations and Governance of Work Branch (LABGOV), ILO</p> <p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Ms. Lissy Joseph, Chairperson, National Workers Welfare Trust, India (TBC) • Ms. Nadia Youds, Unilever • Dr. Linda Lumayag, Malaysian Employers <p>This is an interactive session. All participants will be encouraged to actively share their inputs, views and experience.</p>
17:45-19:45	Cocktail (Les Gobelins)			

Day 2 - 20 May 2025				
Parallel Discussions				
9:15-10:30 FRI Result area II	Session 5: Zooming In to Scale Impact: Sectoral Strategies	Room II R3 South	English, French, Spanish and Arabic	<p><i>Zooming in on specific sectors like agriculture, construction, and fishing, this session will explore how tailored approaches can improve recruitment outcomes. Speakers will present practical tools and lessons from sector-specific interventions and discuss how workers' and employers' organizations can collaborate to drive change. The role of social dialogue and cross-departmental ILO collaboration in scaling effective practices will also be emphasized.</i></p> <p>Focus: Sector-specific approaches, high-risk industries, structural challenges, gender risks.</p>



	for Fair Recruitment			<p><u>Introduction and moderation:</u> Ms Yukiko Arai, Deputy Director, SECTOR, ILO</p> <p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Mr Jonathan Warring, Senior Legal Advisor, International Transport Workers' Federation • Mr Luiz Henrique Ramos Lopes, Labour Inspector, Ministry of Labour and Employment, Brazil • Ms Stéphanie Winet, Head of Stakeholder Engagement, International Organization of Employers <p>This is an interactive session. All participants will be encouraged to actively share their inputs, views and experience.</p>
FRI Result Area IV	Session 6: Strengthening workers voice and representation to advance fair recruitment and protect workers from recruitment abuse	Room JURA Library (R2 South)	English	<p><i>Focusing on migrant workers' empowerment, this session will explore how organizing migrant workers and strengthening their voice and engagement in policy dialogue, especially women migrant workers, is crucial to achieve fair recruitment. The session will also explore the importance of providing essential services and facilitating access to justice and remedies for recruitment-related abuses, including through cross-border partnerships to protect migrant workers' rights.</i></p> <p>🎯 Focus: Social dialogue, gender equality, empowerment and representation of migrant workers, access to justice.</p> <p><u>Introduction and moderation:</u> Ms Anna Olsen, Specialist Labour Protection and Informality, INWORK, ILO</p> <p><u>Discussants:</u></p> <ul style="list-style-type: none"> • Ms Edith Okoki, Director General, National Employment Authority, Ministry of Labour and Social Protection, Kenya • Mr Alfonso Ibarra Ramirez, Confédération des syndicats nationaux, Canada • Ms Adriana Quimpo Chiu, Coordinator PIN@Y Careworkers Transnational, SENTRO, Philippines



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10:30-11:00	Coffee break (Les Gobelins)			
11:00-12:00	<p>Partnerships 2.0.: Redefining collective action to accelerate progress on fair recruitment.</p> <p>A joint session with relevant UN agencies and other key actors and stakeholders</p>	<p>Room II (R3 South) Or Zoom link for attendees</p>	<p>English, French, Spanish and Arabic</p>	<p><i>This forward-looking session will explore how partnerships—across UN agencies, social partners, and other stakeholders—can scale up fair recruitment practices and embed them into broader agendas, from migration governance to sustainable development. It will spotlight successful joint actions and research, identify opportunities for synergy, and propose innovative strategies to boost impact over the next decade.</i></p> <p>Focus: Strategic partnerships, systems change, global alignment, cooperation, innovation.</p> <p><u>Introduction and Moderator:</u> Mr Peter Van Rooij, Department Director, PARTNERSHIPS, ILO</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> • Mr Fabrizio Sarrica, Research Coordinator on Trafficking in Persons and Smuggling of Migrants, UNODC (<i>online</i>) • Ms Anna Pienaar, Head of Unit Migration, Business & Human Rights, IOM • Ms Julia Batho, Deputy CEO, Institute for Human Rights and Business (IHRB) • Mr Kahin Ismail, Chief of Self-Reliance & Inclusion, UNHCR • Mr Giorgio Cometto, Unit Head Human Resources for Health Policies & Standards, WHO
12:00 - 12:15	Closing Remarks	Room II (R3 South)	English, French and Spanish and Arabic	<p>Ms Gladys Cisneros, Chief, MIGRANT, ILO</p> <p>Mr Philippe Vanhuynegem, Chief, FUNDAMENTALS, ILO</p>



Day 2 - 20 May 2025

Closed sessions

12:30-14:00	Fair Recruitment Forward: Partnering for Lasting Impact	Les Gobelins Room JURA Library (R2 South)	English	<ul style="list-style-type: none"> • <u>Welcome Remarks and Moderation</u> Mr Peter Van Rooij, Director, Partnerships Department, ILO • <u>Introduction</u>: Ms Gladys Cisneros, Branch Chief, MIGRANT, ILO followed by Interactive Exchange from partners • <u>Closure</u>: Mr Philippe Vanhuynegem, Branch Chief, FUNDAMENTALS, ILO
14:15 – 15:30	FRI Advisory Committee Meeting	Room II (R3 South)	English, French, Spanish and Arabic	Programmatic discussion and debrief among Members of the FRI Advisory Committee only.