

ILO definition of recruitment fees and costs: For employers to cover

Medical



- Medical examinations
- Tests
- Vaccinations

Insurance



- Mandatory government insurance
- Health and safety of workers
- Enrolment in Migrant Welfare Funds

Skills and qualifications



- Language proficiency tests
- Skills and qualifications tests
- Certification or licensing

Training and orientation



- Mandatory training
- Pre-departure and post-arrival training
- On-site training

Equipment costs



- Tools
- Uniforms
- Safety gear

Travel and lodging



- Including for training, interviews, consular appointments
- Relocation
- Return or repatriation

Administrative



- Application and service fees
- Employment contracts, passports, IDs, visas, background checks, security & exit clearance, banking services, work & residence permits

Recruitment fees cover:

Recruitment, referral and placement services that can involve advertising, disseminating information, arranging interview, submitting documents for government clearances, confirming credentials, organising travel and placement into employment.

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