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FAIR RECRUITMENT AND LABOUR MIGRATION

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Fair Recruitment and Forced Labour: An Evaluation of Migrant Workers' Experiences

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Abstract

International Labour Organization (ILO) and directorates of employment of various countries have mapped out strategies that would enhance fair recruitment exercise between recruiters and potential migrant workers. However, some recruiters take advantage of migrant workers' experiences and economic hardship to deny them their rights and privileges. This paper, adopting the content analysis approach of the qualitative research method, evaluates the video content that showcases some of the traumatic experiences of migrant workers who thought before leaving their countries of origin that their new work environment would meet their needs and aspirations. Also the researcher utilized survey design of quantitative research methodology to ascertain the level of awareness created so far in the public to intimate the masses about the rudiments of fair and unfair recruitment exercises. Majority of the respondents are Nigerians. One of the objectives of this survey is to sample the opinions of some workers who engage in internal or inter-state migrations across Nigeria, and to evaluate their experiences about fair and unfair recruitments. The population of the survey is 50 participants who filled an online Microsoft Form that contained the questions of the survey. The researcher discovered that there are traces of forced labour from the video content evaluated in this study. Answer to question number 8, from the survey conducted also reveals that 32 respondents, representing 65% of the population have not heard about Fair recruitment, as such, there is a need for ILO to create more awareness on the tenets of fair recruitment and the rights of migrant workers. The researcher further recommends that more campaigns should be carried out through the secondary schools and tertiary institutions, media and social media platforms, by organizing or instituting short- and long-term courses, and sensitization programmes for prospective migrant workers.

Keywords: Fair recruitment, force labor, migrant workers, migrants' experiences

Introduction

The economic hardships witnessed in most parts of Africa has necessitated the mobility of many people in the continent in search of a better living environment. The population of potential migrant workers increases on a daily basis, as such, some unscrupulous elements have seen this mass exodus as an opportunity to perpetrate and deny some other individuals (Migrant workers) their rights and privileges. Some of the migrant workers are forced to engage in other activities other than the ones they were employed to do while others may not even have any work to do because of their visa speculations. In other words, some migrant workers are forced into forced or compulsory labour by their respective employers. According to International Labour Organization as quoted in Africa regional fair recruitment report:

> The Forced Labour Convention, 1930 (No. 29) defines forced or compulsory labour as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" (Art. 2(1)). Certain forms of forced or compulsory labour are excluded from its scope, such compulsory military service, normal civic obligations, compulsory labour as a consequence of a conviction in a court of law, cases of emergency, and minor communal services (ILO 2007) (12)

As captured above, forced or compulsory labour is obtained from any person under the threat of penalty. The case study adopted in this research exemplifies the issues outlined above. Also forced or compulsory labour is not the only challenge facing potential migrant workers, unfair recruitment practices are gaining ground in the labour market. It is pertinent to note here that most of the migrant workers are unaware of the tenets of fair recruitment principles and practices as expatiate in different documents that interrogated the issues of recruitment, fair recruitment and unfair recruitment as the case may be. Their ignorance of the content of the aforementioned document has made it possible for the majority of them to be exploited and abused in several ways through various means. Some

of the unfair recruitment practices engaged by some of the recruiters as evaluated by Africa regional fair recruitment report: The recruitment of migrant workers to, within and from Africa are as follows. (1) Deceptive recruitment: the recruiter may deceive the worker intentionally, and cunningly make him/her believe that work that does not exist, does exist.

> The worker may be deceived about the nature of the job, the location or the employer; conditions of employment; the content or formality of employment; family reunification; housing and living conditions; legal documentation or obtaining regular migration status; travel and recruitment conditions; wages/ earnings; promises of marriage or adoption; or access to education opportunities. (42)

(2) Coercive recruitment: this is a situation where the worker is under the threat of penalty, and forced to accept certain conditions which he/she does not agree with freely. "It may include the infliction of violence on victims; abduction, forced marriage, forced adoption or the selling of the victim; confiscation of documents; debt bondage; isolation confinement or surveillance; threat of denunciation to authorities; threats of violence against the victim" (42) (3) Abusive recruitment: here the susceptibility of the worker is exploited and abused. This could be due to the worker's lack of education or information about the law. (4) Discriminatory recruitment: "refers to recruitment in which equality of opportunity and treatment in recruitment is nullified or impaired. Discrimination may be on grounds such as: race, colour, sex, religion, political opinion, national extraction, social origin, age, disability… (43)" (5) Corrupt recruitment: refers to recruitment in which the recruiter or a third party influencing the recruitment acts dishonestly in return for money or personal gain. Such acts may include offering, promising, giving, requesting or accepting bribes… (43) (6) "Fake recruitment refers to recruitment in which the PEA or the advertised job do not exist, or in which the job exists but what is claimed to be the

recruitment process is actually unrelated to the job. Fake recruitment often involves scammers posing as labour recruiters" (43)

The living conditions of most African families had made these unfair recruitment approaches possible. This is premised on the ground that most people are eager to leave their present harsh conditions and hostile environments that have not met their dreams and aspirations. The search for greener pasture has fuelled the above exploitations and abuses of migrant workers as we are going to witness in the case study of this research. However, the formal and informal recruitment agencies have not done much to address the aforementioned challenges facing migrant workers this could be deduced from the fact that most countries' Private Employments Agencies are yet to harmonise their fair recruitment principles with that of the International Labour Organization and also lack of regulations of the activities of the PEAs has given rise to unfair recruitment. One begging question that one is tempted to ask is how do we ensure the protection of the migrant workers' rights and shield them from the unfair recruitment exercises mentioned above? Tracie Utoh-Ezeajugh provides answers to the above questions "By addressing labour exploitation connected to the recruitment of workers. By preventing online recruitment. By improving their working and living conditions. By preventing and detecting labour exploitation in the domestic sector" (Slide 6,)

From Tracie's position, online recruitment provides a loophole that fake recruiters could use to exploit prospective migrant workers. Inasmuch as there are genuine recruiters who advertise job opportunities and opening through different online platforms, there are unscrupulous ones who dupe people of their hard earned money. Such online platforms should provide physical addresses where the prospective workers could visit and get first-hand information on the type of jobs, payment modality, and conditions of the services he/she wants to engage with. Labour exploitation on the domestic front has taken different dimensions in recent times, whether it is inter-state migration or migration from one

country to another. As we are going to witness in our evaluations of the case study. Most domestic labourers suffer from all shades of ill-treatment, maltreatment, cruelty, and abuses

Evaluation of Migrant Workers' Experiences

Victim	Experiences	Remarks
Muthoni Fauzia (Kenya)	I worked as a domestic worker in Saudi Arabia. Well, I didn't know that I was going to Saudi Arabia to work as a domestic worker, I knew I was going to Qatar to work as a receptionist. Then when I reached Qatar, I was told no, you still have another flight to Saudi Arabia, so I was very much confused on what to do because I can't connect back to my people. My sim card when I got to Qatar, it didn't work. So I ended up going to Saudi Arabia. When I got to Saudi Arabia, I was still confused because I never knew what I was going to do in Saudi Arabia… A man and his wife came and took me from the airport. They speak to me in Arabic, which I never understood, but they were like okay, this is what you are going to do, they teach me water in Arabic… This is what you are going to say, we reached home and they changed me and said we are not your bosses, we are going to take you to another house where you will find your bosses and I ask why am I here because I was told this is not my job I was taken to another job, they said no, you are coming to us and you are coming to work for us. Then I told them about the contract I have, then they said, this contract you have is very different from whatever we have and whatever we sent to	Deceptive Recruitment

	your country. It was very difficult for me because even when talking to them, they do not understand English.	

From Muthoni narrative thus far, we can picture the scenario that has been painted, **Deceptive Recruitment** is on the card here. It came to a point that she could not go back or contact her people so that they could know her situation, but to continue her journey since she had made up her mind to get a better job that could make life meaningful to her family members in Kenya. The recruiters knew all along that they were taking her to Saudi Arabia while she was thinking that she was going to work in Qatar as a receptionist. This is the plight of most prospective migrant workers who are deceived at the initial stage of job engagement and subsequently exploited when they land the job. When Muthoni finally got the home of her employer, the narrative changed from a confused state to reality. She recounts thus:

Victim	Experiences	Remarks
Muthoni Fauzia (Kenya)	I kept waiting until my three months of probation ended. When it ended, that's when life changed because they said you don't need to do something else, you are here to work, you have to finish your contract because if you left because of the probation term, they will take you back but now if you already finish the probation they won't take you back. That's when I started staying with them. They were like, when they eat their food, they don't give it to you, they give you leftovers. Then I used to cry a lot, and I said I wish I was in my country where I could get something small and something fresh…	Man's inhumanity to Man. Forced Labour

The above narrative shows man's inhumanity to Man, she has no other choice but to eat leftover foods, and work eighteen hours during Ramadan. She wished she was in her country where she could have peace of mind and be content with what she has no matter how little. She has only four hours to sleep and the worst part of her experiences is that the family would exchange her and her services. (She would work in different houses of the family members without extra payment) This is a sheer exploitation at a point where she is incapacitated.

Victim	Experiences	Remarks
Muthoni Fauzia (Kenya)	Then you find others they mistreat you, you find other men, they are telling you, you know you are beautiful, can you do, if they ask for favours, which it is not allowed because if you do that favour they want, you will be jailed or the woman in the house, she will kill you like other girls have been done, most of the girls, like three or four Kenyans were killed about that they were having affairs with their bosses because they feel like if I go back home, what will I go to do. I left my family, I came here to look for something good for them, to benefit them but here I am, the bosses demanding for something maybe, then you feel okay, he says if you don't do it I will tell my wife you are doing this. Then you feel so low, let me do it because if he lies or says something else they will believe him than they will believe me, so you end up doing things you are not supposed to do… I went with a contract, for eight months I wasn't paid…After I finished my contract, I asked	Sexual Exploitation Murder, and Blackmail

	them, can you let me leave now, and they said no.	

The above account shows that most domestic workers are exploited sexually and otherwise, and in a worst case scenario killed for refusing to have sex with their masters. Fauzia's account is one of many other similar accounts that portrayed man's inhumanity to man, deprivation and degradation of fundamental human rights. Also deceptive recruitment is made prominent in this account, even when Fauzia's mother went to the agency that facilitated her travels, the agency could not give account of her whereabouts. She ended up working for eight months without pay. Corrupt recruitment is also underplaying in her case. As stated earlier, corrupt recruitment refers to recruitment in which the recruiter or a third party influencing the recruitment acts dishonestly in return for money or personal gain. Fauzia came to a point whereby the thought of going back home empty-handed became a heavy burden in her heart. She could not go back to meet her daughter, and family members whom she had sacrificed a lot to better their living condition. Even when her contract ended, they were unable to let her go, but eventually she left empty-handed, she went to the police station and stayed for more than three weeks and was subsequently deported to Kenya. Most girls in Fauzia's position may not have survived what she passed through. She equally turned her misfortune to positive endeavours, where she intimates and informs potential migrant workers, especially young girls about the dangers of being a domestic worker through corrupt and deceptive recruitment channels. As we contemplate on Fauzia's trajectory, the next account shows clear deceptions and recruitment racketeering.

The quest for a greener pasture has continued to encourage most people to move away from their comfort zones and go in search of a better working condition and a conducive environment. Most times, some of these prospective migrant workers sell their property in

their countries to facilitate and acquire their travelling documents. This is evident in the next account as reported by Sky news.

Sky News Narrator: Some of these people have recently arrived from Nigeria, but got here to

> find out that the job they were sponsored for doesn't exist. Sky news has already shown how skilled worker visas are abused and the middle men are making large sums of money exposing this illegal route to the UK. Now we can reveal how people who thought they were coming here to work have fallen destitute. Most are reluctant to talk; they feel despair at their predicaments.

Looking at the above situation, it is deductible to assert that all that glitters is not gold. This is a case where most prospective migrant workers in Nigeria paid as much as ten thousand pounds (six million naira) to recruitment agents who facilitated their travels with "*Skilled Workers*" visas, when they got to the UK, they were challenged by the reality on ground which buttresses the fact that their "*Skilled Workers' Visas"* cannot fetch them any job. Blessings account affirms the above position.

Blessings: (Care Worker from Nigeria) I have always provided for myself I am a very hard

> working diligent person, so for me to be here, depending on people to eat, coming to the food bank to get food isn't quite okay with me. It makes me feel like I am less of a person, a human. I should be in the [position of helping and not the receiving end, because this is not who I was back in my country.

The Sky News narrator goes on to narrate that Blessing said she paid an agent (Recruitment Agent) in Nigeria 10, 000. 00 pounds to arrange a full-time job as a carer on a skilled worker visa.

Blessing affirms that: "There is a big scam going on, a lot of people are being scammed every day, they are being deceived that we have jobs…I met a lot here and so many are still coming" Joyce and Allen are some other victims of scammed visa who also paid agent in Nigeria 10.000.00 thousand pounds to secure job in the UK. As reported by the Sky News Reporter, "The lady on the bus is one of the huge number of people who come to UK from around the world on a skilled Worker Visas, more than a hundred and seventy thousand in the twelve months to march this year including forty thousand as carers"

The above account buttresses the fact that unfair recruitment abounds in various parts of the world, some of those scammed above have attributed their desperations to unhealthy living conditions they found themselves in their countries of origin, however, their new living condition is in comatose, utter deplorable state and shameful living conditions. This only happens when prospective migrants' workers fall victim to unfair recruitment exercises. Most of those scammed with the notion of skilled worker visas are regretting their actions after realizing that their visas could not fetch them jobs in any establishment. Unfair recruitment creeds could be found in almost all the migrants' workers experiences as highlighted in this study.

An internal survey was conducted to ascertain the level of awareness of the public in regards to fair recruitment and unfair recruitment exercises. Majority of the respondents are Nigerians. One of the objectives of this survey is to sample the opinions of some workers who engage in internal or inter-state migrations across Nigeria, and to evaluate their experiences at their workplaces. (Local migration). The population of the survey is 50

participants who filled an online Microsoft Form that contained the questions of the survey. The questions and analysis are presented below using a simple percentage formula.

$$\frac{\text{Response}}{\text{Total number of questionnaires}} \times \frac{100}{1} = \text{Percentage}$$

Demographic Data

Age Distribution of the Respondents

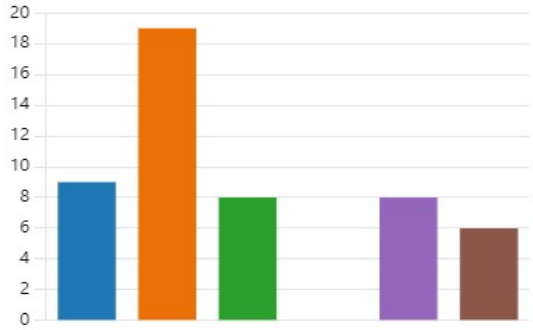


From the age distribution of the respondents, 25 respondents representing 51% of the population are aged 31-50, while 18-30 has 17 respondents representing 35%, 6 respondents are aged 51-65 representing 12 % of the population. 1 respondent is aged 66 – others representing 2 % of the population. 51%, + 35%, + 12% + 2% = 100%

2. Occupation (0 point)

More Details

Public/Civil Servant	9
Scholar	19
Entrepreneur	8
International Organisation	0
Private sector	8
Others	6

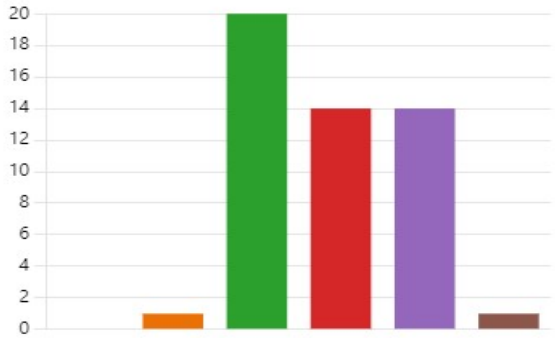


From the Occupation distribution of the respondents, 19 respondents representing 38% of the population are Scholars, 9, respondents representing 18%, are Public/civil servants. 8 respondents representing 16% are entrepreneurs while 8 respondents representing another 16% work in the Private sector. 6 respondents representing 12% of the population are engaged with other activities. 38%, + 18%, 16% + 16% + 12% = 100%

3. Highest Academic Qualification (0 point)

More Details

FSLC	0
SSCE	1
BA/Bsc	20
MA/Msc	14
PhD	14
Others	1



From the highest Academic Qualification distribution, 20 respondents representing 40% are B.Sc./BA degree holders, 14 respondents representing 28% of the population are MA/M.Sc. holders, also 14 respondents representing 28%, are PhD holders. 1 respondent is an SSCE holder, representing 2%. Belongs to others. 40%, + 28 + 28%, + 2% + 2% = 100%

4. Work status (0 point)

More Details Insights

Employed	31
Unemployed	6
Self-employed	13



From the work status distribution, 31 respondents representing 62% of the population are employed while 13 respondents representing 26%, are self-employed. 6 respondents are unemployed, representing 12 % of the population. 62%, + 26%, + 12% = 100%

5. Country of Origin (0 point)

More Details

Nigeria	50
Others	0



50 respondents representing 100% of the population are Nigerians, although some of them live in diaspora.

7. Are you currently residing and working in your State of Origin? (0 point)

More Details Insights

Yes	23
No	27



From the above question indicates that 27 respondents representing 54% of the population are residing and working outside their state of origin while 23 respondents representing 46% are not. 54% + 46% = 100%

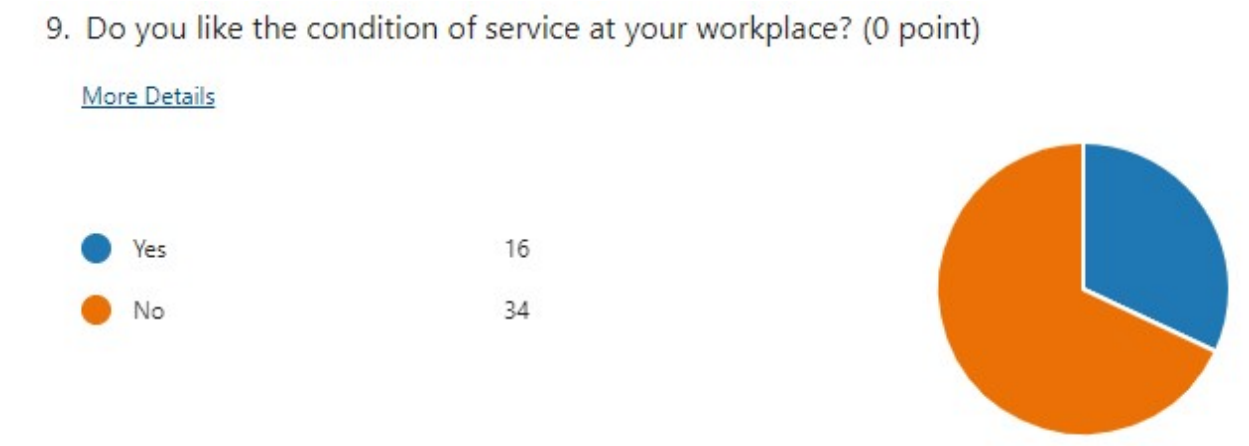
8. Have you heard about fair recruitment practices? (0 point)

More Details

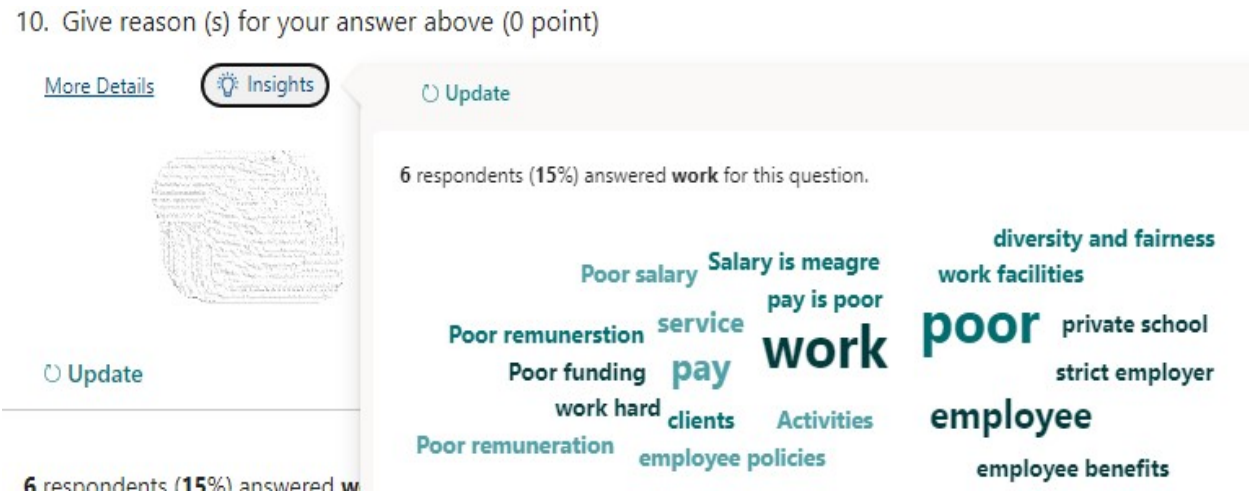
Yes	17
No	32



Responses to question 8 shows that 32 respondents representing 65% have not heard about Fair recruitment practices while 17 respondents representing 35% have heard about it. 65% + 35% = 100%



Responses to question 9, indicates that 34 respondents representing 68% do not like the condition of service at their workplace, while 16 respondents representing 32% are comfortable. 68% + 32% = 100%



Question 10, shows respondents' opinion regarding question 9. They gave reasons why they did not like the condition of service at their workplace. Some of their responses are *poor salary, strict employer, poor remunerations, salary is meagre, diversity and fairness, poor funding, employee policies*, etc.

11. Are you a migrant worker? Have you ever been a migrant worker in another state or country outside that of your origin?

More Details



From question number 11, 25 respondents representing 50% of the population are migrant workers, who have worked outside their states and countries of origin, while the remaining 25 respondents representing the remaining 50% have not. 50% + 50% = 100%

12. Mention States or countries that you have travelled to, for work? (0 point)

More Details Insights



Latest Responses

"Noon"

"Abuja FCT and Awka Anambra"

"None"

Update

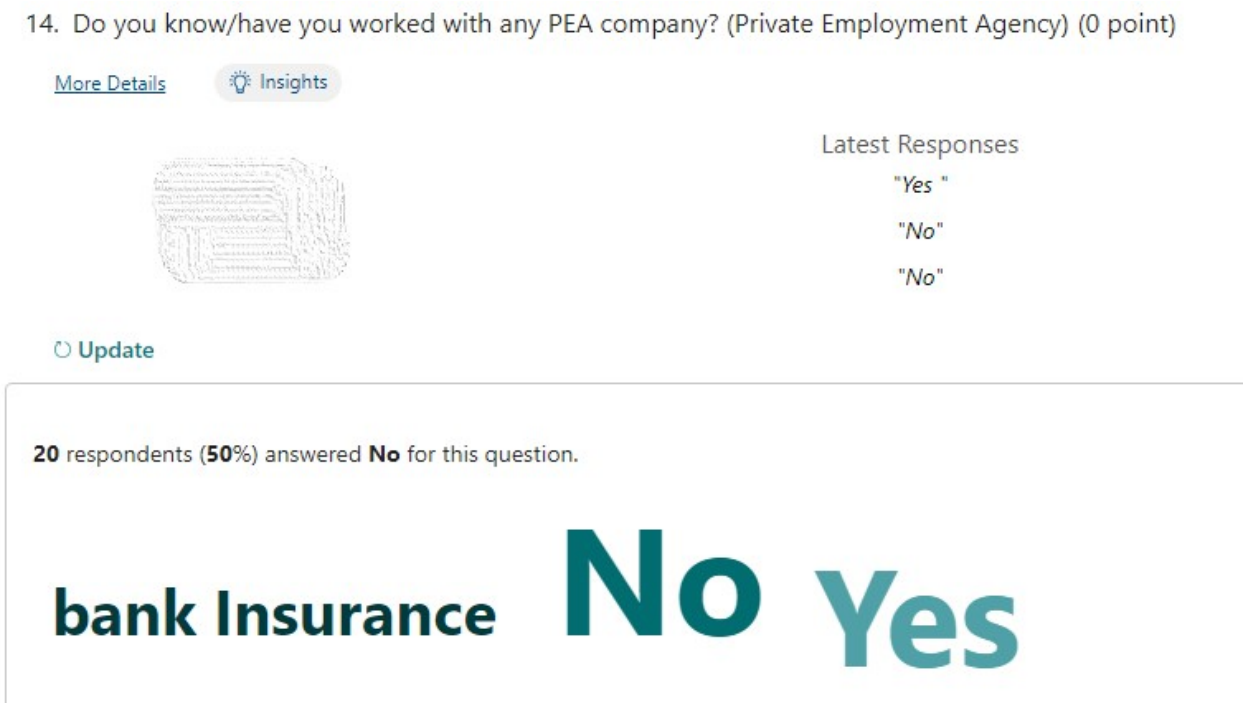


Question 12, shows some of the states, cities and countries that the respondents are living and working in.

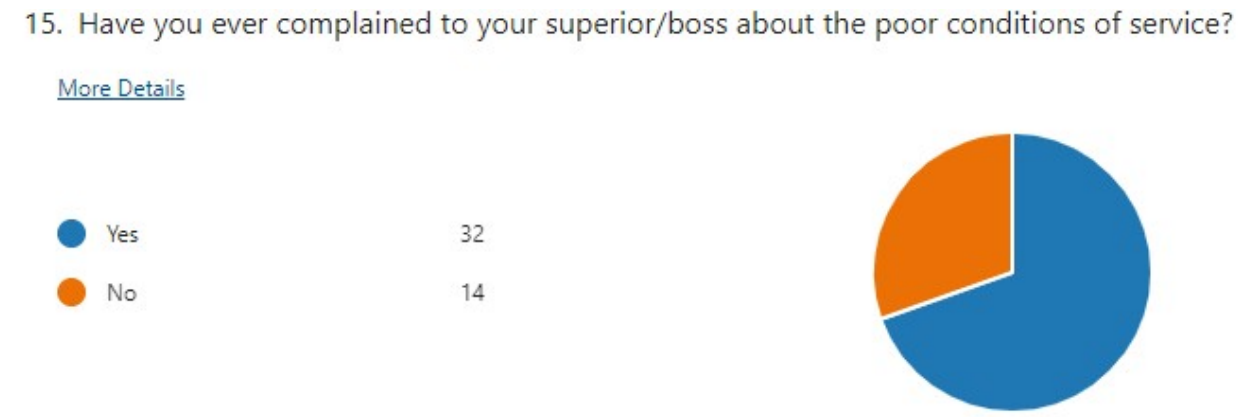
Question 13. Are you aware of Unfair recruitment practices? If yes mention some of them



From question number 13, we could see what the respondents felt were unfair recruitment practices ranging from scarcity of information on job opening to favouritism and so on and so forth.



20 respondents representing 40% answered yes to the above question while 30 respondents representing 60% answered no to the question.



From question number 15, 32 respondents representing 70% have complained about poor condition of service to their bosses, while 14 respondents representing 30% have not. 70% + 30% = 100%

16. If yes to the above question, what was his/her reaction (0 point)

More Details

Positive	8
Negative	9
Hostile	4
Neutral	17

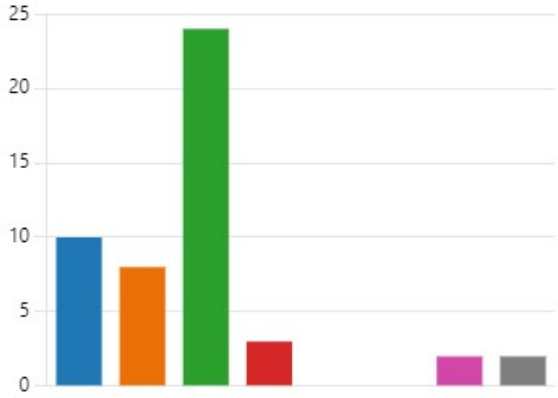


The above pie chart shows that 17 respondents representing 45% said that their bosses remained neutral when they complained about poor condition of service, 9 respondents representing 24% said their bosses reacted negatively, 8 respondents representing 21% agreed that their bosses reacted positively, while 4 respondents representing 11% said their bosses became hostile towards them. 45% + 24% + 21% + 11% = 100%

17. Have you been cheated or discriminated against by an employer or a prospective employer? (0 point)

More Details

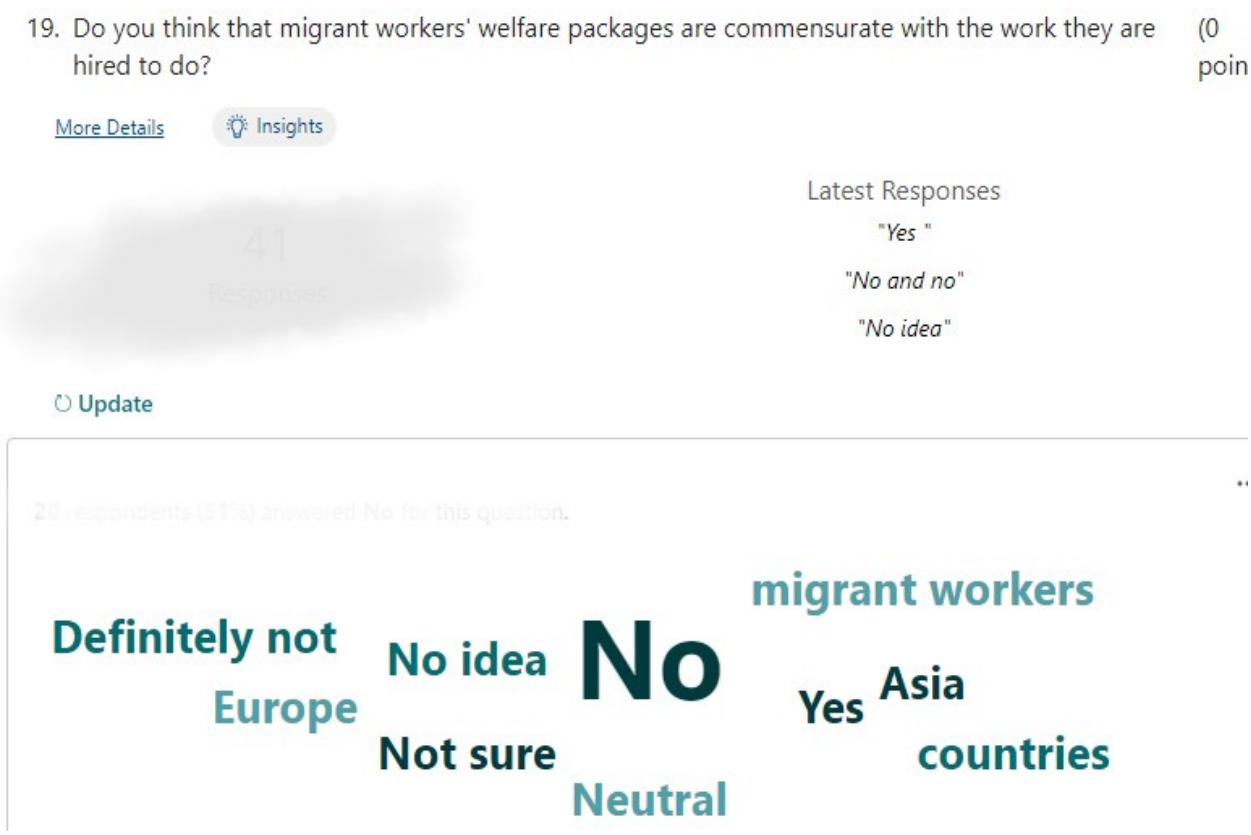
Cheated	10
Discriminated	8
None of the above	24
Harassed	3
Molested	0
Abused	0
All of the above	2
Forced labour	2



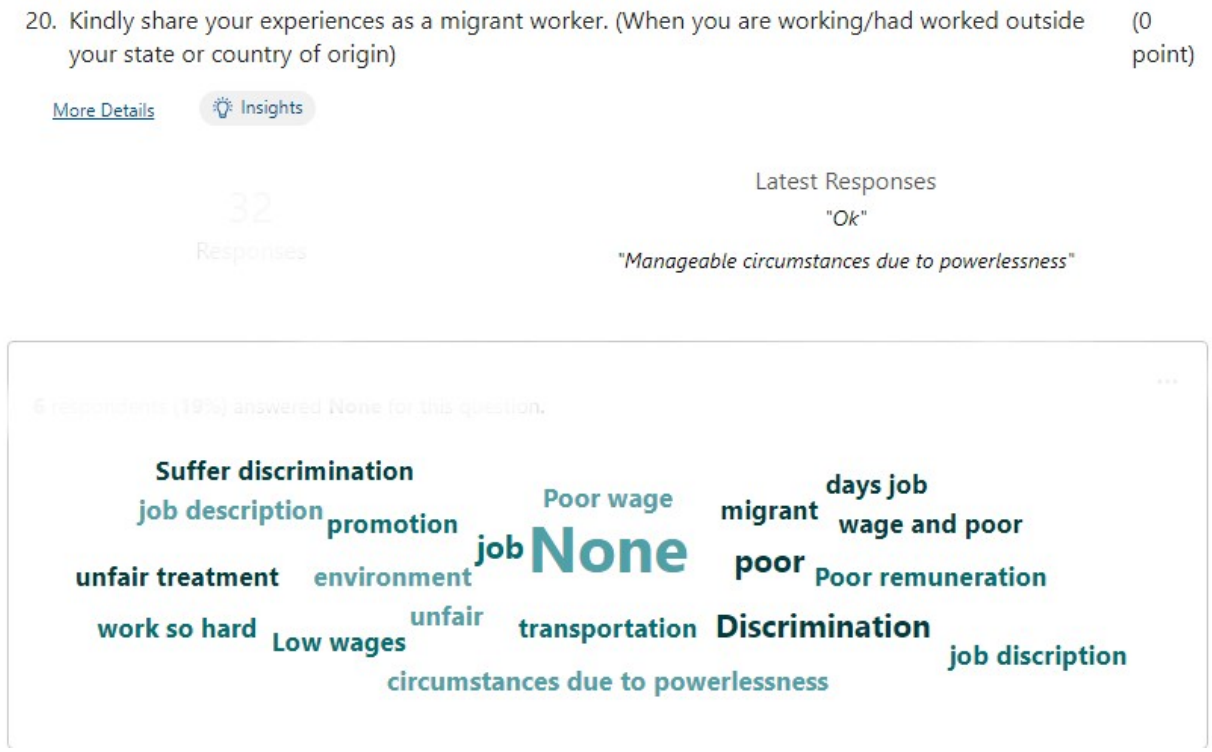
Question 17 shows that 24 respondents representing 49% said that they have not suffered from any form of discrimination listed on the bar chart. 10 respondents representing 20.4% said that they have been cheated by their employers or prospective employers, 8 respondents representing 16.32% said that they have been discriminated against, 3 respondents representing 6.12% said that they have been harassed by employer, 2 respondents representing 4.1% said that they suffered from forced labour, while another 2 respondents representing 4.1% said that they have suffered from discrimination, harassment, molestation, and forced labour. 49% + 20.4% + 16.3% + 6.1% + 4.1% + 4.1% = 100%



Question 18 indicates that 31 respondents, representing 66%, are not aware of the International Labour Organization's Collective Bargaining while 16 respondents representing 34% are aware. 66% + 34% = 100%



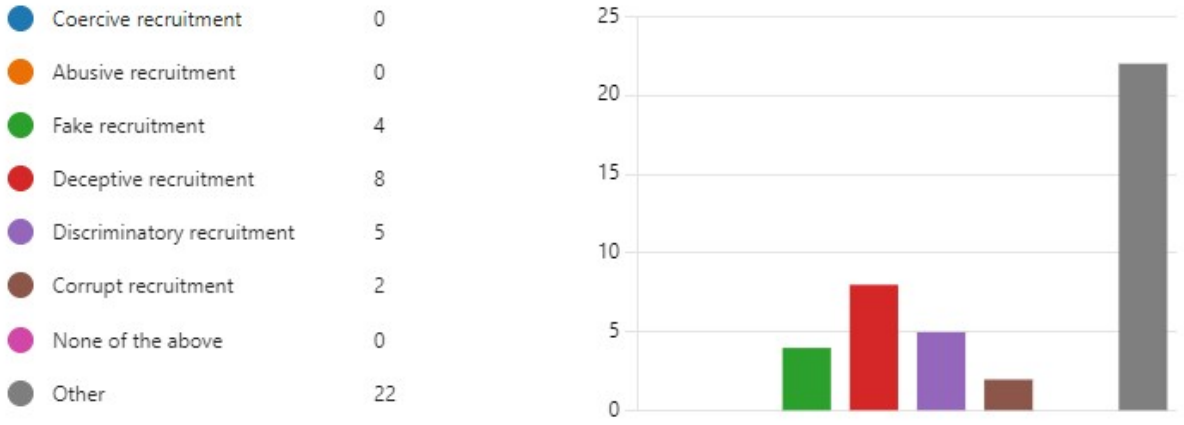
These are the answers of the respondents on the above questions. The majority of the respondents 35, representing 70% of them answered no to the above question while 15 respondents, representing 30% answered yes to the question. 70% + 30% = 100%



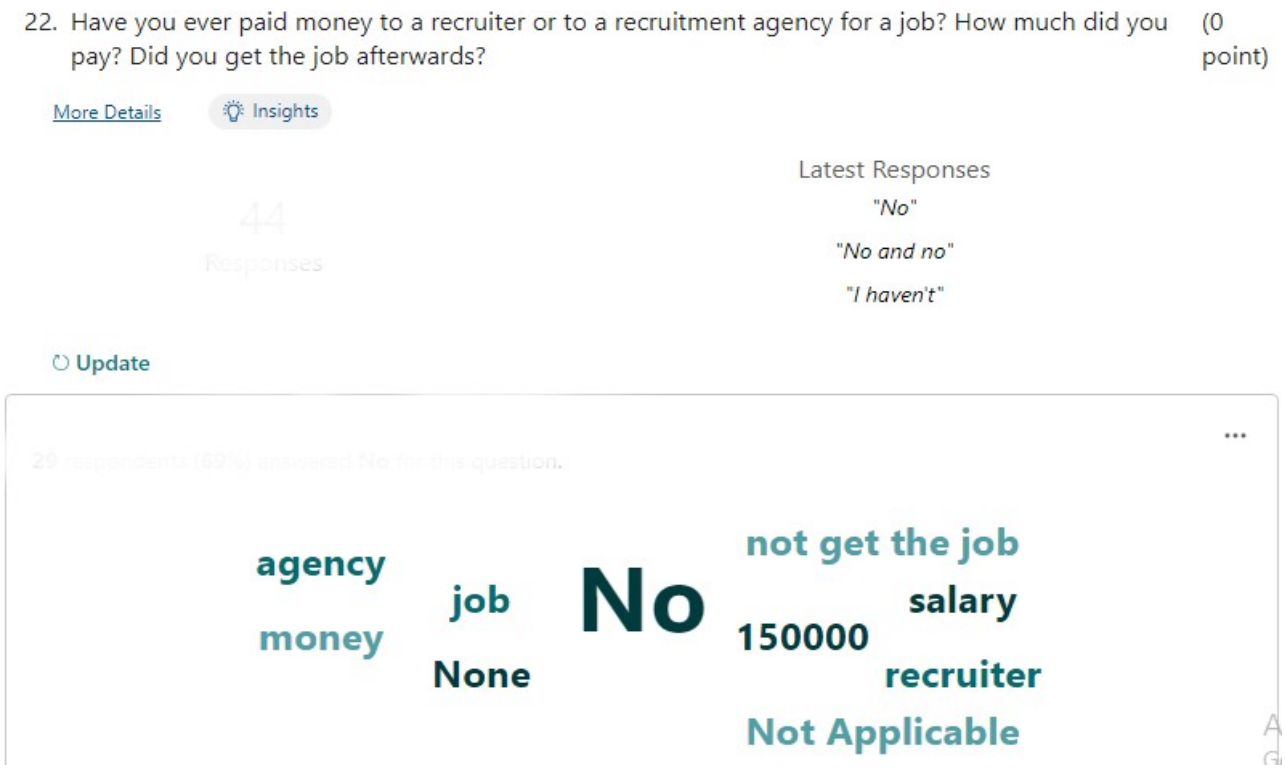
Question 20 evaluation shows the experiences of the migrants' workers. We could see their responses which include but are not restricted to discrimination, poor wages, poor remuneration, circumstances due to powerlessness and so on and so forth.

21. Which of these have you suffered from? (0 point)

More Details



Answers to question 21 show that 8 respondents representing 19.5% have suffered deceptive recruitment, 5 respondents representing 12.2% have suffered from Discriminatory recruitment, 4 respondents representing 9.8% have suffered from fake recruitment, 2 respondents representing 4.9% have suffered from corrupt recruitment, while 22 respondents representing 53.7% have suffered from other forms of unfair recruitment exercises. It is good to note that these are responses taken from internal migration. (Within Nigeria) 19.5 + 12.2% + 9.8% + 4.9% +53.6% = 100%



From the above answers, some have paid an agent or recruiter to secure a job, while some others did not get the job after payment, some have not paid anyone to get a job.

Discussion, Summary of Findings and Conclusion

In the age distribution, we could see that greater percentage of the respondents are youths who mostly are more likely to migrant from one city, state or country to another, with 51% and 35%

of the respondents representing 31 to 50 years of age and 18 to 30 years of age respectively. In total we are talking about 86% of the study population as a group that can move from one place to another in search of jobs. From the work status distribution, 31 respondents representing 62% of the population are employed while 13 respondents representing 26%, are self-employed. That gives us a total of 88% of the population being

on active employment. So they stand a better chance of supplying or sharing their work experiences, about fair and unfair recruitments. On question 8, which asked the respondents if they have heard about fair recruitment, Responses to question 8 shows that 32 respondents representing 65% have not heard about Fair recruitment. This is very dangerous because the greater percentage of such migrant workers may not know about their rights and privileges and could easily be deceived by the prospective employers or recruitment agents. Responses to question 9, indicates that 34 respondents representing 68% do not like the condition of service at their workplace. Judging from the responses in question 8, it became obvious that when workers are not aware of their rights and privileges it is not surprising that a greater percentage in question 9 is not comfortable with the condition of service at their workplaces. The reasons for disliking the condition at their place of work are given in question 10. Question 14, which seeks to know the respondents' knowledge of PEAs shows that 20 respondents representing 40% knew and had worked with PEAs, while 30 respondents representing 60% have not. Same can also be applied to question 18, which indicates that 31 respondents, representing 66% are not aware of the International Labour Organization's Collective Bargaining while 16 respondents representing 34% are aware. This indicates that there is a need to widen the campaigns and sensitization of prospective migrant workers about the operations of the PEAs and the postulations of the International Labour Organization. Responses from question 13 show that many migrant workers have suffered from one or two unfair recruitment exercises. Question 21 corroborates the above responses, indicating that 8 respondents representing 19.5% have suffered Deceptive recruitment, 5 respondents representing 12.2% have suffered from Discriminatory recruitment, 4 respondents representing 9.8% have suffered from Fake recruitment, 2 respondents representing 4.9% have suffered from Corrupt recruitment, while 22 respondents representing 53.7% have suffered from other forms of unfair recruitment exercises. It is good to note that these are responses taken from internal migrant workers (Nigeria) talking about forced labour,

abuse, cheat, harassment, molestation, etc, Question 17 shows that 24 respondents representing 49% said that they have not suffered from any form of discrimination listed on the bar chart. 10 respondents representing 20.4% said that they have been cheated by their employers or prospective employers, 8 respondents representing 16.32% said that they have been discriminated against, 3 respondents representing 6.12% said that they have been harassed by employer, 2 respondents representing 4.1% said that they suffered from forced labour, while another 2 respondents representing 4.1% said that they have suffered from discrimination, harassment, molestation, and forced labour.

From the discussion thus far, one can deduce that there are different shades of unfair recruitment practices going on and this has led to abuse of fundamental human rights as witnessed in Fusio Fauzia's case and one could only imagine the depression and devastation that Nigerians who travelled to UK with the "Skilled Worker Visas" are going through, just to mention but a few. This study concludes that to achieve fair recruitment practices and reduce unfair recruitment exercises all hands must be on deck. PEAs under HuCaPAN, National Directorates of Employment of various countries, Immigration Services, Ministry of Labour and Employment as well as International Labour Organization and other organs of government that are charged with the responsibilities of protecting human rights must educate the populace on the dangers of unfair recruitment.

Recommendations

- Through the secondary schools and tertiary institutions, media and social media platforms, short- and long-term courses can be instituted, sensitization programmes for the intended migrant workers should be organized from time to time.
- Advert placements, and jingles on the principles of fair recruitment, should populate the social media space, so that unsuspecting migrant workers can know the right channel to approach when it comes to a recruitment agency's programmes and operations.

- HuCaPAN and other agents of government should pay more attention in eradicating fake employment recruiters.
- Human Capital Providers Association of Nigeria (HuCaPAN) should adhere to Code of Conduct, which is drafted to aid their operation.

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Appendix 1: Attachment *Survey Questions*

Question-1 = AGE. Q-2 Occupation. Q-3 Highest Educational Qualification. Q – 4 Work Status. Q-5 Country of Origin. Q-6 State of Origin.

Q-7 Are you currently residing and working in your State of Origin?

Q-8 Have you heard about fair recruitment practices? Q-9 Do you like the condition of service at your workplace?

Q-10 Give reason (s) for your answer above. Q-11 Are you a migrant worker? Have you ever been a migrant worker in another state or country outside that of your origin?

Q-12 Mention States or countries that you have travelled to, for work? Q-13 Are you aware of unfair recruitment practices? If yes, mention some of them.

Q-14 Do you know/have you worked with any PEA company? (Private Employment Agency).

Q-15 Have you ever complained to your superior/boss about the poor conditions of service? Q-16 If yes to the above question, what was his/her reaction.

Q-17 Have you been cheated or discriminated against by an employer or a prospective employer?

Q-18 Are you aware of the International Labour Organisation's Collective Bargaining? Q-19 Do you think that migrant workers' welfare packages are commensurate with the work they are hired to do? Q-20 Kindly share your experiences as a migrant worker. (When you are working/had worked outside your state or country of origin) Q-21 Which of these have you suffered from?

Q-22 Have you ever paid money to a recruiter or to a recruitment agency for a job? How much did you pay? Did you get the job afterwards?