

## Migrant Recruitment Advisor; Review's Weighing System

Type of users is generated based on the status chosen in the beginning of the questionnaire i.e. :

- 1) Still in the country of origin but have used the agency's service
- 2) in the country of destination
- 3) back in the country of origin after working abroad

All the above type of users will be given 3 similar sections of questions, see below table:

<b>Num</b>	<b>Question Section 1: Recruitment Fees</b>	<b>Weight for Yes</b>	<b>Weight for No</b>
1	I paid some amount of money for my recruitment <i>(If user answers No, he/she will be directed to question no 3)</i>	0	1
2	I paid for the following costs during the recruitment process:  <ul style="list-style-type: none"> <li>a) Agency fee/service charge/placement fee</li> <li>b) Medical examination</li> <li>c) Insurance</li> <li>d) Pre-departure orientation</li> <li>e) Passport application/renewal</li> <li>f) Visa</li> <li>g) Flight ticket</li> <li>h) Accommodation during recruitment</li> <li>i) Skills training</li> <li>j) Please specify other</li> </ul>	1 minus below points accumulated 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	0 0 0 0 0 0 0 0 0 0
	<b>Total Weight</b>	<b>If all items selected = 0</b>	<b>1</b>
<b>Question Section 2: Pre-departure Orientation</b>			
3	I received a pre-departure orientation <i>(If user answers No, he/she will be directed to question no 5)</i>	1	0
4	I received the following information during the pre-departure orientation:  <ul style="list-style-type: none"> <li>a) Information about my rights and obligations</li> <li>b) Information about what to do if I have a complaint</li> <li>c) Information about useful contacts &amp; services at destination</li> <li>d) Please specify other</li> </ul>	0.25 0.25 0.25 0.25	0 0 0 0

		<b>If all items selected = 1</b>	
	<b>Total Weight</b>	<b>2</b>	<b>0</b>
<b>Question Section 3: Employment Contract</b>			
5	I received the employment contract before departure	1	0
6	The employment contract was in a language I can understand	1	0
7	The employment contract contained clear information about:		
	a) Salary	0.125	0
	b) Job description	0.125	0
	c) Job location	0.125	0
	d) Working time	0.125	0
	e) Leave days	0.125	0
	f) Accommodation	0.125	0
	g) Health care coverage	0.125	0
	h) Please specify other	0.125	0
	<b>Total Weight</b>	<b>3</b>	<b>0</b>

User type 2 and type 3 are given extra question section 4; Conditions in the Country of Destination, see below table:

<b>Num</b>	<b>Question Section 4: Conditions in the country of destination</b>	<b>Weight for Yes</b>	<b>Weight for No</b>
8	I was able to retain my passport and other personal documents in my possession during my stay in the country of destination <i>(If user answers Yes, he/she will be directed to question no 10)</i>	1	0
9	My passport and other personal documents were taken by:	0	0
	a) My recruitment agency		
	b) My employer		
	c) Please specify other		
10	I received the job I was promised	1	0
11	I received the salary I was promised	1	0
12	I could return home if I needed or wanted to	1	0
13	There was a union or workers' association I could join	1	0
	<b>Total Weight</b>	<b>5</b>	<b>0</b>

User type 3 gets another extra question section; On Return, see below table:

Num	Question Section 5: On Return	Weight for Yes	Weight for No
14	I would use the same recruitment agency again	1	0
15	I would return to the same employer	1	0
16	I would return to the same country	1	0
	<b>Total Weight</b>	3	0

Rating	User Type 1	User Type 2	User Type 3
★	≤ 1	≤ 2	≤ 2.5
★★	1.1 – 2	2.1 – 4	2.6 – 5.1
★★★	2.1 – 3	4.1 – 6	5.2 – 7.7
★★★★	3.1 – 4	6.1 – 8	7.8 – 10.4
★★★★★	4.1 – 5	8.1 – 10	10.5 - 13

### Ask for your rights! ★

Your recruitment agency doesn't comply with most of the labour regulations. Ask for your rights! Look for your local union [here](#). If you have any questions or need further help, please fill in this [form](#) and we will get back to you shortly.

### You are entitled to more! ★★

Your recruitment agency complies with very few labour regulations. As a migrant worker, you are entitled to more! Find out more about your rights. Get in touch with your local union [here](#). Click [here](#) to learn more about your rights as a migrant worker.

### Find out more about your rights! ★★★

Your recruitment agency complies with some labour regulations but it doesn't fully protect your rights as a migrant worker. Click [here](#) to learn more about your rights as a migrant worker. If you have any doubts, contact your local union [here](#).

### Be aware of your rights in your country of origin and destination! ★★★★

Your recruitment agency complies with most of the existing national labour laws and policies. However, international labour standards are not always respected. Click [here](#) to learn more about your international rights as a migrant worker.

### Get ready for your job abroad! ★★★★★

Your recruitment agency complies with both national and international labour standards. [more info to be added]