

Our Business Model and Operations

Clarity is essential to the success of our business model. Employers willing to pay a fee for debt-free workers need to know that our workers are in fact debt-free. Likewise, source country partners want to protect workers from dangerous situations, and thus need to know that we are responsible with our recruits. To meet these demands, Sirius uses digital platforms which makes our process verifiable to all parties. Employers can look at our data, and survey workers directly, to ensure that we are not charging fees. Likewise, source country partners can contact our recruits after they have been hired, to ensure they are being treated humanely.

The Dangers of the Existing Labor Recruiting System

Risks to Workers

Worldwide, employers partner with recruiters to fill staffing needs. In theory, recruiters find workers for employers in exchange for a per-worker finder's fee.

In practice, recruiters competing for contracts charge employers nothing, or even offer under-the-table kickbacks. Rather than charging reasonable fees to the employers, recruiters make more money by charging outsized fees to the workers themselves. To afford these fees, the workers must typically take out large, high-interest loans.

For most workers, this debt is a manageable expense—as long as they keep their job. However, if they lose their job, the debt can destroy their families. Thus, indebted workers are willing to put up with a lot, even abusive working conditions, to keep their jobs.

Reputable companies tend to treat their workers well. However, most workers are hired by companies in the second or third tier of the supply chain, where abuses are common. Workers typically have their passports confiscated, see their salaries cut, live in extremely poor accommodations, and are forced to work in dangerous situations. Because of their debt, workers must accept these abuses. Ultimately, this leads to shockingly high accident and death rates—approximately 30 times as high as the death rate of workers in the United States.¹

¹ ITUC 2015, US Department of Labor 2017

The Risks to Employers

Legal risks—

The UN, the ILO, and the laws of several nations hold that it is illegal to require workers to pay recruiters or employers. Meanwhile, a growing body of law holds companies responsible for labor abuses in their supply chains, even abuses by subcontractors. Courts and legislatures increasingly find that companies who do not pay their recruiters will inevitably end up with indebted workers who are vulnerable to abuse. Companies who take advantage of this system are thus liable for the abuses that result.

Reputational risks—

The high visibility of the 2022 World Cup has also led to increasing public awareness of abuses connected to indebted workers. More and more companies are suffering reputational damage, as well as direct actions such as boycotts and publicity campaigns.

Productivity risks—

Corrupt recruiters prioritize workers who can pay exorbitant fees over workers who have the best skill set. Employers thus end up with subpar employees. Indebted workers have low morale, high turnover, high absenteeism, and low productivity.

Safety risks—

Indebted workers who fear losing their jobs will not speak up when they see a safety issue; problems are thus allowed to fester, with catastrophic outcomes. In the oil and gas industry, for example, 80% of workplace safety incidents involve subcontractors.² This is a direct result of the worker debt inherent in the existing recruiting industry.

² Gordon Ballard, IOGP, 2018

Principles of Ethical Recruiting

The following resources are valuable for understanding the international recruiting system and the relevant legal frameworks:

- [ILO Forced Labor Convention \[Convention 29\], 1930](#)
- [ILO Private Employment Agencies Convention \[Convention 181\], 1997](#)
- [UN Guiding Principles on Business and Human Rights, 2011](#)
- [Dhaka Principles for Migration with Dignity, Institute for Human Rights and Business, 2012](#)
- [An Ethical Framework for Cross-Border Recruitment, Verite, 2016](#)
- [Ways Forward in Recruitment of Low-Skilled Migrant Workers in the Asia-Arab States Corridor, Jureidini, Ray, ILO White Paper, 2016](#)
- [California Transparency in Supply Chains Act, 2010](#)
- [France Duty of Vigilance Law](#)
- [UK Modern Slavery Act, 2015](#)
- [Annual External Compliance Report of the Supreme Committee for Delivery and Legacy's Worker's Welfare Standards, Impactt, 2018](#)

Sirius is the brightest star visible to the human eye. For millennia, Polynesian, Greek, Roman, Islamic, and Chinese navigators relied on Sirius to guide their voyages across vast stretches of open ocean. Similarly, we aspire to guide our recruits to safety on their journeys far from home.

Sirius appears bright because of both its luminosity and its proximity to earth. This clarity and proximity characterizes our approach to the workers we recruit.

Applicants

Sirius recruits workers for positions in the hospitality, construction, and oil and gas industries. If you are interested in working abroad, please give us as much information as you can and we will contact you.

All of our recruits must work with our vocational and safe migration partners. They will assist you with your CV, train you if necessary, and educate you on risks to watch out for and your rights as a worker.

Sirius does not charge any fees to our recruits, nor do we work with any subagents or referral services who charge fees. Do not pay fees to anyone who claims to work for us or with us. We ask that you report anyone who is asking for fees to connect you with us. We do not reimburse people for fees they have paid to subagents or other referral services.

Please provide as much of the following information as you can:

- Name
- Country of residence
- Country of citizenship
- Industry you would like to work in
- Countries you would like to work in
- Relevant training, certification, or previous experience
- Phone number
- Email, Facebook ID, skype ID, or other ways to contact you
- Attach documents [CV, cover letter, etc.]