INTRODUCING IOM'S LABOUR MIGRATION PROCESS MAPPING GUIDE

The **Labour Migration Process Mapping Guide** provides step-by-step instructions on how to carry out Labour Migration Process Mapping – an exercise that allows business enterprises to identify, mitigate, and address the human and labour rights risks to migrant workers within international supply chains.

This exercise goes beyond traditional social auditing as it provides business enterprises with a more detailed and nuanced understanding of migrant workers' experiences during the labour migration process. It also helps business enterprises to recognize and respond to any systemic issues within its operations and supply chains that make migrant workers more vulnerable to exploitation.

The Guide is informed by IOM's extensive experience working with governments, civil society, migrant workers, and the private sector, as well as the collection of good practice by employers, labour recruiters and multinational enterprises. It is also aligned with international human rights and labour standards on international migration.
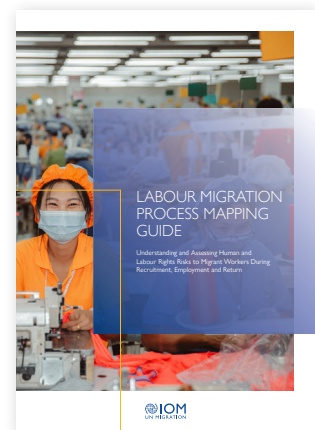
WHAT IS IT?

Labour migration process mapping typically involves an assessment of:

- The business enterprises' recruitment and employment policies and practices, including its relationships with labour recruiters
- The labour recruiter's policies, practices, and business partners
- The experiences of migrant workers during their labour migration journey, including a breakdown of any fees or costs they paid during their recruitment and employment

WHO IS IT FOR?

The Guide is designed primarily for business enterprises with complex international supply chains where migrant workers are present. It aims to support human resources and business teams that engage with migrant workers.

The Guide can also be used by governments to strengthen public policy frameworks and procurement practices, as well as a range of stakeholders that are involved in, or advocate for, fair and ethical recruitment, employment and return of migrant workers.

DESIGNED WITH BUSINESS FOR BUSINESS

The Guide was developed through an extensive multi-stakeholder consultation process to ensure that it is clear, logical, and serves the needs of business enterprises.
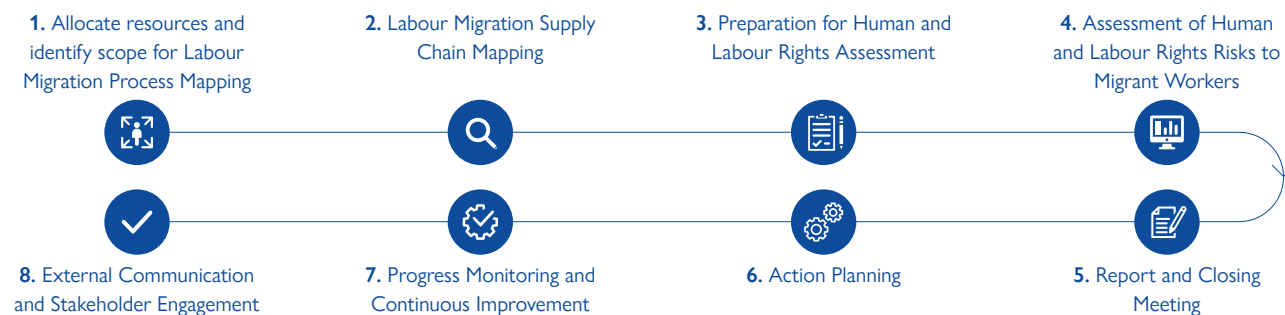
As a result, the Guide is designed to help business enterprises:

– **Demonstrate** their commitment to respect the human rights of all workers and provide access to remedy when harm has occurred
– **Understand** the specific risks facing migrant workers of all genders during their recruitment and deployment, employment and return home or onward migration
– **Strengthen** their business practices, including human rights due diligence procedures, grievance mechanisms and remediation pathways
– **Build** stronger and more collaborate relationships with business partners and improve overall supply chain transparency
– **Engage** and support migrant workers in business operations and supply chains

THE LABOUR MIGRATION PROCESS MAPPING APPROACH

The Labour Migration Process Mapping follows a migrant-centred approach that has been designed and implemented by IOM and its partners over the last eight years. It consists of eight phases of action that are designed to help business enterprises **PLAN**, **CONDUCT**, **ANALYSE** and **RESPOND** to the assessment findings.

The phases of labour migration process mapping

1. Allocate resources and identify scope for Labour Migration Process Mapping

2. Labour Migration Supply Chain Mapping

3. Preparation for Human and Labour Rights Assessment

4. Assessment of Human and Labour Rights Risks to Migrant Workers

8. External Communication and Stakeholder Engagement

7. Progress Monitoring and Continuous Improvement

6. Action Planning

5. Report and Closing Meeting

The Guide provides step-by-step instructions on how to carry out each phase. It also includes practical tips, examples of good practice and links to supporting tools and resources.

SUPPORTING TOOLS

The Guide includes several supporting tools to help business enterprises carry out Labour Migration Process Mapping assessments:

– **Migrant Worker Interview Tool**
– **Management Interview Tool (Employers)**
– **Management Interview Tool (Labour Recruiters)**

The supporting tools are based on effective interview techniques and focus on ensuring migrant worker safety and well-being.

ABOUT

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

17 PARTNERSHIPS FOR THE GOALS