

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.

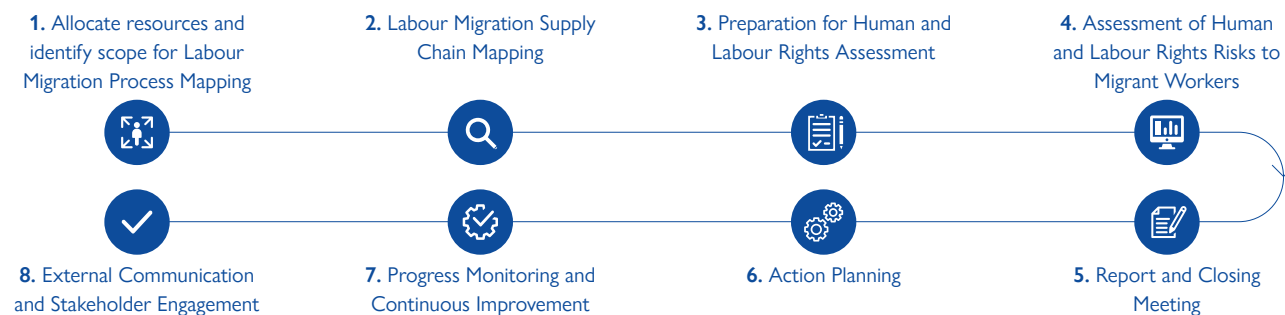
As a result, the Guide is designed to help business enterprises:

- **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 collaborative 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



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

The Guide was developed as part of IOM's [Corporate Responsibility in Eliminating Slavery and Trafficking \(CREST\)](#) regional initiative in Asia, funded by the Government of Sweden.

