



LABOUR MIGRATION PROCESS MAPPING GUIDE



This resource provides step-by-step instructions on how to carry out a specialized risk assessment that allows business enterprises to retrace migrant workers' journey and identify specific risks during the recruitment, employment and return. Business enterprises can use the findings to remedy adverse human rights impacts, design stronger human rights policies and improve management systems to address existing and potential risks in a sustainable way. It should be read alongside IOM's Migrant Worker Guidelines for Employers.

ACCESS THE GUIDE AND SUPPORTING TOOLS

 Introduction to the Guide

- [Labour Migration Process Mapping Guide](#) 
- [Migrant Worker Interview Tool](#) 
- [Employer Management Interview Tool](#) 
- [Labour Recruiter Management Interview Tool](#) 

FOR BUSINESS ENTERPRISES THAT

- Recruit, manage or employ migrant workers in their operations and supply chains
- Wish to learn more about the labour migration process and the risks posed to migrant workers
- Wish to align their migrant worker policies and management systems with international standards

THE GUIDELINES CAN HELP BUSINESS ENTERPRISES

- **Identify** the specific risks posed to migrant workers during each stage of the labour migration process
- **Strengthen** business practices, including informing human rights due diligence and remediation programmes
- **Build** stronger and collaborative relationships with business partners and improve overall supply chain transparency
- **Proactively engage and support** migrant workers in the business' operations and supply chains

IOM'S RESOURCES FOR BUSINESS

- Migrant Worker Guidelines For Employers
- Fair and Ethical Due Dilligence Toolkit
- Operational Guidelines For Businesses On Remediation Of Migrant Worker Grievances

-  Aligned with international human rights and labour standards and frameworks on international migration
-  Based on IOM's extensive experience working with governments, the private sector and civil society
-  Developed in consultation with the private sector, civil society, labour migration and human rights experts and migrant workers and their representatives