

This document sets out some of the many ways IOM works with the private sector in the business, human rights, and supply chains context. It is designed to help identify areas of mutual interest and opportunities for collaboration, while providing employers with a deeper understanding of the Organization's strategic objectives and priorities.

Private sector engagement is a cornerstone of IOM's partnership approach on labour migration and migrant worker protection. IOM works with recruitment agencies, global companies, vertical and horizontal supply chain business partners as well as industry bodies, chambers of commerce, and employers' organizations to enhance protection for migrants across the global economy. This work is channelled through a variety of IOM-led projects and initiatives.



IRIS is IOM's flagship initiative to promote ethical recruitment and protection of migrant workers. It is a multi-stakeholder initiative that supports governments, civil society, the private sector, and labour recruiters to establish ethical recruitment as the norm in cross-border labour migration. Read more at iris.iom.int.

CREST is a partnership initiative that aims to realize the potential of business to uphold the human and labour rights of migrant workers in their operations and supply chains. Read more at crest.iom.int.

CORPORATE AND EMPLOYER ENGAGEMENT

- IOM works directly with global companies to provide support across a range of supply chain interventions related to ethical recruitment, labour migration, and migrant workers. These include guidance to (1) strengthen and address gaps in corporate and supply chain policies; (2) enhance due diligence to better identify and address risks that migrant workers face in supply chains; (3) establish and leverage grievance mechanisms to enhance migrant worker protection; and (4) strengthen private sector strategies to improve (inter-jurisdictional) access to remedy for migrant workers. Another, growing area of engagement is (5) guidance to enhance "migrant voice" in supply chains, leveraging the power of longstanding strategies related to orientation programmes, counselling, and Migrant Resource Centres as well as new, tech-based strategies.
- Comprehensive capacity building delivered through IOM's global network of country offices sits at the core of our work. This is based on international standards and tailored to meet the needs of each partner, whether a global brand, supply chain business partner and/or individual workplace (e.g., property, production facility, retail site, farm, or warehouse, etc.).
- IOM also recognises the strategic value of robust, new forms of due diligence. We acknowledge that traditional assessment and oversight strategies have not always led to improvements in conditions and protections for migrant workers and, as such, we have pioneered and scaled new approaches such as labour supply chain mapping, which places the journey of the migrant worker at the centre of supply chain assessments. This strategy looks from suppliers across business relationships with labour recruiters to identify risks for migrants at each step of the recruitment process before they enter the workplace, thus shining a light on previously invisible parts of the supply chain where the potential for exploitation is significant. Training and technical support for social compliance teams, internal auditors, human resource personnel, and procurement teams is a key part of this work.
- IOM helps businesses set up and manage grievance mechanisms to facilitate access to remedy for workers who have been subject to abuse and exploitation. Building on the Organization's protection work and support to local protection actors such as CSOs and public authorities, this includes referral systems for victims of severe exploitation such as forced and bonded labour to access local protection and assistance services.



LABOUR RECRUITER ENGAGEMENT

- IRIS works directly with labour recruiters to help them operationalize internationally recognized principles of ethical recruitment (as established by the [IRIS Standard](#)). Through comprehensive engagement, we support recruiters through an end-to-end capacity building programme specifically designed to help them build and sustain ethical operations. This stepwise approach starts with building awareness and understanding, training, self-assessment, and a gap analysis vis-à-vis the Standard, which is followed by improvements made to recruiter management systems and due diligence. To date, IOM has trained more than 700 recruiters worldwide, building a pool of agencies committed to ethical recruitment and working towards full compliance with the IRIS Standard and [IRIS Certification](#).
- With direct support and encouragement from a global brand or buyer, IRIS facilitates business-to-business dialogue, mutual understanding, and alignment between recruiters and suppliers in countries of origin and destination. This takes the form of joint awareness raising and capacity building sessions as well as tailored guidance to enhance protections for migrant workers as they are recruited, migrate, and become employed. Such work often begins with a pilot project that prioritizes a specific migration corridor and/or supplier(s).

INDUSTRY/STAKEHOLDER DIALOGUE



- Gaps in protection for migrant workers are not only the result of unscrupulous behaviour by employers or recruiters. In some cases, weaknesses in regulation, enforcement and migration governance significantly exacerbate the risks migrant workers face. Collective solutions, therefore, require the active involvement of industry associations, chambers of commerce and employers' organizations to tackle complex problems. With these stakeholders, IOM seeks to foster dialogue, awareness, and commitment where they are needed to sustain and scale industry-wide, cross-sectoral and/or multi-stakeholder interventions.

Examples of this include the tourism and hospitality industry ([IRIS Ethical Tourism](#)), partnership in [apparel/footwear, electronics](#) and with the [International Chamber of Commerce](#), and dialogue in [food and agriculture](#).

- IRIS has also recently launched a new [Global Policy Network](#) to promote ethical recruitment, which brings together policy makers, regulators, and law enforcement officers from around the world to strengthen recruitment regulation, protection of migrant workers, and bilateral and multilateral engagement towards better migration governance. Representatives of the private sector will participate in Network governance and activities to enhance public-private dialogue, representing an important opportunity for the private sector at international, national, and sectoral levels to inform progressive policy making. It is anticipated that this dialogue will lead to greater regulatory coherence between jurisdictions, stronger protections for migrant workers and a reduction in administrative inconsistencies and challenges related to labour migration, among other important steps.

ENHANCING MIGRANT VOICE AND EMPOWERMENT

- A vital aspect of IOM's approach to private sector and supply chain engagement rests on the centrality of migrant workers themselves and efforts to enhance migrant voice and empowerment. We do this through direct engagement of migrant communities, community leaders, advocates, diaspora groups and other civil society organizations as well as through the promotion of Migrant Resource Centres and other institutional mechanisms that engage migrants throughout their migration journey, inform them with transparency about the recruitment and migration process, notify them of their rights and responsibilities, and provide direct assistance and support, as needed.
- An important pillar of this work are migrant training and orientation programmes, which provide migrant workers with robust awareness, information, and guidance at key points in their migration journey. These programmes target migrant workers at pre-employment, pre-departure, and post-arrival stages to prevent information asymmetries and enable migrant workers to take informed decisions and action. This approach is complemented with strategic and technical guidance that can be leveraged to enhance existing communications and technology solutions, such as hotlines, smart phone applications, and the use of social media.

