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## **CREATING GOOD BUSINESS PRACTICES CONCERNING MIGRANT POPULATIONS**

### Migration statistics

- In 2013, 232 million people, 3% of the world's population, were living abroad.
- An additional group is 763 million internal migrants, people living within their own country but outside their region of birth.

### Migrant populations drive growth and development

- Both countries of origin, many of whom rely on remittances, and destination countries, who derive financial benefit from the labor of migrant workers, need to adopt good migration policies
- Migration offers people opportunities for access to employment, acquisition of skills and improvement of life conditions

### ILO Declaration on Fundamental Principles and Rights to Work (1998)

- Commits Member States to promote principles and rights of collective bargaining, the elimination of compulsory labor and discrimination in respect to employment particularly in special needs groups such as migrants

### UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

- This Convention, which came into force in 2003, has only 38 signatories and 47 parties, none of them in developed countries.
- There is a lack of adequate regulation, monitoring and redress in migration processes.

### The migration process is often marked by human rights abuses and inequalities

- Poverty, lack of opportunity, persecution and conflict are factors that may make migration necessary or desirable.

- Weaknesses in the migration process can allow unscrupulous brokers, criminal networks and employers, sometimes with a blind eye from government, to exploit migrants.
- There is a particularly high demand for unskilled inexpensive labor in domestic service and caregiving. Migrant domestic workers are mainly women, who are often unseen and outside any existing labor protections.

#### Demand for cheap labor fuels human trafficking

- The US Government estimates that 800,000 men, women and children are trafficked across international borders; millions more are trafficked within countries.
- Migrants, especially the undocumented and children, are frequently trafficked for labor.

#### International Framework for Business To Protect Migrants from Trafficking and Exploitation

- The UN Global Compact is comprised of over 12,000 corporate partners and other stakeholders in 145 countries who voluntarily “embrace, support and enact” human rights, labor standards and anti-corruption policies. Partners report on their efforts annually to the UN, but there is no independent monitoring and verification mechanism and little enforcement or consequences.
- The UN Guiding Principles for the Implementation of the United Nations’ “protect, Respect and Remedy” Framework charges businesses to avoid causing adverse human rights impacts through their activities and to mitigate any such impacts directly linked to their work.
- The International Labour Organization’s Declaration on Fundamental Principles and the Right to Work “emphasizes that all rights afforded to non-migrant workers should apply equally to migrant workers.”

#### Good practices for business to guard against trafficking of migrants

- Work with governments and others in the private sector to establish a “critical mass” of non-exploitive labor brokers so migrants have a clear choice in seeking employment
- Train managers in all segments of the supply chain to recognize and report any labor and human rights abuses of migrant workers
- Institute top down and bottom up checks of supply chains
- Support labor standards that protect the human rights of all regular and irregular migrant workers including fair wages, safe working conditions, the right to organize and access to redress
- Refuse to buy from suppliers who cannot substantiate that their components are produced without forced labor.