

MICIC & THE PRIVATE SECTOR

Working together to empower migrant workers

October 2024 | Developed by the Migrants in Countries in Crisis Unit and the Private Sector Partnerships Division with contributions from IOM Brazil ©IOM Chad. 2018. Migrant entrepreneur

Migration is, and has been for centuries, a cornerstone of development, prosperity and progress for many. Equally, comprehensive solutions to the world’s biggest challenges – from poverty and inequality to climate change and conflict – are all inextricably linked to migration [IOM Strategic Plan 2024-2028]. The United Nations Migration Report estimates that there are about 281 million international migrants in the world, which equates to 3.6 per cent of the global population.

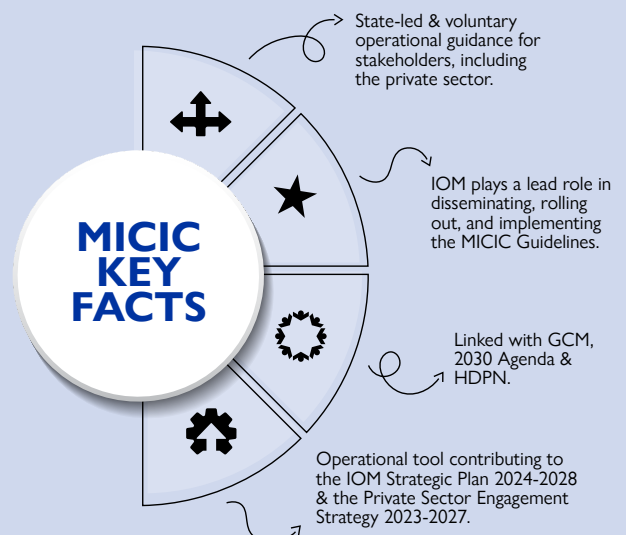
In this ever-changing, complex landscape, the private sector stands as a pivotal force and an indispensable partner to the International Organization for Migration, IOM - UN Migration, with its unique expertise and resources for protecting migrant employees, tackling emergency response efforts, and contributing towards sustainable development.

WHAT IS MICIC, MIGRANTS IN COUNTRIES IN CRISIS?

The MICIC framework comprises cross-cutting principles drawn from international law, voluntary and non-binding guidelines, practices, and operational tools. It serves to inform and guide stakeholders’ efforts to protect migrants in countries affected by conflict or disasters, across all phases of a crisis - with the private sector playing a key role in each of them.

KEY TAKEAWAYS

- Consultations with the private sector marked the inaugural stakeholder meetings organized as part of the MICIC initiative and were convened in Geneva in December 2015. The private sector is referenced across all three MICIC overarching areas: crisis preparedness, emergency response, and post-crisis action.
- Private sector actors are well-placed and often crucial for protecting and assisting migrant employees caught in crisis. The MICIC Guidelines provide the private sector with a blueprint to ensure that migrant employees are protected.
- Recognizing and enhancing the junction between the private sector and the MICIC Guidelines and tools refines the emergency planning and response, ensuring that migrants are not left behind when crisis strikes.



MICIC & THE PRIVATE SECTOR A PATHWAY TO PROTECT MIGRANT EMPLOYEES

The private sector is well-placed and crucial for protecting and assisting migrant employees before, during, and in the aftermath of crises. Through MICIC, IOM fosters collaboration, leveraging private sector expertise to safeguard migrant workers at every stage of crisis.



Crisis Preparedness

Employers, recruiters, and placement agencies play a crucial role in crisis preparedness by empowering migrants by contributing to ethical recruitment processes on their migrant workers (i.e. within the legal provisions) and integrating migrant-specific provisions into their contingency and workplace evacuation plans (e.g. establishing clear communication channels, for instance, call centres).



Emergency Response

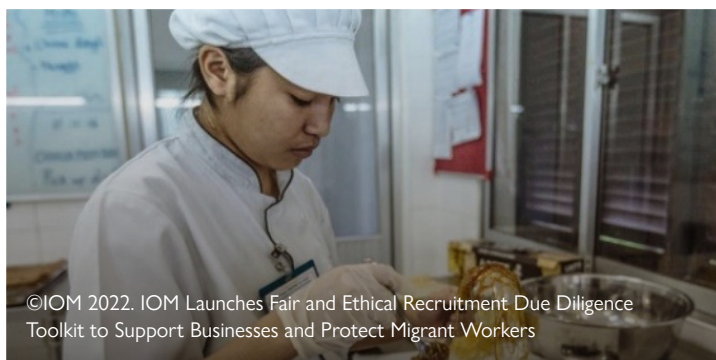
In emergencies, migrants need immediate access to their documents and support for evacuation and relocation. This includes paying outstanding wages and coordinating with consular services. The private sector can collaborate with humanitarian actors such as IOM to offer assistance to waive fees and facilitate necessary services such as transportation, accommodation, and medical care.



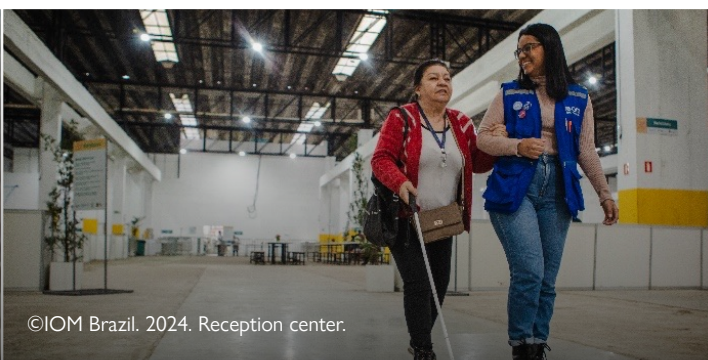
Post-crisis Action

After a crisis, the private sector can help with the reintegration of returned migrants by facilitating, for instance, employment opportunities. Concerted efforts are essential for all stakeholders to ensure the migrant employees' wellbeing and transition back into the workforce.

CONNECTIONS IN PRACTICE



©IOM 2022. IOM Launches Fair and Ethical Recruitment Due Diligence Toolkit to Support Businesses and Protect Migrant Workers



©IOM Brazil. 2024. Reception center.

IOM & APPLE

IOM and Apple have built an innovative partnership that has significantly transformed IOM's operational landscape. Pursuant to the MICIC Guidelines, the strategic partnership helps conduct comprehensive due diligence in supply chains and equips stakeholders with tools to ensure fair and ethical recruitment.

IOM, SESC/FECOMERCIO & GOVERNMENT

The floods in Rio Grande do Sul in 2024 affected over 2.3 million people, and displaced some 700,000. To help, IOM Brazil, grounded in the MICIC Guidelines, together with the private sector and local government, established three Humanitarian Reception Centres, offering up to 2,400 people housing and essential services.

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INFOSHEET

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