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Migrant Worker

A person who is engaged or has been engaged in a remunerated activity in a state of which he/she is not a national.

169 Million Migrant Workers in the world. (99 million men / 70 million women)

5% of Global Workforce

Meaning 1 in every 20 workers is a migrant worker











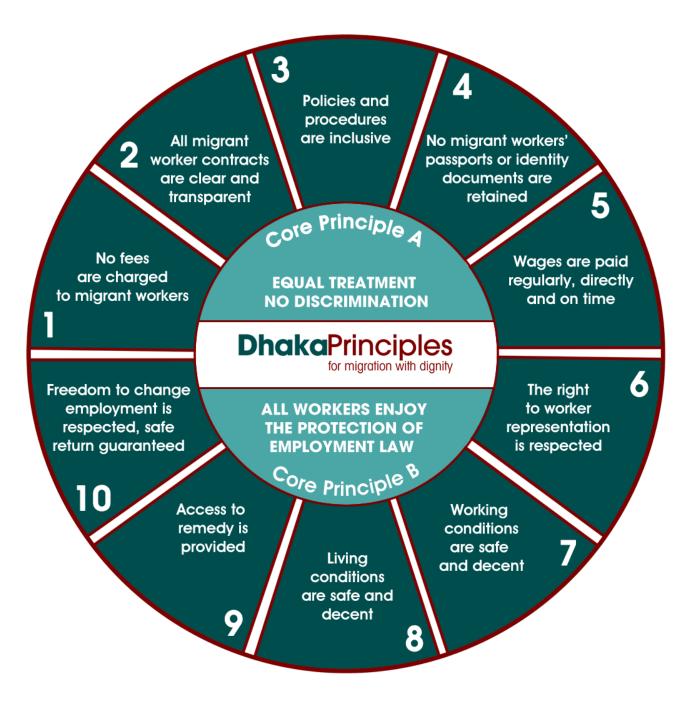












Remittances



In 2021 Migrant Workers remitted \$589 Billion to Developing Economies

Social Remittances: Training, skills, language, experience, entrepreneurism





Private Sector Response Humanitarian assistance:

- 5.3 million have fled and 7.7 million are internally displaced
- 300,000 third country nationals now in neighbouring countries
- Composition snapshot (Poland): majority are women with children, 60% with university degrees
- Profile and needs differ from Ukrainian labour migrants, but some similarities as we look to employment
- Immediate humanitarian assistance (shelter, food, clean water, medical aid, etc.)
- Social assistance: permanent housing, psycho-social support, ongoing medical support, childcare and access to education, community and social inclusion
- Financial and economic support: employment and livelihood opportunities
- Labour market inclusion: language training, skills profiling and assessment, job/skills training, housing opportunities (with family members), flexibility in working time and arrangements

Private Sector Response Labour Migration:

- Ukraine had very high numbers of its citizens working abroad before the war
- 90 days work in EU allowed / 3 million Ukrainian migrants in Russia
- Ukrainians employed in a range of sectors :Agriculture, construction, hospitality, care etc
- Proactive support, job placement for Ukrainians
- Joint guidance for employers (ICC & IOM) Security, health, well-being Jobs, livelihoods, employment rights & protections Social inclusion, community integration Financial, digital inclusion Supply chain due diligence

Private Sector Response Labour Migration Challenges:

- Many male Ukrainians have not taken up positions
- Many have left employment to return to Ukraine and fight
- Suitability of employment
- Operational impacts
 - Manpower shortage
 - Manpower management
 - Separating different nationalities in workforces
 - Families
 - Remittances

Importance of maintaining existing ethical standards in a crisis – no undercutting, no discrimination.



ICC / IOM Guidance for Business

https://iccwbo.org/publication/what-can-business-do-tosupport-people-displaced-by-the-conflict-in-ukraine/

IHRB From Red to Green Flags

The Corporate responsibility to respect human rights in high-risk countries

<u>https://www.ihrb.org/focus-</u> <u>areas/commodities/commentary-red-green-flags-</u> <u>corporate-responsibility</u>



What can business do to support people displaced by the conflict in Ukraine?

Since the start of the conflict in Utrainie on 24 February 2022, over 5 million people where if Utrainia and consent into neighboring countries; as of April 25, over 27, million people have been internally eligibaced². At her conflict intensities and the number of eligibaced people increases, the focus of the global community on short-term humanitaria assistance will be accompanied by pioserterm, sustainable esistance aimed at the successful inclusion of displaced people into host communities, including employment and income-generating opportunities.

Under the Euclement-Union's Tempory Protection Directive[®] (2) Member State are owned to provide mediate scapes of a derivatiment for University of Hogels, etc. (2) Annotes and the state of the state of the state of the state from tempory protection have the members (right to neuron der pair residency calculate). The state of the state of the state and Statestrain, and by extension the neglitic employment. Naming healthcare and Statestrain, and by extension the neglitic employment, Naming healthcare and Statestrain, and by extension the neglitic employment. The statest are content to a construstation.¹ Benderican of the neglitic employment, Naming healthcare and scotterming register.

Ukaravars in different ways. This resource provides comprehensive, practical guidanc on the immediate and medium-term steps companies can take to respond to the conflict and the resulting displacement.

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