

Good Morning Ladies and Gentlemen,

It is such an honor to be here today. First of all, I would like to thank Azzouz Samri, the Head of Governing Bodies Division at IOM for the invitation. I was honored to contribute our view from private sector's perspective and shared our experience which helped develop the Guidelines as a continuation from the meeting last year at the US Mission to the UN here in Geneva. The private sector plays a vital part in employing a large number of migrants worldwide and our input is essential.

As you all know, Marriott is a leading global lodging company with nearly 5,700 hotels in 110 countries. We employ more than 400,000 individuals (whom we refer to as associates) worldwide. The reason we call our employees "associates" is because we treat them equally regardless of their position in the hotels, place of origin, or religion. In the Middle East, the majority of our staff are migrant workers. That is why I was very grateful to be a part of the conference in Geneva to help develop this Guidelines and to share our experience back in 2011 when

we evacuated 210 associates of over 20 nationalities, out of Tripoli.

We opened the JW Marriott Hotel Tripoli just days before the civil war in Libya began. As intense fighting broke out, the hotel's management team quickly realized the need to evacuate the few guests who were in the hotel, as well as the staff. The evacuation was coordinated by the Marriott regional operations team in Dubai and the senior leadership crisis team at our headquarters in Washington. To prepare for the evacuation, management ensured that the migrant employees were able to confirm how, and to where they would be evacuated. The management team also needed to verify that all evacuees possessed the necessary travel documents and exit visas. Evacuation by boat was not possible due to inclement weather at ports. Many commercial airlines had suspended flights in and out of Tripoli. Some flights were not able to land or provide sufficient space for our guests and migrant employees to board. As a result, Marriott chartered a plane from Royal Jordanian Airlines and was able to obtain the requisite permit for the plane to land in Tripoli.

We had pre-arranged a transit stop for the evacuees in Amman, Jordan; which necessitated arranging transit visas for several of the migrants. We were able to coordinate the necessary documentation in advance with assistance from Jordanian immigration officials who expedited the issuance of the required visas. Despite the uncertainty, Marriott's efforts during the Tripoli evacuation succeeded at keeping guests and migrant associates safe.

These are some areas from the Guidelines that I would like to highlight based on private sector's perspective:

- **Role of employers pre-, during-, and post-crisis**

Employers can and should support migrant workers in crisis – either for support in place or evacuation where needed. Even small or individual employers can do simple things that make a difference such as;

- Encouraging workers to register with their consulates or other migrants with the same nationality;
 - Returning and not holding identity documents;
 - Keeping emergency numbers and consulate contact information;
 - Providing access to phones or internet to contact consulates and their families;
 - Paying owed wages;
 - Getting insurance.
- **Collaboration with local government, US government and governments of countries of their origins are the key.**
 - Coordinate on crisis levels and travel advice so migrants of different nationalities don't get conflicting advice;
 - Make efforts to register their citizens abroad;
 - Be open to negotiating or waiving exit and transit visas;
 - Share information and alerts - like OSAC does;

- Provide access to services or share services.

Employers should always be involved, as resource or otherwise in these initiatives because they have such a significant impact and role to play.

Marriott has recently acquired Starwood hotels. We are now the largest hotel operator in the world. What does that mean to migrants? There will be more job opportunities for them around the world where they can continue to pursue employment opportunities without fear, be who they are, and reach new achievements along their career paths. Our company was founded by the Marriott family and their philosophy has always been “Take care of associates, and they will take care of customers, and the customers will return.” Marriott still holds true to that core philosophy. Ladies and gentlemen, I am very excited about the Guidelines and I am honored to be a part of this worthy effort. Thank you for giving me the opportunity to contribute to this endeavor.