

MIGRANT WORKER POLICY

A FU⁺UREPLUS GUIDE

WHAT IS A MIGRANT WORKER POLICY?

A migrant worker is a person who comes to work in one country from another country, or from one region to another within the same country where they are a national for specific purposes of employment. They might have come to take up skilled, seasonal, or other work through visas or work permits. Migrant workers may intend to return to their home country after a set period of time, or may be on a pathway to residency or citizenship.

Migrant workers play a vital role in many economies around the world. They often work in low-wage, high-risk industries, and can be vulnerable to exploitation and abuse. Businesses have a responsibility to protect the rights of vulnerable migrant workers, as well as providing support and guidance to all migrant workers who are relocating from one region or country to another.

The first step in achieving this is to develop and implement an effective Migrant Worker Policy. A Migrant Worker Policy should outline your organisation's commitment to protecting the rights of migrant workers. It should cover all aspects of the employment relationship, from recruitment to termination.

YOUR POLICY



An effective Migrant Worker Policy will serve to demonstrate your organisation's commitment to ethical and responsible business practices, and to respecting the rights of all workers, regardless of their nationality.

It can also help to protect your company from legal and reputational risk, as well as attract a wider talent pool.

- **Be consistent.** Identify all applicable laws and regulations in your country/countries of operation. This includes both domestic laws and international standards, such as the International Labour Organization's [Convention on Migration for Employment](#).
- **Be clear and concise.** The policy should be clear, concise, and easy to understand, and translated into different languages where applicable.
- **Be comprehensive.** The policy should cover all aspects of the employment relationship, from recruitment to termination.

WHAT SHOULD THE POLICY COVER?

+ ETHICAL RECRUITMENT

Cover payment of recruitment fees, employment contracts, pre-departure and post-arrival training, arrangements for legal documents (ID cards, visas, work permits etc.) and commitment to equal treatment, anti-harassment, and protection of human rights.

+ HIRING ARRANGEMENTS

Cover arrangements for payment of wages, relocation budgets and policies, and details of any other benefits, including legal and immigration support.

+ WORKING CONDITIONS

Outline details of working conditions, accommodation arrangements, health and safety protocols and training.

+ WELL-BEING

Cover health care provision, grievance and whistleblowing mechanisms, freedom of movement information, training and orientation programmes specific to languages and cultures, including any community engagement programmes you have in place.

+ CONTRACT TERMINATION

Use this section to outline your relocation/repatriation policy and contract termination information, such as costs, final wage payments, personal documents and notice periods.

+ CONSULTATION AND REVIEW

State how the terms of the policy will be monitored and how frequently results will be reviewed and assessed, including details of intended stakeholder engagement.

OTHER THINGS TO CONSIDER

1

Migrant workers can face **language and cultural barriers**, which can make it difficult to understand basic rights and access support. A Migrant Worker Policy should be **translated into the languages spoken by migrant workers** and communicated to in a way that is easy to understand.

2

Provide **training** on the policy to supervisors and managers, in order to embed the policy within your operations and ensure **the highest standards are understood and upheld** across your organisation.

3

Migrant workers should have access to **information about support services** if they are exploited or abused. A Migrant Worker Policy should identify any **relevant support services** and provide migrant workers with information on how to access them.

NEED MORE HELP?

As an additional service we can supply a structured template for a Migrant Worker policy. We also offer consultancy services if you would like more comprehensive support.

Please let us know if you would like more information – we would be happy to provide a quote: team@future-plus.co.uk

