

Health and Safety

Employing Migrant Workers

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Migrant workers

come here to work - possibly a year or more

Immigrants

come here to settle

Asylum Seekers

fleeing persecution but awaiting permission to stay

Refugees

Successful Asylum Seekers

Why employ migrant workers?



- **Fill skills gaps - YES**
- **A willing workforce - YES**
- **Cheap labour – NO!**

What are the issues?



- Legislation regarding the employment of migrant workers
- Cultural issues
 - Language issues
 - Integration
 - Bullying and harassment
 - Other discrimination
 - Cultural differences
- What help is there?

Employing migrant workers



- **Legislation is very complex – if in any doubt, seek advice**
 - Variety of schemes available
 - Checking eligibility
 - Who is the employer responsible?
 - Apply the same criteria to all applicants
- **Help Available (see final slides)**
 - Home Office EURES
 - Euro Info Centre
 - Legal opinion

- **Must be able to read H&S notices etc.**
- **Must be able to understand reasonable instructions and report problems**
- **Employer help in meeting these standards**
 - Standard required will vary from job to job
 - ESOL provision (Time off and funding?)
 - Provision of interpreters/leaflets?
- **Help available**
 - Regional Language Network - www.rln-yh.com
 - LSC - www.lsc.gov.uk/Regions/YorkshireHumber

- Fear of migrant workers – training required?
- Mixed teams v separate teams?
- Induction
 - Travel to work
 - Accommodation
 - Medical care etc.
 - Toilet facilities
- Can all affect image

Bullying and harassment



- Is defined by the recipient
- Is a form of discrimination
- Affects performance and image
- Can lead to wider problems between groups of staff
- Can work both ways

Other discrimination



- Legislation (particularly covering race and religion)
- Direct and indirect discrimination
- Victimisation
- Positive action v positive discrimination
- Employment, induction, training, pay, hours, holidays, work allocation, appraisal, promotion, dismissal etc.

- Differences in working methods
- Standards of work
- Equivalent qualifications
- Apply monitoring, discipline and grievance procedures equally - but with sensitivity

Other help available



- **Acas Helpline - 08457 474747**
- **Home Office Employers Helpline - 0845 010 6677**
- **www.homeoffice.gov.uk**
- **www.ind.homeoffice.gov.uk**
- **www.workingintheuk.gov.uk**
- **www.bradford.gov.uk/euroinfocentre**
- **www.employingmigrantworkers.org.uk**
- **Specialist UK solicitors.**

Thanks



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