

SUMMARY

COMMON CHALLENGES AND RISKS EXPERIENCED BY MIGRANT WORKERS AT ALL STAGES OF LABOUR MIGRATION

This overview follows the labour migration process outlined in [IOM's Migrant Worker Guidelines for Employers](#). In line with the steps outlined in the component on human rights due diligence, this overview is designed to support the employer's risks identification and assessment process. Part 3 of this guidance on managing the labour migration process will support the employer in identifying practical steps to address these common challenges and risks experienced by migrant workers.

Start ▶



SUMMARY:
COMMON CHALLENGES AND RISKS EXPERIENCED BY MIGRANT WORKERS AT ALL STAGES OF LABOUR MIGRATION



[< Previous](#) [Next >](#)

- Recruitment carried out by unlicensed or unauthorized subagents and/or labour recruiters
- Worker-paid recruitment fees and related costs, linked to financial loans with high interest rates and potential debt bondage
- Lack of transparency and/or inaccuracy of terms and conditions of employment
- Inadequate information about wage payments and deductions
- Discrimination during the screening and interview process
- Passports or other personal documents withheld from the start of recruitment, leading to potential unfree recruitment
- Inadequate or no employment contracts
- Contract substitution, where their original employment contract is later replaced with a contract with less favourable terms and conditions
- Wrong type of visa or no visa when travelling to the country of destination
- Unsafe conditions of transportation and/ or lodging during migration/ deployment
- Breaches of privacy, including the disclosure of personal information without consent

SUMMARY:
COMMON CHALLENGES AND RISKS EXPERIENCED BY MIGRANT WORKERS AT ALL STAGES OF LABOUR MIGRATION



◀ Previous Next ▶

- Limited information about workplace rights and lack of cultural knowledge at the destination country
- Discrimination (including xenophobia), harassment or violence at work (including gender-based violence, sexual harassment and abuse)
- No or limited access to freedom of association or collective bargaining
- Unequal and/or incorrect pay, excessive and/or forced overtime and inadequate rest time
- Unlawful wage deductions and involuntary saving schemes
- Work coercion through the withholding or late payment of wages, withholding of personal documents and/or recruitment related debt
- Exclusion of migrant workers from standard company health and safety training
- Retention of personal documents (including passports and identity cards)
- No freedom of movement beyond the workplace and accommodation
- Unsafe, unhygienic and overcrowded accommodation
- No or unequal access to health services and/ or social protection

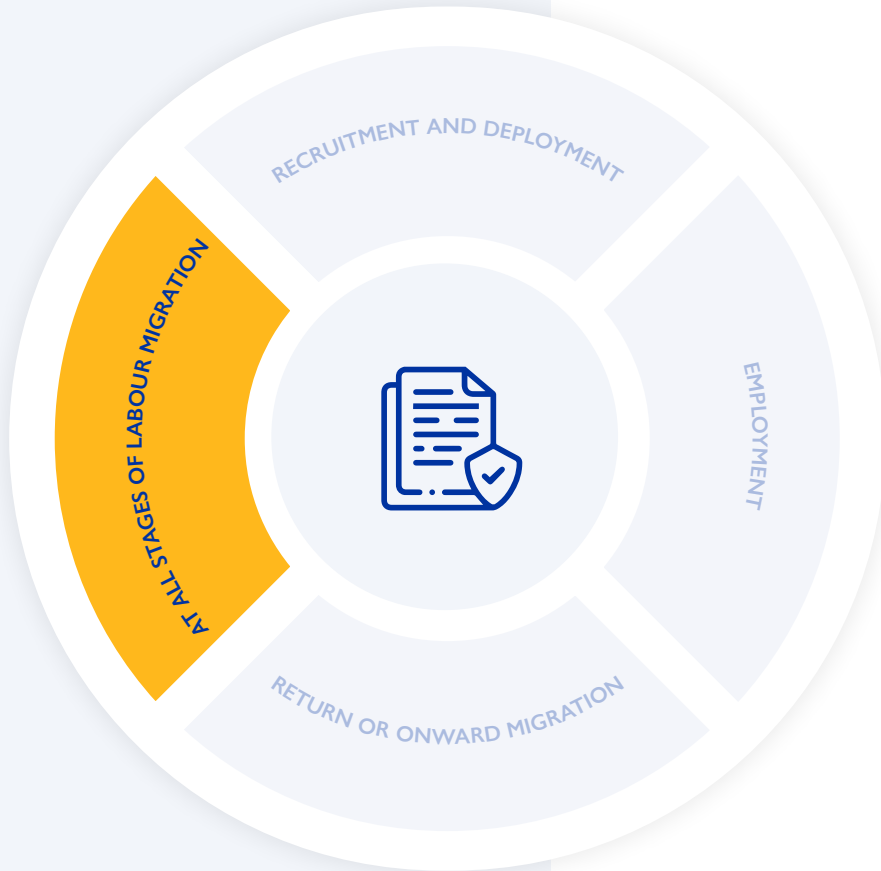
SUMMARY:
COMMON CHALLENGES AND
RISKS EXPERIENCED BY
MIGRANT WORKERS AT ALL
STAGES OF LABOUR
MIGRATION



◀ Previous Next ▶

- Unfair dismissal or termination of employment
- No freedom to terminate employment or change employer
- Involuntary return where applicable laws require the return of pregnant women migrant workers
- Non-payment of outstanding wages and benefits during return (especially in situations of crisis)
- Remaining financial debt in case of unsuccessful labour migration
- Lack of support to travel home in a safe and orderly manner
- No or limited access to return and reintegration or onward migration information and support services
- Stigmatization of migrant workers returning after unsuccessful labour migration
- Difficulty when attempting to re-enter the local labour market due to skill mismatch

SUMMARY:
COMMON CHALLENGES AND RISKS EXPERIENCED BY MIGRANT WORKERS AT ALL STAGES OF LABOUR MIGRATION



◀ Previous

Next ▶

- Social isolation, mental stress or depression due to language barriers, discrimination, separation from support networks and remote accommodations
- Lack of safety, health, labour and social protections during crisis situation (for example during COVID-19)
- Increased risk of exploitation and abuse
- No or limited access to remedy when human and labour rights are violated during recruitment, deployment, employment and return
- Severe human and labour rights violations, including human trafficking and forced labour, which can occur when several of the above factors are present