

**Principle 8**

**LIVING CONDITIONS ARE SAFE AND DECENT**

**Migrant workers should enjoy safe and hygienic living conditions, and safe transport between the workplace and their accommodation. Migrant workers should not be denied freedom of movement, or confined to their living quarters.**

Migrant workers' dormitories or shared accommodation are often cramped and unsafe, and may lack privacy or basic hygiene. Migrant workers, particularly women, may be confined to their living quarters or denied freedom of movement outside working hours. Where employers do not provide safe transport between living quarters and the workplace, migrant workers may face harassment or detention by local authorities, as well as physical or psychological abuse while travelling to and from work.

Migrant workers frequently have minimal leisure and recreational opportunities outside of work. They often receive little support (if any) in helping them adjust to the local culture or environment, or in dealing with being separated from their families and homes, which can have detrimental effects on their physical or mental health.

**IMPLEMENTATION STEPS**

- Migrant workers should be able to choose whether to live in company-provided housing or to make their own living arrangements. Where migrant workers decide not to live in company housing, the employer should provide them with clear information in a language each worker understands on accommodation options and details of transportation to and from the workplace.
- All accommodation provided by the employer to migrant workers should be safe, clean and hygienic, with potable and running water, adequate sanitary facilities, as well as temperature-control equipment where necessary. Workers should have adequate personal space and some privacy. Buildings should meet all laws concerning multiple occupancy dwelling and local building regulations.
- Employers should make provision for safe travel between company housing and the workplace where needed. This should include safe transport for women, particularly after dark.
- No employer or landlord should confine migrant workers to their living quarters or restrict their freedom of movement outside of working hours. Security personnel should not impede migrant workers' ability to come and go. Any restrictions on freedom of movement resulting from legal requirements or as a result of legitimate security concerns should be set out in the employment contract.
- Employers should take account of migrant workers' dietary needs related to health or religious requirements, and make appropriate meals available in dormitory canteens.
- Employers should provide or facilitate access to social and leisure activities for their migrant workforce. Migrant workers living in company-provided housing should have access to recreation facilities.