

Migrant worker vulnerability



Migrant worker

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Labour recruiters

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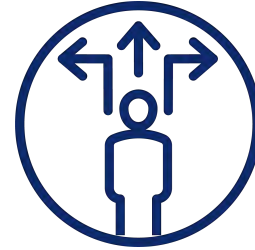
Risk

- Language and cultural barriers
- Leaving family and support networks behind
- Discrimination and social isolation
- Lack of awareness of their legal rights and protections
- Employer-specific work visas
- Fear of deportation
- Lack of access to remedy (especially after return)
- Migration costs

Common recruitment-related abuses



Charging recruitment fees and costs to workers (often excessive leading to debt bondage)



Restricting workers' freedom of movement



Lack of transparency about the job on offer and recruitment process, including cases of contract substitution



Providing workers with **no or limited access to effective grievance mechanisms or remediation**



Withholding of personal documents, e.g. identity documents, deeds to land, bank documents etc