

Migrant Workers: Employee Factsheet

What is a migrant worker?

People who have been working in Great Britain (GB) in the last twelve months, and have come from abroad to work within the last five years. They can contribute to a more vibrant and interesting workplace for everyone, but it is worth considering some potential problems that can affect them and you.

Did you know?

- That rates of migrant workers coming to the UK have fallen in recent years
- that both you and your employer have legal duties to take reasonable care for the health and safety of workers from overseas who could be affected by what you do at work.

Identify the risk

- Do you work with people who do not speak your language very well?
- do you work with people who come from different cultural backgrounds?
- is it possible that some people you work with have not understood instructions or training very well?
- is it possible that some people do not understand safety signs or signals due to language or cultural differences?
- if you work with people from overseas, do they seem to be affected by their work any differently to you?
- are there any problems caused by workers from different cultures not working together effectively?
- could any misunderstandings or lack of communication cause danger, e.g. in an emergency, or while using machinery?

Controlling the risk

- Help your fellow workers understand signs and signals
- provide guidance if migrant workers appear to not be following safe working methods or not following instructions
- if necessary, report any significant danger immediately to your manager
- be tolerant of different standards of behaviour, eg workers who seem more critical or quiet
- ask if your work colleagues need help with forms or bills
- be vigilant for any signs of bullying or harassment and let your management know
- get to know any fellow workers from overseas and let your manager know if they seem to become ill or injured
- help workers from overseas report accidents, incidents or other problems
- help people to find help in order to find accommodation and deal with landlords for example from the Citizen's Advice Bureau or your HR Department.

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