

- ◆ Seek clarity when unsure about your role, rights, or workplace policies.
- ◆ Do not be afraid or ashamed to advocate for yourself.
- ◆ Know your rights—read and understand company policies and procedures.
- ◆ Actively engage with your trade union to stay informed and protected.
- ◆ Be yourself and avoid conforming to the status quo if it conflicts with your values.
- ◆ Maintain a positive outlook and remember your inherent value and worth.

Promoting Equality

- ◆ Avoid biases, stigma, and discrimination in all workplace interactions.
- ◆ Implement and enforce strict policies against bullying and harassment.
- ◆ Foster an inclusive environment by accepting and appreciating the values, perceptions, and diversity that migrant employees bring to the workplace.

Promoting a Culture of Mental Wellness

Open Dialogue and Awareness: Encourage conversations about mental health to reduce stigma, provide mental health resources, and raise awareness through training, campaigns, and events.

Supportive Environment: Foster a safe and inclusive workplace where employees feel comfortable discussing mental health concerns, with managers leading by example.

Work-Life Balance and Flexibility: Promote work-life balance through flexible schedules, regular breaks, and reasonable workloads to reduce stress and prevent burnout.



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BPSU Migrant Workers Committee

*Supporting Migrant Workers:
Advocating for
Fair Treatment and Equality*



Supporting Migrant Workers

International migrant workers comprise almost 5% of the global workforce but remain especially vulnerable to low wages, unsafe working conditions, discrimination, and trafficking. (*International Labour Organization, Global Estimates on International Migrant Workers, 2021*).

Supporting Migrant Workers

Who is a Migrant Worker?

A migrant worker is someone who either is engaged, has been engaged, or will be engaged in remunerated work in a country or state where they are not a national. Migrant labor often involves individuals, families, or communities relocating from abroad to work. Migrant workers significantly contribute to economic growth in their host countries while bringing back valuable skills to their home countries and sending remittances that support families and communities.

Key Resources:

International Labour Organization (ILO)
Fair Recruitment Toolkit

Institute for Human Rights and Business:
Migration with Dignity

United Nations Declaration of Human Rights

Bermuda Public Services Union (BPSU) and other unions' - policies and Collective Bargaining Agreements

Challenges faced by Migrant Workers

Unfair Recruitment Practices: This includes providing misleading job details.

Exploitation: Some workers may face trafficking, forced labor, or exploitation due to

Unequal Access to Rights: Limited access to labor rights, fair remuneration, social security, and trade union representation.

Discrimination and Racism: Migrant workers may face workplace discrimination or exclusion from senior roles and promotions.

Lack of Awareness: Many are unaware of their rights and entitlements, limiting their ability to seek remediation or legal support.

Benefits of Migrant Workers

Diverse Skill Set: Migrant workers bring valuable skills and knowledge from different industries.

Enhanced Problem Solving: Diverse teams foster creative solutions and adaptability.

Employer Branding: Businesses with diverse workforces tend to attract top talent and maintain higher employee morale.

Better Customer Understanding: A diverse workforce helps tailor services and products to a wide customer base.

Culture of Growth: Exposure to new perspectives and experiences enriches company culture and promotes continuous learning.

Know Your Human Rights:

- ◆ Right to equality and non-discrimination
- ◆ Right to freedom from forced labor
- ◆ Right to freedom of movement
- ◆ Right to just and favorable working conditions
- ◆ Right to an adequate standard of living
- ◆ Right to cultural identity
- ◆ Right to an effective remedy for violations of rights

- ◆ Rights to form, join, and participate in trade unions

Supporting Migrant Workers: Advocating for Fair Treatment and Equality

Employer Responsibility

- ◆ Ensure and encourage open communication with migrant workers.
- ◆ Foster a climate of trust, empathy, and support within the workplace.
- ◆ Demonstrate a commitment to the well-being of all employees, including migrant workers.
- ◆ Provide opportunities for training and personal development tailored to their needs.
- ◆ Learn and respect the cultural values of your migrant workforce.

Employee Responsibility

- ◆ Do not isolate—socialize and form new friendships to build a support network.
- ◆ Respect and value others, even when their beliefs or customs differ from your own.
- ◆ Stay connected with family and loved ones for emotional support.
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