

Safety and Hygienic Accommodation

Principle:

Where accommodation is provided, it is safe, hygienic and conditions are acceptable.

Key message:

Workers' housing must be kept clean and well-maintained.

Definition

“the process of hiring workers lawfully and in a fair and transparent manner that respect and protects their rights.”

Why is accommodation important?

- Accommodation is often provided to workers, especially when sites operate away from communities or employ migrant workers.
- Suitable living conditions are important for protecting workers and their families' wellbeing and health.
- Accommodation must be safe, hygienic and offered at a reasonable cost to employees.
- It should also offer privacy and reasonable amounts of personal and family space.
- Everyone has the right to accommodation adequate for their health and wellbeing.

What is expected at sites?

- Risk assessments carried out to identify hygiene and injury hazards.
- Accommodation is of sound construction, with safe

Facts:

- Everyone has the right to a standard of living adequate for the health and wellbeing of himself and of his family, including housing.
- The [ILO Workers' Housing Recommendation](#) states that accommodation should be provided fairly to everyone.
- The [ILO Migration for Employment Convention](#) states that migrant workers receive the same standard of accommodation as non-migrant workers.



Accommodation should be lockable from the inside.

¹ International Labour Organization. (n.d.). IRIS Standard. <https://iris.iom.int/iris-standard#:~:text=Ethical%20recruitment%20means%20hiring%20workers,respects%20and%20protects%20their%20rights.>

electrical wiring.

- Accommodation is separate from work and storage areas.
- There is access to basic services including toilets, bathing and laundry facilities, running water, electricity, and kitchen facilities - these should be hygienic and regularly cleaned.
- Adequate fire prevention and detection, and fire-fighting equipment.
- Safe access to the accommodation and sufficient exit routes.
- Protection from pollution, noise, waste or similar.
- Segregated accommodation for single men and women.
- Potable drinking water is available.
- There is freedom of movement, and accommodation is lockable from the inside.
- There is separation between living areas and work sites to stop children roaming into the production area.
- Where a price is charged for living in accommodation, or for associated services and utilities, the cost must be in line with local prices.
- The cost of products sold at company stores and cafeterias must be reasonable.
- If sites are far from communities, significant effort should be made to provide transport to local communities.
- The average living space is at least 3.6m² per adult for non-dormitory area and 3m² per adult for dormitory area.
- Separate self-contained accommodation is provided for families.
- Lockable wardrobe / storage is provided for valuables and belongings.
- Workers and their families have access to leisure facilities.

How to decide on fair prices and rents?

- Fair prices can be determined by comparing local prices.
- They should be agreed between sites and workers and their representatives.
- They should consist of a reasonable amount of workers' income, and not be used to make profit for the site.

Accommodation for migrant workers

- Migrant and non-migrant works must receive the same standard of accommodation.
- Employers often have to show proof to government agencies that they can provide satisfactory housing to migrant workers.
- Schools, medical facilities and other services should be provided where there are a large number of families, and if the site is remote from other communities.



Safe and hygienic accommodation is important for workers' wellbeing and productivity at sites.



What if accommodation is not safe or prices are unfair? *Additional information and resources*

- If accommodation is structurally unsafe or hazardous, occupants should be moved to temporary accommodation until safe permanent housing is provided.
- Issues with cleanliness and hygiene should be immediately remedied. This may include installing toilets, washing, bathing and plumbing. It may also include recommending a housekeeping schedule for workers to implement.
- Additional housing should be constructed if there is insufficient space, segregation or privacy for families.
- If the cost of rent, services, shops or cafeterias are higher than local prices, these should be reduced through discussion with workers and their representatives.
- The costs of services and goods should reflect local prices, constitute a reasonable proportion of workers income, and not be used to generate profits for sites.

- [ILO Workers' Housing Guidance](#)
- [C097 – Migration for Employment Convention \(Revised\), 1949 \(No.97\)](#)
- [R115 – Workers' Housing Recommendation, 1961 \(No. 115\)](#)

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