

# Tips for Employers of Migrant Workers during the COVID-19 Pandemic

Migrant workers are an essential part of the Thai economy, driving growth and productivity in Thailand's key sectors.

The COVID-19 pandemic increased migrant workers' vulnerabilities to economic shocks and social exclusion. Protecting these workers will be critical to Thailand's recovery from the effects of the pandemic.

As an ethical employer, you can play a vital role in supporting migrant workers during these hard times by not discriminating against them and

## 1. Fulfilling your legal obligations , including but not limited to:

- **Payment of salaries and the provision of other entitlements**, including health insurance, access to the Social Security Fund and sick leave. Migrant workers have the same rights to sick leave as Thai nationals.
  - In cases of business closure, migrant workers are entitled to no less than **75 per cent** of their wage per working day.
- **Notifying the Department of Employment** of migrant workers' dismissal or resignation within **15 days** from the date of the event.
- In cases of contract termination, **comply with the terms outlined in the contract** and:
  - Pay the severance pay upon termination of the contract without reasonable grounds.
  - Return migrant workers' personal belongings and/or documents within three days of their last day of employment.
  - Provide an employment certificate to migrant workers on their last day of employment.
  - Pay all wages due to migrant workers within three days of their last day of employment, regardless of the reason for their contract termination

## 2. Supporting migrant workers with



**Accessing medical care:** Migrant workers can visit a hospital or medical centre where they are registered. Every person who is sick from COVID-19 will receive emergency medical treatment according to the Ministry of Public Health.



**Accessing information:** Migrant workers are likely to face language barriers. **Ensure they can access up-to-date information in their languages** by providing them with a link to IOM's migrant workers' information hub: [www.mitrthai.com](http://www.mitrthai.com)



**Accessing relief support and personal protective equipment:** Provide workers with personal protective equipment to help them protect themselves from COVID-19. If you are aware of any relief support provided by charity or humanitarian organizations, **share this information with migrant workers.**



**Combating hate speech:** Say **NO to hate speech** targeting migrant workers and act in solidarity and compassion.