



Model of Migrant Worker Hostel:

A Technical report by Main Bhi Dilli Campaign



Source:

(Migrant workers walk towards a bus station along a highway on the outskirts of New Delhi, March 29, 2020. | REUTERS/Adnan Abidi)

Main Bhi Dilli is a people's campaign aiming to envision and enable a more inclusive city. It is a collective of civil society organisations, activists, researchers and others who work on diverse issues of housing, livelihood, gender and other rights. Visit www.mainbhidilli.com for more information on the campaign.

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Introduction

Currently, India is facing a huge humanitarian crisis due to COVID- 19. As the long-term impact of COVID- 19 and lockdown situation on urban employment and earnings will depend to a large extent on government measures, one needs to understand how important it is to focus on the plight of the poorest sections of society, particularly migrants who have lost their wages, walked miles to be back home and been dependent on either the government support or NGO relief measures for food and shelter. Due to a lack of affordable rental housing for migrant workers, many are left destitute in the city and hence are in acute distress. On May 12th, people could see a ray of hope when the Finance Ministry announced that under the PM Awaas Yojana and Aatma Nirbhar package, the government will convert government housing complexes lying vacant to be rented out to migrants on concessional rates.

According to many news reports and articles, while COVID-19 have highlighted the need for rental housing in cities, the demand for housing for those workers who do not live in the city permanently, but circulate through it for employment, has been a longstanding one. These mobile and floating populations of labourers are in a state of constant flux, moving between their home villages and different urban work destinations and due to the temporary nature of their employment, it is difficult for them to manage the house. These may include categories like construction workers affiliated with contractors or projects, seasonal migrants doing unskilled and semi-skilled daily wage work and casualised industrial workers.

This technical report focuses on recognising the need for an effective and efficient rental housing mechanism in a form of hostel/ dormitory at an affordable rate for such migrants who live for a seasonal or shorter period of time. We propose that a specific category for migrant worker hostels be added to the MPD 2041 and suggest the mechanisms and processes by which such a scheme could be implemented in Delhi.

Migrant workers in Delhi

The National Capital Territory (NCT) of Delhi is a natural destination for seasonal migrants not only to seek employment and livelihood but also for educational and health opportunities. Affordable housing initiatives in India have focused on ownership and been accessible to those who have local domicile. A lack of affordable rental housing options and the insecure tenure associated with the existing informalized market supply pose significant challenges for low-income migrants. Seasonal migrants often live in slums, open spaces, homeless shelters in

shared rental homes and very often, in worksites or workplaces.



Photo by DNA

The unorganised sector engages more than 90 per cent of the total workforce in the country and contributes almost 50 per cent to the national income of the country (Srija and Shirke, 2014). It is normally regarded as another sector outside the conventional organized formal sector that offers employment and sustenance by engaging in a range of activities, such as construction activities, domestic work, street vending, hawking, local manufacturing and cobbling to mention but a few. Most workers in the informal economy have this in common: they lack legal recognition and protection with nearly no written job contracts; long working hours, low pay, and difficult working conditions with negative consequences on their health and wellbeing, and; rampant child and forced labour, where women are generally made to work in vulnerable, low-paid, or undervalued jobs.¹

According to the NSSO 64th round, about 43% of Delhi's population are migrants, with over half coming from Uttar Pradesh and Bihar, two of India's less developed states. While all migrants to Delhi are from out of state, there is a difference between migrants who come from rural and urban areas. Typically, migrants from rural areas tend to be more employed in manufacturing and traditional services, i.e., trade, hotels, transportation, etc.² In the absence of Census and NSSO data on short-term migration, it is difficult to estimate the number of temporary migrants in Delhi.

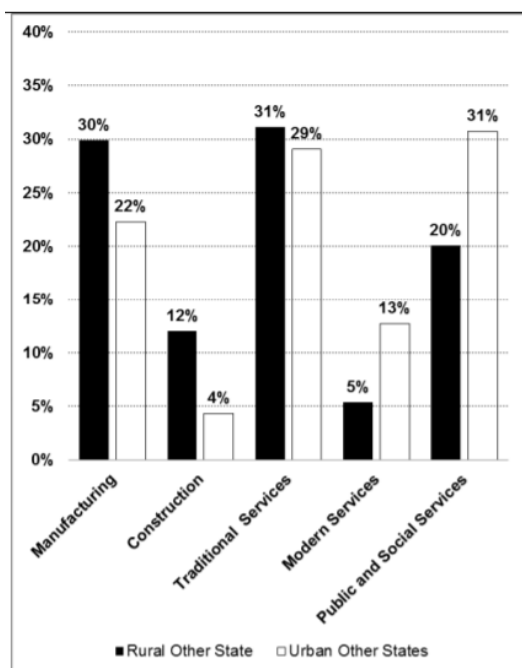
Migrants are an often invisible group in the population, never factored into urban planning nor

¹ Planning Commission, 2012; National Sample Survey Organization, 2012; UN-Habitat, 2015a and b

² Ministry of Housing and Urban Poverty Alleviation- Report on the working group of Migration 2017)

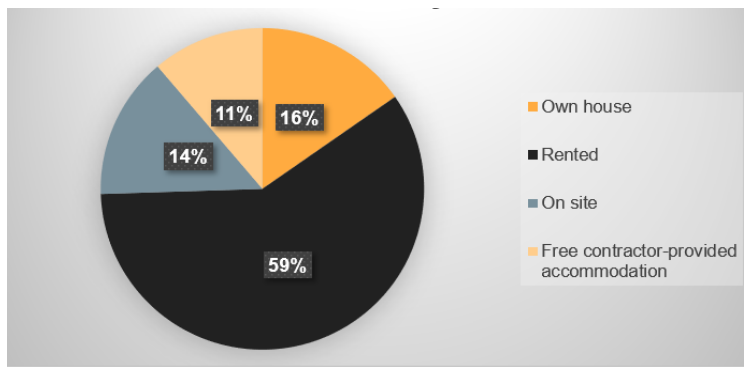
included in the city's population, and rarely counted for either in their villages. There are estimates on their population but no official statistics, with no central registry of migrant workers despite passing legislation 40 years ago to establish such a database³.

Delhi



As per a survey of construction workers in Delhi conducted by the Delhi School of Social work, nearly 60 percent reported living in rental housing, while 14 and 11 percent respectively lived on site or in contractor-provided housing. About 16 percent were homeowners. A survey of industrial migrant workers by IGSSS-IMPRI indicates that over 85 percent live in rental housing. Over 30 and 50 percent reported living in unauthorised colonies and authorised colonies respectively. Moreover, there is a population of 10% who stay in slums and 10% for workers who stay at their worksite.

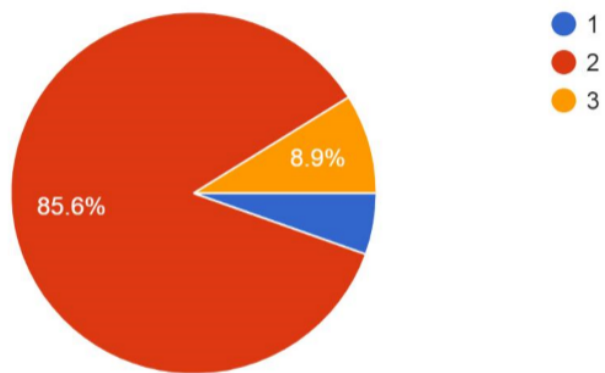
³ S. Roli and Nagraj A, 2020, 'I will never come back': Many Indian migrant workers refuse to return to cities post lockdown, Scroll.in



Source- Delhi School of Social Work study on construction workers in Delhi 2008

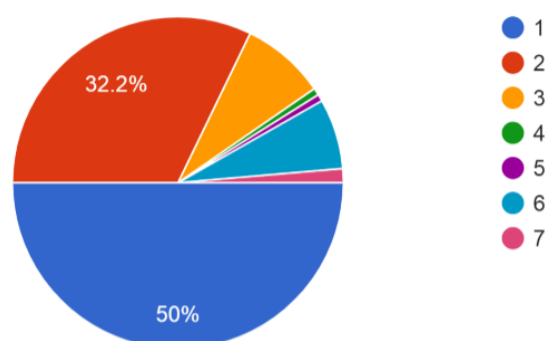
4.6 Ownership (Own-1, Rent- 2, Other-3)

146 responses



4.2 Locality type (Authorized colony- 1, Un-authorized colony- 2, Slum- 3, Village- 4, Night Sh...dustry/work place- 6, Others- 7)

146 responses



Source- IGSSS- IMPRI study on Industrial migrant workers in Delhi 2019

Short-term migrant workers often rent cheap group accommodation close to worksites to save on transportation costs⁴. Others have no option rather than staying at DUSIB homeless shelters. Most often, they live in conditions of congestion and poor light and ventilation. Housing and services quality vary and the de facto form of contract with landlords is nothing more than an oral agreement, which provides tenants no protection in case of evictions or arbitrary rental increases (Naik 2015, 2019). A study by IGSSS- IMPRI states that Migrant/seasonal workers were interested in government regulated and subsidised adequate hostels/dormitories and were willing to contribute INR 1,650 per month for availing the facilities. However, it should be noted that affordability would vary given the fact that we have a variety of work and therefore, there is a heterogeneity in the earnings also.

We believe that a greater focus is required in filling the gap between rental housing and shelters by providing affordable, inclusive and adequately planned Migrant workers' hostels/ dormitories. The workers' hostel will be for those who are willing to pay a certain nominal amount as prescribed by the appropriate government guidelines/ norms.

Migrant workers' Hostels in Delhi

The MPD-2021 as well as Urban And Regional Development Plans Formulation And

⁴ AA IWH IMPRI May 2019 Report on Assessment of the Housing and Living Conditions in Indian Cities: Issues Faced by the Working Poor in Informal Economy

Implementation (URDPFI) Guidelines lay down a land allocation of 1000 sq.m. per 10 lakh people for a working women and men hostel (refer to the picture below). Let's assume that the hostels follow the NULM shelter norm of at least having 5 sq. m. for each person.

For Delhi's population of 200 lakh, this amounts to 20 hostels of 1000 sq. m. each. Using an FSI of 1.2, one hostel will be able to cater to 240 people. In total, for 20 hostels, we will just have 4800 people. This way, in 20 years, we will not be able to accommodate even 1 lakh people.

| | What is there in MPD 2021 |
|---|---------------------------|
| Population/ unit | 10,00,000 |
| Area (in sq. m) per unit | 1000 |
| FSI | 1.2 |
| No. of hostels (Delhi's population is 200 lakh) | 20 |
| No. of people in one hostel | 240 |
| No. of people in 20 hostels | 4800 |
| Total no. of people in 20 | 96,000 |

The blue highlight shows the specifications of Delhi masterplan 2021 document

The yellow highlight shows the estimation on the basis of specifications of Delhi masterplan 2021

The allocations for working men and women's hostels are not only inadequate, they also do not specify livelihood sectors or income groups that are eligible to live in these facilities. Leaving this category open-ended has made it an ambiguous provision. Moreover, the category of seasonal migrant workers that urgently requires reservations because its needs are insufficiently met by the formal rental market, currently has no mention at all in the MPD.

| 9. | Other Facilities (MPD) | | |
|-----|---|------------|--|
| 9a. | Orphanage/ Children's Centre (One each) | 10 lakh | Max. 1000 sqm, subject to availability of land |
| 9b. | Care centre for physically /mentally challenged | 10 lakh | Max.1000 sqm, subject to availability of land |
| 9c. | Working women – men hostel | 10 lakh | Max. 1000 sqm, subject to availability of land |
| 9d. | Adult education centre | 10 lakh | Max.1000 sqm, subject to availability of land |
| 9e. | Night Shelter | 10 lakh | Max. 1000 sqm, subject to availability of land |
| 10. | Socio – Cultural centre/ Exhibition cum fair ground | 10 lakh | 15 Ha (NBC) |
| 11. | Science Centre (MPD, pg 148) | 10 Lakh | As per requirement |
| 12. | International Convention Centre (MPD, pg 148) | City level | As per requirement |

Source: UDPFI Guidelines, 1996 and MPD 2021.

Although several policy measures have been formulated by the Indian government (Annexure 1), there have been a few housing regulatory and legal provisions for migrant workers in the unorganised sector.

Proposal for MPD-2041

- Include a new category of **Migrant Worker Hostel** in the MPD- We strongly recommend the creation of a new category in the MPD 2041 with associated land reservations, expressly in order to create accommodation for short-term and seasonal migrant workers in Delhi, who work in the unorganised sector.
- Suggested number

Delhi Master plan 2021 mentions that for every 10 lakh population, there should be one hostel of FSI of 1.2

The total population of Delhi is 2 crores.

We propose that If instead of 10 lakh population, we make it that of 2 lakh population, we have one hostel, then for 2 crore of population (current population of delhi), we should be having at least 200 hostels in the city having 2000 sqm plot area each.

Now, according to NULM - 5 sq. m. should be allotted to one person in the shelter.

With this, we propose to increase the FSI to 2.0

With this, we will be having 800 people in one hostel.

For 200 hostels, it will be 1,60,000 people

Therefore, in 20 years, it will cater to 32,00,000

| | What is there in MPD 2021 | What should be there in MPD 2041 |
|---|---------------------------|----------------------------------|
| Population/ unit | 10,00,000 | 2,00,000 |
| Area (in sq. m) per unit | 1000 | 2000 |
| FSI | 1.2 | 2.0 |
| No. of hostels (Delhi's population is 200 lakh) | 20 | 200 |
| No. of people in one hostel | 240 | 800 |
| No. of people in hostels | 4,800 | 1,60,000 |
| Total no. of people in 20 | 96,000 | 32,00,000 |

The blue highlight shows the specifications of Delhi masterplan 2021 document (left) and proposed specifications for 2041 document (right)

The yellow highlight shows the estimation on the basis of specifications of Delhi masterplan 2021 document (left) and projected estimation for 2041 document (right)

- Location and distribution of workers' hostels - Delhi Master plan 2041 should provide land reservations for migrant workers' hostels. The hostels should be built in industrial areas, construction sites, near labour chowks and labour settlements. This should be allocated on the basis of the administrative districts of Delhi that have labour and construction sites. Currently, in Delhi, we have 24 industrial sites (a list is attached in the annexure). Apart from this, a spatial mapping and list of labour settlements, chowks and construction sites is also attached.

There is a need to plan a mapping assessment and identification of Migrant Hotspot in collaboration with the Urban local bodies, NGOs, CSOs, trade unions, researchers and other concerned agencies/ authorities so that the hotspots can be identified and mapped especially in the areas where the variety of work/ livelihood is increasing rapidly.

- Design and construction-
 - a. 4000 sq.m. built up area is required for one hostel
 - b. Space for 5 sqm per person must be allocated (NULM guidelines).
 - c. Access to an adequate and convenient supply of free potable water should always be available to workers. Drinking water should meet national/local or WHO drinking water standards and the quality should be regularly monitored.
 - d. 24*7 electricity backup
 - e. Adequate windows for ventilation and natural light should be ensured.
 - f. Rooms/dormitories should be kept in good condition, aired, cleaned at regular intervals and built with the easily cleanable flooring material. Sanitary facilities must be located within the same buildings. Privacy should be taken care of. In collective rooms, only a reasonable number of workers must be allowed to share the same room. Standards range should be from 2 to 8 workers. Adding to this, every resident is provided with adequate furniture such as a table, a chair, a mirror, and a bedside light.
 - g. Facilities for the storage of personal belongings for workers must be provided. Separate storage for work boots and other personal protection equipment, as well as drying/airing areas, may need to be provided depending on conditions.
 - h. An adequate number of shower/bathroom and toilets facilities must be provided to workers. Standard must be 1 unit per 6 persons. This includes a proper care for cleanliness and sanitation.
 - i. Gender specific facilities and requirements such as health, hygiene, transport

etc must be taken care of.

- j. We could construct secure barriers between individual separate beds inside dorms, ensuring privacy, safety, and adequate separation.
- k. The spaces for canteen, cooking and laundry facilities should be constructed. Kitchens should be provided with facilities to maintain adequate personal hygiene including a sufficient number of washbasins designated for cleaning hands with clean, running water and materials for hygienic drying.
- l. Spatial and intangible initiatives should be carried out for people with disabilities.
- m. Recreation facilities and basic collective social/rest spaces should be provided to workers.

(Please refer to Annexure)

- Functioning and management -

- a. A Hostel Management committee must be formed for each hostel with representatives from DDA, GNCTD, municipal corporation, worker unions/collectives, NGOs, contractors and migrant workers.
- b. Access to hostels can be via local NGOs and unions, and contractors/employers of short-term migrants should be able to book spaces for their employees
- c. A finite time period of stay should be fixed for workers in migrant worker hostels. It should not be more than a year. For those accessing the space via contractors/employers, this time period could tally with the duration of their contract.
- d. Workers should be able to access the hostels independently via NGOs and unions, and for that also, a time period should be fixed. A process of getting it renewed must also take place.
- e. A better coordination is required between state policies, workers' welfare boards and the Hostel management committee.

- Reservation for women - Women constitute the most vulnerable section of the urban population. Especially for seasonal migrant working women, there are multiple barriers in pursuing their livelihoods, including lowpaid and undervalued nature of their work. Moreover, the opportunity to go to different cities and work is often restricted by the poor living and working conditions. The threat to personal and livelihood safety can diminish if they are provided with affordable and suitable accommodation at a reasonable rate where living in order to go out and earn livelihood and simultaneously feel normal and safe. This is one of the ways where we can recognise and value the contribution of women and provide them with equal

opportunities. Following can be two options for its provision and it can be decided on the basis of survey.

1. 33% reservation for beds for women in the all migrant workers' hostel
2. 33% reservation of land for migrant women workers' hostels.

Moreover, the allocation of hostels can be dependent on the survey that the concerned authorities should carry out with the help of women and gender based NGOs and unions. This need based assessment/ survey will help in fixing an amount for rent as well.

Reservations should also be made for those vulnerable categories that struggle to find housing, like Dalits, Bahujans, Adivasis, Transgender, religious minorities, etc.

- Easy access to worksite- There is always a preference to provide the shortest direct route from hostel to worksite as this would work in support of the workers in avoiding travelling and incurring transportation expenses. Most of them are interested in government regulated, subsidised and adequate dormitories and hostels around the location. The strategies to make access to the worksite within walking and cycling distance must be adopted. With this, we suggest that the location shall be mapped in the radius of 1-2 mile of their worksite. If far, a plan for the free, safe and convenient transportation facility like morning- evening shuttle must be implemented for their seamless travel.
- Audits- The authorities need to examine the quality of land and spaces before building the hostel. Moreover, timely Social Audits will also ensure that designing and constructing the hostels is not an end in itself but it's also a process of 'test and refinement' of the quality of hostels. The hostel committee must take responsibility for assessing the quality of hostels regularly and keep a check on issues and needs of residents as well.
- A hub for public services and social welfare
 - Registration under acts and schemes- The contractor/ employer shall register and book the beds for their workers. The duty will be not just to comply with all relevant laws, regulations and collective agreements related to employment and working conditions, but also of connecting them with the hostel and assisting in availing the govt. social welfare schemes, policies and initiatives. (Please check the ISMW ACT for the same).

- Data collection- there is no count of seasonal/ temporary migrant workers because of which it becomes crucial to have critical data and enumeration on circular migrants in terms of who they are, where they work, how they are recruited, and where they stay. The Hostel/ dormitory will be a good platform to collect better data and work closely with the government officials who must have their ear to the ground.

- Applications for IDs- The issuance process of IDs and providing rights to benefits and services will become feasible and smooth.

Related case studies for the report

- The Kerala government launched its first residential project 'Apna Ghar Projects', specifically for the migrant labourers coming to the state (Unnithan, 2019). Rs. 8.5 crore was allocated for the project and it has been completed in the Special Economic Zone (SEZ) in Kanjikode, Palakkad. It can accommodate over 600 people. This project was envisaged to provide safe and hygienic hostel accommodation to interstate migrant (ISM) workers on rental basis. Due to the lack of facilities they earlier lived in cramped temporary housing and their cooking, bathing, etc. often took place in the open. The **Department of Labour and Skills** decided to take proactive steps by providing hygienic and safe hostel accommodation at affordable rent instead of depending on the vagaries of the market forces. The Schemes under the Apna Ghar Project are proposed to be implemented in areas across Kerala that suffer from a shortage of suitable accommodation facilities for ISM workers.



Source: The News Minute

- In Tamil Nadu, the state government has planned to build 14 more working women's hostels in the state with cleaner and safer facilities with CCTV camera surveillance and a hostel warden on duty. The government has pushed for social Policy Recommendations and Conclusions 112 welfare and nutritious meal programme in the Tamil Nadu Hostels and Homes for Women and Children (Regulation) Act, 2014 to ensure stringent penal action.

The Brihanmumbai Municipal Corporation (BMC) is all set to start the construction of its first working women's hostel in Goregaon. The civic body has prepared a policy for construction of such hostels across Mumbai as part of welfare planning under Development Plan 2034. As part of the DP, the BMC has planned to construct working women's hostels, old age homes, and day care centres in all BMC wards. A group of NGOs called 'Gender and DP' got together to design the first hostel and submitted its plan to the civic body. (Source: Hindustan Times)

References:

1. IGSSS- IMPRI unpublished survey report on Industrial workers in Delhi
2. ActionAid India- IMPRI report "Where will the CityMakers stay". Link- <https://www.actionaidindia.org/publications/where-will-the-city-maker-stay/>
3. First Post article- COVID-19 lockdown leaves Delhi migrant workers with neither jobs nor social security; experts blame political apathy, lack of legal protection. Link- <https://www.firstpost.com/india/covid-19-lockdown-leaves-delhi-migrant-workers-with-neither-jobs-nor-social-security-experts-blame-political-apathy-lack-of-legal-protection-8444351.html>
4. FM announces 2nd tranche of measures for "Aatmanirbhar Bharat Abhiyan" <https://currentaffairs.adda247.com/fm-announces-2nd-tranche-of-measures-for-aatmanirbhar-bharat-abhiyan/>

5. NULM- SUH Guidelines for Homeless shelters
6. URDPFI guidelines
<http://mohua.gov.in/upload/uploadfiles/files/URDPFI%20Guidelines%20Vol%20I.pdf>

Annexure 1

[UDHR](#) recognizes seven entitlements for housing rights

1. Legal security of tenure including protection from eviction, harassment and other threats
2. Availability of services, material and infrastructure including heating, lighting, sanitation, refuse disposal, and drainage
3. Affordable housing
4. Habitable housing that offers adequate space and protect from rain, damp, heat, rain and structural hazards
5. Accessible housing for those who are physically and mentally disabled, elderly, HIV-positive individuals
6. Location should be in close to place of employment, health care, school and other social facilities

Guidelines by Supreme Court ([link](#)):

This is explicitly for homeless shelters in the city

- Should have a minimum of 100 or 50 occupants depending on the location of the shelter
- Should have beds, toilets, drinking water, lockers, first aid, primary health, and recreational activities
- Shelters can be established in unutilized buildings
- Location for the shelter shall be decided on the basis of sanitation, hygiene, ventilation, and supply of electricity and water in the particular area
- Each shelter should have a board mentioning the name of hostel along with the address
- The shelter should also have at least one western style lavatory for sick, disabled, and injured person
- For staffing, the shelters should have one manager and three caregivers

ILO Workers Housing Recommendation (No. 115)

In addition to entitlements mentioned above, ILO also [recommends](#):

1. Adequate privacy for members within the household and from external disturbances

2. Separate bed for workers
3. Separate accommodation for both sexes

- The migration of the people from rural to urban areas in search of livelihood opportunities has strained access to housing and basic amenities. The major reasons for this have been a poor supply of low-income housing, both ownership and rental; the prevalence of settlements with poor infrastructure and resultant poor living conditions, and; lack of affordable short-duration accommodation options for short-term migrants (**Ministry of Housing and Urban Poverty Alleviation, 2017a and b**).

- **The Draft National Rental Housing Policy, 2015** explicitly mentions providing shelter to urban homeless, and urban poor, along with the provision of ‘need-based’ rental housing for various target groups like migrant labourers, working women, working men, students, transgender, single women, widows, etc. (Ministry of Housing and Urban Poverty Alleviation, 2015a). It views the promotion of rental housing in urban India as a “catalytic force to achieve the overall goal of Housing for All by 2022” and as a potent solution of preventing future growth of slums by providing affordable housing options to poor migrants working in the informal sector (Desai, 2017).

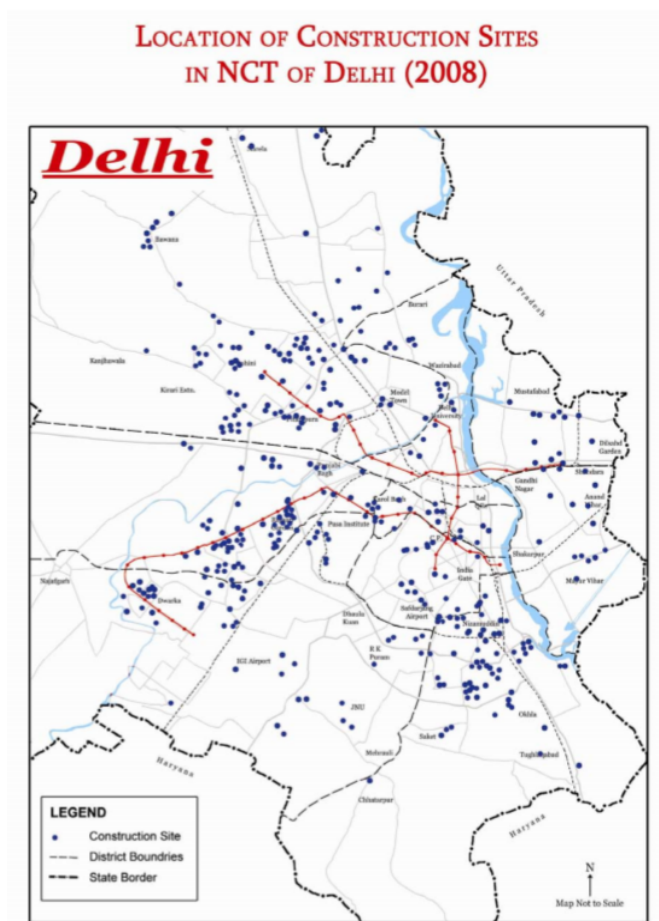
Jawaharlal Nehru National Urban Renewal Mission (JNNURM) - to provide seven entitlements/ services i.e. security of tenure, affordable housing, water, sanitation, health, education and social security to low income segments.

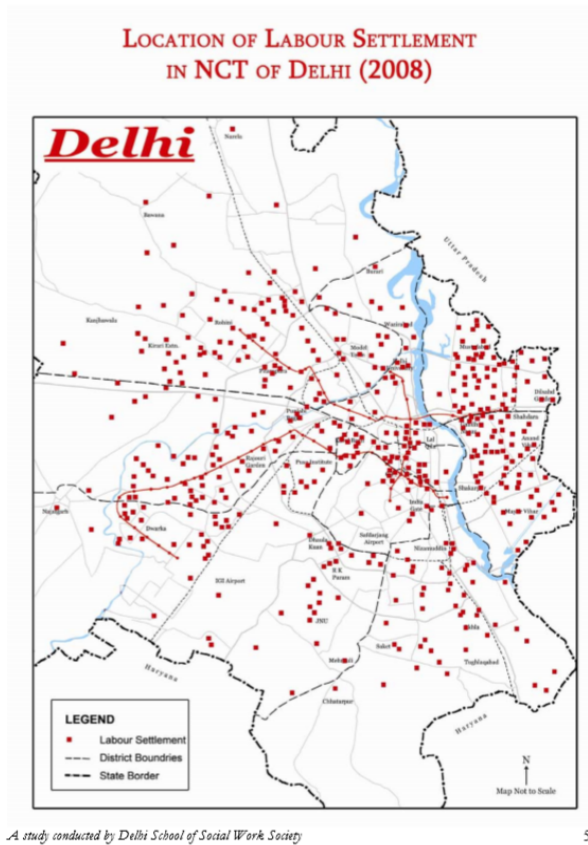
The existing policies do not say anything specifically about accommodation for migrants and seasonal migrant workers. Plus, there is an exclusion of the low-income population due to rising rent prices and their consequent settlement in slums and informal spaces having numerous problems, especially in accessing basic amenities like clean drinking water, sanitation, and hygiene, electricity, and others. The condition worsens over security issues, especially when the tenants are only women, with cases of molestation and harassment being on the rise. Also, there are no policies to check against the excesses of the broker–landlord nexus. **Thus, the poor still live in informal settlements without the security of tenure, opportunities, and standard of living.**

PMAY(U)- With its emphasis on land titles, state agencies and formalised procedures, where housing is being treated as a “marketable commodity” with a massive subsidy component, the PMAY(U) has run into the risk of championing the exclusionary model of urbanisation. Its detailed provisions have begun to make it increasingly difficult for the EWS and LIG households, informal workers, the homeless, slum dwellers and distress migrants to access shelter and live in the cities⁵.

⁵ AA IWH IMPRI May 2019 Report on Assessment of the Housing and Living Conditions in Indian Cities: Issues Faced by the Working Poor in Informal Economy

Annexure 2





LIST OF APPROVED INDUSTRIAL AREAS IN NCT OF DELHI AS PER LABOUR COMMISSIONER OF NCT OF DELHI

| | |
|---|-----------------------------------|
| 1 | Jhandewallan Flatted Factory, |
| 2 | Shahzada Bagh Indl. Area, |
| 3 | Rajasthan Udyog Nagar G.T. K Road |

| | |
|----|-------------------------------------|
| 4 | SMA Co-op. Indl. Estate G.T. K Road |
| 5 | SSI Indl. Area G.T.K road |
| 6 | G.T. Karnal Road Indl. Area |
| 7 | Okhla Indl. Area Ph.I, II & III, |
| 8 | Mohan Co-op Indl. Area |
| 9 | Najafgarh Road Indl. Area |
| 10 | DLF & Kirti Nagar Indl. Area |
| 11 | Tilak Nagar Indl. Area |

| | |
|----|--|
| 12 | Anand Parbat Indl. Area |
| 13 | Mayapuri Ph. I & II, |
| 14 | Naraina Indl. Area, Ph-I & II |
| 15 | Udyog Nagar Rohtak Road |
| 16 | Wazirpur Industrial Area |
| 17 | Lawrence Road Indl. Area |
| 18 | Mangolpuri Indl. Area Ph.I & II, |
| 19 | North of G.T. Road Shahdara & Jhilmil Indl. Area |

| | |
|----|------------------------------------|
| 20 | Friends Colony Indl. Area Shahdara |
| 21 | Patparganj Indl. Area, |
| 22 | Narela Indl. Estate, |
| 23 | Bawana Indl. Estate, |
| 24 | Samaipur - Badli Indl. Area |

We can find a list of labour settlements, labour chowks and construction sites here

file:///C:/Users/HP/Documents/Mapping%20of%20Construction%20Workers%20in%20Delhi_Final%20Report.pdf

Annexure 3

Box 2 - ILO Workers' Housing Recommendation 115

- It is generally not desirable for employers to provide housing for their workers directly and employers should use alternatives where possible. If there are no alternatives, specific attention should be paid to renting arrangements, workers' rights and housing standards. In addition, the possibility of worker-occupants acquiring, for a fair price, ownership of housing provided by the employer should also be examined.
- Renting arrangements should be fair. Adequate and decent housing should not cost the worker more than a reasonable proportion of their income and should never include a speculative profit.
- The employer should be entitled to repossess the accommodation within a reasonable time in the event of termination of the worker's contract of employment and the worker should be entitled to a reasonable period of continued occupancy and/or fair compensation when he ceases to exercise his employment.
- During the time workers spend in the workers' accommodation they should enjoy their fundamental human rights and freedom of association in particular. Workers' accommodation arrangements should not restrict workers' rights and freedoms.
- Housing standards should include special attention to the following:
 - minimum space allocated per person or per family (floor area; cubic volume; or size and number of rooms)
 - supply of safe water in the workers' dwelling in such quantities as to provide for all personal and household uses
 - adequate sewage and garbage disposal systems
 - appropriate protection against heat, cold, damp, noise, fire, and disease-carrying animals, and, in particular, insects
 - adequate sanitary and washing facilities, ventilation, cooking and storage facilities and natural and artificial lighting
 - a minimum degree of privacy both between individual persons within the household and for the members of the household against undue disturbance by external factors
 - the suitable separation of rooms devoted to living purposes from quarters for animals.
- Where accommodations are provided for single workers or workers separated from their families, additional housing standards should be considered:
 - a separate bed for each worker
 - separate gender accommodation
 - adequate sanitary conveniences
 - common dining rooms, canteens, rest and recreation rooms and health facilities, where not otherwise available in the community.

