

Acknowledgements

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Abstract

ACCESS TO ADEQUATE WORKING CONDITIONS UNDER THE UK SEASONAL WORKER VISA SCHEME

An Abstract of the Thesis by

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This thesis examines how working conditions under the UK Seasonal Worker Visa Scheme align with international human rights standards. By adopting an international human rights legal framework, it establishes a normative threshold for adequate working conditions. Through a socio-legal lens, the analysis identifies economic, political and social factors that intersect with legislation to restrict access to labour standards for seasonal migrant workers in practice. Despite formal rights being inscribed into the scheme, significant limitations emerge across recruitment practices, wage conditions, working time arrangements, and health and safety provisions. Enforcement, monitoring and complaints mechanisms systematically maintain inadequate working conditions, sustaining the exploitation of seasonal migrant workers. The intersection of employer dependency, financial insecurity, immigration status and ineffective enforcement mechanisms creates embedded vulnerabilities within the scheme. The thesis concludes that, in its current form, the UK Seasonal Worker Visa Scheme enables working conditions that are fundamentally incompatible with international human rights law.