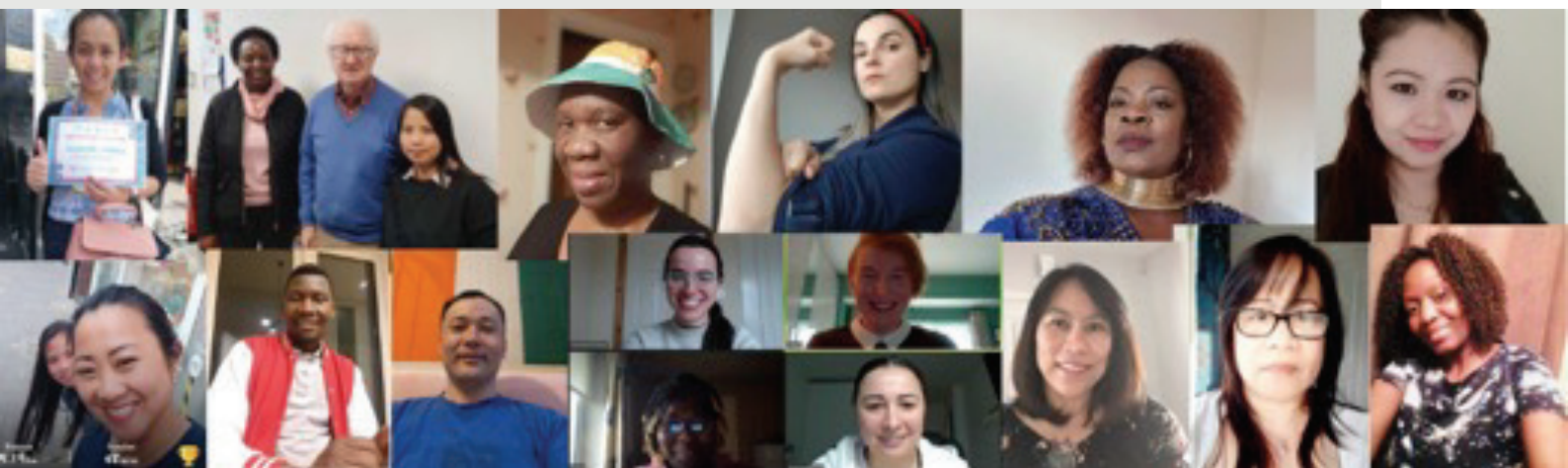
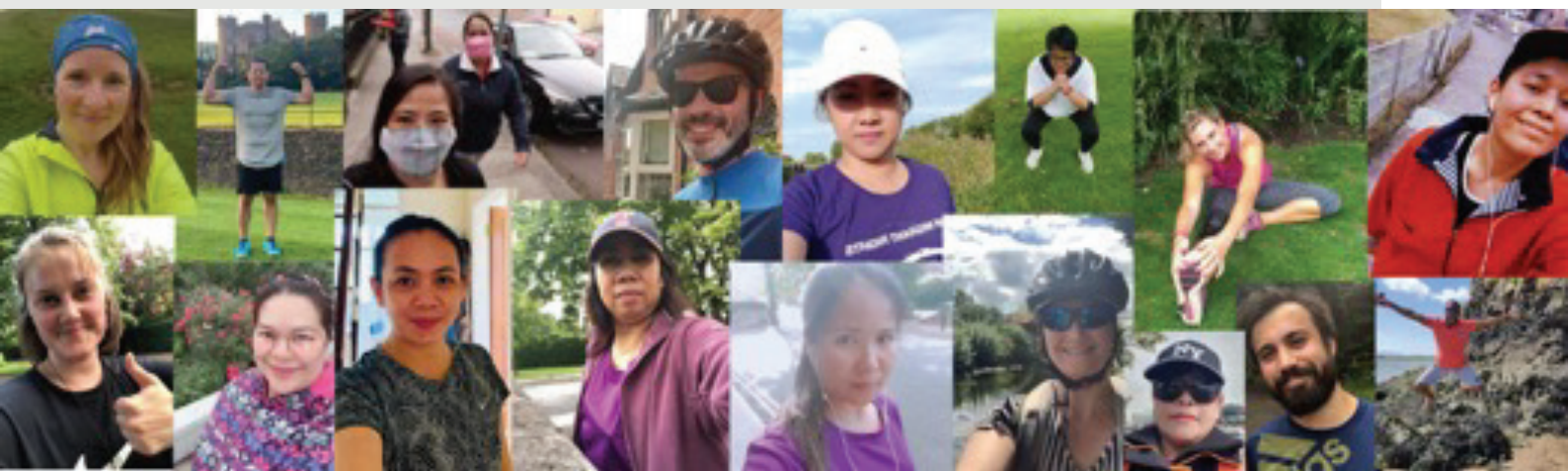


MRCI Annual Report 2020





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Foreword

The COVID-19 pandemic formed the backdrop of most of 2020. This came after a general election and formation of a new government and in a year in which the Black Lives Matter movement also took centre stage. The impact of COVID-19 became quickly evident as it amplified social exclusion, the lack of rights for undocumented migrants, and embedded exploitation in the experience of migrant workers, while also resulting in job losses for many. In tandem, policies changed at a rapid pace, exacerbating existing gaps in rights and information, requiring a rapid response to assist migrant workers to navigate this period.

From March onwards, MRCI saw a dramatic increase in demand for our services. The Drop in Centre supported a total of 3,442 cases, 60 percent of which were successfully resolved. Our Centre provided case work, information and support to migrant workers and their families on COVID-19 payments, health and safety, housing, and employment rights, lay-offs and redundancies, access to social housing and homeless accommodation, delays and renewals of immigration permissions.

Undocumented people did not fare well during the initial stages of the pandemic. In the early period of lockdown, MRCI secured access to COVID payments for undocumented people and a 'Firewall' between government departments, which meant that no data was shared when accessing a payment that would result in a deportation order.

In tandem, Justice for the Undocumented led the fight for the introduction of a regularisation scheme backed up by members of the public, civil society, trade unions and businesses. This resulted in a commitment in the Programme for Government to regularise long term undocumented migrants. This group also launched the Live Here, Work Here, Belong Here, a survey with over 1,000 undocumented people to strengthen the call for a broad and inclusive regularisation scheme.

At the beginning of the pandemic, more and more meat factory workers were contacting MRCI about their situation, one of the hardest hit sectors under COVID-19. MRCI provided outreach to meat factory workers and supported them to share their stories. MRCI presented to the Oireachtas Special Committee on COVID-19 in June to highlight poor conditions. MRCI conducted and published research, Working to the Bone, which revealed that 90% of workers are not covered by occupational sick pay, a staggering 60 percent have been injured at work and 78 percent have been bullied or harassed in the workplace.

A number of community activities wound up and were initiated. Our Migrants Against Exploitation project concluded after training ten community connectors to identify and respond to severe forms of exploitation. 25 migrant activists took part in our BuildUp Leadership Course to build capacity and lead out on issues of concern to them. 25 migrant women graduated the QQI Level 5 Healthcare Assistant course, enabling this group to enhance their career prospects. MRCI also published Access, Progress, Thrive: Towards an Inclusive Labour Market, research providing new evidence on unequal or delayed access to the labour market and progression within it for migrant workers.

The My Fair Home network increased its membership and responded to the needs of members cocooning with their elderly employers, and highlighted exploitation and poor working conditions. MRCI continued to build the capacity of our social enterprise, The Great Care Co-Op, led by migrant women to deliver a new model of local and community based homecare. This was formally launched in August 2020.

These important achievements would not be possible without the amazing work of the staff, team, board, volunteers, community members, funders, donors and supporters. We sincerely thank them all, but in particular we want to thank all those who took part in MRCI's first Challenge for Change fundraiser in July.

Raluca Anucuta
Chairperson

1



Our Vision

is for an open and inclusive society where migrant workers and their families participate fully and equally

Our aim

is to advance the rights of all migrant workers and their families in Ireland and globally



Our efforts

are inspired by a community work approach, which seeks to advance social justice goals by challenging the root causes of poverty, inequality and exclusion

Our belief

is that lives can be improved when individuals act collectively

Our focus

is on promoting the empowerment and inclusion of migrants who are at risk of poverty, social exclusion, exploitation and discrimination

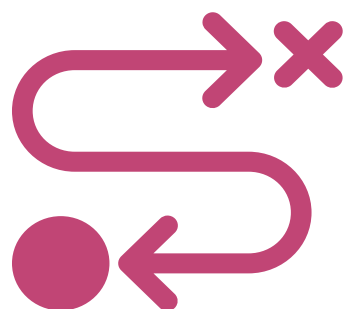
Our Model

Our community work model ensures people impacted by injustice and exploitation are front and centre of our organising, campaigns, projects and strategic advocacy. We create safe and brave spaces for people to connect, build relationships and challenge exploitation, discrimination and social exclusion. We provide free, reliable and confidential information to thousands of people through our national Drop in Centre, on immigration, trafficking for labour exploitation, employment and housing.

How We Do our Work



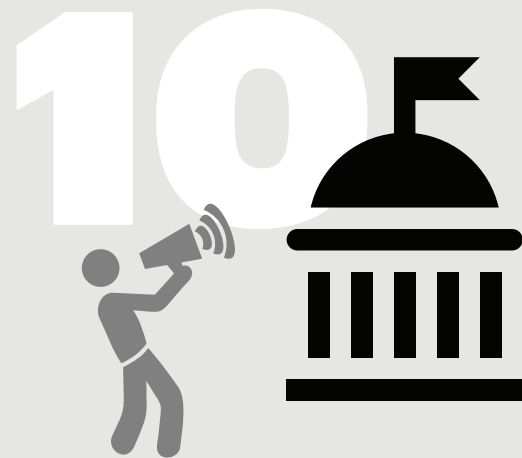
From its inception, MRCI's emphasis on community work has been critical in bringing about the empowerment and participation of migrant workers on issues that concern them. Community work is concerned with addressing the root causes of inequality through collective action for change. Core to our theory of change is supporting migrants in low wage work to organise, engage in and lead on issues that affect their lives. We operate a sophisticated structure that combines a front-line service, building the capacity of migrant workers by using a community work process and engaging in strategic public awareness, policy and advocacy.



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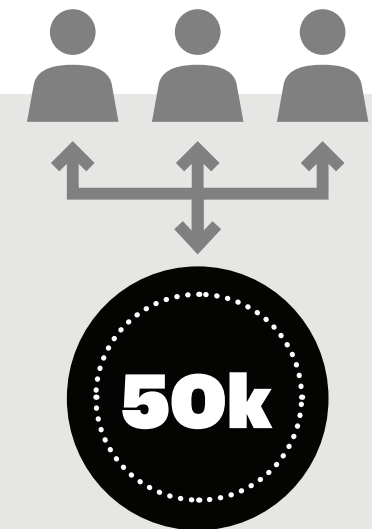
Our Impact

In 2020, after 10 years of advocacy and campaigning, MRCI and the Justice for the Undocumented Group secured an unprecedented commitment to a regularisation scheme for undocumented people in the Programme for Government. This scheme will benefit thousands of workers, families and children who call Ireland home.



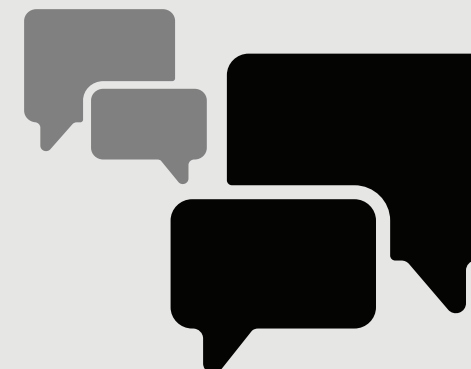
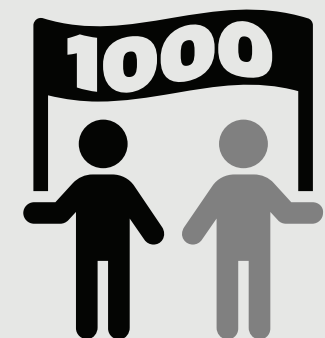
A global pandemic didn't stop us. In 2020, our Drop in Centre continued to provide vital casework to migrant workers and their families, supporting a total of 3,442 cases to people from 125 nationalities, with over 60% of cases successfully resolved.

€50,627 was raised and donated by our amazing supporters in 2020! These vital funds will support MRCI to continue delivering critical services and running community building activities to strengthen migrant communities.



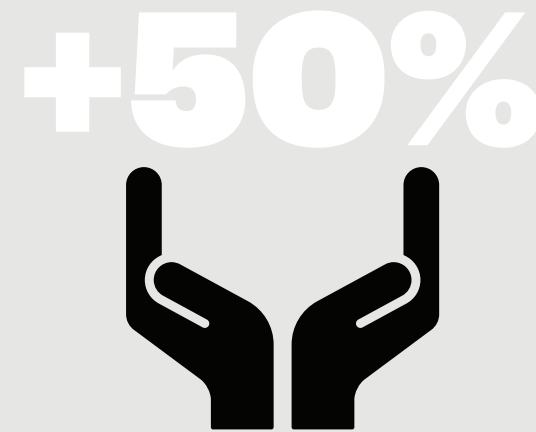
We secured a 'Firewall' between government departments for undocumented people accessing government supports during the COVID-19 pandemic, so that no data was shared which may result in a deportation order.

Over 1,000 people joined our campaigns for migrant rights in 2020 and over 500 took direct action calling on our decision makers to put regularisation and meat workers' rights on the national agenda.



1,000 undocumented workers participated in our survey on working and living in Ireland, strengthening our calls for a broad and inclusive regularisation scheme.

25 migrant women graduated from our Level 5 QQI course in Healthcare, which will enable them to grow in their careers and have better chances to succeed in the labour market, including joining our migrant-led care co-op, The Great Care Co-op.



The My Fair Home Carers Network grew by 50%. This group is developing a Charter for Decent Standards in Home Care and coming together to support members to demand better conditions in their work.



150 meat factory workers came forward and shared their experiences in our research on working conditions in the meat sector, lifting the lid on the exploitation. It showed that 90% are not covered by sick pay schemes, 60% were injured at work and 100% of workers did not feel valued.

We launched our Bobby Gilmore Fellowship and two amazing migrant women shone bright throughout the year, organising and building power with workers, bringing migrant workers' rights issues to the highest levels of Government.



25 fierce migrant activists took part in our BuildUp Leadership Course, developing vital skills for organising for rights.



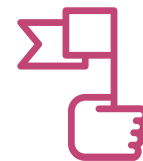
Our case workers provided legal assistance and support to 18 people who were suspected victims of trafficking for labour exploitation.

3

Providing free, confidential and quality information, support and advocacy

Our Drop-in Centre

MRCI's Drop-In Centre (DIC) provides free and confidential information and support to migrant workers and their families in a range of areas, such as immigration, workplace rights, housing and social welfare, and trafficking for labour exploitation. The DIC was quick to respond to emerging needs as a result of the pandemic and quickly moved its services online.



What we did in 2020

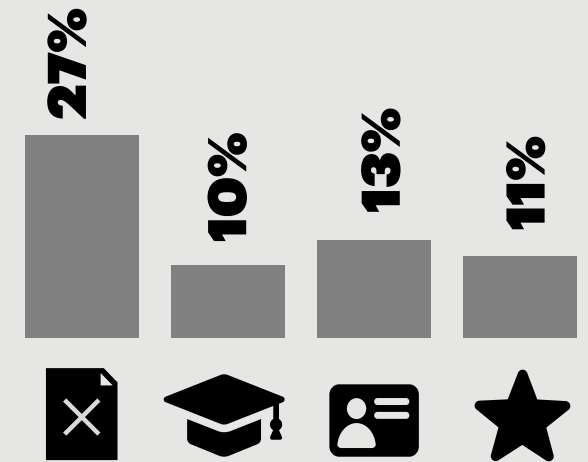
- Our Drop-In Centre continued to operate online and over the phone despite the challenges of the COVID-19 pandemic;
- Our dedicated caseworkers provided information, support and casework on 3,442 cases;
- The Drop in Centre developed a new online triage system, with virtual and emergency in person appointments to deliver services;
- We provided clear, regular and up to date accessible information to people through our website, social media and bespoke and tailored communications;
- We conducted four 'Know your Rights' webinars on a variety of issues including basic employment rights, information on COVID-19, housing and immigration.

In 2020...

In 2020, our Drop in Centre provided support on 3,442 cases across 125 Nationalities spread across 24 counties



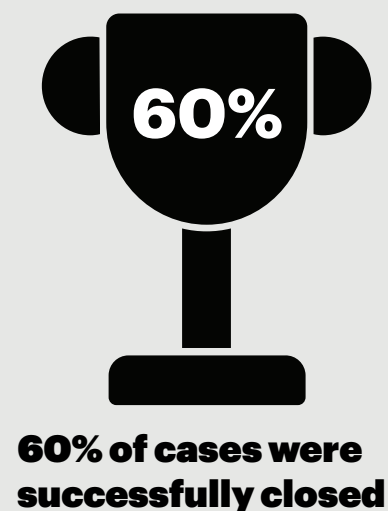
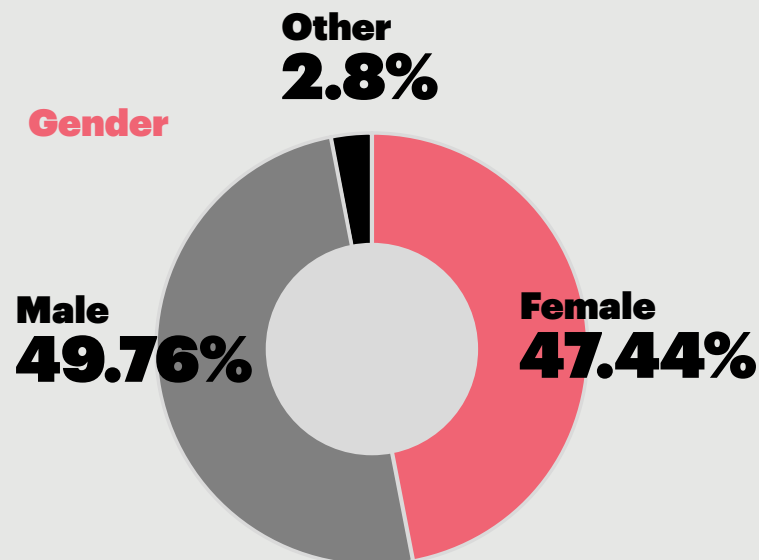
27% of queries came from undocumented migrants; 10% of queries from international students; 13% from Stamp 4 holders; 11% from EU citizens; 7% from Stamp 1 holder; 2% from tourist visa holders; 2% from Stamp 1G holders; 5% were Irish



Means of Contact



Our Top Presenting issues were: 39% citizenship and residency; 20% social welfare and COVID-19 payments; 8% employment cases; 4% family reunification; 4% work permits

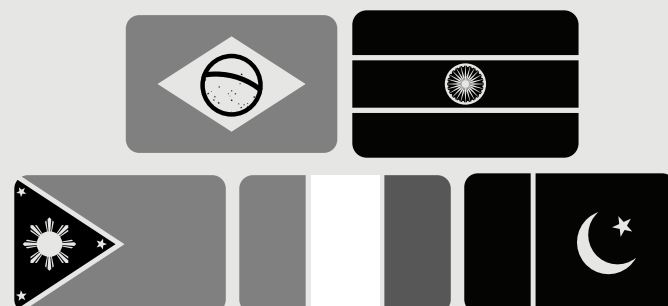


Our caseworkers provided assessment to 18 people where trafficking for labour exploitation was suspected, including the provision of a range of tailored support to individuals.

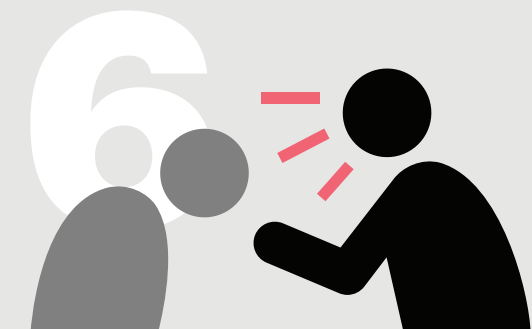


We provided high level support to 15 victims of trafficking in the areas of housing, immigration, social welfare, housing rights and health and safety

The Top 5 nationalities of people accessing the DIC were Brazilian, Indian, Filipino, Irish and Pakistani

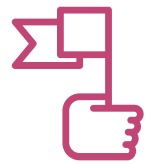


We provided high level support to six people experiencing domestic violence



Strategic Casework and Trafficking for Labour Exploitation

MRCI takes on a number of small strategic cases annually to advance collective workers' rights. MRCI is also a National Assessment Centre for trafficking for labour exploitation. We carry out assessments for individuals and other organisations and provide support and advocacy services for people who experience trafficking for labour exploitation (TLE).



What we did in 2020

- We continued to advocate for vulnerable people facing deportations and advanced a number of revocations;
- We were successful in helping an undocumented worker who had been waiting on a decision on their case for over ten years and an undocumented family with three children, who had all been undocumented since birth;
- We advanced a number of strategic workplace rights cases, providing representation on several employment cases;
- We continued our pro- bono partnership with Arthur Cox LLP, who handles a number of strategic cases;
- MRCI was selected as one of the few NGOs to participate in the Department of Justice subgroup on Victim Identification and reform of the National Referral Mechanism and on the National Action Plan to prevent and combat trafficking in Ireland.



4

Securing a Pathway to Papers with Undocumented People

Justice for the Undocumented

Justice for the Undocumented (JFU) is a community of over 1,700 people living in Ireland without an official immigration status. JFU campaigns for a pathway to papers for all undocumented people in Ireland. We believe that if you are living here and working here, you belong here. JFU recently turned ten years old, and what an anniversary it has been.



What we did in 2020

JFU has a strategy group made up of 50 very active JFU members who meet regularly and, with the support of MRCI in 2020, JFU:

- Launched a St. Patrick's day action and video calling for change;
- Coordinated an open letter from a network of allies published in The Irish Times;
- Launched a national email campaign targeting the decision makers from each political party;
- Met with the Minister for Justice on the potential regularisation scheme;
- Published a survey with over 1,000 undocumented people;
- Developed strategy and tactics to influence decision makers;

All of this culminated in the historic commitment in the programme for government to introduce a regularisation scheme for undocumented people living in Ireland long-term. This is the first time the government has undertaken such a commitment in a Programme for Government.

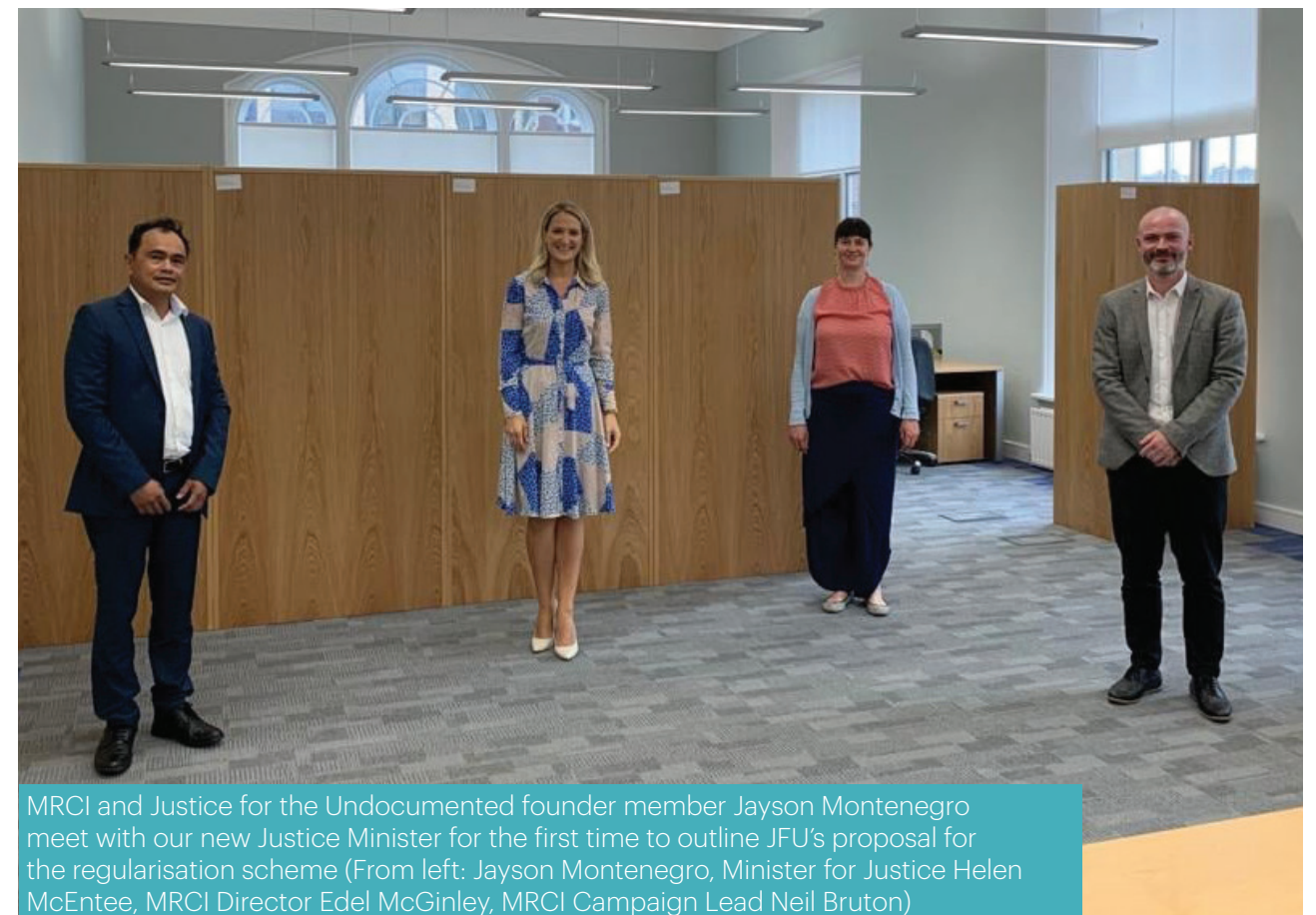
JFU is also a community of people who are there for one another. We see huge value and impact in growing this community and creating opportunities for people to get involved, build connections and get support and advice.

In 2020 we organised and delivered information sessions to undocumented people about their rights and entitlements during COVID.

We also set up a social and solidarity group in JFU to ensure the JFU community remained connected and supported during the pandemic.



Know your rights session with JFU members

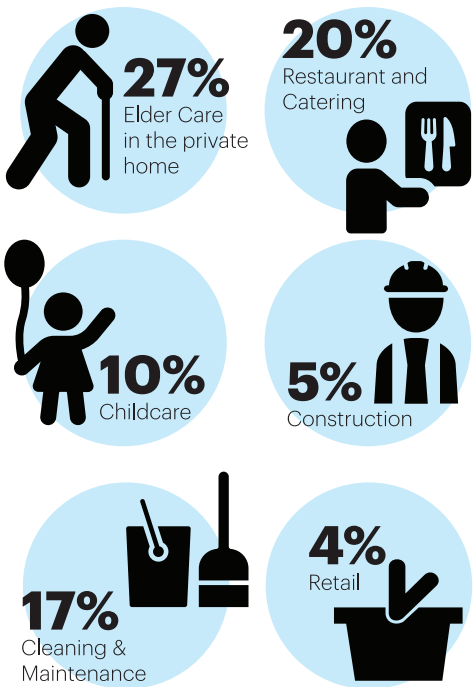


MRCI and Justice for the Undocumented founder member Jayson Montenegro meet with our new Justice Minister for the first time to outline JFU's proposal for the regularisation scheme (From left: Jayson Montenegro, Minister for Justice Helen McEntee, MRCI Director Edel McGinley, MRCI Campaign Lead Neil Bruton)

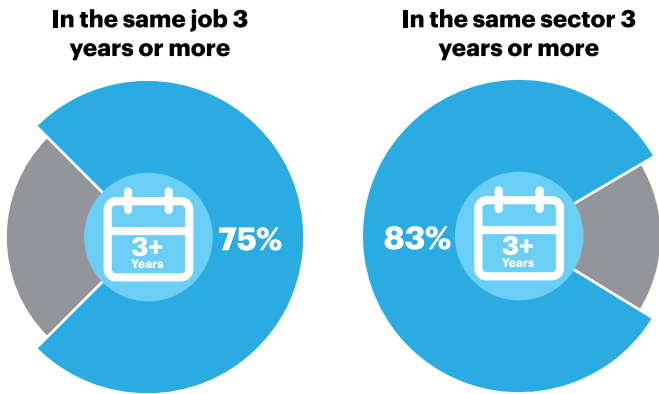
JFU Survey

Experience

4. Working in vital sectors

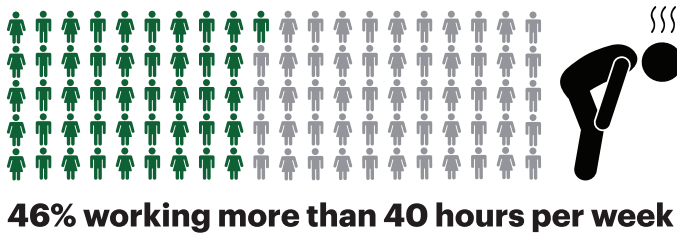


5. Consistent workers



Exploitation

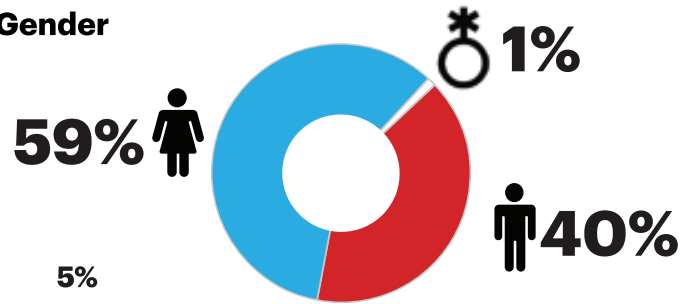
6. Long hours



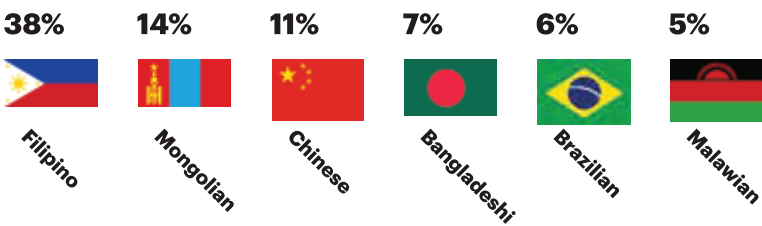
7. Low pay



Gender

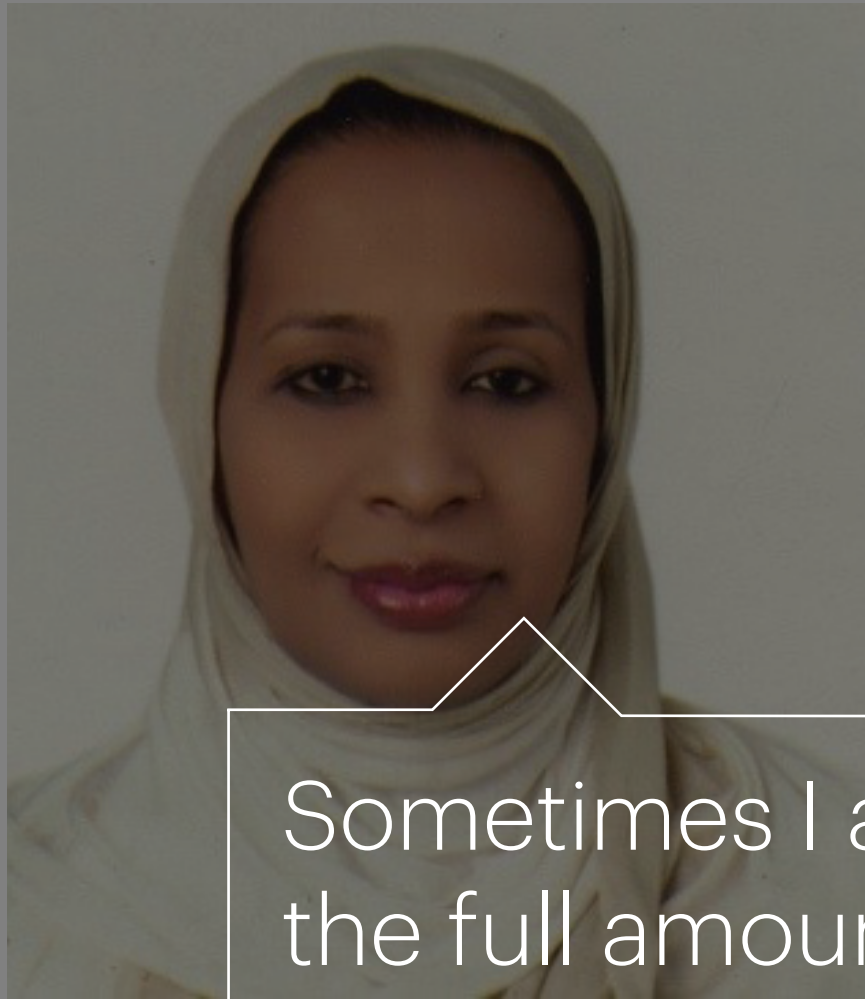


Nationality



Sometimes when I am at the bus stop a group have directed racial insults towards me and thrown things at me whilst laughing. If I got my status I would be able to repoort this safely, not just for my own good but for the whole community.

Findings from the JFU Survey, October 2020. The launch of the survey results was attended by key policy makers, allies and political stakeholders. The Minister for Justice provided a video input and it attracted significant media attention.



Sometimes I am not paid the full amount, other times I am not paid at all. If I had my status I could stand up to this. I could get a better job and give my children a better future. We could all go to visit my parents and have a family reunion.

To get my papers, would be a dream come true. I won't have to worry every time there is a knock at the door. I'll finally feel safe in my home.



Young, Paperless and Powerful

Young Paperless and Powerful (YPP) turns five years old in 2020. This group is made up of young migrant activists who have long been calling for the introduction of a regularisation scheme for undocumented children and young people. Their fierce efforts over the years, alongside JFU, were crucial in securing pathways to papers. 2020 included political engagement on the situation of undocumented children and young people and proposed legislation to advance rights for undocumented children.

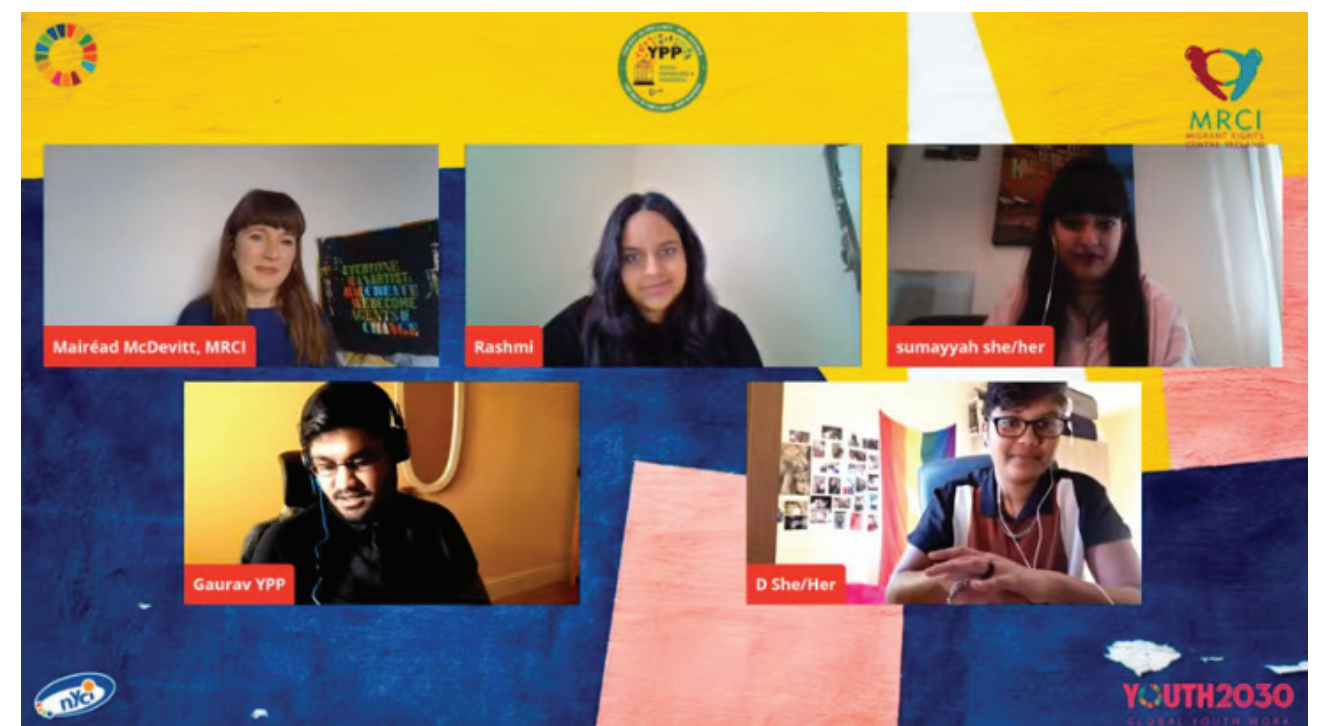
- YPP spoke at the JFU survey launch, about what it meant to have their papers;
- YPP ran an online workshop as part of the One World Week with the National Youth Council, where they spoke about the need to change the narrative on migration;
- YPP and MRCI advocated and lobbied extensively on access to third level education for undocumented young people and those with precarious immigration status.

In 2020, the Labour Party brought forward their Bill on citizenship. MRCI reinforced our historic calls for solutions that include undocumented children, both born here or born abroad.



What we did in 2020

- We engaged with politicians on rights for undocumented children and young people born in Ireland and who had come to Ireland;
- We created opportunities for young people to speak up and develop their leadership;
- YPP members participated in a training programme, Summer of Dreams, with our peers in United We Dream, USA's largest immigrant youth-led organisation, to learn how to organise for social change;
- YPP members bravely and unapologetically told their stories and called on decision makers to listen to young people's needs;



Mairéad, Youth Worker with MRCI, YPP members Rashmi, Sumayyah, Gaurav and Dikhsha speaking workshop as part of the One World Week with the National Youth Council

5

**Empowering
workers to
organise,
exercise their
collective
power and build
leadership**

Exposing Exploitation of Meat Factory Workers

Workers in the meat processing sector were some of the hardest hit by COVID-19 outbreaks, with over 10% of the workforce contracting the virus. The pandemic laid bare the historically poor working conditions for these essential workers alongside the consistent shortcomings of institutions set up to protect them. It also exposed legislative barriers in accessing social protection, including sick pay.



What we did in 2020

- We provided outreach to meat factory workers and built strong relationships;
- We facilitated spaces for workers to speak up safely to the media and to challenge dangerous working practices;
- We conducted research with workers into their working conditions and launched a damning report on the systemic culture of discrimination and dangerous working conditions across the meat sector in Ireland, with many employers putting profit before the health and safety of workers;
- We presented to the Oireachtas Special Committee on COVID-19;
- We built the capacity of workers to challenge poor workplace practices and provided a platform for workers to voice their concerns and issues;
- We supported people with one-to-one casework, provided information sessions on employment rights, and delivered webinars on health and safety.

“When the factory needs to kill 500 cows, if people don’t show up **we still have to meet that target** – they get in inexperienced people and **there's loads of accidents as a result**”

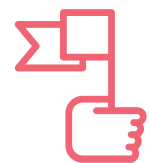


“We suffer racism and discrimination, all of the time **we are forced to do the worst and heaviest work because we are migrants** and don't have access to rights.”



Mushroom Workers Speaking Out

Mushroom Workers face poor employment practices in Ireland, which can often isolate and divide workers, preventing them from taking collective action. These include extremely long working hours, poor health and safety practices, as well as bullying and discrimination. A Teagasc report based on an industry labour survey in 2018 - that included replies from mushroom companies – found that just under 40% of workers in horticulture earned the minimum wage, with a total of 83% earning €12 or less per hour. Many workers complain of chronic illness, such as, repetitive strain, deteriorating eyesight, or respiratory issues.



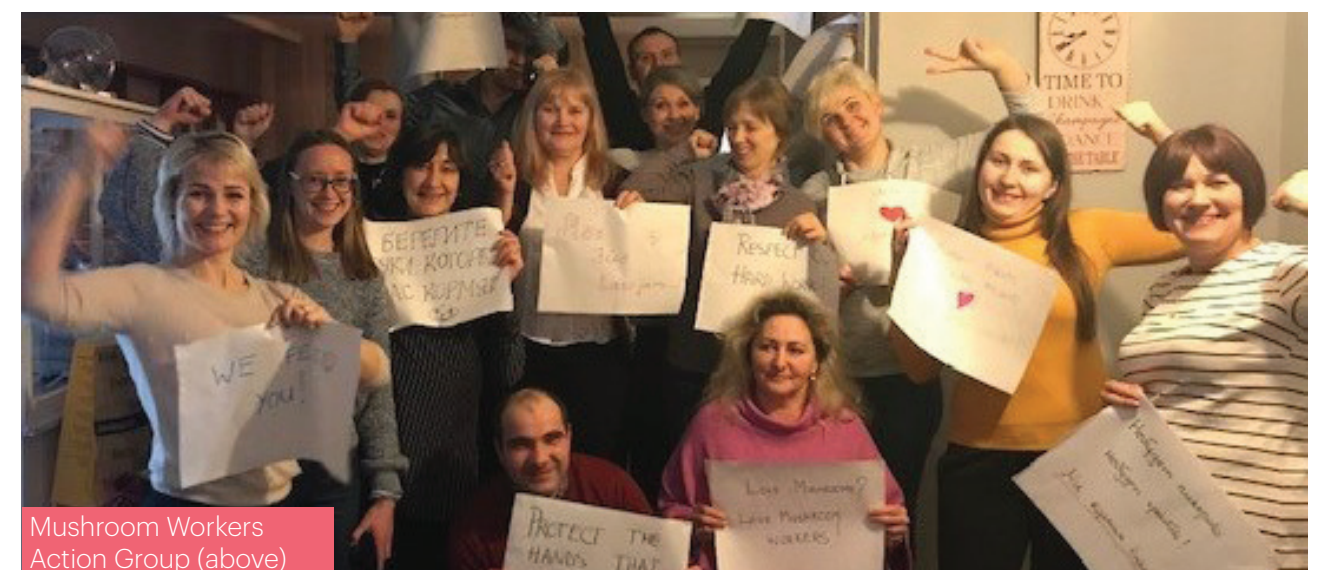
What we did in 2020

- MRCI brought mushroom workers from across the border region together to connect through their shared experiences via workshops, ESOL classes, meetings, and a leadership programme.
- We held an Employment Rights webinar in Russian to ensure that Mushroom Workers knew what their rights are in Ireland
- MRCI collaborated with Noteworthy in their investigative piece “Growing Pains: Fears for migrant workers who carry the load of Ireland’s horticulture boom”.
- We supported workers to speak out about low pay, frequent workplace injuries, difficult relationships with supervisors, what prevents them from reporting, and poor trade union access.

“[I] often work up to six days a week from 6am until 6pm. In general, working conditions are difficult. This impacts on any opportunities for a social life as we are very tired at the end of our shifts.” Anna



Cross-border Workers Action Group: Agri-Food



Mushroom Workers Action Group (above)

My Fair Home Network

My Fair Home (MFH) is a network of over 500 migrant carers working in private homes. It is the first and only community of migrant home carers in Ireland organising for better working conditions for migrant carers in the private home, challenging low pay, exploitation and isolation.



What we did in 2020

- The network met regularly throughout 2020 to address issues facing migrant carers working in the private home;
- We carried out a survey with MFH members to better understand their situation and highlight exploitation;
- MFH members spoke to the media to highlight their work, the issues they face as migrant carers and their working conditions;
- We supported MFH members to tell the story of care and capture the contribution of homecare workers through a series of blogs;
- We responded to the needs of members cocooning with their elderly employers, and highlighted exploitation and poor working conditions;
- Due to the nature of the work, the pandemic added another layer of problems for migrant carers in the private home – they were left unprotected and exposed to the virus; many lost their jobs; and access to vaccines became a key concern as they fought to be recognised the same as essential frontline workers in nursing homes and hospitals.

The members are now developing their vision for the network into the future and how they can respond to the needs of other migrant carers across Ireland, including supporting undocumented carers.



“MRCI empowers us to raise our voice. MRCI has helped and fought alongside so many migrant workers with regards to injustice, exploitation, racism and other issues concerning people with a migrant background. As an active member of the Justice for Undocumented (JFU) campaign and My Fair Home (MFH) group, I have personally experienced how MRCI supports us in our fight for our rights and helps us in our campaign for regularisation.” Mel



Linda Keitasha, Care Development Worker with members of My Fair Home

The Great Care Co-op

MRCI continued to provide guidance and support to build the capacity of the Great Care Co-op (GCC), a new social enterprise led by migrant women to deliver a new model of local and community based home care. A worker-owned business was a natural solution to workplace exploitation, so for the last three years we have been working with a group of migrant women carers to develop a better model of home care based on excellent care and great jobs.



What we did in 2020

- The GCC board worked with consultants in Ireland and from our partner organisation Buurtzorg in the UK to deliver a strong care workers ethos and a high quality standard of home based care;
- The GCC was formally launched in August 2020;
- The GCC took on new employees and clients;
- The GCC was an awardee of the Dublin City Social Enterprise Awards 2020 with an investment of €16,500 to grow the cooperative.



“We wanted to build a strong company that really values workers, a place that treats people equally.”

Anele, Co-Founder of The Great Care Co-op

Crossing Borders, Breaking Boundaries

2020 saw the close of our cross-border project: Crossing Borders, Breaking Boundaries, which addressed sectarianism, discrimination, racism and the exploitation of EU and non-EU migrants in precarious and insecure sectors of the labour market, along the border region of Ireland and Northern Ireland



What we did in 2020

Working in partnership with Ulster University, Community Intercultural Programme, and the Irish Congress of Trade Unions, we supported workers from a migrant background in the agri-food sector in Northern Ireland and the border region to speak out about the poor conditions they work in and challenge the barriers that prevent them from accessing their employment rights.

- MRCI supported hundreds of workers with information and advice that enabled them to fight for unpaid wages, to challenge bullying and discrimination, to speak out about exploitation, to regularise their status and more;
- We held webinars to respond to emerging needs, including a bespoke session during the pandemic for agri-food workers on health and safety in partnership with SIPTU and the Health and Safety Authority. Through information sessions and webinars, workers learned more about what employers are falling short on and shared this information with other workers to empower others to stand up for their rights;
- MRCI supported over 100 participants to access ESOL classes that gave people confidence to stand up for their rights in the workplace, as well as build relationships with their colleagues and communities;

- In collaboration with project partners, we delivered 18 cross-community, participatory workshops on How to Lobby, Racism & Sectarianism, Campaigning on an Anti-Racist Platform, Confidence Speaking English as a Second Language, and more;
- We facilitated a cross-border leadership programme that explored tacit culture, civic leadership styles and identity, and where people shared and acknowledged each others' stories of exploitation and discrimination;
- Participants took part in research that enabled them to bring together common experiences of workers in the sector, and provided evidence to back up their demands for long-term change;
- We organised cross-border, migrant-led Worker Action Groups, so that those directly affected could platform their voices and ensure their stories are heard.

"Let's hope, let's see diversity as a driver of opportunity. We admire migrant workers for their relentless hope. Hope does not disappoint."

Abrão Fore, PEACE IV Project Participant



Bobby Gilmore Fellowship

The project team also worked behind the scenes to connect with over a hundred organisations, businesses, trade unions and grassroots groups to work in partnership to reach vulnerable workers, to promote the learning from the project, and to share essential information to workers. This work culminated in a series of stakeholder workshops, including: Covid & Lifting the Lid on Exploitation; Accessing Labour Justice: A Cross-Border Analysis; and Brexit: Impact on Migrant Workers and their Families, which featured worker testimony to a policy audience, including TDs and other political representatives.

"Over the last two years this collaborative and innovative programme has engaged with more than 1,200 workers and leaves a rich legacy. It has empowered people and enabled positive change, both in workplaces and in communities. It has deepened our understanding of the issues which face migrant workers and those from diverse backgrounds as they build their homes here. And it has created opportunities to engage, to learn and to do things differently so that we can create a brighter future together." - Arlene Foster, Former First Minister of Northern Ireland

In 2020, we were delighted to have Chanas Potso and Irene Jagoba as part of the MRCI team in their roles as the first Bobby Gilmore fellows. This is a unique learning and development opportunity for members of the community which we intend to continue into the future.

Both Irene and Chanas took on significant roles in JFU as part of the fellowship. Irene was focussed on building the community and improving the support, solidarity and social spaces for members. Chanas worked on campaign strategy and, as chair of the strategy group, helped to shape the hugely successful JFU campaign for regularisation. They were also able to attend training, meetings and learn on the job as part of the team in MRCI.



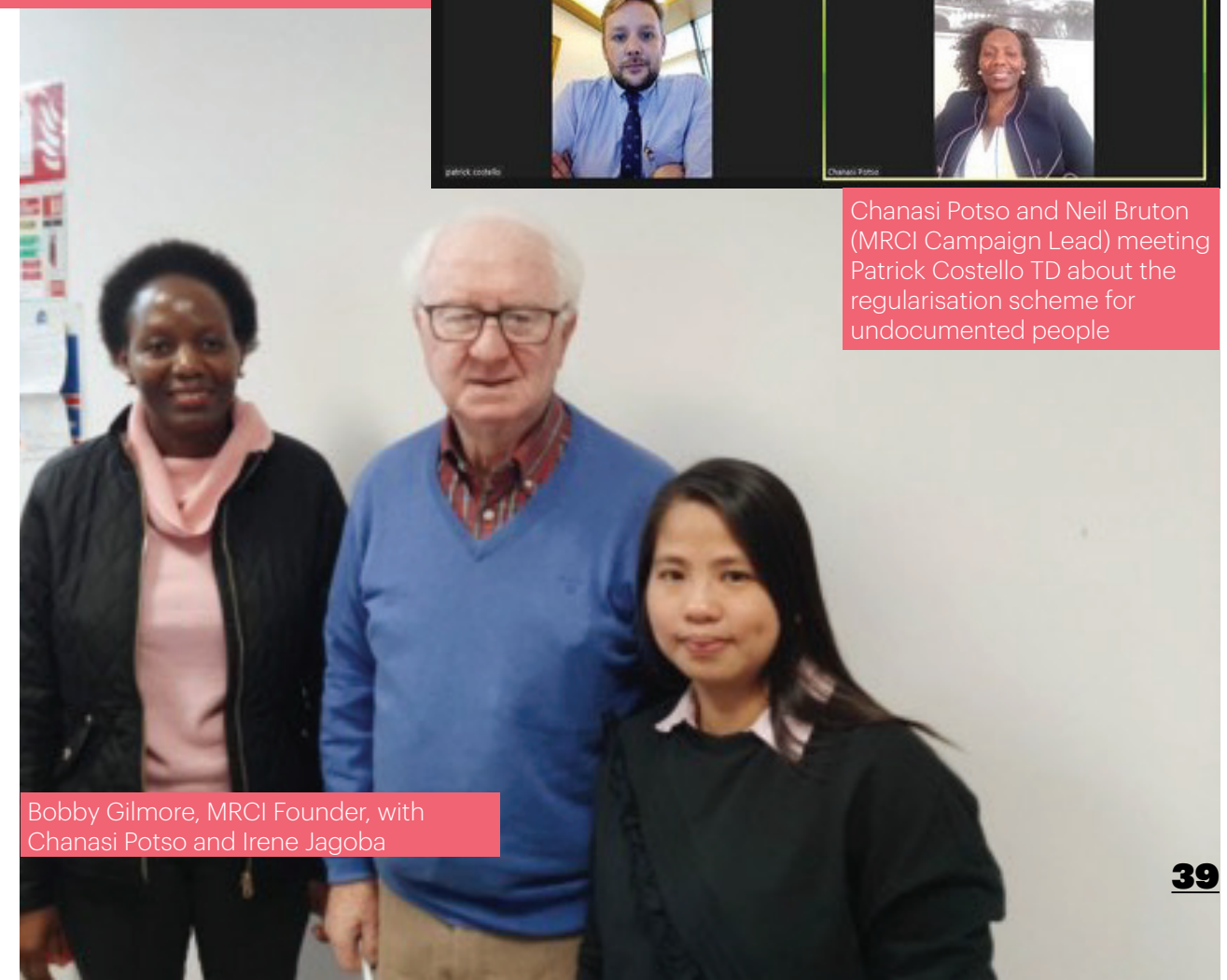
Cavan Community Leaders Meeting



Cross-border Learning Exchange: Diverse Past & Shared Future



Chanas Potso and Neil Bruton (MRCI Campaign Lead) meeting Patrick Costello TD about the regularisation scheme for undocumented people



Bobby Gilmore, MRCI Founder, with Chanas Potso and Irene Jagoba

Build Up Activist Academy

MRCI is committed to building skills, knowledge and capacity of the people in the communities we work with. We are committed to investing in learning and upskilling.

In 2020, the BuildUp Activist Academy was developed and launched. This was a leadership course aimed at long term community members across various campaign and action groups within MRCI.

25 people took on the course and by the end of the year, we had already covered the Irish political system, given an extensive overview of the different workings of the government; how to engage with politicians, and much more. This will conclude in 2021.



Second BuildUp session in 2020

QQI Course for Migrant Women on Health Care

MRCI is supporting 45 migrant women to achieve a full QQI level 5 award in Health Care Supports so as to improve their access to better work opportunities in the care sector. Due to COVID-19, the learning moved online, but despite the challenges with online learning, 25 women successfully completed the course and graduated in 2020, with many securing employment, and others improving their financial situations. The second course with 20 students was also initiated.

“I’ve always known, and I am even more convinced now, that we rarely learn what is worth learning in isolation from others; education for liberation is always a joint enterprise. This is particularly true for migrant women who face challenges and who can benefit most from acts of solidarity.”

Jidah was one of the wonderful participants of MRCI’s QQI course on Health Care Support. She grew up in Uganda and moved to Ireland to study and work.



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Solidarity, Policy and Sustainability

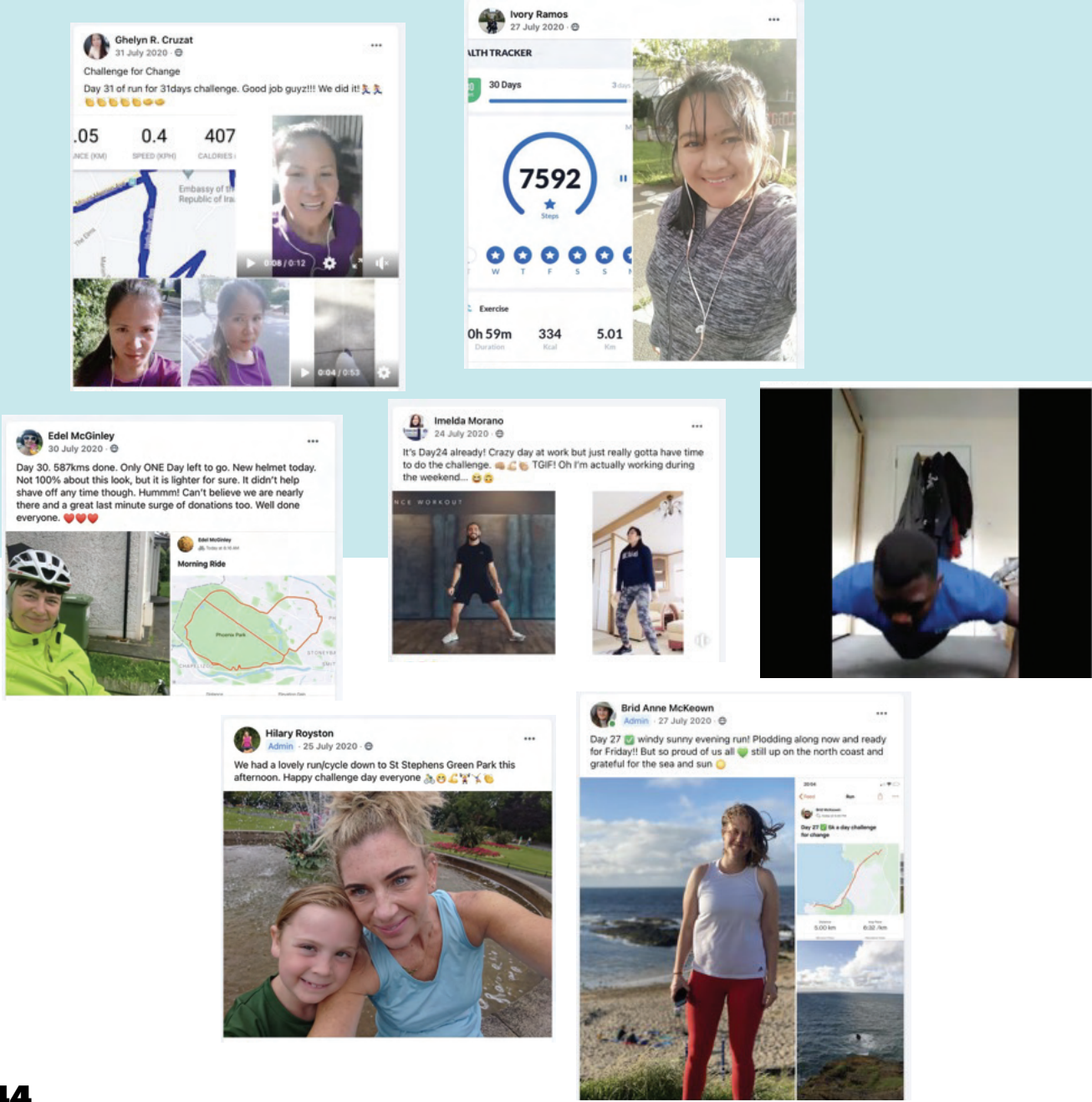
Solidarity

All of us in MRCI were deeply saddened and shocked by the murder of George Floyd at the hands of the police in the US. It triggered a lot of pain and hurt within our community and team, while driving people to act. The MRCI team, and members of My Fair Home, Young, Paperless and Powerful and Justice for the Undocumented sent messages of love and solidarity to everyone impacted by his death, both here and abroad. Racism has no place in society, we all play a part in eradicating racism in all its forms. #BlackLivesMatter



The 31-Day Challenge for Change

In July 2020, the MRCI team and community came together to raise €19,500 for MRCI to fund vital work by taking on a daily challenge every day for the month of July. This fundraising event brought us virtually together when we were physically distanced, isolated, and living through unprecedented times. It deepened connectivity and ownership of MRCI for members, and felt personal for so many of us as we continue to fight for rights for all. We showed up for each other each day during this challenge, in more ways than one.



Rise Up Project

In 2020, MRCI was chosen as lead partner of the Rise Up Project, a two year project funded by the European Programme for Integration and Migration (EPIM). This project commenced in June 2020. Rise Up stands for Rights, Innovation, Solutions and Evidence Based Policy for Undocumented People.

MRCI is leading a group of 10 partners from across Europe who all work with undocumented people and seek to support them to campaign for their rights and regularisation.

The Rise Up Project aims to create a compelling rationale for regularisation as an alternative to detention and enforcement across Europe. It will increase the knowledge, skills and capacity of all partner organisations in campaign strategy and planning, and framing and messaging through a combination of peer learning, expert input, research and dissemination of good practice. The Rise Up Project aims to make partner organisations and undocumented people's advocacy efforts more strategic, effective and have greater capacity to secure regularisation.



Policy Submissions

- Submission to the Oireachtas Special Committee on COVID-19
- Submission on the Review of the Criminal Law (Sexual Offences) Act 2017
- Submission to the Low Pay Commission on the National Minimum Wage
- Submission to Citizens Assembly on Gender Equality
- Submission to the Department of Business, Enterprise and Innovation on General Scheme of the Employment Permits
- Submission on the Review of the Occupations Lists for Employment Permits
- Submission to the Public Consultation on the introduction of a Statutory Sick Pay Scheme in Ireland
- Submission on Implementation of the UN Convention on the Rights of the Child in Ireland



On International Women's Day, members, leaders and organisers of My Fair Home and Justice for the Undocumented met to celebrate. There were speeches, goodie bags, plenty of food and even some impromptu karaoke to Tina Turner!

COVID-19

In 2020, MRCI changed the way it worked to respond to the COVID-19 Pandemic. The organisation quickly developed a rapid response plan, upgraded technology, integrated new tools and systems and developed new processes to deliver work remotely in a coordinated and systematic way.

Due to the online nature of the work, team cohesion and staff supports and wellness featured heavily in 2020. The Board, Director and Leadership Team in MRCI worked to ensure processes and systems were in place to deliver the work while responding to team needs.

MRCI set up a COVID-19 and Return to Office Working Group to lead and coordinate MRCI's overall approach to returning to the office. This group developed protocols for the office and mirrored government guidelines and recommendations for returning to work. This group supported logistics and planning, carried out risk assessments, an induction with the team on the use of our building during COVID-19 and made upgrades necessary to the building.

MRCI worked to ensure compliance under the General Data Protection Regulation (GDPR) and that all systems, policies, and protocols were in place to deliver work from home

Governance

The Board reviewed risks at the beginning of 2020 and it is a standing item on its meeting agenda. Risks include finance and sustainability, external factors, governance, data breaches, continuity of services and community work, staffing and staff welfare.

A key risk to the organisation in the delivery of its mandate was the onset of the COVID -19 Pandemic. A Response Plan was developed by the Director and leadership team to mitigate risk and was approved by the board. Ongoing adjustments to the delivery of the response plan were agreed with the team

throughout the year. A return to office plan and protocols were developed by the Return to Office working group made up of MRCI staff and all proposals and plans reviewed by the Director and the board.

In 2020, MRCI focused on financial continuity planning for the organisation for 2021, in light of significant core funding ending in December 2020. MRCI was able to apply for additional COVID-19 related funds in 2020 to help deliver the work and reach out to the most vulnerable and mitigate financial risk in 2020 and into 2021.

Strategic Plan 2021-2024

In this period, MRCI carried out a review of its current strategic plan and began the development of a new Strategic plan for 2021-2024. MRCI engaged an external consultant to assist with this process. The team met five times and the board met twice to develop the plan.

Special Thanks

Our Team

The work in MRCI would not be possible without the amazing commitment, passion and contribution of our dedicated team. Huge thanks goes to the team of MRCI which in 2020 which included, Aoife Murphy, Aoife Smith, Bríd McKeown, Dearbhla Ryan, Dzintra Kamkovska-McConnon, Edel McGinley, Helen Lowry, Hilary Royston, Isabel Toolan, Karina Korotkevica, Linda Keitasha, Mairéad

McDevitt, Neil Bruton, Sancha Magat, Shane Andaloc, Sylwia Nowakowska, Stanley Nwaneri, Vicky de Arce and Caroline França.

Special thanks to our two amazing Fellows Irene Jagoba, and Tjanasi Potso and Nana Bofo, a student from NUI Maynooth on placement.



Our Board

MRCI's Board gave huge support in 2020 navigating a difficult period. A big thanks to our Board of Directors Anastasia Crickley, Angelisa Maria Zepa Andara, Bernadette Daly (Resigned 10th July 2020), Bill Abom, Bobby Gilmore, Francis Njígúna, Lucy Peprah, Michael O'Sullivan, Pat Raleigh, and Raluca Anucuta,

The board is supported by a committee structure, which deals with specific aspects of the work. A big thanks to the Employment Subgroup members Angelisa Maria Zepa Andara, Bill Abom and Raluca Anacuta, and to the members of our Finance Subgroup Cathal McAllister, Francis Njígúna, and Michael O'Sullivan.



Our Donors + Funders

A special thanks to all our donors and funders in 2020, without which our work would not be possible

- Carmelite Fathers
- Columban Missionary Society
- Dormant Accounts
- Donations and legacies, including once off and recurring
- Dublin City Council
- European Programme for Integration and Migration
- Foundation Open Society Institute
- Irish Human Rights Equality Commission
- Innovate Together - Rethink Ireland
- Justice at Last - La Strada International
- Lakeside Fund
- Medtronic Fund
- One Foundation
- Special EU Programmes Body- PEACE IV
- The Department of the Environment, Community and Local Government- Scheme to Support National Organisations (SSNO)
- The Community Foundation of Ireland
- The Department of Justice and Equality - Asylum, Migration and Integration Fund
- The Department of Justice and Equality - European Social Fund
- The Department of Justice and Equality - Anti Human Trafficking Unit
- The Department of Justice and Equality - Dormant Accounts
- The Tomar Trust
- TUSLA - Child and Family Agency
- Unbound Philanthropy
- UN Anti-Slavery Fund

MRCI confirms its commitment to the principles set out in the Statement of Guiding Principles for Fundraising. MRCI has a feedback and complaints procedure consistent with the Statement of Guiding Principles for Fundraising.



MRCI staff and community members on International Migrants' Day remind us that it takes a lot of strength, resilience and sacrifices to make a new place your new home. These shared qualities create a bond that is unique to the experience of being a migrant. Because people will always move: for love, for work, for safety. And despite all hardships, our determination to survive, our will to grow, and our courage to follow our dreams is at the heart of everyone's story of migration.