

Summary Strategic Plan 2021 - 2024



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This strategic plan comes in the context of Covid-19. The pandemic has exposed those living on the edge, intensified poor health and safety practices in workplaces, amplified social exclusion and lack of rights for undocumented migrants. Covid-19 has challenged the fundamental right of people to move across borders.

Migration will continue to be a feature of global and Irish labour markets. Yet years of under-investment in state-led regulation and enforcement, coupled with inherent structural inequalities in the economy and outdated labour migration models undermine workers' and family rights.

As we move into the next period of our organisation's work, we will galvanise the new appreciation of essential work (care, retail, agri-food, manufacturing and processing), the impact of work on health, and the reliance on migrant workers in the labour market.

Twenty years on, MRCI will continue to empower migrant workers to organise and take collective action to improve working conditions, fight for rights with those who have precarious immigration status and experience exploitation while galvanising our communities to change lives.







MRCI Strategic Goals 2021 – 2024

Our goals are grouped under three core areas:



Empowering migrant workers

Empower migrant workers to organise and take collective action to improve working conditions.

- 1.1. Strengthen migrant leadership and innovate in the development of new models of organising
- 1.2. Improve conditions with workers in low-paid and exploitative work environments, with a focus on meat workers and home care workers and emerging sectors of need
- 1.3. Secure changes for employment permit holders to bring about mobility, equality and parity in the work permit system to combat exploitation
- 1.4. Build capacity of the Great Care Co-Op to be operational and independent of MRCI



Advancing Rights

Advance rights with and for migrants with precarious immigration status and those experiencing exploitation.

- 2.1. Secure a broad and inclusive regularisation scheme, including families and children, and support the most vulnerable to apply
- 2.2. Maximise the online capacity and power of the Drop-In Centre to increase accessibility, identify strategic cases, emerging areas of need and connect people into MRCI
- 2.3. Increase identification of victims of trafficking and severe forms of labour exploitation and strengthen state response and prosecution in this area
- 2.4. Address the vulnerability of migrants' and their families as a result of Covid-19



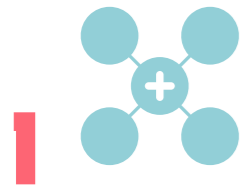
Growing Reach

Grow the organisations' reach and impact through supporter engagement and organisational resilience.

- 3.1. Invest in a diverse team and high trust working environment to deliver impact and increase team resilience
- 3.2. Strengthen the reputation and sustainability of the organisation
- 3.3. Grow our supporters' network with members taking action and contributing to sustaining MRCI's work via digital fundraising

IMPACT

Our impact over the next 4 years



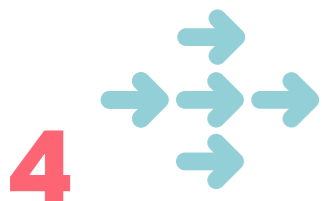
1 New models of organising empower workers to secure better conditions, address low pay, and discrimination in the labour market



2 The lives of undocumented people and their families are transformed through securing an immigration status and tackling exploitation



3 10,000 people's lives are improved by having trusted, up to date, accurate information and supports



4 People migrate through a fairer, more equal employment permit system, which values all workers



5 Our team, community and supporters are engaged and empowered to take action



As a responsive and dynamic organisation, MRCI has a proven track record of changing laws and policies. For almost 20 years, our unique combination of community work, casework, campaigning and advocacy has led to deep and lasting change.





IMPACT

MRCI's work has led to the criminalisation of forced labour, the ratification of the ILO Convention on Domestic Workers, the introduction of the vital Bridging Visa, and more. Our campaigns have resulted in life-changing schemes and decisions affecting thousands of people, including third-level students, work permit holders, and undocumented workers.

With the support of MRCI, migrant activists and workers have left their mark on the landscape of employment law and policy in Ireland, strengthening rights and protections for domestic workers, mushroom workers, meat workers, fishers, care workers and for all workers.

Our groundbreaking work with domestic workers has had a wide-ranging impact - from private homes to international policies, including formal guidelines for domestic workers employed by diplomats. We have green-housed the Great Care Co-Op.

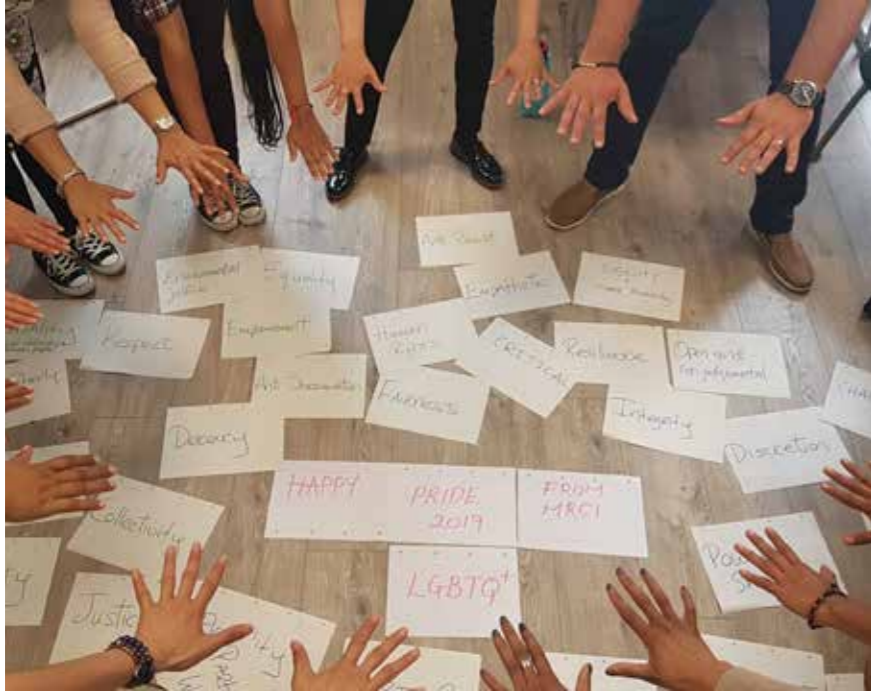
We've worked in close partnerships across Ireland and Europe, connecting with countless other groups working on the frontlines of migration, labour rights, and community work. We have partnered with trade unions, universities, community organisations and NGOs to produce innovative research, document emerging labour migration trends, influence policy and become a model of international best practice.

We've supported migrants across Ireland to organise in their workplaces and their communities and stand up for justice and equality, collectively. Our community work with undocumented migrants is intergenerational, and our approach with meat workers puts them front and centre in the fight to secure better conditions of work.

MRCI's community work has enabled people to get involved in collective efforts, often for the first time, while deepening the skills and consciousness of politicised and committed activists — all of whom we are privileged to work with.

We've helped thousands of people to stand up for their rights in the most difficult circumstances, to leave abusive relationships and exploitative workplaces. We've gone to the High Court and changed the way victims of trafficking are treated in Ireland, and we've gone all the way to the Supreme Court with Mohammed Younis to secure justice.

We've won over 1.4 million euros in awards for underpaid workers. Our caseworkers respond annually to over 3,500 casework and information queries on immigration and employment issues from people from all over the world.



Theory Of Change

Core to our theory of change is creating spaces for people from a migrant background to become active on issues that affect their lives. MRCI is committed to continually developing and innovating to ensure that participation means real and substantial opportunities for people to take action and lead.

Twenty years on, our practice has developed and changed, yet there remains room for growth and improvement. In the strategic period, we want to strengthen what is working well and invest in new models that build worker power and visibility.

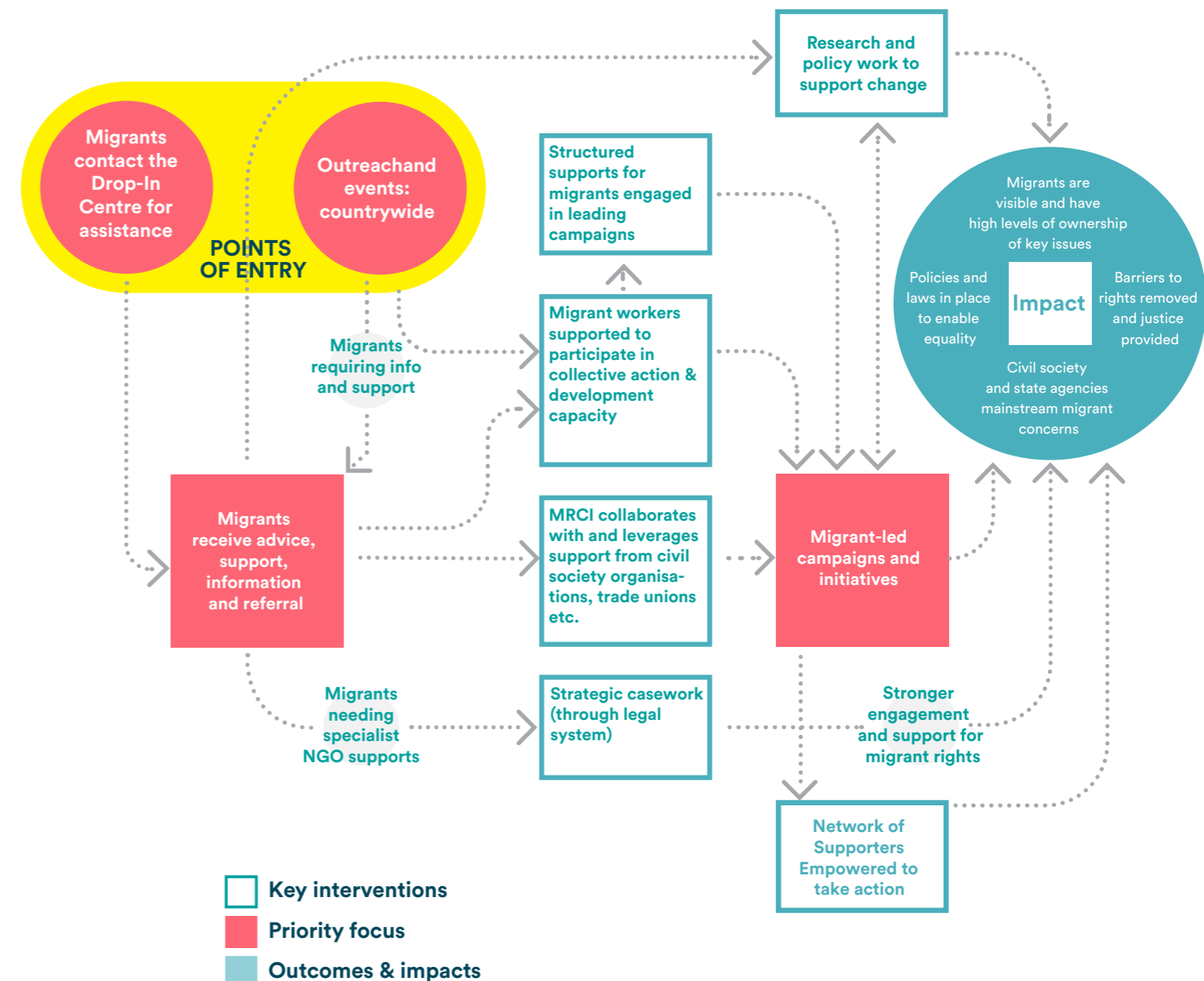
How We Work

MRCI is concerned with addressing the root causes of inequality through collective action.

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.

Through our frontline services and casework, we document trends, generate data, identify opportunities for strategic litigation, and often make first contact with the people who get involved in action groups and campaigns. The data generated informs our work, so we are always armed with facts and figures.

MRCI's action groups are born out of the issues affecting migrants and made up of the people directly affected, who are supported through training and skills development to take coordinated action for change. Since 2001, MRCI has established and supported a broad range of action groups, including the Domestic Workers Action Group, the Forced Labour Action Group, Justice for the Undocumented, Young Paperless and Powerful, Fairness for Fishermen and My Fair Home.

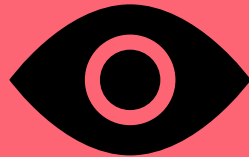


About MRCI

Set up in 2001, Migrant Rights Centre Ireland (MRCI) is a leading national organisation working with migrant workers in low-paid and precarious sectors of the economy (agri-food, homecare, fishing, restaurants, cleaning), at risk of poverty, exploitation and social exclusion. We are a resourceful, innovative and impactful organisation that is passionate about our work.

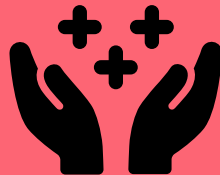
A community work approach underpins our work, which supports migrants to advance social justice through challenging the root causes of poverty, inequality and social exclusion. MRCI has a unique place in the labour and migrant rights movements and remains conscious that our work is part of a broader struggle for a better world for all, and that solidarity – across issues, across borders – is at the heart of everything we do.

OUR VISION



Our vision is for an open, equal, just and diverse society where migrant workers and their families can move, work and live in dignity.

Our Values



- People closest to the struggle are closest to the solution.
- People acting collectively make change possible.
- People lead when they have the tools to do so.

Our Mission



Grounded in social justice, anti-racism and equality, our mission is to empower migrant workers in low-paid and precarious work to secure and advance their rights through collective action.

MRCI is a non-governmental organisation and a registered charity (CHY17071), governed by a board of directors. Our work is made possible by a number of donors and funders, including the Scheme to Support National Organisations 2019-2022.



An Roinn Forbartha
Tuaithe agus Pobail
Department of Rural and
Community Development

