



 **MRCI** MIGRANT RIGHTS CENTRE IRELAND

2025

ANNUAL REPORT



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MESSAGE FROM THE CHAIR

For financial year ended 31st December 2025



Lucy Dubin, Chair MRCI

I must begin by acknowledging the profound loss our organisation suffered this past year with the passing of our Co-Director, Bill Abom, on 30th November 2025. Bill gave so much of himself to MRCI through his leadership, wisdom and unwavering commitment, and his absence continues to be deeply felt by colleagues, friends and all who had the privilege of working alongside him. We remember with gratitude the lasting contribution he made to our work and to the lives of migrant workers and their families in Ireland.

During 2025 the Irish Government began to adopt a firmer approach to immigration policy with a stronger focus on managing migration and restricting migrant rights which is of deep concern to MRCI.

In November, the Department of Justice finally published the long-awaited review of their Family Reunion policy for migrant workers. The policy introduced application fees, new accommodation requirements, and increased the income assessment, making it far more difficult for workers to meet the financial threshold. The impact of this policy disproportionately affects low-paid migrant workers doing essential jobs and means they are separated from their children for years on end.

Public debate around migration continued to be increasingly polarised, with immigration featuring prominently in national political discourse. There was a deeply concerning rise in verbal and physical assaults of migrants in Ireland which was documented in the media.

Against this backdrop, we launched our new Strategic Plan 2025-2027. We continue to be committed to our overarching goals and objectives of continuing to support migrants in low pay and precarious work to assert their immigration and employment rights; empowering migrant workers to organise to advance rights and campaign for change and building organisational capacity to achieve impact.

Throughout 2025 our Information and Support Centre was busier than ever. We continued to provide high quality casework supports to migrant workers and their families. We supported over 3,602 cases. People supported were in essential job sectors, including Care work, Agriculture, Restaurants, Welding, Mechanics, and Construction work.

MRCI continued its campaign for equal rights for all people who come to work in Ireland on an employment permit and to protect migrant workers from exploitation. We believe that all workers should be able to stand up for their rights in work and be able to change job if they need to. During the year, we launched a survey and collected over a thousand responses on the experiences in employment of general employment permit holders.

We also campaigned hard to reunite migrant workers with their families in 2025. This included a powerful rally outside Leinster House on the International Day of Children. The event secured significant media coverage and was bolstered by support from trade unions and civil society partners.

As chair I would like to commend the incredible work of the staff, team, board, volunteers, community members, funders, donors, and supporters, without whom none of this would be possible.

We look forward to continuing to advance migrant worker rights in 2026. Protecting workers from exploitation and reuniting them with their families are our top priorities for the year ahead. We will continue to ensure that everything we do is led by those affected and we are confident that more big positive changes lie ahead.

Lucy Dubin
Chair MRCI

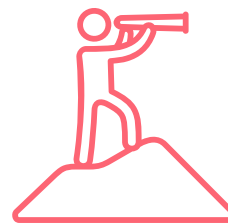
OUR VISION, MISSION AND VALUES

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 through a community work process, and engaging in strategic public awareness, policy, and advocacy.

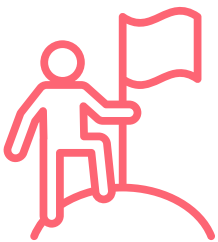


OUR VISION



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 MISSION



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

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 2025 IMPACT AT A GLANCE



We launched our new **Strategic Plan 2025-2027**.

MRCI's free and confidential Information and Support Centre provided **3,602 information and casework supports** to migrant workers and their families.



We **supported 68 people** who reported severe labour exploitation including **8 suspected trafficking situations**.

We **surveyed over 1,000 employment permit holders** to demonstrate the levels of exploitation that they face at work.





Over **100 people** participated in the **Family Reunion rally** outside Leinster House on the International Day of Children.

Direct advocacy to government

departments improved state processes including reactivation permit processing and new online portals in DOJ and DETE.



Our **core campaigns** - Family Reunion, Employment Permit Equality, and Justice for the Undocumented- have grown to over **7,000 active members** in 2025, driving impactful campaigns for change.

We now have a total **reach of 70,000+ people** across all platforms, this enables us to reach more people with important information and ensures our campaign actions are as strong as possible.



STRATEGIC PLAN 2025-2027



Support migrants in low pay and precarious work to assert their immigration and employment rights

Empower migrant workers to organise to advance rights and campaign for change



Build organisational capacity to achieve impact



ADVANCING RIGHTS

INFORMATION AND SUPPORT CENTRE

During 2025, MRCI's Information and Support Centre continued to operate via telephone, website, email, video calls and face-to-face appointments. The Information and Support Centre continues to be very busy and is a critical access point for migrants seeking support.

Highlights in 2025

- Provided free and confidential information and casework supports on 3,602 cases to migrant workers and their families.
- Our caseworkers supported people from 106 nationalities. The top nationalities are Filipino, Brazilian, Chinese, Indian, Pakistani, Mauritian, Nigeria, Zimbabwe, Malaysian and South African.
- People supported were in essential job sectors including Care work, Agriculture, Restaurants, Welding, Mechanics, Construction, and Nursing.
- Top Presenting issues included Work Permit 18.7 %, General Immigration 18.2%, Registration IRP/GNIB 12.4%, Employment Rights 11.2 % Family Reunification 7.7%, Regularisation 7.0%, and Citizenship 6.7%.
- We supported 48 people in difficult situations with emergency needs payments
- We saw a 100% increase in people with employment permits being provided with assistance and representation regarding applications for the Reactivation employment permit scheme and for employment rights breaches.
- MRCI delivered migrant forums, webinars, and group information sessions throughout 2025, reaching over 2,000 participants.
- Sessions covered key topics including the Reactivation Employment Permit (REP) Scheme, Department of Justice portals, employment permits, immigration permissions, and pathways to Irish citizenship

TRAFFICKING AND SEVERE LABOUR EXPLOITATION ACTIVITIES

MRCI is a national assessment centre for people who experience Trafficking for Labour Exploitation. In 2025 MRCI continued to see an increase in cases of reported severe labour exploitation with a corresponding increase in assessments and cases of suspected TLE requiring support and advocacy.



Most people are non-EU employment permit holders and the care work sector, including home carers, has been the most prevalent in 2025.

Highlights in 2025

- Assessed, screened, and supported 53 new people who presented with signs of trafficking for labour exploitation.
- 7 victims formally referred to the NRM (1 suspected victim chose not to come forward).
- 15 victims of exploitation from previous years were provided with a range of ongoing supports.
- Provided direct representation to 45 people with significant claims before the Workplace Relations Commission.
- Won 19 formal adjudication decisions and settlement awards for severe labour exploitation victims totalling €704,004 in 2025.
- The new National Referral Mechanism (NRM) was passed into law in June 2024 but was not implemented in 2025. Full implementation should greatly improve identification of suspected victims.

EMPOWERING MIGRANT WORKERS

EMPLOYMENT PERMIT EQUALITY CAMPAIGN

In 2025, MRCI continued its campaign for equal rights for all people who come to work in Ireland on an employment permit and to protect migrant workers from exploitation. We believe that all workers should be able to stand up for their rights in work and be able to change job if they need to.



Highlights in 2025

- MRCI developed a campaign plan together with the Employment Permit Equality campaign core group, which are a group of employment permit holders.
- The core group met nine times in 2025, and our community group grew to over a thousand.
- During the year, we launched a survey and collected over a thousand responses on the experiences in employment of general employment permit holders.
- We began collecting petition signatures calling on the Irish government to protect migrant workers against exploitation.
- We had a photo action and captured powerful images and a video to promote the campaign and create awareness of the problems in the Employment Permit system.
- During the year we met Minister Alan Dillon to discuss our recommendations to protect general employment permit holders and his plan to implement the Programme for Government commitment.

Employment Permit Submissions & Briefings

- MRCI Briefing Note on Protecting Migrant Workers- Granting all employment permit holders the freedom to work in any job after a period of 2 years (relates to PFG commitment).
- MRCI Spotlight Briefing MRCI casework trends in severe forms of labour exploitation
- Briefing on MRCI priorities concerning economic migration
- Contributed to EMN Labour Migration report

FAMILY REUNION CAMPAIGN

The Family Reunion campaign group is made up of people living and working in Ireland who are currently denied the basic right to live with their immediate families. The group is advocating for change so that families can stay together. Migrant Rights Centre Ireland is calling on the Department of Justice to remove the barriers that keep families apart and to ensure all workers can be joined by their families from the outset.



Highlights in 2025

- The campaign planning group has grown to 50 core members, with eight strategic meetings held throughout the year. Our digital community has also surged, with 1,800 individuals directly affected by these rules now engaged in the campaign.
- In April 2025, campaign members met directly with Minister Colm Brophy to share personal testimonies, ensuring that the human cost of current restrictions was heard at the highest level of government.
- In November 2025, MRCI launched a comprehensive policy document for 2026. Distributed to all TDs and Senators, the document was shaped by the lived experiences of migrant workers, presenting a roadmap for a more humane and progressive reunification policy.
- On the International Day of Children, over 100 people gathered for a high-profile protest outside Leinster House. The event secured significant media coverage and was bolstered by support from trade unions and civil society partners.

Family Reunion Submissions & Briefings

- Contributed to EMN Family reunion report
- Briefing Note on Family Reunion: Granting the immediate right to family reunion to all migrant workers in full time employment.

JUSTICE FOR THE UNDOCUMENTED (JFU)

This is a community of people living in Ireland without an official status. JFU campaigns for a pathway to papers for all undocumented people in Ireland. We believe that if you live here, you belong here. In 2025 we focussed on staying connected to the undocumented community across Ireland, sharing updates and keeping people informed about their rights. We also continued to advocate for an ongoing regularisation for undocumented people. This was done against a backdrop of increased deportations and a concerning narrative in relation to undocumented people.

Highlights in 2025

- The WhatsApp Community of 400 undocumented established in 2024, continued to receive updates about their rights in 2025.
- We raised 'ongoing regularisation' in our meeting with Minister Brophy in April.
- A plan was agreed to increase our support for this community in 2026 and to begin a more public campaign for ongoing regularisation



CAMPAIGN FOR IMPROVEMENTS TO STATE PROCESSES INCLUDING APPLICATIONS, WAITING TIMES AND FEES

This work focuses on advocating for more efficient, accessible, and fair state processes for migrant workers and their families. It includes campaigning for simpler application procedures, reduced waiting times for decisions and lower or more affordable fees.

- We submitted a series of parliamentary questions aimed at mapping DOJ processing resources with the aim of advocating for improvements.
- MRCI was actively involved in advocating for an improvement to the Reactivation Permission Scheme and the related processes. We provided direct feedback on issues that migrants were experiencing in applying for Reactivation. We secured significant improvements to the processing times for the scheme and an end to requests for unnecessary documentation.
- MRCI had regular engagement throughout the year with Department of Justice, Department of Social Protection, Irish Immigration Service and Department of Enterprise, Trade and Employment to raise issues with their services, their online portals, waiting times and IRP Card delays which resulted in significant improvements for migrant workers.

LEADERSHIP IN THE COMMUNITY

Community work is an ever-evolving process in MRCI. It is responsive to the needs of the community, to the issues of the day and to the organisations campaigning efforts. MRCI continues to invest in leadership and support people affected by the issues we work on to develop their analysis and avail of tailored mentorship supports, coaching and training.

- In June, several community members took part in the mini-marathon, raising funds for MRCI while enjoying a fantastic day together.
- An International Migrants Day celebration was held on December 15th, with over 50 people in attendance from across the community and campaigns over the years in MRCI.
- We carried out numerous coaching and mentoring sessions with leaders to prepare for media, Meetings with Minister or civil servants, public speaking, and chairing meetings.
- Community members continued to make all the decisions in our campaigning efforts and to have a real say on the issues that affect their lives.

GROWING REACH

GROWING OUR SUPPORTERS NETWORK AND COMMUNICATIONS

In 2025, MRCI focused on producing more informational content about migrant rights, immigration updates, permit changes and available support. We shared news and updates regularly across social media, email and our website, using a mix of posts, videos, images and paid advertising to reach as many people as possible.



Highlights in 2025

- Our social media following and email subscriber base grew by over 6,000
- We published over 100 informational posts across our social media channels
- Website visits increased by more than 10,000 compared to the previous year
- We expanded our video content, creating accessible how-to guides on immigration topics to help people understand and navigate key processes
- We grew our active communities across our core campaigns - Family Reunion, Employment Permit Equality, Fair Fees, and Justice for the Undocumented- to over 7,700 active members in 2025, driving impactful campaigns for change.
- We now have a total reach of over 70,000 people across all platforms, this enables us to reach more people with important information and ensures our campaign actions are as strong as possible.

NETWORKS AND SOLIDARITY

MRCI supports and engages across a range of progressive civil society spaces. MRCI is a member of the Children’s Rights Alliance, Community Work Ireland, Community Platform, European Anti-Poverty Network (Ireland), Irish Network Against Racism, Irish National Organisation for the Unemployed, National Youth Council of Ireland, National Women’s Council, Ukraine Civil Society Forum, the Platform for the International Cooperation of Undocumented Migrants, Sex Workers Alliance Ireland allies network, the Trans Equality Together Coalition, and the Irish Network of Anti-Trafficking Lawyers. A staff member of MRCI sits on the Board of Uplift.

MRCI sat on the Migrant Integration Strategy Monitoring and Coordination Committee and on the National Anti-Human Trafficking Stakeholder Group and Trafficking for Labour Exploitation subgroup. MRCI spoke at AkiDwA – The Migrant Women’s Network’s Two-Day Human Rights Symposium and participated on a panel hosted by CFI in partnership with Mantra Strategy-The Space Between which brought together over 70 leaders from across civil society, community, and activism.



MRCI attended and provided feedback on the Department of Justice, Home Affairs and Migration strategy development. MRCI participated in the UN Day for the Eradication for Poverty and participated in meetings with La Strada International and The Group of Experts on Action against Trafficking in Human Beings (GRETA) throughout the year, we also presented at Business in the Community Ireland (BICTI) conference. We contributed to the 2025 Trafficking in Persons Report from the Office to Monitor and Combat Trafficking in Persons and also to the IHREC submission to GRETA on the Council of Europe Convention on Action against Trafficking in Human Beings.

MRCI continues to provide organisational supports to the Great Care Co-Op, The Hope and Courage Collective and Amal Women Ireland.

ORGANISATIONAL DEVELOPMENT



Structure

In 2025 the Board, Co-Directors, and Leadership Team in MRCI continued to ensure the processes and systems were in place to deliver the work while responding to team needs.

Management

MRCI held a team day to agree organisational priorities for 2025 and held four quarterly planning sessions with the team to deliver on these. MRCI launched our new strategic plan 2025-2027. We had a team building overnight in September in Westmeath with other team-building events during the year.

The team attended Neurodiversity training, Child Protection training including two members completing Designated Liaison Person training and GDPR training. We held group sessions on Values and Power/Privilege and Governance training took place with some staff members.

TEAM, GOVERNANCE AND FUNDERS



THE TEAM

Our small but powerful team was at the heart of everything we accomplished in 2025. Driven by passion and dedication, our staff worked relentlessly to uphold migrant rights, foster community empowerment, and champion collective action.

This year, we said goodbye to Mairéad McDevitt and Tolu Oluyede and wish them very well in their careers. We deeply mourned the passing of our Co-Director Bill Abom in November. Bill's leadership, integrity, and commitment to social justice has left a lasting mark on MRCI and on all who had the privilege of working with him. In the weeks that followed, we came together to mourn his loss, support one another, and honour his legacy. His contribution to migrant rights will continue to guide and inspire our work into the future.

We welcomed two new team members; Siobhán Murphy and Dave Gibney in 2025.

THE BOARD

We said a fond farewell to Bobby Gilmore and Michael O’Sullivan, two founding members of MRCI who dedicated nearly 25 years of service on our board. Their commitment and support helped shape MRCI from its earliest days, guiding its growth and strengthening its mission. We are deeply grateful for their extraordinary contribution.

We welcomed three new board members, Mina Benyamine, Lijie Shao and Ray Husband. Each brings a wealth of experience, fresh perspectives, and a strong commitment to social justice and equality.

In 2025, the people involved in the work were from a range of nationalities and backgrounds. Amongst the many things that unites us is our passion for justice and equality.



OUR FUNDERS AND DONORS

A special thanks to all our donors and funders in 2025, without which our work would not be possible!

- Columban Missionary Society
- Department of Justice, Home Affairs and Migration- Asylum and Migration and Integration Fund
- Department of Children, Disability, and Equality -Ireland Against Racism
- Department of Rural and Community Development and the Gaeltacht- Scheme to Support National Organisations
- Department of Justice, Home Affairs and Migration –Victims of Crime
- Lakeside Fund
- Robert Bosch Foundation
- The Rowan Trust
- Forsá Trade Union
- Dublin City Council

Special thanks to all those who gave one off and recurring donations to assist the work of MRCI in 2025. Without your support our work would not be possible.

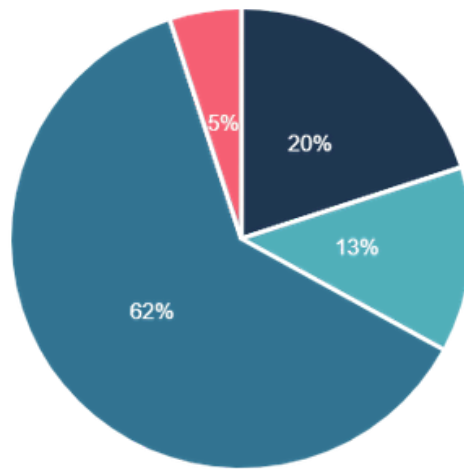
FINANCIAL REVIEW

The financial outcome for 2025 is set out in the audited financial statements.

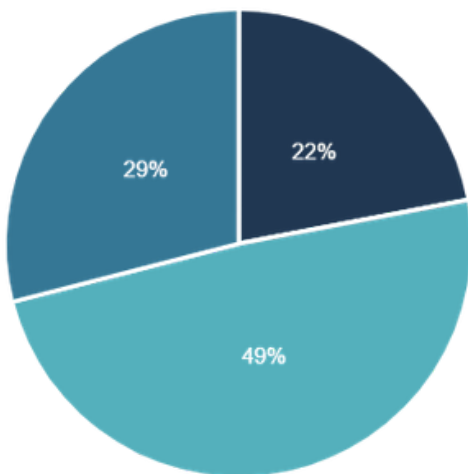
In 2025 MRCI had an income of €896,183. Our income can be split into four broad categories: Philanthropic, Government Grants, Irish Grants and Fundraising and Donation Income.

2025 Income - €896,183

- 62% Government Grants
- 20% Philanthropic Funding
- 13% Irish Grants
- 5% Donations and Fundraising



In 2025, MRCI's expenditure was €895,508. Our expenditure can be categorised in four broad headings: Community Work, Services, and Organisational Support Costs.



2025 Expenditure - €895,508

- 49% Services
- 29% Organisational Support Costs
- 22% Community Work

2025 IN PICTURES

