Migration for Development from a 3 window requirement

Migration 4 Development needs a 3 window requirement

A resource guide towards resourcing the migrants towards advocating the rights of migrants, to increase migrant capacities to contribute to social and economic development of their communities and countries of origin
Preface

In an era, when so many governments have been making short cuts and outright denial of the rights of migrants, it was important, in partnership with migrants and genuine allies - to explore the challenges and alternative strategies in voices upholding migrant rights as human rights.

Within this project we have gained more insight on how migration can work for development. For this we are convinced that MSAI approach can give a sustainable contribution as well breaking the chain of out-migration of people from the global south. MSAI’s success lies in the combined effect of complementing principles and corresponding activities. The project was implemented though workshops, seminars, trainings and individual mentoring. The project was guided by 3 window requirements: migrant rights, migrant communities and migrant remittances – all of which have been followed.

Within this guide we would like to give a some insights how we were able inject MSAI into our community. This gave us knowledge on how it could be used as an intervention to instil in Filipino migrants the concept of managing their remittances by asserting their development perspectives. This intervention complements our strategy of resourcing the migrants as a pillar towards advocating the rights of migrants, particularly their right to development.

EC-UN Joint Migration & Development Initiative
Inhoudsopgave

Module 1 Introducing Migration and Migrant Rights .......................................................... 5
1.1 Introducing Migration ................................................................................................... 6
The global context ................................................................................................................ 6
Voluntary migration ............................................................................................................ 6
Circulatory migration ........................................................................................................... 6
Irregular migration ............................................................................................................... 7
Forced migration, including human trafficking ................................................................. 7
Support Sheet ....................................................................................................................... 7
The migratory process ......................................................................................................... 7
Trafficking of human Beings ............................................................................................. 10
Definition of the UN of migrant worker .............................................................................. 10
1.2 Introducing Migration and International Human Rights ............................................... 11
The human rights framework ............................................................................................. 11
International labour standards ......................................................................................... 11
The human rights of migrants ......................................................................................... 11
Mechanisms for protection ............................................................................................... 12
A rights based approach to migration ............................................................................. 13
Challenges .......................................................................................................................... 13
To make rights real ............................................................................................................ 13
Tools for Empowerment and Collective Action ............................................................... 15
Essential elements for empowerment .............................................................................. 15
Leadership Development ................................................................................................. 16
Collective action for change ............................................................................................ 16
Building power .................................................................................................................. 17
Adopting a strategy ........................................................................................................... 18
Campaigning ...................................................................................................................... 18
Lobbying ............................................................................................................................ 19
Support Sheet Exercises to support the development of a collective analysis within a group... 20
EXERCISE 1 Let’s Move! A miming introduction .............................................................. 20
Exercise 2 Stories of immigration ..................................................................................... 20
Support Sheet Group work – supporting the development of a group process ................. 22
Support Sheet - A sample leadership development course .............................................. 24
Support Sheet Supporting collective action for change – SMART analysis tool .............. 27
Support Sheet Supporting collective action for change – 5-Point Campaign Plan .......... 28
Support Sheet Specific rights of significance for migrants ............................................... 30
Support Sheet Special Procedures most relevant to migrants and refugees ..................... 31
Support Sheet Legal instruments ...................................................................................... 32
Support Sheet International bodies .................................................................................. 32
Support Sheet The Rights of Migrants and Refugees at Work ......................................... 33
Support Sheet -Immigration and residency – understanding the jargon ........................... 34
Support Sheet Gender and Migration .............................................................................. 35

Module 2 Introducing migrant collective actions for economic development .................. 36
Migrants perspective .......................................................................................................... 36
Concepts and analytical framework .................................................................................. 36
The migration-development nexus and trans-local livelihoods ........................................ 36
Collective action through microfinance ............................................................................ 38
LED and the focus on community economic development ................................................ 39
Analytical framework: Migrant collective action for community economic development .... 40
Why Migrant Savings for Alternative Investments (MSAI)? ................................................................. 41
Enhancing Participation as Transnational Social Actors for development ......................................... 42
Support Sheet Community work values and practice principles ......................................................... 44
Support Sheet 4 Trainings to enhance the capacity as social entrepreneurs in the country of Origin 46
   Training 1 Defining Wishes, Opportunities and obstacles .................................................................. 46
   Training 2 Defining the Financial and possibilities for investments .................................................. 47
   Training 3 Decide on a business ........................................................................................................ 48
   Training 4 10 Steps before starting a Small Home Business ............................................................ 49
Support Sheet Understanding racism and discrimination .................................................................... 51
Support Sheet Building a bigger picture – a basic guide to doing a community profile .......... 52
Module 1
Introducing Migration and Migrant Rights

We believe for development to work, it is essential to focus on human development and integrate the interests and needs of migrants into policy responses aimed at economic recovery (e.g. anti-protectionism measures, stimulation of international trade, need for capital and credit etc.). Human mobility under a human rights regime may actually be part of the solution, not the problem. Seeking solutions and alternatives is the challenge.

Governments have adopted restrictive immigration law and policies in many forms. These include:
- restrictive immigration policies based on national security;
- migration measures that privilege the movement of “skilled” over “unskilled” and predominantly female labour; and
- protectionist laws and policies that limit freedom of movement in the name of protecting them from the harms of migration.

In our analysis we need to underline that these laws have generated repression of migrant rights and the selective immigration policies generates increasing racism against migrants. Besides that the effort in finding solutions in managing informal migration flow has resulted into the criminalisation of migrant communities. Human mobility under a human rights regime can challenge and explore solutions based on mutual commitment. For this migration/mobility must be put within the context as a demonstration of agency by migrants motivated by poverty and lack of development opportunities in the country of origin. These brings complex realities and solutions cannot be captured by one story or approach alone. People, in spite of hardship, show great amounts of courage, resourcefulness and resilience, and find ways to negotiate complicated situations to exercise their rights. To a large extent, the ultimate aim of those who migrate to improve their economic in their country of origin and to be an actors and stakeholders of development in the country of origin and their host country regardless of immigration status, and not to be criminalised by the system.

To create a common analysis on Human mobility under a human rights regime can challenge and explore solutions based on mutual commitment.

1. Look at how to strengthen local and national policy responses through a collective and empowering process with migrant workers.

2. Create with migrant workers effective systems of domestic redress for violations of human rights. Name and challenge racism in all its forms, direct, indirect and structural

3. Network, create linkages and avoid working in isolation
1.1 Introducing Migration

Migration is not a recent phenomenon. Men, women and their families have been leaving their homes since the beginning of time. Migration is essentially about the movement of people within and across borders and there are very different reasons and theories as to why people migrate. Generally these are referred to as ‘push’ and ‘pull’ factors, the former being the factors that compel people to leave their county (country of origin) and the latter, the factors that attract migrants to a particular country (destination country).

The global context

Globalization is and will continue to be widely associated with the growth of unsustainable economic activity in at-risk parts of the world. Many experts term the process of globalization as “a race to the bottom” in terms of environmental standards. A fully globalized and competitive market obliges countries to fight to attract more foreign capital and to keep domestic investment at home. Globalization refers to “a reconfiguration of geography, so that social space is no longer wholly mapped in terms of territorial places, territorial distances and territorial borders” (Scholte 2000, as found in Khan and Najam 2009, p. 7). De territorialization then gives rise to alternative structures of governance that compete with the traditional nation state for division of responsibilities. As explained by Ulrich Beck (2000), a leading expert in modernity and risk, “Globalization – however the word is understood – implies the weakening of state sovereignty and state structures” (as found in Khan and Najam 2009, p. 7). In the context of developing countries, this is likely to result in even greater difficulties for states as they struggle to provide critical social services to ever more impoverished and vulnerable populations. In the worst of circumstances, it may also lead to the complete breakdown of state structures and potentially result in inter- and intra-state conflict. Humanitarians will need to think carefully about how best to support vulnerable populations and the states that are responsible for them in an increasingly globalized world. Human mobility will increase to fulfill the demands of globalization and in turn serve as a driver of the globalization process.

The ease of international travel combined with reduced costs has resulted in global mobility, rather than migration per se, as a primary response to labor needs and a key driver of the globalization process. In this current wave of globalization, mobility is witnessed in its informal modes alongside formal ones, with the practice of illegal entry strategies alongside those that are sanctioned (Conway 2006, as found in Khan and Najam 2009). Whilst its benefits are heralded in the form of greater interconnectedness, concerns are being increasingly voiced with regard to its regulatory, border security, and human rights consequences.

Voluntary migration

Voluntary international migrants have increased from about 75 million in 1965 to 200 million in 2000. By 2050, the figure is expected to reach 230 million. In 2000, the majority of voluntary migrants in the world resided in just 28 states with countries such as the United States, Germany, Japan, Canada, United Kingdom, and Australia as the main recipients (Zlotnik 2005, as found in Khan and Najam 2009). Increased education and income have resulted in women becoming principal applicants for work permits and visas on their own accord, rather than solely migrating as “tied-movers” or “reunifying spouses,” and this trend is set to continue.

Circulatory migration

The sheer volume of people moving about has increased exponentially and the expectation is that migratory patterns will continue to evolve, moving progressively from permanent to circulatory migration, a phenomenon whereby one or more repetitive moves across borders becomes common. Circulatory or transnational migrants may maintain two homes or even two nationalities, interacting within multiple local and transnational fields. Profitable economic returns of short-term migration are resulting in self-generated flows of skilled transients and a global economy of remittances that has surpassed even foreign aid (Conway 2006, as found in Khan and Najam 2009). Shorter-term temporary international movement is likely to increase in significance in the future as people in search of work avoid permanent emigration, leading to an overall rise of dual nationalities and growth in “transnationalism” (Crisp 2008, as found in Khan and Najam 2009).
**Irregular migration**

A major feature of global migration systems is the rise of “irregular migration,” defined as a “growing global search for gainful work” (Khan and Najam 2009, p. 34). Estimates of irregular migration flows are naturally difficult to pin down. The United States has had the largest number of irregular immigrants, with the numbers increasing from four million in the early 1990s to 10.3 million in 2004. For the EU-25 group, irregular migration flows amounted to 800,000 in 2001 (Khan and Najam 2009). The smuggling of migrants and asylum seekers constitutes a separate phenomenon from trafficking and falls under the overall rubric of “irregular migration.”

**Forced migration, including human trafficking**

Forced migration as the result of disaster and conflict will surely continue as a major global trend in the future. It is likely that the bulk of forced migration will manifest itself in the form of internal displacement, as opposed to cross-border movement. Natural disaster-led displacement is expected to rise. According to the researchers commissioned for this project, the total number of people affected by natural disasters has tripled over the past decade to two billion, a trend certain to continue (Khan and Najam 2009). They also assert that, based on past trends, the world can be expected to face a “major” emergency involving human displacement every 16 months and a “massive” one every two years (Khan and Najam 2009).

In addition to traditional forms of forced migration well known to humanitarian practitioners, human trafficking will feature as a central aspect of forced migration in the future, expected to reach ever more alarming proportions. According to the International Labor Organization, there are an estimated 800,000 to 900,000 victims of human trafficking each year, with half that number forced into the sex trade (ILO 2005, as found in Khan and Najam 2009).

**Support Sheet**

**The migratory process**

a. **Country of origin or nationality**

Where human rights violations rise to the level of persecution they become immediate causes of refugee flight. But in many situations, the line between refugee flight, and migration in response to human rights problems which do not amount to persecution, is hard to draw. Flight from generalized political violence is not usually a basis for refugee recognition, nor is migration to escape even extreme violations of economic and social rights or environmental degradation. It has become increasingly difficult, in practice, to separate out refugees from other involuntary migrants or from economic migrants, even though such separation is seen by governments as an essential condition of asylum and immigration policy.

b. **Transit and irregular movement**

As migration flows have increased, many governments have tightened legal controls and strengthened – even fortified – their geographical borders; at the same time, the activities of traffickers and smugglers have expanded, and the dangers facing migrants during illegal travel and transport have grown exponentially. Restrictions on legal entry stay in most countries of destination, enforced through strict visa regimes and carrier sanctions, mean that a large proportion of migrants travel with illegal documentation, often using long, tortuous and dangerous routes. The most striking feature of these new patterns is the increase in the use of smuggling and trafficking agents.

c. **Countries of destination**

The status of migrants in their new country will vary widely: they may be legal migrants, admitted on the basis of employment or family, with the right to settle and become naturalised, students or temporary guest workers required to leave when their studies or their contract expire, or irregular migrants, including refused asylum seekers, who are liable to arrest and removal at any time. While all enjoy certain basic rights, including non-discrimination, other entitlements will usually be determined by their immigration status.

(i) **Discrimination, racism & xenophobia**

Many human rights problems affecting migrants arise from discrimination and racism, and concern integration and cultural identity. Migrant workers are frequently subjected to unequal treatment and unequal
opportunities, as well as discriminatory behaviour, and they are key reasons why migrant and ethnic minority workers face greater obstacles than the majority population. These obstacles are encouraged – even legitimised - where the law allows, or does not proscribe, discrimination. Responses to the ILO’s International Labour Migration Survey26 showed that national legislation in fewer than half the countries surveyed provided for any protection against discrimination at work. Two countries in the Middle East – the region with the highest number of migrant workers – Kuwait and Saudi Arabia – go so far as to exclude all migrant workers from national social and labour laws27.

Discrimination and racism particularly affect migrants; they may take the form of racial violence, limit access to citizenship, or access to the administration of justice. Unequal access to economic, social and cultural rights may mean that migrants, including the children of undocumented migrants, are excluded from education, and limited or denied access to health services, including emergency care, as part of policies to restrict and deter immigration28.

(ii) Integration
It is increasingly recognised that early integration based on equal treatment and the prohibition of discrimination is in the best interests of both migrants and of the community in which they live. The degree of integration depends on a number of factors. They include language, the availability of work generating sufficient income, legal status, participation in civil and political life, access to social services, family reunion, and access to citizenship through naturalisation. Human rights play an important role in this integration process and, conversely, where migrants, whether regular or irregular, are excluded from rights – for example from social services which protect social and economic rights – this contributes to their marginalisation, and also fuels negative attitudes towards them from the local people29. Respect for the basic human rights of all persons in each society is also an essential basis for addressing and resolving the tensions and potential conflicts between people who have different interests and socio-cultural backgrounds30.

(iii) Rights and duties
A part of the integration process is to enable migrants to understand the laws and values of their new society, the duties imposed on migrants, as well as on citizens, by national and international law, and that these duties are to the community in which they live.

General international human rights law sets out a migrant’s duties to the community ‘in which alone the free and full development of ...personality is possible’. It establishes the principle that the exercise of rights carries with it special duties and responsibilities.

(iv) Discrimination and security
Efforts to combat terrorism have placed state security at the forefront in discussions of international migration, often to the detriment of migrants’ and refugees’ rights. Where governments have introduced emergency measures and tighter immigration controls, they have not always succeeded in addressing legitimate national security concerns without undermining refugee protection and human rights standards33. In some cases discrimination takes the form of action against groups of migrants. In others, the problem is compounded because the measures were introduced in an existing climate of growing hostility and restrictions on the rights of refugees, asylum seekers and migrants, and fuelled racism and xenophobia, by presenting irregular migration as a national security threat34.

(iv) Irregular status
Even the EU, with its strict immigration controls, accepts that it is impossible to have a clear picture of the scale of ‘illegal migration’, which is often an outcome of trafficking and smuggling39; some estimates suggest that more than half irregular migrants have been assisted by smugglers or relocated by traffickers, although others are lower, and none rests on ‘hard’ data.

Migrant workers in an irregular status often face difficulties in accessing judicial procedures to protect their rights. These arise in particular in relation to deportation/expulsion, detention and employment. Difficulties include the fact that irregular migrants do not have the same rights as regular migrants to challenge expulsion or deportation under human rights law42. Detention is increasingly used by governments, either as an administrative measure pending deportation or expulsion, or under criminal law for acts such as overstaying, breaching conditions of stay, or use of false documents. In her report, the UN Special Rapporteur has criticised the high degree of discretion, and the broad powers to detain, which are given to immigration and law enforcement officials in many countries, and which can give rise to abuses. She has expressed concern
about prolonged detention periods, the arbitrary nature of detention decisions, detention of trafficking victims, overcrowding and poor hygienic conditions, and the absence of legal assistance and judicial review procedures. She has drawn attention to the increasing criminalisation of irregular migration by governments in order to discourage it.43

(v) **Exploitative and forced labour**
Most highly skilled workers migrate through regular channels into formal sector jobs with good conditions of work. But the great majority of migrant workers, both men and women, are in low skilled occupations, in the informal sector, requiring long or irregular hours of work or subject to seasonal lay offs – jobs normally shunned by national workers.

= (vi) **Domestic workers**
Migrant women domestic workers are among the world’s most vulnerable workers. Most move from poorer to richer countries for economic reasons, and most leave their children behind. Their working conditions vary enormously. While some are treated as members of the employer’s family, others are subjected to conditions which may amount to virtual slavery and forced labour.
An estimated 800,000 Asian women workers migrate each year, with women accounting for around 75% of legal migration from the Philippines. The very nature of domestic work gives rise to complex rights protection issues, since the unregulated nature of informal labour translates into minimal or no legal protection for migrant workers. In many countries, labour, safety and other laws do not cover domestic workers, so there are no legal norms for their treatment or offices or inspectors to enforce them. Even if they are protected by legislation, it can be very difficult for domestic workers to learn about or benefit from available protections, the result being widespread violations of labour laws. Domestic work is often excluded from the scope of national labour and/or other laws.

(vii) **Trafficking and smuggling**
Each year, an unknown number of people are smuggled or trafficked across international borders.57
Trafficking occurs in a very wide range of country situations and takes many forms. The movement of trafficked persons is based on deception or coercion and is for the purpose of exploitation. Profit comes not from the movement but from the sale of a trafficked person’s sexual services or labour in the country of destination. Most smuggled migrants are men. Most trafficked persons are often assumed to be women and children, but many men also are trafficked.
The porous line between trafficking and smuggling and the links of both with forced labour makes this a particularly difficult area in which to draw distinctions, as this case summary shows.
Forced and exploitative labour are often part of the trafficking cycle, and may also be an indirect outcome of the smuggling process, because the worker’s illegality makes him/her vulnerable to exploitative employers. In this situation, the practical distinction between workers who have entered forced labour because they were trafficked, and those who were smuggled, will often be difficult to make. The distinction is an important one because national law – following the Trafficking Protocol increasingly sees those who are trafficked as victims who should be given assistance. But the distinction may be elusive where a person who was illegally smuggled is later trafficked within the same country (national law on trafficking does not always require a cross border element) to undertake exploitative work.

(viii) **Trafficking of children**
Trafficking of children is an area where the gap – in this case a chasm – between human rights norms and their effective application is at its most extreme. Child trafficking is an offence under international criminal law, and a violation of the child’s human right not to be exploited economically or sexually or in pornography, or abducted, sold or trafficked has been made absolute by governments through the Convention on the Rights of the Child61 and the Trafficking Protocol. Nonetheless, trafficking of children takes place in many countries and regions of the world, involving an estimated at 1.2 million each year.

(ix) **Expulsion and deportation**
Human rights violations also take place in the course of the expulsion and deportation. In 2002 the severity of the problem led the Parliamentary Assembly of the Council of Europe, which represents 46 governments, to express its concern at the number of deaths resulting from methods used to enforce expulsion orders in member states.
Figures of Migration
One Forty-eight percent of the total international migration is composed of women, most of whom now migrate on their own rather than as family members of other migrants. The ILO has established that around 90% of international migration is composed of economically active migrants and members of their families. Only seven to eight percent of migrants are refugees and asylum-seekers.

Trafficking of human Beings
Trafficking of human beings is defined as: "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat, or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation." The smuggling of migrants is defined as: "The procurement, in order to obtain, directly or indirectly a financial or other material benefit, of the illegal entry of a person into a state Party of which the person is not a national or a permanent resident." Sources: UN Protocol to Prevent, Suppress and Punish Trafficking in Persons (2000); UN Protocol against the Smuggling of Migrants by Land, Sea and Air (2000)

Definition of the UN of migrant worker
The UN describes a migrant worker as ‘a person, who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national. The term migrant does not refer to refugees, displaced or others forced to leave their homes. Migrants are people who make choices about when to leave or where to go, even though these choices are sometimes extremely constrained.
1.2 Introducing Migration and International Human Rights

Aim
To enhance capacities of Filipino migrants and other stakeholders in promoting, protecting and upholding migrants’ rights Various stakeholders utilise human rights based approach in assessing and relating migration and development

The human rights framework


It is appropriate that migrants caught in any of these situations should look for protection to human rights laws and policies. Do these laws and policies provide them with effective protection and remedies? In the last half century, human rights have been transformed from the abstract principles embodied in the Universal Declaration of Human Rights ['UDHR'], to become legal entitlements for individuals, and legal duties for states. This has been achieved through a process of treaty making, in which governments have together defined the rights which should be protected, and created mechanisms to ensure that these rights are given effect through national law and policy. The outcome of this process of negotiation and agreement are six core human rights treaties; two general covenants protect civil, political, economic, social and cultural rights, and four conventions provide more specific protection – for children and for women, against racial discrimination, and against torture. These treaties have been accepted – in part or in whole - by all UN member states as legal obligations to which their national law and policy must conform, and which protect everyone, both citizens and non citizens. The Convention on the Rights of the Child has been ratified by all but two UN member states, and has thus become – in effect – a near universal law binding all states and protecting all children2.

International labour standards

International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. 4 Convention 97 on Migration for Employment [42 ratifications]; Convention 143 on Migrants in Abusive Conditions and the Promotiion of Equality of Opportunity and Treatment of Migrant Workers [18 ratifications].

The ILO has led the way in defining and enforcing workers’ rights, historically through specific Conventions and recommendations, and recently through the 1998 Declaration on Fundamental Principles and Rights at Work ['ILO Declaration’], which binds all ILO members, and protects all migrant workers regardless of status. ILO labour standards focus on labour rights, including forced labour and exploitation. They also provide specific protection for migrant workers. Convention 97 sets forth the rights of migrants in relation to – e.g. - remuneration, social security, taxation, access to trade unions, and transfer of personal belongings. Convention 143 sets out the rights of irregular migrants, and rights to equal treatment with nationals4. A Recommendation [86 of 1949] addresses a related issue – e.g. -family reunification, and provides for continued residence in the host country in case of loss of employment; it includes a model bilateral agreement.

The human rights of migrants

a. The core human rights treaties
A basic principle of human rights is that entering a country in violation of immigration laws does not deprive an irregular migrant of his or her most fundamental human rights, nor does it erase the obligation of the host state to protect these individuals. The analogy is sometimes made with the operation of criminal law where;
although an individual may have broken the law, and be liable to prosecution for a specific criminal offence, he or she retains their basic human rights – to due process or humane treatment - throughout the legal process, and after conviction71.

b. The Convention on Migrant Workers76
The CMW brings together in a single text the rights which already protect migrants – including irregular workers – and which have already been accepted by most states through the ‘core’ human rights treaties. It gives some additional rights to regular migrant workers – including the right to family reunification.

c. Trafficking and smuggling
If one side of the protection coin is strengthening human rights, the other is the criminal prosecution of those responsible for forced labour, smuggling and trafficking. The two Palermo Protocols define trafficking in persons, and smuggling of migrants as international crimes; the one is sometimes described as a crime against people, and the other as a crime against the state.

The key elements of trafficking are movement, the presence of exploitation and the fact of coercion. The Smuggling Protocol, but only in its preamble, notes “the need to provide migrants with humane treatment and full protection of their rights”.

Mechanisms for protection
Migrants are distinguished from refugees by the fact that they, unlike refugees, can look to their country of nationality for protection and so do not require protection from the international community. Diplomatic protection is the first and older protection mechanism, and its important is growing. International human rights law creates a second, and newer, system under which individuals are entitled to enjoy rights whether they are in their own countries or abroad. These rights derive not from their nationality, but from the human rights treaties which the state – their own or the country in which they live - has voluntarily undertaken to respect.

A powerful obstacle to all rights protection is ignorance, and many migrants know little about what their rights are, or how to claim them. Many, perhaps most, migrant workers know little about their rights and the actions they can take when inequities or mistreatment occur. While this is a problem which their own countries can address, by providing information before they leave, the countries in which they live and work have the primary responsibility for protection.

a. Diplomatic protection
When a state arrests a non citizen, international law requires the arresting state to inform him of his right to contact consular officials of his home state, and to communicate such a request to consular officials ‘without delay’. Consular officials are entitled to visit a national who is in custody, and may provide assistance, including arranging legal representation’83. The practice is rooted in the reciprocal interest of all states to safeguard their nationals abroad.

b. The human rights treaty system
When states ratify any one of the human rights treaties, they undertake to implement the treaty’s provisions through national law and policy. In each case this implementation is overseen – and monitored – by a committee of independent experts, who are elected by governments, and who are referred to as Treaty Bodies. They review the steps taken by governments to protect human rights. The Human Rights Committee reviews reports from the 154 countries which are parties to the ICCPR, and can also determine complaints from those countries which have given it jurisdiction over individual cases in circumstances where individuals [citizens or migrants] claim their rights have been violated.

c. Regional systems
Migrants’ rights are also protected under regional treaties. In Europe, although decisions of the ECHR have not affected member states’ formal control over external borders and free movement rights, they have circumscribed decision making in some individual cases. This means that while the European Convention does not create any right of entry, it may prevent the removal, or deportation, of a third country national from a member state – for example where it is the home of his immediate family, and removal would be an infringement of the right to respect for family life.
d. **National protection**
The human rights system works on the principle that individuals take their cases to the international procedures only as a last resort, after all domestic remedies have been exhausted, and that international human rights law is to be applied in the first instance by national courts. Increasingly national courts are applying international human rights law to cases which come before them.

e. **UN special mechanisms**
The UN system have appointed Special Rapporteurs to report on the human rights of migrants. All are important tools for improving factual knowledge of the circumstances in migrants are most vulnerable, and for establishing a dialogue with governments. The reports of the thematic special rapporteurs give practical effect to human rights principles and apply them to the situation of migrants, notably the reports of the Special Rapporteurs on the Right to Health, and on Violence against Women.

A rights based approach to migration
The ILO, UNICEF and the UN Special Rapporteur are among those who have called for a ‘rights based approach’ to migration, through the integration of human rights principles and labour standards into policy making. The essential elements of a human rights based approach in relation to migration are the observance of international human rights norms, including equality and non discrimination, standard setting and accountability, the recognition of migrants as subjects and holders of rights, the participation of migrant communities and the integration of a gender, child’s rights and ethnic perspective.

A rights based approach to migration might include these elements:
- Before a new law, policy or practice is introduced, it should be reviewed to ensure its consistency with the state’s national, regional and international human rights obligations, and international labour standards. There should be an assessment of the human rights impact to ensure that – e.g. – anti trafficking measures comply with respect for human rights.
- There should be systematic data collection, and its disaggregation by – e.g. - sex, geographic origin, age and ethnicity, to enable discrimination or potential discrimination to be identified, and eliminated – using the CERD as a guide105.
- Existing national laws should be reviewed to see if they protect migrants and citizens equally.
- Employment contracts, made under bi-lateral agreements, should reflect labour and human rights; this should also be the case for workers moving for temporary employment under GATS Mode 4 agreements.

The value of a rights based approach lies in its ability to identify at an early stage laws, policies and practices which could lead to abuse of migrants’ rights; thus, states would reject certain methods as unlawful in the enforcement of expulsion orders.

**Challenges**
Regardless of its limitations, this Guide has been written as a practical means to enhance the human rights of migrants, to assist in freeing them from an administrative limbo. It is for lawyers, activists, and legal practitioners to use it to provide tangible rights to migrants. To do this, they need the best possible understanding of the international human rights standards relevant to migrants and the means to claim their respect or implementation at the national and international level.

**To make rights real**
- Look at how to strengthen local and national policy responses through a collective and empowering process with migrant workers.
- Create with migrant workers effective systems of domestic redress for violations of their human rights. Name and challenge racism in all its forms, direct, indirect and structural
- Network, create linkages and avoid working in isolation

**Workplace exploitation**
The exploitation of migrant workers, particularly those in low-pay, non-unionised employment sectors, is
widespread. Workplace exploitation constitutes a wide variety of situations in which a worker is taken advantage of and denied their rights provided under EU law. Exploitation can range from discriminatory practices in pay and conditions, to situations of forced labour. This exploitation is particularly prominent in sectors that are poorly regulated such as agriculture, domestic work, cleaning, restaurant and hotel work. These factors include the following:

- The Work Permit system ties a worker’s immigration status to one employer, so if anything happens to their job their legal status is put in jeopardy
- Many workers incur huge debts in order to secure work in Europe, and most fear complaining until the debt has been paid
- For many occupations, particularly domestic work and agricultural work, a worker’s accommodation is tied to the job, and there is therefore the risk of losing not only a job but also a home if problems arise
- Migrant workers have fewer resources and support structures, such as family, to fall back on if something goes wrong in their job
- Many have limited options for good pay and conditions in their home country and have little choice but to endure exploitive conditions

As a result of these factors, migrant workers are much more reluctant to come forward and do something about exploitive pay and treatment. The risks for a migrant worker to come forward and potentially lose their job (and their legal status, for non-EU/EEA workers) outweigh the potential benefit of proper pay and conditions. On the other hand, the benefit of cheap labour to an employer who exploits is much greater than the risk of being caught and penalised. At present, the worst-case scenario for the vast majority of employers who violate workers’ rights is that they have to pay a portion of the owed wages to the worker. In most cases employers pay a settlement to workers who lodge formal complaints, without any deterrent or penalty.

**Being undocumented**

Undocumented migrant workers are generally non-EU/EEA nationals whose residency status in Ireland has expired or who entered the state without valid residency status. (A migrant worker can also be in the country with a valid legal status, but working irregularly, i.e. without permission, such as a valid Work Permit.) Some undocumented migrants may have overstayed a tourist visa or have fallen out of the Employment Permit system through, for example: exploitation, employers not renewing their Work Permit or being made redundant and not being able to secure a new permit immediately. Undocumented migrant workers are not entitled to access any form of State services except emergency healthcare. Due to their undocumented legal status they are often living in constant fear of drawing attention to their status. Undocumented workers can experience high levels of fear and psychological distress due to this constant fear of discovery by the authorities. Lack of protections and paths to regularisation for migrant workers who have become undocumented is a key concern. Being undocumented leaves migrant workers at greater risk of exploitation, more vulnerable to social exclusion and at risk of living in poverty.

**Accessing services**

Difficulties arise for migrant workers in accessing essential State services,

Your role as a community worker is to:

- Understand the barriers which migrant workers face in accessing essential services and entitlements
- Challenge systems, procedures and policies which prohibit migrant workers from accessing essential services, and promote equality of access and outcome in services which effect migrant workers
- Ensure migrant workers have a say in how services are developed and delivered
Tools for Empowerment and Collective Action
Community work is ultimately concerned with redressing power imbalances within society. In working with migrant workers, it is vital then that the policies and decisions which impact on the lives of migrant workers are considered and challenged. An important part of the work at this stage is supporting migrant workers to critically reflect on their own situation. This is about providing spaces for migrant workers to come together for sharing and analysing individual and collective experiences, supporting their participation in strategic areas of decision-making, and enabling their connection with wider/national community sector structures.

A great deal of this work involves creating collective spaces, supporting groups and leaders to emerge as well as encouraging collective decision-making and supporting people in representative roles outside of the groups they are in. Section 3.1 looks at the empowerment of migrant workers and presents an overview of strategies, steps and tools needed to develop this. It focuses in particular on effective groups, supporting leadership and collective decision-making. Collective action for change, and in a similar way offers practical material that will support empowerment and the development of a collective analysis, but focuses on particular actions, including campaign work and other collective initiatives that can be undertaken.

Essential elements for empowerment
Community work is about the empowerment of individuals and communities, and addressing the unequal distribution of power. Building on participation, it involves supporting people to develop skills and confidence, as well as highlighting the importance of not doing for others what they can do for themselves. It involves supporting people through consciousness-raising, to build an understanding and analysis of their reality. This creates the conditions for migrant workers to analyse together the issues affecting them, identifying ways of overcoming these problems. Through bringing people together who share common problems, in this case migrant workers, an awareness and understanding develops that goes beyond the personal. In the process of doing this, participants can begin to understand why they are experiencing these problems and identify what factors keep barriers in place. This results in a very powerful experience.

Understanding Power
Analysing power is an important part of the work. This involves having a sense of the absence of, or access to, power that migrant workers and their families have. It also involves getting to grips with how decisions are made and influenced, and the structures and processes at local and national level where power lies and where key decisions are made. Central to this will be the personal experiences of migrant workers. Developing an understanding of power with migrant workers can happen in any number of ways, usually through a group process and ideally as part of the development of an effective group process. Any group coming together to discuss their experiences and issues facing them, for example impact of workplace exploitation on their lives, should ideally be facilitated to develop an analysis of power (who has it, who doesn’t, and why) within this. This helps in turning problems and negative experiences into campaigns calling for change on particular issues.

Learning points for ‘power’
- Visible or tangible power relates to decision-making structures, institutions and places where policies are made.
- Invisible or intangible power often relates to the values and norms in society and to ideologies, such as neo-liberalism, which are prevalent but lie beneath the surface.
- Power can manifest and be exerted a number of ways. It can be held through force, correction, intimidation, influence, expertise, knowledge, politics, group dynamics and tradition, to name but a few.
- All people have power in some shape or form. We need to be conscious of our power and how we use it.
- It is an analysis of our own power, and the power of ‘others’ that enables us to see where the possibilities for struggle can lie. It is only through this type of struggle that change can happen and the balance of power can shift.

Developing a collective analysis
It is important to work with people to raise awareness and understanding of issues that impact on their lives. This process is usually referred to as consciousness-raising. Consciousness-raising allows migrant workers you
are working with to develop a collective analysis of the issues affecting them and can then lead to identifying ways of overcoming problems. Essentially this is about supporting those you work with to see the bigger picture.

**Leadership Development**

As individual migrant workers start to participate in a collective process such as becoming an active member of a group, opportunities need to be created for their vision, skills and talents to be nurtured and developed. In this way true empowerment of the group can begin to take place and your role will become more supportive as the group members move in and between different roles. Leadership training and development for migrant workers should not wait until someone is identified or identifies themselves as a leader. It is a core part of community work, and needs to be continually worked at. There may not always be the time and resources for running a full leadership development course, and if this is the case it is about creating spaces on a regular basis for skills to be developed and making sure migrant workers are being supported to take on leadership roles. The development of leadership skills should involve a focus on the development of both practical skills (for example media and communication, presentation and lobbying skills) and analytical skills (for example taking time to develop a collective social and economic analysis of migration, by focusing on push and pull factors of migration, globalisation etc).

Developing leadership skills with migrant workers:

- **Enabling participation** – organising the workshops at a time and on a day that suits participants is very important.
- **Important – organisational skills are required!** It is important to make the time for planning and organising before and during the course. This pays off, contributing to quality workshops and minimising confusion for participants.
- **Participation – covering costs make a difference.** If the budget can stretch to participation and childcare costs, all the better. This can make a real difference for participants, and be an extra incentive for committing to participate in the course.
- **Establishing ground rules.** The group should agree on ground rules from the beginning, and these should be referred to regularly. These set the tone for group work, engagement and discussion, outlining what is expected from participants.
- **Evaluation is important.** As mentioned above, evaluation is important and should be built in to individual workshops where possible, with an overall evaluation carried out at the end of the course.
- **Give thought to and plan for the ‘fall out’ of discussions and group exercises that may be upsetting for individuals, for example experiences of discrimination, exploitation, racism etc.** Individuals may want to discuss some of this on a one-to-one basis, and may require individual support and access to information.
- **Celebration is important too!** It helps the group to bond and gives participants a sense of achievement.

**Collective action for change**

Collective action for change should be considered in the broader context of contributing to the building of social movements. Social movements are not built overnight, they take time and sustained commitment. They are collective challenges to elites, authorities, those in power and other groups, by people with a common purpose.43 Once migrant workers have identified issues that impact on their lives and have begun to build an analysis of these, the next step is identifying actions to address these problems. Change sought may have a small or large impact, it may benefit migrant workers in a small community or at a wider level. It may also involve participating in networking events designed to develop a policy focus, making submissions, advocating and lobbying for changes, linking with political process and documenting and sharing good practice. It is built on participation, consciousness- raising, and empowerment. This section presents an overview of strategies, steps and tools needed to carry out collective action for change.

**Doing the groundwork**

Sometimes collective action, for example in the form of a protest or campaign, is developed immediately in response to a particular governmental decision or crisis that has emerged in people’s lives. Often it is developed once a community has decided they can take no more, and have begun to organise around an issue
that may have been a problem for some time. Whatever the issue and whatever form collective action takes, doing the groundwork is essential in terms of choosing an issue, getting people involved, deciding on a strategy and working together to bring about change.

**Building analysis**

Before we can influence change it is critical to identify what the issue is and to have a clear understanding of how it affects migrant workers and their families. Influencing change will involve speaking to others, particularly those in power, about this issue and convincing others why it matters and what needs to change, therefore having a good analysis is paramount. At this stage, ideally, experiences of migrant workers in the local community should be documented, with a particular focus on migrant workers experiencing workplace exploitation and discrimination, undocumented workers, and those at risk of social exclusion (including women and families). As a community worker you should be able to identify individual migrant workers affected by this issue and involve them from the beginning in any collective process. This immediately allows you to identify what is already known about this problem and also offers an important opportunity to document people’s own direct experience.

**Choosing an issue to take action on**

Sometimes the issue that needs to be worked on is very obvious and there is immediate agreement by all. However sometimes this is not the case, and choosing the right issue to progress is essential, and this can be influenced by many factors. At this stage it is important to differentiate between a ‘problem’ and the ‘issue’: A problem is a particular concern, for example, migrant workers from outside of the EU being refused family reunification with no access to an independent appeals system. An issue presents a solution or partial solution to this problem, for example, advocating for family reunification to be legislated for in the Immigration, Residence and Protection Bill, or for an independent appeals mechanism for immigration decisions. As a community worker, you have a responsibility to turn problems facing migrant workers into issues that can be campaigned on collectively an issue to take action on the first step is to analyse the problem and decide what kind of solution to work toward. The second important step is to evaluate the range of presenting issues and select one. This is about more than running with what the majority thinks, and requires a collective process to engage with critical questions, such as whether it will result in a real improvement in people’s lives, whether working on this issue will build leadership, if it will be non-divisive.

**Building power**

From an early stage, regardless of what form the action takes, time and energy should be given to building power around the issue and in the community/group you are working with. A fundamental way of building power is by getting people to understand the source of their social or political problems, to devise solutions, strategise, take on leadership, and move to action through campaigns that win concrete changes. There are some essential elements for building power that is considered strong and deep-rooted, regardless of the problem or setting. The following learning points for building community power have been adapted from ‘Tools for Radical Democracy’, an American publication which offers an interesting insight into organising for collective change. Some of these principles apply to the concept of collective action for change in general, and not just to building power.

**Learning points for building power**

- Build a base of members: more people means more power. A community worker should be getting migrant workers and their families involved from the beginning. This involves building relationships and organising people, which is ongoing work that never stops.
- Action fosters commitment. Support migrant workers to see the roots of the problem. As a community worker you can help people to understand how their problems stem from policies, programs, practices or ideologies. Moving migrant workers towards action engages people fully in the process. Whether this is on access to services, or on experiences of racism for example, it provides an opportunity to link the local to the global.
- Develop capacity for leadership: leaders learn by doing. As a community worker you have a responsibility to support migrant workers to be leaders by training and supporting them, and by engaging them in the social justice movement. Political education and leadership development training are key to this.
- Analyse power. Power analysis is a distinct process, and is fundamental to an effective campaign. If you
implement a campaign based on an inaccurate power analysis, or worse, with no power analysis, it is likely to fail.

- Build a movement. Successful campaigns and organisations engage in the larger social justice movement. You build relationships with other community leaders and organisations and expand your community’s base of power.

Adopting a strategy
Having chosen your issue you now need to adopt a strategy or strategies that will progress action on the issue. Whilst a plan might outline the various practical steps that need to be made in any project, a strategy is the overall design for building the power to compel others, i.e. decision-makers, to do something in the public interest that he or she does not otherwise wish to do. Collective action for change may involve some or all of the following elements: organising a campaign, engaging the media, developing policy positions, lobbying, direct action and organising a petition. Developing a campaign plan is a central aspect to any strategy, but working on a strategy initially allows for thinking more broadly around the issue, defining the policy ask and the requirements in the short, medium and long term. This section will focus on developing a campaign plan that is centred on the involvement of migrant workers, but at an organisational level it is important to also give time to developing an overall strategy.

Campaigning
At its simplest, campaigning is about an organised, sustained effort to influence and make collective claims on targeted authorities. It can happen as part of an action plan to address an issue, or be organised in response to an issue emerging suddenly that has a direct and negative impact – for example the deportation of a local resident. As collective action for change is about working together with people to take action, before developing a campaign strategy consider who will work on the campaign. Draw in key people who are sympathetic to your cause, involved in similar organisations, or experts in the field. A campaign plan might include some if not all of the following actions: designing a petition and collecting signatures, organising a protest, engaging with the media, lobbying key policy and decision-makers.

Before You Begin
1. Assess
   - What do you want to do?
   - What do you want to communicate, and to whom?
   - What power do they have?
   - What power are they willing to give up?
   - Who will give you support?

2. Know whom the issue affects and build alliances accordingly
3. Develop a clear strategy
4. Turn problems into issues
5. Have one clear aim and purpose. This should be in the interests of the collective
6. Timing: take into account the life of a campaign, timescale, and context. Think about the best time to start, and work within a given time frame
7. Develop your key messages. Remember to be creative and visual. Think about imagery and logos
8. Research similar campaigns. Network with others from whom you might learn
9. Troubleshoot – be aware of what might go wrong, and have back-up plans
10. Develop relations with the media. One or two main people should deal with the media work

As You Are Campaigning
You can find allies in the most unusual places, while those you might expect to be allies may not turn out to be. If a group has been formed, it should continue to engage with other community sector organisations to ensure the specific experiences of migrants are incorporated into policies and agendas. Alliances with local trade union and employer representatives and specialist NGOs should be developed.

- Don’t preach, but keep your message simple – don’t over-estimate your audience
- Keep up the morale. Acknowledge small successes throughout
- Be clear on what you want – don’t side-track/divert. Know your bottom lines and what can be
compromised on.

- Develop good relations with important people. Communicate with all those involved, and listen to them. Have respect and use non-abusive criticism

After the Campaign
- Review success or progress
- Evaluate the campaign and the process
- Celebrate – acknowledge people’s contribution

Engaging with the media: communicating your campaign effectively
Engaging with the media will be an essential element of your campaign, as it is a central medium for delivering messages to the public and can be very influential. From the beginning it will be important to support migrant workers involved in the campaign to develop their own media and communication skills, in order for them to become key spokespersons who can confidently engage with the media.

Lobbying
Lobbying essentially boils down to persuading someone to do what you want. It is about the process of pressuring, informing and influencing policy-makers in favour of a certain cause. It can involve various methods, from meeting with politicians and civil servants, to negotiating with policy makers, and writing submissions. Lobbying will be more effective if you are working as part of

Learning points for lobbying
- Develop a full, sound understanding of your issue, supported by social analysis and a long-term vision.
- Having a common-sense approach. Policy, politics and power are at the heart of community work. The complexity of policy-making can be a diversion – use a common-sense approach to getting to the heart of the issue, and identifying who has the power and makes the decisions which have relevance to the campaign issue.
- Get to grips with the decision-making system at a local and national level.
- Realise that influencing policy and lobbying isn’t rocket science, and remember you start with the advantage of knowing and understanding the reality of the issues on the ground. Not all policy makers can say the same!
- There are key questions your group should be able to answer when initiating lobbying:
-- What do we want to influence? Is it a key piece of legislation, for example the Immigration,
-- Why this particular policy process or this issue? Again this is in relation to being clear about the issue, how it impacts on migrant workers and their families, and the policy ask.
-- Who makes the decisions that directly impact on this campaign issue?
-- How can we influence them? Identifying that decision-makers may not have the same understanding of the issues you have is important. Be very clear about what you want and who you represent. Have solutions ready and build up personal relationships with key decision makers where possible and relevant.
-- When should we intervene? It is important to intervene at as early a stage as possible, and before a decision is set in stone.
-- How can we set a new agenda?
Support Sheet  Exercises to support the development of a collective analysis within a group

EXERCISE 1 Let’s Move! A miming introduction

Aims:
Say a place where they used to live
Make a physical motion (see examples below)

that illustrates the reason that they moved
After someone introduces her/himself, everyone in the circle repeats their name and motion. You may want to demonstrate this with an example before you begin. Encourage participants not to repeat what someone else has already done to get the creative juices flowing!
When all participants have introduced themselves, ask them to find a partner. Each person should explain what their action represented to their partner.

After the partners are finished sharing, ask the large group how they felt about the exercise.
  – What did they notice?
  – What were some of the reasons why people moved?
  – What were some of the similarities?

To use as an introduction and a fun, physical ice-breaker

To connect personal experiences of migrating to the issue of global migration

Time:
20 – 30 minutes

Plan
  Ä Form a large circle, with all participants standing and facing inwards
  Ç Explain to participants that this is an exercise for everyone to introduce themselves. Ask each person to:
  – Say their name
  Example 1: Making an action of holding your arms out in front of you like you are hugging someone (reason wanting to join your family)
  Example 2: Making an action of pulling your pockets out and showing that they are empty (reason could be needed a new job, or wanted to make money)

Discussion points
• Personal reasons for migrating often relate to economic, social and political factors, structures and policies
• These same reasons also lead other people in similar situations around the world to migrate
• Some of the push and pull factors influencing migration which are part of broader structural movements include:
  – integration of the world economy
  – structural inequality and poverty
  – globalisation

Exercise 2  Stories of immigration

Aims:
• Share personal and family stories of migration
• Place our personal migration stories in relation to the Irish experience of inward migration
• Look at how Irish immigration policy is starting to shape Ireland, including how the economy drives policy development, along with government concerns about security and border control

Time:
45 – 90 minutes

Facilitator Preparation:
- Create an immigration timeline for Ireland, reviewing history and dates before facilitating the session – this timeline should ideally be colourful and engaging
- Photographs can be sourced from the internet or symbols printed out to represent different eras
- Post the ‘Immigration History Timeline’ on the wall of the room with plenty of room for participants to tape their pages beneath and/or alongside it

Plan:
Introduce the exercise by highlighting the framing questions for the activity. In this exercise we will be thinking about the following questions:
- What are some of the reasons that people have migrated to Ireland?
- What groups have immigrated to ……?
- How does that responded to this immigration?
- How are immigration laws developing, and what impact are they having on migrant workers and their families?

Distribute a half-sheet of paper and crayons/ coloured pencils/markers to all participants. Ask participants to think about the following questions:
- When on the timeline did you migrate?
- How did you migrate, for example was it on a student visa / Work Permit?
- Is your family with you, and if so when did they come?
- How many times have you gone home on holidays since you came to Ireland?

Ask participants to write the answers to the questions on their paper, and to draw a picture to illustrate their migration experience.

Assign participants a partner each, preferably someone they do not know very well. Ask participants to share their “personal migration history” with their partners. Participants should ‘tour’ the timeline with their partners or their small groups. Distribute pieces of tape, so that participants can hang their personal history on the timeline as they walk through. Have extra sheets of paper available so that participants can add key dates that are not on the timeline.

After participants have walked through the timeline, ask for 3-4 participants to share their personal migration story with the rest of the large groups. If you have more time you can review each participant’s migration story. Explain that our individual stories connect to historical patterns and are part of broader economic and social movements.

Once participants have toured the timeline with their partners and located their own testimony on the line, gather the larger group together and process the activity together. Some questions that could shape the discussion include:
- Did anything surprise you about this activity? If so what?
- Who does the Irish government allow entry into the country to easily?
- What groups and individuals find it harder to migrate to Ireland to live and work?
- How much does your entry status determine your level of rights and entitlements in Ireland?
- How have immigration regulations and legislation affected immigration to Ireland?
- Who designs and plans migration policy in Ireland and who do they listen to.
- How do you think this has affected the lives of immigrants?
Support Sheet  

Group work – supporting the development of a group process

A good group is:
- Active and fun
- Democratic and inclusive
- Empowered and motivated
- Creative
- Organised
- In regular contact
- Strategic and informed
- Where knowledge and skills are shared
- When group members are clear on why they are part of the group
- When group members are listened to, understood and respected

A number of needs must be met for groups to be effective. Adair’s Functional Approach below outlines individual, group and task needs. Effective groups will have all these needs met:

<table>
<thead>
<tr>
<th>Task needs</th>
<th>Group Needs</th>
<th>Individual Needs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defining the task</td>
<td>Setting standards</td>
<td>Attending to personal problems</td>
</tr>
<tr>
<td>Making a plan</td>
<td>Building team spirit</td>
<td>Constructive and positive feedback</td>
</tr>
<tr>
<td>Allocating work and resources</td>
<td>Encouraging, motivating, giving sense of purpose</td>
<td>Giving status</td>
</tr>
<tr>
<td>Checking performance against plan</td>
<td>Appointing roles</td>
<td>Recognising and using individual abilities</td>
</tr>
<tr>
<td>Adjusting plan</td>
<td>Ensuring communication within the group</td>
<td>Training</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Training needs</td>
</tr>
</tbody>
</table>

1. **Group Roles**

   In every group, different individuals play different roles. In establishing a group, it is useful to have a number of these roles represented. The roles compliment each other. You may run into problems if you have too many people playing the one role, e.g. leader.

   - **Leader:** makes sure everybody is involved, committed and motivated, co-ordinates the group, ensures that decisions are made and the group makes progress.
   - **Thinker:** collects and analyses information, listens to what is being said and watches what is going on, is sometimes quiet before contributing ideas, thinks through the problem, sees solutions anticipates problems.
   - **Achiever:** wants to succeed and strives for results, wants to progress towards the goal quickly, becomes impatient with delays, has lots of enthusiasm.
   - **Carer:** is concerned that everybody is fitting in, works to develop a team spirit, is keen to get everyone to agree, watches out for feelings and attitudes, eases tension and fosters a positive spirit.
   - **Doer:** always wants to be active, wants to see progress and adherence to plans, gets bored with too much discussion, hates time-wasting, works hard to finish the task.

2. **Setting ground rules**

   Ground rules are important if you want to establish an effective group and a strong working relationship. The group should spend time at the beginning agreeing a number of ground rules, which outline how the group will operate. Some examples are:
   - Confidentiality – what is said in the room stays in the room
   - Be honest and open
   - Listen to others
• Try not to interrupt
• In heated discussion, allow the chairperson to moderate and don’t get personal!
The group can always re-visit these agreed ground rules and refer to them if any group member feels they are being ignored. It is very important at the outset that the group is facilitated to establish ground rules themselves, and that these are not imposed on them. Once these are agreed on it is useful to place them in a visible location for all future sessions.

3 Mission statements – developing a vision for a group
The mission of a group should be clearly outlined, and not merely be in people’s heads. The purpose should be articulated and discussed at the initial meetings to give group members a sense of ownership. A mission should say, in one or two paragraphs, who the group represents, what it does, where it does it, and why and how the group does it. This is then useful in establishing work objectives and planning for future work.

4. Group meetings
How a group holds its meetings is core to the effectiveness of the group. Identify a purpose for the meeting, and give appropriate notice to all group members. Do not hold unnecessary meetings. Distribute an agenda before the meeting. At the meeting, establish start, stop and break times. Start promptly and end on time. Agree someone to chair the meeting, and someone to take notes and write them up. Do not allow certain people to dominate the discussion, or allow discussion to wander from the topic. At the end of the meeting, recap on decisions made during the meeting. Set deadlines for follow-up actions. Arrange the next meeting date and time. Act on decisions made.

5. Analysing problems
Tree Diagrams are visual tools for outlining and analysing problems. A tree-like diagram is presented on a large sheet of paper, with the main issue is represented by the trunk, and outcomes are shown as branches. Relevant factors, influences and causes of the problem are the tree’s roots. The tree diagram can be used to help people to uncover and analyse the underlying causes of a particular problem. In seeking to address the problem, the causes of the problem need to be tackled.

6. Creating an action plan
An action plan is a summary document that breaks down into steps what will be accomplished, by whom, how and when. It should be thorough, concise and remind participants of past decisions and goals that have been agreed on. Each step of the plan should clearly define:
• What – Name or short description of the action to be taken
• Who – Name(s) of individual(s) responsible for action and anyone else involved
• When – Deadline or projected completion date by which action is to be taken
• How – Identifies tasks and resources necessary for completing the action.

7. Group & task maintenance
Good group dynamics rarely happen by accident; they need to be reviewed and worked on continuously. This is a role for the community worker. Encourage the group to develop open communication, listening skills, cultural awareness and sensitivity. Systems for review and evaluation and for dealing with conflicts are important to such group dynamics. Make sure you have procedures for communicating, checking the work is done, and ironing out problems (with tasks or people). Ensure you are all working towards the plan. You may want to set up sub-groups. Get everyone’s phone numbers and email address and identify good meeting times and places.
## Support Sheet - A sample leadership development course

Below is an outline of the main elements of each workshop.

<table>
<thead>
<tr>
<th>Workshop Theme</th>
<th>Workshop Aim &amp; Content</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Introduction &amp; Building an Analysis</strong></td>
<td><strong>Introduction</strong></td>
</tr>
<tr>
<td>It is essential to get the tone right from the beginning and to establish trust between individual participants and facilitators. It is important to get the message across that people will be active participants in their own learning, getting out of the course what they themselves put in. This is also the beginning of the group process, and an opportunity for participants to ‘buy into’ and commit to the course.</td>
<td>• Participants introducing themselves to each other, and to the facilitators</td>
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<tr>
<td></td>
<td>• Give people a clear idea about the course methodology and content</td>
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<tr>
<td></td>
<td>• Establish trust and agreement within the group before getting started</td>
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<tr>
<td></td>
<td>• For the group to agree ground rules for engagement with the course and group-work discussion, e.g. confidentiality and punctuality</td>
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<tr>
<td></td>
<td><strong>Starting to Build a Collective Analysis</strong></td>
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<tr>
<td></td>
<td>• Place personal stories of migration within the context of Irish experience of inwards migration –</td>
</tr>
<tr>
<td><strong>2. The Political System and Decision-Making Structures</strong></td>
<td>• Enable participants to share their existing knowledge and understanding of the political system in Ireland and identify the main elements and processes of decision-making</td>
</tr>
<tr>
<td>Legislation, policies and procedures are developed by government, which impact on a daily basis on migrant workers and their families in Ireland. It is difficult to lobby for change and advocate for rights for migrant workers without having an understanding of how decisions are made in Ireland, and how the political system operates.</td>
<td>• Provide accessible, concise and up-to-date information on the Irish political system – prepared input and presentation</td>
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<tr>
<td></td>
<td>• Through group-work discussion and the use of a case study, develop a collective analysis and critique of how law is developed with an emphasis on:</td>
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<tr>
<td></td>
<td>– the personal (how law impacts on you),</td>
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<tr>
<td></td>
<td>– stakeholder analysis (who do government and law-makers listen to?)</td>
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<tr>
<td></td>
<td>– being politically active (methods of engaging with the political system)</td>
</tr>
<tr>
<td><strong>3 &amp; 4. Campaigning for Change</strong></td>
<td>• Identify an issue facing migrant workers and their families in Ireland</td>
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<td>Collective action for change is an opportunity to turn problems faced by migrant workers and their families into campaign issues, which can in turn create opportunities for active political participation and engagement with the political system. This group process can be unifying and energising. In taking an issue identified by the group, participants develop practical and analytical skills in the area of campaigning.</td>
<td>• Working through the 5-Point Campaign Plan54 over two days, develop participants’ practical experience and insight into the stages of developing a campaign plan.</td>
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<td>• Identify the various outlets for media in Ireland (print and electronic journalism), highlighting some of the key spaces where migration and related topics are regularly discussed</td>
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<td>• Discuss and analyse examples of newspaper articles on migration, developing a group analysis of</td>
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<td><strong>5. Media Skills Development</strong></td>
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portrayed in the media, sometimes negatively, e.g. as potential social welfare fraudsters, and sometimes positively, e.g. as great contributors to our economic growth. Migrant workers speaking about their own experience and highlighting issues make powerful spokespersons. This requires an insight into how the media operates, as well as training on how to get your message across.

6. Residential Analysis Building – Power, Racism and Discrimination
Making the time and resources available for a residential session (overnight or weekend away) contributes very positively to the group process. The time away from individuals’ every day working lives, in a new location, makes participants feel they are part of something unique and that they are valued. It also importantly creates an opportunity for the group to have fun and celebrate the ongoing work. A residential can be used to focus on any one aspect of a leadership programme. In this case, a day-and-a-half-long residential focused on broader issues of power, discrimination and racism.

7. Introduction to Community Work
Community work is concerned with, amongst other things, inequality, social exclusion and power. As an approach it is centrally concerned with collective action, participation and empowerment of communities experiencing marginalisation and exclusion (be these communities of interest, for example migrant workers, or geographical areas). A session on community work is a concrete way for the group to explore tangible and practical ways to challenge racism, inequality and discrimination as discussed in previous sessions, and importantly to reinforce the movement from individual concerns and experiences to a group analysis and collective action.

8. Evaluation, Closure and Celebration
Evaluation is an important ongoing element of organising a course such as this. Smaller how migrant workers are portrayed in newspapers, and highlighting the positive and negative stereotypes that exist
- Using relevant samples of live radio interviews on topics relevant to migration, participants actively listen and assess how well interviewees communicate their message, and how migrant workers were portrayed
- Using different media techniques and focusing on the campaign issue selected, participants develop their own media skills in relation to getting their message across and appealing to the public on their campaign ‘ask’

- To focus attention on the concepts of difference and social exclusion, and how the two are interlinked (emphasis on gender, class, faith and sexuality)
- Acknowledge the assumptions we make about people, and how assumptions can feed into stereotypes
- Build an understanding of stereotypes and the ways in which society stereotypes oppressed groups
- Though experiential learning exercises, explore the issue of power, its use and misuse and the impact this can have on individuals and groups
- Develop an understanding of the cycle of discrimination and oppression
- Identify experiences of being discriminated against and the effects it has, including strategies for coping
- Explore and build understanding of the link, but also inherent differences, between prejudice, discrimination and racism

- Explore power and powerlessness from personal experience
- Use an exploration of power to introduce the role of community work as an approach in addressing inequality and being concerned with power
- Participants develop an understanding of the principles of the community work approach, and how community work differs from other ways of working with migrant workers and their families in Ireland (e.g. information provision, or charity model.)
- In discussing inequality, participants will explore what equality means, and the different methodologies for contributing towards its creation’
evaluations can be carried out after workshops to establish what is going well for participants, what could be organised better and what people might like to see more/less of as regards content. An overall group and individual evaluation at the end of the course offers an opportunity for participants to reflect on what they have taken from the course, and for course organisers to get comprehensive feedback. It is also important to have an opportunity for closure with regard to the group process, and to celebrate the achievements of the group as well as the completion of the course.

- Locate the learning within broader work going on in the organisation and in groups, and how the course will contribute to future decision-making and leadership opportunities
- Participants get an opportunity individually and in groups to share:
  - Their key learning from the course
  - What they found challenging or difficult
  - What they found most enjoyable
  - What they would have organised differently
  - What they would like to have seen more of
- Celebrate the end of the course, awarding participants with certificates of completion and achievement
**Support Sheet**  **Supporting collective action for change – SMART analysis tool**

SMART is a well-known and useful acronym for analysing and assessing potential actions. Use this checklist to ‘SMART-test’ your action. It is important to take the time to analyse and go through the action properly. Remember that when you change something in one area, it may have an impact on the other areas. This most often happens in relation to ‘specific’ and ‘realistic’. Acknowledging what is realistic and unrealistic about the action will impact greatly on the specifics of the action, e.g. defining who you are targeting.

<table>
<thead>
<tr>
<th>Name of Action/Objective</th>
<th>Checklist</th>
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<tr>
<td><strong>Specific</strong></td>
<td>Are the action and objectives clear and well-defined?</td>
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<tr>
<td><strong>Measurable</strong></td>
<td>Is your action measureable? If you cannot measure your action, you will not know if you have succeeded. You should be able to assess your progress in achieving your objectives. Remember that measurement can be qualitative as well as quantitative.</td>
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<tr>
<td><strong>Action-oriented</strong></td>
<td>Have specific objectives and key actions been named?</td>
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<tr>
<td><strong>Realistic</strong></td>
<td>Are you able to achieve your objectives? Do you have the resources needed to reach your objectives? Are your objectives realistic? Are there specific barriers, which will be insurmountable? Are you aiming too high?</td>
</tr>
<tr>
<td><strong>Timed</strong></td>
<td>What is your time scale? Do you have specific time constraints or deadlines?</td>
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Support Sheet     Supporting collective action for change – 5-Point Campaign Plan

The 5-Point Campaign Plan was developed for training purposes as part of leadership course for migrant workers. Campaigns are often organised in response to a particular problem arising in people’s lives. As a result, many campaigns are very focused on action; “what can we do, let’s organise a march, let’s collect signatures”. The planning, structure and strategy behind a campaign often comes after. The 5-Point Campaign Plan puts an emphasis on exploring elements of the problem and turning this problem into a clear campaign issue. It also allows groups to become clearer about who they are, who they represent, what change they really want to see happen and how it is possible to bring about this change.

1. WHO
The ‘we’ is very important in campaigning. In developing a response to a problem and a campaign plan it is very important to ask the question who are we, and who do we represent? This question relates to the process behind developing a campaign. In using a community work approach for example, you are concerned with the process for developing a campaign and not just the end result. It is important to ask questions such as, “Are leaders emerging and representing the issues themselves? Is this an agenda being pushed upon a community or group, or has it emerged from the community?”

2. WHAT and WHY
Before we can influence change, we need to identify what our issue is, and understand how it affects us and our community, in order to articulate this clearly. To influence is to convince others, who may not share our experience or know what we know, that they can do something to improve things. This is true whether we are asking Government to change policy, or simply asking a neighbour to sign a petition. Being able to explain the issue and how it could be changed for the better is key to influencing. This will ensure that your actions or campaign will be based on accurate information and analysis, and gather the widest support possible.

Choosing an issue
Because campaigning for change is about winning progress on an issue, the first steps often involve forming an analysis of the problem and deciding what kind of solution to work towards. Some people have the luxury of choosing the problems on which they work. For others, the problem chooses them and can’t be avoided no matter how long or difficult the effort required to change it. Either way the organisation and individuals must still define the solution to the problem. Many approaches can be taken to solving any problem, and the implications of each must be thought through carefully. It is also very important to decide how to frame the issue in a way that will gain the most support. The checklist below is an aid for evaluating issues. The recommendation is that before a group starts to choose from issues, the members are asked, “what are the criteria for choosing a good issue for us?” The process of choosing an issue will be made much easier, and it will also be a sounder choice. In choosing an issue, the group must ask itself if campaigning on this will:

1. Result in a real improvement in people’s lives?
2. Give people a sense of their own power?
3. Alter the power relations?
4. Be worthwhile?
5. Be winnable?
6. Be widely felt?
7. Be deeply felt?
8. Be easy to understand?
9. Have a clear target?
10. Have a clear timeframe that works for you?
11. Be non-divisive?
12. Build leadership?
13. Set your organisation up for the next campaign?
14. Will require financial resources?
15. Raise money?
16. Be consistent will your values and vision?
Getting to the core
It is important to start with the question, “what is the problem facing migrant workers and their families in this instance?” Members of the campaign group need to start by individually spelling out what this problem is, in their own words.

Developing our statement
Once the main problem has been identified, it is then necessary to develop a statement. The statement should offer a solution, or partial solution, to the problem identified, which allows it to become a campaign issue. The statement needs to be short, to the point and most importantly agreed on by the entire group. In developing a statement it is useful to ask: “Is the statement clear? Is each element of the statement essential in order to state the problem clearly? Which elements are most persuasive in arguing for change?”

Identifying what we know already about this problem / issue
To convince people that change is needed we must use all the information that supports our case, and be able to deal with arguments against it. Our case can be made on the basis of our own experience, what we know has happened to others, reports or research, and the views of other experts or groups with knowledge and understanding of the issues. The more facts that we can assemble to back up our case, the better. If we play devil’s advocate we can also anticipate, and deal with, the arguments that may be used to oppose what we want to do. Drawing up a map or outline of what we know is a good way to begin to make the case, and to identify gaps or weaknesses. This can include the following:
• my own direct experience – it happened to me
• what I heard / saw happening to someone else
• statistics that tell us something about this issue
• views of ‘experts’ on the issue

3. To WHOM
Once we have identified what the issue/problem is and developed our statement on it, we then have to consider who can make a difference. Often the person encountered at the point where we experience the problem is not the person who can solve it (i.e. they are implementing government policy.) Having a sense of how the power system works in relation to an issue will help to pinpoint where the change should come from.

Getting to the power
Let us assume that the issue we are addressing requires a decision by a member of government or a senior official in a public body. Very few people have immediate access to that sort of power. We have to find out how to reach the person with power and who can open the doors on the way. This is the beginning of a plan of action defining who must be approached for help and support, and who the main target to be influenced is.

Who can make a difference?
In identifying as a group some of the people, institutions and government departments that may have power, it is then important to identify who amongst these can really make a difference. Ask who has the main power to change, and who are others with power who might support change.

4. HOW
There are various ways that an issue might be dealt with, and various ways to identify the strategy that will most likely bring about change. The strategy relates to the way in which the group goes about the business of change. This means thinking about different routes which might be successful, combined with the resources – people, expertise, money and so on – which will be necessary to do the work.

What are the options?
There are many ways to go about achieving the change we want and we can increase our chances of success by exploring the different ways it might come about. The temptation is often to choose the obvious path, or go the route of the strongest voice. Thinking through each option and identifying alternatives will help to ensure that the best route is chosen. We know the issue, we know whose mind or decision we need to change, and we know our preferred outcome.

So, how do we make it happen? Identify five or six different ways to use your influence and bring about the change you want:
• direction action such as organising a march or protest
• collecting signature for a petition
• letter writing campaign
• media campaign

In considering each of these options and others it is important to think about what we have to do if we follow this approach? What resources do we need, what do we like about this approach and what would be difficult or possibly not work? It is important to consider then what is most likely to be effective and what is least likely to be effective. The campaign may end up using one option or indeed a combination of options as the basis for action. It is also important to consider resources: all campaigns require resources – people, time, money. Having a clear understanding of the resources that are available is vital to ensure that the campaign can be carried through successfully.

What will we do?

Preparing for a project of this sort requires thought and careful planning, whether you wish to change the world or resolve a local problem. However, the time comes when a decision has to be made on what action will be taken. Once the options have been explored and the resources identified, you must choose the best strategy available. Consider the following:

• Which issues are within your control?
• Which issues depend on those you work with and on getting a commitment from others?
• Which issues are outside of your control?

5. WHEN

The timeframe is very important to consider in organising a campaign. A campaign should have a beginning, a middle and an end. You should have an idea of the approximate dates on which those points will fall. External factors will impact on this, such as what stage a piece of legislation is at, whether the Government appears to be pushing it through the legislative process rather quickly. The group must decide if it is prepared to campaign long-term, when this might take years, and ask itself if it has the resources and manpower to do so.

Support Sheet Specific rights of significance for migrants

This Section outlines the international human rights law jurisprudence related to certain ESC rights that have particular significance for migrants, and which may be useful in litigation on migrants’ rights. The rights dealt with are the right to an adequate standard of living, including the right to food, to water and sanitation and to adequate housing; the right to the highest attainable standard of health; the right to social security; and the right to education.

1. The right to an adequate standard of living

Article 11 ICESCR provides that “States Parties to the present Covenant recognize the right of everyone to an adequate standard of living for himself and his family, including adequate food, clothing and housing, and to the continuous improvement of living conditions”.870 Other rights, whose respect and realisation are necessary to the attainment of an adequate standard of living – for example the right to water and sanitation – are also protected by Article 11.871

The right to a continuous improvement of living conditions is an obligation of progressive realisation. The other rights contained in Article 11 – including the right to food, water and housing – include obligations of immediate effect and core elements that must be realised immediately.872

2. Health

The right to health, or, more precisely, the right to the highest attainable standard of health, is recognised in numerous international instruments. The CESC has clarified that States have a core obligation to ensure the satisfac- tion of minimum essential levels of healthcare rights. These core obligations are:

• To ensure the right of access to health facilities, goods and services on a non-discriminatory basis, especially for vulnerable or marginalised groups;
• To ensure access to the minimum essential food which is nutritionally adequate and safe, to ensure freedom from hunger;
• To ensure access to basic shelter, housing and sanitation, and an adequate supply of safe and potable water;
• To provide essential drugs;
Migration for Development from a 3 window requirement

- To ensure equitable distribution of all health facilities, goods and services;
- To adopt and implement a national public health strategy and plan of action; the process by which the strategy and plan of action are devised, as well as their content, should give particular attention to all vulnerable or marginalised groups;
- To ensure reproductive, maternal (pre-natal as well as post-natal) and child health care;
- To provide immunisation against major infectious diseases;
- To take measures to prevent, treat and control epidemic and endemic diseases;
- To provide education and access to information on significant health problems.

3. Social Security
The right to social security is recognised by several international human rights treaties and instruments. Under the ICESCR, it includes “the right to access and maintain benefits, whether in cash or in kind, without discrimination in order to secure protection, inter alia, from (a) lack of work-related income caused by sickness, disability, maternity, employment injury, unemployment, old age, or death of a family member; (b) unaffordable access to health care; (c) insufficient family support, particularly for children and adult dependents.”

The CESC has also defined the minimum core content of the right to social security. This includes:
- a) To ensure access to a social security scheme that provides a minimum essential level of benefits that will enable them to acquire at least essential health care, basic shelter and housing, water and sanitation, foodstuffs, and the most basic forms of education;
- b) To ensure the right to access to social security systems or schemes on a non-discriminatory basis, especially for disadvantaged and marginalised individuals and groups;
- c) To respect existing social security schemes and protect them from unreasonable interference.

4. Education
The right to education is widely protected as an economic, social and cultural right, as well as by civil and political rights instruments.

It is well established that States have an obligation to provide free and compulsory primary education. The CRC, the CESC, the CERD and the CMw have established that the non-discrimination requirement also applies to refugees, asylum-seekers, and regular and “illegal” migrants.

5. The right to work
Article 6.1 ICESCR protects the right of everyone to the opportunity to earn a living by work freely chosen or accepted. The right to work as protected by Article 6 ICESCR is not an absolute right to obtain employment. It consists of the right not to be unfairly deprived of employment, and includes the prohibition of forced labour. The right to work is also protected by Article 5(e)(i) CERD, Article 11 CEDAW, Article 23 uDHR, Article XIV ADRDM, and Article 1 of the European Social Charter (revised).

A State Party to the ILO Migration for Employment Convention (Revised) (No. 97) of 1949 has the obligation “to maintain, or satisfy itself that there is maintained, an adequate and free service to assist migrants for employment, and in particular to provide them with accurate information.”

Support Sheet  | Special Procedures most relevant to migrants and refugees
--- | ---
Special Procedure  | Communications information
Special Rapporteur on the human rights of migrants  | http://www2.ohchr.org/english/issues/migration/rapporteur/complaints.htm
working Group on Arbitrary  | http://www2.ohchr.org/english/issues/detention/complaints.htm
Special Rapporteur on the sale of children, child prostitution and child pornography  | http://www2.ohchr.org/english/issues/children/rapporteur/model.htm
Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context  | http://www.ohchr.org/EN/Issues/Housing/Pages/IndividualComplaints.aspx
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<th>Support Sheet</th>
<th>Legal instruments</th>
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<tr>
<td>ICCPR</td>
<td>International Covenant on Civil and Political Rights</td>
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<tr>
<td>ICESCR</td>
<td>International Covenant on Economic, Social and Cultural Rights</td>
</tr>
<tr>
<td>ICERD</td>
<td>International Convention on the Elimination of All Forms of Racial Discrimination</td>
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<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of All Forms of Discrimination against Women</td>
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<td>CAT</td>
<td>Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment</td>
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<tr>
<td>CRC</td>
<td>Convention on the Rights of the Child</td>
</tr>
<tr>
<td>ICERMW</td>
<td>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</td>
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<tr>
<td>CPED</td>
<td>International Convention for the Protection of All Persons from Enforced Disappearance</td>
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<tr>
<td>CRPD</td>
<td>Convention on the Rights of Persons with Disabilities</td>
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<tr>
<td>ECHR</td>
<td>Convention for the Protection of Human Rights and Fundamental Freedoms</td>
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Support Sheet | International bodies
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<tr>
<td>CCPR</td>
<td>Human Rights Committee</td>
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The Rights of Migrants and Refugees at Work

Legal framework
Already in 1919, the ILO Constitution, which constitutes a chapter of the Treaty of Versailles ending the First world war, declared that “universal and lasting peace can be established only if it is based upon social justice”. These values were reaffirmed by the ILO’s Philadelphia Declaration of 1944. Given the prevalence of economic reasons for migration, and the risks and discrimination which irregular migrants are likely to face in their terms and conditions of work, labour rights, including the right to work, and rights related to treatment in the workplace, are particularly significant for migrants. As protected under the ICESCR, CEDAw, ICERD, the treaties of the ILO and regional human rights treaties, labour rights broadly encompass:

- the right to work, including the freedom from forced labour and the free choice of employment;
- workplace rights, including fair and equal remuneration, adequate conditions of employment, protection from unfair dismissal and reasonable working hours;
- non-discrimination in the enjoyment of the right to work and work-place rights;
- freedom of association and the right to form and join trade unions.

In 1998, the ILO Conference issued the ILO Declaration on Fundamental Principles and Rights at Work which declared as binding under the ILO Constitution the freedom to join and establish trade unions and freedom of assembly; the eradication of slavery, servitude and forced labour; the prohibition of child labour; and the principle of equality of treatment in labour. The Declaration extended the obligations under these rights to all 183 Member States of the ILO, regardless of whether they are parties to the relevant treaties, as the obligations are binding under the ILO Constitution. However, it must also be noted that the ILO Conventions do not approach the right to work as a “human right” or within a human rights framework.

Workplace rights
International law protects rights at work in a number of ways. Firstly, each individual retains the full range of his or her human rights when he or she enters the workplace. In the case of employment in the private sector, the State has obligations to take positive steps to protect these rights. The circumstances of employment, working terms and conditions, and day-to-day workplace interactions may implicate a variety of human rights, and depending on the circumstances, may give rise to violations.

Secondly, international law provides for particular human rights protection that is specific to the work context. Such workplace rights, or aspects of them, are widely recognised in human rights treaties including, at a global level, ICESCR, ICERD, CEDAw and the ICRMw105S and in general (with the exception of provisions of Part IV of the ICRMw) apply to all migrants, whether or not they are legally present on the territory. This contrasts with rights under ILO instruments, which for the most part protect only regular migrant workers.

These rights entail a range of obligations for the State in relation to the workplace. For example, the ICESCR includes the following rights:

- the right to fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work (Article 7(a)(i));
- the right to a decent living for workers and their families (Article 7(a)(iii));
• the right to safe and healthy working conditions (Article 7(b));
• the right to equal opportunity for everyone to be promoted in his or her employment to an appropriate higher level, subject to no considerations other than those of seniority and competence (Article 7(c));
• the right to rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays (Article 7(d));
• the right to non-discrimination in the realisation of all the components of the right to work and of workplace rights (Articles 6 and 7, read together with Article 2.2). 1056

Human trafficking, forced labour and the European Court
while, under the UN and Council of Europe trafficking conventions, forced labour is one of the forms of exploitation which characterise human trafficking, 1035 in international human rights law the European Court of Human Rights has considered that human trafficking in itself falls within the prohibition of slavery, servitude or forced or compulsory labour. 1036

Support Sheet - Immigration and residency – understanding the jargon

A quick tour of the basics
Migrant workers living and working in Ireland come from all over the world. Those who are from EU Member States enjoy free movement of labour within the EU, and therefore do not require permission to work in Ireland (this does not apply to Romanian and Bulgarian nationals as Ireland placed restrictions on their access to the labour market when they joined the EU). Anyone coming to

EU nationals
An EU national is a person who is a citizen of an EU Member State. All EU citizens have the right to travel freely within the European Union, including Romania and Bulgaria who joined on 1st January 2007. However a number of EU States have restrictions on who can access their labour market.

Non-EU international students
Non-EU nationals travelling to EU to study must apply for a student visa, and have limited rights. The applicant must be able to show that s/he is enrolled on a privately-funded course. A Work Permit scheme for non-EU students is to be introduced in the near future.

Non-EU nationals
A non-EU national is a person who is not a citizen of an EU Member State. They have fewer rights than EU migrant workers, and need an Employment Permit (Work Permit or Green Card) in order to work legally.

Spouse/dependant
Spouses and dependants of Employment Permit holders in Ireland have generally joined their spouse or parent on a family reunification visa. Spouse/dependant visa holders have the right to work. Their visa is dependent upon the legal status and Employment Permit of the spouse. In situations of marital breakdown or domestic violence, spouses are in a vulnerable position in the country, as they can lose their status.

Long Term Residency
Persons who have been legally resident in the State for over five years (60 months in total) on the basis of an Employment Permit (Work Permit or Working Visa/ Authorisation, recently replaced by the Green Card) may apply to the Department of Justice, Equality and Law Reform for a five-year residency permission.

Family Reunion
Work Permit holders do not have an automatic right to family reunion, and have to be legally residing and working in the country for one year before they can apply to the Department of Justice, Equality and Law Reform for their family members to join them. This decision is at the discretion of the Minister for Justice, Equality and Law Reform. To qualify, a migrant worker has to have a valid Work Permit and have been in employment for at least twelve months before the date of application. S/he must be in full time employment on the date of application, and have an income above the threshold which would qualify the family for
Support Sheet  Gender and Migration

- 50% of migrants worldwide are women.
- Gender is about the differences between men and women and how they are perceived.
- Gender is perhaps the most important single factor shaping experiences – more important than the country of origin or destination, age, class, ethnicity or culture.
- Gender inequality in destination countries, such as the gender pay gap for example, means that migrant women are structurally disadvantaged from the outset.
- Women can also be empowered by migration as traditionally they have less access to resources and decision-making power than men. Education, work experience and economic independence abroad can release women from traditional roles and enable them to exercise their rights more effectively.
- Migration holds more dangers for women. They are more vulnerable to physical, sexual and verbal abuse when travelling or working in another country, and they are more likely to fall prey to human traffickers for the sex industry, become victims of trafficking for forced labour and be subjected to bonded labour.
- Migrant women are recruited into both high-skilled and lower-skilled but essential work categories; many are concentrated in low-status employment and highly-feminised sectors of the labour market, characterised by low pay, long hours, poor regulation and poor progression routes.
- A significant number of women migrant workers are employed as carers in our communities. Many are engaged as domestic workers, a hidden, isolated and largely unregulated sector of employment which has high levels of exploitation and in which workers are at greater risk of becoming undocumented.
- If the relationship breaks down, a migrant woman may lose her legal status if this status is tied to her spouse.
- Without a specific response, the legacy of gender inequality in decision-making and in positions of influence will continue, and the barriers to participation will be reinforced rather than addressed.
- Sending home money regularly, coupled with working long hours, receiving the minimum wage and in some cases below the minimum wage, puts migrant women at risk of living in poverty.
Module 2 Introducing migrant collective actions for economic development

To transform Filipino migrant savings as capital input for the development of local economies
To establish a supportive political and social environment conducive to the growth of migrant reintegration programs

Migrants perspective

Within the discourse of migration and development, migrants are engaging and reclaiming more their role as stakeholders for development as well as in the host country as in the country of origin. The migrants developed themselves as Transnational social actors who are bridging the gap and considering themselves as the catalyst and as political actors in the north and with the aim to develop a new movement for global justice realistically we can explore solutions based on mutual commitment.

Within the current discourse of development we have concluded that the agenda is too much focused on finding solutions for the consequences of the security policies as well as the gains of the receiving countries while in our perspective it is very important to develop a genuine and pro-migrant as well as people’s based agenda that would address on the causes of the current gap in the development.

Based on our experiences migrating to other countries has given us some solutions, opportunities and possibilities in bridging the gap of development and therefore it is in our perspective that human mobility may actually be part of the solution, not the problem.

Economic Development of the Philippines

The need for economic development that addresses poverty and lack of access to wealth-creating assets, particularly in rural areas, is huge in the Philippines. Lack of access to land, education and skills development, and to capital, are major factors that contribute to poverty and unemployment. A survey in 2009 showed that 27.9% or 11 million of adult labour force are unemployed. As a result, more than eight million Filipinos, about one tenth of the country’s population and 23% of the total labour force, are working in at least 195 countries, most of whom are women. At least 750,000 Filipinos live and work in Europe. For a large number of migrant workers, migration is a necessity and not an option. The Philippines ranks as the third biggest exporter of workers (China = 35 million; India = 20 million; Philippines = 8 million). The global total of migrants’ remittance transfers to their home communities have reached US$300 billion a year, more than triple all international aid.

Concepts and analytical framework

The migration-development nexus and trans-local livelihoods

For the typical Filipino migrant living in the Netherlands – a domestic worker, an NGO worker, or a post-graduate student – the connections between migration and development are a daily occurrence. This is the case for migrants of any nationality. Migration and development are closely related when individuals, households and communities use migration as a survival and livelihood strategy; through well-targeted remittances (referring to money flows, knowledge and universal ideas); and through investments and advocacy by migrants and their transnational communities (Nyberg-Sorensen et al., 2002: 49).

The new economics of labor migration (NELM), which emerged in the 1980s and 1990s as a critical response to neo-classical migration theory (Massey et al., 1993: 436, in de Haas, 2008: 34), is said to have conceptual parallels with the livelihoods approach. In NELM, migration is not only viewed as ‘a household risk spreading strategy in order to stabilize income, but also as a strategy to overcome various market constraints... and may potentially enable households to invest in productive activities and to improve their livelihoods’ (Stark, 1980, in de Haas, 2008: 35).

For migrant domestic workers in particular, the links between migration and development are implicit in the push-and-pull dynamics between restrictions and opportunities that they experience while working in the host...
Some observers point out, however, that the recognition of migrants as development agents ‘is based on the loyalties and engagement many of them show towards their countries and localities of origin – or at times a loyal sentiment “manufactured” on the part of origin governments through pro-active fostering of such linkages and the creation of a sense of moral responsibility’ (Piper, 2009: 94). While the role of migrants in ...
development has been amplified at debates in recent years, the silences on how conventional development policies have failed and how global inequalities persist similarly cannot be missed.

**Collective action through microfinance**

In this research paper, collective action is expressed by various alliances that mark the heterogeneous migrant civil society terrain, which occurs in trans-local social spaces in the Philippines, the Netherlands, and other countries around Europe. A number of actors are presented: migrant CBOs in the Netherlands (TRUSTED Migrants, Koop Natin), support organizations such as NGOs (Commission for Filipino Migrant Workers in the Netherlands, Unlad Kabayan in the Philippines) and Dutch trade unions (Abvakabo FNV and FNV Bondgenoten) as well as regional networks (the Europe-wide RESPECT). As is often the case in civil society, there are multiple memberships across organizations: a large number of Filipino members in TRUSTED Migrants are also members of Koop Natin, CFMW program officers are also members of Koop Natin, and all the above mentioned organizations (with the exception of Unlad Kabayan) are members and allies of RESPECT, considered a loose network of migrants and support organizations.

In discussing migrant collective action, Fox and Bada (2009: 2) introduce the related concept of migrant civil society, described as ‘migrant-led membership organizations and public institutions... [which] underscore the significance of migrant capacity for self-representation’. Drawing on experiences of Mexican immigrant organizations in the US, the authors present empirical evidence suggesting that, ‘rather than producing a contradiction of divided loyalties, migrants’ dual commitments tend to be mutually reinforcing... (as) efforts to help their hometowns in Mexico often lead to engagement in US society through similar civic and political efforts in their new hometowns in the US (De la Garza and Hazan, 2003, in Fox and Bada, 2009: 3). These are similarly reflected in this research paper through migrant stories drawn from focus groups that demonstrate how migrant visions of development are negotiated in the origin and destination countries, and are thus shaped by the trans-local context of the migration experience.

Microfinance, a strategy for collective action used by the credit cooperative Koop Natin, is examined here through the lens of self-help and gender (given the concentration of women in low-skill jobs such as domestic work). Historically, credit emerged in the 1970s from the struggles of economically marginalized women and was demanded as a right that women needed to improve their status. In southern states of India, pioneering NGOs used credit self-help groups (SHGs) as a means to organize poor communities (Nirantar, 2007: 6).

In practice, women’s collective action and credit provision to the poor have been around for quite some time in India. But merging the two concepts has been relatively recent, coming out as a development strategy in the early 1990s. As Nirantar explains, these collectives, borne out of class-based struggles, the autonomous women’s movement, and the struggles of Dalit or tribal communities, evolved over recent decades based on principles of solidarity and collective action.

However, self-help does have its peculiarities. In a discussion of self-help schemes being promoted among the poor, Berner and Phillips (2005: 27) point out that on one hand, this ‘creates respect for poor people’s capability and creativity, and modesty on the side of development “experts”’. On the other hand, community self-help, as illustrated by the origins of women’s collective action and SHGs in India described by Nirantar, has been recognized as ‘the default strategy of the poor’, and the attention given to self-help by international development agencies such as the World Bank may be seen as ‘masking defense against calls for redistribution’. It would not be far-fetched to think that promoting self-help would be in the interest of those trying to cover up a ‘no-help’ attitude.

The setting up of Koop Natin for Filipino migrants in the Netherlands can be considered a reflection of Philippine realities. In the Philippines, many rural people are members of credit, consumer, marketing and service cooperatives. In 2007, there were 59,765 registered cooperatives in the country, with members totalling almost three million (Griffiths, 2007, in CEC and Gibson, 2009: 2). In past decades, central government promoted producer marketing cooperatives with state-mandated structures in an attempt to manage small farm production, obtain agricultural products for export and improve livelihoods in rural areas. Recent years have seen the cooperative sector trying to provide a more autonomous, alternative voice (Teodosio, 2003, in CEC and Gibson, 2009: 2). With this revival of economic alternatives, a few NGOs have since focused on sustainable enterprise development as a strategy for LED.

While it is logical that collective action through microfinance creates spaces for participation, strategizing and negotiation, the literature reminds us that the perceived link between savings and credit provision and

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1 See Udehn (1993) for a review of Olson’s influential work, which argues that Olson’s economic logic has resulted in collective action being seen as ‘a matter of either/or’, and calls for this to be replaced by the assumption of ‘mixed motivations’.
women’s empowerment rests on three assumptions: first, that women would invest in their own economic activity; second, that this would result in increased well-being for women and their families; and third, that economic empowerment would enable women to renegotiate changes in gender relations in the household, leading to social and political empowerment (Mayoux, 2001: 438-439). These assumptions have been challenged to a large degree. In their research on gender, power and control over loan use in rural credit programs in Bangladesh, Goetz and Gupta (1996: 49) found that a significant proportion of women’s loans were being controlled by male relatives. Out of qualitative studies of 253 loans to women by four microfinance institutions (BRAC: 106, Grameen Bank: 53, TMSS: 39, RD-12: 55) the degree of women’s control was broken down as follows: partial control at 24.1 percent, no control at 21.7 percent, significant control at 19.4 percent, full control at 17.8 percent, and very limited control at 17 percent. The findings come with the implication that the pervasive optimism for selecting women as main credit beneficiaries should be checked, given the risks women take in navigating horizontal and vertical relations within the household and the community.

**LED and the focus on community economic development**

Under the broad umbrella of the migration-development nexus, it is easy to overlook that different actors have differing conceptualizations of development, power and influence. The same can be said of migrants: current debates on migration and development seldom take into consideration that migrants are not a singular emerging actor, much less a homogeneous unit. As argued by Dannecker (2009: 119), ‘development visions and the possibilities to localize these visions between highly-skilled migrants, labor migrants and refugees are rarely conceptualized, and gender relations are largely irrelevant in the current discussions’. I would contend that even within the category of labor migrants, or in the case of my research, migrant domestic workers and support organizations, development visions will vary. Given that migration has been acknowledged as a diverse, complex phenomenon that cannot be disconnected from socio-economic and political processes, it is important to not only analyze migrant workers but to take into account the broader context of development in which migration comes into play. As de Haas (2008: 22) argues, ‘the reciprocal effects of migration on the entire development context emphasizes the importance of including non-migrants in any migration impact analysis, as migration tends to affect sending societies as a whole’ (emphasis in the original).

One of the NGO actors discussed in this paper, Unlad Kabayan Migrant Services Foundation, began in 1994 as a project of the Asian Migrant Center in Hong Kong, and is considered a pioneer in the Philippines for discerning and supporting the role of migrants as actors of local economic development in their origin communities. It began with the idea of directing the investments of migrant savings groups organized in destination countries into productive enterprises in the Philippines. Initially, the hope was that these enterprises would help migrants reintegrate into their local community economies and not be forced into cyclical migration (CEC and Gibson, 2009: 2-3). But as we will see, these initiatives shape the roles in LED of other members of the local community as well. LED represents an essential shift in the actors and activities we relate with economic development. Blakely (1989: 58-59) defines LED as process-oriented endogenous development harnessing the potential of local human, institutional, and physical resources. It involves forming new institutions, developing alternative industries, improving existing employers, among others, with the goal of increasing the number and variety of job opportunities available to local people.

In this research paper, collective action in trans-local spaces is presented as a key process that shapes the roles of migrants as actors of LED in their origin communities, in that they are ‘encouraged to envision their entrepreneurial capacities and acquire new skills, and as a result are empowered to effect changes in social, economic and political structures’ (Gibson, Law and McKay, 2001: 380). Similarly, space is created for other actors to engage in LED: for instance, members of a migrant’s home community may become involved as partners and managers of migrant-initiated enterprises. What then occurs is the stimulation of community economies: households in the community are imagined and enabled as consumers, micro-entrepreneurs and workers.

In the Philippine context, local communities in the agriculture-driven countryside have plenty of untapped resources and unrealized opportunities. The LED actors being analyzed in this research paper are presented as consciously gearing towards these sectors in an attempt to create community ventures while at the same time addressing social imbalances that lead many to migrate in the first place (Unlad Kabayan, 2010 forthcoming: 7). The hoped-for outcome of community economic development for particular actors in the transnational migration experience is perceived as offering ‘a means of clarifying the relationship between development policy and practice and the underlying processes of uneven development that create exclusion and inequality...
for many just as they lead to enhanced opportunities for others’ (Bebbington, Hickey and Mitlin, 2008: 5). To address the exclusion and inequality present in many local communities, Gomez and Helmsing (2008: 2492) present local economic (re-)generation as a theoretical intervention. Described as the reverse of market-driven development, local economic (re-)generation is about preventing other localities from being marginalized and promoting an inclusive LED process by stimulating local entrepreneurship and enhancing the capabilities of local people.

The LED category on community economic development is used here as a reflection of Unlad Kabayan’s practice of building ‘small enterprises gradually developed with local entrepreneurial experiences being summarized and developed into a theory of engagement in various communities’ (Villalba, 2008: 2). It is focused on diversifying household economic activities with the aim of alleviating poverty and reducing vulnerability in a locality. Diversifying a household’s source of income reduces the risk of depending on a single income-generating activity and leads to more developed economies. In the case of non-farm rural livelihoods, for instance, this is achieved when poor people are able to gain access to employment and assets, and benefit from institutional and social relations, or when their livelihood strategies increase their security in terms of work and income (Gordon, 1999).

Community economic development, as explained by Helmsing (2003), is made up of four components: 1) Local safety nets, to enable a poor community to withstand economic shocks and reduce insecurity; 2) Housing and settlement upgrading, to design the space for basic services and allow for household economic activities to flourish; 3) Basic service delivery, wherein local government unbundles certain services and decides which components to privatize, to ensure that the services would be provided more efficiently; and 4) Stimulating the community economy, which takes into account that households function in the local economy in three ways: as consumers, micro-entrepreneurs and workers.

The first and fourth components described by Helmsing are particularly relevant to the case being analyzed in this research paper. The initiatives of Filipino migrant workers and support organizations being discussed here may be interpreted as part of the new generation of LED initiatives discussed by Helmsing. In the process of facilitating the delivery of the components of community economic development, the key concept in LED is its nature of being about partnerships (between migrant entrepreneurs, local government and CBOs, for instance) with the common goal of managing an area’s existing resources.

**Analytical framework: Migrant collective action for community economic development**

Figure 2.4 presents the analytical framework that describes and analyzes the process of shaping the role of migrants as actors in local economic development. This research paper puts into context and analyzes the migrant civil society terrain in which the actors pursue collective action for community economic development in the origin country. The case being discussed is located under the broad umbrella of the migration-development nexus, and takes into account various perceptions towards transnational migration: a symptom of development failure or a means towards development (‘development solution’). The analysis is guided by the new economics of labor migration (NELM) approach and considers the case as based on practices of trans-local livelihoods.

The analysis further explores the conditions for migrant collective action to take place. Collective action is perceived as building on existing migrant visions of development. In combining the two with the objective of contributing to community economic development, factors to consider are the heterogeneity of migrants as a whole, and the negotiation that occurs among the actors as various migrant visions of development are being fulfilled. This research paper looks at the use of microfinance as a strategy for collective action, discusses the current practice of migrants that hint at their potential as actors in LED, as well as the different factors (profit) that motivate migrants to support LED in the origin country. Migrant collective action is characterized by the composition of ties, trust and embeddedness demonstrated by migrants, support organizations and trans-local social networks. It demonstrates a significant impact on the diversity of economic activities undertaken by migrants, how their interests in LED are sustained and how they further define their roles as actors in LED. The various conditions, potential and limitations of the case are visited throughout the discussion.

The case demonstrates how local government, NGOs and CBOs in local communities can be similarly involved as LED actors, which brings to mind de Haas’s argument that migrant workers alone cannot be studied and that non-migrants should be examined as well, together with the broader development context in which migration takes place. However, there is space for further study and more theoretical interventions to explore how other actors, such as central government and the private sector, relate to migrants and support organizations as actors in LED, which goes beyond the scope of this research.
Why Migrant Savings for Alternative Investments (MSAI)?

The continuous education has resulted into a deeper understanding within the network on the role of migrant workers as Transnational Social Actors for development. Within the process of organizing the Filipino migrant workers that joined the SIGS were able to make the transformation of recognizing the savings as capital input not only for the development of local economies but most importantly it gave them insight how to reclaim their role as actors and stakeholders of their development, both in the origin and destination country.

This transformation was able to inject a concept of how to manage their remittances by asserting their perspectives based on comprehensive and long-term re-integration including their aging stage as a migrant returnee. Members of the SIG was able to re-structure their consumer system of supporting their families and assert or
renegotiate with families how to manage their remittances with a long term goal for the families to be self-reliant and break the dependency culture of the migrant families. In the process the families of migrant back in the Philippines slowly understood the realities of working and living conditions of migrants in Europe.

Given the immigration status of our constituents and the economic and political crisis that impacted the working and living conditions CFMW was able to influence these migrants to join the program. Due to their political status and the current political development in the societies in Europe many Filipino migrants live isolated lives, which tends to result in limited visions for development and their potential role, both in the country of origin and destination country. In the process of organising the SIGS, members were able to enhance their capacity as social entrepreneurs and it has given awareness on another strategy in facilitating their families and community in economic development which is ecologically sustainable. The brain gain of MSAI capacity building training enhances the participative capacity of migrants to principal actors in re-structuring the system – through intervention, facilitation and participation in the community during their return.

III. Savings and Investment Groups - How Are They Organized?

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At the core of this project is the strategy Unlad Kabayan pioneered in the Philippines – the Migrant Savings for Alternative Investment for Community Development and Reintegration (MSAI-CDR). MSAI-CDR mobilises the resources and capacities of migrant workers and channels them toward community development. The value and practice of disciplined saving are encouraged among the migrants through training and seminars. Savings groups are organised to build capital and to invest in livelihood and enterprises, which will create jobs and increase income of local communities.

The objectives will be achieved through conducting local and international information campaigns during which free seminars and training on knowing their rights, education on economic dynamics, financial management, importance and mechanisms of savings, and social entrepreneurship will be offered to OFWs and their families. Savings groups will be organised to encourage migrants to set aside a portion of their income consistently and, for those who want to establish their own enterprises, technical assistance will be provided, e.g. making of business plan, access to technology and market linkages.

Enhancing Participation as Transnational Social Actors for development.

At the core of participation as a concept is the recognition that people have the right to have a say in structures and systems which affect their lives. Participation can be viewed as a continuum of activity, ranging from information sharing to active engagement, analysis and empowerment and meaningful participation in the democratic process. Participation requires access to information, networks, resources, communication and leadership skills, and a sense of acceptance and belonging. If participation is not connected to addressing power imbalances, and to working for social change and collective outcomes, it can become an end in itself.

Building relationships

The three ‘R’s: Relationships, Relationships, Relationships
Relationships do not just happen - they are built over time, through trust and confidence in the individual and the organisation supporting the work on the ground.

Making contact
One-to-one contact is frequently the most successful way to establish and build relationships. This can take many forms, and often a combination of approaches will be more effective than relying on a single method.
Finding out who the community leaders are
All communities have natural or “unofficial leaders.” You will likely hear people mention the same names frequently. Leaders are the most appropriate people to represent the community.

Building trust
Meet people where they are most comfortable. People may be unfamiliar with the local area so offering to meet at a place of their choice is important. This could be the public library, a religious institution, or even a private home. House meetings are an extremely useful way of meeting people in a safe environment and can be very social spaces.

Getting the community on board
Given that most of our constituents are Migrant Domestic Workers (MDWs), we integrated the MSAI strategy in our campaign for the ILO Domestic Workers Convention. This helped expand our community organizing and led to deeper interaction with MDWs who are associated with member organizations in our network.

Since most of our constituents work in the private household, we rolled out the JMDI project by linking MSAI to the campaign for the rights of MDWs, and current programs on enhancing their capabilities and skills for self-organization, to help them reclaim their role as transnational social actors of development, both in the origin and destination countries.

Creating opportunities for participation
Members of the SIG was able to re-structure their consumer system of supporting their families and assert or renegotiate with families how to manage their remittances with a long term goal for the families to be self-reliant and break the dependency culture of the migrant families. In the process the families of migrant back in the Philippines slowly understood the realities of working and living conditions of migrants in Europe.

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Support Sheet  Community work values and practice principles

Community Work is informed by and operates from a set of core values and principles. Values are generally understood as moral principles, priorities or accepted standards a person or social group holds. Practice principles are related rules of personal conduct, guiding theories or beliefs. In practice they work together to inform community work. These five values are adapted from Towards Standards for Quality Community Work and are highlighted throughout the document in greater detail.

Value 1 Collective Action
A focus on the collective means that the outcome sought should have a collective impact, e.g. a policy change that all of a particular group/community can benefit from. Community work is based on working with groups of people, and supporting and enabling them to develop knowledge, skills and confidence, so that they can then develop an analysis, identify priority needs and issues and address these through collective action.

Community workers have a responsibility to:
• Inform themselves about the reality experienced by the communities with which they work, and build relationships with communities
• Involve communities in a collective analysis of issues and identify common needs
• Work towards collective outcomes for the community as a whole rather than the advancement of individuals
• Create and enhance conditions for collective action through building solidarity and sharing models of good practice

Value 2 Empowerment
Community work is about the empowerment of individuals and communities, and addressing the unequal distribution of power. It is about working with people to enable them to become critical, creative, liberated and active participants, enabling them to take more control of the direction of their lives. It aims to effect a sharing of power, to create structures that provide genuine participation and involvement. It is a process based on mutual respect and equal and genuine partnership.

Community workers have a responsibility to:
• Work with people to build an understanding and analysis of their reality through consciousness-raising
• Work with people to build confidence and self-esteem as pre-requisites to supporting them to undertake action
• Have an analysis of power and how it is acquired, sustained and applied
• Recognise power inequalities and seek to address them
• Work with communities to develop information and formal networks, and create alliances that support the achievement of collective goals
• Be prepared to challenge power imbalances in order to promote greater minority participation at all levels

Value 3 Social Justice
Community work is based on a belief that every person and every community can play an active role in creating the conditions for a just and equal society, where human rights are promoted and all forms of oppression or discrimination are challenged. The pursuit of social justice involves identifying and seeking to alleviate structural disadvantage, and advocating strategies for overcoming disadvantage, discrimination and inequality. In effect it means working to promote human rights for all.

Community workers have a responsibility to:
• Develop a clear social analysis, making connections between local, national and global issues
• Develop an understanding of the ways in which the policies and activities of government, organisations and society can either create or contribute to disadvantage, or work towards inclusion and equality
• Build the capacity of communities to contribute to policy development
• Work in solidarity with marginalised communities towards gaining concrete improvements in their quality of life
• Promote human rights for all in line with UN Conventions and other human rights instruments

Value 4 Equality and Anti-Discrimination
In working for equality, community workers must work from the starting point that while people are not the same, they are all of equal worth and importance and are therefore equally worthy of respect and acknowledgement. Community workers have a responsibility to challenge the oppression and exclusion of individuals and groups by institutions and society, which leads to discrimination against people based on ability, age, culture, gender, marital status, socioeconomic status, nationality, skin colour, racial or ethnic group, sexual orientation, political or religions beliefs. It is particularly important that community workers acknowledge the particular and historical inequalities experienced by women in all cultures.

**Community workers have a responsibility to:**
- Acknowledge the diverse nature of Irish society, and seek to understand the nature of social diversity and oppression with respect to disadvantaged communities and minorities
- Respect, value, support and promote difference and diversity
- Reject and challenge any form of discrimination and oppression
- Keep up to date with, and reflect on, their own practice in relation to equality and anti-discrimination legislation
- Find appropriate and constructive means to support equality for women in all work

**Value 5 Participation**
Participation can be viewed as a continuum of activity that can start from information-sharing, through to capacity-building and empowerment, and active engagement and meaningful participation in democratic processes. It recognises that people have the right to participate in decisions and structures that affect their lives. In working to promote participation, it is vital that inherent power imbalances are acknowledged and addressed. Ultimately the participation of marginalised and disadvantaged communities should contribute to bringing about social change, through informed policies and processes, to the benefit of all.

**Example of practice principles**
Community workers have a responsibility to:
- Work towards the development and achievement of meaningful participation and power sharing
- Support communities to gain the skills necessary for full participation

Ensure work is based on the needs of the community
Support Sheet

4 Trainings to enhance the capacity as social entrepreneurs in the country of Origin

Training 1  

Defining Wishes, Opportunities and obstacles

Wish, Opportunity and Obstacle

Questions

1. What is your current business, projects or initiatives in country of origing that generates an income?

2. Who are your partners in this business, projects or initiatives?

3. Which opportunities made it possible for you to start this business, project or initiatives?

4. How did you deal with the obstacles / setbacks? What are your wishes for the future and how do you want to reach this?

5. What are your expectations towards organisations such as SMS?
Training 2       Defining the Financial and possibilities for investments

Financial Planner

The Dream Map

Year 4

Year 3

Year 2

Year 1

How To Create a Budget!!

1. Gather every financial statement you can.
2. Record all of your sources of income.
3. Create a list of monthly expenses.
4. Break expenses into two categories: fixed and variable.
5. Total your monthly income and monthly expenses.
6. Make adjustments to expenses.
7. Review your budget monthly.
Training 3  Decide on a business

Decide on a Business

1. **On the top of a blank sheet of paper, write an activity you like to perform (make this in big letters).**

   B) Do a separate page for each activity or interest you have. On those same paper list as many businesses you can think of that are related to that activity.

   C) On the same paper, list all the products or services you can think of that are related to that activity.

2. **Make a list of businesses that do better in bad times** (one may be appropriate for you). Some examples might be pawnshops, auto repairs and fabric stores.

   **Let’s assume you end up with three potential businesses:** towing service, used car sales and auto repairs. You can now make a comparative evaluation using the following checklist (or better still your own checklist) with a 1-10 scoring system. This kind of analysis can help you gain objectivity in selecting your business.

### Decide on a Business

<table>
<thead>
<tr>
<th>Objective</th>
<th>Towing Service</th>
<th>Used Car Sales</th>
<th>Auto Repair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can I do what I love to do?</td>
<td>6</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Will I fill an expanding need?</td>
<td>8</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Can I specialize?</td>
<td>7</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Can I learn it and test it first?</td>
<td>9</td>
<td>8</td>
<td>9</td>
</tr>
</tbody>
</table>
Plan of Action

10 Steps Before Starting a Small or Home Business
http://www.startupnation.com/

Step 1: Create a Life Plan
Step 2: Choosing a Business Model
Step 3: Create a Business Plan
Step 4: Select a Business Structure
Step 5: Create Key Business Assets
Step 6: Find the Funding
Step 7: Organize Logistics
Step 8: Find Great People
Step 9: Establish a Brand
Step 10: Market and Sell
Support Sheet  Supporting intercultural communication

What do we mean by intercultural communication? Intercultural communication refers to communication between people from different cultures. Developing effective communication between people from different cultures does not require learning the norms of all cultures and subgroups. Rather, we should familiarise ourselves with the barriers to intercultural communication to develop strategies for overcoming these.

What are some of the barriers to intercultural communication?

Anxiety
When we are anxious we tend to focus on that feeling, rather than on communicating effectively. For some, anxiety about speaking English properly may lead to avoiding interactions with English speakers, and limit interactions to those between people who share the same language.

Mistaken assumptions (assuming similarity instead of difference) Assuming that people from different cultures all communicate in the same way can lead to significant misunderstanding or inappropriate behaviour, for example using offensive gestures that in your culture have neutral or positive meanings.

Ethnocentrism
Ethnocentrism is the belief in the superiori ty of one’s own culture and the tendency to judge other cultures by the standards of your own. It is restrictive and limiting and inhibits intercultural communication by excluding other points of view, blocking the exchange of ideas and skills, and can lead to derogatory viewpoints.

Stereotypes and prejudice
Stereotypes and prejudice can aggravate communication problems and prevent people from realising that there are multiple ways of interpreting a situation. Both stereotypes and prejudice can lead to discriminatory behaviours and racism, and in extreme situations may shut down communication altogether.

Language
Differences in language and language use make intercultural interactions difficult. Even when people are fluent in or speak the same language misunderstandings can occur. Culturally-specific features of language include: the degree to which people display directness in addressing another person, forms of politeness, and use of the word ‘no’ (which is avoided in some countries), or the question-answer speech sequence which is not used in all cultures.

Misinterpretations of non-verbal communications
The importance of non-verbal communication (i.e. ‘body language’) is heightened when communicating across cultures, as we tend to look for non-verbal cues when verbal messages are unclear or ambiguous. We have culturally-specific ideas about what is appropriate or normal when it comes to non-verbal behaviour and use of different gestures, posture, silence, spatial relations, emotional expression, touch, physical appearance and others. For example, in some cultures people do not maintain eye contact during conversations.

How can intercultural communication be improved?
• Be aware of possible barriers to communication. Learn to identify your own strengths and limitations;
• Be aware of cultural differences. Try to understand the basic customs of the people you work with and demonstrate a willingness to learn about different cultural norms relating to such matters as work, time, family or humour;
• Be positive. When faced with cultural misunderstandings avoid attributing blame. Analyse why the problem arose and work as a team to prevent its reoccurrence
• Self reflect. Take time to reflect on your own communication;
• Spend time with people from other cultures. Cultural differences may be difficult to notice unless you spend extended time with members of another cultural group(s)
• Develop your tolerance of ambiguity. Learn to accept lack of clarity and to be able to deal with ambiguous situations constructively;
• Establish ground rules. Collectively develop ground rules regarding such matters as the format of meetings or dealing with disagreements, and communicate these clearly.
Support Sheet  Understanding racism and discrimination

‘Race’ is a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly skin colour), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. ‘Racial’ categories subsume ethnic categories, for example ‘white’ people are defined in terms of being American, Irish etc. There is no scientific basis for race theory, and there is only one human race.35

Racism is any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.3

Institutional racism is the collective failure of an organisation to provide an appropriate and professional service to people because of their colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviours which amount to discrimination, through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages ethnic minority people. Institutional racism relates to the entire institution, including people within it.3

Systemic racism is found in the systems of an organisation and in society, for example in policies, procedures and practices. It is often unintentional but can have a negative impact on an ethnic minority group(s). It is unlikely to be identified and tackled unless proactive steps are taken by the organisation. Systemic racism relates to an organisations systems, policies and procedures.

Racism takes different forms and impacts on a range of groups in Ireland, including migrant workers. The manifestations of racism can include:
– discrimination in the workplace and in the provision of goods and service
– assault, threatening behaviour and incitement to hatred
– labelling of minority ethnic groups which can occur through racism on internet or through media / advertising
– institutional forms of racism – the failure of public services to accommodate diversity through lack of planning

Racism is dealt with in Ireland under two main pieces of legislation:
Å Equality legislation – when racism is in the form of discrimination in employment or when accessing goods or services
Ç Criminal legislation – when a person is the victim of a racist incident. A racist incident is any incident which is perceived to be racially motivated by the victim. Racist incidents can take many different forms, for example, physical assaults, damage to the home or property, as well as verbal abuse, hate mail or circulating racist leaflets and material.
Support Sheet Building a bigger picture – a basic guide to doing a community profile

Before you begin
- Think about why you are doing the profile, what it is you are trying to find out and what you intend using the profile for.
- Ensure migrant worker participation from the outset. This may be about ensuring a working group includes the participation of migrant workers, or it may be about an existing group of migrant workers deciding to take this on as a piece of work.
- The size and scope of what you aim to do will affect both the timing and the resources that you need. For example, do you need to have the information urgently, to inform a strategic plan?
- Think about the resources which you have available to you. If it is something that a number of people can work on, or if you have money to pay someone else to do it, it might become a comprehensive piece of work. Alternatively, it may be something extra to your existing workload, and this will limit the scope of the profile.

Information gathering
Think about gathering two types of information: hard and soft. Hard information will require collecting official and other data sets and statistics. Soft information is about asking individuals to express their attitudes, opinions, thoughts, and to identify issues.
What do you know already about migrant workers? Talk to your colleagues. Has anyone else in your area done any research? Are migrant workers included in any local reports or publications?

Gather information about the needs and experiences of migrant workers. Draft and distribute a short specific questionnaire to migrant workers in the community. Keep the information general, as people are unlikely to reveal sensitive information on a questionnaire. The type of questions asked should obviously relate to what you intend using the profile for. Perhaps the profile is intended to highlight the information needs of migrant workers, or experiences in the workplace or in accessing services. The questionnaire can be followed up with more in-depth interviews, to obtain a greater level of information. These in-depth interviews can also be written up as case studies, which are a good way of communicating the situation and experience of individuals from the community being profiled.

Focus Groups
Talking to people in groups is a good way of getting more in-depth information. It’s a good idea to work with key individuals from the community to do this with you. Try to organise a number of small focus group discussions. You will probably facilitate this discussion yourself but will need a note-taker. You also need to think about enabling people’s participation at such a focus group, e.g. can you get an interpreter(s) for the meeting? Will child minding allow greater participation? Is the meeting organised at a time when the people being targeted are not working?

Analyze the information
The next step is to get to grips with all the information you have and analyse your data. This may require a lot of work, depending on how much information you have collected, and the sort of information it is. If a large number have completed questionnaires, then you will have a lot more quantitative information to deal with. Equally, if you have gathered people’s experiences and stories through focus groups and in-depth interviews, you will have a lot of detailed information to sort through in order to establish key issues and needs. As the picture becomes clearer, so should the conclusions you will reach and the recommendations for action and change that will follow.

Write the report
A good final report should be clear, readable and accessible to migrant workers, the local community, and organisations and agencies. It should detail how you went about establishing the needs and experiences, what the findings were and make recommendations for action. At this stage, you should think about how to work to implement the recommendations, by developing the work of the project or influencing service providers.

Launching the report and moving recommendations forward
Organise an event to launch the report, in order to publicise it and also as a celebration of the work (this should be publicised in the local media and invitations extended to all in the local community). One potential outcome from this piece of work could be that your organisation, or another relevant agency, could set up a local task force or working
group to take forward agreed recommendations. This group, which ideally would have migrant worker representation, can agree a timescale for priority areas of work as well as monitor and report on progress.