



Welcome Address

Michael Wall - Trades Council

Vicky Barron - Wexford Mayor



Opening Address

Jacquie White

Congress Vice-President



Introduction

Ann Piggott

ICTU Global Solidarity

Committee Chair



Session 1

ILO

David Joyce - ICTU

Reflections on many years at the International Labour Organisation





The ILC in 5 Minutes





If you want
PPeace,
cultivate
JJustice

A photographic history of the
International Labour Organization
1919–2019

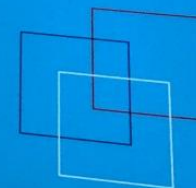


THE DRIVING FORCE
BIRTH AND EVOLUTION
OF TRIPARTISM – ROLE
OF THE ILO WORKERS' GROUP

Kari Tapiola



1919–2019





The Commission on International Labour Legislation meeting during the Paris Peace Conference, February – March 1919. This Commission was responsible for drafting of the ILO Constitution, later embedded in the Treaty of Versailles.



Delegates in a plenary sitting of the First Session of the International Labour Conference (Washington, D.C., 1919).

Final version of Labour Commission, mainly prepared by the UK Foreign Secretary Arthur Balfour, nearly twenty proposals put forth by trade unions were reduced to nine labour principles of “special and urgent importance

First. The guiding principle ... that labour should not be regarded merely as a commodity or article of commerce.

Second. The right of association for all lawful purposes by the employed as well as by the employers.

Third. The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth. The adoption of an eight hours day or a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth. The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

Sixth. The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh. The principle that men and women should receive equal remuneration for work of equal value.

Eight. The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth. Each State should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the employed.



ILO Director Edward J. Phelan signing the Declaration of Philadelphia at the White House, in Washington D.C. on 17 May 1944. Seated, left to right: US President Franklin Delano Roosevelt, Walter Nash, E.J. Phelan. Standing, left to right: US Secretary of State Cordell Hull, US Secretary of Labor Frances Perkins, ILO Assistant Director Lindsay Rogers.



ILO Director-General David A. Morse receives the 1969 Nobel Peace Prize on behalf of the International Labour Organisation from Aase Lionaes, Chairman of the Nobel Committee of the Norwegian Parliament, in the Aula of the University of Oslo, on 10 December 1969.



Michel Hansenne, Director-General of the ILO, and Nelson Mandela, Deputy President of the African National Congress, in discussion during the 77th Session of the International Labour Conference (Geneva, Switzerland, 6-27 June 1990).



Lech Wałęsa (Workers' delegate, Poland) of Solidarity at a plenary sitting of the 67th Session of the International Labour Conference (Geneva, Switzerland, 3-24 June 1981).



In 1998, the Conference started to discuss the Convention on the Worst Forms of Child Labour, adopted one year later. The Global March, a coalition of non-governmental organizations, including former child workers, with Workers' Group support, organized an international march from all continents which culminated at the opening session of the Conference. Director-General Hansenne speaks to the participants of the march.

CONGRESS
WORKING FOR PROGRESS
**IRISH CONGRESS OF
TRADE UNIONS**

GLOBALMARCH

Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

The Global March Against Child Labour in Ireland



Mr. Tom Kitt (Minister of Labour, Trade and Consumer Affairs, Ireland) & Jimmy Somers (President of SIPTU) with Gwen and Lihani, core marchers in Liberty Hall

Global March Follow-up

In terms of abuse of young people working here in Ireland, the monitoring committee of the Young Persons in Employment Act is meeting for only the second time in August. There is ample evidence available from teachers, schools and parents to suggest that large numbers of second level pupils in the Republic work more than 10 hours a week during school term. International research shows that more than 10 hours of work a week, outside school hours harms learning and attendance.

Gwen, Lihani, Rudy and Ronal set off with others from Parnell Square on Dublin March.



Previous Worker Delegates from Ireland

- Patricia O'Donovan
- Esther Lynch
- + Number of high level delegates including:
 - Patricia King
 - Ethel Buckley,
 - Kevin Callinan
 - Deirdre O'Connor



Senator Thomas McPartlin



Geopolitics.... alive and well at ILO

- USA left in 1977 due to cold war tensions and excessive politicisation of the ILO...
- Of late, Trump administration insisting on all kinds of changes at the ILO, including removal of references to social justice, the SDGs and all kinds of madness
- Large portion of budget so ILO walking a tightrope..
- Offered Mr LI Sheng, Principal Deputy Assistant Secretary, Office of the Assistant Secretary for Policy, U.S. Department of Labor a position as Deputy Director General earlier this year
- On basis they would pay outstanding subs...
- Not paid and offer withdrawn on eve of ILC this June
- A backbone!



Pedro Sánchez 
@sanchezcastejon

Follow

Es un honor anunciar la candidatura de Yolanda Díaz para dirigir la OIT. Por primera vez, una mujer y nuestro país estarían al frente de esta institución fundamental para la defensa del trabajo digno y la justicia social.

Yolanda ha demostrado con políticas y resultados su compromiso con los derechos laborales, el diálogo social y la prosperidad de España. Su experiencia, su trayectoria y su vocación de consenso la convierten en una excelente candidata para liderar la OIT.

Translated from Spanish by 

It is an honor to announce Yolanda Díaz's candidacy to lead the ILO. For the first time, a woman and our country would be at the helm of this fundamental institution for the defense of decent work and social justice.

Yolanda has demonstrated through her policies and results her commitment to labor rights, social dialogue, and the prosperity of Spain. Her

Hope for the future..?

The CAS

- Engine room
- Irish connection -Professor Alfred O'Rahilly, an Irishman who was at the heart of the formation of the CAS.
- Today – Myanmar and Belarus

Labour Organization
Internationale du Travail
Internacional del Trabajo

decent work ▶ Justice

International
Labour
Organization





Decent Work

- Decent work sums up the aspirations of people in their working lives. It involves:
 - opportunities for work that is productive and delivers a fair income,
 - security in the workplace and social protection for families,
 - better prospects for personal development and social integration,
 - freedom for people to express their concerns, organize and participate in the decisions that affect their lives and
 - equality of opportunity and treatment for all women and men.



Palestine

“non-member observer state”.



International Labour Organization
Organisation internationale du Travail
Organización Internacional del Trabajo

114th Session of the International Labour Conference

10th Sitting of the Conference

09.06.2026

Next Speaker

Remaining Speakers

32

Employer - PANAMA

05:00

LEDEZMA VERGARA, Juan Antonio (Sr.)

Government - PHILIPPINES (THE)

05:00

TOLENTINO, Francis (Mr)

Worker - CUBA

05:00

PIETER TERRY, Yaisel Osvaldo (Sr.)

Employer - INDIA

05:00

SHRIRAM, Alok Bansidhar (Mr)

Government - REPUBLIC OF MOLDOVA (THE)

05:00

PLUGARU, Natalia (Ms)

Employer - PAPUA NEW GUINEA

05:00

WILLIE, Florence Lou (Ms)

Government - MOZAMBIQUE

05:00

ALANE, Ivete Angela dos Anjos Ferrao (Ms)

Worker - PERU

05:00

VILLANUEVA CARBAJAL, Luis Alberto (Sr.)

Government - SOUTH SUDAN

05:00

MAKANA, Anthony Lino (Mr)

Worker - IRELAND

JOYCE, David (Mr)

02:03

Organisation internationale du Travail

Organización Internacional del Trabajo

114th session, 2026

Conférence internationale du Travail

114th Session, 2026

International Labour Conference

New ILO Convention 190 and Recommendation on Violence and Harassment in the World of Work



Voting

🔒 ilo.org

↻



Mr JOYCE (Worker)

?

CONVENTION concening the elimination of violence and harassment

1 Adoption of the CONVENTION concening the elimination of violence and harassment in the world of work. Are you in favour of this adoption?

Yes

No

Abstain

Confirm ballot

Stopping Gender-Based Violence and Harassment at Work

THE CAMPAIGN FOR AN ILO CONVENTION

Jane Pillinger, Robin R. Runge and Chidi King



Significance?

- Many of the most vulnerable workers across the world,
- mainly (but not exclusively) women
- For the first time at a global level we now have a new right – the right to a world of work free from violence and harassment.

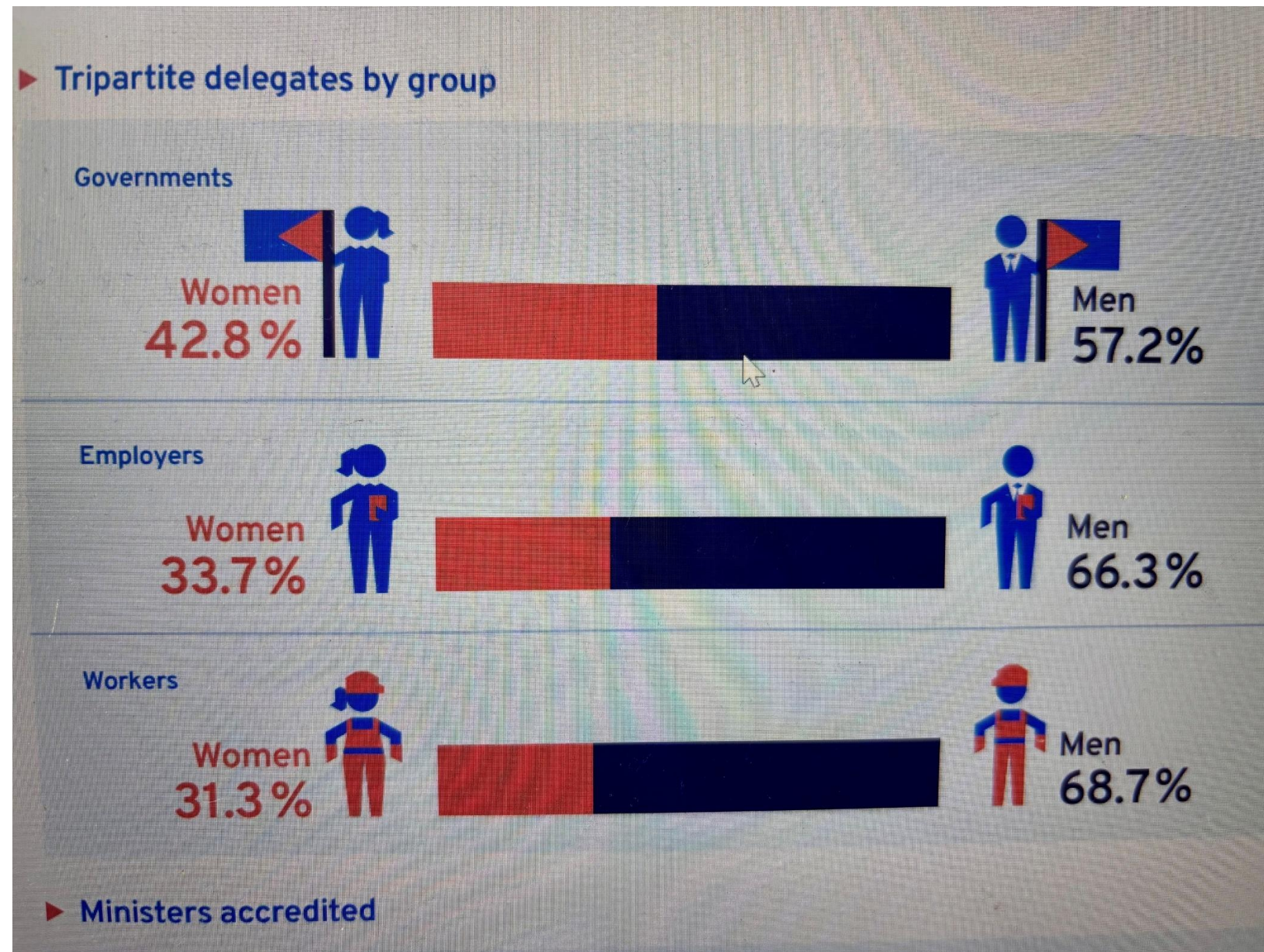
Significance ctd

- recognise that the world of work is wider than just a particular workplace – and encompass where you eat, sleep, and the technology we use for work.

Significance ctd

- recognise that we need to deal with the impacts of domestic violence on the world of work – these situations follow women to work and we need policies and procedures in work to mitigate those risks – including leave from work and making sure the woman and her co-workers are safe.

Gender Parity at the International Labour Conference in 2026



LGBTQ+ (SOGI)



EPIC – Equal Pay International Coalition



ILO Centenary Declaration

- **“reinvigorates” the ILO’s mandate for social justice;**
- **will guide the work of the ILO as it begins its second century**

A Win for Platform Workers: ILO Convention No. 193



Significance?

Instrument applies to all platforms and all platform workers (Article 2(1)), and the core protections attach to the worker qua platform worker. The Convention escapes the trap that has defeated so much national law, namely the conditioning of all protection on a contested and easily manipulated employment label

Thanks for the opportunity!





Session 2

Ukraine

Christopher Ford

Secretary of the Ukraine Solidarity Campaign

Kateryna Maliuta-Osaulova

International Secretary of the Trade Union of
Education and Science Workers of Ukraine.



Coffee Break



Session 3

SDGs

Niall McGuirk
Coalition 2030 coordinator



coalition 2030

FOR SUSTAINABLE DEVELOPMENT

ICTU Summer School

Aug 20 2026

Agenda

1. **Intro**
2. **SDGs**
3. **Coalition 2030**
4. **High Level Political Forum**
5. **Post 2030 Agenda**
6. **Securing Future Generations**
7. **SDG Week 20206**
8. **What can you do**



What are the SDG's



THE SUSTAINABLE DEVELOPMENT GOALS



niall@coalition2030.ie

Background

- Coalition 2030 is an alliance of over 75 civil society and trade union organisations in Ireland, collaborating for domestic and global achievement of the Sustainable Development Goals



Academic & Learning Institutions	Environmental sustainability
Advocacy & human rights	Farmers
Anti-poverty	Humanitarian Aid & Relief
Asylum Seekers	Social enterprise
Climate advocacy	Social inclusion
Charities	Sustainable Development
Community Groups	Trade Unions
Community Food Systems	Women’s rights
Disability	Youth & children

Background

- **International and Humanitarian**
 - Dóchas – 57 Organisations
- **Domestic and Anti-Poverty**
 - The Wheel – 2,500 non-profit organisations
 - Irish Rural Link – over 600 community groups
 - National Womens Council – 200 Organisations
 - National Youth Council – 50 Organisations
- **Trade Union**
 - ICTU – 44 unions and 800,000 workers
 - Fórsa, SIPTU, INTO, IFUT, ASTI
- **Arts and Culture**
 - Create Ireland
- **Academia**
 - DCU, MTU, UCD, UCG
- **Environmental**
 - Irish Environmental Network – 40 + Organisations



Members



niall@coalition2030.ie

Coalition 2030 – Key Activities

- **Acting as a watchdog** to ensure Government delivers an inclusive and successful journey towards fulfilling the targets of the SDGs
- **Sharing learning and best practice** on SDG implementation and activities to ensure that quality and excellence in practice, in the sectors represented by Coalition2030, delivers better outcomes for everyone
- **Raising awareness** on the SDGs by building and promoting a coherent understanding of the issues that impact on the lives of people in Ireland and throughout the world
- **Building and sharing knowledge**, skills and capacity of Coalition2030 members through collaborative working
- **Supporting actions** which promote the implementation of the SDG's



SDG's Where are we now



niall@coalition2030.ie

Coalition 2030 Plenary

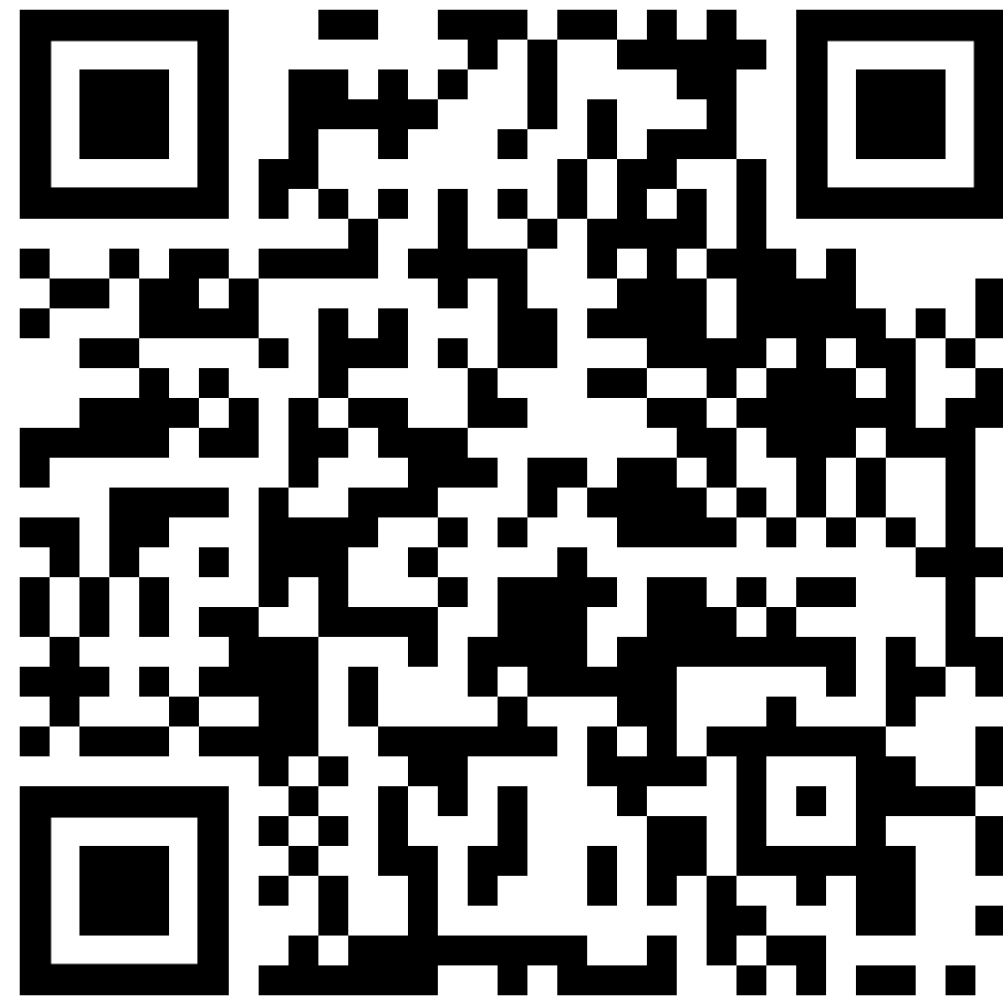


2026 – Coalition 2030 and High Level Political Forum

- Issued statement agreed at Plenary on SDGs 6,7,9,11 and 17 – this became our advocacy note
- Spoke at 2 side events
- Met with
 - Minister James Brown
 - Minister Darragh O'Brien
 - Official Irish Delegation
 - UN Officials
 - Part of ITUC delegation meeting UN Women and ILO



2026 – Coalition 2030 ITUC Partnership



2026 HLPF Ministerial Declaration

A reaffirmation that international cooperation, multilateralism and international solidarity at all levels are the best way to address global challenges and the need to strengthen the UN development system, promote and protect human rights, and continue to reform the international financial architecture

The systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda

A call to scale up international public finance and improved access to concessional finance and a commitment to deliver more affordable, predictable, sustainable and sufficient finance to developing countries

A call for the full implementation of the Doha Political Declaration

A commitment to address the needs of women workers in the energy sector by further advancing, among other measures, equal pay, by promoting women's full, equal and meaningful participation and leadership in the design and implementation of energy policies and programmes, and mainstreaming a gender perspective into relevant policies and programmes

Promoting decent work and access to opportunities for youth, women and workers in informal sectors.

Advancing women's representation in management, leadership and decision-making roles, while strengthening the participation and retention of women and girls in STEM education

Ensuring women's full, equal and meaningful participation in the labour market, including equal access to decent work and quality jobs, promoting entrepreneurship and economic empowerment, and closing the gender pay gap

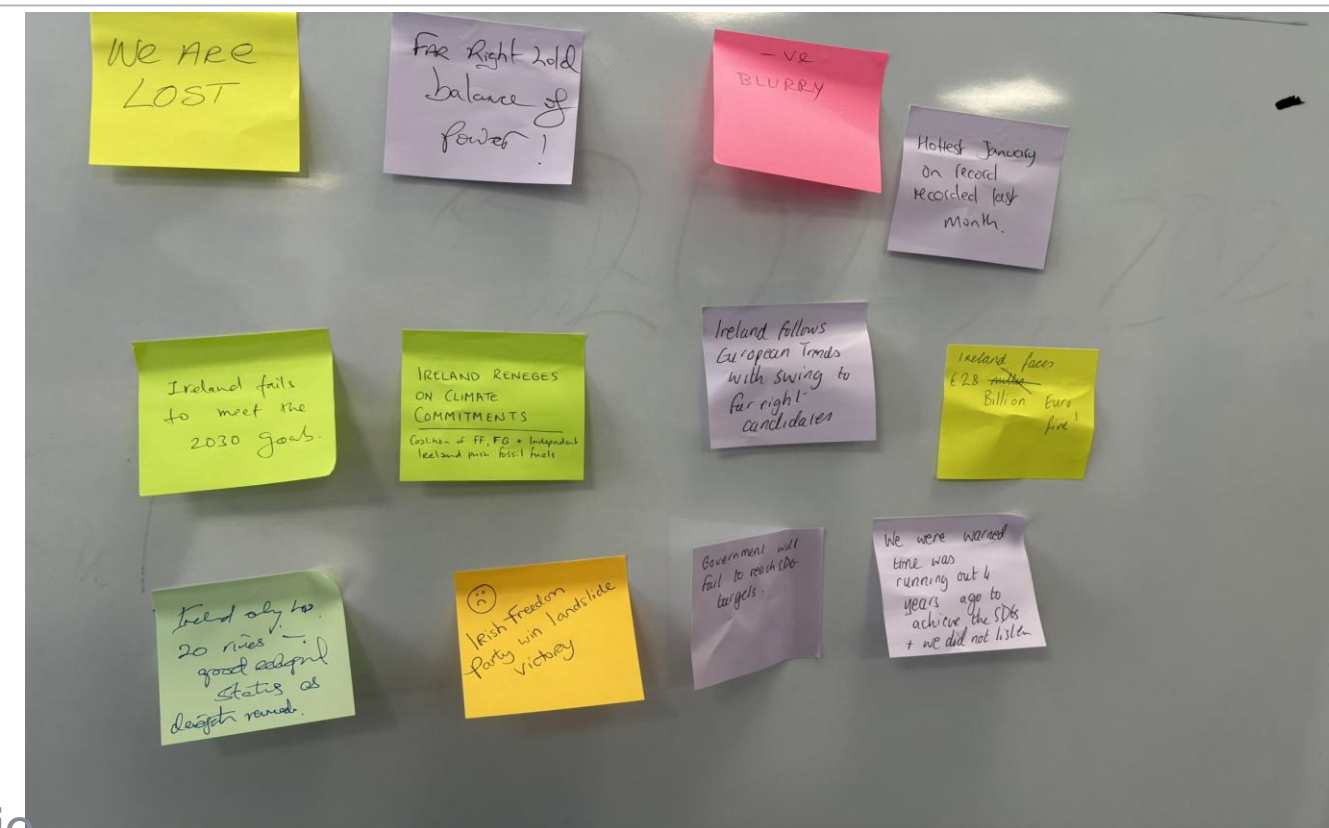
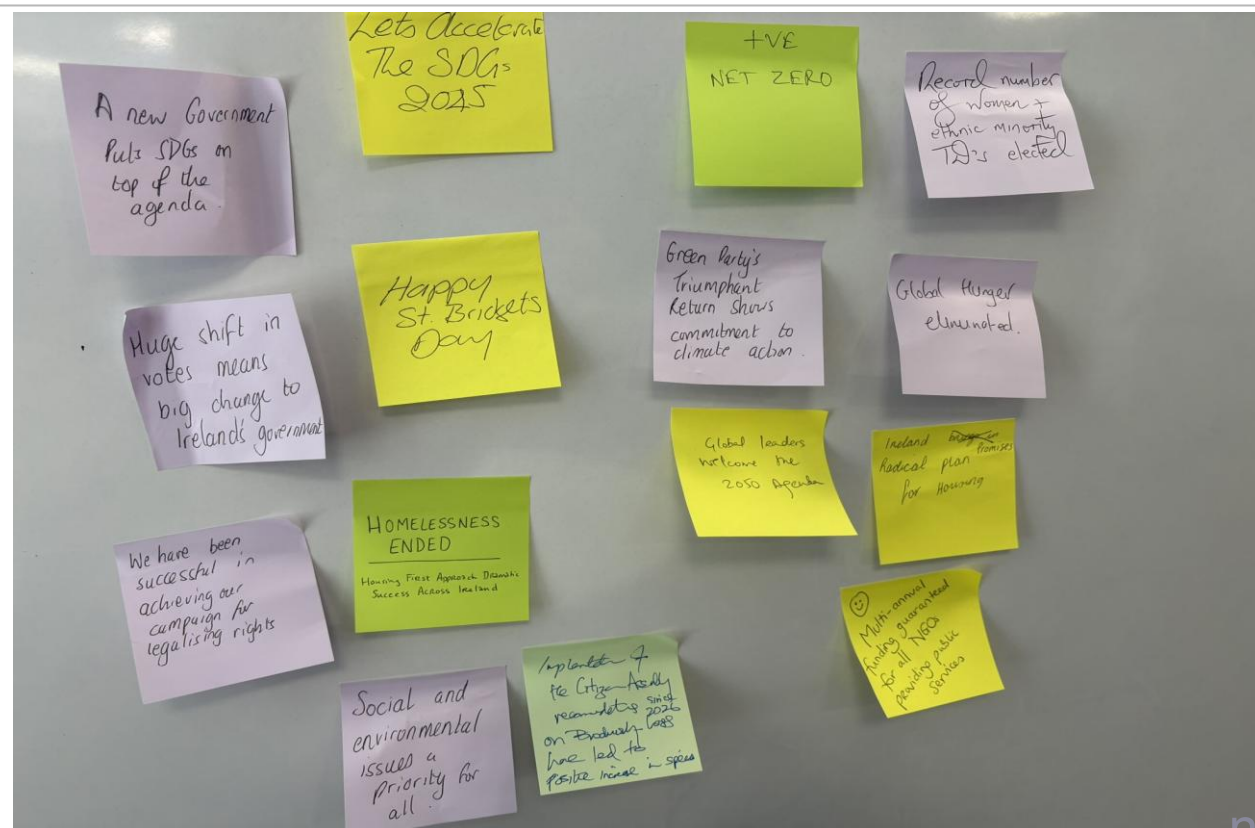
Implementation of the Sevilla Commitment, which provides a renewed global framework for financing for development to support sustainable development and the 2030 Agenda

Post 2030 Agenda



THE IRISH TIMES

Friday Feb 1 2030





Post 2030 Agenda



Securing Future Generations – Sept 22



 **ÉIRE2026.EU**
IRELAND2026.EU
Inneacht Gaolmhar | Associated Event

 **coalition 2030**
sdg week 2026

SECURING FUTURE GENERATIONS

Putting long-term
thinking at the
heart of decision-
making in Ireland
and Europe

22 SEPTEMBER

**BUSWELLS HOTEL
23-27 MOLESWORTH ST.
DUBLIN**

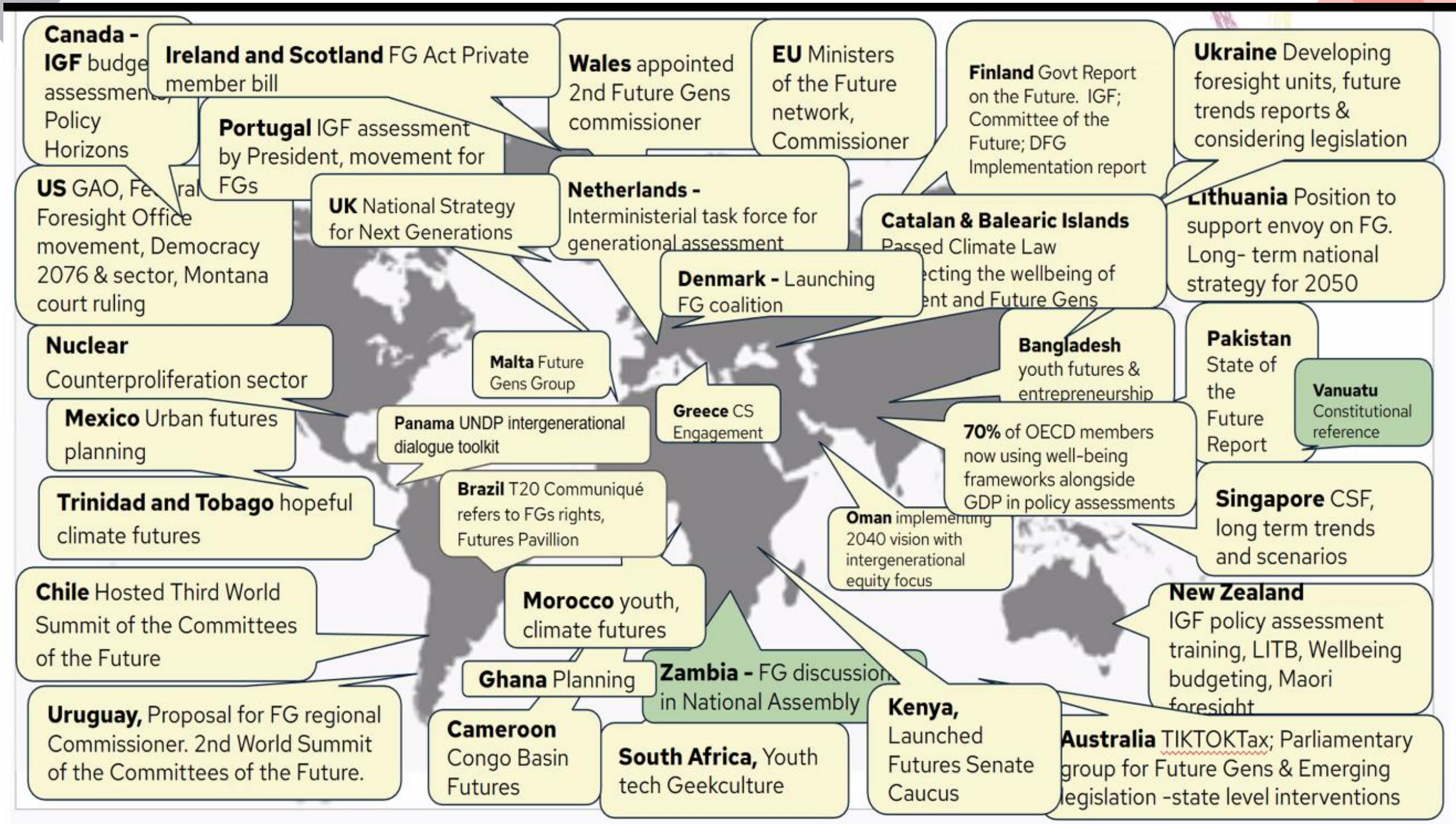


Register here

 www.coalition2030.ie  niall@coalition2030.ie

niall@coalition2030.ie

Current Position around Future Generations (FG) piece



SDG Week
Sept 18 –
Sept 27





OCHA

“ My message to world leaders is simple. Put people first: their needs, their aspirations, their rights. ”

— António Guterres, UN Secretary-General

UN Photo/Mark Garten



“ We must also make peace with the planet. Humanity has waged a war we can only lose: our war with nature. We are detonating systems that sustain us. ”

António Guterres
United Nations Secretary-General

 **United Nations**
Climate Change

“ Our future hangs in the balance. Let’s **eliminate** these weapons from our world for good. ”

António Guterres
United Nations
Secretary-General

 **26 September**
International Day
for the Total Elimination
of Nuclear Weapons



 **UNITED NATIONS
CARIBBEAN**

 **Summit of
the Future**
Our Common Agenda

The climate crisis is destroying lives and economies. We know the solution: a **just phase-out of fossil fuels**, – and yet, emissions are still rising.



22 September 2024

 **António Guterres**
UN Secretary-General

niall@coalition2030.ie

What next?

Unity is Strength

- Join Coalition 2030
- Put motions about the Sustainable Development Goals into your Branch AGM and subsequent Union AGM.
- Frame requests with an SDG Narrative.
- Get involved in the Future Generations campaign. Get your union involved in foresight thinking
- Get involved in SDG Week. See if there's anything on that can be labelled that week. Even a small email campaign







Session 4

Echoes of 2004

Executive Producer

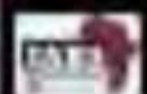
Ebun Joseph

Echoes of 2004:
Citizenship, Identity,
& The Legacies We Carry

Executive Producer
Dr Egun Joseph

Directed and Produced by
Stanley Aguzie

Executive
Producer
Dr Egun Joseph





Global Solidarity Dinner 7:30 pm







Guest of Honour Address

Cuban Ambassador





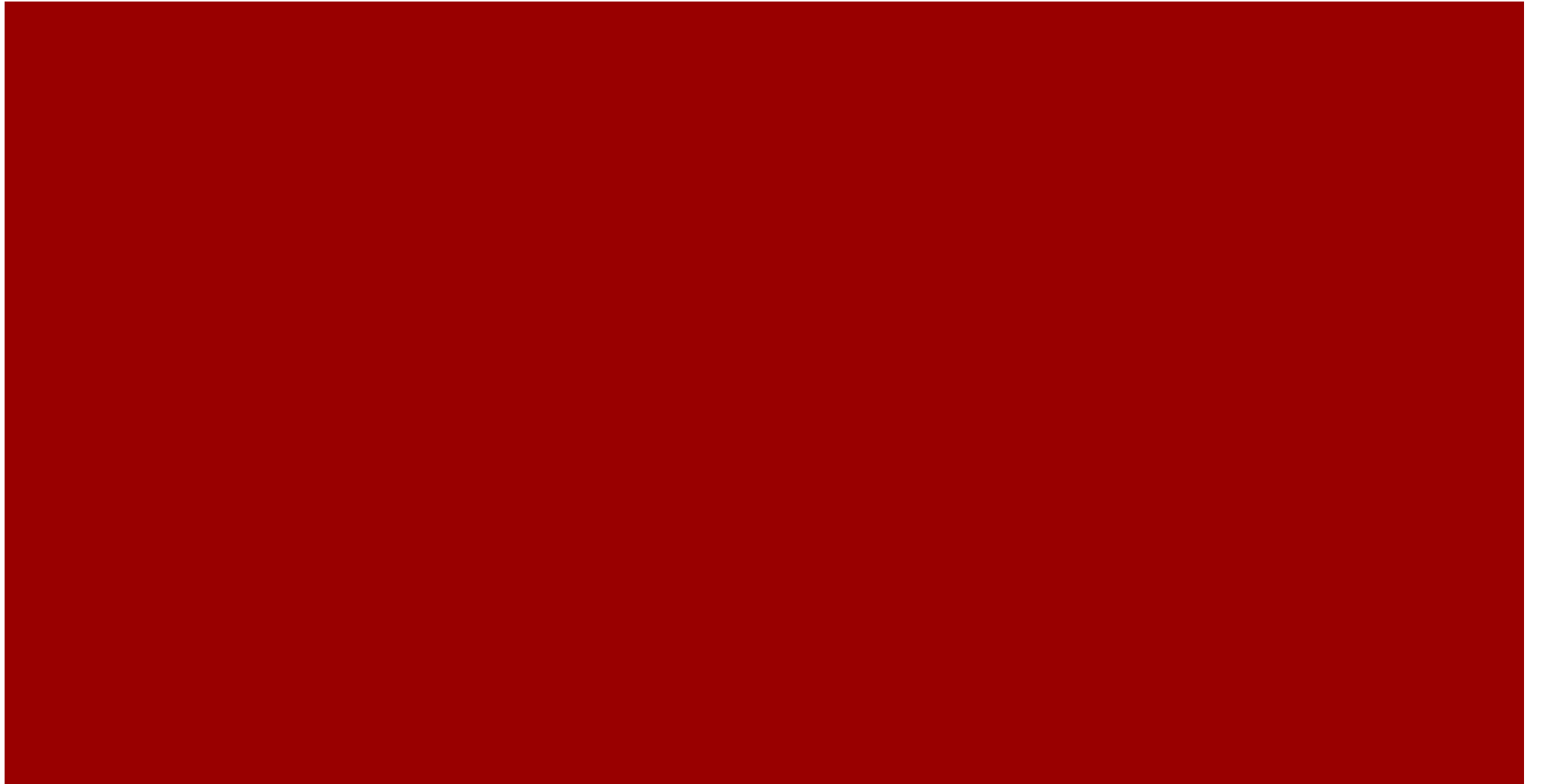
is that



Session 5

Diana Nazzal

Palestinian eye surgeon

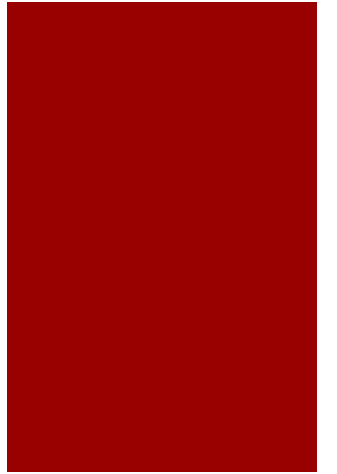


Healthcare in Gaza

By Diana Nazzal

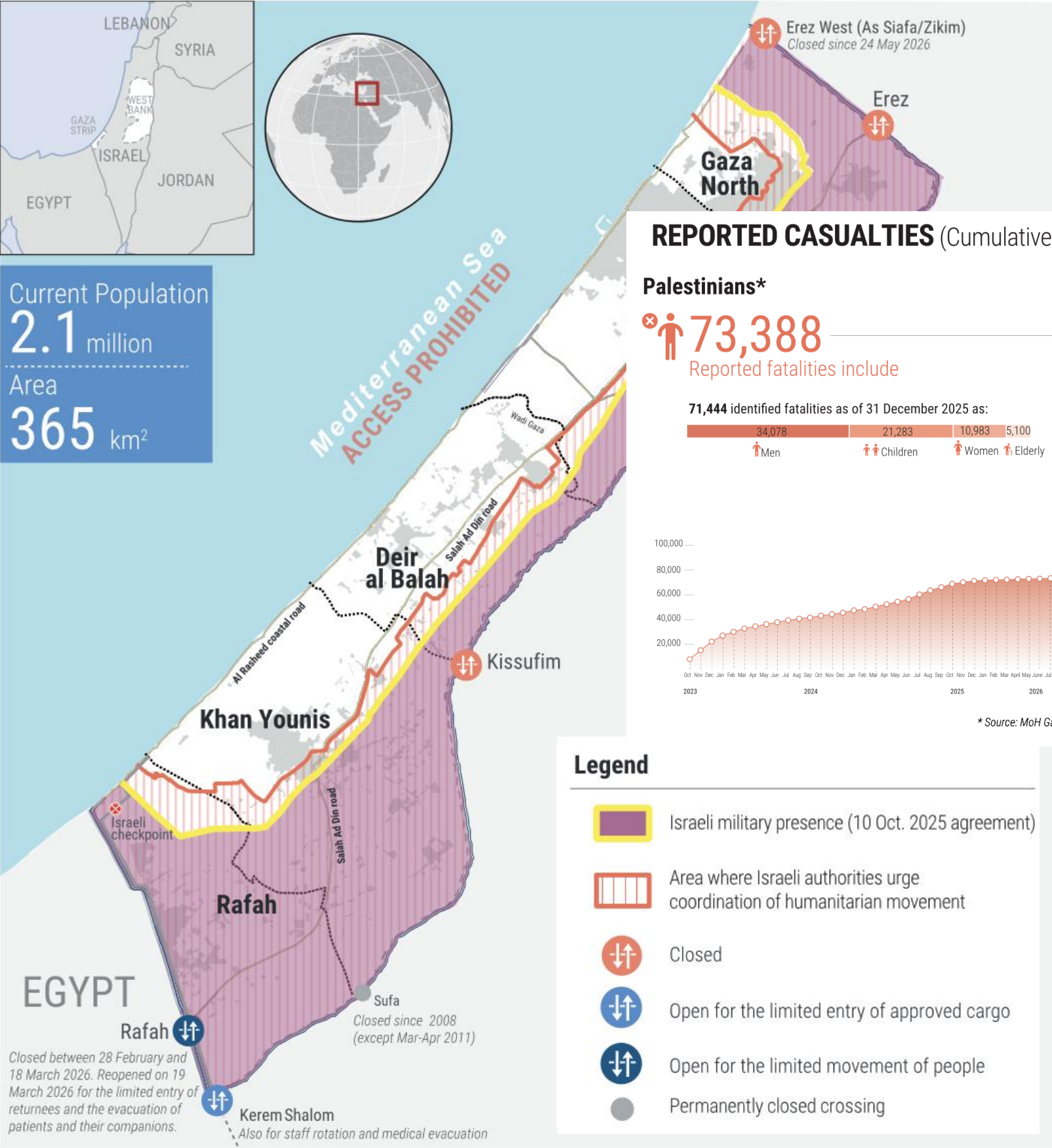
TABLE OF CONTENT

- Medical mission 02/2025 vs. today
- Destruction of healthcare
- Destruction of education
- Factsheets on the West Bank
- Irish-Palestinian solidarity abroad
- Sources + Movies
- How you can help ?





Current Population
2.1 million
Area
365 km²



REPORTED CASUALTIES (Cumulative) as of 12 August 2026

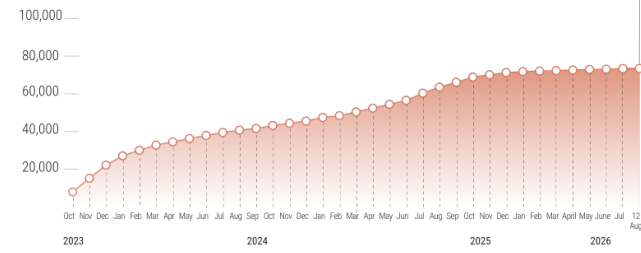
Palestinians*

73,388

Reported fatalities include

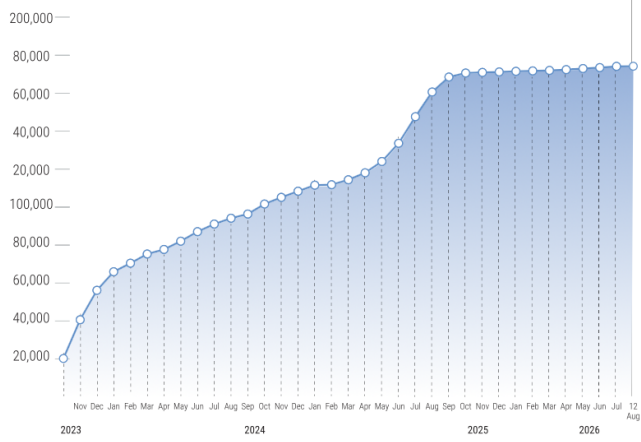
71,444 identified fatalities as of 31 December 2025 as:

34,078	21,283	10,983	5,100
Men	Children	Women	Elderly



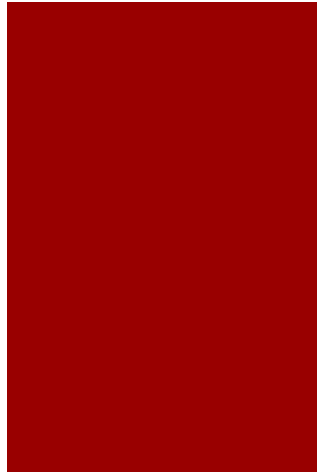
174,259

Reported injuries



Legend

- Israeli military presence (10 Oct. 2025 agreement)
- Area where Israeli authorities urge coordination of humanitarian movement
- Closed
- Open for the limited entry of approved cargo
- Open for the limited movement of people
- Permanently closed crossing



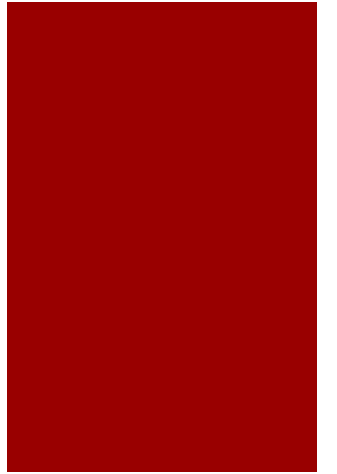
JOURNEY TO GAZA



Untertitel

Diana

WORK DAY AT EGH



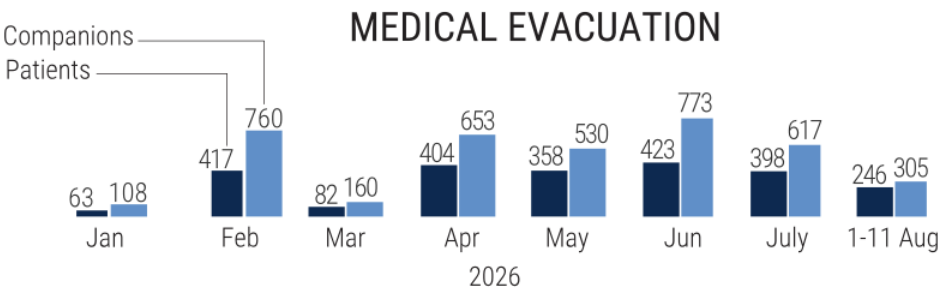
WELCOMING PALESTNIAN HOSTAGES



BLOCK OF HUMANITARIAN AID



- **31** Emergency Medical Teams (EMTs) including **104** national and **64** international personnel, as of 12 August 2026.
- Over **43,000** of the people injured since October 2023 are estimated to have potentially life-changing injuries. (source: WHO, as of May 2026).
- Between 5 and 11 August, **180** patients and **194** companions were evacuated via Rafah and Kerem Shalom crossings.



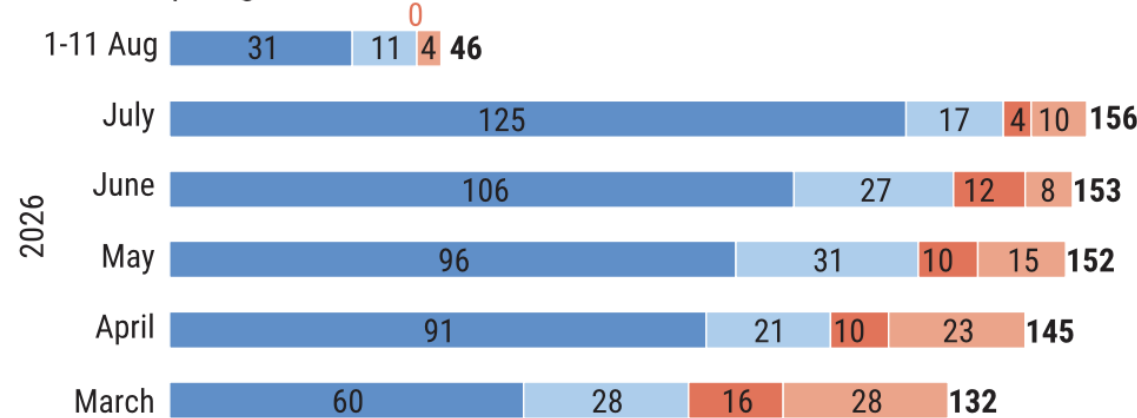
Number of medical evacuations between 5. and 11.08.2026

Since start of „ceasefire“ in October 2025
The number of coordinated medical mission
Has reduced



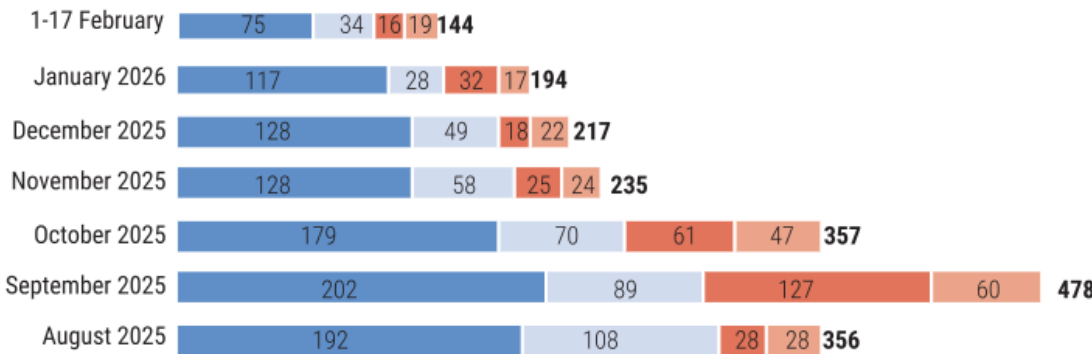
HUMANITARIAN ACCESS

Missions requiring coordination with the Israeli authorities



HUMANITARIAN ACCESS

Missions requiring coordination with the Israeli authorities

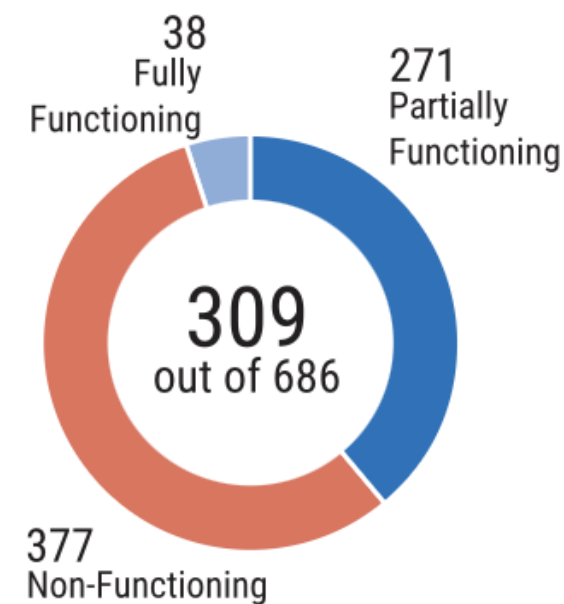


- Facilitated:** CLA accepts a facilitation request and the movement on the ground is not impeded.
- Impeded:** CLA accepts a facilitation request but the movement is blocked or delayed on the ground, resulting in some missions being aborted or accomplished partially.
- Denied:** The Israeli Coordination and Liaison Administration (CLA) rejects a facilitation request.
- Withdrawn:** Humanitarian organizations cancel their facilitation request due to logistical, operational, or security reasons.

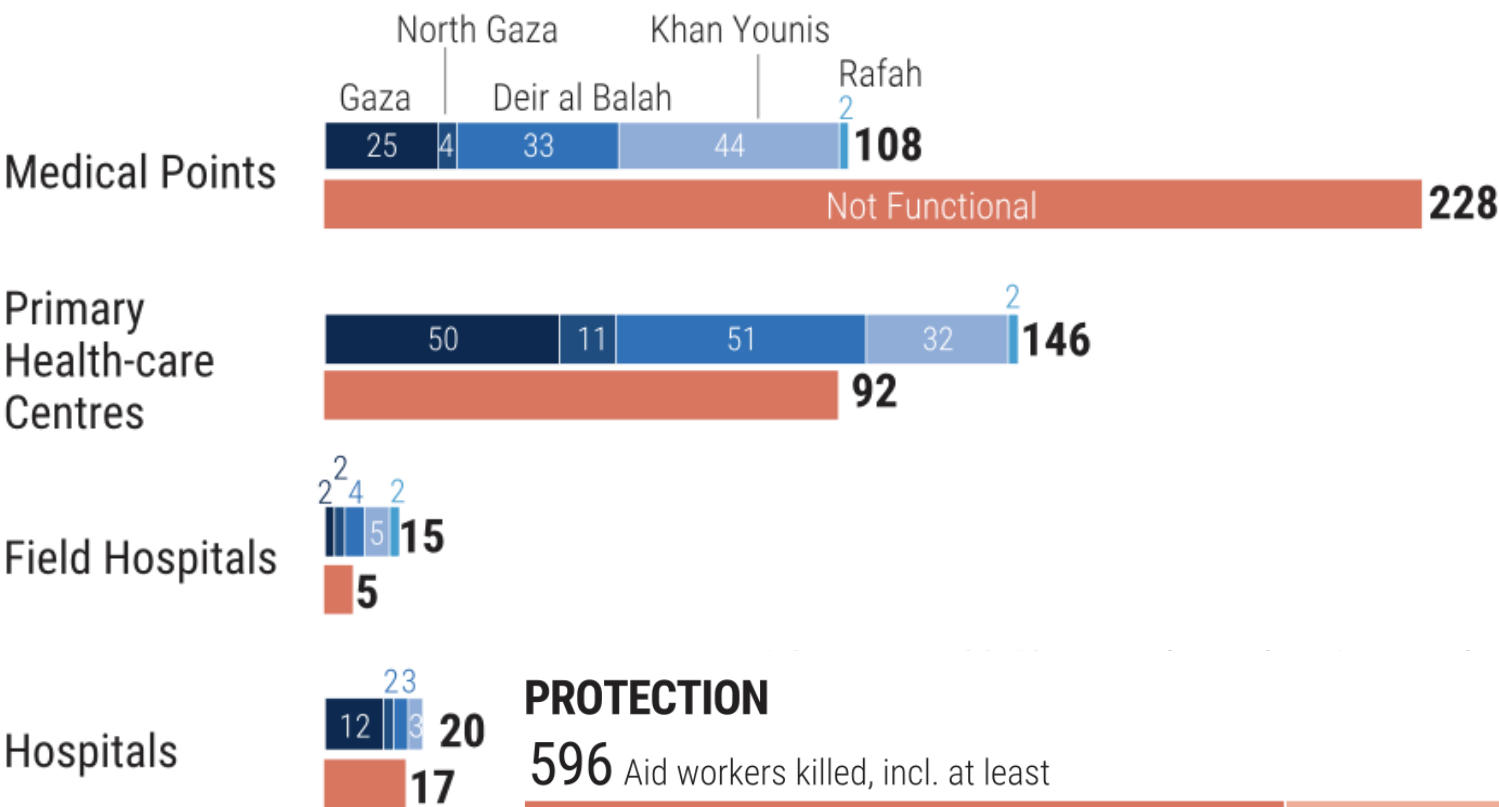
DESTRUCTION OF HC-INFRASTRUCTURE



HEALTH SERVICES FUNCTIONALITY** (as of 12 August 2026)



Includes hospitals, field hospitals, PHCs, medical points, ambulance centres, emergency centres and mobile clinics.



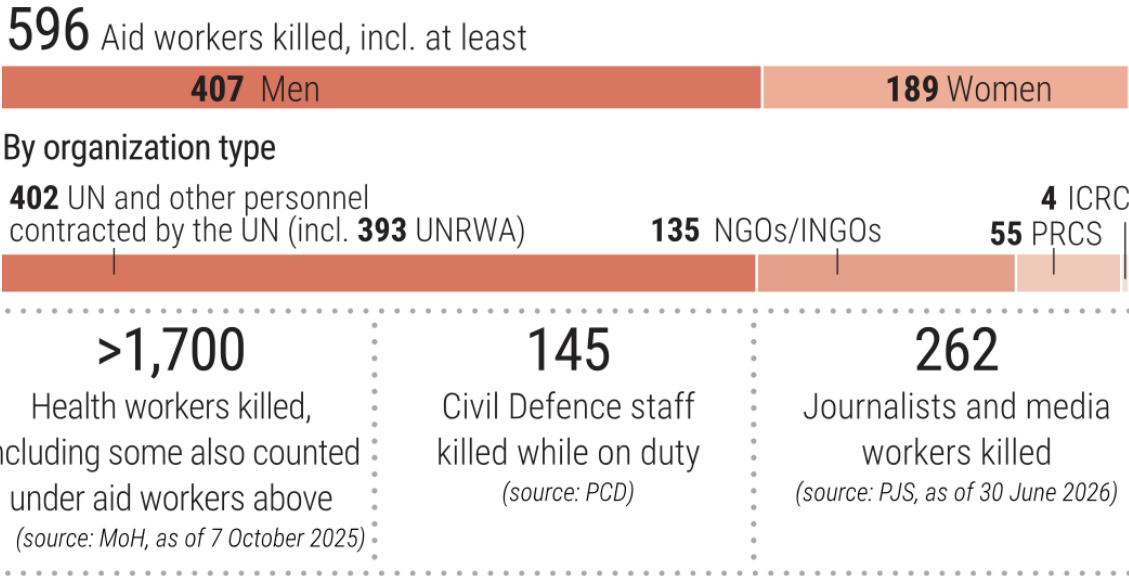
Health Impact

Deaths Due To Famine	466
Deaths Due To Extreme Cold	28
Cases Of Infectious Diseases	2142000
Patients Needing Evacuation Abroad	20000

Note: Cumulative figures until the stated date, so each person may suffer from an infectious disease multiple times during the genocide

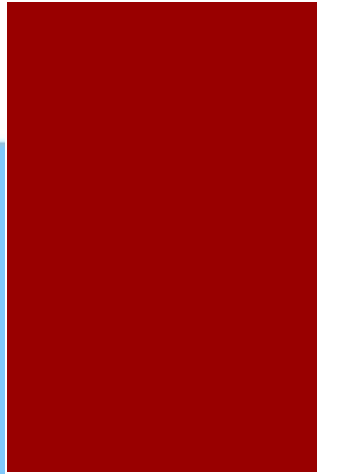
Source: Palestinian Ministry of Health / Gaza

PROTECTION



- Nearly the entire population, including over one million children, is estimated to require protection services and mental health and psychosocial support (Flash Appeal, December 2025 and UNICEF, December 2025).
- >58,000 children have lost one or both parents (source: UNICEF, December 2025).

EDUCIDE



MEANWHILE IN THE WEST BANK

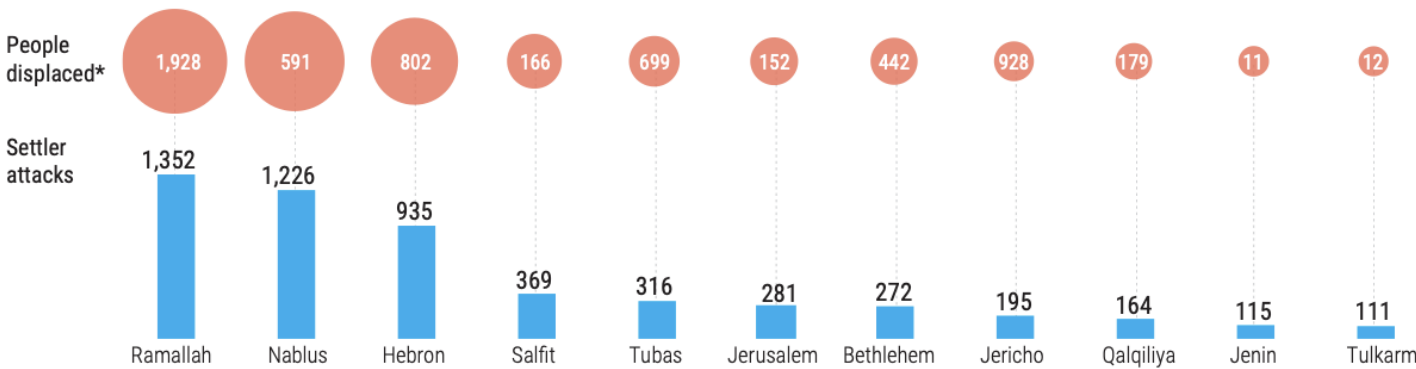
KEY FIGURES

Between January 2023 and April 2026



SETTLER ATTACKS AGAINST PALESTINIANS BY GOVERNORATE

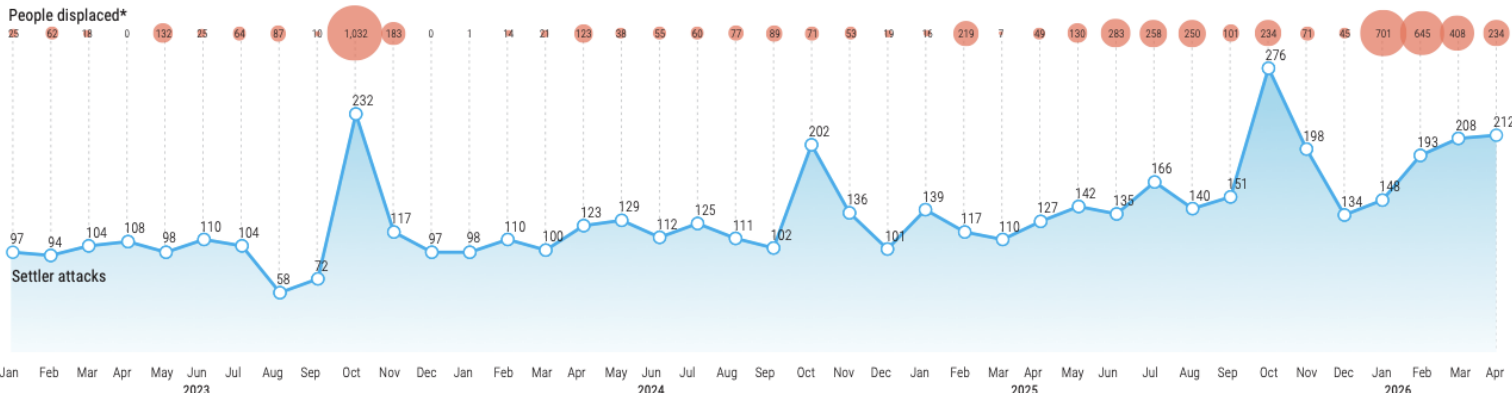
Incidents resulting in casualties and/or damage



*Displacements linked to settler attacks and related access restrictions, excluding other causes

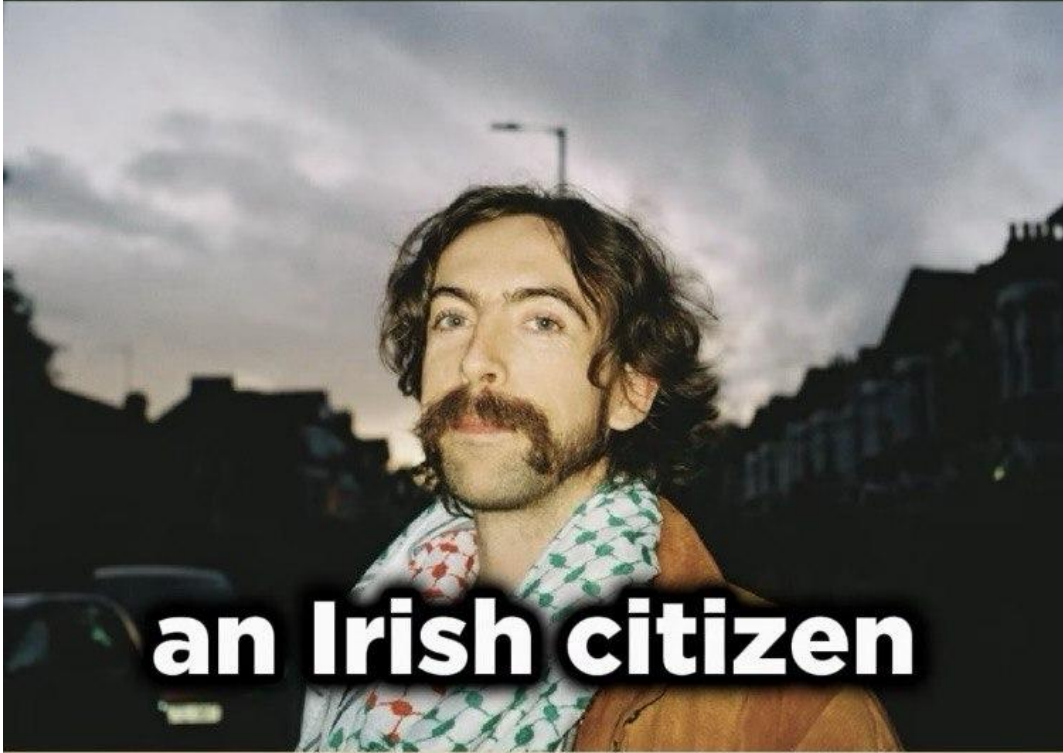
SETTLER ATTACKS AGAINST PALESTINIANS BY MONTH

Incidents resulting in casualties and/or damage



IRELAND'S SOLIDARITY

FREE DANIEL
And the Ulm5



an Irish citizen

Irish Activist Imprisoned in
Germany

Arrested 8th September 2025

“ ”
DANIEL TATLOW-DEVALLY - FROM
THE DOCK AT STAMMHEIM

WE CAME TO THE CONCLUSION THAT
IT WAS OUR MORAL DUTY TO STOP
DELIVERIES FROM THE ELBIT
FACTORY. THE CONNECTION
BETWEEN KNOWLEDGE AND
ACTION IS SIMPLE.



<https://ulm5.info/de/>



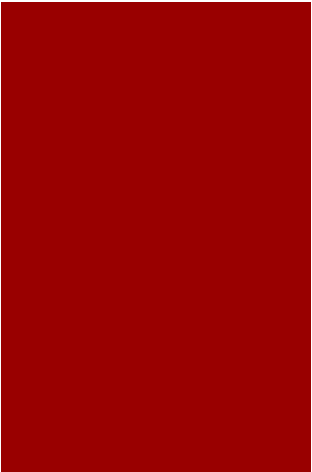
Instagram



irishblocberlin

15.6K followers 1,368 following

Saoirse don Phalaistín Bheirlín
Berlin-based platform for Irish solidarity with Palestine
linktr.ee/irishblocberlin



SOURCES

- Institute fir palestine studies <https://gazahcsector.palestine-studies.org/en>
- **Targeted destruction of healthcare from British mandate to the siege of Gaza**
<https://gazahcsector.palestine-studies.org/en/node/5694>
- WHO Ochaopt : <https://www.ochaopt.org>
- Visualizing palestine : <https://visualizingpalestine.org/>
- Al-Jazeera : <https://www.aljazeera.com/>
- Middle East eye: <https://www.middleeasteye.net/>
- The new Arab: <https://www.newarab.com/>



The Systematic Targeting of Healthcare In Palestine: From the British Mandate to the Siege of Gaza

AUTHOR

Layth Malhis

MOVIES ABOUT THE DESTRUCTION OF GAZA'S HEALTHCARE

- The voice of Hind Ragab - by Kaouther Ben Hania
- Gaza: Doctors under attack - by Karim Shah
- The American doctor - by Poh Si Teng
- Forensic architecture documentaries:
 - The massacre of aid workers in Tel al-Sultan
 - When it stopped being a war: the situated testimony of Dr. Ghassan Abu Sittah
 - The killing of Hind Ragab



EDUCATION IS RESISTANCE: SUPPORT THE NEXT GENERATION OF HCW

Where medical care is absent life is not possible.

The most expansive and lengthy part of the recovery of medical care is the training of healthcare professionals, therefore many of Gazas brightest students decided to pursue their medical studies abroad.

Many students are studying in neighboring Egypt, where they need to pay 3000USD/year alone for the tuition fee. Understandably their families in Gaza have no means to support them, so we need to step in.

Contact me for any questions:

docdiananazzal@gmail.com



Arab-European Ophthalmological Society (AEOS) e. V.



Session 6

Migrant Rights Centre Ireland

Tied to Exploitation

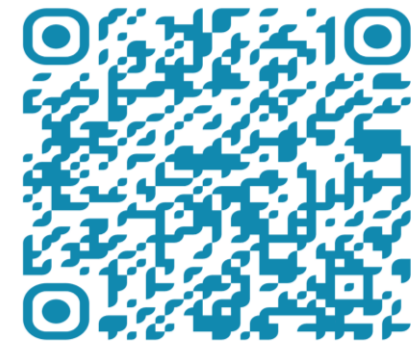
Siobhán Murphy

TIED TO EXPLOITATION: **The experience of migrant** **workers in Ireland**

MRCI survey of over 1000 employment permit holders demonstrates changes urgently needed to the employment permit system



Tied to exploitation



www.mrci.ie/Tied-to-Exploitation.pdf

Presented by:
Siobhán Murphy
Campaign
Co-ordinator



Set up in 2001, the Migrant Rights Centre Ireland (MRCI) is the leading national organisation working with migrant workers in low-paid and precarious sectors of the economy.

We work with carers, meat factory workers, agriculture workers, chefs, drivers and others at risk of poverty, exploitation and social exclusion.

We work at the intersection of migration and employment.

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

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



Tied to Exploitation report

Launched in March 2026

Survey between July 2025 to February 2026

1019 Survey respondents

871 survey respondents currently held a general employment permit when surveyed and 148 previously held a general employment permit.



www.mrci.ie/Tied-to-Exploitation.pdf



Why did we carry out this research?

1. Corresponding rise in exploitation seen in our Information and Support Centre with an increase in work permits
2. Research in other countries: EU countries and Canada shows exploitation in similar systems where workers are tied to a permit and employer.



Employment permit system

Unequal, two-tiered
employment system

Two main employment permits with differing rights.

Critical skills employment permit

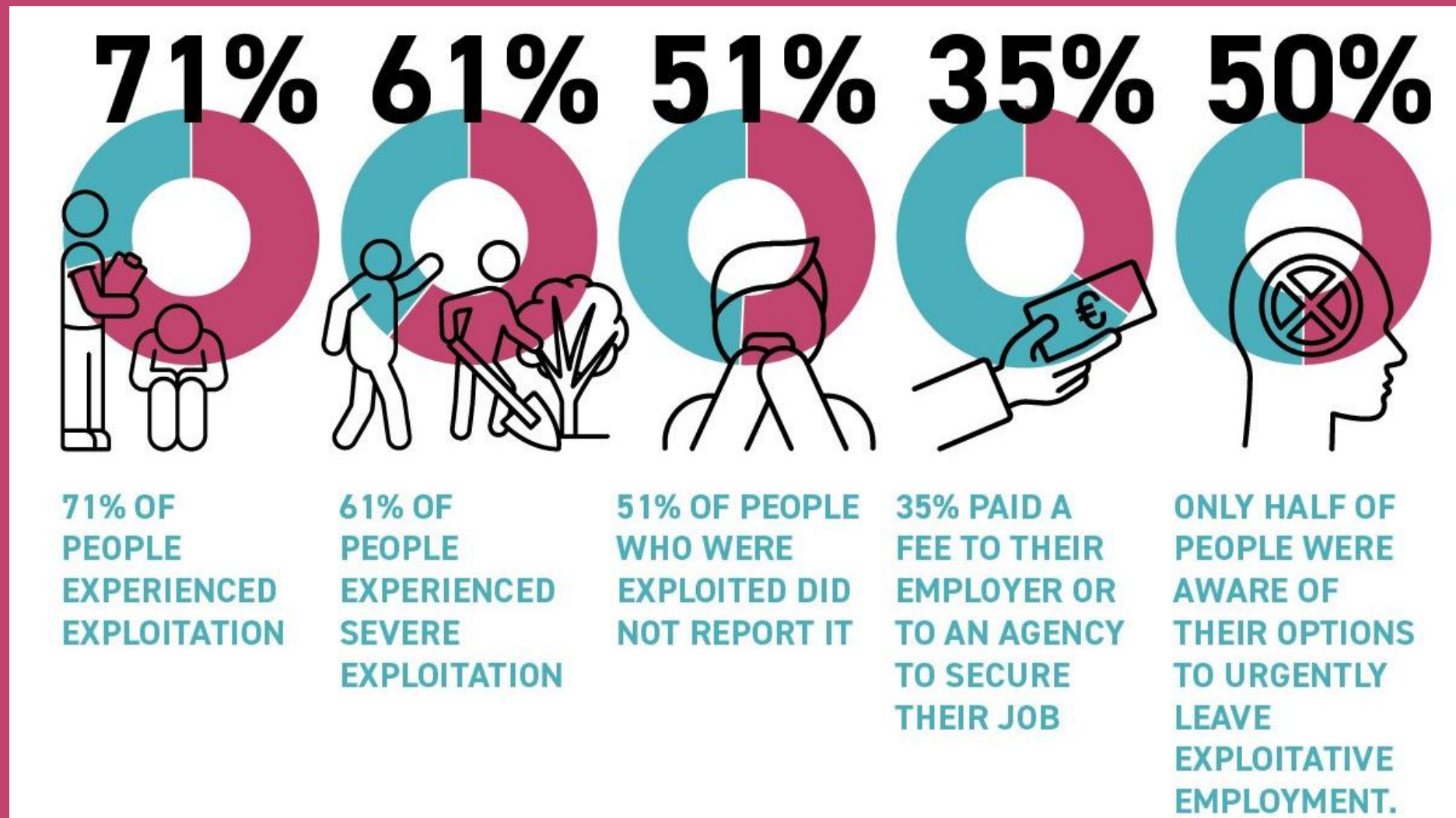
- IT, engineers, etc
- Right to move to any job after two years
- More freedom to change employer after 9 months
- Family reunion

General employment permit

- Healthcare assistants, carers, food production, construction, chefs in restaurant
- Five years on employment permit (2 years and 3 years renewal)
- Extremely limited change of employer
- Effectively barred from bringing family with income thresholds



Exploitation is systemic



Indicator used:

Exploitation means at least one substantial employment rights breach.

Severe exploitation means at least two breaches or at least one on a repeated or consistent basis.

Only **9%** of those who reported had it resolved positively

61% saying it was not resolved and **19%** saying it resulted in significant negative consequences

Survey representation

58 nationalities:

Top five nationalities surveyed: **Brazil**: 32%, **Philippines**: 13%, **India**: 10%, **Zimbabwe**: 9%, **South Africa**: 5%.

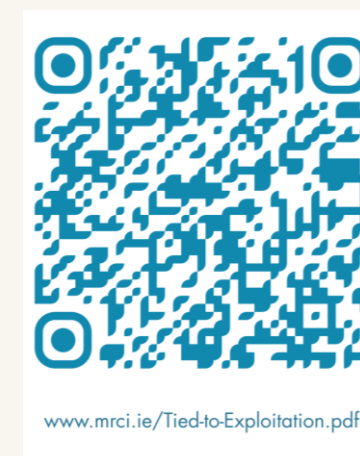
24 job sectors:

Health care assistant & support workers, Chefs, Care workers, Truck drivers, IT workers, Meat food, drink process operatives and medical practitioners, Farm workers, Playworkers, Business and Finance project, Mushroom and Agriculture workers, Carpenters, Welding, Business professionals, Bus drivers, Vehicle testers and technicians, Metal workers, Sales, Butchers, Carpenters, Marketing, HGV/Bus mechanic, Aircraft maintenance and others...

Gender:

56% responses identifying as female and 43% identifying as male, prefer not to say 0.4%, non-binary 0.1% and not answered 0.6%.

**Our sample is
representative of a
population of 38,000
general employment
permit holders**



Employment rights breaches



Key statistics

27% experienced **excessive working hours**

27% not paid for **work on Sunday**

27% not given **proper breaks**.

23% **harassed** or **verbally and physically abused** at work

18% paid **less than the minimum wage**/or wage listed on permit/contract

17% not **paid for all the hours** they worked

13% not given **4 weeks paid annual leave**

6% not given at least **one day off in a week**

25% made to **work above and beyond** what is normal for their role.

22% made to do **different work than agreed** in contract.

35% **treated less favourably** because they've a work permit.

Excessive working hours

Hours ranging more than 48 hours to 50, to 70 and 80 hours

Long shifts of 12 to 14 hours.

Difficult work schedules

Negative impact of excessive hours such as burnout

27 %

'I was constantly given more work more than others in the team. Not given any extra money during the working hours in a storm!'

'After I got my work permit they started to give me excessive over work.'

Breaks at work

No breaks during the day.

No breaks for full shift.

Example home care workers long days without a break

Some faced repercussions if took a break, and some people were explicitly told not to take breaks.

27%

No breaks were directly linked to having a permit:

'The company I worked for was always bringing up the fact I hold a work permit to force me to do all sort of illegal things, such as 12 hours shifts with no break.'

Harassed or verbally and physically abused at work

Reported threatening and disrespectful behaviour because they have an employment permit.

They experienced unfavourable treatment by their managers.

They reported being belittled by them, shouted at and undermined.

Bullying, racist verbal abuse.

23%

'My experience is traumatic ...I received a lot of abuse, accusations, threats and all kinds of harassment from me... I felt trapped by the law, and now the company unfairly dismissed me, and I suffer from bureaucracy and laws that prevent me from working for another company.'

Paid less than the minimum wage/or wage listed on permit/contract

Below permit rate

Below minimum wage

Unequal pay

18%

'Wages are lower than those who are not on a working permit even when I am more qualified for the job. Holding the work permit over our heads for us to agree to do something that it's not according out contract.'

Not paid for all the hours they worked

Not paid overtime

Not paid for months

Underpayment of wages

17%

'They didn't pay me monthly; they only gave me a small amount for basic living expenses, holding onto my wages. repeatedly asked for my wages without success.'

Treated less favourably because they've a work permit.

Discrimination

Constantly reminded on permit

No choice because on work permit

Felt disrespected

35%

'Constantly being reminded that I am on a permit thanks to them and that I had to go to work as much as possible, I was getting more hours than the people paid by hours becauseI am cheaper.'

Severity and intersections



61% experienced severe exploitation, at least two or at least one employment issues on a repeated or consistent basis.

The majority of employment issues (72%) reported by survey respondents occurred on a regular or consistent basis.

Job sectors

- ❖ Present in all job sectors
- ❖ Higher in some sectors (restaurant, agriculture and health care assistants)

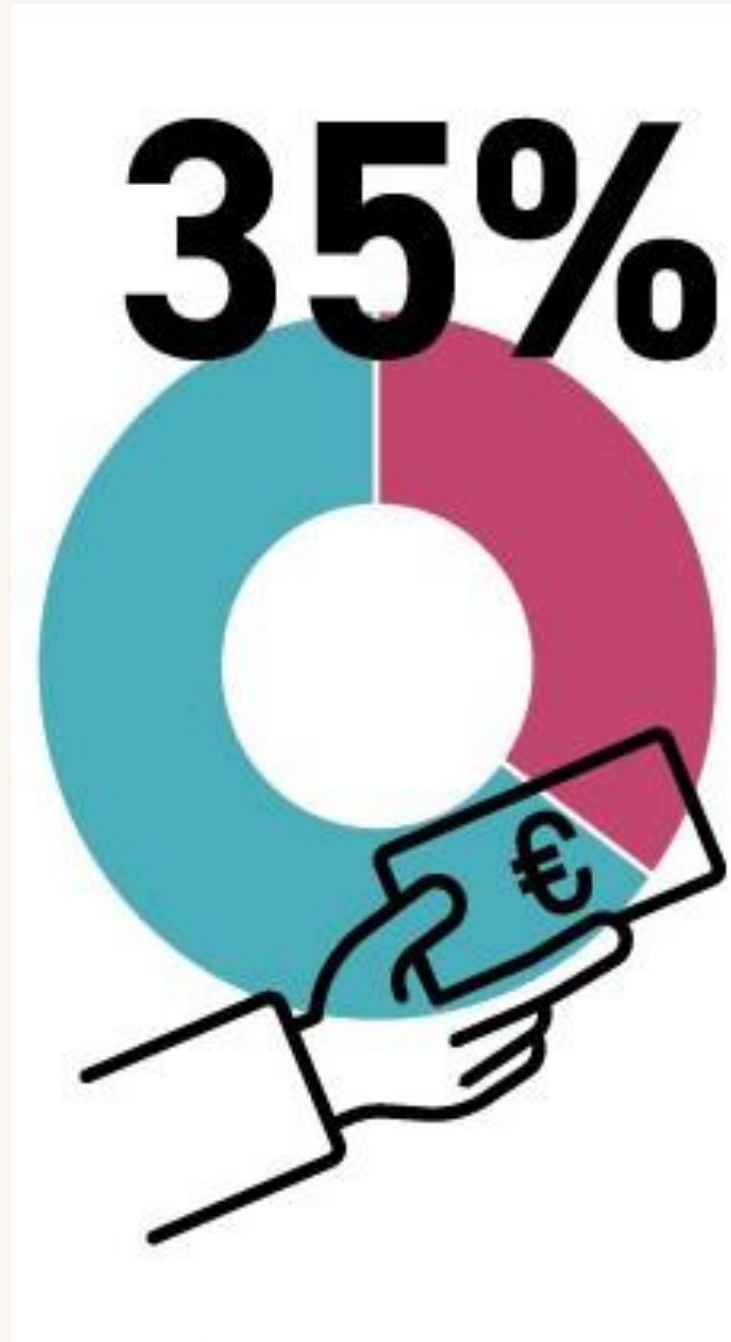
Nationalities

- ❖ Present for most nationalities

Gender

- ❖ More females experience exploitation and severe exploitation

Recruitment fees



Key statistics

35% paid recruitment fees to employers and agencies

- ❖ Average amount €5476
- ❖ Highest amount paid over €21,000
- ❖ Significant factor of exploitation
- ❖ People from 31 nationalities paid recruitment fees.
- ❖ India and China had high percentages paying fees.
- ❖ Job sectors with high percentages: carpenters, chefs, mushroom and agricultural workers.

Reporting employment issues



51% did not report the employment issue(s)

Prevailing reasons:

- ❖ Afraid to lose their job or permit.
- ❖ Fear of retaliation, reprisals and punishment

'We feel unsafe and vulnerable about filing a formal complaint due to our status as immigrants. Many of us fear retaliation or negative consequences that could affect our work permits or immigration status. This creates a difficult and unfair situation where we are afraid to speak up, even when our rights are being violated'

Some people were threatened by their employer that their permit would be cancelled or deported. (6 survey responses).

For example, *'I was told if you say out your concerns your permit will be cancelled and you will be deported.'*

'When I asked for a proper desk and chair, I started suffering retaliation from the member of staff, that then started bullying me and complaining of things like 'you didn't use to sit so much', or 'you used to be good to work with', and when reported to the management, they told me to learn how to 'deal' with the bully, because they had been like that for a long time. So I 19 was being asked for more and more, while being pointed at by the 'protected' work colleague..'

*

'This is the way that us are treated everywhere in Ireland. We are not getting justice and if we complaint or report, we are not getting any response. This shows that we are not valuable.'

Internal reporting:

- ❖ Majority resulted in no outcome resolution of the issue.
- ❖ 9% had the issue resolved positively 61% of people said the issue was not resolved 19% experienced negative consequences (threats, dismissal, and retaliation)

External reporting:

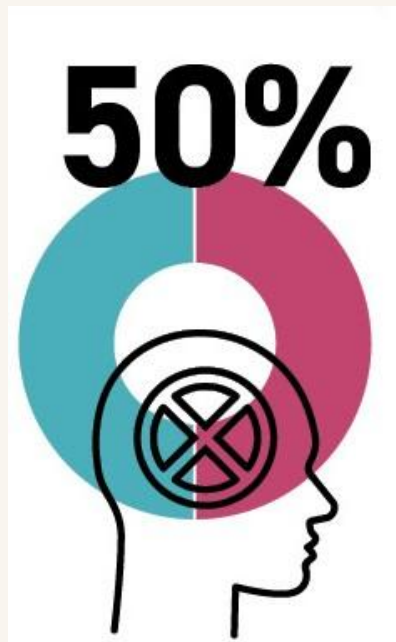
3% sought redress at WRC

Others mentioned MRCI, Unions

Two people faced repercussions for external reporting



Awareness of rights



ONLY HALF OF
PEOPLE WERE
AWARE OF
THEIR OPTIONS
TO URGENTLY
LEAVE
EXPLOITATIVE
EMPLOYMENT.

Key statistics

Half of survey respondents were not aware of their options to leave exploitative employment.

- ❖ 45% of people are not aware that they can change employer at any point if they have been exploited.
- ❖ 50% of people are not aware of the reactivation permit if they lose their job through no fault of their own.
- ❖ A good majority of 76% of employment permit holders are aware that they can change employer after 9 months.

Our report 'Tied to Exploitation' confirms exploitation of migrant workers is systemic.



Exploitation is not isolated to a small number of bad employers.

If you are a general employment permit holder in Ireland, then more likely than not you have been exploited at some point.

Limited options to assert rights:

1. Change of employer – too restrictive
2. Reactivation permit – last resort, period of no work.

Fearful of reporting or nothing done when employment issue reported.



Primary recommendation:

Grant all employment permit holders the freedom to work in any job after 2 years (instead of 5 years) as a means to help them stand up for their rights.



**They can leave exploitation behind and stand up for their rights.
More equality and better working conditions for everyone.**

Protect migrant workers from exploitation!

Penalties



Other recommendations:

- Introduce a new criminal offence for severe exploitation.
- Ban exploitative employers from the employment permit system.
- Allow both criminal and civil proceedings to take place for all employment rights breaches.
- Increase the redress available to migrant workers by enabling compensation under the Payment of Wages Act and the National Minimum wage Act.
- Increase the time allowed for migrant workers to lodge claims against their employer (in recognition that migrant workers are tied to their employer making it more likely for them to experience long-term breaches)
- Tackle unlawful recruitment fees, including by upholding the principle of the 'Employer pays.'
- Greater efforts should be made by DETE to proactively communicate with migrant workers on an ongoing basis about their rights and experiences at work.

Redress



Recruitment fees



Knowledge of rights



What we have done since the launch

Met Minister and secured commitment to look at options to give more freedom to migrant workers to change job.

Presented an Options Paper to DETE

Migrant workers have written to the Minister and to their local TDs.

23 civil society organisations, unions academics, employer and business bodies sent a joint letter to the Minister, including **Communications Workers Union, Dublin Council of Trade Unions, Independent Workers' Union, Mandate Trade Union, SIPTU, Unite the Union.**

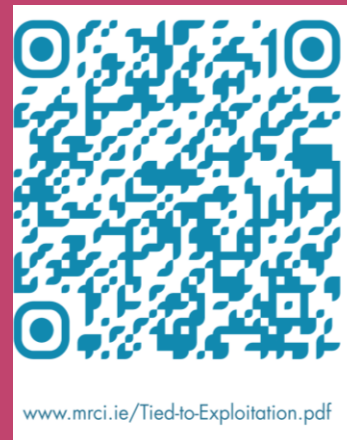
Developing a Migrant Worker Rights Charter and invite signatories to it.

How you can support the campaign and MRCI?

1. Write to the Minister in support of our primary recommendation as he is currently considering options.
2. Sign up to our Migrant Worker Rights Charter.
3. Request MRCI training on how to address the exploitation of migrant workers and on the immigration and permit system.

4. Read the report:

Contact: siobhan@mrci.ie



WHAT HAS WORKING ON A GENERAL EMPLOYMENT PERMIT BEEN LIKE?

My name is Elizabeth. Since I came to Ireland with a work permit, I have suffered bullying, discrimination, and all kinds of disrespect. It is very sad that we have to leave our families in search of a better life, taking care of the elderly and children of the Ireland and not being treated with dignity. Health care assistant

It has been more like a trap, because it ties you to the employer allowing the employer to exploit you because he or she knows you have no where to go.

Simon, Uganda



Being stuck in the same job for 5 years no stamp 4, is truly hard and unbearable it feels like being stagnant.

Loreen



My experience working on a work permit has been a nightmare. I faced the worst trauma ever as my first employer refused to renew my permit and asked me to look for another sponsor. That is when my nightmare began! No company wanted to consider me as I was on stamp 1. They wanted stamp 4. I went into depression and had to seek counselling.

Health care assistant, Faith, Zi

WHAT WOULD FREEDOM TO MOVE TO ANY JOB AFTER TWO YEARS MEAN FOR YOU?

It would mean optimum results as I would work with no fear.

Angie, Care worker, Zimbabwe



I could change jobs if treated badly, instead of feeling trapped. Focus on building my career and life here — without constant worry over permits and basic rights.

Healthcare assistant in Homecare sector Brazil

It would be wonderful. Because we would not have to endure 5 years of suffering. In addition, we would have the freedom to work where, how, and with whom we want.

(Elizabeth, Healthcare assistant)

It's not just about changing jobs — it's about having the chance to reach my full potential and live without fear of being trapped in one position.

Lorato, Healthcare assistant



www.mrci.ie/Tied-to-Exploitation.pdf

Get Involved



Join our campaigns

www.mrci.ie/our-work

Sign up as a supporter

www.mrci.ie/#signup

Donate

<https://www.mrci.ie/donate/>



Join Us Today!

THANK YOU



MRCI

MIGRANT RIGHTS
CENTRE IRELAND



Coffee & Check-out





BI
FREE
JUST
EQU.



BDS
FREEDOM
JUSTICE
EQUALITY

BI
FREE
JUST
EQU.



B
FREE
JUST
EQU.

BDS
FREEDOM
JUSTICE
EQUALITY

B
FREE
JUST
EQU.



Session 8

Justice for Colombia

Victor Figueroa

We'll have a shop with the peace products and
of course we'll sell coffee



Final Session

Round Up

Lunch & Departure



