

TEN WAYS UNIONS CAN PROMOTE UNDOCUMENTED WORKERS' LABOUR RIGHTS:

1. **Raise awareness** of and **advocate** for undocumented migrants' rights, and that protecting their rights is an essential component of the trade union agendas to advance human rights, equality and labour standards for all workers, as well as to fight racism and xenophobia.
2. Secure **clear commitment** from the senior levels of your union to support undocumented workers' rights.
3. Draw up specific policies to enable undocumented workers to **join** your union. Waive, or offer a reduced fee, and the option to pay in cash. **Recognise** them as workers, regardless of employment status and the type of work, and issue a membership card.
4. Make it a goal to **organise** and **recruit** undocumented workers. Do outreach activities (e.g. go to places where undocumented migrants work, target key sectors, distribute leaflets in several languages, hire migrant organisers), and promote their representation at all levels of the union.
5. Offer **information and advice** services to migrants, regardless of status or union membership, through tailored service centres within your union structure.
6. Pursue **mediation**, and if this is unsuccessful, **organize collective actions**, including demonstrations, strikes, media coverage, public protests and/or support filing of **complaints and legal casework** (individual and collective).
7. Ensure that undocumented workers' rights are included in your union's **education and training** programmes, especially for union representatives and negotiators.
8. Include undocumented workers' rights in your **collective bargaining agenda and tripartite dialogue** in order to ensure equal treatment and prevent abusive practices.
9. Build common messages with **employers** to advocate laws and policies that improve regulation and accountability, and raise awareness that social partners stand together with undocumented workers.
10. Work in **partnership** with migrants' rights NGOs and community organisations to exchange resources and expertise, and develop joint campaigns, actions, training, and advocacy. They can also help with outreach.

For more information or assistance on (undocumented) migrant workers' rights by the trade union please contact:



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TRADE UNIONS: Organising and Promoting Undocumented Migrant Workers' Rights

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