

Mediterranean Sub-Saharan Migration Trade Union Network  
Rete sindacale migrazioni mediterranee e sub-sahariane  
Mediterranean Subsaharan Migration Trade Union Network  
Red Sindical Migraciones Mediterráneas Subsaharianas  
الشبكة النقابية للهجرة ببلدان المتوسط وجنوب الصحراء



## **SPECIFIC CHALLENGES, A SHARED IDEAL, A COMMON STRUGGLE**

### **Strategy of the collective 2022-2025**

Action plan 2022-2023

***Final version***

1. Introduction & strategic directions
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# INTRODUCTION

Since the 5<sup>th</sup> General Assembly of the RSMMS held in Tunis in July 2019, the health crisis has pushed a section of the population into poverty and has led to an **explosion of inequalities around the world**. Social and economic living conditions have deteriorated and continue to deteriorate for many national workers in Europe, North Africa and sub-Saharan Africa.

The **consequences are multiplied for migrants who are** more exposed to abuse, violation and exploitation. The COVID 19 pandemic has made the migratory journey even more difficult and dangerous, and many long-settled migrant workers have been made very vulnerable. A **process of invisibilisation** that complicates the intervention of actors and leaves men and women in the hands of criminal organisations that manipulate, exploit, ransom and put them at risk of death. The determination of migrants and refugees to succeed in their plans to reach a better life multiplies the tragedies and under the effect of the repression of the States, **the violation of their fundamental rights is trivialised throughout their migratory journey**.

The security approach is based on promises made by the European Union to fight against mafia networks. However, traffickers continue to thrive and under the guise of virtue, this policy further increases the dangers for migrants. The gap between the rhetoric and the reality of the change that has taken place is not addressed, stifled by the extreme politicisation and instrumentalisation of the migration issue. **The situation continues to deteriorate and contradicts the political choices made**.

In the case of migration, trade unions are directly confronted with the effects of a **phenomenon that is, by definition, transnational in nature**. Migration is the subject of a permanent discourse manipulated for electoral purposes which contributes to fuelling conflicts and rivalries between migrant and national workers. The risks of erosion of labour law and deregulation of the labour market are not sufficiently addressed, as the choices made are mainly the responsibility of Ministries of the Interior. The **lack of coherence between migration policies and national employment policies** undermines the effectiveness of policies and their implementation. However, the new paradigm of legal migration channels has recently provided a link between migration and employment policies.

The elaboration and monitoring of bilateral agreements remain a governmental exclusivity and a diplomatic negotiation tool penalised by a **weak participatory approach towards the social partners**. The interdependence of our regions is mainly enshrined in a logic of cooperation to curb arrivals at Europe's borders and avoid the saturation of detention centres, relegating **to the background considerations linked to the economic, social and environmental issues that structure human mobility**. The countries of the European Union are accentuating the closure of their borders and the absence of a common policy makes the European pact on migration and asylum a **tool whose sole purpose is to standardise expulsion and refoulement practices**.

Furthermore, the adoption of the Global Compact for Safe, Orderly and Regular Migration, adopted by the 73rd UN General Assembly in 2018, has not had any significant effect on the migration policies of most host, transit and departure countries and does not seem to be changing the strong trend of security treatment of migration. **Walls have multiplied and the militarisation of borders and the resources allocated to them continue to increase**. Freedom of movement is hampered in parts of Africa that have a similar model of free movement to Europe. The repercussions take the form of additional difficulties for populations already in a very precarious situation. In this context, **women and children are increasingly affected by mobility and are increasingly exposed to abuse** and tragedy in the Mediterranean, the Atlantic, the desert, and in the heart of the societies of the countries of the three regions.

## STRATEGIC ORIENTATIONS

In the North as in the South, the task is obviously complex, but the challenge remains the same: to promote a multi-actor approach and participatory governance, which will ensure a better balance between security, economic, social, environmental and human considerations.

Decomartmentalising the migration issue to address it in its transversality requires cooperation and coordination between actors from countries of origin, transit and settlement, in order to collectively influence the process and contribute to a more rights-based migration governance. The member organisations of the RSMMS therefore renew their commitment to coordinate the protection of vulnerable workers, whatever their nationality and status, and to contribute to setting the migration agenda within the workers' movement.

Transnational and transregional cooperation between the network's member unions has increased the number of actions and mobilised a larger number of trade unionists around migrants' rights issues. However, strengthening the membership and affiliation of foreign workers remains a structural challenge for most of the employees' unions in the three regions, whose commitment is mainly based on nuclei of activists at local level.

Several trade union organisations have developed, according to local possibilities, awareness campaigns and structured trade union assistance actions in localities with a strong presence of foreign workers, in West and North Africa and also in Southern Europe. The multiplication of these field responses makes it possible to develop a valuable trans-regional trade union reflection that needs to be enhanced. It is a question of denouncing the excesses of state policies and of constituting a real force for proposals in terms of reforms. The migration issue must take into account the living and working conditions of the national populations according to the realities and regions to which they belong. The inclusion of undocumented workers, migrants and their families present on the territory, by articulating the challenges of the informal economy and social protection, is an indispensable condition for the development of sustainable responses that carry rights.

Moreover, the pilot trade union experiments conducted in recent years show that the migration issue, by virtue of its cross-cutting nature and the important place it occupies in relations between States, should make it possible to strengthen its role as a social partner. The demand for the establishment of legal migration channels can meet the requirements of a rights-based approach, better protection of migrants and the promotion of an inclusive dialogue, both in countries of origin and destination. The same applies to the portability of rights, which would facilitate the safe return of migrants to their country of origin. These regulatory tools are an institutional means of establishing a dialogue between the social partners of the host and origin countries and constitute a potential lever for good governance, a guarantee of genuine co-development and social progress on both sides of the Mediterranean.

We all know that security pressure on migration routes diverts the flows without stopping them. This repression multiplies the invisible tragedies and makes the victims increasingly inaccessible to social and humanitarian actors in Africa and Europe. Trade unions need to communicate more with their members and the public on the contradictions of current migration policies, which are a source of chaos and violence. Trade union cooperation and unity of action must both raise awareness of the risks faced by candidates for irregular migration from countries of origin, particularly women and children, and protect and assist workers in their labour relations, while promoting local initiatives for the integration of migrant populations. These efforts should also contribute to refocusing debates on the devastating effects of the dominant development model and the growing inequalities generated by neoliberal policies.

The member organisations of the RSMMS believe that an end must be put to a migration policy based on confrontation between Africa and Europe, which denies the fundamental right of people to leave a territory. This right to voluntary migration remains paramount. Only a policy based on the international conventions: (n°97, n°143), the related recommendations: (n°86, n°100, n°151), the international convention of 18 December 1990 and the Global Compact for Safe, Orderly and Regular Migration, adopted at the 73rd session of the UN General Assembly on 18 December 2018, can define the foundations of a regular and regulated migration policy. In this perspective, the trade union organisations insist on a reinforced collaboration of the regional trade union structures of the International Trade Union Confederation, the European Trade Union Confederation, as well as the international federations, while drawing on the migration model between Asian countries.

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On the basis of the context presented, the RSMMS member unions are readjusting the collective's strategy around the following 4 pillars

1. Assistance and care for migrant workers in trade union structures and documentation of violations faced by workers, especially migrant women;
2. The coordinated involvement of member unions in social dialogue mechanisms relating to the establishment of bilateral labour and social security agreements;
3. Increasing policy dialogue and converging actions for undocumented migrant workers' access to their human rights;
4. Denouncing the contradictions of current policies to public opinion and raising awareness of the dynamics structuring human mobility.

# REGIONAL PERSPECTIVES

The situation of migrant workers in relation to national regulations, their access to basic needs, their economic situation, differ from one region to another and within these areas, from one country to another. Priorities are therefore articulated according to regional specificities, the commitment of trade unions at national level and the capitalisation of actions carried out by our members on the ground.

The collective is capitalising on a first strategic cycle 2017-2021 which has enabled a better understanding of the realities facing trade unionists and migrant populations in each region. It has pooled trade union know-how acquired through experimenting with solidarity and support actions on the ground and producing documentation relaying collective pleas.

On this basis, members chose priorities for each region and identified opportunities to develop transnational solidarity in order to collectively address the challenges of human mobility.

## THE COUNTRIES OF THE EUROPEAN UNION

Economic imperatives in the face of unsatisfied labour market demand in European countries, the ageing of the population and the challenges of caring for the elderly, are fundamental elements in decompartmentalising the debate around human mobility and workers' rights. However, the European trade union movement remains divided on these issues and solidarity with migrant workers is made possible mainly through nuclei of activists belonging to certain localities and sectors of activity.

Europe is a destination. Making the lives of irregular workers more difficult by increasing red tape or by putting them at risk of deportation or confinement, creates a real social mess by slowing down their integration and burdening the work of the administrations and actors who help them. These measures are inconsistent and disparate and are the result of contradictory considerations. On the one hand, they take into account the hostility of a part of the population towards migrants and, on the other hand, they have to respond to the needs of companies in need of employees.

The domination of the Ministry of the Interior in dealing with migration issues in Europe has kept any mechanisms for social dialogue on these issues at bay. In most countries, the responsibility of associative and trade union actors is limited to a palliative role on the national territory, at the end of the chain, without being able to interact on the factors of precarisation of national and foreign workers.

Faced with xenophobic rhetoric echoed by many politicians and some governments, the members of the European Commission have focused their efforts in recent years on policies to make it even more difficult for migrants to arrive in Europe, settle and live. All attempts to agree on common measures have failed. Apart from the protection of the external borders mainly by the FRONTEX agency, there is no common EU migration policy. The European Pact on Migration and Asylum, which aims to combat migrant smuggling, is in fact based on even tighter border controls and does not provide sustainable answers to the core issue of regular migration.

Legal migration channels remain very weak and benefit only skilled jobs. The unskilled labour force is siloed as a pool of undocumented workers, responding to economic needs at low cost. Due to the lack of resources allocated to labour inspection, workers are left to the whim of unscrupulous employers. Under these conditions, only a tiny minority of would-be migrants can enter Europe legally. These contradictions lead to a utilitarian reading of workers and carry the risk of a logic of variable geometry rights and an erosion of labour law.

During the containment episodes, many migrant workers, especially those in irregular status, lost their jobs and those living in hostels were severely affected by the virus. This vicious cycle has made it more difficult to assist these workers, has reduced the options available to them, and is lengthening the timeframe for procedures at the whim of political and electoral calendars. Regularisation procedures, where they exist, are very cumbersome for both public service workers and activists.

The European Commission also makes every effort to externalise its borders by concluding agreements with third countries to prevent access to them by those seeking to migrate to Europe. This approach has had disastrous consequences, leaving migrants in countries of origin and transit vulnerable to state violence and criminal organisations, increasing the risk of death.

The response is still dominated by a logic of return rather than social and economic treatment. Nevertheless, we note advances such as the Action Plan against Racism, the new Action Plan against Trafficking in Persons and the Action Plan on Integration and Inclusion. Although these frameworks for action can be criticised and are insufficient, they offer trade unions complementary levers that need to be articulated to enrich European migration policy.

Although the rejection of migrant workers in EU countries still appears to be a strong idea in political debates, public opinion remains divided. Far from the fearful and repressive stance of central governments, many local authorities are taking initiatives to promote the integration of migrants and develop alternative practices that bring social progress to the community and the individuals who make it up.

### ***Priority areas of work for European member unions***

More spaces for dialogue are needed so that European trade unions, as a social partner, are able to contribute to building a legal and policy framework for the social and economic inclusion of migrant workers in Europe.

The main current response to safe and orderly migration is to multiply legal migration channels, by activating or creating labour and social security agreements, at bilateral or multilateral level. Trade unions in receiving and sending countries should be involved in the negotiation of labour agreements and build bridges of solidarity with trade unions in countries of origin through the participatory mechanisms of social dialogue. Such an active role would lead to agreements that are closer to the needs and daily realities of migrant workers.

There is also an urgent need to combat undeclared work and to rescue migrant workers from the clutches of the criminal organisations that exploit them. The question of the economic model of the European agricultural sector is a central issue in this perspective.

Given that the possibilities for obtaining a residence permit vary greatly from one country to another, it is also important to identify the existing modes of governance, the procedures applied and the demands made by trade union organisations at national level. This approach would contribute to the ultimate objective of convergence at European level of the texts defining the right of residence of foreigners from third countries. Carrying out transnational actions at European level and developing

exchanges of good practice between European trade union organisations, including the European Trade Union Confederation, would increase the chances of success.

One of the main challenges is the access of irregular workers to their rights. Regularising the millions of migrant workers who work and live in the European Union in precarious conditions is a central element of rights-based treatment. This will depend on the commitment of a sufficient number of European trade unions and the ability of the trade union movement to build alliances with other civil society actors to influence policy makers.

Helping migrants will not be enough to convince leaders to change their policies. Faced with the dominant xenophobic discourse of political leaders, it is urgent to develop a major movement in our countries denouncing the perverse effects and deadlock of current policies to public opinion. Helping to refocus the debate on co-development and the challenges posed by the dominant economic model on the scale of our societies is urgent and must involve more aggressive and coordinated communication.

On this basis, the unions formulate the following areas of convergence:

1. Promote the system of legal, safe and orderly migration in the EU by strengthening the involvement of trade unions in the development of labour migration channels through national and transnational social dialogue mechanisms.
2. Work on the harmonisation of rules concerning the residence of foreigners in each country of the European Union and on the possibilities to regularise undocumented workers
3. Assist migrant workers in the agricultural sector, when they are under the control of criminal organisations and are employed without being declared
4. Popularise migrant integration actions carried out by small or large cities or local civil society actors
5. Promote among members and public opinion a more realistic and critical reading of the abuses of States' migration policies



## THE MAGHREB COUNTRIES

North African countries constitute the first border to the south of Europe and are exposed to both migration pressure from African countries and pressure from their own nationals. The inability of the European bloc to establish a common migration policy other than refoulement has accentuated the proliferation of non-reception policies and made migration a tool for negotiation in the framework of cooperation and development aid. The security response is the main tool for regulating migration flows and takes the form of closing gaps.

We can also say that the implementation of legislation on asylum in the countries of the South is now perceived as a European strategy aimed at externalising borders under the guise of social and democratic progress. This is a regrettable observation that deprives Maghrebian societies of reforms, which have long been demanded by civil societies in the region.

For years, the Maghreb countries have not only been departure or transit countries for migrant workers, but have become, structurally, host countries.

The population is young and unemployment is mainly among young graduates. The economic crisis is reducing opportunities and expanding the informal economy. Thus, deprived of future prospects, many young people remain tempted by a migration project.

At the same time, another reality characterises human mobility, the migration of skills, which is doing well. The labour markets of European countries are looking for "high added value" profiles to satisfy their labour needs. In this respect, the departure of thousands of doctors, healthcare workers or computer specialists, among others, to Europe, weakens the development of the countries of origin in the long term and takes the form of a real brain drain and youth.

Despite this difficult environment, many migrant workers, mainly from West Africa, have settled in these countries, working in precarious, dangerous and low-paid jobs, as they do in Europe. The regular labour market is still open to sub-Saharan Africans on a piecemeal basis. Although some of them have been regularised during exceptional actions such as the one carried out in 2013 in Morocco, most of them remain without a residence permit and without hope of being regularised. In a difficult economic and social context, their living and employment conditions may appear even more difficult than in Europe.

However, there are sectors with an unfulfilled labour supply from which young Maghrebians are turning away. Employers resort to irregular migrant workers to meet their needs, mainly in the domestic services, catering and construction sectors. Most states in the region act as if the presence of migrant communities is only ephemeral and block the institutional machinery, muzzle the legislator, reducing access to rights to a minimum. A process of isolation that makes migrant populations less accessible, generates arbitrary practices and makes States less accountable to the populations present on their territory.

Under these conditions, effective dialogue for better governance of migration policies is slow to develop, depriving migrants of a possible status allowing them to move and work in safety.

Trade union involvement has increased in recent years with several organisations in the region taking on the migration issue. Even if the difficulties remain significant, this commitment offers new alternatives for strengthening the multi-actor dialogue on these issues and promoting political and regulatory reforms. Trade union cooperation has made it possible to increase the number of reception and information spaces for migrants and to capitalise on successful experiences in terms of data collection related to violations of the rights of migrant workers. From this perspective, South-South

cooperation is as important as South-North cooperation in combating misinformation, helping victims and contributing to the establishment of legal migration channels.

### ***Priority areas of work for the Maghreb member unions***

Enabling migrant workers to access decent employment remains a very uncertain path in the absence of a protective law and a regularisation process guided by a multi-actor approach.

Increased contact with migrant workers would help to better understand their needs and to define a list of demands. The two pillars of the approach are accessible support places for migrants and trade union campaigns to reach out to them in the workplace (based on the Italian and Senegalese experience of street unions). These solidarity actions should enable trade unions to collect data from a working perspective that can enhance the trade union contribution to the institutional environment, strengthen evidence-based dialogue and identify concrete measures to reduce the vulnerability of migrants.

In terms of skills transfer, information for communities downstream and upstream of the migration process, the establishment of offices of para-union organisations to provide assistance and legal aid concerning the portability of rights, various bilateral experiences have confirmed the potential of trans-regional trade union cooperation in the Maghreb.

In terms of national dynamics, coordinating efforts between actors working on behalf of migrant workers remains a central objective to mobilise forces for change. We are witnessing a diversification of the profiles of those who attempt the crossing, whether they are nationals or foreigners, including more and more families and children. The gender issue is crucial to develop a transversal approach for which the feminist movement would be a determining factor. Conventions 189, on the protection of domestic workers, and 190, on violence in the workplace, would be the focal point and catalyst for the process.

In a context where mobilising human and financial resources is limited and difficult, it is essential to tap into international cooperation programmes to raise funds for trade union action in solidarity with migrants.

Mobility agreements are in place and link to European labour markets. Although at the moment only government-led international employment, there are several pilot projects and agreements that could provide an opportunity for trade unions to coordinate and become involved in the process.

On this basis, the unions formulate the following areas of convergence:

1. Strengthen trade union mobilisation on behalf of migrants and structure data collection on labour issues.
2. Promote the system of legal, safe and orderly immigration, mainly in its South-South configuration, through the multiplication of partnership agreements between trade unions in countries of origin and settlement and the articulation of transnational trade union dialogue.
3. Develop a cross-cutting gender-based approach to catalyse the commitment of the trade union and community movement to future regularisation operations and the ratification of relevant conventions.

4. To promote a more realistic and critical reading of the abuses of state migration policies among affiliates and public opinion.

## WEST AFRICAN COUNTRIES

In Africa, about two-thirds of all employment opportunities and livelihoods are in the informal economy. At the same time, the West African region is characterised by the highest human mobility in the world with a large majority of migrants settling in one of the countries of the region. This inter-regional mobility is formalised by memoranda of understanding between ECOWAS member countries, enshrining freedom of movement and settlement. This observation puts into perspective the challenges that require above all collective responses by the countries of the region.

The economic development of the majority of countries remains structurally weak, and while some progress can be made, this development is out of step with population growth and the vital needs of the population. Peripheral areas are lagging far behind in national development and this situation is reflected in massive population influxes into sprawling and disorganised cities. Rural-urban migration remains the largest source of emigrants and the effects of climate change threaten food crises in drought-stricken areas. The populations of all countries in the region are affected by the same structural factors that force people to leave their locality or country of origin.

As a result of pressure from the European Union, the sub-Saharan region is becoming a forced destination for many candidates blocked on their way to Europe. The authorities in place are in fact responsible for stopping migratory movements towards the north, hindering the freedom of movement of citizens in the heart of their region.

Fragile states and precariousness strengthen the determination of would-be migrants, while the security treatment of the flows feeds trafficking networks. In these conditions, migrant workers are increasingly exposed to abuse and danger. Unscrupulous employers trap migrant workers through informal recruitment and profit from them. They are a source of income and are exposed to abuse, racketeering and corruption along the way.

Although official statistics show rather moderate unemployment rates in the region, many young people struggle to find decent and adequately paid work. The lack of alternatives creates a mobility that is firstly regional and in some cases international, fuelling migratory flows towards the Maghreb and Europe. The region is a supplier of workers to the Middle East and Gulf countries in the framework of labour agreements established between the states. However, for many candidates, these corridors constitute manipulation and misinformation by crooked intermediaries. Young African men and women are thus exposed alone to a trade in misery and forced labour. Some of them die in the desert, in the Atlantic and in the Mediterranean, in total indifference.

Migrant workers who gain access to employment in rich countries see an increase in their income of 6 to 15 times. These potential gains make labour migration one of the main levers for development and poverty reduction in countries of origin. Yet this potential is not properly exploited as migration corridors are markets for predatory recruitment agencies that are unregulated and uncontrolled. Support for victims and the intervention of civil actors remain weak in countries of origin and in countries of settlement, due to the lack of intermediary actors. In this context, the migrant woman is doubly exposed, vulnerable as a woman and as a migrant. Her vulnerabilities simultaneously challenge a wide range of actors and institutions whose complementarity is still not very effective.

This situation poses considerable challenges to the trade union movement, which draws its strength mainly from public employees. Organising and organising workers in the informal economy, and among them migrant workers, appears to be a very difficult and energy-consuming objective. These difficulties are nevertheless partly overcome by a dynamic of unity of action through the multiplication of national platforms bringing together the main unions committed to the defence of migrant workers' rights. These platforms have made it possible to mobilise trade unionists and to support workers in areas with a high concentration of foreign workers and in border crossing areas. The momentum is

carried by the two trade union collectives, ATUMNET of ITUC Africa and RSMMS, which together cover all the countries in the region.

Developing partnerships that link the limited human and financial resources available to West African trade unions with international cooperation and North-South trade union solidarity projects is an essential condition for influencing the process.

### ***Priority areas of work for West African member unions***

The preponderance of the informal economy in the countries of the region makes it more difficult to understand the specific situation of foreign workers who are often undocumented. Taking advantage of the trade union presence at the level of areas with a large number of non-nationals is essential to break the isolation of workers, to help them and to give impetus to mechanisms for multi-stakeholder dialogue and governance at the local level.

The data collection work will make it possible to compensate for the lack of knowledge of the situation by exploiting the territorial coverage of trade union organisations and by strengthening collaboration with migrant associations, which are the main community support actors. Several pilot experiments have led to concrete actions on the ground, such as awareness-raising campaigns, the setting up of reception and dialogue spaces, and cross-border cooperation. This work makes it possible to support diagnoses at local level, in a logic of labour law and social progress.

A better protection of mobile workers in the region requires a regional approach and the strengthening of the integration process, in accordance with the founding texts binding the ECOWAS member countries. The contribution of trade unions and local actors is essential to compensate for the weakness of national social protection systems and to make common rights effective for the national population and non-nationals. Making the link between development and migration affects the development model promoted and requires the multiplication of spaces for multi-actor dialogue.

During their journey, migrants encounter problems often linked to the conditions of recruitment from their country of origin. In the majority of cases, ill-informed and manipulated, young African men and women are too often victims of organised networks that feed the dramas linked to trafficking and forced labour. The reduction of these risks requires a continuous denunciation of the situation and a dialogue with the institutions for an effective regulation of private employment agencies, in conformity with the relevant conventions such as Convention 181.

The establishment of bilateral labour agreements (particularly with the Maghreb countries) and their updating where they already exist would make it possible to better secure the career paths and working conditions of migrant workers. Transnational trade union cooperation must in this context be accompanied by the activation of social dialogue mechanisms. West African trade unions must strategically develop more partnership agreements for the benefit of nationals abroad. Promoting transnational trade union consultation and coordination is a lever that can influence the diplomatic agenda of states, especially between countries on the African continent.

All these dimensions affect migrant women, workers and mothers in a stronger way, and call on the associative and trade union movements to ensure that their actions complement each other in order to meet their needs. These women denounce the differences in salaries and wages, the arduousness of the work, especially for those without status, and the violations and abuses of rights suffered during their journeys and settlements in the countries of the sub-region, the Middle East and Europe. This situation puts into perspective the similarity of the condition of vulnerable migrant women, in the face of international instruments, national legislation and actors who struggle to impact on the realities. Catalysing the unity of action of women's movements, associations and trade unions, is a necessary condition for the member organisations of the RSMMS to achieve results. Through collaborative

experiences and field surveys carried out in recent years, the collective as a whole is strategically focused on the potential of broad civil coordination in West Africa to improve the protection of migrant women and to strengthen their capacity for resilience.

On this basis, the unions formulate the following areas of convergence:

1. Strengthen trade union mobilisation in host and transit areas, structure data collection on labour issues and strengthen multi-stakeholder dialogue mechanisms at local level.
2. To be stakeholders through social dialogue in the promotion of a legal, safe and orderly immigration system, mainly in its West Africa-Maghreb and West Africa-Gulf countries configuration.
3. To denounce and raise awareness of the risks and abuses of the migration route.
4. To actively contribute to the convergence of the trade union and associative movements around migrant women.
5. Strengthen the dialogue at regional level around an alternative development model guaranteeing a social protection floor and the portability of rights.

# ROADMAP 2022-2023

On the basis of this inventory, the member organisations commit themselves to develop the following activity plan, which will be proposed for adoption at the 6<sup>th</sup> RSMMS GA on 5 February 2022. The activities are divided into transversal actions in which all member organisations are involved, actions concerning each region and national or bilateral actions.

- **ORGANISATION AND RESTRUCTURING OF THE COLLECTIVE**

- ✓ Diagnosis of the RSMMS formal communication (contact database, FB page, WhatsApp group, newsletter) and development of a communication plan
- ✓ Putting the website online
- ✓ Development of an internal governance tool / collaborative electronic platform
- ✓ Establishment of thematic working groups
- ✓ Strengthening the Coordination Secretariat

- **TRAINING PROGRAMME FOR FOCAL POINTS**

- ✓ Functioning of migrant spaces
- ✓ Data collection system on the situation of migrant workers

- **RESEARCH & ANALYSIS**

- ✓ Regularisation procedures in European countries with a view to harmonising rules
- ✓ State of play of trade union assistance services in the three regions (typology, access, coverage, ... )
- ✓ Survey on the working conditions of seasonal workers in Europe ;
- ✓ Observatory of Migrant Women ;

- **LEGAL MIGRATION CHANNELS & SOCIAL DIALOGUE**

Diagnosis and involvement on a bilateral basis of existing corridors:

- ✓ Niger-Benin
- ✓ Tunisia-Côte d'Ivoire
- ✓ Spain - Senegal
- ✓ Mali - Mauritania

- **ALLIANCES, COORDINATION & CONFERENCES**

- ✓ Development model, decent work and access to social security in West Africa
- ✓ Regulation of recruitment agencies to the Middle East
- ✓ Follow-up to the monitoring of the GCM and the Asian convergence
- ✓ Local multi-stakeholder experiences and trade union contributions to migrant inclusion
- ✓ Diagnostic seminar on the factors structuring the exploitation of migrants in the agricultural sector of Southern Europe
- ✓ Conference on migrant women as a focal point for civil movements
  
- **PUBLIC AWARENESS & ADVOCACY**
  - ✓ Campaign to denounce the impasse in state security policies
  - ✓ Campaign against racism
  - ✓ Advocacy missions to regional bodies in Africa and Europe
  
- **ACCESS TO FUNDING AND SUSTAINABILITY**
  - ✓ Increased NGO - trade union partnerships
  - ✓ Preparation and presentation of project proposals for European, national and international calls.