



A Charter of Rights for Migrant Workers in Agriculture ***Decent work and equal treatment***

Labour is not a commodity: poverty anywhere constitutes a danger to prosperity everywhere (1)

No worker is an illegal worker

Millions of workers in agriculture work outside their home countries. Women migrant workers are particularly vulnerable. They face discrimination as women and as migrants. All workers have the right to decent work and equal treatment.

These rights are:

- Equal pay and working conditions in line with those of nationals of the host country, including those benefits derived from collective bargaining (2) and trade union membership;
- Freedom from physical or psychological violence and harassment, inhumane treatment and arbitrary deportation;
- No child labour or forced labour;
- Freedom of movement (employers cannot withhold passports or permits)
- No discrimination on the grounds of sex, race, colour, sexual orientation, language, religion, political conviction, nationality, age, economic position, property, marital status, birth or other status (3);
- Safe and healthy working conditions (4);
- No forced deductions from wages;
- Adequate accommodation and sanitation;
- Maternity and family rights (5)
- Access to education for their children;
- Access to medical services, social security and justice;
- Access to accurate information, in the relevant languages, in home countries and host countries.

These rights, which apply to women and men regardless of their status, are recognised in international laws such as the Conventions of the International Labour Organisation and United Nations Conventions (6). They are best protected through membership of a trade union, therefore the right to join a trade union is fundamental.

As trade unions representing workers in agriculture we are committed to fighting for these rights for all migrant workers, documented or undocumented.

We will fight to improve living and working conditions for all migrant workers.

Governments and employers also have the duty to respect these rights.

1. *Declaration of Philadelphia*
2. *Collective agreements usually cover hours of work, overtime rates, training, sick pay and holiday pay etc*
3. *ILO Convention 100 on Equal Remuneration and Convention 111 on discrimination (employment and occupation)*
4. *ILO Convention 184 on safety and health in agriculture*
5. *ILO Convention 156 concerning family rights and Convention 183 on maternity protection.*
6. *ILO Conventions 97 concerning migration for employment and 143 concerning migrants in abusive conditions and the promotion of equality of opportunity and treatment of migrant workers; UN International Convention on the protection of the rights of all migrant workers and members of their families*

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