



# Opportunity Knocks: Combating Human Rights Violations against Temporary Workers in the Recruitment Process

**Proyecto de Derechos Económicos,  
Sociales y Culturales A.C.**

# About us

ProDESC is dedicated to contributing to the justiciability and the fulfillment of economic, social and cultural rights of communities and workers with the goal of creating a just and dignified world for all.





# WE CURRENTLY WORK IN

**Sinaloa:**  
Supporting transnational migrant workers to defend their labor rights



**Durango:**  
Supporting workers and communal landowners to defend their labor rights and land, territory and natural resources from the extractive industry

**Guerrero:**  
Supporting women mine workers to defend their labor rights

**Puebla:**  
Supporting labor rights defenders' access to justice after threats, harassment and forced disappearance

**Oaxaca:**  
Supporting communities to defend their right to land, territory and natural resources from the wind energy sector

**Nationally:**  
Building collective power of women-led labor rights organizations to create political action to engage and persuade the labor movement, governments and international actors to respond effectively to labor rights violations against women.

# ProDESC's Experience Working on Temporary Worker Issues

- Research and publications
- Transnational seminars
- Advocacy
- Collective processes
- Litigation



# ABUSES IN THE RECRUITMENT PROCESS

- Fraud
- Threats
- Blacklisting
- Extortion
- Sexual Abuse



# Coalition of Sinaloan Temporary Workers

- **First organization of its kind**
- **Political advocacy**
- **Labor inspections**
- **Criminal complaints**





**In October 2013 workers of Sinaloa constituted the 'Coalition of temporary workers' for the defense of their labor human rights.**



**The lack of oversight of the recruitment and hiring process for temporary work leads to multiple human rights violations suffered by these workers, particularly women.**

# OUR VISION



# OPPORTUNITY KNOCKS

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- **Risk Avoidance**
  - **Sustainability**
  - **Positive Impact on Communities**
  - **Transparency**

# MEXICO -CALIFORNIA: TACKLING RECRUITMENT ABUSES

1. Narrow the field to specific industry/region
2. Identify the recruiters
3. Establish information-sharing mechanisms

## **MEXICO -CALIFORNIA: TACKLING RECRUITMENT ABUSES**

4. Create a public register of recruiters that meet certain criteria
5. Monitor recruiters and gather information from all stakeholders
6. Add or remove recruiters from register according to performance



**Proyecto de Derechos Económicos, Sociales y Culturales A.C.**

**Thank you**

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