



**Supporting Immigrant and Migrant Worker Women to Combat Gender-based Violence, Harassment, and other Forms of Discrimination**

**Abstract**

Each year, hundreds of thousands of women travel to the southeastern United States from Mexico and communities throughout the global south to work in the food systems industry, including seafood and agriculture. These immigrant and migrant women face widespread and systemic gender-based violence, harassment, and other forms of discrimination at work, with far-reaching detrimental impacts for their economic stability, health, and well being. Their immigration status and limited English language proficiency often prevent them from reporting abuse and accessing critical legal and social services.

Through this DOL funded project Centro de los Derechos del Migrante, Inc. (CDM) will support immigrant and migrant worker women in holding their employers accountable for discrimination by providing and facilitating critical information about their rights, access to legal services, and opportunities to serve as focal points and share rights information with their co-workers and community members. We will tailor information and resources primarily to women who primarily speak Spanish, Mixtec and other indigenous languages, and with temporary visas (H-2A, H-2B, and TN). Our outreach will target women who work, have worked, or intend to work in Georgia, North Carolina, Virginia, and Maryland, states that have seen an increase in internationally recruited workers in the food sector without the necessary expansion of access to critical information and service.

The goal and expected outcomes of this project are to disseminate crucial know-your-rights information to guestworker women and members of their community through in person activities and workshops; distribute 1,000 printed materials; disseminate digital information through Contratados.org and social media to 500,000 users; conduct intakes to evaluate and refer claims from immigrant and migrant women who have faced discrimination in their workplaces; represent women in legal cases to address violations of their rights and potentially set new precedents; and work alongside migrant worker women so they can be focal points of information in their communities.

Through this project we anticipate that immigrant and migrant worker women will have increased access to justice across borders, that conditions will improve at job sites and that recruitment for those jobs will be more equitable, as hundreds of thousands of women will access trustworthy know-your-rights information to identify workers' rights violations and access relevant complaint mechanisms and legal services.