

# Public Services International: Promoting Workers' Rights and Equity in the Global Health Care Workforce



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# Public Services International



- **Global federation of public sector trade unions**
- **Representing more than 20 million workers in the public sector**
- **650 affiliated trade unions in 150 countries**
- **Headquarters in Ferney-Voltaire, France (border of Geneva)**
- **Regional and sub-regional offices**

# Context



- **Structural adjustments and reduced health sector spending**
- **Under-valuing of women's work**
- **Increased burden on women**
- **Global healthcare staff shortage**
- **Active international recruitment**
- **International migration of health workers**
- **High social costs of migration**
- **Practices in recruitment and employment**

# Policy Perspectives



- **Individual right to migrate**
- **Gender-sensitive & Rights-based approach to labour migration**
- **Universal right & access to health**
- **Investing in quality public health care services**
- **Health workforce equity**
- **Ethical Guidelines in international recruitment**
- **Right to organize and join unions**
- **Eliminate exploitation & discrimination**
- **Trade union capacity, solidarity & cooperation**
- **Development and poverty reduction**

# PSI Migration and Women Health Workers Project



- **First phase: Participatory Action Research (2003-2004)**
- **Key findings:**
  - **Health care workers prefer to work in their home countries if they could earn a living wage**
  - **Poor condition of work**
  - **Increased activity of international private recruitment agencies**
  - **Health sector reforms carried out without worker participation**
  - **Staffing shortages**
  - **Racial and gender discrimination**
  - **Expectations vs. Realities of migration**
  - **Social costs**
  - **Overestimated benefits of international recruitment**

# PSI Migration and Women Health Workers Project



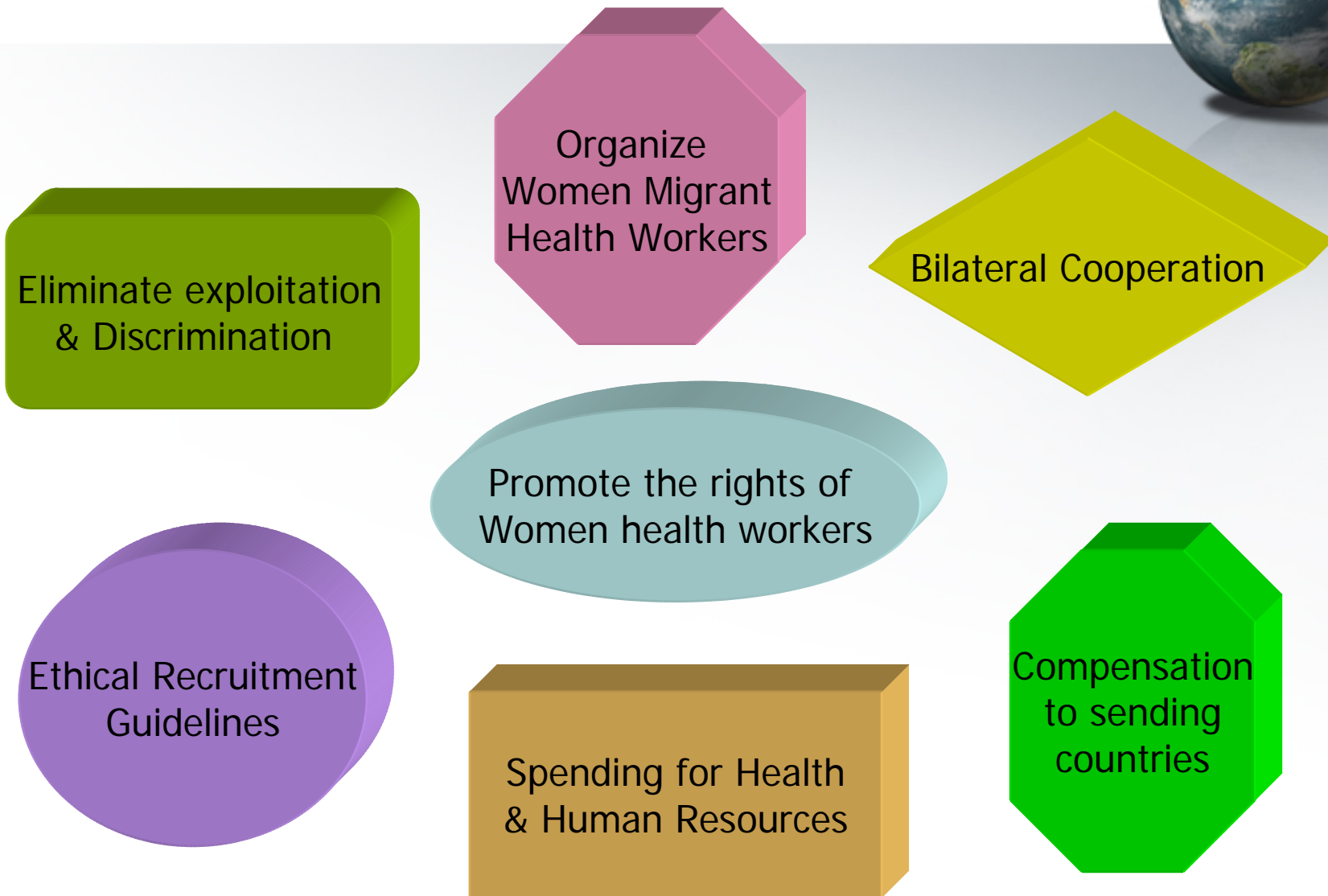
- Second phase: Joint action and bilateral cooperation (2005-2006)
- Priority Areas:
  - Capacity building
  - Information and exchange
  - Campaigns and advocacy



Public Services  
International



# Project Goals



# 16 Participating Countries



- Africa

- Ghana
- Kenya
- South Africa

- Inter-America

- Ecuador
- Chile
- Barbados
- Trinidad & Tobago
- USA
- Canada

- Asia-Pacific

- Philippines
- Sri Lanka
- Fiji
- Japan

- Europe

- United Kingdom
- The Netherlands
- Spain





# Global Campaign for Ethical Recruitment



- **10-18 December 2005 Campaign Week**
- **Campaign for adoption of WHO Code of Practice on the Ethical Recruitment of health personnel**
- **Activities:**
  - Letters to the Ministries of Health, Labour
  - Public forums
  - Information drive
  - Distribution of campaign & information materials
  - Media events



# Activities in 2006:



- Preparation and distribution of the “Pre-Decision Kits”
- Awareness raising events: e.g. May 12 (Nurses Day); March 8 (Women’s Day); May 1 (Workers Day); Dec 10 (Int’l Human Rights Day; Dec 18 (Int’l Migrants Day), which include the Ethical Recruitment Campaign
- Union-based campaigns on Pay Equity and quality public health services
- Collective bargaining and social dialogue in the health sector
- Monitoring, documenting and denouncing violations of migrant health workers’ rights, particularly in the receiving countries
- Continued union capacity building and organizing
- Organizing migrant health care workers into unions
- Pursuing union-to-union bilateral cooperation on:
  - transportable union membership
  - twinning by health facilities/unions on specific initiatives
  - campaigning around quality health services and pay equity
  - capacity building (inc. workshops & training exchanges)

# For more information



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