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

Presented by:
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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


- 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

(See Final Report of PSI’s Participatory Action Research 2004)
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
Project Goals

- Organize Women Migrant Health Workers
- Bilateral Cooperation
- Promote the rights of Women health workers
- Ethical Recruitment Guidelines
- Eliminate exploitation & Discrimination
- Spending for Health & Human Resources
- Compensation to sending countries
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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