



Migration and **WOMEN** HEALTH WORKERS

Young Workers

Why is migration an issue for you?

Migration affects us all

Migration is an issue that affects us all. It cuts across many realities either at work or in the community.

Trade unions want to protect migrant workers rights and to promote international solidarity among workers worldwide.

Trade unions are also concerned about social justice and the impact of migration on brain drain in developing countries.

The quality of public services in developing countries suffers because developed countries are not investing in training and retention of their own nationals, particularly in the health and education services.

These issues particularly affect women, both as workers and as users of health services.

The role of PSI and public sector trade unions

PSI works with its affiliated public sector trade unions worldwide to strengthen the trade union response to migration and to promote quality public health services. Through the PSI International Migration and Women Health Workers Project (see www.world-psi.org/migration) unions are organizing joint campaigns.

Unions are calling for the application of ethical recruitment guidelines so that developed countries in the North will refrain from recruiting health workers in the South where there are shortages of skilled workers.

Ensuring the application of human rights norms and labor standards for migrant workers is vital to ensure that migrant workers are protected from exploitation and abuse by unscrupulous employers and recruitment agencies.

Unions are also working together in both sending and receiving countries to organize migrant workers, to provide them with pre-decision information, in the case of those who are deciding to migrate, and to negotiate for equitable pay and better terms and conditions of employment.

Young people are needed in the health care workforce

The average age of the health workforce in industrialized countries is rising, as young people are not being recruited. Over the next 10 to 15 years, many nurses and doctors in developed countries will be retiring. Not only is the health workforce ageing but so is the population. In the coming years, these countries will be faced with a crisis of an acute staff shortage and an increased demand for health care, especially care of the elderly.

The World Health Organization estimates that the world currently needs more than 4 million more doctors, nurses and other health workers to meet the current health staff shortage. The world is simply not training enough young people in these professions, nor opening enough posts to provide quality health care.

Young workers will only be encouraged to join the health workforce if training programmes are accessible and affordable, and there are good employment opportunities available. Health care work, which is predominantly performed by women, is undervalued and underpaid in all countries. Unions are calling for a revaluing of the terms and conditions of health care employment, a decent working environment, well-resourced facilities and fair and transparent career paths.

Young people may consider migration in view of better work opportunities, training or career development. All workers have the right to pursue a career. However, if young workers are thinking of migrating, it is important to make the decision based on proper information. PSI and its affiliated unions are there to assist you in getting the right information.

Justice, equality and non-discrimination at work

Trade unions were founded to promote justice, equality and non-discrimination at work. All workers, regardless of their gender, age, and ethnicity, are entitled to justice, equality and respect. Young workers can help reaffirm these principles by welcoming migrant workers into our community and into our union.

Join other young workers in building quality public services
and solidarity among all workers across the globe!

Visit

www.world-psi.org/migration.