Public Services International

Decent Work and Social Protection for Migrant Workers in the Public Services

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Presentation Outline

- About PSI
- Key trends
- PSI Policy Framework on Social Protection
- Social Protection and QPS
- Migration Priorities for PSI
- Trade Union Actions in Enhancing Access and Portability of Social Protection
- PSI Project on Decent Work and Social Protection for Migrant Workers in the Public Services in South Africa
Public Services International

- Global federation of public sector trade unions, representing 20 million workers involved in the delivery of public services such as health, social services, utilities, municipal and state services.
- 650 public service trade unions in 150 countries
- Represents over 7 million workers in the health and social care sectors – currently seeing an increasing phenomenon of migration.
- PSI supports opening legal channels for migration. However, migration should not replace promotion of decent work in home countries; nor to be used as a strategy for development.
What are the key trends?
Key Trends

1. *International migration today is about the search for decent work.*

- In 2013, UN estimates 232 million international migrants
- Migrant workers, together with their families, comprise 90% of total migration
- ‘Feminization of migration’: 48% of international migrants are women
- Remittances: $401 billion globally (UN DESA, 2012)
- In 2009, remittances declined by 4.8% at onset of financial crisis, but recovered quickly and expected to grow by 8.8% in next 3 years
Key Trends

2. Rising global shortage of health workers

- 4.3 million health workers needed (WHO, 2006)
- 59 million health workers worldwide, but unequally distributed between rich and poor countries
- 36 of the 57 countries facing critical shortage of doctors and nurses are in sub-Saharan Africa
- Not enough health workers to meet MDG health needs
- In 2013, WHO warns that if mitigating measures are not carried out, shortage of health workers will triple, reaching a deficit of 12.9 million health workers by 2035.
3. Demographic shift is an important driver of migration in next decades.

- By 2050, 22 per cent of the world population is projected to be 60 years or over (UN, 2009).
- Demographic contrast: an ageing population in developed regions, while increase in young workforce in developing regions.
- Impact of ageing on pensions, health systems and care needs, including shortage in health & social care staff.
Key Trends

4. *International discourse on “migration and development” continues to gain momentum*

- Global processes, along with regional processes.
- Public services have an important role to play.
- QPS as foundation for development, good governance, decent work and decent life. QPS in post-2015 Agenda.
- Impact of migration on public health and social services, and on migrant workers themselves.
Key Trends

*International discourse on “migration and development”*

Continued...

- The danger of trade and economic agreements “trading labour” in health and social care services.
- Privatisation, MNC’s and the labour recruitment industry.
- Labour mobility in regional integration processes.
  - South-South migration is as significant as South-North migration today.
- Circular migration is not a win-win solution.
Fig. 1 Circular plot of migration flows between and within world regions during 2005 to 2010. Tick marks show the number of migrants (inflows and outflows) in millions.

G J Abel, and N Sander Science 2014;343:1520-1522

http://www.global-migration.info/
Key Trends

5. **Impact of economic crisis and austerity measures on migration.**

- Reduction of public services, loss of jobs and increase in poverty (“the public-sector working poor”).
- Migrants, particularly women, children and migrant families, are disproportionately affected by cuts in public services.
- In certain cases, policies are launched prohibiting migrants’ access to basic public services, e.g. health and education.
- Rise in racism and xenophobia.
Key Trends

6. *There is international concern to reform the global labour recruitment industry.*

- Clear consensus among international institutions and processes: UN HLD on Migration and Development, Global Forum on Migration and Development, ILO Tripartite Meeting on Labour Migration and IOM.

- A priority for the international trade union movement (Council of Global Unions).

- A priority for PSI and its affiliates (Congress Resolutions).
PSI Policy Framework on Social Protection
ILO Definition: Social Protection

“All measures providing benefits, whether in cash or in kind, to secure protection from:

1. lack of work-related income, or sufficient income, caused by sickness, disability, maternity, employment injury, unemployment, old age or death of a family member;
2. lack of access or unaffordable access to health care;
3. insufficient family support, particularly for children and adult dependents; and
4. general poverty and social exclusion....Social security has two main dimensions, namely “income security” and “availability of medical care.”
ILO Definition: Social Protection

• “horizontal strategy” - of guaranteeing the minimum standards of access to essential health care and minimum income security for all, while aiming for the

• “vertical dimension”, that is, to go higher than minimum standards and progressively ensure higher levels of protection guided by ILO Convention 102 (Minimum Standards) and more advanced standards.
Social Protection Floors (SPF)

1. access to a set of goods and services constituting essential health care
2. basic income security for children
3. basic income security for persons in active age unable to earn sufficient income
4. basic income security for persons in old age
Pillars of Social Protection

1. Social protection is a *human right*.

2. Social protection is about *fairness*.

3. Social Protection is about *solidarity*.
Social protection and Quality Public Services

- Provision of social protection should remain solidarity-based, publicly funded and publicly administered.
- Achieving social protection for all likewise achieves providing quality public services for all.
- Social security must be accessible across borders. It must cover all migrant workers in origin, transit and destination countries.
Social protection and Quality Public Services

- The primacy of equality of treatment and non-discrimination must be pursued in the provision of social security, i.e. minimum standards of security must apply to all types of migrant workers regardless of status.
- State funding of social security relies on ability of the state to collect and manage funds judiciously. Social protection needs to be anchored on efficient and fair tax collection.
Migration Policy Priorities

1. Human Rights of Migrants (non-discrimination and equality of treatment, gender equality, fighting racism and xenophobia)

2. Decent Work, not precarious work

3. Organizing Migrant Workers: Trade Union Rights for migrant workers

4. Access and portability of Social Protection

5. Ethical Recruitment: Reforming the Labour Recruitment Industry

6. Access to Quality Public Services for All
Trade Unions Actions in Enhancing Access and Portability of Social Protection for Migrants
Trade Union Actions

1. Improving the Global Governance of Labour Migration
2. Promoting the Social Protection Floors
3. Collective Bargaining and Social Dialogue for Rights-Based Labour Migration Policies
4. Promoting Ethical Recruitment and Regulation of the Recruitment Industry
5. Outreach, Information and Organising of Migrant Workers
PSI Project on Decent Work and Social Protection for Migrant Workers in the Public Services

South Africa (2014-2016)

Objective:
Promote access to decent work and social protection for migrant workers in the public services
PSI Affiliates in South Africa

1. Democratic Nursing Organisation of South Africa (DENOSA)
2. Hospital Personnel Trade Union of South Africa (HOSPERSA)
3. South Africa Municipal Workers Union (SAMWU)
4. National Union of Public Service and Allied Workers (NUPSAW)
5. National Public Service Workers Union (NPSWU)
6. National Education, Health and Allied Workers Union (NEHAWU)
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

**Expected Results:**

1. Migrant workers in public services have access to decent work and social protection with the support of the unions.
2. Unions contribute to reforming the labour recruitment industry through the promotion of ethical recruitment and compliance with UN and ILO standards.
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

**Expected Results:**

3. Unions embark on innovative ways to reach out to and organise migrant workers.

4. Unions contribute to improving the global governance of labour migration by promoting rights-based labour migration policies, decent work and access to quality public services for all.
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

Project Activities in South Africa:

1. Enhance and sustain the trade union “Migrant Desks”

2. Develop new materials and enhance/reproduce existing ones:
   - Pre-Decision Kit
   - South Africa National Report
   - South Africa Passport to Workers Rights
   - Return and Reintegration Kit
   - Others
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

Project Activities:

3. Outreach and organise migrant workers into unions
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

Project Activities:

4. Launch an Ethical Recruitment Campaign by promoting the WHO Code of Practice on International Recruitment of Health Personnel, mapping and effective regulation of the recruitment industry and trade-union led multisectoral alliance-building
Project on Decent Work and Social Protection for Migrant Workers in the Public Services

Project Activities:

5. Advocate for improved migration governance through effective implementation of the UN and ILO Migrant Workers Conventions

6. Support the development of bilateral and multilateral frameworks on labour migration and social protection for migrant workers
For more information

Visit

http://www.world-psi.org/en/issue/migration