Trade union response to the challenges faced by migrant health and social care workers.

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This fact sheet summarises data from a 2021 survey carried out by PSI and The Open University to gain information about the experiences and needs of migrant health and social care workers during the Covid pandemic. Over 40 unions from more than 32 countries of origin and destination completed the survey.1

**MIGRANT HEALTH AND SOCIAL CARE WORKERS EXPERIENCE A DISPROPORTIONATE BURDEN OF COVID**

78.7% of unions said that the pandemic negatively impacted on the rights of migrant health and social care workers.

Over half (54%) of unions reported that migrant health workers experienced significant **negative impacts** on their health and wellbeing, including fatigue and burnout.

- Nearly one-half (47.8%) reported that migrant health workers had **poor access to**, and in some cases **denial of**, access to safety protections, e.g. PPE and necessary training.

- 40% reported problems associated with short-term contracts and **employment insecurity**.

One-third (32.4%) reported an **increase in violence and harassment**, which was frequently targeted at migrant health and social care workers.

- 27% reported that migrant health and social care workers had **only unpaid sick leave** when they were infected with Covid. This is even though Covid is a significant occupational risk for migrant health and social care workers on the frontline of care.

- 27% reported that migrant health and social care workers had higher levels of **illness and death** from Covid than non-migrant workers.

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1 Argentina, Australia, Bermuda, Brazil, Canada, Caribbean countries (one survey completed for Anguilla, Antigua & Barbuda, Aruba, Barbados, Belize, BES islands, Curacao, Dominica, Grenada, Guyana, Jamaica, Montserrat, Saint Lucia, St Vincent & the Grenadines, Trinidad & Tobago), Chile, Colombia, Côte d’Ivoire, Croatia, Democratic Republic of Congo, Finland, Germany, Ghana, Guyana, India, Italy, Japan, Lebanon, Malawi, Nepal, Niger, Nigeria, Palestine, Palestine-Gaza, Philippines, République du Congo, Senegal, South Africa, Sweden, United Kingdom and United States of America. 52% were origin countries, 22% were destination countries, and 26% were both origin and destination countries.
UNIONS REPORT ON MULTIPLE WAYS THAT THEY ARE DEFENDING THE RIGHTS AND SAFETY OF MIGRANT HEALTH AND SOCIAL CARE WORKERS.

The top eight areas reported by unions can be found in the Chart below.

Trade union defence of the rights of migrant health and care workers during Covid: priority issues (%)

- Access to free health care for migrant health workers
- Migrant workers’ rights in collective bargaining
- Violence and harassment towards migrant workers
- Social security, sick leave and hazard pay
- Information on infection, prevention and control
- Migrant workers’ access to adequate PPE
- Fair and ethical recruitment procedures
- Employment rights of migrant workers

AN IMPORTANT ISSUE RAISED BY MANY UNIONS IN THE RESEARCH IS MIGRANT WORKERS’ GREATER VULNERABILITY TO INFECTION FROM COVID.

COUPLED WITH THIS IS THE RISE OF RACISM TOWARDS MIGRANT HEALTH AND SOCIAL CARE WORKERS.

Filipinos make up 4% of nurses in the USA, but 31.5% of nurse deaths from Covid.

African Americans and other minority groups in the USA are disproportionately affected by death from Covid. For example, around 68% of deaths in Chicago have involved African Americans, who make up only 30% of Chicago's total population.

In the USA, National Nurses United has called for improved data collection, to identify and address racial disparities during the Covid pandemic.

There is a need for better understanding and recognition of the intersections of gender and socio-economic inequalities with those of migration and race in providing health and social care services.