

PUBLIC SERVICES INTERNATIONAL

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APRECON

**United to Fightback
for Public Services**

2025



September 2025

REGIONAL ACTION PLAN 2025-2030

Asia & Pacific Region

Contents

1. Introduction	3
2. Asia and The Pacific – Growing inequalities, oligarchies, corporate power	6
3. Climate Crisis	8
4. Young Workers	10
5. Trade Union Rights	11
6. Digitalisation and AI	12
7. Fighting Privatisation and winning Quality Public Services	13
8. Organising	15
9. Tax, Debt and Economic Justice	15
10. Gender Equality and Women’s Human Rights	16
11. Trade Justice	18
12. Migration	18
13. Indigenous Peoples	19
14. Sectoral Work	20
15. Health and Social Services	20
16. LRG/Municipal Services	21
17. Utilities	21
18. Public Administration	21
19. Emergency Service Workers	22
20. Building a Strong and Sustainable PSI	22

REGIONAL ACTION PLAN 2025-2030

Asia & Pacific Region

1. Introduction

- 1.0. In 2023, PSI affiliates shaped and adopted an ambitious and comprehensive Programme of Action (PoA).
- 1.1. Affiliates adopted a range of resolutions to further guide the collective political positions of PSI and the actions we should take to achieve a more just and equitable world for workers and the public.
- 1.2. The PoA articulates a vision for “a strong democratic state, an inclusive society, gender equality, respect and *dignity* for all, inclusive economic development, redistribution of wealth and strengthened workers’ power... and requires us to unite workers of the global north and south ... offer alternatives and be relentless in our scrutiny of false solutions ... build powerful coalitions with public service users, our fellow trade unionists, and civil society.”
- 1.3. This will not be easy. We are living through a time of chaotic disruption. Since congress, elections of extremist, authoritarian governments backed by oligarchs, who are determined to demolish public services, attack public service workers, dismantle international law and multilateralism, have shaken long standing assumptions about democracy, liberalism and the global order. In our region unions are routinely under attack and often divided. Neoliberalism has merged with a corporatised form of economic nationalism benefiting billionaires. These conditions make resistance extremely perilous.
- 1.4. Yet with great disruption comes great opportunity. With the global order crumbling, our labour movement has the opportunity and responsibility to reimagine and remake economic rules, institutions and ways of working that allow all workers to survive and thrive on a healthy planet.
- 1.5. This Regional Action Plan (RAP) for the Asia and Pacific Region outlines plans to implement the POA, reflecting the priorities and context of the region. In addition to the specific regional components of this plan we will contribute regional perspectives and support global and cross regional priorities in PSIs global priority work.
- 1.6. The actions in this RAP will frame our work over the next five years. We will, however, remain flexible and retain an ability to respond to changes in the context we are working in, mobilising where attacks occur, and identifying opportunities where they emerge. The Pandemic demonstrated that we need to have the capacity to shift when the context demands flexibility. And we are living in an era where radical changes can, and will, occur.

1.7. In the context of this changing world, and PSIs limited resources, we must also have a clear simple vision for PSI that assists us to prioritise our work. Shortly after congress we identified our core work was to be:

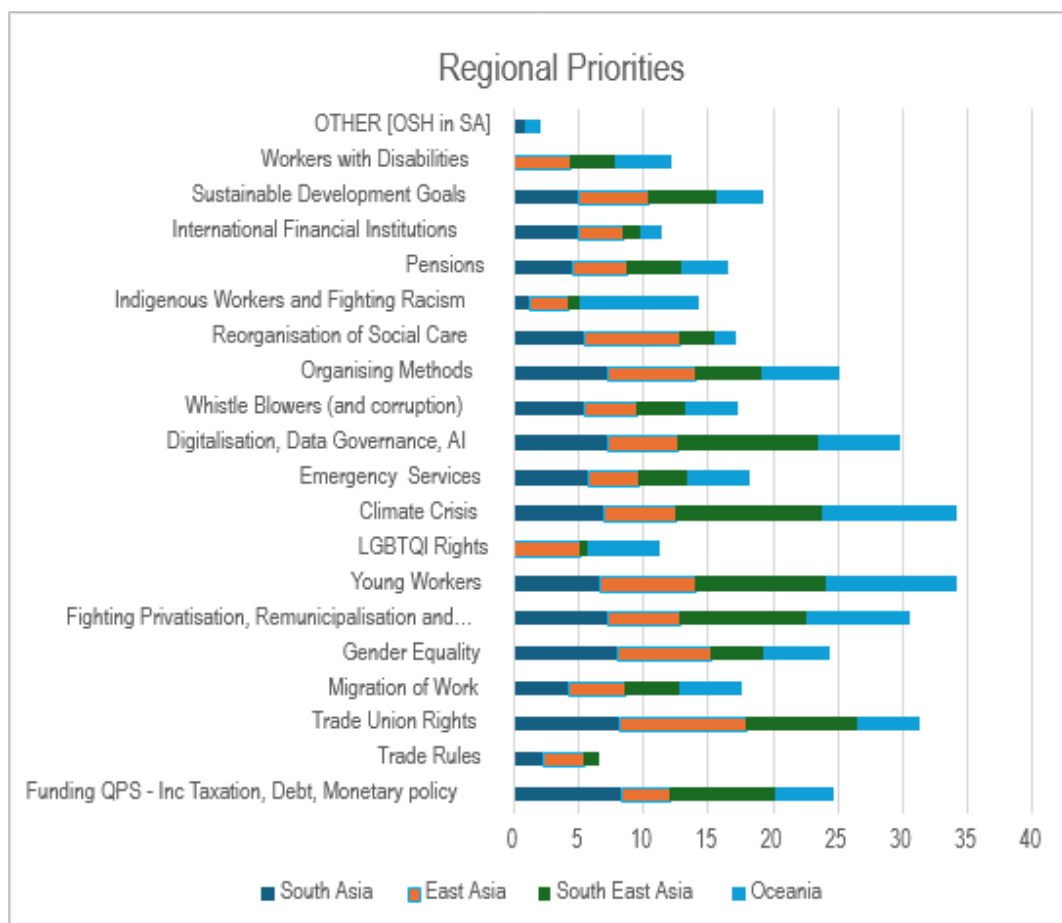
- An influential international voice for PS workers and QPS
- To support our affiliates to build their power.

In doing this work we will continuously build our strength and sustainability as an organisation. This guides our current and future decisions about priority work.

1.8. Congress further identified in our global Program of Action that fighting for trade union rights, strengthening our organising and promoting quality public services underpins everything we do and will remain our overarching priorities.

1.9. In 2024, affiliates in Asia Pacific were invited, through the subregional advisory committees, to identify priorities that most align with their work and national circumstances. The survey was developed to help the Secretariat understand the areas of work that different affiliates, countries and subregions were most likely to contribute to, become involved in, or utilise. The survey has helped to shape this Regional Action Plan.

1.10. The survey resulted in identification of regional priorities, subregional priorities and priorities across specific countries or affiliates. The top issues identified, arranged according to priority, were: (1) Climate Crisis (2) Young Workers, (3) Trade Union Rights, (4) Fighting Privatisation (5) Digitalisation



- 1.11. While there was significant overlap and consensus among the affiliates on the top five priorities, other themes emerged in the top five priorities of certain subregions including: Funding QPS (South Asia and Southeast Asia), Gender Equality (South Asia), Indigenous Workers (Oceania).
- 1.12. Top priorities identified by the Asia Pacific Women's Committee, through surveys of each sub-region, were: Women's Leadership in Trade Unions, C190 and Violence and Harassment, Organising Precarious Women Workers and Gendered Workplace Conditions.
- 1.13. To implement these priorities and support operational planning, the Regional Action Plan uses a framework to help determine the contributions the region should make.
- 1.14. We work from the understanding that advances in labour rights and access to Quality Public Services are only possible when unions are strong, organised, able to exercise and influence power and act in solidarity across workplaces, sectors, borders and across movements. Our plan identifies intersecting forms of power trade unions may seek to influence or exercise.
- 1.15. We recognise that various forms of intersecting power are exercised to influence decisions that shape public policy, the distribution of resources, labour conditions and democracies. Our work primarily focuses on building **collective power** that can be exercised through disruptional and solidarity power that backs up social

dialogue, yet we also seek to influence **institutional power**, **narrative power** and **influencer power** depending on our campaign priorities and the strength we have.

1.16. Institutional power sits with governments, parliaments and the judiciary at national, regional and local levels. It also sits with international institutions, some of which are undemocratic. Narrative power is increasingly monopolised by corporate media and in many countries in our region independent and public media is vanishing. The power to influence decisions and the public increasingly sits with the wealthiest. The programme of work in this Regional Action Plan is designed to build our power to counter these trends and influence institutional decision making through counter narratives and collective actions that can't be ignored.

1.17. To get to that place of strength we have identified four elements required to win any collective fight:

- i. Unions need to build strong **capacities** across a range of activities: organising, collective bargaining and workplace representation, campaigning and advocacy;
- ii. Unions need data, **knowledge**, and evidence;
- iii. Unions need space and means for **advocacy** and public campaigning, and;
- iv. Unions need networks, **structures** or institutional mechanisms to be able **to act in solidarity**.

1.18. These elements provide the basis for our planning framework. In planning our work for each thematic area and sector, we have considered the form of power we seek to build and whether we need to contribute work in one, several, or all, of the four elements.

2. Asia and The Pacific – Growing inequalities, oligarchies, corporate power

2.0. The region is experiencing an inequality crisis. While wages have stagnated in the region, the wealth of billionaires is growing exponentially. Billionaire wealth grew three times faster in 2024 than in 2023 and by 2028 it is estimated that four people in the world will be trillionaires – including one in India and one in Indonesia¹. One trillionaire's individual wealth will be four times India's national health budget and five times Indonesia's.

2.1. This unprecedented level of wealth concentration has enabled the wealthy to capture political, narrative and influencer (economic) power. The cycle of influence increases the likelihood that more public wealth will be transferred to private hands through privatisation.

2.2. As geo-political instability disrupts traditional rule making and alliances in the region, corporations have increased their capacity to dictate policy regardless of the political and economic environment. The brazen delivery of political power to the

¹ <https://informaconnect.com/academy/companies-entering-trillion-dollar-club-in-2024/>

world's richest man in the USA is likely to embolden political actors in the region who work to advance the interests of the most powerful.

- 2.3. PSI's work to challenge neoliberal trade rules contributed to the growing awareness that the global and regional economic order was unfair and stacked against workers. Consequently, the era of neoliberal globalisation may be over as wealthy countries seek to re-industrialise. The response from right wing governments seeking to capture working class votes has been to promise economic nationalism and a return to industrial policy. However, the prevailing model of economic nationalism is designed for the obscenely wealthy.
- 2.4. It is imperative that unions present **a just and equitable version of economic nationalism** that benefits workers and delivers quality public services in a decarbonised economy. We cannot defend the neoliberal rules-based order. We must de-link global and regional intuitions from neoliberal orthodoxy.
- 2.5. Subsidies of state-owned enterprises were regarded as bad policy by neoliberal economists, as they distorted the market. Subsidies to corporations are now the backbone of industrial policy. Overseas and development aid and international financial institutions are also providing corporate subsidies. Too often, the question is which industry the public should subsidise – private fossil fuels or private renewables; mining corporations or healthcare corporations. We must demonstrate that public goods and services, rather than corporate welfare should be key to a new economic model.
- 2.6. The correlation between **trade union density** and inequality is clear. Countries in our region with higher trade union density generally have lower inequality. The inverse is also true. The antidote to vast wealth inequalities in our region, must be to increase trade unionism.
- 2.7. To reduce inequalities, we must ensure that every worker delivering public services can join unions that have the collective power to meaningfully bargain, take strike action where necessary and defend public services. We must make sure that our affiliates have the capacities and power to campaign for redistributive taxation systems and changes to global tax rules. And we must make sure that money is spent on Quality Public Services, not on subsidising the wealthiest through public-private partnerships (PPPs) and other vehicles that diminish public goods.
- 2.8. More than 68% of workers in the Asia Pacific Region work in the informal sector. The figures vary widely from more than 90% in Nepal and Cambodia to below 20% in Japan and Australia. Other forms of irregular work through outsourcing, casualisation and contractualisation, labour hire, zero hours contracts and 'platform' work are also increasing, particularly where privatisation has occurred.
- 2.9. Our work to combat precarious work will feature across thematic priorities and sectors. It is central to our strategies on young workers, trade union rights, fighting privatisation and gender equality.

- 2.10. Our PoA commits us to defending strong democratic states. However, it is clear that, in the Asia Pacific Region, the liberal democratic order has lost its legitimacy. Democratic governments are deeply unpopular, and voters have abandoned traditional parties, including those associated with organised labour. Authoritarian governments are often more popular than purportedly democratic ones.
- 2.11. This decline in support for the political parties who have traditionally formed government has implications for public administration workers and reflects concerns that democratic bureaucracies are no longer able to deliver fair and impartial public services. We must build the case for a strong, transparent and accountable public administration that defends the interests of the public, not profits.
- 2.12. Capital has globalised corporate power. If unions are fractured and purely localised in outlook, it is impossible to combat globalised capital. In our region contests between unions aligned to different political parties take up too much of our scarce energy and resources and often make political and industrial action weaker. We also face threats from UNI Global who are pursuing parallel organising strategies in health and care that split union solidarity.
- 2.13. While the challenges are great, our collective work in the region is having real impact and demonstrating that a more just and equitable region is possible. From launching a national union of Community Health Workers in Pakistan, winning social protection for Community Health Workers in Nepal and India, preventing privatisation of energy in Indonesia, securing corporate tax transparency in Australia, we are demonstrating that solidarity is the answer to the crises we face.

3. Climate Crisis

- 3.0. The climate crisis in Asia and Pacific is now a chaotic daily reality for many workers and their communities. The world has exceeded the 1.5c warming target and Asia is warming faster than the global average, recording an average temperature 1.87c above the 1961-1990 average. Asia Pacific is also the world's most disaster hit region. Workers who deliver public services are having to address “climate whiplash” – with abrupt shifts between droughts, fires and floods. In the Pacific, the combination of sea level rise, and growing severity of cyclones / typhoons and storms make the threat existential.
- 3.1. Despite this we continue to see multilateral institutions and governments propose neoliberal policy responses for climate mitigation, adaptation and to address loss and damage. Both regional UN institutions and regional development banks focus on private sector interventions to address the climate crisis.
- 3.2. Affiliates in our region rated the climate crisis as the highest priority – underscoring the urgency of the threat and the importance of trade unions leading the vision for a low carbon economy centred on care, not consumption.

- 3.3. Extreme temperatures threaten to make several largely populated cities in South Asia unliveable as temperatures rise above 50c – the temperature at which human cells start to cook, energy systems fail and infrastructure begins to collapse. Consequently, affiliates in South Asia called for a ‘Hot Work, Stop Work’ campaign.
- 3.4. The AP Young Workers network identified the climate crisis a priority and called for capacity building and support to young unionists to build climate action committees within their unions, organise young workers, build alliances with climate justice movements and to work toward a regional day of industrial action to demand a just and equitable transition to a sustainable economy.
- 3.5. While several countries are increasing renewable energy systems – few are making taking serious steps to invest in public renewables that will allow for a transition away from fossil fuels. Instead, the most common transition experienced in the region is from public to private, often under the guise of a just energy transition and through ‘power wheeling’. Affiliates in Indonesia have successfully defended the public energy system but face threats of privatisation disguised as a clean transition. In Australia, unions have campaigned for and won a commitment to public renewable energy systems in two states. We will bring together energy unions across the region interested in fighting for public renewable energy systems.
- 3.6. A just and equitable transition will require an economy-wide transition where: all energy is sourced from publicly owned and managed renewable energy systems, supported by unionised workers; the right to sustainable development is achieved for all peoples whilst living within planetary boundaries; inequalities are dramatically reduced through quality public services, and communities are supported to adapt to and withstand climate change loss and damage . We know that climate transition is inevitable; justice, however, is not.
- 3.7. We will fight for a just transition and to ensure that the costs of transition are not borne by those least able to bear them; to produce material to support national policy advocacy; to organise workers in new energy economies, and build alliances with communities to ensure democratic participation so that climate change policies meet the needs of people and planet, and not just the rich and powerful.
- 3.8. **Network and Solidarity Architecture:** Young workers will identify climate organisers from the network and build a structure for regular engagement. Alliances with climate movements where trade union demands can be introduced to find common agenda for public pathways will be formed – building on existing alliances with the Fossil Fuel non-Proliferation Treaty alliance. Young unionists will be supported to form union climate committees and local alliances.
- 3.9. **Capacity Building:** We will provide capacity building around the threats of climate change to workers and public services, the obligation to facilitate a just transition, a bargaining agenda for climate justice, campaigning for public pathways and the vision for just and equitable transition to economies of care.

- 3.10. **Knowledge and Research:** We will build a climate bargaining resource that brings together opportunities to use both industrial mechanisms and worker organising to win quality public services in response to the crisis.
- 3.11. **Advocacy:** We will support affiliates to identify opportunities to engage in social dialogue around a just and equitable transition in response to climate mitigation, adaptation and loss and damages, and processes to promote a green social contract.

4. Young Workers

- 4.0. Young workers in the region face a future of precarious work, high levels of unemployment, and lower real wages. The threats of the climate crisis and of Big Tech's capacity to exploit precarious workers and undermine democracy are defining threats for younger workers. Young workers are also less likely, in many countries, to be protected by a union. Public policy is often skewed toward the interests of older people because young people are less organised and have less access to influencer power. The future of the union movement in the region depends on the ability of unions to respond to and address issues young workers face and to ensure that they are an organised, powerful voice within unions, within their workplaces, and within policy-setting processes.
- 4.1. Young unionists who met to develop a regional strategy have identified the following thematic priorities:
 - a. Fighting Privatisation, Remunicipalisation and Insourcing
 - b. Climate Crisis
 - c. Digitalisation
 - d. Trade Union Rights
 - e. Migration at Work
- 4.2. Our work will be organised around two main objectives:
 - i. Increasing the organising capacities of young unionists to build unions that reflect their priorities and;
 - ii. Increasing the capacity of affiliates to attract young workers into the union movement.
- 4.3. **Network and Solidarity Architecture:** We will reinvigorate the Asia Pacific Young Workers Network, invite affiliates to take leading roles in coordinating the network and schedule periodic online gatherings. Where possible we will increase the presence of young unionists at regional governance and advisory meetings. Our network will explore more defined alliances with other social movements, including climate movements and seek to influence active movements to incorporate trade union and public goods approaches.
- 4.4. **Capacities:** We will build capacities in the priority areas identified by the network and invite affiliates to support the development of capacities in fields where they

have developed expertise. We will support a group of young workers to develop campaigning capacities on climate justice. Capacity building opportunities will also be identified through engaging young union leaders in PSI events and advocacy opportunities across our programme of work.

- 4.5. **Research and Materials** will be developed to support campaigns the network identifies, particularly in relation to climate justice and digitalisation.
- 4.6. **Advocacy and Campaigns:** We will support campaigns in targeted countries for young workers to lead on just and equitable transitions to economies that care with public energy pathways. We will support young workers to campaign for strong legal and regulatory frameworks that ensure worker and union rights in the digital economy. We will fight for a public technology agenda, resisting the privatisation of digital infrastructure and advocating for democratically controlled data services.

5. Trade Union Rights

- 5.0. The rights to freedom of association, to collectively bargain, and to strike, continue to be eroded across the region. Countries across the region excluded workers from the right to establish or join a trade union, violated the right to strike and impeded the registration of unions. Many countries specifically deny workers who deliver public services their right to form a union, bargain and strike. Governments in our region have been enthusiastic advocates for deregulation of labour and of the private sector whilst simultaneously increasing regulation on trade unions and civil society.
- 5.1. These rights are fundamental to the work we do. We cannot achieve the more just, equitable and peaceful world we are fighting for without trade unions rights. We cannot effectively defend and advance the rights of workers, nor defend and advance Quality Public Services without trade union rights. Consequently, all the work in this Regional Action Plan should contribute to trade union rights.
- 5.2. Unionists in the Philippines, India, Bangladesh, Myanmar, Cambodia, and Korea have faced threats, violence and job losses for standing up for trade union rights.
- 5.3. Several governments in the region have used “essential services” provisions to curtail the right of workers to unionise and to strike. Workers in Thailand, Indonesia, Japan, Fiji, Pakistan and Korea have been prevented from forming unions or bargaining through use of the “essential services” clause despite repeated recommendations from the ILO to reform the provisions.
- 5.4. Governments have also placed extensive restrictions on the capacity of unions to advance broader economic and social rights through legitimate strike action.
- 5.5. Our work on trade union rights will include both defensive and offensive strategies. We will take urgent action and provide solidarity where trade union rights and trade unionists are under threat. We will also seek to increase trade union rights through targeted campaigning and advocacy.

- 5.6. **Network and Solidarity Architecture:** We will use our strength as a global union to coordinate solidarity actions when unions and unionists are under attack, connect unions facing similar restrictions (for example through the proposed firefighters network).
- 5.7. **Advocacy:** We will continue to support campaigns for the ratification of ILO Convention 151 with an aim to have two countries sign in the next five years. We will support affiliates in identified countries to: challenge rules that prohibit workers delivering public services from unionising and bargaining; to utilise national judicial systems where appropriate, and to assist affiliates to bring cases to the ILO and relevant mechanisms within the UN Human Rights Council. We will support campaigning to demonstrate that unionised public service workers can secure better public services. We will support affiliates to use the right to strike as a strategy to protect their rights.
- 5.8. **Research and Materials:** We will provide documented case studies on trade union rights violations in our region.
- 5.9. **Capacities:** We will provide affiliates with capacity building on trade union rights and the use of international mechanisms where appropriate.

6. Digitalisation and AI

- 6.0. In the past five years the economic and political power of Big Tech has ballooned to the point that we may be living in the era of “techno-feudalism”. Despite the threats, governments across the Asia-Pacific region are accelerating the adoption of new technologies, usually without consultation with workers or consideration of the broader social and economic impacts. These changes present threats to both workers and public services, particularly as algorithmic decision making, data monopolisation and AI-driven automation risks displacing workers, eroding job security, corporatising social protection and undermining trade union power.
- 6.1. The future of the union movement in the region depends on its ability to organise around digitalisation and AI, ensuring that these technologies serve the interests of workers and the public rather than deepening inequality and corporate control over public services. Unions need to struggle for democratic control of digitalisation and AI must be central to our vision for public good and strategies for power, bargaining, and policy influence.
- 6.2. Recent developments in global governance of AI and Data, like the Digital Global Compact, have been influenced by Big Tech and lack the ambition we need. Yet even those agreements look to be under threat with Big Tech emboldened by US disdain for regulation and multilateralism.
- 6.3. Our work will be designed to increasing the organising and advocacy capacity of affiliates to fight for digital justice, AI governance that protects the public interest, strong trade union rights, against privatisation, for gender equality, and for just and

- equitable global rules on technology and we will aim to strengthen bargaining and policy influence in these areas.
- 6.4. **Network and Solidarity Architecture:** As a founding member of the Global Digital Justice Forum we will continue to work with civil society advocates for digital justice that priorities public goods and democratic governance of data. Young workers have identified Digitalisation and AI as a key priority and the network will identify young unionists with responsibility to drive the theme. A reference group to steer the work in the region will be established.
- 6.5. **Capacities:** We will provide capacity building in priority areas, supporting the use of the Digital Bargaining Hub and the development of young organisers focused on digitalisation and AI. We will support unions to develop advocacy capacities around AI procurement that advances data as a public good and guarantees human oversight and decision making.
- 6.6. **Research and Materials:** We will continue to work as part of PSIs global activity to develop the Digital Bargaining Hub as a resource and affiliates will collectively identify key research needs, including mapping AI-driven restructuring in the public sector and tracking government outsourcing of digital public services to private corporations (in 2025 focus group discussions on affiliate needs will be conducted to guide future tool development). Materials that expose the risks of unregulated AI, the consequences of algorithmic management, and the threats posed by digital privatisation will be developed. We will support PSI global efforts to identify how AI can be used to improve QPS.
- 6.7. **Advocacy and Campaigns:** Working with the young workers network, we will campaign for strong legal and regulatory frameworks that ensure worker and union rights in the digital economy. We will fight for a public technology agenda, resisting the privatisation of digital infrastructure and advocating for democratically controlled data services.

7. Fighting Privatisation and winning Quality Public Services

- 7.0. Quality Public Services are the foundation of a fair society and a strong economy, and are essential for the realisation of human rights, gender equality, and social justice. While the pandemic illustrated the unquestionable value of universal public services, countries continue to manufacture reasons for austerity and create opportunities for privatisation. Research co-published by PSI found that more than 90% of people living in South Asia, East Asia and the Pacific are living under conditions of austerity with diminishing public services. Privatisation and outsourcing transfers the states' human rights obligations to the market with workers burdened with the risks of profiteering. Across the region multi-tiered subcontracting structures have been created that force irregular workers to engage in dangerous labour practices with serious impacts on occupational safety and health. The death of a subcontracted worker at a thermal power plant in Korea in

- June 2025 is an example of the consequences of outsourcing public services due to austerity measures and privatisation.
- 7.1. The growing power of multi-national corporations over policy making is driving privatisation. Perverse, yet ubiquitous, arguments that there are insufficient funds for sustainable development are being used to facilitate the growth of multinational corporations and private equity buy outs in health, social care and renewable energies.
 - 7.2. International Financial Institutions (IFIs) and Multilateral Development Banks (MDBs), including the World Bank (International Finance Corporation, IFC) as well as less interrogated national development finance institutions and export credit agencies, play a key role in financing and promoting private expansion in public services, especially through PPPs.
 - 7.3. The UN Economic and Social Commission for Asia Pacific (ESCAP) dedicates a significant amount of its resources to promoting PPPs, including providing a training certificate in PPP implementation. Despite the United Nation's (UN) primary responsibility for ensuring human rights, the ESCAP has failed to undertake human rights impacts assessments of the PPPs they promote.
 - 7.4. Affiliates have had success in shifting the narrative around privatisation through joint affiliate initiatives like the People's Inquiry into Privatisation. These campaigns have helped to deliver insourcing frameworks, laws against privatisation and clear public support for insourcing and remunicipalisation.
 - 7.5. Our work will incorporate the dual strategy of fighting privatisation, where it is likely to occur, and facilitating campaigns for reclaiming public ownership and re-municipalisation of public services. We will highlight the human rights benefits of Quality Public Services, and promote insourcing frameworks.
 - 7.6. This programme of work ties in with work on climate justice, on renewable energies, tax justice, digitalisation, trade, OSH and sectoral work.
 - 7.7. **Strengthening Capacities:** We will provide capacity building for affiliates that want to better understand campaigning models against privatisation and the techniques unions have used for remunicipalisation and insourcing.
 - 7.8. **Research, Knowledge and Tools:** We will maintain and extend the remunicipalisation tools in multiple languages where they are being utilised.
 - 7.9. **Advocacy:** We will seek support affiliates to engage governments to prevent privatisation and adopt legislative protection for public services.
 - 7.10. **Architecture for Solidarity / Movement Action:** We will create alliances that support solidarity actions between unions and civil society in national and regional campaigns against privatisation. We will invite other global unions and civil society organisations to join campaigns.

8. Organising

- 8.0. Across our diverse region, affiliates have used varying methods to grow their membership and engage workers to make democratic decisions about their union. Unions have vastly different resources, structures and legal environments, requiring that organising methods always be adapted by workers to their circumstances. But because all unions exercise collective power in similar ways, and workers have broadly similar interests, affiliates can benefit from exchanges in structured approaches to organising and support to adapt methods to local contexts designed to help them to grow their membership and grow member engagement.
- 8.1. Unions who do not have paid staff are rarely able to simply replicate organising models adopted in high income countries. We need to develop forms of organising that can achieve the aims of increased membership and highly engaged members who are able to identify opportunities to engage more workers and win labour rights and quality public services through collective action, without teams of paid staff.
- 8.2. Our work to support organising of Community Health Workers has demonstrated that it is possible to organise workers who are precarious, unrecognised and denied trade union rights, when we commit organising resources to a long-term strategy. It also demonstrates the value of organising models that are developed for specific contexts, recognising that women workers who are undervalued as care workers are often care givers in all parts of their lives. We will build on this work and develop a module on ‘organising care with care’.
- 8.3. **Strengthening Capacities:** We will support affiliates to build organising capacities with a focus on young organisers in precarious work in health, social care, sanitation work, disaster response and local government.
- 8.4. **Research, Knowledge and Tools:** We will build organising tools including a manual on ‘organising care with care’ and explore digital organising tools for affiliate use.
- 8.5. **Architecture for Solidarity / Movement Action:** We will build solidarity amongst young organisers across the region to provide peer support and exchange of organising successes and challenges. We will work with other GUFs, particularly the International Domestic Workers Federation and Education International to build shared organising resources and knowledge. We will facilitate exchanges between affiliate organisers that expose unions to innovate organising techniques and support efforts to organise migrant workers.

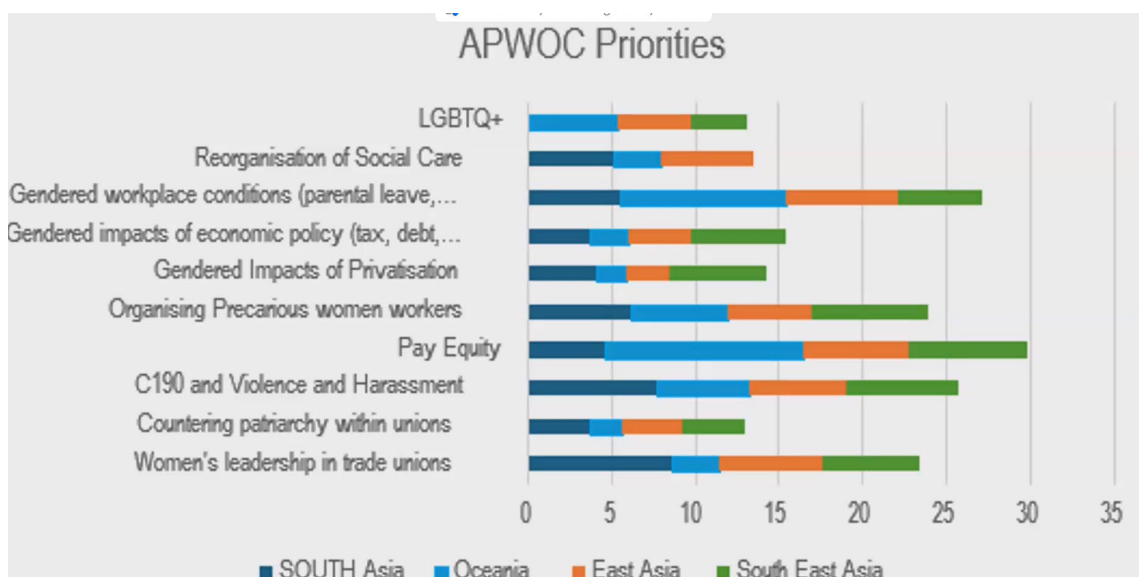
9. Tax, Debt and Economic Justice

- 9.0. Quality Public Services and decent wages for workers delivering them are only possible if governments collect sufficient revenue. Tax avoidance and unjust sovereign debt arrangements are contributing to the massive shortfall in funding for public services. Current tax and debt arrangements enrich billionaires while shifting the tax burden to workers. The effects are especially pernicious for women and

- other groups who rely disproportionately on public services, and for developing countries, which rely on tax revenues for development and for alleviating poverty.
- 9.1. Yet tax campaigns have gained significant momentum in the last five years. PSI's partnership with the Center for International Corporate Tax Accountability and Research (CICTAR) has helped to shift tax debates and practices in the region and globally, including the adoption of a new legislative standard on corporate tax transparency in Australia. The successful campaign for a UN tax body and framework convention also opens up opportunities for tax justice.
- 9.2. Tax revenue in the region is almost universally insufficient. Only Japan meets the OECD average of 34% of GDP. Most South Asian countries have ratios below 10% and as low as 7.5%. With largely informal workforces, taxes on capital such as corporate, property, wealth and capital gains taxes are the main progressive tax policy option available to governments.
- 9.3. Several countries in the region are experiencing sovereign debt stress including Pakistan, Sri Lanka and the Maldives. The interest debt repayments are often crippling, and the IMF prescriptions to manage debt, almost always austerity, hit the lowest income workers hardest. The IMF and other creditors promote privatisation, cuts to the public sector wage bill and deregulation as the remedy, despite the decades of evidence that these will devastate the economy.
- 9.4. We will support affiliates in the region to campaign for tax and debt justice, particularly linking campaigns to their union campaigns.
- 9.5. **Strengthening Capacities:** We will provide capacity building at the national and regional levels, so that affiliates can run corporate tax and debt campaigns and understand the key demands for global tax policy changes.
- 9.6. **Documentation of Knowledge and Tools:** The production of high-quality research into specific tax evasion practices of defined corporate targets will form the basis of industrial tax campaigns. We will aim to produce at least one targeted report or brief per year.
- 9.7. **Advocacy:** We will seek to influence national governments to change their national taxation laws and policies and influence targeted governments to advocate for changes to global tax rules

10. Gender Equality and Women's Human Rights

- 10.0. The priorities identified by affiliates and affirmed by the Asia Pacific Women's Committee for the next five years are below with the top five priorities being: pay equity, gendered workplace conditions, countering violence and harassment, organising precarious women workers and women's leadership in trade unions.



- 10.1. Gender inequalities remain pervasive in the Asia and Pacific regions. The gender wage gap ranges from a low 8.2% in New Zealand to over 30% in most of South Asia and South Korea. Pay inequity is clearly linked with the devaluation of care work, undermining the wages and conditions of female dominated health and care sectors.
- 10.2. Women across the region are more likely to face precarious working conditions and work in the informal sector. Subsequently, women are denied the social protection needed to overcome discrimination and the gendered distribution of wealth, resources and power resulting from patriarchy. Precarity denies women parental leave, carers leave, sick leave and, coupled with pay inequity, leaves women more likely to live in poverty when working and on retirement.
- 10.3. Workplace gendered violence, including sexual harassment, is prevalent and a problem in all countries in the region. In several countries in the region sexual harassment laws are non-existent or inadequate. The ILO found that workers delivering public services, particularly those in healthcare, face a heightened risk.
- 10.4. Quality Public Services are essential in overcoming gender inequalities. Conversely, privatisation, tax avoidance, and corporate power have a disproportionate impact on women, and exacerbate gender inequalities.
- 10.5. PSI affiliates have been successful in narrowing the gender pay gap, ratifying C190 and advancing laws against violence and harassment and securing new clauses that advance gender equality at work – including new standards on reproductive leave through the lifecycle, shared with affiliates globally.
- 10.6. Our work organising Community Health Workers and other health workers has proven that specific approaches to organising women workers, where whole worker organising takes into consideration gendered experiences of both work and home life, can win significant improvements for women workers.

11. Trade Justice

- 11.0. The trade landscape has dramatically shifted in the past five years, partly as a response to trade campaigns that PSI and social movements have persistently driven, and partly as a response to the growing economic power of Asia, diminishing the influence of OECD countries. Trade agreements and trade rules are being renegotiated, or simply ignored.
- 11.1. PSI campaigned to have public good, rather than corporate power, as the central purpose of trade policy. The US administration has created a trade narrative that mixes the national interests of some corporations with public interest. Our challenge is to illustrate an alternative that recognises the value of industrial policy yet does so in the interest of global public good that builds, rather than destroys, public services.
- 11.2. At the time of writing, it is unclear whether the Indo Pacific Economic Framework (IPEF) will be shelved. If it remains in play, we will explore ways to use the dispute and consultation mechanisms, particularly in relation to energy. We will maintain our campaigns against the controversial Investor-State Dispute Settlement (ISDS) mechanism, using examples of the devastating impact of large ISDS cases like the Reko-Diq suit against Pakistan, and campaign against digital trade rules that are designed to cement the power of Big Tech.
- 11.3. **Architecture for solidarity / movement action:** We will maintain dialogue using *Unions for Trade Justice* (UTJ) with other global union federations and the ITUC. This will serve as a vehicle for coordination, sharing of information, strategizing, and campaigning in the region. We will maintain collaboration with trade justice civil society structures with shared perspectives.
- 11.4. **Strengthening Capacities:** We will aim to strengthen capacity of affiliates to engage in trade policy advocacy and provide online discussion opportunities.
- 11.5. **Advocacy:** We will lobby governments to withdraw from harmful trade agreements that include ISDS or other harmful provisions and cease promoting digital trade rules, by engaging our affiliates in the negotiations, influencing national centers, and engaging the parliamentary process.

12. Migration

- 12.0. Migration of workers who deliver public services from the region, particularly health and care workers, has grown significantly in the past five years. The exodus of health and care workers from low and middle income countries, post pandemic, is exacerbating the stress of low staff to patient ratios. The Philippines is facing an estimated shortage of 127,000 nurses yet the country continues an export labour economic policy. Countries on the WHO safeguard list (countries with the most pressing health workforce needs related to universal health coverage) are still targeted for recruitment (countries on the list include Nepal, Pakistan, Bangladesh,

Solomon Islands, Papua New Guinea, Vanuatu), is adding to the crisis in public health access and putting further stress on workers who remain in the country.

- 12.1. In small island developing states, proportionally small emigration of public services workers can have significant implications to public services in the origin countries. At the same time right-wing governments are fostering anti-immigrant policies that put migrant workers at risk of workplace violence and discrimination.
- 12.2. The work we have done to insist that bilateral labour agreements (BLA)s address the impact on both origin and destination countries and involve unions in the negotiations, monitoring and review of BLAs has gained increasing interest and ILO support. We will expand this analysis and support affiliates interested in using examples of existing BLAs.
- 12.3. Through greater networking and exchange between affiliates in origin and destination countries we have begun to build demands for destination country governments to take responsibility for the negative impact health worker migration is having on quality public health systems in origin countries and their responsibility to address this situation.
- 12.4. **Strengthening Capacities and networking:** We will provide capacity building for affiliates that want to engage in advocacy around bilateral labour agreements, fair and ethical recruitment and obligations of destination countries to support quality public services in origin countries.
- 12.5. **Research, Knowledge and Tools:** We will produce a report on the impact of health and care worker migration in the Pacific on public health systems and the health workforce and obligations this bring to both sending and receiving governments. We will maintain a database of BLAs relevant to the region.
- 12.6. **Advocacy:** We will support affiliates to engage governments and international institutions to commit to enshrining the role of unions in the development and ongoing evaluation of BLAs relating to the health and care workforce and other migration instruments.
- 12.7. **Architecture for Solidarity / Movement Action:** We will foster greater collaboration between origin and destination country unions to ensure the position of unions in both are strengthened.

13. Indigenous Peoples

- 13.0. Asia and the Pacific Region is home to 70% of the world's indigenous peoples. Yet only two countries in the region, Nepal and Fiji, have ratified the ILO Indigenous and Tribal Peoples Convention (no 169), the only binding treaty on indigenous rights.
- 13.1. Colonisation continues to have an adverse impact on indigenous workers and their communities. This injustice is especially pronounced in former settler colonies such as Australia and New Zealand. Unions have a key role to play in campaigns for

Indigenous rights and decolonisation, both in the workplace and in campaigns for political, economic and social change.

- 13.2. We will ensure that our work on organising the most precarious workers, work on climate change and work on young workers projects includes a focus on indigenous workers, as they are among the most affected by precarious work and climate change. We will also support employment practices in public sector organisations that recognise the aims and aspirations as well as the employment requirements of indigenous people, by facilitating the sharing of information and experiences of affiliates of positive employment practices and policies across the region.

14. Sectoral Work

- 14.0. More than other regions of PSI, it can be difficult to find commonalities for sectoral coordination at region level as there are limited regional standard setting institutions that impact on all affiliates and limited region wide commonalities across affiliates. Consequently, much of our sectoral work in the region is developed at sub-regional level (i.e. Sanitation workers in South Asia) or where workers have common challenges (i.e. Community Health Workers in South Asia and the Philippines).
- 14.1. To support meaningful collaboration amongst affiliates in the region, we will support the formation of campaign, issue or subsector committees at subregional or regional level where affiliates identify common targets and are willing to actively participate and lead. Affiliates will continue to participate in global sectoral networks and reflect the heterogeneity of affiliates' work.
- 14.2. Where regional heterogeneity means that affiliates have interests in common with affiliates or sub regions outside the region we will facilitate affiliates to work across PSI to pursue these interests and co-ordinate action.

15. Health and Social Services

- 15.0. There are at least 47 million health workers employed in the Asia and Pacific regions. The projected shortfall of 11 million health workers impact disproportionately on workers in Asia. Despite the clear demand for health workers, poor wages and conditions continue to drive workers out of the sector. The ILO notes that several countries in the region saw an increase in average weekly hours and the Malaysian government formally increased the full time hours of work.
- 15.1. Healthcare is one of the fastest growing industries for private capital in the region, driving profit over people health care and diminishing the right to universal healthcare and a more equitable society.
- 15.2. There are three World Health Organisation regional structures that theoretically provide opportunities for input from PSI affiliates to intergovernmental discussions and their work programme. Whilst the regional institutions have provided limited meaningful opportunities for collaboration, we will continue to advocate for health and care workers with the WHO where opportunities arise.

- 15.3. Organising precarious health and care workers will remain a focus of our organising work. We will build a programme of “Organising Care with Care”, trialling it in Southeast Asia and expanding to build a cadre of young women health organisers across interested unions. We will invite affiliates from higher income countries to support this initiative.
- 15.4. We will support campaigns to increase staff to patient ratios. We will also provide opportunities for affiliates to coordinate webinars to share successes, strategies and struggles in the region and support campaign and issues specific regional committees where affiliates identify common targets.

16. LRG/Municipal Services

- 16.0. Local governments and municipal services often have the most impact on people's daily lives in the region and are critical in confronting the challenges posed by the climate crisis, and intersecting inequalities in the region. Privatisation, corporatisation, a lack of investment in local governments, excessive contractualization and outsourcing and low wages and precarious work are the key issues affiliates tackle in the region.
- 16.1. Our work organising waste and sanitation workers in South Asia will continue to be a priority and we will establish a joint platform to bring their demands to regional and global institutions.
- 16.2. We will build a regional committee for emergency service workers to advance their trade union rights and identify common demands.

17. Utilities

- 17.0. The right to water, sanitation, and energy has been undermined in the region by privatisation, corporatisation and unbundling, underfunding, outsourcing, and by the climate crisis. The utilities work in the region will be aligned to the thematic strategies on privatisation, trade union rights, the climate crisis, digitalisation, tax and young workers.
- 17.1. Trade union rights are often restricted by governments using essential services provisions to limit the right to strike. We will continue to use challenge the use of emergency service provisions to defend energy and water unions. Union busting is particularly rife where unions have the political consciousness and fortitude to fight privatisation.

18. Public Administration

- 18.0. As attacks on democracy escalate, a well-funded, trained, independent and unionised public service capable of combatting corruption and protecting the public interest from commercial interests is essential. Public Administration unions are under attack around the world precisely because they are standing up for public interest.

- 18.1. Many countries in the region do not allow public administration workers to unionise, precisely because politicians see the need to control the workforce for their political interests. In Bangladesh, the demand for more independent public service appointments lead to the fall of a corrupt government.
- 18.2. Effective whistle-blowers laws and union capacity to defend and protect whistle-blowers is essential for both public interest and the ability to address internal systemic failures, including issues of harassment and bullying.
- 18.3. Public administration unions can lead the movement for more just and equitable regulation of AI and Big Data, insisting on human oversight and digital public goods and digital public infrastructure.

19. Emergency Service Workers

- 19.0. Recognising that emergency service workers are often denied the right to organise, bargain and strike in our region, and also recognising that the need for public emergency service workers is critical in the fight to respond to climate change, we will position our work on emergency service workers within those two thematic strategies.
- 19.1. We will support the formation of a fire-fighters network with regional capacity, map the existence of fire-fighters unions / associations in the region and identify their priorities.
- 19.2. We will include emergency service workers in our young workers climate initiative and explore opportunities to elevate the voice of emergency service workers in campaigns for climate justice.

20. Building a Strong and Sustainable PSI

- 20.0. To fightback against the global attack on quality public services and on workers who deliver public services, PSI must be strengthened and financially sustainable. To grow and stabilise our resources, we will develop a membership growth and retention plan that will be developed, implemented and monitored by our Regional Executive leadership with the active support of the Secretariat. The plan will ensure we consider growth and sustainability in all our work. We will continue to ensure that affiliation fees are paid and that the regions budgets are managed sustainably. We will identify barriers to full declaration of membership and support affiliates to increase their declared membership.