

PSI Executive Board meeting EB-156
26 and 27 May 2021
VIRTUAL MEETING IN TWO SESSIONS
From PSI HO base
Ferney-Voltaire, France



6.2 Programme of Action (PoA) – First Outline

Purpose of brief:

- To outline the proposed themes for the Congress 2022 Programme of Action (PoA);
- To seek feedback from EB on the attached PoA Themes paper;
- To seek endorsement of the revised PoA Themes paper for circulation to regions to inform discussions and preparations for the Draft PoA to be presented to EB-157 in November 2021.

Relates to: EB-155 brief on Congress preparations

Background: PSI's Programme of Action (PoA) is adopted at Congress as a resolution from the Executive Board (EB). EB will formally circulate the PoA as a draft resolution for affiliates' consideration and amendment at the same time as circulating affiliates' draft resolutions. The Constitution says this must occur no later than five months before the beginning of Congress.

To ensure the regions are consulted in the production of the draft PoA, Secretariat has produced the attached paper outlining the key themes. Secretariat recommends this paper be released to the regions after EB-156 for regions to discuss the content and provide feedback to Secretariat to incorporate into the first full draft of the PoA to be considered by EB-157 in November 2021.

Discussion:

The attached discussion paper is not a short version of the PoA, rather it is to promote discussion at EB and then in the regions on the key themes and analysis to be included in the PoA. It is based on several assumptions:

- the basic analysis and policy positions in the 2017 PoA continue to be supported and where they are, do not need to be repeated at length in the 2022 PoA;
- given feedback from 2017 preparations the 2022, the PoA should be shorter;
- the main task of the 2022 PoA is to analyse the changed circumstances relevant to our work in a post-COVID world and identify the threats and opportunities, so we can build the power required to achieve the change we need.

The discussion paper's structure follows the key sections of the 2017 PoA to allow for ease of comparison:

- Introduction
- Building the power to create the world we need
- Respect and dignity for all
- A just global economy
- Trade union and labour rights
- Fighting privatisation and promoting quality public services
- Making sectors stronger

Additionally, it includes a section on the multilateral system, reflecting the increased public focus on reform of these institutions, their importance to public service unions and workers and their increased importance to PSI's work.

The draft PoA will also include specific actions for PSI and its affiliates, and it will be important for the regions to consider what actions PSI should be taking as part of their discussions.

Because the attached paper is not an official policy position of EB, it is not necessary to conclusively resolve all policy issues contained within it. It is more important that the document raises the most important questions for the regions to discuss and provide input, so that EB-157 can consider the first full draft of the PoA. Time will be allocated to discussing the document at EB-156, so that feedback can be provided before its release to regions.

Next steps:

- Incorporate feedback from EB-156 into the attached paper; and
- Circulate the revised paper for discussion at regional meetings.

Budget implications: within 2021 budget.

It is recommended that EB:

- 1. NOTE the PoA Themes paper outline and APPROVE circulation to the regions of the revised version.***

Related document attached:

- PSI Programme of Action 2022-2027 (Outline of Themes): People Over Profit in a Post-COVID World

PSI Executive Board meeting EB-156
26 and 27 May 2021
VIRTUAL MEETING IN TWO SESSIONS
From PSI HO base
Ferney-Voltaire, France



ITEM 6.2 DISCUSSION PAPER

PSI Programme of Action 2022-2027

Outline of themes

People Over Profit in a Post-COVID World

This paper sets out proposed themes for the Programme of Action (PoA) due to be discussed at the PSI 2022 Congress. The paper is for discussion at PSI Executive Board-156 in May 2021 and then release to the regions for discussion in the second half of 2021. Based on this paper and these regional discussions, the draft PoA will be submitted for debate at PSI EB-157 in November 2021. At EB-157, a full draft of the PoA will be endorsed for release for final regional consultations in early 2022. After these further regional discussions, EB will endorse the PoA as a resolution for Congress at its first meeting in 2022 and release to all affiliates together with the Congress resolutions. At that point, the constitutional process starts and affiliates may propose formal amendments to the EB resolution.

This discussion paper is not a short version of the PoA, rather it is to promote discussion on key themes and analysis to be included in the PoA. It is based on several assumptions:

- the basic analysis and policy positions in the PoA approved by Congress in 2017 continue to be supported and do not need to be repeated at length in the 2022 PoA;
- given feedback from 2017 preparations, the 2022 PoA should be shorter;
- the main task of the 2022 PoA is to analyse the changed circumstances relevant to our work in a post-COVID world and identify the threats and opportunities, so we can build the power required to achieve the change we need.

April 2021

PSI Programme of Action 2022-2027

Outline of themes

People Over Profit in a Post-COVID World

INTRODUCTION	5
1. BUILDING THE POWER TO CREATE THE WORLD WE NEED	6
2. RESPECT AND DIGNITY FOR ALL	7
3. A JUST GLOBAL ECONOMY	8
4. THE MULTILATERAL SYSTEM	9
5. TRADE UNION AND LABOUR RIGHTS	10
6. FIGHTING PRIVATISATION AND PROMOTING QPS	11
7. MAKING SECTORS STRONGER	12

Introduction

PSI Congress 2017 adopted *People Over Profit: PSI Programme of Action 2018-2022 (PoA)* that, combined with affiliates' resolutions, committed PSI to a comprehensive range of policy positions and bold action. It set out our critique of the current neoliberal world order and our vision for a better world. It outlined the devastating effects of pervasive corporate power on access to quality public services (QPS), workers and trade union rights, economic inequality, women's and social rights and ultimately on political stability and democracy. The 2017 PoA was a warning call about the consequences of not fixing the broken system.

When the 2017 PoA was adopted, right-wing populism was on the rise. In reaction to this, many commentators argued that critiques such as ours were only adding to these tendencies and that the real answer was a return to neoliberal globalisation. Amongst this debate in 2017, one of our fundamental challenges was convincing people that not only change was possible, but that the change we were seeking was necessary. We looked for ways to explain the flaws in the system and the consequences for workers and users of public services and proposed alternatives.

Since then, the COVID-19 pandemic has dramatically changed the world and the political conditions we work in. It has vindicated our analysis by exposing the way our political systems, national economies and neoliberal globalisation have put profit over people. While scandalous inequality existed before the pandemic, both within and between countries, it has been exacerbated by COVID and made it much more visible, exposing how our economic system rewards large private interests, even at the expense of the common good. COVID has also exposed the dominance of the Global North in economic and policy-making processes and how these processes are used to support corporate interests to the detriment of developing countries.

COVID-19 has demonstrated that right wing populism provides no solutions. The icons of the authoritarian right, from Bolsonaro to Trump, have failed to keep their citizens safe. The virus has exploited weaknesses in public policies that have ignored the science and the evidence. It has not respected national boundaries, and so-called free markets have been unable to control it. Whilst right wing nationalism continues to be a strong and dangerous political force, the virus has demonstrated that the problems we face require co-ordinated intervention at all levels of government and international co-operation of democratic and authoritative institutions.

The virus has also demonstrated the benefits of social protection, workers' rights, and quality public services. People nowadays understand better the value of public services and workers in fighting inequality and injustice. This has been simultaneously amplified by other social movements such as MeToo, Black Lives Matter, the climate change movement, and social uprisings in places like Chile, Hong Kong, Tunisia, Lebanon, Myanmar, Belarus, and others.

However, COVID has also been used as a pretext to attack democratic, human and trade union rights. It has caused uncertainty for millions of workers and vulnerable people and we face the risk of sovereign debt crisis and a return to austerity – especially in the Global South.

War and political unrest, that received more attention prior to the outbreak of the pandemic, have continued. Wars in countries such as Syria, Yemen and Libya, the continuing instability in the Arab region, the unresolved issue of Palestine, political unrest in countries such as Myanmar and Colombia, as well as the spread of religious fundamentalism continue to undermine peace, prosperity, and human rights for millions, and destabilise already fragile regional and global geopolitical relations.

Finally, the virus has changed the context in which we live our daily lives. For many, the crisis has forced them to rethink the world and the economy they want to live in. The wealthy and privileged have reconsidered what they value: family, access to health, education, and stability, and some realised how much they rely on poorly paid, precarious and marginalised workers, and public services. The less privileged have been reminded how vulnerable they are if they give up fighting for a better system.

The central task of the 2022 PoA is no longer to outline our vision and critique, but to understand the changes since 2017, such as pandemic preparedness, digitalisation, the escalation of urgency required to deal with the climate crisis, shifts in geopolitical power and others, their effects on our work, and how we must reshape and adjust our strategy and actions.

1. Building the power to create the world we need

PSI and its affiliates can feel vindicated that the analysis contained in the 2017 PoA and Congress resolutions have largely been proven correct. We can also be proud of the victories we have had – such as finally burying the Trade in Services Agreement, changing the public debate on PPPs and re-municipalization, forcing real change in corporate tax policy, initiating a new universal narrative that recognizes the value of investing in public health services, and the inclusion of public sector workers in the protection provided by ILO Convention 190 and Recommendation 206 on Violence and Harassment at Work. We have also seen public service workers, and often health workers, at the front of important movements for democratic change in countries such as Chile, Lebanon, Turkey, Tchad and Myanmar.

But while we have made some progress, the global labour movement and our allies have been unable to stop many of the most egregious attacks: rising inequality, undermining of labour rights, privatisation, rising intolerance, nationalism and authoritarianism, growing corporate and financial influence and lack of progress tackling the climate crisis. The current global system is defended by powerful interests and our primary task in the post-COVID era must be to build a movement powerful enough to make change.

COVID-19 shows that change can happen fast, if the political conditions are right. Policies that resisted for decades have shifted in months. However, one of the lessons from the global financial crisis is that shifts in political orthodoxy are not necessarily permanent. As life slowly becomes more normal, the desire for change fades. Now is the time to be bold.

Many old myths, carefully established and promoted, are cracking: that global value chains were efficient and flexible, that the private sector is always better, that public services can be safely privatised, that spending cannot be raised for social measures, that neoliberal free trade has no costs and many more. There is now an opportunity to create a new coherent narrative that galvanises broad support for our vision.

We must keep reminding people that it was public services that kept them safe and supported the economy. We must make the links to other fights and explain how the changes we want are not unique to the pandemic: that solving the climate crisis, inequality, unemployment and rebuilding the social construction of care all require investments in QPS, redistribution of wealth, workers' rights, social justice, and stronger and better democracy.

In many areas, we need to continue and strengthen our current work. All our work must be actively implemented through our sectors. The COVID-19 pandemic confirms that we must exercise power beyond our workplaces to change national, regional, and global policies. We must reach out to

private sector unions, influence national centres, and work with civil society allies and other partners who share our objectives. We must build national and global movements capable of challenging institutions and orthodoxies and forcing radical change.

Ultimately, our power comes from the size, strength, and unity of our affiliates. PSI, its affiliates, and the global labour movement must learn from each other and work together to increase density in organised workplaces, organise new workplaces, and co-ordinate across countries and unions, to organise at sector and company level. We must organise public service workers in both the public and private sector, in the formal and informal economies. And we must organise and include all workers regardless of age, race, gender, sexuality or migration status. We must continue our long-standing work to support women's leadership and promote parity in unions and renew our political drive to integrate young workers into or decision-making processes.

PSI's affiliates and their members are PSI's greatest assets, and we must ensure that all our affiliates actively support PSI action and work together in national co-ordinating committees, sectoral networks, through our regional structures and internationally. PSI will support affiliates to better organise in their national contexts, facilitate solidarity support between affiliates, build and strengthen sectoral networks and co-ordinate organising across national boundaries. PSI activities will assist affiliates to identify and train activists, organise, and recruit new members.

All PSI activity should reinforce affiliates' organising and growth strategies and provide opportunities for affiliates to act in ways that attract more workers to become union members. PSI will provide the tools for affiliates to educate members and activists on issues that matter to workers. Our actions will reinforce the power of collective action, encourage hope, and share knowledge amongst affiliates about good practices. Our union development and international solidarity programmes with our union and civil society solidarity partners will be central to this work.

Crucially, we must also assess where PSI, our affiliates and the global labour movement have got it right, honestly assess our weaknesses and ask ourselves what a strong labour movement, capable of making the change we need, might look like in future.

2. Respect and dignity for all

COVID both exposes current structural inequalities, hidden in plain sight, and exacerbates many of them. Many frontline jobs that keep our community functioning are dominated by women: care work, health work, cleaning services, and childcare, among others. These workers are undervalued, underpaid, precarious, subject to demands to work for free, and denied formal employment rights.

Similarly, the pandemic highlights the invisible yet essential role of migrant workers who are overrepresented in precarious work. Racism, precarity and the undervaluing of migrant labour have exposed migrants and ethnic minorities to higher rates of infection, as they continue to deliver essential services. Whilst migrant health and care workers are an essential part of the health workforce, rich countries must not rely on international migration to address their staffing needs. Instead, they must support international efforts to sustain human resources for public quality health and care services for all countries.

Amidst the pandemic, refugees and internally displaced persons have become more vulnerable, as they are often also excluded from access to public services and social protection. We will continue fighting for these persons' access to these services, based on solidarity and human rights, and fight to address the root causes that make them vulnerable.

COVID also shows the double burden women face in too many households, bearing the responsibility for unpaid work in the home at the same time as paid work. Austerity programmes often rely on women stepping in, to provide care and public services, when the state fails in its responsibilities. We will continue to promote PSI's Five Rs framework¹ for reconstructing Social Care, our Care Manifesto, our alliance building and our campaign for care as a human right. We will work with affiliates to organise care workers and promote public and gender-responsive models of care.

Periods of lockdown led to a rise in already unacceptably high levels of domestic violence and femicides. We will continue our work on gender-based violence (GBV), including digital violence, promoting ratification and implementation of ILO Convention 190, and model clauses for collective bargaining. We will link our work on GBV with our campaigning for gender-responsive quality public services (GRQPS).

Discrimination and the consequent lack of visibility of LGBT+ people often undermine their ability to access QPS and workplace rights. Confinement under COVID has cut off vital safe spaces for LGBT+ people and their access to essential services. This is further exacerbated by job losses that have disproportionately affected LGBT+ workers, leading to real economic hardship. We will continue our work leading the Global Unions in fighting for LGBT+ rights in the world of work, in society and in access to QPS.

3. A just global economy

COVID exposes how deeply capital has permeated our society and economy, and how much control our governments have ceded to it. It shows how rich countries dominate the international policy making process with little regard for the development needs of the Global South. It is time to reimagine a role for a progressive, redistributive state that places the realisation of human rights for all at its centre. We must put democratic national governments back in control of social and economic development without pandering to destructive nationalism.

COVID demonstrates the extent to which multinational corporations and global elites amass wealth, not by productive enterprise, but from extraction and monopoly capitalism, such as failed track and trace contracts and privatising, and financialised long-term care. Recovery and stimulus funds are given to large corporations who are granting executive bonuses and shareholder dividends while workers suffer. The stock markets have surpassed their previous highs, whilst people continue to die, and many workers remain out of work with partial or no access to social protection. Global pharma take billions in government subsidies for vaccine development, whilst arguing to keep lucrative monopoly rights.

COVID smashed some of the largest myths of financialised global capitalism, such as the inability of long global value chains to ensure preparedness in emergency, and provide basic goods, like personal protective equipment. The failures of outsourced hospital contracts exposed market mechanisms as inflexible and inefficient, uncovered private cronyism, and showed that ultimately, the state and public services are the last line of defence.

-
- ¹ Recognise the social and economic value of care work and the human right to care;
 - Reward and remunerate care work...;
 - Reduce the burden of unpaid care work on women;
 - Redistribute care work within households..., eliminating the sexual division of labour and between households and the State;
 - Reclaim the public nature of care services ... including by financing the State's capacity to invest through fair and progressive taxation.

People increasingly understand that market economies are social constructs and must therefore be designed to benefit the common interest, not built to benefit those who control them. We must fight to make workers' voices heard in the remaking of our global economy, and reform or dismantle the value chains that promote a race to the bottom, exploit workers and the environment, and make us all more vulnerable.

We must rethink how we measure wellbeing and development, so that unpaid and informal work is no longer ignored in these measures, and undervalued work, like most public services, is not reduced to a market transaction. We must find ways to include environmental destruction and human exploitation as a net cost to GDP and not count them as net positives as they currently are. We must promote industry policy with strong state intervention as the sustainable path to development.

Stimulus spending must go to measures that make our lives better by funding public services and supporting workers who make them happen, as well as measures to green the economy. We have an opportunity to rethink the current global production and consumption model that is addicted to fossil energy. We must explain that changing this model is not only good social policy but makes economic sense.

We must fight to redistribute the massive wealth extracted from our economies over the last four decades. We argue for more progressive and better corporate tax rules and an end to tax havens. We demand wealth taxes that redistribute unproductive wealth and economic activity, like property and share market speculation, exploitation of monopoly rights and financialised extraction, to productive activities including public services and public social care. We must promote progressive municipal fiscal systems that guarantee adequate funding for all levels of government. We must use our control of workers' pension funds to ensure social and environmental investment outcomes, stop privatisation and respect workers' rights.

We must ensure that governments take back the tools to empower the state and public services in the pursuit of development. The TRIPS waiver debate shows that we must never again allow trade rules to protect corporate profits over saving lives, in any part of the world. Trade rules must not restrict governments from taking actions needed to provide quality public services and respond to the democratic needs of the population. Investor State Dispute Systems that allow corporations to sue governments for actions that save lives should be removed from all trade agreements.

COVID highlights the recent change in public perception about the role digital capital plays in our society and democracy. The profits of major tech companies have soared through the pandemic. They must now be taxed, regulated and subject to anti-trust laws to restrict their monopoly economic, and political power. They must be prevented from using new technologies to circumvent regulation and exploit workers, particularly through new forms of precarious work. The data which they mine for advertising revenue, use to exploit workers and manipulate democracy must be governed in the public interest.

4. The multilateral system

COVID highlights that solving current pressing problems requires a better multilateral system. Many current national and international institutions need major reform, well beyond what is currently being proposed. Others need to be scrapped and rebuilt, as they are incapable of providing the change we need - too often reflecting and reinforcing the tensions, privileges, and past colonial relations in the world rather than resolving them.

Most alarming is the penetration of corporations into the multilateral system. COVID exposes the extent to which the UN, ILO, and even the WHO, increasingly rely on private donations to fund their operations. We have seen the growth of organisations like *GAVI: The Vaccine Alliance*, a public private partnership that funds billions in vaccine research, but has pharmaceutical company members sitting as equals to country representatives on its board.

The UN continues its push for a ‘multi-stakeholder’ approach - appointing non-government members to multi-stakeholder governance groups, circumventing formal and democratic UN processes to enfranchise large, self-selected corporations or their front groups with interests in the rules they are making. In this context, a seat for workers organizations does not grant equal representation of interest, rather at best it means co-optation into a system biased to corporate interests. Multi-stakeholderism can only work with democratic, transparent, and inclusive rules to govern representativeness.

In broader multilateral institutions and instruments the context is no different. A labour clause in a trade agreement does not change the balance of power that enables a minority of countries to stop the WTO triggering the TRIPS waiver, designed for use in global health emergencies, amidst the largest global health emergency in a century. Nor the entrenched position of carbon polluters in stopping the rapid and urgent change needed to deal with the climate crisis.

The multilateral system, founded on a collective vision for peace and prosperity for all, must not be corrupted by corporate and geopolitical interests nor the interests of rich or authoritarian countries. The international financial institutions must return economic policies to the service of human development and environment preservation, and not the other way around. We must chart a middle path – demanding democracy and freedom, but not built on corporate power and market fundamentalism. The risk is that if we fail, we will get the worst of both worlds – a version of authoritarian capitalism taking hold in countries from Brazil to the Philippines and Turkey to Russia.

5. Trade union and labour rights

COVID has driven a renewed appreciation of public services. We must ensure this translates into a revaluing of public service workers. Most simply, this means providing decent work, decent wages and decent conditions that allow public sector workers to live with dignity and respect, and to focus on delivering quality public services to all.

In many cases the spread of COVID-19 has been tracked to staff who continued to work in precarious employment because they could not afford to stop working, or were worried that they may lose future work. Many spread the virus to multiple workplaces because one job was not enough to survive. Shockingly, many were blamed and stigmatised. We must make clear why precarious work is bad for public services, and join with our private sector comrades to explain why precarious work is bad for workers wherever it exists.

COVID exposes how workers’ lives are put at risk by cost-cutting, privatising, outsourcing the provision of Personal Protective Equipment (PPE), and deregulating health and safety. Like Ebola, it shows that workers must be included in decision-making about health and safety.

COVID also demonstrates the power of social dialogue, collective bargaining and ensuring workers have a seat at the table, not only when wages and conditions are agreed, but also when (re-)design of services and adaptation is needed. The most effective responses to the early stages of COVID were where workers, who understood the problems on the ground and what works, were involved in designing new services and where unions were involved in agreeing the required changes. The

biggest failures occurred where business interests, cronyism, or ideological agendas drove policy. Workers need to be free to report where things are going wrong. Strong unions and whistle-blower protection save money and lives.

But where we are not able to achieve social dialogue, industrial action is still critical. Strike action by healthcare workers, and in other sectors, across the world, but notably in Africa and the Global South, have been critical in demanding protections for workers. COVID is used as a pretence to erode workers' conditions and undermine trade union rights in places like India, where a single ordinance has extinguished 38 labour laws for 1,000 days, and around the world. These attempts must be fought locally and with international solidarity wherever they occur. We cannot allow isolated and temporary measures to become widespread and permanent.

Despite undertaking vital work as the only tri-partite UN institution, the ILO continues to receive corporate funding, including from the tobacco industry, promotes public private partnership agreements with large corporations, and receives tens of millions from corporations to fund global and country projects. ILO internal 'reform' is making short-term, flexible and temporary contracts for its own staff the norm. The ILO must return to the principles of its Philadelphia Declaration and ensure that 'labour is never a commodity', 'poverty anywhere constitutes a danger to prosperity everywhere' and that 'freedom of expression and association are essential to sustained progress'. We must strengthen the ILO supervisory mechanisms and ensure that public sector workers rights, such as those embodied in Conventions 151 and 154, are strengthened, ratified, and implemented.

6. Fighting privatisation and promoting QPS

COVID exposes the economic and human consequences of decades of deliberate erosion of QPS through underfunding, undervaluing, outsourcing, privatisation and precarious work. It is now clear that the private sector is unable to effectively deliver public services that respond rapidly and efficiently to human needs. Many myths about public services have been demolished: that they are inefficient, wasteful, poor quality, harm economic growth and are protected by public servant elites for their own benefit.

We must be clear that rebuilding the old system will not work. We need fundamental change with re-empowered public services at its core. We must make our vision of public services that keep us safe and realise human rights, compelling and globally acknowledged. We must work with our allies to fight privatisation, promote in-sourcing and re-launch the strategic role of neglected public services, like public transport, social housing and energy. We must reconstruct the social role of care with public provision at its core and highlight the critical role of quality public services in redressing inequalities.

The crisis also shows that the private sector is not the only driver of economic growth, and that the public sector, far from being a burden on the economy, is a major, but previously hidden and often maligned, contributor to our economic and social wellbeing. We must cement the value of QPS as economic and social investments, so that it receives higher sustainable funding.

The change required to deal with climate crisis is not happening, and cannot happen fast enough in a market system. Successful transition can only be public-led. The rapid and radical changes now needed will require public intervention, public financing, public regulation, and significant public provision. Avoiding massive social upheaval and unrest requires these changes to involve everybody in the community and must ensure that workers are not obliged to shoulder the costs. We must

constantly remind the public that educators, health professionals, care workers, cultural workers, municipal workers, and policy makers improve our lives, and have low carbon footprint.

COVID shows that re-municipalisation is possible, practical, and desirable, and that far from deterring growth and investment, it is both efficient and critical to keep the economy functioning well. From health facilities and care homes to industrial production of medical supplies and PPE, re-municipalisation and strong public intervention saved countless lives and kept the economy running.

The huge hole that decades of tax avoidance and evasion has left in public budgets contributed to the need for governments to turn to debt spending to fund the crisis response. We cannot let this essential spending be used as an excuse to impose privatisations and austerity. Instead, we must promote debt cancellation for least developed countries, debt relief for developing countries and the removal of artificial debt ratios for developed countries.

We must ensure that the introduction of digital tools into public services is not a cost-cutting measure nor leads to further privatisation or outsourcing. Citizens and workers must have control over their introduction. Government must retain its data sovereignty and ensure it has access to vital data required to govern, regulate, and deliver public services. Data should never be financialised or subject to trade rules that threaten security, personal integrity, labour rights, QPS and privacy. We will help affiliates understand alternatives that retain data as a public good.

7. Making sectors stronger

All our work will be driven through our sectors. We will develop sectoral plans in conjunction with our affiliates and sectoral networks that reflect their priorities. We will strengthen our existing global framework agreements (GFAs) and the trade union networks that implement them. We will monitor and evaluate current agreements and ensure the rights they provide are enforced and used to build our power. We will negotiate new GFAs where they strengthen workplace organising and increase our power. Priority sectoral work will include:

- **Health and social services:** Supporting universal public health, investing in public health infrastructure and workforce skills and development. Working with WHO on health workforce and implementing COMHEEG recommendations. Ensuring access to personal protective equipment, decent work and better pay and conditions. Reclaiming the social reorganization of care work, demanding better public models, integrated with the health system and provided as a human right. Mapping the activities of the private sector actors. Organising health and care workers, both in public and private sector, and fighting for equal pay for equal work and against precarious work and underpay.
- **Local and regional government:** ensuring adequate recurrent public funding and investment. Working with allies to fight privatisation and reclaim democratic, accountable, and participatory local public services. Shift the pro-privatisation narrative and strengthen the case for remunicipalisation, and in-sourcing. Support socially and environmentally responsible public procurement policies. Defending trade union rights and working conditions of workers in subnational levels of government and strengthen social dialogue with local authorities at global, regional, and local levels. Influencing multilateral agencies to embrace pro-public policy agendas in favour of inclusive cities and just urbanisation. Advocating in favour of pro-public digitalisation agendas and for workers' involvement in digital reform that affects them.
- **National administration:** Reinvesting in independent policy making and trade union rights for all workers in public administration, including those that cut across sectors, like emergency service

workers in local and regional government and health. Protecting jobs from poorly designed digitalisation programmes. Supporting international civil servants to ensure they enjoy trade union rights and can provide independent policy advice.

- **Education, culture and media**: Valuing and prioritizing the work that education support workers provide, and ensuring that education and cultural workers have stable forms of employment and access to social protections. We will promote the central role these sectors have in our communities and our democracies and the role they play in promoting democratic, inclusive, and anti-discriminatory values.
- **Utilities**: Access to personal protective equipment, fighting privatisation, supporting climate transition policies that are just for workers and promoting the human right to water and energy.