

**PEOPLE OVER PROFIT:
PEACE, DEMOCRACY
& SOCIAL JUSTICE**

PUBLIC SERVICES INTERNATIONAL



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People Over Profit: Peace, Democracy & Social Justice

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1. INTRODUCTION

This is a first draft of the PSI Inter-America Regional Programme of Action 2024-2029. This will be our guide for the next five years. It is based on PSI's Global Programme of Action 2023-2028: People over profit in a world of multiple crises, which was adopted by affiliates at our 2023 Congress. PSI's Global Programme of Action contains in-depth analyses of each theme. This draft includes specific information and inputs for Inter-America.

We have avoided detailing concrete proposals on what to do over the next five years. Considering the volatility we are experiencing in the region, it would have been extremely difficult to predict what is now happening in several countries at IAMRECON 2019. We have opted to establish regional priorities that allow annual IAMREC and SUBRAC meetings to define proposals for the more immediate period.

PSI bodies that include the National Coordinating Committees (NCCs), SUBRACs, and IAMREC, will periodically update and approve the concrete proposals included in this Regional Programme of Action. This draft will certainly be improved with your contributions. Collective construction ensures a stronger commitment to the programme and consequently, a deeper and more extensive implementation throughout Inter-America.

In addition to the multiple and overlapping crises we are confronting, PSI has a budget deficit that the Executive Board has determined is a priority to resolve. This will inform all areas of our work and all affiliates must be involved in ensuring PSI financial sustainability. We will need to make difficult strategic decisions and focus our work to strengthen our struggles in defense of workers' rights and quality public services, as we work together to build a world with peace, democracy and social justice.

1.1 OUR VISION FOR A BETTER WORLD

- 1.1.1 Fighting 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, will continue to be our objectives for the next five years. Ensuring peace, ecological sustainability and a fair multilateral system are integral to this struggle.
- 1.1.2 The multiple crises since 2008, and the way our economic and political systems dealt with them, have exposed the failure of the neo-liberal prescriptions promoted by capitalist interests supported by many corporate elites. The resulting social, political, and economic turmoil is creating anger amongst workers and the conditions for change.
- 1.1.3 PSI's proud 115-year history reminds us that without a bold alternative vision, workers' anger quickly turns to cynicism and disengagement – or worse reactionary, racist, and xenophobic “solutions”. Since 2017 Congress, many of these “solutions” have been tried, and have failed, across the globe. Yet the combined crises are still present and mounting.
- 1.1.4 Unions must offer radical solutions and sustainable conditions, relevant to workers lives. Solutions that provide hope of fundamental change to the social, environmental, and economic systems that stop workers from enjoying freedom, hope and prosperity.
- 1.1.5 In the face of daily precarity it is decent work, a redistributive welfare state, and quality public services (QPS) that will provide certainty and human rights to all. In the face of global geopolitical uncertainty, only strengthened democracy will provide cohesion and solidarity.
- 1.1.6 Building the movement to achieve this requires a clear articulation of who has power, and in whose interests it is wielded. The multiple crises we face cannot be solved without deliberately and significantly reducing the power of financiers, shareholders, and corporations, strengthening democracy, and building massive political and economic investment in a wide range of well-resourced QPS.

- 1.1.7 In a world awash with decades of propaganda that there is no choice but market fundamentalism, public service workers and their unions are the custodians of the seeds of an alternative world and a critical component of the power to achieve it.
- 1.1.8 In our daily work, public service workers provide a perspective that goes beyond economic and labour market considerations. We provide services to the sick and the healthy alike. We unite civil society, labour, and the public who use our services. We risk our lives when disaster hits – not for profit but for the common good. We demonstrate that work can transcend a legal contract or an economic imperative, and we are often the largest unions.
- 1.1.9 We put people over profit. We have a unique perspective on global challenges. We know who makes the rules and how to influence them. We understand what is required to regulate corporate power.
- 1.1.10 We defend democracy. We are committed to multilateralism and welcome the work of those international institutions and organisations in the fight for increased democracy, transparency, and rule of law, against disinformation and extreme nationalistic and populist movements.
- 1.1.11 Fearing our commitment and our power, capitalist interests and supporters of neo-liberalism target public sector workers with their myths, their media, their laws, and sometimes with violence.
- 1.1.12 Building a movement to achieve our objectives requires reaching out to as many workers as possible. We will assist our affiliates to organise in the workplace, and community, and grow by reaching out to all workers.
- 1.1.13 Together, we will unite workers of the global north and south. We will offer alternatives and be relentless in our scrutiny of false solutions. We will build powerful coalitions with public service users, our fellow trade unionists, and civil society.

- In a world of multiple crises, the alternation of power between the far right and progressive governments in countries in Inter-America has resulted in breakthroughs and setbacks for democracy. The ultraliberal forces continue their onslaught against democratic electoral processes and seek to destabilize democratic institutions. No country is free from this threat, which is why we must strive to offer sustainable solutions to these crises by deepening democracy and strengthening the institutions of the democratic State.
- In the face of rising inequality, inflation and precariousness in the most unequal region with the highest income concentration in the world, we must fight for better income distribution mechanisms and for tax justice as a way to fund the State and strengthen public services.
- We must fight to build an inclusive labour movement that prioritizes social justice, decent work, defending democracy and the coming together of workers from the global north and south to build alternatives to the power of corporations. People must be prioritized over profit.

1.2 THE WORLD WE LIVE IN

- 1.2.1 People Over Profit: PSI Programme of Action 2018-2022 (PoA) was a warning call about the consequences of not fixing the broken system. It set out our critique of the current neoliberal world order and our vision for a better world. Combined with affiliates' resolutions, it committed PSI to a comprehensive range of policy positions and bold action.
- 1.2.2 This Congress reaffirms the fundamental social, economic, and environmental analysis of the 2017 PoA, its policies and calls to action.
- 1.2.3 We can be proud of the victories we have had – finally burying the Trade in Services Agreement, changing the public debate on Public-Private Partnerships (PPPs) and re-municipalisation, forcing real change in corporate tax policy, initiating a new universal narrative that recognises 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.
- 1.2.4 Public service workers, and often health workers, have been at the front of important movements for democratic change in countries such as Chile, Lebanon, Turkey, Algeria, Chad, and Myanmar.
- 1.2.5 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.
- 1.2.6 Democracy is being pushed back worldwide, with the imposition of authoritarian regimes through to the destabilisation of political processes in established democracies, as corporations wield increasing power and extremist movements using traditional and social media and the internet to spread far-right political narratives, disinformation, and destabilisation. Nationalism, populism, xenophobia, antisemitism, and islamophobia are on the rise. The very international institutions and processes which can and must lay the foundations for inclusiveness, shared prosperity and a sustainable future have been severely weakened. Many of them are not fit for the current age and require fundamental reform to make them fulfil the role.
- 1.2.7 The central task of the 2023 PoA is now to understand the changes since 2017, the effects of these changes, and how we must adjust our strategy and actions to build the power needed to achieve the world we want. Building this power will be the central theme of our work in the coming five years.

- The labour movement has been instrumental in strengthening democratic processes and returning progressive governments to power in, Brazil, Chile, Colombia, and Honduras. Together with other social movements, we have succeeded in electing democratic governments that are committed to labour and human rights and defend the role of the State in workers' lives. However, these struggles have fallen short of avoiding serious setbacks in countries such as Argentina, Ecuador and Peru.
- Feminist and anti-racist (Afro-descendant and indigenous) movements have been critical to the return of progressive policies. These movements have organized outstanding actions to expand and deepen concrete struggles aimed at winning new rights and consolidating others.
- The feminist movement has played an important role in the debates about the reconstruction of the social organization of care and the establishment of public policies that reflect feminist principles. It is worth pointing out the importance of the feminist movements in the struggle to conquer new spaces and to advance in the construction of a more just society for women and men.
- Setbacks for democracy and the advance of ultraconservative and neoliberal forces challenge the region's labour movement to continue the fight to stop the attacks on labour rights, increased inequality, privatizations, corporate power, and the dismantling of public services.

MULTIPLE CRISES

- 1.2.8 Since 2017, unprecedented, interrelated global crises have dramatically changed the political conditions we work in. COVID-19, the climate and environmental crisis, geopolitical changes, war, energy and food crises, rising inflation and inequality, the care crises, right wing and authoritarianist governments and increases in corporate power, amongst other forces, have had profound impacts on our world. Digitalisation has further increased the pace of change, creating opportunities but also requiring stronger digital governance.
- 1.2.9 They have exposed how our political systems, national economies, and neoliberal globalisation have put profit over people. These combined failures have made our world more fragile and us all more vulnerable to increasing global shocks.
- 1.2.10 The contradictions are now starker, the injustices clearer, and the demand for radical change compelling. People are angry and looking for alternatives. There is an opportunity to create a coherent new narrative that galvanises broad support for our vision.
- 1.2.11 COVID-19 has demonstrated that change can happen fast if the political conditions are right - but shifts in political conditions are not necessarily permanent. The daily struggle of workers' lives, and relentless propaganda of corporations, speculators and investors, can dim the desire for change with time.
- 1.2.12 COVID-19 also vividly demonstrated how critical social protection, workers' rights, and quality public services (QPS) are. People no longer accept without question that spending cannot be raised for social measures nor that neoliberal free trade has no costs.
- 1.2.13 Old myths, carefully established and promoted, are cracking: that the private sector is always better and that public services can be safely privatised. It is now clear that global value chains make us more vulnerable to the increasing number of shocks we face.
- 1.2.14 Many people are rethinking the world and the economy they want to live in and noticing the importance of, and how much they rely on, public services. However, due to chronic underfunding, employees are increasingly poorly paid and precariously employed. There is also an ethnicization and marginalisation of workers in public service employment that needs to be addressed. Many have been reminded how vulnerable they are if they give up fighting for a better system. There is a rising awareness that the market fundamentalism that created these problems will not fix them.
- 1.2.15 Growing awareness and anger have been both fuelled, and amplified, by other social movements such as #MeToo, Black Lives Matter, the climate crisis movement, and social uprisings in places like Chile, Hong Kong, Tunisia, Lebanon, Myanmar, Iran, Belarus, and others - often led by young people concerned about their future.
- 1.2.16 COVID-19 also demonstrated that extreme right-wing politics and populism provide no solutions. The icons of the authoritarian right, from Bolsonaro to Trump, failed to keep their citizens safe. The virus exploited weaknesses in public policies that ignored the science, and so-called free markets were unable to control it.
- 1.2.17 Whilst right-wing nationalists continue to be a strong and dangerous political force, especially in Europe, recent events have put them on the back foot in some places. We must be vigilant and organised and ensure that they are not given opportunities to reassert themselves.
- 1.2.18 In many countries, and in most multilateral institutions, decades of neo-liberal policies are deeply embedded and create impediments to change from within existing structures. The massive concentration of wealth amassed over this period also serves to influence and subvert democratic processes and shape public debates. It must be an urgent priority to reverse these impediments and reshape our public institutions.
- 1.2.19 The climate and environmental crisis has rapidly accelerated since 2017. Increasingly frequent and severe weather events, pollution, and damage to nature have killed and disrupted millions of people's lives with intersecting impacts. It is likely that these will become worse and that the necessary transition to a low-carbon energy future and a healthy, sustainable environment will create massive political tension.

- 1.2.20 Climate migration has already begun and is likely to increase. The lack of progress in the face of catastrophic events has exposed the interests of corporate and political elites and mobilised a new generation of activists. It has also demonstrated that the free-market fundamentalism that has created the crisis of overconsumption cannot fix the problem, certainly not fast enough to avoid the collapse of the planet.
- 1.2.21 These crises have 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 the global south and the working class everywhere.
- 1.2.22 While unacceptable inequality existed before these crises, both within and between countries, it has been exacerbated and made much more visible, exposing how our economic system rewards large private interests at the expense of the common good.
- 1.2.23 A long period of low interest rates has fuelled huge asset price rises and speculative bubbles. The flood of cheap borrowed money has not funded productive investment and QPS, but propped up corporate dividends, funded share buybacks, driven up housing prices and inflated the stock market.
- 1.2.24 Workers have suffered from these policy settings, and will now further suffer as interest rates rise because of the circumstances created by deregulated financial market capitalism.
- 1.2.25 We are seeing a cost-of-living crisis for workers exacerbated by supply bottleneck and the effects of war. Supply chains are making us more vulnerable as corporations take massive profits from privatised energy and financialised food production while workers struggle to pay rent, eat, and keep warm.
- 1.2.26 In many countries, rising interest rates will trigger sovereign debt crises. The real threat of sweeping waves of austerity is now present. Women, young workers, workers with disabilities, and migrants are disproportionately affected by inflation, the rise in precarious work and austerity measures. Billions of people who played no part in creating this economic mess are suffering daily - and are very angry.
- 1.2.27 Digitalisation of the economy continues to disrupt political, social, and work environments and in many cases is driven by certain corporate and government interests. Instead of realising the benefits that inclusive digitalisation could bring for workers and the community, big tech companies are driving precarious work, work intensification, privatisation, surveillance, and economic concentration of wealth, power, and information.
- 1.2.28 The reach of profit-driven social media platforms and an unwillingness of corporations and governments to effectively regulate them has enabled the growth of a dark network of misogynist, homophobic, transphobic, and racist actors. It has also polarised political debate, spread false information, undermined trust in governments and weakened democracy.
- 1.2.29 Trade negotiations are increasingly focusing on providing unrestricted access to deregulated markets and monopoly power for the largest global tech firms. While technology has the power to create better lives for workers, governments and unions are scrambling to catch up, leaving a critical lack of democratic and workplace governance of new technology.
- 1.2.30 It is becoming clearer that we are experiencing a major geopolitical shift that will create uncertainty for decades. The US and Europe's ability to dominate international decision making, expand their military presence, suppress rival national actors, and preserve old colonial spheres of interest through new forms of economic colonialism are beginning to be challenged by rising alternative poles of power.
- 1.2.31 The growth of China's economic power is slowly translating into military and geopolitical power to rival the US. Its ambitions to unite previously held territory, expand its sphere of influence, assertive infrastructure investments, and authoritarian political structures all raise the risk of conflict. China's rise creates the circumstances for middle powers to challenge the previous US-Europe hegemony. Russia's war of aggression on Ukraine has had far-reaching effects on Europe and neighbouring states. In addition to the human suffering caused, the entire global economy has been thrown into turmoil.

- 1.2.32 The massive impact of the man-made climate and environmental crisis and the lack of countermeasures by governments will also lead to increased refugee movements in the future. Some political actors and governments will exploit this situation to play individual population groups off against each other.
- 1.2.33 These changes are creating a fractured and unstable global environment. Some countries will be able to skilfully play off the larger powers whilst others will get caught in proxy wars and conflict. Ultimately, this endangers democracy.
- 1.2.34 The risk everywhere is that in an uncertain world people will seek certainty in nationalism, authoritarianism, religious fundamentalism, and military expansion. In addition to the social costs, militarisation will squeeze funding for social services and inevitably there will be further attacks on trade unions and workers' rights.
- 1.2.35 Democracy cannot preclude wars, but without democracy authoritarian leaders have far fewer checks on their reckless behaviour and far more means to control opposition to war. There is a major risk that in an uncertain world, comprised of increasingly militarised regional blocks, UN institutions, already eroded by corporate influence, will struggle to maintain peace. In a nuclear armed world these rising risks are potentially catastrophic.
- 1.2.36 Wars in countries such as Syria, Yemen, Ukraine, Sudan, Ethiopia, and Libya, the continuing instability in the Arab region, the unresolved issue of Palestine, and political unrest in countries such as Myanmar and Peru, undermine peace, prosperity, and human rights for millions, and destabilise already fragile regional and global geopolitical relations.
- 1.2.37 Labour must continue its historic fight against fascism and play its central role demanding peace, democracy, and environmental, social, and economic justice.

- PSI's 31st World Congress motto underlines our call to prioritize people over profit, in the context of multiple crises. This refers to the COVID-19 pandemic, the climate and environmental crisis, wars, energy and food crises, rising inflation, increasing inequality, the crisis of care, the rise of authoritarian, right-wing regimes, and the strengthening of corporate power, among others. These multiple and overlapping crises present unheard-of challenges to the labour movement and all of us engaged in an international federation of public services workers.
- The COVID-19 pandemic seriously affected public services workers, including health, care, sanitation, and cemetery workers. In the Inter-America region we continue to fight for reparation for the workers who died of or were affected by COVID-19.
- The climate and environment crisis affects countries unequally. Poorer countries are less prepared to adapt to extreme climate events. Over the more recent period, a number of countries in Inter-America have suffered the effects of the increased intensity and frequency of extreme meteorological phenomena, particularly countries in the Caribbean and Central America, in addition to Brazil and Mexico. These phenomena have prompted an increase in demand for health care and have overwhelmed capacities to deliver public services.
- In many countries in the region, we have witnessed attempts to disrupt democracies, threats against the rule of law, and political persecution using lawfare. Disinformation including fake news, authoritarianism, and religious fundamentalism are tractional growing with the unregulated use of profit-driven digital platforms.
- PSI led the struggle to improve access to health technologies and diversify production capacity by suspending Intellectual Property privileges and sharing medical technology during the COVID-19 pandemic. Our coordinated work with affiliates helped to influence neutral countries to support our goals and to neutralize those that were against them.

THE MULTILATERAL SYSTEM

- 1.2.38 The multiple crises we face each require coordinated intervention at all levels of government and international cooperation of democratic and authoritative institutions.
- 1.2.39 However, the experience of the last six years demonstrates that solving current pressing problems requires a fundamentally reformed, if not re-founded, multilateral system. These institutions too often reflect and reinforce the tensions, privileges, and past colonial relations in the world rather than resolving them. The multilateral system has not prevented millions from dying and the destruction of the planet.
- 1.2.40 Successive COPS have not taken sufficient and swift action necessary to protect the planet and its inhabitants, and the G20 and Organisation for Economic Cooperation and Development (OECD), after eight years, have been unable to end tax havens and ensure the wealthy and corporations pay their fair share. Amidst the worst pandemic in one hundred years, the WTO took insufficient action to avoid millions of needless deaths by failing to implement an adequate, swift, and fair TRIPS waiver.
- 1.2.41 The IMF and World Bank have continued to promote privatisation and development models that undermine economic development in the global south and have failed to create a fair debt work out system that no longer punishes workers, users of public services, and the vulnerable, for the reckless debt of private financialised capital.
- 1.2.42 Most alarming is the penetration of corporations into the multilateral system. COVID-19 has exposed 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 (PPP) that funds billions in vaccine research but has pharmaceutical company members sitting as equals to country representatives on its board.
- 1.2.43 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' organisations 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.
- 1.2.44 In contrast, PSI supports strengthening the ILO as a model for tripartism in the UN. We must strengthen the workers' group to ensure labour's voice is heard and build government support for the tripartite model.
- 1.2.45 Moreover, two years of virtual meetings have provided UN agencies with an excuse to restrict effective participation of civil society organisations, and in particular of trade unions, in global events (from GFMD to UNCSW, from WHA to ILC¹). This is an alarming sign of the escalation of the democratic deficit of global governance and now risks becoming a permanent method to limit democratic participation in the global decision-making process.
- 1.2.46 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 emitters and polluters in stopping the rapid and urgent change needed to deal with the climate and environmental crisis, which is also a health crisis in many respects.
- 1.2.47 Global labour must claim its role as a democratic social partner in these processes. Whilst we will work with civil society, as the largest democratic movement in the world, we are not just another part of it.

1. Global Forum on Migration and Development (GFMD), United Nations Commission on the Status of Women (UNCSW), World Health Assembly (WHA), International Labour Conference (ILC).

- 1.2.48 Nor is labour just another factor of production. Unlike business we are democratic and represent people who have human rights. We must not be co-opted by the companies we work for nor equated to other lobby groups. We must not compromise our status in the pursuit of a place at the table. This cannot be the way to ensure justice and social dialogue. By virtue of the work our members do, our size, and our representative mandate, we must be an integral and leading part of multilateral processes.
- 1.2.49 The multilateral system, founded on a collective vision for peace and prosperity for all, must not be corrupted by corporate interests, or authoritarian tendencies. It should not be dominated by geopolitical interests nor the interests of the richest countries. The international financial institutions must return economic policies to the service of human development and environment preservation, and not the other way around.
- 1.2.50 Member states must be held to account for allowing corporate interests to dominate their positions in multilateral forums. Member states must also hold each other to account when private national interests frustrate the delivery of global public goods. Wealthy countries such as the USA and those in the EU must stop blocking urgent global initiatives to protect domestic economic interests and wealth built by centuries of colonial injustice not afforded to most other states.
- 1.2.51 The multilateral system must be able to safeguard peace if it is to deliver human rights, prosperity and a healthy and liveable environment for all. Labour must assume its central role in demanding and achieving this.
- 1.2.52 Groups of developing and least developed countries, like the G77 and group of Small Island Developing States, must group together to assert collective interests. Multilateral processes must allow the space for this to occur and not allow institutional practices, or economic and political pressure from large and rich countries, to split or side-line these groups.
- 1.2.53 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 that has already surfaced in many countries.
- 1.2.54 PSI will prioritise working with affiliates to :
- a) Expose the corporate and vested interests that dominate the multilateral system.
 - b) Demand a system that prioritises peace, human rights, dignity of labour, equality, inclusion and the fight against the climate and environmental crisis.
 - c) Hold member states to account when they prioritise private national interests over finding global solutions – especially those in the global north.
 - d) Educate members about the role of international institutions in solving workers' problems and the need for fundamental reform.
 - e) Expose and oppose, in all relevant forums, countries who violate workers' rights and show solidarity with workers whose rights are being violated.
 - f) Influence and build support from private sector unions, national centres, and global union federations.
 - g) Build powerful coalitions at local, national, regional, and international level to force change.

- We reiterate the assessment of the Global Programme of Action that a world of multiple crises requires coordinated actions of every government sphere, including unions in the north and the south. However, in the Inter-America region, the multilateral governance system is still closed to social engagement. The labour movement must insist on its role as workers' representative in the multilateral system for the purpose of building a sustainable development model.
- We understand that the Inter-American Development Bank (IDB) and the Pan American Health Organization (PAHO) have not created open social engagement systems and continue to fail to adopt measures that include the voices of the workers in their structures.
- The Organization of American States (OAS) maintains a contradictory policy with regard to the resolution of regional conflicts. The multilateral system must be capable of safeguarding peace and democracy in its member states in order to ensure human rights, prosperity, and sustainable development for all. Without favoring specific countries.
- However, there have been important breakthroughs in the region prompted by the work developed by the Inter-American Commission on Human Rights (IACHR), where we have succeeded in advancing the decision on the right to strike in the public sector.
- Our priority is to keep fighting for greater civil society representation at the IDB and PAHO and to stand up against the interests of the corporations by demanding that the voices of workers be heard in the construction of a multilateral system that prioritizes human rights, decent work, and sustainable development.
- **AMENDMENT:** Considering the advance of far-right propaganda, which leads more and more young people to individualize their struggles and leave collective struggles aside, resulting in their co-optation, and the lack of inclusion of educational programs focused on union and employment issues in the region. It is recommended that the PSI continues to finance educational projects aimed at young people, such as "Union Schools", to strengthen the orientation and inclusion of young people in the union movement, and thus leave fertile ground for a prosperous union movement in the future.

2. BUILDING THE POWER TO CREATE THE WORLD WE NEED

2.1 INTRODUCTION

- 2.1.1 The current global system was built, and is defended, by powerful interests. Our primary task must be to build a movement powerful enough to challenge these interests and ensure democratic institutions place people over profit.
- 2.1.2 Building a movement capable of taming corporate power is at the centre of this struggle. Whether it is the climate and environmental crisis, taxation, workers' rights, privatisation, trade rules, digitalisation, inclusion and equality, economic policy, or strengthening democracy – the main impediment in achieving our vision is the massive and growing power, wealth, and influence of corporations.

2.2 ORGANISING AND GROWTH

- 2.2.1 Ultimately, our power comes from the size, strength, and unity of our affiliates. We must increase density in organised workplaces and organise new workplaces.
- 2.2.2 We will unionise workers at workplace, company, sector, and national level and coordinate across unions and countries. We will organise public service workers in the public, private, and non-profit sector, the formal and informal economies, and outsourced and precarious workers.
- 2.2.3 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. We will work with affiliates to strengthen national co-ordinating committees, sectoral and regional networks, and company and international co-ordination structures.

- 2.2.4 PSI is uniquely placed to map corporate power across borders, help affiliates to educate members and co-ordinate action to challenge this power. We will provide affiliates with information, research, and analysis on corporate strategies and how to counter them.
- 2.2.5 PSI will work with affiliates to better organise in their national contexts and facilitate solidarity support between affiliates. PSI activity will reinforce affiliates' organising and growth strategies. Our union development and international solidarity programmes will be central to this work.
- 2.2.6 Organising workers to build union power starts in the workplace. Unions must build strong relationships with members and potential members by identifying the issues that matter to them and demonstrating that union activity can make a difference. PSI work will assist affiliates to identify and train workplace leaders and activists, strengthen local branches, and recruit new members with a focus on women and young workers.
- 2.2.7 Building bargaining power as well as promoting worker participation requires that unions be open, participatory, and democratic. PSI will work with affiliates to organise and involve all workers regardless of age, race, gender, gender identity, sexuality, or migration and refugee status. We will continue our long-standing work to support women's leadership, build women's workplace and political power, promote gender parity in unions and renew our political drive to involve young workers in decision-making.
- 2.2.8 Unions grow when workers feel unions are powerful, are addressing the issues they care about, and are given the opportunity to participate in democratic decision making, planning and action. PSI will work with its affiliates to actively provide opportunities for workers to participate in action that strengthens collective power. Our work will encourage hope and share knowledge amongst affiliates about good practices.
- 2.2.9 Global Framework Agreements (GFAs) can be a useful tactic, when negotiated with the involvement of the relevant national unions, for enforcing workers' rights. However, they tend to reflect power already built by organising at the workplace, and in the absence of good organisation are hard to implement and can be distractions.
- 2.2.10 We will monitor and evaluate current agreements and ensure the rights they provide are enforced and used to build our power. We will support our affiliates to negotiate new GFAs where they strengthen workplace organising and increase worker power. We will not negotiate agreements that co-opt us to relationships with bad employers or to simply carve out territory against other GUFs.
- 2.2.11 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.

2.3 MOBILISING AND INFLUENCING

- 2.3.1 From the workplace to the UN, or in multinational companies, projecting our power to make change relies crucially on how we mobilise to influence decision-makers. Projecting power requires workers to act decisively with co-ordinated action around well-formulated demands in concert with as many allies as possible.
- 2.3.2 PSI will continue to develop in-depth analytical work, clear policy recommendations and coherent political strategies. We will strengthen the ties among ourselves and our capacity to coordinate across national boundaries.
- 2.3.3 We will engage more in the global rule-making processes and fight to ensure that corporations and elites cannot dominate rulemaking in their interests. We will identify the global institutions that have the most effect on workers and public services.
- 2.3.4 Through our trade union development partnerships, we will work with affiliates, solidarity support organisations and fraternal unions to extend our reach and impact, demonstrate international solidarity and support affiliates to organise, build power, and make change.

- 2.3.5 Our project work will emphasise sectoral work, gender mainstreaming, trade union rights, and strengthen PSI's larger campaigns, such as trade, tax justice, migration, fighting against far-right ideas, fighting privatisation, and advocating for the right to public health and care. We will organise workers in priority areas such as health, care, and waste. We will provide union leadership training for young workers and women. We will pursue the necessary internal resources required to expand this work.
- 2.3.6 Excellent communication is vital to our political task. We will continue to invest heavily to ensure our message is heard by our affiliates and their members, the national and global labour movements, our allies, national governments and intergovernmental organisations, policymakers, and the public. We will use multiple forms including mainstream, social, and less established media.
- 2.3.7 Since 2017 Congress, our web presence has become more accessible and facilitated involvement and action. We will continue to promote our campaign platform People Over Profit, providing our affiliates and partners with a range of tools and materials they need.
- 2.3.8 We will continue to use all available tools to make complex issues understandable and facilitate action. We will find new ways to share the vast trove of knowledge held by our affiliates and allies and reach out to individual members and activists who are willing to act on PSI priority issues.
- 2.3.9 We are most powerful when our message goes beyond organised labour and speaks to all who rely on public services and want democratic governance. We will work with non-labour allies who share our vision - those who use public services, progressive NGOs, the public, and governments and academics ready to challenge corporate power.
- 2.3.10 Building our power requires that we use every opportunity to become stronger and more effective. We must monitor our progress, learn from our actions, and maintain accountability to confidently assess our strategies and tactics, focus on our gaps and claim our victories.
- 2.3.11 Success requires prioritisation and the ability to adapt to circumstances as we learn. PSI Executive Board (EB) will determine these priorities over the Congress mandate. Regional, sectoral, and cross cutting (such as the World Women's Committee) work plans will be developed, consistent with EB priorities. In doing so we will prioritise action that promotes labour's unique perspective, builds our power, identifies common worker positions based on solidarity, supports affiliates, influences the global labour movement, and facilitates worker involvement to influence intergovernmental bodies and multinational employers.
- 2.3.12 PSI will prioritise these actions in all its work and will work with affiliates to:
- a) Support affiliates to grow and build their power.
 - b) Support affiliates to take co-ordinated international action.
 - c) Advocate and support inclusive organising of all workers and the defence of trade union rights.
 - d) Build our influence in the global rule making processes that most effect affiliates' members.
 - e) Support and grow our Union Development and communications capacity.
 - f) Build alliances and periodically evaluate our work.

- PSI affiliates and their membership are our greatest strength. They are the actors that take up the concrete local struggles. Our organization, size, and unity are the strengths that we mobilize to stand up against the interests of corporations and their privatizations.
- It is imperative for the region that we organize all public services workers, whether private or non-profit, in the formal or informal economy, regularly hired or precariously employed, to build our power and protect all workers in the sector.
- It is essential to keep moving forward with the organizing of traditional sectors, in addition to making headway in the organizing of all workers regardless of their form of employment as a way to stop precarious work. Organizing the greatest number of workers makes our negotiation power stronger. Only open, democratic, and powerful unions can make real change.
- PSI's National Coordination Committees (NCCs) play an important role in the promotion of integration across sectors.

3. RESPECT AND DIGNITY FOR ALL

3.1 INTRODUCTION

- 3.1.1 Congress 2023 affirms the analysis, policy, and actions from the 2017 Congress.
- 3.1.2 We reaffirm that our movement is inclusive and recognise that diversity is strength. Our vision, and our ability to realise it, is underpinned by our principles and our cohesion.
- 3.1.3 Real inclusion requires the righting of historical wrongs. Fighting discrimination, realisation of human rights and empowering everyone requires that we acknowledge the past, integrate antipatriarchal and decolonial lenses, take specific actions to remedy injustice, shift the balance of power, and mainstream our inclusive practices to create a just future for all.
- 3.1.4 Quality public services remove barriers to participation in all areas of society. Public service workers and their unions play an important role in providing and demanding public services for everyone and ensuring that public service workplaces are inclusive and free from discrimination, violence, and stigmatisation.
- 3.1.5 The multiple crises we face both expose current structural inequalities hidden in plain sight, and exacerbates many of them. Many frontline jobs that keep our communities functioning are dominated by women: care work, health work, cleaning services, education and childcare, among others. These workers are undervalued, underpaid, precarious, racialised, subject to demands to work for free, and denied formal employment rights.
- 3.1.6 While the current international narrative is to demand action to end inequality, government actions often contradict this. Public sector reform too often reflects this contradiction.

3.2 FIGHTING FOR GENDER EQUALITY AND JUSTICE

- 3.2.1 The COVID-19 pandemic crisis has also become a gender equality crisis. The health, economic, and social effects have hit genders in different ways. Periods of lockdown have led to a rise in already high levels of domestic violence and femicides. In the areas of working life and economy, there has been backlash for gender equality as women are more economically vulnerable, having lower wages and precarious work. Mental health, the mental load, and stress has become a concern especially for the female dominated health and care sector. Also, women have been forced to bear the responsibilities for the home, family and the education of the children while schools have been closed. We have seen austerity programmes rely on women stepping in, to provide unpaid care in lieu of public services, when the state fails in its responsibilities. Rising inflation, the likely return to austerity policies, and precarious work all have a disproportionate impact on women.

- 3.2.2 PSI acknowledges that intersecting forms of discrimination result in women's under-representation in decision-making processes. Increasingly, multilateral institutions captured by private interests or gender-washing have instrumentalised gender discourse. We must ensure that all women, including poor, rural, racialised, and Indigenous women, are heard in social dialogue, the workplace, and unions. We will prioritise ensuring democratic participation, genuine leadership roles, powerful organising for all women, and empower and support women to play leadership and representation roles within PSI and in advocacy spaces.
- 3.2.3 We will ensure that our climate work considers the gender impacts of a just transition, acknowledges the unequal burden shouldered by women, challenges the gendered division of labour, and re-values women's work and female-dominated sectors.
- 3.2.4 We recommit to our extensive programme and honour our long history of work on gender equality, and in particular violence against women, the right of women to make decisions about their own body and have free access to contraception and abortion. In fighting for women's rights, we will not just make inequality more bearable but fight to transform unequal gender power relations and build gender transformative quality public services (QPS). We will fight the narrative that women must become more resilient to inequality and instead demand better QPS, social protections, higher wages, professionalisation, more formal and non- precarious work and workers' rights.
- 3.2.5 Gender mainstreaming will continue to be a focus in our work. It requires the active participation of men, women, feminised identities, and gender non-conforming people. We recommit to ensuring that gender will be a focus in all areas of PSI and affiliate action, including climate, sector, digitalisation, QPS, and economic policy. The World Women's Committee (WOC) will oversee this work and develop gender indicators for PSI to monitor its implementation as organisational responsibility.
- 3.2.6 PSI recognises intersectionality, i.e. the intersection and simultaneity of different forms of discrimination as one of the central problems in the struggle for gender equality and justice. Especially Black, Indigenous and People of Colour (BIPoC) persons, but also LGBT+ persons are exposed to multiple forms of discrimination in this context, which are mutually dependent and reinforcing. Against this background, special attention must be paid to the problem of intersectional discrimination and this must be combatted wherever possible.
- 3.2.7 PSI will prioritise working with affiliates to:
- a) Continue our work with UN bodies, especially the Commission on the Status of Women (CSW) and ILO, to promote equality and gender transformative agreements and ensure gender focal points to monitor post UN CSW action plans.
 - b) Fight for gender analysis in COVID-19 recovery plans, including measures for psychosocial risk and mental health.
 - c) Continue to promote PSI's Five Rs framework² for rebuilding the social organisation of care, our Care Manifesto, our alliance-building, and our campaign for care as a human right.
 - d) Fight for pay indexation and pay transparency critical for gaining wage and gender justice.
 - e) Advocate for quantifying the value of unpaid and undervalued women's work and increase its use in all areas of PSI action.
 - f) Promote public and gender-transformative care at national and international levels.

2. :

- Recognise the social and economic value of care work and the human right to care;
- Reward, remunerate and represent 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.

- g) Continue our work on gender-based violence (GBV), including digital violence, promoting ratification and implementation of ILO Convention 190, and model agreements for collective bargaining, embracing an inclusive and integrated approach to violence and harassment in the world of work, that comprises education and awareness-raising, effective policies, procedures, and legal protections, and link it to our work on gender transformative QPS.
- h) Reinforce gender-related Trade Union Rights (TUR) work in all PSI sectors, build negotiation skills in collective bargaining and social dialogue, develop model clauses, and maintain ratification, implementation, and supervision campaigns for key ILO Gender Equality Conventions such as 100 (Equal pay), 111 (Non-Discrimination), 156 (Workers with Family Responsibilities), 183 (Maternity Protection), and 190 (Violence and Harassment).

3.3 YOUNG WORKERS

- 3.3.1 Young workers continue to face an unprecedented situation. They are more likely to be in precarious work, face unemployment, be without savings to cushion them from financial hardship, and be subject to different or lesser social protections.
- 3.3.2 Young workers are often more vulnerable in the workplace and less aware of their rights. Periods of confinement have made access to education and training much harder and exposed young workers' disproportionate reliance on sub-standard and precarious housing. Privatised education and training, particularly in the global south, restricts access to education and skills formation that lead to work, and leaves young people indebted and further impoverished.
- 3.3.3 Now young workers also face an uncertain economic, environmental, and geopolitical future that will place a higher burden on their generation than those preceding them.
- 3.3.4 The situation of young workers is one of the most profound challenges facing public service unions and the labour movement. Ensuring young workers are recruited, organised, and integrated into all levels of union leadership and activity is essential if we want our movement to survive and grow.
- 3.3.5 PSI will prioritise working with affiliates to:
 - a) Continue our specific programmes for young workers, as well as ensuring that all our activities are relevant and inclusive.
 - b) Organise and recruit young workers and ensure young workers are included in all elected decision-making bodies of PSI.
 - c) Deepen involvement of young workers in PSI priority campaigns, including those that address gender equality, labour market issues such as unemployment, provision of safe and secure employment, fair pay, digitalisation, migration, climate change, environmental damage, and access to education and training.
 - d) Develop young workers' union leadership skills and gender training programmes and facilitate networks inside and between regions.
 - e) Insist on the right of access to housing for young workers.

3.4 MIGRATION AND REFUGEES

- 3.4.1 The global number of forced displacements has doubled within the decade to 89.3 million in 2021. Within this, the number of people internally displaced by disasters (23.7 million) is now almost double than those caused by conflicts and violence (14.4 million) and forecast to rise rapidly with the increase of climate related disasters and rising geopolitical uncertainty.
- 3.4.2 Migrants and refugees contribute significantly to economic growth, cultural diversity, and social development in both origin and destination countries. Migrant workers currently represent 4.7% (164 million) of the global workforce, yet they often face barriers to accessing decent work, social protection, and basic services. Moreover, the pandemic highlights the invisible yet essential role of migrant workers who are overrepresented in precarious work. Patriarchal norms, 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. Migrant health and care workers are an essential part of the health and social care workforce.

At the same time, it is important to ensure that migrants workers' rights are safeguarded and there is no room for labour exploitation. Governments must not rely on international migration and the global care chains to address the staffing needs in their respective countries. Instead, they must support international efforts to sustain human resources for quality public health and care services for all countries, and ensure that countries of the global south do not lose skilled workers through labour migration, undermining the local situation,

- 3.4.3 Amidst the COVID-19 pandemic, refugees and internally displaced persons (IDPs) have become more vulnerable, as they are often excluded from access to public services, decent work, and social protection. We will continue fighting for these persons' access to these rights, based on solidarity and human rights, and fight to address the root causes of forced displacement and migration.
- 3.4.4 The UN Global Compact on Migration (GCM) and the UN Global Compact on Refugees (GCR) have now set a global governance framework. PSI will use the UN Guidance on Bilateral Labour Agreements (BLA) and the WHO Guidance on Health Worker Mobility and Migration to strengthen social dialogue and build affiliates' capacity in engaging in BLAs.
- 3.4.5 There must be fundamental respect for human rights, humanitarian law, and core labour standards in addressing migration, mobility, and refugee flows. Governments and international organisations, including the European Union, must stop building walls, create safe escape routes and establish safe and legal corridors for migration. They must give special consideration to the concerns of children, women, and other vulnerable groups. They must refrain from outsourcing responsibility for refugee protection, militarising borders and outsourcing the handling of asylum processes, subsidiary protection and other forms of protection. In addition, they must stop poaching essential skilled workers and introducing temporary migration schemes that undermine human and labour rights.
- 3.4.6 PSI will prioritise working with affiliates to:
- a) Continue to engage in global policy and advocacy in line with the 2018-2022 PoA and PSI policies.
 - b) Reiterate PSI policy, call upon employers to provide decent work and fair wages to all migrant workers, regardless of their status or origin, and to ensure that they are not subjected to exploitative and abusive labour practices, such as forced labour, human trafficking, and wage theft.
 - c) Urge governments and local authorities to provide access to basic services, such as health care, education, and housing, to all migrants and refugees, regardless of their status, and to remove barriers to their social inclusion and participation.
 - d) Call upon governments, employers, and workers to strengthen social protection systems and safety nets to ensure that all migrants and refugees have access to adequate social protection, regardless of their status or origin.
 - e) Enhance the capacity of our affiliates to deal with health and care worker migration and mobility, social dialogue, global skills partnerships, fair and ethical recruitment and BLAs.
 - f) Continue to organise migrant workers and encourage their leadership in trade unions, especially among women migrant workers.
 - g) Highlight climate-related migration and forced displacement and defend human rights, decent work, and quality public services (QPS) as the main strategy for adaptation, inclusion, and building resilience.

3.5 FIGHTING RACISM AND XENOPHOBIA

- 3.5.1 While overt racism is now widely regarded as unacceptable, it continues to persist. We have seen far right, undemocratic, and authoritarian leaders use the multiple crises we face to provoke racism, xenophobia, and discrimination, both inside and outside the workplace. Struggles such as the [Black Lives Matter movement](#) and the worldwide protests against systemic racism are welcome responses to the pervasive and systemic racism that persists across the globe but much more needs to be done.

- 3.5.2 PSI will fight for workplaces free from all forms of discrimination. We will promote quality public services provided for all, free from discrimination based on racial and ethnic differences and embrace multicultural dimensions – with a particular focus on PSI’s work to rebuild the social organisation of care.
- 3.5.3 The [Durban Declaration and Programme of Action](#) and the [International Convention on the Elimination of All Forms of Racial Discrimination](#) must inform our work, as must the ILO 2021 resolution on [“Inequalities and the world of work”](#) and other ILO and UN conventions.
- 3.5.4 We will continue to support our affiliates to be involved in the development, implementation, and monitoring of workplace initiatives, union workplace education and organising against racist and xenophobic political activity, including intersectional forms of discrimination and tackling violence and harassment in the world of work. We will continue to strengthen a decolonial approach to our work and support regional anti-racism and xenophobia working groups.
- 3.5.5 PSI will prioritise working with affiliates to:
 - a) Support pro-active national anti-discrimination in employment legislation.
 - b) Integrate affirmative policies for inclusiveness into their unions, build union spaces free from racism and xenophobia and promote collective bargaining clauses that address discrimination.
 - c) Advocate PSI policy at the UN, the ILO, and regional human rights institutions and promote the ratification and implementation of ILO Convention 111 and of key regional conventions, such as of the Organization of American States (OAS), Inter-American Convention Against Racism, Racial Discrimination and Related Forms of Intolerance (A68), and Inter-American Convention against all forms of Discrimination and Intolerance (A69).

3.6 LGBT+ WORKERS

- 3.6.1 The considerable progress toward equality for LGBT+ people in some countries is threatened by a conservative backlash. Right-wing populist leaders and movements have used pandemics, economic crises, and other real and constructed crises to strategically target LGBT+ people for vilification to enrage their constituencies, leading to a rise in abuse, violence, and even retrogressive legislation. The growth of unregulated, profit-driven social media platforms has further enabled homophobic and transphobic actors.
- 3.6.2 Elsewhere, LGBT+ people’s lives and relationships are still subject to official harassment, criminalisation, and even the death penalty. Transgender, intersex, and non-binary people face legal, bureaucratic, social, economic, and medical barriers that deny their identity and human rights and even criminalise their existence. The union movement has much work to do to address inequality and social exclusion of LGBT+ workers.
- 3.6.3 PSI and public service unions must continue to play a critical role in advancing LGBT+ rights in workplaces, unions, the provision of public services, and society.
- 3.6.4 PSI opposes all forms of violence, marginalisation, and stigmatisation linked to sexual orientation, gender identity, and sex characteristics. Homophobia, biphobia, transphobia, and stigmatisation of intersex people in all forms are a violation of human rights. PSI opposes all forms of discrimination and exclusion of LGBT+ people including coercive and unethical medical and psychological interventions aimed at “repairing” or “converting” LGBT+ people.
- 3.6.5 We will continue our leadership role with other global unions, national trade union centres, the ILO and LGBT+ civil society and work for explicit confirmation that ILO Conventions 111 and 190 covers LGBT+ workers and to promote the conventions. PSI will work with allies and civil society to address the global problem of misinformation, disinformation, and hate speech most often spread virally via social media.
- 3.6.6 PSI will prioritise working with affiliates to:
 - a) Establish a global LGBT+ coordinating committee, that meets online on a regular basis, at least once every six months, that includes regional coordinators elected from among the members of the regional coordinating committees. The global coordinating committee will nominate a liaison and observer to the PSI Executive Board.

- b) Provide education and good practice examples to affiliates on inclusive policies and practices for LGBT+ workers and inclusive public service provision.
- c) Improve affiliate capacity to represent LGBT+ workers and negotiate collective agreement clauses that promote anti-discrimination, equal treatment, and inclusive and safe workplaces for LGBT+ workers.
- d) Promote social inclusion and labour market participation of LGBT+ workers, and the visibility of LGBT+ leaders, role models and LGBT+ allies, in unions, public services, workplaces and communities.
- e) Encourage and facilitate LGBT+ representation in affiliates and PSI bodies and structures and strengthen the links between unions and LGBT+ communities.
- f) Support LGBT+ members to self-organise, actively participate, and assume leadership positions.

3.7 INDIGENOUS PEOPLES

- 3.7.1 [Indigenous peoples](#) comprise 6% of the world's population, or nearly 476 million people, and 19% of the extreme poor. They are the descendants of those who survived conquest, colonisation, and/or the establishment of present state boundaries. They retain some or all their own social, economic, cultural, and political institutions, regardless of their legal status.
- 3.7.2 Nonetheless, in many places Indigenous people are socially excluded, lack access to public services such as health and education, and face discrimination and human rights violations. These violations are often used as weapons against Indigenous peoples fighting for preservation and control of land in opposition to state and corporate power.
- 3.7.3 The COVID-19 pandemic has impacted Indigenous peoples' health, lives, and livelihoods, as well as increased intersectional disadvantages. There has been a lack of information on infections and deaths disaggregated by ethnicity. The [UN Special Rapporteur on the Rights of Indigenous Peoples](#) has stated that the economic recovery measures have prioritised and supported the expansion of extractive companies at the expense of Indigenous peoples, their lands, and the environment.
- 3.7.4 PSI will work with affiliates and the ILO to support the ratification of ILO Convention 169 to recognise Indigenous peoples' need to control their own organisations, ways of life, and development and to maintain their identities, languages, and religions, within the framework of the nations where they currently live. PSI reiterates its commitment to build international support for Indigenous peoples' struggles to preserve their land and natural environment.
- 3.7.5 Governments and policymakers can embrace traditional Indigenous knowledge to fight inequality, tackle the climate emergency, and build multicultural societies. PSI supports the [UN Declaration on the Rights of Indigenous Peoples](#) as an important tool in the defence of difference and as a matter of richness, not a disadvantage.
- 3.7.6 PSI supports the full inclusion of Indigenous peoples into all aspects of society, their right to be consulted in matters that have an impact on their way of life, including the pandemic recovery measures and public services.
- 3.7.7 PSI will prioritise working with affiliates to:
 - a) Adopt internal union policies in support of Indigenous peoples' inclusion.
 - b) Promote the adoption of government policies that facilitate Indigenous peoples' access to culturally safe public services and provide welcoming and supportive environments where the pluri-cultural needs and expectations of Indigenous peoples are respected and met.
 - c) Ensure that public services workforces reflect the populations they serve.
 - d) Ensure public services employment practices recognise the aims, aspirations, and employment requirements of Indigenous peoples.
 - e) Build international support for the employment of Indigenous peoples in public services including access and recruitment that recognises the aspirations as well as the employment requirements of Indigenous people.

3.8 WORKERS WITH DISABILITIES

- 3.8.1 People with disabilities (PWD) comprise 15% of the world's population. They are far too often denied human rights and experience discrimination together with intersectional forms of exclusion persistent in the world of work. Their concerns are often absent from policies, institutions, and public services.
- 3.8.2 Women with disabilities bear a combined impact from unequal pay, barriers to access social protection, and to entering, remaining, and progressing in the labour market while continuing to bear most of the responsibility for unpaid care work.
- 3.8.3 The 109th session of the International Labour Conference (ILC) in 2021 adopted a recommendation on "[Inequalities and the world of work](#)". The recommendation built an important framework for promoting employment creation, fostering equal opportunity and remuneration, ensuring non-discrimination, promoting equality, diversity, inclusion, and universal social protection.
- 3.8.4 While the COVID-19 pandemic generally intensified pre-existing inequalities, the [ILO has noted that](#) the rapid extension of teleworking, mobile working and digitalisation in public services as a recovery strategy may provide opportunities for PWD. However, the digitalisation of the world of work should in no way be used as an excuse in companies for a lack of or failure to implement inclusion measures.
- 3.8.5 PSI will prioritise working with affiliates to:
- a) Campaign for the social inclusion of PWD in public services and public services' employment policies and enhance the rights at work of PWD in public services.
 - b) Advocate within the UN bodies and the ILO for standards for the inclusion of PWD in the world of work in public services, including the opportunities arising from the expansion of teleworking and digitalisation, without exacerbating social isolation and without exempting public services and companies from making the necessary adjustments to accommodate workers with disabilities.
 - c) Continue our work to ratify, implement, and monitor ILO Convention 111 and use the ILO supervisory mechanism to defend workers with disabilities from discrimination and other human rights regional courts.
 - d) Advocate for access to inclusive public services for PWD, inclusion of specific protective clauses in Collective Bargaining Agreements (CBA), and quotas in public services' employment.

PSI Inter-America and its affiliates will prioritize working along the following lines of action:

- In the construction of truly inclusive trade unionism, PSI continues to promote and engage in the organization of and defense of the rights of young workers, the LGBT+ community, Afro-descendants, traditional peoples, and people with disabilities. We cannot leave this work to nongovernmental organizations and social movements. PSI Inter-America will continue to strive to include these groups within the unions' structures and to represent their labour-related demands in workplaces and in public services.
- PSI Inter-America will continue to work for the inclusion of vulnerable groups in labour's decision-making spaces, in public services, and to expand and protect individual and collective rights, including safe and healthy workplaces, free of coloniality, racism, xenophobia, homophobia, transphobia, ableism or any other form of discrimination, violence, or harassment.
- As a public service workers' federation we represent a large number of women workers, particularly in the health and care sectors. Therefore, we must continue to expand efforts to organize these sectors, and to guarantee women's participation in trade union structures, particularly in positions of power. It is essential to further strengthen the Women's Regional, Subregional, and National Committees and women's role in the full implementation of gender mainstreaming across the entire PSI Inter-America program of action and in PSI's priority policies
- PSI Inter-America has carried out outstanding work to build inclusive unionism. With the aid of cooperation projects, the region worked to create and to strengthen regional and subregional committees on Young Workers, LGBT+, Anti-Racist, Anti-Xenophobia and all other forms of Discrimination, and Persons with Disabilities.
- PSI Inter-America will continue to strengthen these regional committees and will work toward their regional coordination, while also coordinating with PSI's agenda and work at the global level.
- We will prioritize working to ensure that the committees will continue to exist and to operate regardless of their sources of funding.

4. A JUST GLOBAL ECONOMY WITHIN THE LIMITS OF THE PLANET

4.1 INTRODUCTION

- 4.1.1 Congress 2023 affirms the analysis, policy, and actions from the 2017 Congress.
- 4.1.2 Since Congress 2017, the multiple crises have exposed how deeply capital has permeated our society and economy, and how much control our governments have ceded to it.
- 4.1.3 These crises have demonstrated how rich countries, influenced by corporate agendas, dominate the international policy-making process with little regard for the development needs of the global south or the working class. They have shown the extent to which multinational corporations and global elites amass wealth, not by productive enterprise, but from extraction, financialisation, speculation, tax avoidance, and monopoly capitalism.
- 4.1.4 Long-term ignorance of climate change together with a policy that prioritises growth over ecological and social sustainability has contributed to increased inequality, global dependence on fossil fuels and, in many cases, undermined democratic systems. Trade unions have a responsibility to protect the workers from being the ones who have to bear the risks and costs of a necessary transition or who have to bear the consequences of the effects of the climate threat and an escalating climate and environmental crisis, if no change takes place.
- 4.1.5 Although measures to limit climate change may lead to short-term job losses, the ILO's work and reports show that a just transition to a more sustainable economy offers potential to create jobs and promote decent work. Trade union involvement in well-functioning social dialogue is a prerequisite for this.
- 4.1.6 PSI and its affiliates must participate in and drive the work to create a sustainable global economy, as part of the UN's Agenda 2030 and the global goals.

- 4.1.7 People increasingly understand that market economies are social constructs that should be designed to benefit the common interest, not built to benefit those who control them. Therefore, a fundamental transformation of our current economic system is needed.
- 4.1.8 It is time to reimagine a role for a progressive, redistributive state that funds expanded quality public services and places sustainability and the realisation of human rights for all at its centre. We must put democratic national governments back in control of social and economic development.
- 4.1.9 We must 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 ensure that services critical to fulfil human and social need, such as water, energy, health, care, and others, are not reduced solely to economic imperatives. We must develop and promote bold economic alternatives such as co-operatives, social and solidarity-based services and manufacturing.
- 4.1.10 An economy consistent with a sustainable planet requires fundamental change to our current production and consumption models that are addicted to fossil energy. We must shift how wealth is created and distributed, and how economies are organised. It will require worker, union, and community involvement, planning and democratic leadership, along with sustained and massive public intervention, investment, and service provision in a range of sectors.
- 4.1.11 We must rethink how we measure well-being and development, so unpaid and informal work, provided disproportionately by women, is no longer ignored in these measures, and undervalued work, like care and most public services, are properly accounted for. We must capture environmental destruction and human harm as costs. This requires additional indicators, such as tracking the cost of climate and environmental inaction; social, environmental and climate debt.
- 4.1.12 We must promote industry policy with strong state intervention, and just procurement policies, as the sustainable path to development and gender and intergenerational equity. Stimulus spending must make our lives better by funding public services and measures to ensure our economy respects people and the planet.
- 4.1.13 No alternative economic system, nor the means to achieve it, is possible without deliberate and drastic curtailing of the massive, and growing, unaccountable power of vested private and corporate interests. In the face of multiple crises, PSI and its affiliates are committed to strengthening local and regional economies.
- 4.1.14 We must explain that changing this model is not only good social policy but makes economic sense and creates the foundations for peace and justice.

4.2 CLIMATE AND ENVIRONMENTAL CRISIS

- 4.2.1 Climate change and environmental degradation are now the most pressing threats to a peaceful, prosperous future for humanity. Congress reaffirms PSI's comprehensive analysis, policy, and actions from 2017 Congress, and will prioritise placing the climate and environmental crisis at the heart of all PSI action.
- 4.2.2 Since 2017, the effects of the climate and environmental crisis have become more pronounced, with previously unthinkable storms, floods, droughts, and forest fires now occurring at record levels. The UN Intergovernmental Panel on Climate Change (IPCC) has raised its alarm to the highest level, but it is becoming clear that the crisis is accelerating even faster than IPCC and scientific models forecast.
- 4.2.3 Our members are on the frontline of this crisis of which presents direct risks to public service workers including:
 1. occupational health and safety;
 2. increased workload and demands;
 3. and increased strain on often underfunded and inadequately resourced public services.

This is exacerbated for workers in the global south and especially Small Island Developing States.

- 4.2.4 Political focus has been diluted by the COVID-19 pandemic and other crises. This has contributed to decision-makers often taking a step backwards towards fossil fuels to deal with the immediate crisis without looking at long-term solutions to address the climate and environmental crisis. The Russian war in Ukraine is not only pushing up use for fossil fuels but also reducing the world's food security at exactly the time countries should get greener and have a high level of preparedness to avoid further famines. We need geopolitical secure, well-funded domestic low-carbon energy capacity and food production, and countries need to rapidly decarbonise economies in line with science of limiting human induced climate change to 1.5 degrees Celsius.
- 4.2.5 Governments continue to avoid hard decisions. Despite near consensus amongst the scientific community, the move to low-carbon economies is far too slow and inconsistent. Despite one million people marching to demand stronger policies the COP Glasgow outcomes were derailed by a lack of political leadership and intense corporate lobbying. Current action is shamefully inadequate and without radical change then future COPs will also fail.
- 4.2.6 It is now clear that a low-carbon economy requires fundamental change in how people produce and consume, how wealth is created and distributed, and how cities, communities, and economies are organised and planned. The extent of the change required, the power of vested private interests and the massive public-good characteristics require planned, rational, and democratic leadership, if humanity is to avert a global climate and environmental catastrophe. The necessary changes will not occur if left to unpredictable markets driven by corporate pursuit of profit.
- 4.2.7 Most striking is the evidence that private investors, in energy and other areas, are not sufficiently making the transition. Re-nationalisation of the entire energy sector and supply chain is essential, along with massive public investment in low-carbon energy. The planet's built environment needs to be updated to lower energy consumption. There is an urgent need to ensure plans for adaptation are made and implemented. Cities must do much more to prepare, and sectoral policies are required across many areas including food, security, transport, construction, water, migration, and more. Our task is to ensure that those steps that are necessary are accompanied by the right trade union action, and to ensure that these take place in the interests of the workers.
- 4.2.8 As a trade union movement, we never tire of lobbying governments and the private sector to ensure that the social dimension is effective in every planned measure. This is also necessary to ensure broad acceptance by the population through participation rights and at the same time to build a new, more sustainable model of prosperity. The costs of change and adaptation must not fall on the most vulnerable who already disproportionately shoulder the brunt of the impacts and contributed least to creating the problem. The rural poor, global south, Indigenous peoples, and women must be included in decision making and have their specific needs addressed. Workers on the frontlines of the climate and environmental crisis must be engaged as a key party in the formulation and implementation of climate change policies and programs.
- 4.2.9 Corporations, polluters, wealthy countries, and rich people must shoulder more of the burden. The global north must pay its fair share of climate and environmental finance, technology transfer, and compensation for loss and damage to the global south. These funds and technologies transfers must support the strengthening of quality public services (QPS) and public administration and not include neoliberal conditionalities including imposed marketisation and flawed "blended" financing models for example.
- 4.2.10 PSI will prioritise working with affiliates to:
- a) Encourage affiliates to develop positions for their national confederations.
 - b) Support affiliates to centre recognition and respect for public services workers and investing in climate resilient QPS as key solutions to address the climate and environmental crisis.
 - c) Increase advocacy in global labour forums and strengthen links with Education International and the International Transport Workers Federation on QPS and the climate and environmental crisis.

- d) Fight for a just and equitable transition that does not disproportionately fall on workers, women, vulnerable people, the least developed countries, engages workers on the frontline of climate change, deforestation, and pollution impacts across all sectors including those at great risk in the global south and Small Island Developing States in particular, and the exposed workers in carbon-intensive sectors, and demand their involvement in the climate and environmental crisis planning, transition, and decision-making processes.
- e) Call upon member states to undertake impact assessments on the distribution of costs and benefits of the climate and environmental crisis and energy transition policy measures within countries.
- f) Encourage climate and environmental ambition through social movement collaboration, including with young people for transformative actions to limit human induced dangerous global warming to 1.5 degrees Celsius. For example, campaigning for a fossil fuel non-proliferation treaty.
- g) Ensure an affordable and distributive transition by aligning policies with economic performance.
- h) Expand services of general interest and public services as well as social and ecological infrastructures through a strong state in the role of strategist, regulator, demand creator, and provider.
- i) Cooperation with civil society organisations to establish powerful alliances in the struggle against the eco-social crisis.
- j) Continue to pressure pension funds and investors to divest from fossil fuels.
- k) Advocate for equipment that helps reduce carbon emissions to be off-patent, similar to what we advocate for vaccines and medicines. This will make it more affordable for the energy transitions and other measures to combat the climate crisis.

- Climate change and environmental degradation are the most pressing threats to the future of humanity. We reaffirm PSI's Global PoA's placement the climate and environmental crisis at the center of PSI's every action.
- We know that the effects of the climate emergency will affect countries differently and that those that will suffer (and are already suffering) the most are coastal countries such as Caribbean and Central American countries. The poorest countries lack the ability to invest in adaptation to extreme natural phenomena. Desertification processes are even taking place in some parts of the USA.
- PSI Inter-America will work to consolidate the Inter-American Environment, Just Transition, and Climate Change Committee by electing representatives and creating subregional and national committees.
- As a region, we must intensify our struggle for governments to comply with agreed-upon GHG emission reduction treaties in order to keep the planet's temperature from rising and thus worsening the climate crisis.

4.3 INTERNATIONAL FINANCIAL INSTITUTIONS

- 4.3.1 Since Congress 2017, international financial markets continue to grow with little effective national and international regulation, creating a financial system that no longer facilitates productive enterprise. International Financial Institutions (IFIs) such as the World Bank and the International Monetary Fund (IMF) have continued to facilitate privatisation, labour market deregulation, and harmful structural adjustment policies.
- 4.3.2 The Organisation for Economic Cooperation and Development (OECD) is consolidating its position in economic matters, such as global taxation, and expanding its influence into new fields, such as education, health, and carbon taxation. The intrusion of a body representing the developed north into global affairs directly affecting the global south represents a worrying new chapter in economic neo-colonialisation.

- 4.3.3 The rise of BRICS and regional development banks, which are now collectively larger than the World Bank, has not provided a new development bank model. Too often it has simply introduced more global actors seeking to use development finance to promote colonial or mercantile interests.
- 4.3.4 PSI will prioritise working with affiliates to:
- a) Oppose IFI structural adjustment policies and lending that enforce neoliberal policy prescriptions, gender bias, public sector spending caps, austerity, and privatisation.
 - b) Influence IFI policy and action on taxation, trade, investment, QPS and sectoral issues.
 - c) Demand transparency and binding regulation of financial markets and all their actors and, where appropriate, public ownership of strategic financial institutions.
 - d) Fight for legislation to limit the flows of capital which engage in speculative attacks on national currencies.
 - e) Ensure that business enterprises contribute to reduce and remedy the environmental damage and pollution they cause (directly or indirectly) by supporting the local authorities in whose areas they are located and where they cause damage.

- We reiterate our concern about the Inter-American Development Bank's decision to discontinue civil society engagement, while it is our understanding that the policies adopted by the bank promote continuity of the neoliberal development models and privatisation in the region.
- We will, accordingly, prioritize further stressing the importance of the BRICS' New Development Bank (NDB), of subregional development banks, and national banks adopting policies designed to fund regional development.
- We must continue to monitor the terms of loans extended by International Financial Institutions that impact investments in public services. In particular, terms related to privatisation and those that suppress workers' rights to the benefit of private companies.

4.4 TAX JUSTICE

- 4.4.1 Taxation funds our welfare, quality public services (QPS), and fair transition. The obligation in democracies to pay taxes gives one the right to expect something back. Corporate tax evasion weakens ordinary taxpayers' willingness to pay and leads to mistrust in national tax systems as a whole.
- 4.4.2 The last six years has seen major reforms to the global corporate tax rules. PSI's primary demands for a global minimum tax, corporate tax transparency and a move to unitary taxation have made significant progress. Underpinning this has been a seismic shift in the international consensus that tax competition is bad and that we must have tax co-operation.
- 4.4.3 Nonetheless, the G20/ OECD BEPS process has been diluted by corporate interests and tax havens and delivered most of the revenue to the global north. These solutions will not stop corporate tax avoidance, adequately tax digital giants, nor end tax havens. We now need a new movement of countries willing to co-operate in regional blocks, or move unilaterally, to introduce progressive tax measures to protect their tax base and create pressure for further international reform.
- 4.4.4 Globalisation and rapid technological development can contribute to digital currencies becoming a new form of offshore business. The trade union movement must draw attention to the problem and cooperate with national governments in pressing for international regulations of the digital tax haven of the future.

- 4.4.5 The financial burden of responding to multiple crises must fall upon those with the means, and those who created them, notably corporations and countries in the global north. PSI and its affiliates shall put pressure on, and if possible, cooperate with governments in efforts aimed at preventing tax evasion, tax avoidance, aggressive tax planning, and harmful tax competition. A prerequisite tool for such work is financial transparency.
- 4.4.6 It is important that the benefits of harmonised rules are weighed against the national possibility to introduce and maintain their own national rules. It is important that a system for a global minimum taxation is predictable, proportionate, and accurate. Double taxation and an unreasonable administrative burden for taxpayers, tax administrations, or other relevant authorities should be avoided, to create a long-term sustainable system that is fair and inclusive of all countries.
- 4.4.7 Multinational companies must pay their fair share in tax, and the tax must be paid where the economic activity takes place. Many multinational corporations evade taxes, paying far less than small businesses and workers, thus weakening the backbone of maintaining a fair economy.
- 4.4.8 In many countries, exemptions and loopholes in the tax system provide unnecessary and lucrative windfalls to large corporations. In others, special economic zones are established to undermine social and environmental standards and labour rights, whilst functioning as onshore tax havens. The claimed benefits for investment, technology transfer and export are rarely examined and are too often found to be simply gifts to corporations who avoid responsibility to workers and undermine labour rights.
- 4.4.9 Taxation and fiscal policy must support sustainable economic development and complement industry policies to ensure that workers and communities benefit from inward investment, especially in industries such as mining and extractive, beyond simply levying royalties and land use taxes.
- 4.4.10 We will fight for progressive taxation, 25% or higher minimum corporate tax, further progress to unitary international corporate tax systems, taxes on assets, wealth, capital gains, luxury goods, financial transactions, windfall profits, and monopoly rents.
- 4.4.11 We will demand corporate financial transparency as a tool to build the case for tax justice and to ensure workers know the financial practices of the companies they bargain with. We continue to demand global tax governance that is fair and inclusive of all countries.
- 4.4.12 We will advocate for progressive national taxation measures, review of spurious tax exemptions, progressive industry policies, and minimising reliance on regressive taxes such as flat consumption taxes that are burdensome to the poorest, especially women, children, and the aged.
- 4.4.13 PSI will work with affiliates to:
- a) Continue to expose, and campaign against, corporate tax abuse, tax havens and the accounting and law firms who engage in tax abuse as part of a strategy to fix the global tax rules.
 - b) Put pressure on, and where possible cooperate with, governments and international institutions, to prevent tax evasion and tax avoidance, aggressive tax planning and harmful tax competition, and demand financial transparency.
 - c) End tax avoidance by implementing measures such as preventing access to public tendering and means (such as subsidies) for those companies that have engaged in tax avoidance, as well as the repatriation of funds held in tax havens to enable investment and job creation.
 - d) Provide technical support and policy material, including feminist tax frameworks, to inform affiliates, assist them in lobbying, and help educate and mobilise their membership.
 - e) Link these tax struggles to our other union fights such as opposing privatisation, funding QPS, rebuilding the social organisation of care, and raising workers' wages and conditions.
 - f) Ensure that companies pay a fair share of the funding for local public services in the areas where they operate.

- We reiterate that a fair tax system is essential to fund and guarantee access to quality public services. Tax avoidance and evasion, particularly by multimillionaires and big corporations, undermines the financial ability of the State and of public services, undermines trust in national tax systems, and overburdens ordinary taxpayers.
- Latin America and the Caribbean is considered the world's most unequal region. Regressive taxation plays a key role in this inequality where the poor pay proportionately more taxes than the wealthy and multinational corporations.
- The international financial crisis and increased demand for public services due to the COVID-19 pandemic have driven a global movement in favor of taxing corporations and the wealthiest
- at rates commensurate with their incomes and profits.
- PSI Inter-America must take advantage of the moment to fight for progressive taxation and tax transparency mechanisms for society, and for multinational corporations to pay taxes
- where their economic activity actually takes place. This will especially help Latin America's countries, where the economic activities of a number of companies based in countries of the global north are concentrated.
- It is worth highlighting PSI's joint work carried out in the region in conjunction with other civil society organizations fighting for tax justice and aligned with our values, including with Latinidad. PSI and its allies have supported the efforts of governments in Inter-America to establish a permanent regional tax platform structure, relying on a yearly pro tempore presidency, a technical department coordinated by the Economic Commission for Latin America and the Caribbean (ECLAC), and some working groups advocating for civil society participation. This platform has prioritized the following regional themes for engagement at the global level: environmental taxation, tax system progressivity, tax breaks, digital taxation, and new forms of work.
- PSI will continue our fight to influence national governments to approve the United Nations resolution to reform the international tax architecture to create a legally binding multilateral tax system and establish international tax cooperation. A first step was taken in late 2023 with the adoption of a United Nations Tax Convention.

4.5 SOVEREIGN DEBT

- 4.5.1 Despite facing multiple crises, the current neo-liberal economy continues to prioritise and incentivise monopoly profits, wealth extraction, and financialization. Recent low interest rates have supported the economy, but at the same time fuelled a speculative boom in stock markets and assets that benefited corporations and the rich. The failure to invest in productive capacity and quality public services is now causing supply bottlenecks and rising inflation.
- 4.5.2 Instead of governments fixing economic fundamentals, reserve banks are hiking interest rates. This will not solve the supply bottlenecks caused by underinvestment, financialization of the economy or labour shortages caused by deliberately weakened union bargaining power and restrictions on migrant workers. But rising interest rates will hurt the most vulnerable in our society, exacerbate the cost-of-living crisis for workers, and likely push many countries into sovereign debt crisis.
- 4.5.3 The results are likely to be devastating: another wave of austerity, public service cuts, privatisation, unemployment, cuts to workers' wages and conditions, cuts to pensions and social protections, regressive taxes on labour and consumers, and erosion of democracy as governments become dependent on financial institutions and their conditions. The misleading discourse that public services are a burden and not an investment make public services particularly vulnerable.

4.5.4 Instead, we must promote debt cancellation for least developed countries, debt relief for countries in the global south, and the removal of artificial debt ratios for developed countries.

4.5.5 PSI will prioritise working with affiliates to:

- a) Continue to provide information and advice to affiliates on sovereign debt issues.
- b) Promote just international debt payment mechanisms, including debt relief, that are orderly and do not favour reckless debtors and bankers over innocent and vulnerable citizens and workers.
- c) Support comprehensive reviews to identify who has benefited from the accrual of public debt as a pre-condition for determining who shoulders responsibility for debt restructuring.

- Public debt is an issue that we have failed to fully address and requires greater attention in the region. Debt absorbs a significant part of the public budget. with the debt/budget ratio exceeding 40% in some countries. These are resources that could be allocated to health care, education, and care work.
- Awareness of debt expenditures must be highlighted in every country and solutions must be proposed for the states to be able to reserve funds for public services. Proposals include public audits and suspension of payments.
- PSI will work to increase investments in studies and tools for discussing this theme in the countries of the region, and to make alliances with organizations focussed on that are aligned with PSI's principles and values.

4.6 CORRUPTION

4.6.1 The COVID-19 pandemic proved that even the most delicate and sensitive issues are not exempt from corruption. Corruption in the manufacture, allocation, procurement, pricing, storage, and distribution of vaccines, and treatment and hospitalisation in both the private and public sectors took the lives of many people and put thousands of others at risk.

4.6.2 Corruption has also been present in recovery measures intended to tackle the economic effects of the pandemic and other crises. Civil unrest, nepotism, and confidentiality agreements together with weak monitoring and supervision all further undermine probity.

4.6.3 Corruption should be seen as a major threat to ensuring access to equitable and affordable public services. It creates mistrust in politicians, policy makers, regulators, and service providers. This gives ammunition to the privateers to attack our public services – despite the awarding of large one-off contracts and concessions being a major facilitator of corruption.

4.6.4 Governments and trade unions must strengthen anti-corruption and integrity measures, including robust and effective whistleblower protections, and improve overall governance.

4.6.5 Whistleblowers often face harassment, retaliation, and threats, including dismissal and imprisonment for violating confidentiality and non-disclosure agreements.

4.6.6 PSI will prioritise working with affiliates to:

- a) Ensure transparency, accountability, integrity, and the identification and assessment of corruption risks are included in pandemic and other response measures.
- b) Fight for the adoption and improvement of whistleblower legal protection frameworks for public administration, at national and international level, by promoting the establishment of an ILO convention which guarantees the protection of whistleblowers in the workplace.
- c) Ensure the costs of corruption are accounted for in decisions to privatise and outsource.
- d) Alert and denounce “lawfare”; the inappropriate use of the law by judges, prosecutors, and other actors to persecute workers’ organisations, innocent progressive leaders, and others under the pretext of fighting corruption.

- PSI reaffirms that corruption must be considered a serious threat to ensuring access to equitable and sustainable public services.
- Even though some governments have managed to develop prevention mechanisms, the fight against corruption in the region's countries continues to face hurdles such as politically motivated and targeted accusations designed to undermine and persecute progressive governments.
- We must acknowledge that government coalitions that are established to maintain governability in a polarized political settings increase the risk of corruption.
- Unions must simultaneously denounce every form of corruption, fight for governments to expand and deepen fair taxation, defend the creation of mechanisms to fight nepotism and confidentiality agreements while also protecting whistleblowers from harassment, retaliation, and threats.
- PSI must continue to work for an ILO convention that protects whistleblowers and to take this issue before the bodies of the OAS.

4.7 TRADE AND INVESTMENT AGREEMENTS

- 4.7.1 Since Congress 2017, the global trade and investment regime has demonstrated that it is no longer fit for purpose. The World Trade Organisation (WTO) decisions on the waiver of Trade-Related Aspects of Intellectual Property (TRIPS) shows how the current trade system protects corporate profits, largely in the global north, at the expense of lives. Multiple climate summits have shown that trade, corporate interests, and the protection of polluters' assets are destroying the planet and killing its inhabitants.
- 4.7.2 The few agreements made by the WTO have mainly served to protect the interests of the largest and most developed countries by protecting monopoly rights of large tech companies, the rights of large corporations to overfish, and further deregulate public and private services. Investor State Dispute Settlement (ISDS) mechanisms continue to confer rights to multinationals that are unavailable to labour, consumers, citizens, nor those seeking to protect the environment.
- 4.7.3 Today's trade regime enforces a model of globalisation that increasingly shifts power from national governments and democratic institutions to global corporations, privileges the global north, restricts government ability to regulate, and creates an environment to privatise public services.
- 4.7.4 PSI demands the complete overhaul of the global trading system and that our governments rebuild a trade and investment regime that underpins social and environmental progress. Rules must be made in a transparent, inclusive, democratic, and multilateral fora, where nations can protect national sovereignty and policy space and choose their economic policy free from coercion by economic colonialism and corporate pressure. They must reinforce and promote human rights, equality, social and economic goals and not undermine them.
- 4.7.5 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 democratic actions that save lives should be removed from all trade agreements.

4.7.6 PSI will prioritise working with affiliates to:

- a) Oppose socially unfair, unbalanced trade agreements, Investor State Dispute Settlement clauses, and any other elements that privilege rights for multinational enterprises and foreign investors.
- b) Demand that all current and future public services, public procurement, and concessions be totally excluded from the scope of existing and future trade and investment agreements.
- c) Work with affiliates and allies to develop and promote alternative fair-trade agreements and lobby government and international fora for fair global trade rules.
- d) Fight for trade policies that lead to sustainable and fair distributions of growth for all, strengthen democracy, public services, and climate and environmental justice.
- e) Ensure fair trade agreements, where trading partners commit to enforce equal pay for equal work, respect the right to collective bargaining and ensure freedom of association and the right to organise as well as the ratification of the ILO's basic conventions.

- As stated in the Global Programme of Action, the world's current trade and investment regime imposes a model of globalization that increasingly shifts power from national governments and democratic institutions to global corporations. PSI demands that the world trade system be reviewed and that governments build a trade and investment regime based on sustainable social and environmental development.
- Trade and investment agreements in Inter-America are a serious threat to the funding and operation of public services, and ultimately exacerbate inequality. Several countries have bilateral and multilateral treaties that are biased in favor of corporate power to the detriment of the interests of the State and national governments.
- Despite the successful struggle PSI, its affiliates and allies have organized against the Trans-Pacific Partnership Agreement (TPP) and the Trades in Services Agreement (TiSA), next generation trade agreements are making headway. This includes the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), a dangerous agreement that guarantees rights for private companies, protecting their investments with legally binding clauses, without offering any rights or guarantees to people or the natural environment, undermining the autonomy of governments to raise investments in public services, and increasing the power of multinational companies in member countries.
- Bilateral Investment Agreements (BIA) have grown dramatically in the region, reducing public budgets by favoring corporations in damages claims whenever a country adopts public policies that allegedly contravene companies' interests.
- It is absolutely necessary to deconstruct the neoliberal argument that underdeveloped countries only grow when they sign treaties. Studies have shown that some countries that have not entered into BIAs experience increased economic growth, clearly demonstrating that this logic is not valid.
- In addition to PSI's ongoing fight against investment and trade agreements (FTAs), we have strongly supported the creation and expansion of the Platform 'Latin America and the Caribbean are Better Off Without FTAs' including promoting the platform with PSI affiliates. The collective construction of this platform has enabled PSI and affiliates to access studies and research that help us organize against attacks and draft reports of irregularities.
- PSI must continue to resist the European Union-Mercosur agreement which is extremely harmful to the workers of Latin America and the EU. We have been working with European trade unions who also recognize that the agreement will only benefit business.
- We will continue to oppose ISDS in the Inter-America and globally.
- We must continue the fight to include health and care workers' demands in the pandemic treaty being discussed at the World Health Organization to ensure safer working conditions and respect for these workers during pandemics.

4.8 SUSTAINABLE DEVELOPMENT GOALS (SDGS)

- 4.8.1 PSI believes that parts of the SDGs and the 2030 Agenda provide an alternative narrative to neoliberal policies, yet significant flaws remain. Most fundamentally it places too much confidence in market mechanisms that we know have failed. The SDGs are not going to be met. The plans to attract private capital to deliver public services of water, energy, health, social care, and education are misplaced and reflect either a lack of understanding or false hopes in the big finance corporations. These corporations are solely focussed on maximising profits and are structurally incapable of integrating the broad social and environmental priorities that people and planet need.
- 4.8.2 The 2030 Agenda officially promotes Public-Private Partnerships (PPPs) combined with financialisation, which is designed to attract big finance companies by allowing them to create asset classes of public infrastructure and services which they can sell on for even greater profit making. However, there are no clear criteria to ensure private sector intervention supports public interests when public resources are provided to the private sector. Voluntary corporate implementation and accountability mechanisms have not worked and must be made obligatory and enforceable.
- 4.8.3 To succeed, our political leaders must acknowledge the mistakes made, have the courage to learn the lessons from the financial, climate and COVID-19 crises, and reform the SDGs to be centred on decent work and expanded, well-funded, gender transformative, and green quality public services.
- 4.8.4 PSI will prioritise working with affiliates to:
- Call for a people-centred, human rights-based approach to sustainable development.
 - Follow the implementation and monitoring of the SDGs and work with affiliates to pressure governments to fulfil their commitments to achieve decent work for all, economic, social, and ecological sustainability.
 - Assist affiliates to negotiate the implementation of SDGs.
 - Integrate this work into all areas of PSI, including agreements with employers.

- In addition to reaffirming the analysis presented in the Global Programme of Action, Inter-America agrees that the COVID-19 pandemic and the global financial crisis resulted in a huge setback for the achievement of the Sustainable Development Goals (SDGs).
- PSI Inter-America and affiliates will continue to urge governments to adapt their policies to comply with the SDGs focusing on decent work, universal human rights, and provision of quality public services.
- PSI will work with the region's affiliates to promote a public services and workers' rights perspective in the implementation of Agenda 2030.

4.9 PENSIONS

- 4.9.1 The financial impact of multiple crises is increasing the risks that workers' pension entitlements and social protections will be attacked under austerity or structural adjustment policies. Such actions will push retired workers into poverty.
- 4.9.2 The trend has continued for workers' capitalised pension funds to increasingly become targets for neoliberal governments seeking capital to balance budgets or to fund privatisation and support privatised infrastructure spending.
- 4.9.3 PSI defends public pension and retirement systems that provide security and solidarity. PSI needs to focus attention on women workers, whose careers are often interrupted by their unpaid care and family commitments. Young workers who may have significant movements in their careers will also need special attention. Both may well suffer with lower incomes and social protection in retirement.
- 4.9.4 Investment of workers' pension funds in privatisation and PPPs contradicts union efforts to promote quality public services and public sector job security. We must use our control of workers' pension funds to ensure social and environmental investment outcomes, stop privatisation, and respect workers' rights. Workers pension funds must not be invested in businesses operating in occupied territories.
- 4.9.5 PSI rejects the argument that pension fund trustees must always pursue the highest return, without regard to social and environmental considerations. Investments in tobacco, weapons, and carbon-intensive industries are not in workers' broader interests; nor is investment in highly speculative and opaque financial products.
- 4.9.6 PSI will prioritise working with affiliates to:
- Lobby for just and equitable retirement systems and defend public pension systems.
 - Broaden the definition of fiduciary duty, to allow investment guidelines to consider social and environmental impacts on communities.
 - Support strategies to divest from PPPs and carbon-intensive industries, to assess how pension funds handle climate risk in their portfolios and to support ethical investment in a low-carbon future, encourage the global labour movement to respect these principles and oppose the use of workers' capital to undermine public services and the salaries, rights and conditions of public service workers.

- Pension related issues have arisen as a critical problem in Inter-America for several reasons. The majority of pension reforms have been deleterious for workers, whose interests are often in conflict with government policies that promote market-based solutions.
- We are facing increased precarious work and the consequent exclusion from social security exactly as the working class is ageing.
- PSI will continue to fight the implementation of negative reforms, including a transition to private pension systems and individual accounts like those that exist in the Chilean pension system, whereby the risks and the responsibility for pension funds fall disproportionately on the workers rather than on the State or the employers. Countries adopting this formula offer poor pensions, particularly for low-income and precarious workers.
- PSI will fight to ensure decent public pension systems, based on solidarity, and that offer security for workers.
- PSI must deepen the debates about the region's social security systems to promote regional projects that defend social security, oppose national rollbacks, and advance policies based on solidarity throughout Inter-America.

4.10 DIGITALISATION

- 4.10.1 Congress 2017 set out, for the first time, PSI's comprehensive analysis of digitalisation, its effects on workers, democracy, and public services, and the actions we must take. Since Congress 2017, PSI has implemented a wide-ranging programme of activities to implement this mandate.
- 4.10.2 Since 2017, there have been major changes in public perception about the role that digitalisation and large tech firms play in our society and democracy. Claims that the expansion of digital technology was both inevitable and desirable are no longer widely held. The role of big tech in manipulating democracy, its massive market power, innate tendency to deregulate, facilitation of work intensity and precarity, poor treatment of workers, tax avoidance, exacerbation of gender and other inequalities, massive profits during the COVID- 19 pandemic, impact on our mental health and that of our children, and unregulated use of algorithmic decision making has permeated every area of people's lives in unwanted ways.
- 4.10.3 The COVID-19 pandemic created a rapid escalation of the practice and acceptance of distance work. It increased awareness of how vulnerable many of these changes can make employees in economic downturns, as well as the effects on those, predominantly women, with unpaid care burdens and exposed to domestic violence.
- 4.10.4 The digital economy and technology are some of the fastest growing and least regulated sectors. There is a pressure on liberalising trade policy to bind countries not to regulate the sector in a democratic way. Big tech is demanding in trade negotiations monopoly rights and market access for global companies, when what is needed is regulation, transparency, democratic governance, taxation and workers' rights. Too often state trade negotiators do not represent domestic political and trade union goals. In the absence of co-governance and regulation for algorithmic tools, big tech is quietly embedding its infrastructure in public services, private lives, the workplace and public institutions. The promotion of tech solutions as the answer to starved public services in many countries has undermined workplace rights and often facilitated privatisation and outsourcing.
- 4.10.5 Technology can benefit workers, citizens, and public services, and create jobs if they are democratically controlled and governed. The right of citizens and workers to informational self- determination must be protected and strengthened. Public data must be processed and safeguarded under public control. Big tech must be prevented from using new technologies to circumvent regulation and exploit workers, particularly through new forms of precarious work. The economic gains of the introduction of technology must be shared with workers and directed towards satisfying social needs. Additional measures must be taken to ensure women in all their diversity and other groups in situation of vulnerability, are not further disadvantaged by technology nor denied access or control.
- 4.10.6 Technological innovation is not naturally equal. IT has the potential to empower women and others by giving a new political platform and new forms of income. But it can also widen the gender pay gap and strengthen many forms of discrimination. There is a need for a public discussion about how Artificial Intelligence (AI) is changing our lives and how it can be used to close social gaps.
- 4.10.7 The data mined for advertising revenue and used to exploit workers and manipulate democracy must be governed in the public interest. Workers must have control over the algorithms that they work with and be able to access, understand and control the inferences that are generated to ensure they are neither exploitative nor discriminatory. The final decision must lie with the human being, and never an algorithm. Data should never be financialised or subject to trade rules that threaten security, personal integrity, labour rights, quality public services, and privacy.
- 4.10.8 Distance work must always be an option for employees to work flexibly and not a way to create precarious work or create a double burden on those, predominantly women, who bear the unpaid care work in our society. Work being offered via digital platforms must be linked to an employment relationship. Workers must have the right to switch off/not to be reached and have guarantees that they can be free of monitoring by employers through digital technologies.

4.10.9 PSI will prioritise working with affiliates to:

- a) Assist affiliates fight for worker and citizen governance of digital technology, and algorithmic management.
- b) Ensure trade union and workplace co-determination.
- c) Assist affiliates in uncovering the mismatches between trade policy negotiations for liberalisation, and the desire for regulation of the sector to ensure socio-political purposes.
- d) Fight for big tech to be taxed, regulated, and be subject to anti-trust laws to restrict their monopoly economic and political power.
- e) Fight against trade agreements that restrict public procurement practices and facilitate tech outsourcing and privatisation.
- f) Fight for the rights of workers to control workplace technology and teleworking regulations, and to ensure they can access the education and training necessary to acquire the skills to benefit from its introduction.

- PSI has worked continuously on an analysis of the implications of digitalisation for workers, democracy, and public services.
- PSI Inter-America has contributed to the implementation of the Global Programme of Action proposals on digitalisation. However, we recognize that it is necessary to advance and deepen the debate on the consequences and threats to public services posed by digitalisation, particularly for the health care sector and universities, and above all the implications of so-called smart cities.
- When implementing new technologies, we must work to ensure a transition model that provides for adequate training. Accordingly, we have worked with our affiliates to include clauses in collective agreements that protect jobs and decent working conditions during digitalisation processes.
- We have also prioritised young workers skills-building programs, developed data protection mechanisms for public services workers and collective agreement clauses that protect data, including workers' data particularly in cases of privatisation.

5. TRADE UNION AND LABOUR RIGHTS

- 5.1 Congress 2023 affirms the analysis, policy, and actions from the 2017 Congress, and reaffirms that only in a world of peace and democracy we can achieve worker's dignity.
- 5.2 COVID-19 has driven a renewed appreciation of public services. We must ensure this translates into a revaluing of public service workers, including their rights. Most simply, this means that they have access to the right to unionise, to bargain collectively and to strike – safeguards that guarantee decent work, living wages, and decent conditions for public sector workers to live with dignity and respect, and to focus on delivering quality public services to all.
- 5.3 COVID-19, the climate and environmental crisis, and other crises have also exposed how workers' lives are put at risk by cost cutting, privatising, outsourcing or off shoring the provision of Personal Protective Equipment (PPE), and deregulating health and safety.
- 5.4 Health crises such as Ebola and COVID-19 have demonstrated that workers must be included in decision-making about health and safety and have driven a renewed appreciation of public services, decent work, and social protections in ensuring workers can live with dignity and respect.

- 5.5 These crises have also demonstrated the power of social dialogue and collective bargaining. 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, was among the most effective responses to the early stages of COVID-19. It ensured workers who understood the problems, and what works, were involved in designing new services, and enabled unions to be involved in agreeing the required changes.
- 5.6 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 protections save money and lives.
- 5.7 Since Congress 2017, the Right to Strike crisis at the ILO has still not been solved and its persistence undermines Trade Union Rights (TUR) in many places in the world despite other international courts declaring that the right to strike is inseparable from ILO Convention 87. Even in the EU, there are plans whose implementation would involve jeopardising fundamental and labour rights, of which the right to strike is one.
- 5.8 War and civil unrest continue to provide opportunities for governments to deregulate labour markets and weaken and restrict workers' and TUR. Ukraine is just the latest example of labour market deregulation introduced during conflict.
- 5.9 We remain committed to full employment, decent work, the full range of social protections, and strong labour market institutions to ensure a fair, inclusive, and secure world of work, free from violence and harassment. We will fight for safe workplaces, free from discrimination and bullying for all public service workers, but especially women, LGBT+ workers, and other minority groups.
- 5.10 But for this we need solid and enduring TUR. Strong and independent unions free from interference from governments and employers are still essential requirements to achieve these objectives.
- 5.11 We will continue fighting for TUR anywhere governments outlaw free independent unions and union activity or make their work practically impossible. Freedom of association and collective bargaining are enabling rights and we will support our affiliates to fight for and defend these rights in all sectors regardless of who their employer is.
- 5.12 We believe that ratification of ILO Conventions and enforcement through national legislation is key to ensuring workers' rights. We will coordinate our affiliates to pressure governments and private sector employers who deny these rights and expose them in the ILO and more broadly wherever we can.
- 5.13 Where we are not able to implement meaningful social dialogue, industrial action is still critical. Strike action by healthcare workers, and in other sectors, across the world, but notably in Africa and elsewhere in the global south, has been critical in winning protections for workers. COVID-19 was used as a pretence to erode workers' conditions and undermine TUR in places like India, Zimbabwe, and Kenya, where a single ordinance extinguished 38 labour laws for 1,000 days. 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.
- 5.14 Workers need a robust and bold ILO that assists us in navigating and reaching a safe harbour during these uncertain times. Despite undertaking vital work as the only tri-partite UN organisation, its work has been overshadowed by the International Monetary Fund (IMF), the World Bank, World Economic Forum (WEF), and others that try to undermine its aims and purpose and aim to occupy its place.
- 5.15 The ILO regrettably continues to receive corporate funding, promotes partnership agreements with large corporations, and receives tens of millions from corporations to fund global and country projects.

- 5.16 UN and ILO internal 'reform' is making short-term, flexible, and temporary contracts for their own staff the norm, running backwards and against the means to achieve its mandate. 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 bolstered, ratified, and implemented.
- 5.17 PSI will prioritise working with affiliates to:
- a) Ensure public service workers are given basic labour rights, and will work at all levels to achieve this.
 - b) Defend decent work; healthy, safe, and free from violence and harassment working conditions, including training programs, reporting mechanisms, and support services for affected workers; living wages, professional careers, and public pension systems.
 - c) Defend and uphold the right to strike as a basic labour right, and work with affiliates and the global labour movement to fight any attack on the right to strike.
 - d) Promote collective bargaining in all its forms at all levels to engage with local, regional, and national administrations in the discussion of issues of interests for public service workers.
 - e) Fight against the criminalisation of trade union action, against violence towards trade unionists, for the release of imprisoned unionists and the reinstatement of public service workers persecuted for their union activities.
 - f) Continue to mobilise affiliates, use solidarity campaigns and urgent action appeals, lobby governments and institutions, and organise and participate in international missions.
 - g) Participate in ILO experts' meetings and assist affiliates to raise complaints within the ILO supervisory mechanisms.
 - h) Continue to defend public service workers and their interests in the Committee on the Application of Standards (CAS) and other ILO committees.
 - i) Promote the ratification of ILO Conventions 151 and 154.
 - j) Continue to build affiliates' capacity through union development projects, including training in the ILO supervisory mechanisms.
 - k) Ensure funding reforms at the ILO that guarantee the independence of the organisation from corporate interests. The selection of the organisation's projects must be based on the interests of workers and not on those of business. The implementation of important trade union projects must not be disadvantaged.

- We reiterate the analysis articulated in PSI's Global Programme of Action and further stress that the right to collective bargaining is the cornerstone of trade union and labour rights. We must continue the fight to ensure that our affiliates are strong and can negotiate on behalf of their members.
- Regrettably, this issue is the region's greatest concern. In many countries, collective bargaining in the public sector only takes place when worker and union-friendly governments are in power. We must fight to ensure that collective bargaining is respected and held on a yearly basis in every country, or when collective agreements expire. Furthermore, we must persevere in our struggle to ensure freedom of association and the right to strike in public services.
- Labour rights include decent wages, equal pay for work of equal value for men and women, and fair pensions that ensure retired workers' quality of life.
- PSI will continue to fight side by side with our affiliates for better working conditions for public services workers and for workplaces free of violence, harassment, and any form of discrimination.
- PSI will continue the fight to ratify and legally based enforcement of ILO Conventions 151 and 154.

6. FIGHTING PRIVATISATION AND PROMOTING QUALITY PUBLIC SERVICES (QPS)

- 6.1 Congress 2023 affirms the analysis, policy, and actions from the 2017 Congress.
- 6.2 The COVID-19 pandemic has demonstrated the central role the public sector plays in ensuring our economic and social wellbeing, and ensuring public health and safety.
- 6.3 It demonstrated the essential role of public services in continuing to carry out a large number of utility missions for all citizens, while in all countries almost everything was at a standstill during the periods of confinement.
- 6.4 Whether in the field of health, with the egalitarian care provided to all populations, which has enabled many people to be saved, or in public sanitation services, notably waste removal and treatment, cleaning of streets and public places, or water and sanitation, the efficiency of public services enabled significant curtailment of the spread of the COVID-19 virus.
- 6.5 The pandemic exposed the economic and human consequences of decades of deliberate erosion of QPS through underfunding, undervaluing, outsourcing, and privatisation - consequences disproportionately felt by women in all their diversity, workers in the global south, and other groups in situations of vulnerability.
- 6.6 Many myths about public services have been demolished: that they are inefficient, wasteful, a burden to the economy, and poor quality. It is now clear that the private sector is unable to effectively deliver public services that respond rapidly and efficiently to human needs.
- 6.7 COVID-19 has also shown that re-municipalisation is possible, practical, and necessary. From health facilities and care homes to industrial production of medical supplies, re- municipalisation and strong public intervention saved countless lives and kept the economy running. It is now also clear that governments can fund QPS when the will exists.
- 6.8 But the economic fallout from multiple crises in a globalised neoliberal economy mean that we now also face rising debt, inflation, and a slowing global economy that will make austerity, further privatisation, and attacks on public services more likely.
- 6.9 We have seen the relentless growth of financialised capitalism drive increases in the use of public subsidies to attract private finance for public services. Financial sector involvement, especially private equity, brings new and increased risks, as the financial interests which increasingly control public services have no expertise in managing them, rather their expertise lies in extracting as much capital as possible. These actors operate with few regulations, little transparency and often with the implicit or explicit support of multilateral institutions.
- 6.10 It is now clear that rebuilding the old system will not work. We need fundamental change with re-empowered public services at its core. Our vision of public services that keep us safe, realise human rights, and redress gender and other inequalities must be widely understood and compelling.
- 6.11 The positive, dynamic effects of public services should be recognised. Public services and public welfare, such as social services, health sector services, education, and day care for children and young people, are an investment with a positive effect on the economy - and for the individual citizen. Sustainable growth in society is dependent on a well-functioning public sector and a public infrastructure.
- 6.12 In accordance with the Universal Declaration of Human rights states have an obligation to promote policies and programs that lead to the full realisation of socio-economic rights. Governments must take back the tools to empower the state and public services in the pursuit of human rights and development. Global institutions must take urgent and radical action to ensure funds and the regulatory environment exist to meet the Sustainable Development Goals (SDGs).
- 6.13 We must reinvigorate our work with allies to fight privatisation, promote in-sourcing, and demand the strategic role of neglected public services, like public transport, social housing, and energy. We must rebuild the social organisation of care with public provision at its core and highlight the critical role of quality QPS in redressing inequalities and unpaid care work burdens.

- 6.14 We must reinforce the role of the public sector as a major provider of training and secure employment opportunities for young people, women, and disadvantaged groups. We must ensure QPS receive adequate sustainable funding to be provided to all, by workers who are well trained, supported, and paid.
- 6.15 The changes required to deal with the climate and environmental crisis will only be successful if public led. The rapid and radical changes now needed are not possible without public intervention, public financing, public regulation, and significant public provision. We must constantly remind the public that educators, health professionals, care workers, culture workers, municipal workers, and policymakers improve our lives and have low carbon footprint. Sustainable and gender transformative QPS must be a central part of our demands for a Global Green New Deal.
- 6.16 Unions, citizens, and workers must be co-determining in the introduction of digital technology in public services. The introduction of digital tools into public services must not be a cost-cutting measure nor lead to further privatisation or outsourcing.
- 6.17 Digitalisation must not leave private corporations to own and control data that are critical to ensuring citizens' security and protection. Governments must retain their data sovereignty and ensure access to vital data required to govern, regulate, and deliver public services.
- 6.18 PSI will prioritise working with affiliates to:
- a) Promote a new vision of a just economy with empowered gender transformative QPS that enable the realisation of human rights at its centre.
 - b) Fight for the immediate cessation of the implementation of austerity measures and for expansionary fiscal policy that increase public investment for public services and state infrastructure.
 - c) Promote re-municipalisation and provide practical support to our affiliates to take back and expand QPS.
 - d) Fight for a public led solution to the climate and environmental crisis.
 - e) Better map privatisation threats and the replacement of public service management and delivery by private bodies disguised as "outsourced", "social", "charity", "non-profit", "solidarity", "religious", or "public interest" organisations.
 - f) Understand financialization and include it in the economic training of affiliates.
 - g) Understand and promote alternatives that retain data as a public good.
 - h) Build and strengthen alliances between unions and CSOs.

- The struggle against privatisation is essential to ensure access to quality public services including health care, education, sanitation, and emergency and care services for all as a public good, without discrimination.
- The global crisis of care and the expansion of multinational companies in the health care sector are driving the privatisation of these services. This underscores the need to adopt a new perspective on health and care services that should be funded and managed by the State as a public good.
- We must fight for the creation and implementation of national care plans that recognize the public and universal right to care. We must also fight against the entry and expansion of trade union organizations that have, over history, accepted the logic of commercializing services and are now seeking to compete with PSI to organize public service workers. It is essential to strengthen the idea that public services cannot be guided by profit.
- We must fight against reforms that replace social security systems with private pension funds and continue to fight against the privatisation of pension systems in the region.

7. MAKING SECTORS STRONGER

7.1 INTRODUCTION

- 7.1.1 Much of our work will be driven through our sectors. Our sectoral networks should develop sectoral plans that reflect affiliate priorities consistent with the PoA and regional priorities. These plans will be implemented by PSI globally, through our regions and subregions, national coordinating committees and with our affiliates. Congress 2023 affirms the analysis, policy, and actions from the 2017 Congress and sets out the following priorities.
- 7.1.2 Sectoral plans will identify threats, opportunities, research priorities, sectoral, national, regional, and global advocacy needs, growth strategies and strategic sub sectors, priorities for capacity building, affiliate consultation, and incorporate the organising and bargaining objectives for the sector. These plans will integrate Trade Union Rights (TUR), Union Development (UD), privatisation and cross cutting work, and outline how we will build coalitions with users of quality public services, civil society, and other allies.
- 7.1.3 Certain groups of workers do not fit into a single sector. The climate and COVID-19 crises have simultaneously highlighted the critical role that first responders and care workers play in keeping us safe, and how they are undervalued, underfunded and under supported. We will establish networks and plans for groups of workers such as these.
- 7.1.4 Our work with first responders includes fire fighters, police, ambulance, health, medical, social welfare, local and regional government (LRG) staff, as well as frontline workers in water, energy, transport, education, and other sectors. PSI will continue to advocate for investment in training and safety equipment, better coordination across governments, and systematic involvement of first responders in forward planning as indicated in the ILO guidelines on Public Emergency Services. We will prioritise ensuring first responders are not denied their TUR.
- 7.1.5 Our work in care will continue across public, private, and not for profit sectors in health, LRG, education, and national administration covering aged care, care for people with disabilities, childcare, long term care and other areas. We will fight for care as a human right, promote the Care Manifesto, advocate for professional standards, oppose commercialisation of care, organise workers and bargain for equal pay for work of equal value, better wages, and conditions at local and international level. We will continue our work organising and supporting community health workers.

7.2 HEALTH AND SOCIAL SERVICES

- 7.2.1 Since Congress 2017, the world's health, social services, and care systems have been ravaged by COVID-19. It is likely that as we continue to encroach on the world's natural habitats, especially through mining, logging, and industrial scale farming, these pandemics will become more frequent, and globalisation will accelerate their spread.
- 7.2.2 Health and care systems that were already quietly and deliberately weakened by neoliberal policies of underfunding, fragmentation, privatisation, and outsourcing, collapsed under the increased pressure of COVID-19, as public hospitals and health services bore the brunt of the pandemic response.
- 7.2.3 The staffing models that supported these policies promoted understaffing, informal and precarious work, and did not provide adequate skills and training. The sustainability of these systems was deliberately built on the undervaluing and exploitation of women's and feminised work and migrant labour.
- 7.2.4 International institutions designed to provide early warning, technical guidance, and global co-ordination were hampered by geo-political tensions, underfunding, and massive corporate influence.
- 7.2.5 Privatised and unnecessarily long supply chains failed to keep workers and the public safe. The world was horrified at the needless deaths in privatised long term care homes. Governments everywhere intervened to fix private failure and keep people safe, even while health care and pharma companies made massive profits.

- 7.2.6 Health and social services also include strengthening cleaning and hygiene to prevent and combat the spread of infection. This effort must be maintained and recognised as an extension of experiences with COVID-19. Cleaning and hygiene must be prioritised especially within the social and health sector and recognised as a valuable and skilled profession.
- 7.2.7 To address these shortages, and especially during the pandemic, many rich industrialised countries have resorted to active international recruitment of health and care workers from poorer countries with fragile health systems, which goes against the principles of the WHO Code of Practice on the International Recruitment of Health Personnel (WHO Code) and the WHO Health Workforce Support and Safeguards List.
- 7.2.8 The global shortage of health care workers drastically increased as workers died, fell sick, retired, or left the profession, burnt out and frustrated with the poor working conditions and wages.
- 7.2.9 For a short period, health and care workers were heroes we all applauded – only for the looming economic and cost of living crises to shift attention once again to the failure of broader neoliberal policy. While the virus was still killing millions of people, large pharma, and governments under its influence (mainly in Europe), mounted a rear-guard action to protect corporations' future intellectual property rights and profits, rather than keep people alive.
- 7.2.10 COVID-19's legacy has not led to rapid, radical, and widespread shifts in attitudes and policy. Rather we are left with a workforce frustrated and angry, labour shortages that provide increased bargaining leverage, and increased awareness of the problems and possibilities for change. In short, a more fertile terrain on which to build a movement for change. Unions should mobilise to organise these workers and help lead the drive for change.
- 7.2.11 Health, social services, and care unions all over the world are now organising and mobilising workers and building coalitions with users and the community, to build the power needed for change. There is a growing desire everywhere for industrial action and change. PSI plays a critical role in this struggle.
- 7.2.12 Congress reaffirms Resolution 41 (Workplace Safety in the Health Sector) of the 30th World Congress and commits to advancing workplace health and safety of health workers through advocacy which leverages on the ILO codification of Occupational Safety and Health (OSH) as included under the Fundamental Principles and Rights at Work (FPRW). Congress also reaffirms Resolution 22 (Support for Workers with Mental Injuries) and will continue to advocate for the full implementation of the WHO Guidelines on Mental Health at Work, towards ensuring the psychosocial wellbeing of (health and social sector) workers.
- 7.2.13 Congress reaffirms Resolution 37 of the 30th World Congress in light of the COVID-19 pandemic and waves of emergencies, including natural and human-made disasters as well as public health emergencies.

7.2.14 PSI will prioritise working with affiliates to:

- a) Strengthen sub/regional networks as part of the broader strategy to share experiences, set priorities, learn, take collective action, and coordinate engagement with regional institutions.
- b) Win the implementation of national, regional and global commitments made by governments to drastically increase funding for healthcare delivery, health employment and the decent work agenda in the health sector.
- c) Campaign for well-funded, strong universal public health and care systems, to avoid such deadly global health emergencies outcomes as we have had with the COVID-19 pandemic.
- d) Oppose the commodification and commercialisation of health and care and weaken the power wielded by private providers.
- e) Map and organise workers in private sector providers to defend the rights of health, care and social service workers, build their power to make policy change and oppose corporate power.
- f) Build a comprehensive organising programme for workers in the health and care sector.
- g) Advocate for restructuring of the global health supply chain to ensure that stocks and flows are based on needs of the people's health and not the wealth of a handful of corporations.
- h) Resist austerity measures that exacerbate low levels of investments in health services and emergency preparedness and that increase pressure for the privatisation of health services - often leverage by development finance.
- i) Campaign to ensure availability of sufficient numbers of health workers with the needed skills mix to support universal public health systems that will achieve "health for all".
- j) Fight for a revaluing of health and care work, better working conditions, equal pay for work of equal value, better education and training, and against precarious work and violence in the workplace.
- k) Rebuild the social organisation of care, which disproportionately depends on women's paid and unpaid labour in the workplace and at home, demand better public models integrated with the health system, and provide quality health and care as a human right.
- l) Influence the follow up work from the General Survey on the Nursing Personnel Convention, 1977 (No. 149) and the Nursing Personnel Recommendation, 1977 (No. 157) and professional issues for nurses, care, and health workers.
- m) Expand our work in the care sector, and consolidate our global and regional care networks, to fight for professional standards, wages and conditions, oppose the commercialisation of care, support community health workers, and engage and lobby international and multilateral bodies such as the ILO, WHO, and UN.
- n) Influence the formulation and implementation of international agreements on pandemic prevention, preparedness, and response, and for universal health care, with evidence-driven advocacy, lobbying and campaigns at both the global and regional levels.

7.3 LOCAL AND REGIONAL GOVERNMENT (LRG)

7.3.1 COVID-19, the climate and environmental crisis, and rising inequality contribute to increasing acceptance and demand for re-municipalisation and public investment in LRG services.

7.3.2 Simultaneously, inadequate funding and weak reform of municipal fiscal systems are undermining the sustainable funding required to meet the mandate and are driving up deficits for many LRGs. This, in turn, creates further social division, undermines the staffing levels, skills, decent working conditions, and proper wages critical to providing equitable access to quality local public services and adequate responses to crises. It also increases pressures to privatise and outsource. The result is a vicious circle of poor facilities, poor services and increasing problems in attracting sufficient skilled workers.

- 7.3.3 LRG Workers and their trade unions continue to suffer from high levels of precarious employment and restricted access to freedom of association and collective bargaining. LRG professions face OSH challenges, poor training opportunities, and a lack of recognition as critical public service workers that need to be shielded from the vagaries of political cycles.
- 7.3.4 LRGs are often where digitalised public services and administrations interact and communicate most with citizens and users, and where the largest numbers of public service workers are involved or affected by digitalisation.
- 7.3.5 In many places these pressures drive innovative local solutions that involve participation of local communities, workers, and unions in a new generation of democratically governed local public services with meaningful worker participation.
- 7.3.6 Cities produce around 70% of global greenhouse emissions and consume 2/3 of world energy. Urban areas are expected to contain 68% of the world's population by 2050. LRG services and workers are the first line of defence against emergencies, disasters, and the climate and environmental crisis. None of these challenges will be tackled without their involvement in coherent policy development and implementation from local to national level.
- 7.3.7 To address these and other LRG priorities, PSI conducted the LRGNext2021 affiliate consultations, following which the LRG Global Network adopted, in 2022, its [Action Plan 2022-2028](#). The Action Plan is the policy roadmap for affiliate action on shared priorities and work of the PSI Secretariat, Regions and Sub-Regions in the LRG sector.
- 7.3.8 Congress commits to implementing the LRG Global Network's [Action Plan 2022-2028](#). PSI and its LRG affiliates will implement the Action Plan, and will amongst other things:
- a) Hold two meetings of the Global LRG Network each year (in either hybrid, virtual, or in-person) and convene thematic working groups for priority areas such as public financing, organising and TUR, Occupational Safety and Health (OSH), public procurement, remunicipalisation, insourcing, climate, disasters, the environment, and skills development.
 - b) Develop OSH and gender/intersectionality analyses and guidance for specific LRG professions and use them for organising and collective bargaining.
 - c) Use PSI's People over Profit (PoP) digital platform to rapidly mobilise global solidarity actions in support of LRG unions and workers whose rights are under attack.
 - d) Pilot joint actions with other trade unions and social partners at city / town / territorial level to progress priorities such as decent working conditions, equitable access to local quality public services, and gender-care transformative urban policies in cities with women mayors and/or LRG women union leaders.
 - e) Continue to engage in dialogue with LRG employers to do joint advocacy in strategic global and regional policy fora on themes of common interest such as funding, in-sourcing, and climate.
 - f) Open and advance dialogue with thematic LRG and city networks such as C40, U20, ICLEI, UCLG and Rainbow cities, and work towards greater recognition and visibility of the LRG sector and the working conditions of its workers within the ILO and other UN and international organisations.
 - g) Ensure that digitisation contributes to quality public services and does not lead to a reduction in public services and attacks on workers or an increase in violence and harassment, including gender-based violence.
 - h) Put in place a comprehensive organising programme for workers in the LRG sector, including work to bring real employment and organising into our organisations for the many informal workers who provide a local public service.
 - i) Consolidate our global and regional networks in the LRG sector, to fight for decent working standards, wages and conditions, oppose privatisation, support LRG workers, and lobby international and multilateral organisations such as the OECD, ILO, UN Habitat, and other UN agencies.

7.4 UTILITIES

- 7.4.1 Water and sanitation, energy production, transmission and distribution, and waste collection and treatment are fundamental services that increasingly underpin urban societies. Many are natural monopolies that cause serious social and economic problems when poorly managed and underfunded.
- 7.4.2 The climate and environmental crisis and COVID-19 have again demonstrated that these services are not suited to be managed by corporations, which use monopoly power to generate excessive profits. Anger at energy companies' abuse of market power to drive up energy prices in times of crisis sparked debates about re-regulating and re-nationalising energy. Renationalisation in countries such as France began the process that currents of liberalism are trying to undermine. Renationalisation enjoys growing support in many countries.
- 7.4.3 Policies to privatise and use public subsidies to attract private finance and to financialise privatised services has helped private equity investors to enter this 'market'. Global institutions seem unable and unwilling to make enough funds available to meet the Sustainable Development Goals (SDGs) in core areas like water, waste, and energy. There is now little hope that these will be achieved by 2030.
- 7.4.4 The transition from fossil fuels to low-carbon energy is not happening fast enough, nor in enough countries, and it is no longer possible to avoid deep and radical change in the water and energy sectors. Reversing market failures that pushed the planet towards catastrophic climate events require deep and urgent government intervention. The entire energy sector and supply chain must urgently be renationalised with massive public investment in low-carbon energy.
- 7.4.5 The current and increasing storms, droughts, floods, fires, migration, and massive agricultural disruption require water systems to rapidly anticipate, plan and adapt to manage either too much or too little water. Only public ownership and management can achieve this fast enough and with adequate consideration to the vast gender, social and economic implications.
- 7.4.6 PSI will prioritise working with affiliates to:
- Ensure governments take action to implement their international obligations to provide the human right to safe, reliable, affordable water and sanitation.
 - Fight for a democratically owned utility sector, re-nationalisation of water, waste, and energy, inclusive management for social and environmental objectives and massive investments in public wind, solar and other renewable energies to meet future climate related challenges.
 - Continue to work closely with Trade Unions for Energy Democracy (TUED) and support unions in the global south to build their capacity for this work.
 - Ensure workers affected by these changes are not left to shoulder the unfair burden of the transition.

7.5 NATIONAL ADMINISTRATION

- 7.5.1 Crises such as COVID-19, climate change and natural disasters demonstrate that national administration is indispensable for keeping the community safe. Its role during COVID-19 was essential in policy development and vaccine procurement, distribution, and logistics to name a few. These significant and demanding tasks were undermined by decades of cost-cutting and outsourcing policy and technical expertise left many national administrations and control bodies underprepared and vulnerable to capture by large consultancy firms and corporations. This has often been accompanied by attacks on the independence of the advice provided by professional public servants.
- 7.5.2 Yet, the experience and the lessons learned by civil servants are invaluable. Investing in independent policy making and all workers in national administration, including those that cut across sectors, like emergency service workers, must be a priority to face the crises and pandemics of the future.

- 7.5.3 The COVID-19 pandemic has been a catalyst for the adoption of and reliance on digital technologies, especially internet-based ones. This has brought into sharp contrast the inequalities in access to public goods, such as health and education. Protecting jobs and services provided by the national administration from poorly designed digitalisation programmes and AI is essential for the access to basic, free, fair, and quality public services.
- 7.5.4 International civil servants were among the first responders during the pandemic – policy advice, information, and material assistance from WHO, ILO, UN, the EU, and many others were vital to handle the pandemic and save lives.
- 7.5.5 But the internal UN “reform” puts its independence and trust at serious risk – UN jobs are falling short of basic labour standards and decent working conditions by making short-term, flexible, and temporary contracts for its own staff the norm. The uberization of the international civil service goes in the opposite direction and is in contradiction to numerous UN principles and rules underpinning the independence of the international civil service.
- 7.5.6 Supporting national administration and international civil servants to ensure they enjoy labour and trade union rights is key so they can provide independent policy advice.
- 7.5.7 PSI will prioritise working with affiliates to:
- a) Promote the ratification and implementation of ILO Convention 151 and fight for recognition of Trade Union Rights across all areas of national administration.
 - b) Ensure digitalisation contributes to quality public services, not a reduction in public services and attacks on workers, or increases violence and harassment, including gender-based violence.
 - c) Defend and promote the independence of public servants and the important role they play in providing evidence-based advice.
 - d) Support workers in international governmental organisations to access fundamental rights at work such as the right to organise, collectively bargain and legal redress for grievances.
 - e) Campaign to protect workers’ rights for local staff of embassies, consulates, and diplomatic missions.

7.6 EDUCATION SUPPORT, ART, CULTURE AND MEDIA

- 7.6.1 Education support, media, art and culture workers (ESCW) have faced unprecedented challenges during the global pandemic. The closure of education and cultural institutions undermined educational outcomes and exposed precarious work in large parts of the sector.
- 7.6.2 Pressure to quickly adopt virtual learning often normalised teleworking processes without the usual assessments and the return to work presented serious problems for disease control in schools. Both added to stress for workers in the sector. These experiences demonstrate that worker involvement in planning is critical to the provision of quality public education, cultural development, and the functioning of our communities.
- 7.6.3 ESCW face ongoing problems in dealing with women’s rights, institutional racism, gender identity, sexual orientation, indigenous rights, workplace and domestic violence, and environmental distress.
- 7.6.4 The ESCW sector continues to be a prime target for privatisation, exacerbated by the ongoing global staffing shortage. When these services come under the control of corporations, it threatens our ability to provide quality universal public education, advance arts and culture, provide independent critical curriculum, attract and retain qualified and experienced staff and ultimately undermines democracy. Especially in times of the pandemic, it became clear how important public broadcasting institutions are to ward off misinformation. Measures to maintain these institutions and protect media professionals and to strengthen their rights and freedoms therefore also serve to protect media freedom and, consequently, democracy.
- 7.6.5 Cultural services are essential to humanity and play a key role in pandemic recovery and healing, as well as communication about human rights, equality, and justice. The sector also benefits the economy greatly and is a key component for true economic recovery.

- 7.6.6 Arts and cultural practitioners help us preserve the past, examine who we are, and imagine who we can become; they deserve to be recognised for their unique and critical contributions to society and to be treated with dignity and respect in the workplace.
- 7.6.7 Since 2017 Congress, the ESCW Network has endorsed a workers' manifesto for Education Support Workers, and another for Cultural Workers calling for greater focus on the plight of cultural workers devastated by the ravages of the pandemic. Both will guide our future work.
- 7.6.8 PSI recommits to defending public, quality education, and to defeating inequality in education whether due to geography, income, gender, ability to access technology, or special learning needs.
- 7.6.9 PSI will prioritise working with affiliates to:
- a) Promote the central role ESCW have in our communities and our democracies and the role they play in promoting democratic, inclusive, and anti-discriminatory values.
 - b) Promote universal and free public education, defend labour rights and fight for safe workplaces, decent work, stable employment, and social protection.
 - c) Pressure the IFIs and the UN to prioritise ESCW issues.
 - d) Integrate PSIs digital work into the work of the ESCW sector.

- Sectoral work is critical to PSI. The effectiveness of this sectoral work relies on PSI affiliates' engaging, self-organizing and implementing a diversity of strategies within PSI structures as appropriate to each sector. PSI Inter-America will increase coordination of the concrete work done in each sector.
- Regional sectoral work plans to implement PSI priorities, in compliance with PSI's constitution and Global Programme of Action, will be proposed and discussed at the sector meetings organized as part of IAMRECON to ensure they reflect the priorities and realities in the region.

8. GLOSSARY

AI	Artificial Intelligence
ASD	Agenda for Sustainable Development
BIPOC	Black, Indigenous, People of Color
BLA	Bilateral Labour Agreements
BRICS	Brazil, Russia, India, China, South Africa
CAS	Committee on the Application of Standards
COPS	Conference of the Parties to the United Nations Framework Convention on Climate Change
ESCW	Education Support and Cultural Workers
FPRW	Fundamental Principles and Rights at Work
GCM	Global Compact on Migration
GCR	Global Compact on Refugees
GFA	Global Framework Agreement
ICRICT	Independent Commission on Reform of International Corporate Taxation
IFI	International Financial Institution
ILC	International Labour Conference
ILO	International Labour Organization
ILO CAS	ILO Committee on the Application of Standards
ILO CEACR	ILO Committee of Experts on the Application of Conventions and Recommendations
ILO CFA	Committee on Freedom of Association
ILO GB	ILO Governing Body
ILO ILC	ILO International Labour Conference
IMF	International Monetary Fund
IPCC	Intergovernmental Panel on Climate Change
ISDS	Investor State Dispute Settlement
ITUC	International Trade Union Confederation
LGBT+	Lesbian, Gay, Bi-sexual, Transgender and others
MDGs	Millennium Development Goals
MNE	Multinational Enterprises
NGO	Non-governmental Organisation
OAS	Organization of American States
OECD	Organisation for Economic Cooperation and Development
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
PPP	Public-Private Partnership
PUP	Public-Public Partnership
PWD	Persons with disabilities
QPS	Quality Public Services

SDGs	Sustainable Development Goals
SIBs	Social Impact Bonds
TRIPS	Trade-Related Aspects of Intellectual Property Rights
UCLG	United Cities and Local Governments
UN	United Nations
(UN)CSW	UN Commission for the Status of Women
UNComHEEG	UN High Level Commission on Health Employment and Economic Growth
UNESCO	United Nations Educational, Scientific and Cultural Organization
WEF	World Economic Forum
WHA	World Health Assembly
WHO	World Health Organization
WTO	World Trade Organization

PSI Programme of Action 2024-2029



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