



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞運

Introduction to the PSI Programme of Action (PoA) 2018-2022

The PSI 2018-22 Programme of Action (PoA), titled *People Over Profit*, provides political guidance for PSI over the period between Congresses. It has been drafted after extensive consultation with affiliates and was overwhelmingly adopted at the 30th PSI World Congress.

The PoA, and other resolutions approved by Congress contained in Volumes 2 and 3, guide global action, in all areas of PSI policy and activity, over a five-year period. Thus, whilst being comprehensive, the PoA is not overly prescriptive. The Executive Board is empowered to determine further policy and actions consistent with the Congress mandate to deal with detail as circumstances dictate.

A short summary will be produced in early 2018 for affiliates to use to explain PSI work and priorities to staff and members, with a focus on how international work affects their everyday lives.

Summary of Key Points

The proposed PoA builds on the current political priorities of PSI.

Section 1, *Introduction*, outlines the international threats and opportunities that PSI and its members face. It reminds us that our struggle cannot be separated from the broader struggles of all workers, and the struggles for democracy, human rights and justice for all.

It then goes on to outline the threats of corporate power, rising inequality, increased racism and xenophobia and the unique place that public service workers and unions occupy in the current global turmoil. It argues that we must be bold in our vision and we must be prepared to lead.

Section 2, *Building the Power to Create the World We Want*, outlines the importance of building our power to create change. It identifies organising workers, growing our unions and projecting our power as crucial to our success. It outlines how PSI's power relies critically on the size, unity and activity of our affiliates. At the request of EB-149 (November 2016), all sections of the PoA contain actions for PSI affiliates to do.

Section 2 goes on to argue for internal democracy and workers' participation, ensuring all workers are brought into the union movement, and for building broad alliances with users of public services, private sector unions and other allies. It makes the case for clear analysis, bold demands, workers' education and effective communication and lobbying.

Section 3, *Respect and Dignity for All*, outlines our commitment to respect and dignity for all. It makes the case for acknowledging historical injustice, ending all discrimination, taking specific action to remedy injustice and the importance of shifting power in society. It includes new sections on migrants and refugees, racism and xenophobia, LGBTQI workers, indigenous peoples and disabled workers. It acknowledges PSI Women's Committee's lead role for gender mainstreaming, but that men must also play a critically important role. It commits to expanding the support for young workers in PSI decision-making and their central role in PSI actions.

Section 4, *A Just Global Economy*, outlines PSI's vision for an alternative and just global economy. It articulates the challenges of rising inequality, changes in the labour market, the scandalous rise in corporate power and the role of global financial institutions in maintaining neoliberal policies and practices. This section deals with tax justice, debt, trade, corruption, sustainable development, climate change, pensions and digitalisation.

Section 5, *Trade Union and Labour Rights*, outlines the central role PSI plays in defending the trade union rights of its affiliates against unprecedented attacks, particularly on collective bargaining and the right to strike in public services. It outlines how we will help defend and extend these rights to ensure that workers can exercise their human rights and improve their wages and conditions.

Section 6, *Fighting Privatisation*, restates PSI's commitment to quality public services and their role in assisting the most vulnerable and needy in society. It outlines the human rights, social justice and economic rationale for quality public services, the threats posed by privatisation and how we will meet them.

Section 7, *Making Sectors Stronger*, details the important role of sectors in PSI's struggle. It outlines how equalities, cross-cutting issues, privatisation and trade union rights work will be incorporated and driven through sectoral work. It sets out how we will strengthen our sector networks and organise to defend our affiliates and their members. It lists specific action for each of PSI's five sectors.