



Public Services International (PSI)

Geneva, 20 March 2024

INB9: Public Services International (PSI) statement on Article 7 “Health and care workforce” of document A/INB/9/3, with some text proposals

Dear INB members,

On behalf of the 30 million public service workers represented by Public Services International, in the spirit of prioritizing health over wealth and people over profit, we respectfully share our concerns and proposals related to Article 7 of the INB9 negotiating text:

1- Decent Work and Social Dialogue

While we welcome the inclusion of "decent work conditions" in the text, , we consider it weak and needs improvement . Decent work comprises four pillars: (a) promoting jobs and enterprise; (b) guaranteeing rights at work, including the right to organize, to strike, to fair payment; (c) extending social protection; and (d) promoting social dialogue. We therefore suggest:

- Art. 7.1.(b) to include "**decent work deficits**" after the first word ("addresses")
- Art. 7.1. (b) to include "**anti-union policies**" before the term "gender and youth"
- Include a sub-paragraph in Article 7.1 that states "**establish effective social dialogue mechanisms, including tripartite or bipartite consultative institutions and collective bargaining between employers and workers, where they do not exist. In places where they do exist, the mechanisms should address the specific demands placed on workers both in planning and response during an emergency and in non-pandemic times with an aim to strengthen health systems**" as outlined in the [ILO Guidelines on Decent Work in Public Emergency Services](#)

2- The Precautionary principle

The precautionary principle as defined in the Rio Declaration (1992) for the environment, will be applied to the health, safety and well-being of health and care workers when Parties develop infection prevention and control guidelines. We recommend the following:

- Art. 7.1.(a), after "protect the safety and security of the health and care workforce, including through strengthening decent work conditions", include "**and adopting the precautionary principle when the cause-and-effect relationships are not fully established scientifically and there may be threats of harm to human health or the environment**"

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3- Protect health and care workers' families

- Add a new sub-paragraph to Article 7.1: **7.1.(x) develop policies to protect health and care workers, as well as their families, in the event of injury, sequelae or death during the response to a public health emergency;**

4- Health worker migration

While we welcome the reference to the WHO Code of Practice and other applicable international norms, codes and standards, we recommend:

- Insert **"fair and ethical"** with reference to international recruitment. Fair recruitment ensures respect for international labor standards, while ethical recruitment ensures the protection of the health systems of developing countries.
- At the end of Art 7.3 insert **"while respecting core labor standards"** before "and the freedom of movement of health professionals".

5- Safe Staffing Ratios

It is fundamental to include a reference as outlined in ILO Convention 149 in relation to the staff to patient ratio. We recommend:

- In Article 7.1.(c) after **"establish and maintain national workforce planning systems and strategies to rapidly"**, to include **"guaranteeing safe staff to patient ratios"**.

Thank you for your attention,

Contact:

Pedro Villardi - Health Equity, PSI
pedro.villardi@world-psi.org
+5521994380399

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