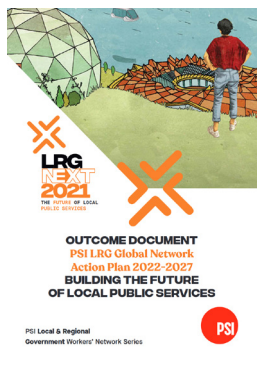




## LOCAL AND REGIONAL GOVERNMENT WORKERS POLICY BRIEFS



As part of the [Local & Regional Government Network series, LRGNEXT2021](#) Conference, PSI has produced a series of 10 Briefs on themes relevant to the sector.



### PSI LRG NETWORK ACTION PLAN 2022-2028: BUILDING THE FUTURE OF LOCAL PUBLIC SERVICES

This Action Plan represents a roadmap for PSI LRG affiliate action and for the work of the PSI Secretariat, Regions and Sub-Regions in the LRG sector. It also contributes to inform the PSI Programme of Action 2022-2027.

This draft Action Plan of the PSI LRG Global Network (“the Plan”) is rooted in the [stock taking](#), discussions and priorities emerged during the global LRG affiliate consultations carried out by PSI through the [LRGNext2021 Series](#), held between 1/6/2021 and 3/12/2021.

LRGNext2021 explored specific policy themes related to the LRG sector to identify strategic goals as reflected in the [10 LRGNext2021 Thematic Policy Briefs](#),<sup>1</sup> which represent the narrative policy basis for the Plan. This text also encompasses and builds upon the [draft priorities](#) highlighted during the [PSI LRG Global Workers Network's Steering Group](#) meeting of 1/6/2021.

Aug 18, 2022

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## OVERVIEW OF MEGATRENDS AFFECTING LOCAL AND REGIONAL GOVERNMENTS (LRG)

Despite the impact of the Covid pandemic, urbanisation forecasts continue to predict an increasingly urban world. The urban share of the world population is expected to pass from 56.2% to 60.4% between in 2020- 2030.1 Migration is a major contributor to urbanization, whether internal (rural-to urban) or across-borders. International migration accounts for about one-third of urban growth in developed countries. Prior to Covid, more than 1.8 billion people worldwide lack adequate housing; over one billion live in informal settlements; and 150 million are homeless, while millions more suffer from insecurity of tenure.

Urban economies continue to be the engines of economic growth, accounting for approximately 80% of global GDP. Employment in urban areas concentrates 38% of the global workforce, accounting for most Covid-exposed professions, such as food, retail, manufacturing, tourism, and hospitality. Cities generate 70% of global carbon emissions and consume two-thirds of the world's energy.

Mar 31, 2022

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## PUBLIC FINANCING FOR LOCAL QUALITY PUBLIC SERVICES

Local and regional governments (LRGs) are increasingly asked to do more with less. At the forefront of public service delivery and emergency responses, local authorities and their workers are essential to national and local public policy implementation. Cities and territories need to provide a wide range of local public services: transportation, water, sewers garbage collection and disposal, police, fire protection, parks, education, culture and recreation, affordable housing and social assistance. LRGs are ultimately in charge of the implementation of global policy frameworks on the ground ('localisation)', such as the [Sustainable Development Goals \(SDGs\)](#)<sup>1</sup>; the [Paris Agreement on Climate Change](#); the [New Urban Agenda \(NUA\)](#); the [Sendai Protocol on Disaster Preparedness](#), and the [Decent Work Agenda](#).

Mar 31, 2022

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## THE DIGITALISATION OF LOCAL PUBLIC SERVICES AND WORKPLACES

The local and regional levels of government are on the frontline of the introduction of new digital technologies and processes in public services: although central governments play a leading role in the decision to launch and roll out digitalization programmes and initiatives, most public services are delivered at municipal, local, or regional government level. This is where digitalized public services and administrations interact and communicate the most with citizens and users, and where the largest numbers of public service workers are involved or affected by public service digitalization.

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## **REMUNICIPALISATION AND THE COVID-19 PANDEMIC**

The COVID-19 pandemic has shaken the foundations of our socio-economic systems and revealed and magnified the deep inequalities they create. It has also raised awareness about the central role public services can and must play: saving lives; keeping the socio-economic fabric of humanity together; protecting the environment; enabling the attainment of human rights.

With COVID-19, the damage done by decades of underfunding, cutting, and privatizing vital public services<sup>1</sup> materialized into the unsustainable images of saturated intensive care and emergency units; health and support staff overworked to exhaustion, lacking personal protective equipment (PPE) and other essential supplies; and countless coffins driven by army trucks to freshly dug graves.

Mar 31, 2022

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## **PUBLIC SERVICES 2.0: DEMOCRATIC GOVERNANCE AND PARTICIPATION IN LOCAL PUBLIC SERVICES**

Public ownership of vital public services provides an opportunity to build a new generation of local quality public services that are innovative, participatory, accountable, democratic, and work for the workers, the people, and their communities. Also, when services are publicly owned and include forms of democratic governance and meaningful workers participation, they have the potential to provide a unique space to pioneer new, progressive management practices that do not necessarily or solely rely on the same performance indicators used by privately-run public services (e.g., return on investment, productivity, cost-effectiveness, working time, etc.). They can introduce new, qualitative and quantitative performance indicators (e.g., social and environmental impact, service quality and outreach, revenue reinvestment in service, worker and citizen participation, user fee reductions, etc.) while ensuring long-term service viability, decent employment, and quality service with equitable access. PSI refers to this vision of the local public services we need as “Public Services 2.0”.

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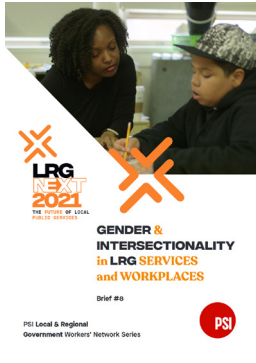
## **TRADE UNION RIGHTS, EMPLOYMENT CONDITIONS AND LABOUR RELATIONS IN THE LRG SECTOR**

Over the past few decades, a wave of decentralization and state reform has devolved to local and regional governments (LRGs) many key competences and functions previously held by national ones. As a result, LRGs now provide a wide range of services and perform functions whose delivery necessarily relies on the presence of an adequately staffed, skilled and dedicated local public service workforce.

A 2016 joint study from the OECD and UCLG counted over 500,000 LRGs around the world. The professional paths, recruitment, financing, pay systems, and working conditions of LRG workers vary significantly from one country and locality to another, as does the work performed.

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## **GENDER & INTERSECTIONALITY IN LRG SERVICES AND WORKPLACES**

The fight for gender equality and non-discrimination is part and parcel of trade union work. Women represent the largest share of workers in many LRG professions. Together with other workers in vulnerable situations (e.g. disabled, elderly, LGBTI, racialised, migrant, refugees, indigenous, etc.) they face multiple, cumulative layers of discrimination (reflected in the concept of “intersectionality”) and bear the brunt of the precariousness, and of the poor working conditions of many LRG jobs.

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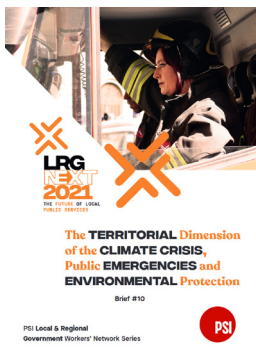
## **THE TERRITORIAL DIMENSION OF SOCIAL CARE SERVICES**

Social care services provide vital support to individuals, households and local communities ensuring the health, education, well-being, dignity, and socio-economic inclusion of the most vulnerable in our societies.

Ranging from child/elderly/disability care to domiciliary assistance; from live-in 24-hour homecare to long-term residential homes; from income support to public/social housing services, social care services are among the most complex and diversified forms of public services. Their provision, funding systems and organisation reflect each country's different paths of economic development, institutional and legal frameworks, societal/ethical choices, as well as cultural expectations.

Apr 04, 2022

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## **THE TERRITORIAL DIMENSION OF THE CLIMATE CRISIS, PUBLIC EMERGENCIES AND ENVIRONMENTAL PROTECTION**

Cities produce around 70% of global greenhouse emissions and consume about two thirds of the world's energy. Urban areas also concentrate more than half of the world's population, and that figure is expected to increase to 68% by 2050. Cities and urbanisation inevitably have a strong impact on the climate, ecosystems and biodiversity. As they concentrate and intensify human-induced warming locally, they contribute to more frequent hot extremes and heatwaves. Natural disasters, epidemics and pandemics, war and conflict additionally impose serious challenges to local communities and to public service workers, especially first responders and frontline workers, many of whom depend on local and regional governments (LRGs). These emergencies are made worse by the negative impacts of “man-made disasters” such as austerity/budget cuts, privatization, outsourcing, short staffing, and lack of regular trained staff.

Apr 04, 2022

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