

# Public Services International

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## Annual Report | 2016



## AT A GLANCE



**154**  
countries

**692**  
member unions

**20**  
million members

**69**  
STAFF  
MEMBERS

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## INTRODUCTION



### *Sisters and brothers,*

2016 has been a year of momentous change across the world. Amongst many significant events Syria's civil war raged, mass protests sparked corruption proceedings against the Korean president, a parliamentary coup ousted Brazil's president, Britain voted to leave the European union, right wing populism continued its rise across Europe and beyond and in November, Donald Trump was elected President of the USA sparking a global shift in geopolitical relations.

Against this background, many fundamental global issues requiring urgent action persist. The effects of climate change are becoming clear, we have yet to deal adequately with growing numbers of refugees, inequality continues to rise and public services and labour rights remain vulnerable and in some places are under attack.

This changing environment provides great threats, but also great opportunities where we are organised, mobilised and provide leadership for our unique vision. There is increasing awareness amongst working people that the current system does not work in their interests and anger that their voices are not being heard. Harnessing this anger for positive change is our great challenge. Failing to do so risks that these workers will become cynical and disengaged – or worse radicalised by the extreme right.

Unions, and public service unions in particular, are well placed to promote the alternative vision and organisation that is now so urgently needed. We have a strong presence in our national union centres, good connections to civil society and an innate understanding of the value of quality public services, the functioning of democracy and the role of the state.

In 2016 PSI has built upon our previous successes and continues to re-orient ourselves to step up our campaigning and advocacy work. Amongst our achievements this year PSI, with our affiliates and allies, have:

- Secured strong commitments at the ComHEEG to fund public health workforce growth without resorting to privatisation
- Contributed to stopping some of the most unfair trade agreements ever negotiated coming into force,
- Worked with Ghanaian trade unions to mobilise workers, users and activists to stop the World Bank driven privatisation of Ghana's national energy system, and
- Participated in well organised protest which ultimately led to a corrupt right wing president being removed from office in South Korea.

I said in my introduction last year that to keep winning we must continue to build our power. This has never been more true than now.

I thank every PSI affiliate, the Executive Board, our small and dedicated staff and the entire PSI family for your help in these successes.

As we prepare for Congress 2017 we will continue to lead the call to put people over profit and create a better world for all.

*In solidarity,*

Rosa Pavanelli, General Secretary

## FIGHTING PRIVATISATION AND PROMOTING QUALITY PUBLIC SERVICES

The global discourse on privatisation proceeds in fits and starts. When privatisation met with resistance, the term public-private partnerships was created as something more friendly. Recently, because of the pressure against PPPs, the new approaches relate to financing infrastructure, blended and pooled finance, crowding in private finance, the enabling environment for investors, and other similar, technical expressions.

Many governments are concerned about political instability, caused in part by growing inequality, and they recognise the role that social and economic infrastructure<sup>1</sup> plays to redistribute wealth and opportunity. This is one of the motives behind the sustainable development goals (SDGs), where governments agreed to ensure universal access to water and sanitation, health, education and energy. The problem is, as always, who pays and how. The current austerity mentality is driving many public institutions, lemming-like, into a belief that the private sector will pay. We anticipate significant problems with this approach, including more pressure to privatise, outsource and downsize government services.

<sup>1</sup> Social infrastructure is hospitals, schools, water and sanitation; economic infrastructure is roads, ports, railways, energy.

Because of PSI's consistent campaigning against privatisation, both at national and global levels, many NGOs have joined our work and are more active. Some have country branches, such as Friends of the Earth with its office in Nigeria that is helping on the long-standing campaign against privatisation of water in Lagos. Others are global, to help with research and campaigning on the global institutions and the new push by the World Bank, the OECD and the G20 to privatise and financialise infrastructure.

PSI continues to sponsor the highest quality research, conduct advocacy in all instances and support national unions in their specific campaigns. Our Privatisation Watch newsletter serves to share the latest information about campaigns and ongoing threats. PSI is developing an online platform to facilitate the exchange of information and coordinated campaigning.

### From the regions

The government of the USA is using its Millennium Challenge Corporation to push for energy privatisation in Ghana. It has set up a front group called Power Africa to provide technical support for privatisation transactions in a number of countries. Other branches of the US government are supporting, including USAID, US EXIM, US Dept. of Energy, USTDA (trade & development).

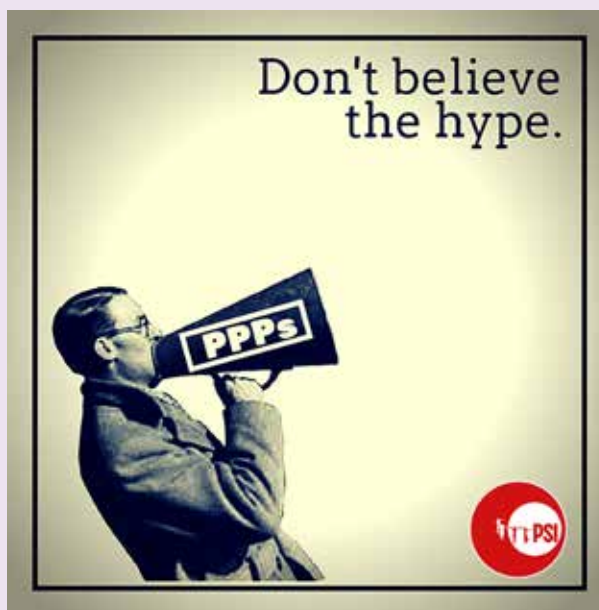
Alerted to this external pressure and assisted by PSI Vice President Thandeki, PSI convened meetings of the two unions representing workers in the sector; sponsored a research brief from PSIRU on the process from PSIRU, and supported a coordinated union response.

The unions conducted awareness raising and mobilisation of its members and developed alliances with civil society organisations. They also got the support of the Trades Union Congress of Ghana, as energy privatisation could affect all sectors and workers. The unions also used their contacts within the Ministry of Power.

Energy privatisation was one of the issues in the national election on 7 December, which saw the incumbent President suffering an unprecedented defeat in the first round. The new President has since indicated that he will not continue down this road. So, a temporary reprieve, but the pressure will no doubt return.

The government of Nigeria is beginning to have regrets about their energy privatisation in 2014, as there have been no improvements in services (quality, reliability, access, price) and some of the private distribution companies are bankrupt. There are rumours that the Senate will propose legislation to reverse some of the privatisations. The union continues to fight to protect the rights and interests of its members, in a

PSI attended the UNCTAD 14 Leaders meeting in Nairobi to ensure workers' voices were heard on a range of development related issues such as privatisation, tax, trade, development, inequality and workers' rights. We gave evidence at the civil society hearings, held side events in Nairobi and issued a position papers on the negotiating texts and a research paper on privatisation and development - PPPs and SDGs: Don't Believe the Hype.



more fragmented and complex labour rights landscape.

In December, Indonesia's Constitutional Court decided that certain provisions of the 2009 law on electricity that deals with private sector involvement may in fact violate the constitution. The case was brought to the court by the energy union SPP PLN, which has been waging a years-long campaign against attempts to sell off Indonesia's energy utilities.

Although the Court did not outright ban private participation in electricity, it does open the door to more systemic and legitimate questioning of the impact of Independent Power Producers and their profit-guaranteeing Power Purchase Agreements. PSI com-

mitted to increasing support to the energy unions, which have suffered repeated attacks by management and government because of the resistance to privatisation. As well, the court decision can be used to make similar arguments in other sectors, such as health, water, waste, etc.

### Pensions

In Chile, on 24 March, more than one million people marched against the private pension system known as AFP. The march against the 'Administradoras de Fondos de Pensiones' was convened by the workers' Coordinadora de Trabajadores 'No more AFP', that brought together mainly PSI affiliates, and different social organisations protesting against the private pension system which has been putting the average retirement pension below the minimum wage.

## INFLUENCING GLOBAL POLICY

Global institutions, both public and private, continue to increase their influence on the laws and standards that national governments are compelled to follow, often with little or no direct engagement with workers and the community at national or local level. Without PSI's efforts the unique perspective of public service workers would not be heard.

PSI is one of the few organisations that consistently and relentlessly defends the public interest, public services and the public sector in these global forums, often against concerted lobbying by large corporate interests. In 2016, PSI achieved real wins for workers and users of quality public services. The examples given below are in addition to work covered elsewhere in this report on issues such as fighting privatisation and trade union rights.

### TAX JUSTICE

PSI and our affiliates continue to play a leading role in the global tax justice movement to influence tax-related decision making forums and raise awareness of progressive tax justice solutions to inequality, corporate power and corruption.

Our work is an essential part of the response to the rise of right wing populist, nationalist and racist reactions to inequality and a globalisation designed in the

interests of the wealthy and powerful. It articulates an important element by exposing and explaining how the wealthy use the economic system to amass and protect their wealth and avoid paying their fair share in tax.

In 2016 we have continued our partnership with FES and advocated alternatives focused on tackling the myth of tax competition, expanding country campaigns and taking the tax justice message to workers and the community. We have highlighted the scandal in corporate tax dodging and pressured the global institutions to make the global tax rules fairer. We continue to explain that the G20 and OECD Base Erosion and Profit Shifting (BEPS) agenda has not significantly changed the global tax rules and that the outcomes from the Financing for Development Ministerial in Addis Ababa have done little to create a fairer global tax system.



This was demonstrated on 15 April when the Panama leaks scandal broke, exposing the connections between the wealthy elites, politicians at the highest levels and global tax avoidance. The leaks implicated five serving heads of state, two former heads of state, four former Prime Ministers and 61 family members and associates of prime ministers, kings and presidents. Then in late September the Bahamas leaks broke out and again drew



PSI produced four campaign videos for affiliates to use in the fight for tax justice



attention to the revolving door between high level government policy makers, politicians, corporations and tax avoidance. PSI has responded in the media and directly to our affiliates and their members on these scandals.

This year we have continued to build country campaigns with campaign meetings in Africa including Tunisia, South Africa, Ghana, Benin and Nigeria. Country meetings to expand tax justice work were also held in Argentina, Jamaica, Brazil, Mexico and Indonesia, as well as regional coordinating meetings in Latin America and Africa.

We have responded to affiliate requests for capacity building by holding training for union com-

### Union network on tax justice created in Latin America

In June, during a meeting in São Paulo, Brazil, trade union and civil society organisations agreed to create a union network for tax justice, a group that will coordinate discussions and campaigns on the issue at the Latin American level. Representatives from 12 countries participated: Argentina, Belize, Brazil, Canada, Chile, Colombia, Costa Rica, Guyana, México, Nicaragua, Panama and Uruguay.



PSI's Nigerian tax platform was launched by Peter Adeyemi, PSI Vice-President (4th left front row), and Ayube Wabba, NLC President (6th left front row).

municators and researchers to better understand corporate tax structures and expose tax dodging. We have produced materials for affiliate use including the production of four tax justice videos and we have subtitled the feature film *The Price We Pay* in Spanish for use in Latin America.

The Nigerian meeting, opened by the Nigerian Labour Council General Secretary, Ayuba Wabba, shows what is possible when the labour movement is united and takes an interest in Tax Justice. The meeting established a Nigerian Trade Union Tax Platform to organise further work. Research on tax dodging in Nigeria was released and the meeting received national press coverage. There have since been large demonstrations with further media coverage.

PSI's increased tax justice work in Africa has allowed us to attract funding to hire an African tax justice organiser to boost our capacity further.

In June, PSI held a Global Gender and Tax workshop at UNISON offices in London to examine gender tax issues, remove technical barriers to political activity on global and national tax issues and

agree on further action. A follow-up global summit with civil society and academics will be held in 2017.

PSI held tax and public finance side events at both Surabaya, Indonesia, and Quito, Ecuador, meetings of Habitat III.

### TRADE

After many years of work against unfair trade agreements, 2016 resulted in mobilisation against many of PSI's target agreements, built on victories in 2015 when Paraguay and Uruguay withdrew from TiSA and the EU acknowledged problems with Investor State Dispute Resolution mechanisms. While the CETA passed the European parliament, the mobilisation of trade unions and civil society created a difficult environment for its passage, and it remains to be seen if any of the national governments will block the agreement.

Shifting public sentiment was perhaps most noticeable in the US Presidential elections when all three major candidates expressed concern with unfair trade agreements, culminating with the election of Donald Trump who then scuttled the TPP and

## ICRICT : Promoting credible alternatives to the broken tax system

PSI continues to co-chair the Steering Group of the Independent Commission on the Reform of International Corporate Taxation (ICRICT) as part of the efforts to provide and promote credible alternative solutions in the face of the claims that there is no credible alternative to the current system.

The Commission met in Colombia in May to start work on a declaration on tax competition. Four Ways to Tackle International Tax Competition was launched in Brussels late last year (to coincide with lobbying the European Union on a number of its upcoming tax initiatives such as Common Consolidated Corporate Tax Base (CCCTB) and country by country reporting (CBCR). The event was attended by Joseph Stiglitz, Magdalena Sepulveda, Jose Antonio Ocampo and Eva Joly. Many national union platforms have now endorsed the declarations.

This year we have attracted core funding for the ICRICT for the first time by securing 250,000 USD from the Ford Foundation in addition to the ongoing support for events from FES. This will enable the employment of full time staff and further work in promoting the two declarations. The ICRICT success story would not have been possible without the generous contributions from PSI affiliates across the globe.



(Left to Right) Eva Joly, Joseph Stiglitz, José Ocampo and Thomas Mattig (FES)

TTIP negotiations. Brexit also creates complex and difficult shifts in global trade policy. This rapidly changing trade landscape creates opportunities and threats.

We have been careful to ensure that our opposition to bad trade agreements is not confused with a protectionist, or pro-nationalist position. We promote our view of an inclusive, rules based mul-

tilateral global trading system in the public interest in opposition to the possible emergence of bilateral agreements, nationalistic, protectionist or even mercantilist and neo-colonial trade policies.

In this context, PSI, in partnership with Friedrich Ebert Foundation (FES) and the Our World is Not For Sale (OWINFS) network, has continued to lead the Global anti-Trade in Services Agreement (TiSA) campaign and it appears increasingly likely that the negotiations will not conclude. Our campaigning has received media coverage across the world including in Australia, UK, France, Russia, Italy, Switzerland and Latin America. We have worked closely with our allies to get the message out including a widely reported 28-minute radio expose on TiSA in Australia and support for the release of a TiSA brief in the UK by Global Justice Now.

PSI has continued to provide resources to our affiliates to assist their trade work. We organised technical training on trade in services with Professor Jane Kelsey in Geneva, combined with a global strategy meeting and lobbying of Geneva based trade negotiators. PSI organised a side event at the WTO Forum in 2016 to publicise the analysis of the leaked TiSA texts. We released research commissioned from The Georgetown Law School that compares market access in TiSA, GATS and other trade agreements in Argentina, Canada, Chile, Colombia,



Regional seminar on TiSA in November in Costa Rica

Costa Rica, France, Germany, Iceland, Mauritius, Mexico, Norway, Pakistan, Panama, South Korea and Turkey to assist affiliates assess the risks of increased market access exposure from TiSA. We completed research that exposes the dubious claims made about the economic benefits of trade agreement by trade proponents.

We also completed research to record the successful strategy of the Uruguayan unions in forcing their government to withdraw from the TiSA negotiations so that the history and lessons of the victory are not lost, and will become a significant resource for future trade union campaigns.

This year has seen other Global Union Federations such as International Transport Workers Federation, UNI Global and Educational International increase engagement in TiSA and other

trade work which means that for the first time we have the active support of most of the global trade union movement. This would not have been possible without the excellent work of public service unions who have carried this struggle forward in national centres.

#### Country campaigns

Many activities were held in collaboration with FES and the OWINFS network.

PSI has been playing an increasingly influential role in organising resistance to unfair trade agreements in Asia. We held a regional trade meeting in Malaysia to co-ordinate affiliate and civil so-

ciety action against the Regional Comprehensive Economic Partnership (RCEP) and organised a lobby meeting on TiSA, TPP and TTIP in the Japanese national parliament.

We have organised TiSA country campaign meetings and continued campaign work across Latin America, in Colombia, Chile, Costa Rica, Panama, Mexico and Peru. The success of this work has attracted FES funds to hire a trade organiser for Latin America to boost our capacity further. At the end of the year, we held a regional meeting to plan for trade work on TPP and TiSA in Latin America for 2017.

#### Working with Greenpeace to expose the environmental costs of TiSA

PSI worked with Greenpeace, holding joint press conferences and media actions, to publicise the environmental and climate related problems with TiSA.

These joint actions and Greenpeace's new engagement on trade issues has boosted the media profile and credibility of trade issues amongst an important constituency.



PSI Director of Policy & Governance, Daniel Bertossa, in the TiSA reading room in front of the UN on the day of the press conference



Radhakrisna Sadien, General Secretary of GSEA (3rd left) with other affiliate and civil society members who came together to form the anti-TiSA coalition in Mauritius.

In April, the Network Against TiSA, Chapter Colombia, together with several senators of the Republic, convened the Public Hearing “Public Services in the Hands of Multinationals”.

In July, PSI organised the National Workshop on TPP and TiSA in Santiago, Chile. About 25 representatives of PSI affiliates participated

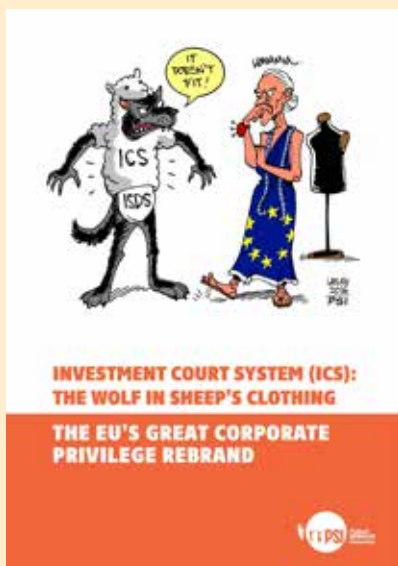
as well as social organisations such as the “Chile Better without TPP” platform.

In October, we held a joint union and civil society meeting in Mauritius to establish a country campaign. Mauritius is important as it is currently the only African country to have joined – on the basis that it hopes the agreement will

facilitate itself as a financial hub and tax haven for Africa.

In December, the platform of organisations “Chile Better without TPP”, that includes PSI affiliates in the country, delivered a letter requesting the President of the Supreme Court, Hugo Dolmestch, for a hearing in order to raise concerns about TPP.

End of 2016, trade union leaders and experts on TiSA met in Costa Rica to participate in a three day training course on TiSA sponsored by PSI. This training helped



### PSI leading global opposition to a Global Investment Court

Despite widespread public opposition, the European Union continues to promote its Investment Court System (ICS) and is now suggesting it as a basis for an International Investment Court.

PSI released its publication *ICS: A Wolf in Sheep's Clothing* which analyses the proposal for developed and developing countries. It shows that while the ICS removes some of the most severe procedural flaws, the fundamental issues remain. The proposal continues to give rights to multinational corporations that workers, unions, consumers, environmental groups and small business do not have and there is little evidence it provides economic benefits for workers.

Under the proposal, large corporations can sue governments for hundreds of millions of taxpayers' money when governments enact legal democratic decisions that the corporations do not like. The research shows that these payments are given to the

richest corporations and people in the world, starving public services and increasing inequality. The report has been mentioned in European Parliament debate.

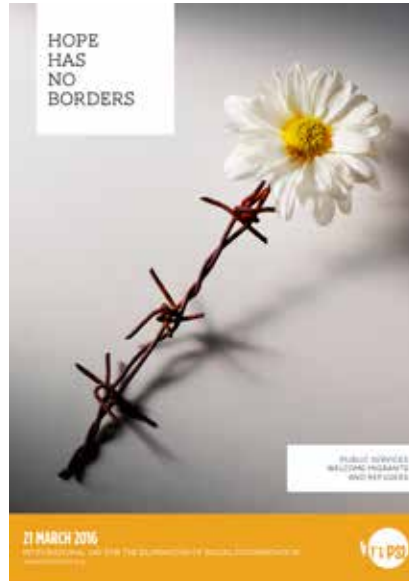
This was not supported by PSI affiliated unions from Canada who concluded that recent changes to the Canada-EU Comprehensive Economic Trade Agreement (CETA) do nothing to address its fundamental flaws or to mitigate the harm it will cause reiterating that foreign corporations will still have unprecedented power to sidestep the domestic courts and can sue our government if a public policy decision is deemed to prevent future profit.

participants increase their knowledge on Free Trade Agreements, discuss the possible impacts of these agreement on the different sectors, the labor market, public services and democracy in the countries involved. In addition, they evaluated the actions taken in 2016 and made a work plan for 2017.

### INTERNATIONAL FINANCIAL INSTITUTIONS (IFIs)

The focus of PSI's efforts remain fixed on the environmental and social safeguard revision process at The World Bank Group, including the establishment of a labour safeguard.

In August, the World Bank's Board of Executive Directors approved a new Environmental and Social Framework (ESF) that expands protections for people and the environment in Bank-financed investment projects, including a new safeguard for labor. The safeguard's review included the most extensive consultation ever conducted by the World Bank. It concludes nearly four years of analysis and engagement around the world with governments, development experts, and civil society groups, reaching nearly 8,000 stakeholders in 63 countries. The framework is part of a far-reaching effort by the World Bank Group to improve development outcomes and streamline its work. Public Services International worked closely with ITUC



to improve the labor safeguard proposal and guarantee its inclusion in the final set of safeguard revisions.

### MIGRATION

Forced displacement and large movements of migrants and refugees continued to dominate the global migration discourse in 2016, as conflicts, violence, extreme poverty and human rights violations remain unabated in many parts of the world. The World Bank estimates that in 2016, there were 250 million international migrants, of which 19.5 million (6%) are refugees.



Delegates from PSI/EPSU Seminar "Public Services Welcoming migrants and refugees" join the March mobilisation in Brussels calling for the rejection of the EU-Turkey proposal to keep refugees out of Europe.

What is deeply worrying in these refugee flows is the growing number of children refugees, estimated to reach almost half of the total number. Despite the continuing conflicts and increasing refugee flows, borders have been closed and developed countries turn away from their obligation to provide international protection.

In March, the shameful EU-Turkey Agreement was signed, with the European Union (EU) pledging financial assistance and visa-free entry to Turkey, in exchange for Turkey taking back migrants and asylum seekers attempting to reach Europe via Greece. While governments are shirking their human rights obligation, right-wing populist parties are spreading xenophobic rhetoric on migrants, dividing communities and attacking migrants' rights.

Against this backdrop, PSI and EPSU convened a seminar on



Participants at the Culmination Conference of the PSI project on decent work and social protection for migrant workers in the public services held in the Philippines in December.

“Public Services Welcoming Migrants and Refugees” in March, bringing together over 50 trade unionists representing 15 countries from Europe and Africa to strengthen cooperation and to enhance the role of public service trade unions in dealing with migration and refugee flows. PSI and EPSU strongly criticised the EU-Turkey deal and the refusal of governments to share in the responsibility to provide international protection.

In June, PSI dedicated its annual walk, i.e. the Route of Shame, during the International Labour Conference in Geneva to shame EU governments for their lack of political will and inaction. PSI

echoed this position in September, as it engaged in the United Nations High Level Summit on Migrants and Refugees at the UN General Assembly in New York. PSI challenged governments on their ability to fulfil their human rights and humanitarian obligation, critiqued the neoliberal paradigm that leads to forced displacement and migration, and defended the role of quality public services in promoting sustainable development, inclusion and countering xenophobia and discrimination. PSI brought the same message in its engagement at the 9th Global Forum on Migration and Development held in Bangladesh in December.



Further on migration governance, PSI worked at the standard-setting mechanism of the International Labour Organization (ILO) in developing the ILO Guiding Principles on Access of Refugees and other Forcibly Displaced Persons to the Labour Market, which is a sustainable solution to promoting empowerment and integration of refugees. PSI was also part of the ILO tripartite experts meeting that developed the ILO Principles and Guidelines on Recruitment, which sets forth standards for fair and ethical recruitment of migrant workers, including ending the practice of charging recruitment fees on migrant workers.

Also in the year, PSI completed the three-year Project on Decent Work and Social Protection for Migrant Workers in the Public Services with a project culmination conference held in the Philippines in December, bringing together affiliates in the project countries: Ghana, Nigeria, South Africa and the Philippines to highlight project achievements. At the conference, PSI launched the No Recruitment Fees Campaign, which aims to eliminate existing national laws and practice of charging recruitment fees on migrant workers. The No Recruitment Fees Campaign will further be rolled out in 2017 and will become the major thrust of the next PSI migration project ([www.world-psi.org/NRF](http://www.world-psi.org/NRF)).

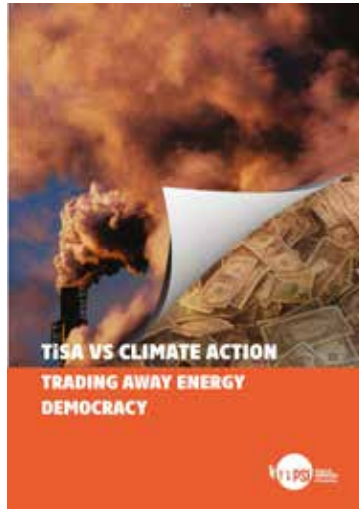
## CLIMATE CHANGE

As part of the 2015 Paris Climate Accord, national governments submitted Intended Nationally Determined Contributions (INDCs) indicating their actions to reduce their carbon footprint (mitigation), and to adapt to the inevitable climate change (adaptation). In other words, governments have submitted their climate policies and plans, and progress can be reviewed by the UN system.

For PSI affiliates, these Nationally Determined Contributions (the “I” was dropped to indicate that the national contributions were more than intentions) are one means for negotiating with governments, including over issues relating to terms and conditions of work.

For most countries, it is safe to assume that workers and trade unions have not been consulted in the development of these plans.

PSI, with our Swedish strategic support organisations, piloted workshops in Kenya, Zambia and Tunisia. Union leaders and activists from all sectors analysed their own country’s NDCs and developed plans for union actions. PSI warned unions about the potential impact of privatisation and PPPs, as these can limit government’s abilities to reduce the carbon footprint.



The energy unions in each of the countries concur that the NDCs put a lot of emphasis on moving from fossil fuels to renewable energy sources, and that projects underway are a new source of public subsidies for private profits. The energy unions all support increasing renewable energy, that these technologies can make electricity more accessible to small communities, rural areas, and that they can be set up by counties and local governments to deliver electricity locally. However, they warn of a too rapid shutdown of carbon-heavy generating plants, as the dislocation of the workers and their communities must be negotiated to respect principles of Just Transition.

The health sector unions can apprehend the increased strain on health services with the spread of new diseases, as well as the health impacts of natural disasters, and that these must be linked to the PSI Right to Health campaign. There is also a lot of room to make hospitals and health facilities ‘greener’, by reducing ener-

gy consumption and improving procedures for handling wastes, including some highly toxic ones.

Unions for local and regional governments understand the fundamental role of cities in any national climate strategy, as this is where more than half of the planet’s people live, where 70% of GDP is generated and 75% of greenhouse gases are emitted. It may be easier for trade unions to be included in consultation processes as cities and sub-national governments move forward. However, in too many instances, a key problem is lack of adequate finance.

All of the trade unions committed to including climate issues in their collective bargaining.

PSI will seek to expand this experience to other countries, and to share lessons learned.

## ADVANCING THE RIGHTS OF WORKERS AND OUR UNIONS

The protection of workers' and trade union rights is one of PSI's core activities. PSI publicly denounces violations of human and trade union rights in the public services and cooperates with affiliates and other national and international union organisations in case of serious violations.

### PSI AT THE ILC

In preparation for the International Labour Conference (ILC) in June, PSI participated in the preparatory meetings organised by the ITUC in all regions for the selection of cases for the Committee on the Application of Standards (CAS), supporting the inclusion of cases relevant for PSI affiliates. At



PSI General Secretary, Rosa Pavanelli speaking next to DISK Secretary General, Arzu Çerkezoğlu, Turkey

the CAS, PSI voiced the concern of public sector workers in the discussion of the cases of Philippines, Ecuador, Guatemala, Indonesia, and Malaysia. In 2016, of the 24 individual cases discussed,

15 referred to Conventions 87 and 98. This suited the intentions of the Employers' Group, since each of these cases was an opportunity to question the right to strike as a right derived from Convention 87

### PSI delegation tells ILO why public services and their unions are crucial to bridge the Decent Work deficit in Global Supply Chains

The discussion on "Decent Work in Global Supply Chains" held during the ILC in June reviewed the decent work performance of global supply chains and determined what steps are needed to ensure that employment led by multinational corporations (MNEs) is decent and upholds the eight fundamental ILO Conventions, including freedom of association and collective bargaining.

With reference to the "PSI Position Paper on Decent Work in Global Supply Chains" approved by the PSI Executive Body in May 2016, PSI delegates

highlighted the crucial role of national labour inspection and administrations, land security, occupational health and safety agencies, and the judicial to regulate, scrutinize, sanction and remedy the human and labour rights conduct of multinationals operating global supply chains be them in manufacturing or services. This discussion and its follow-up represented an important opportunity for PSI to highlight the linkage between working conditions in global supply chains and public services, and to advocate for related

PSI policy priorities such as strong labour inspection, tax justice, responsible public procurement policies and effective anti-corruption regulation - including the protection of whistleblowers - within the ILO and its tripartite constituency. Many of these issues were included in the outcome document at the request of PSI. The Tripartite discussion resolved to setup a Working Committee to prepare a meeting of experts and make specific proposals at the next ILO Governing Body of March 2017.



and the mandate of the Committee of Experts (CEACR). Despite this, conclusions were reached in all 24 cases, these, however, made no reference to the right to strike.

At the ILC, PSI also participated actively with affiliates in the works of the Committee on Employment and Decent Work for the Transition to Peace, and the Committee on Decent work in Global Supply Chains. PSI General Secretary addressed the plenary of the ILC on 6 June. In addition, PSI organised three side events that included (i) an introductory session for PSI delegates, (ii) the Route of Shame, and (iii) a forum on tax justice jointly organised with ITF.

### Other ILO issues

In 2016, PSI participated in the Tripartite Technical Meeting on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market, which adopted Guiding Principles; in the Tripartite Meeting of Experts to Develop Guidance on Fair Recruitment and the Tripartite Meeting of Experts on Violence against Women and Men in the World of Work. On the latter, the ILO Governing Body agreed its inclusion in the Agenda of the 2018 ILC, for a discussion on the adoption of a new international labour standard.

### PSI solidarity missions and campaigns

A joint PSI-EI-TUCA emergency mission visited Ecuador on 25 August to express solidarity with PSI affiliate Unión Nacional de Educadores (UNE), which was dissolved by the government. On 29 August, the police occupied UNE premises, evicted workers and made arrangements to wind-up the union's affairs. On 31 August, PSI and TUCA requested the urgent intervention of the ILO. In response, the Director General sent



PSI representative Roland Inacio of the Curaçao Civil Servants' Union (ABVO) sets the stage delivering PSI's opening statement at the ILO Tripartite Discussion on Decent Work in Global Supply Chains.

a letter to President Rafael Correa, reminding him of the Ecuador's obligations under Convention 87 and requesting information. It is recalled that PSI filed a complaint with the ILO Committee on Freedom of Association.

Another PSI mission visited Guatemala in August to observe in situ the progress on the Roadmap agreed with the ILO. It is the third of its kind, following the ones of 2013 and 2014. The PSI delegation met government officials – ie. the Vice-President of Guatemala, the Minister of Labour, the parliaments' Commission of Labour – and representatives of the international community in

the country, to discuss different aspects of the Roadmap. It is recalled that the appointment of a Commission of Inquiry to examine the Complaint concerning the non-observance by Guatemala of Convention 87, made by delegates to the 101st ILC (2002), is pending at the ILO GB, as well as the decision of the Arbitral Panel appointed under the review mechanism provided by the labor provision of the Free Trade Agreement between the United States, Central America and the Dominican Republic (CAFTA-DR).

Also, a joint PSI-ITF mission visited Korea in September in support of the national general strike of



Joint PSI-ITF mission supports the KPTU national general strike in Korea

**“It has been 30 long months since I was dismissed for advocating for better working conditions and salaries for health workers in Liberia, and for a better Health Care Delivery System for my country.”**

**George Poe - NAHWAL**



#SolidarityLiberia

[www.world-psi.org/SolidarityLiberia](http://www.world-psi.org/SolidarityLiberia)



KPTU against the unilateral imposition of a performance-related pay and termination system to be implemented for public sector workers, and to observe the delicate situation regarding civil liberties and trade union rights. The mission visited the President of KCTU, Han Sang-gyum, and the Vice-President of KPTU, Cho Seung-deok, jailed for five and two years, respectively, and met some of the many trade unionists who are facing similar criminal proceedings for participating in the 15 November 2015 rally against the Korean government.

A PSI mission visited Turkey in December, where the violations of human and trade unions rights had deteriorated significantly with the escalation of the Syrian conflict. Killings, intimidations and arrests of trade unionists in the South East part of the country and other similar attacks mostly directed at the Kurdish population have been reported. In addition, since the failed coup d'état of 15 July, thousands of public employees were arrested and over 100,000 have been summarily dismissed – many of them from PSI affiliated unions. PSI and EPSU have addressed the Government on many occasions, protesting against the detentions and requesting the respect of the rule of law.

In September, PSI launched a campaign for the respect of trade union rights in Liberia and for the reinstatement of Joseph Tamba and George Poe Williams, President and General Secretary of NAHWAL, respectively. They were fired amid the Ebola crisis for demanding better working conditions for the health workers at the forefront of the fight against Ebola. Since the campaign started it has obtained 6,349 signatures and a grand total of 7,106 protest letters were sent. On 12 December, Rosa Pavanelli and George Poe Williams met Mr Yasser Hassan, Special Adviser of the ILO Director General, and Mrs Karen Curtis, Deputy Director of ILO NORMES and Head of the Freedom of Association branch, to discuss the situation in Liberia and the complaint filed by NAHWAL with the Committee on Freedom of Association on the violation of trade union rights (supported by PSI and many affiliates).

#### **Other actions**

In 2016, PSI successfully campaigned against the Draft International Standard (DIS) on occupational health and safety management systems – also known as ISO 45001 – that is being proposed by the International Standards Organization (ISO). On 12 May, ISO national member

organisations rejected the DIS by a thin margin. PSI has been campaigning both against the ISO standard and the MoU signed with the ILO on the basis that they represent a de facto outsourcing and privatisation of a standard on management systems for occupational safety and health, which should be developed by the ILO.

Affiliates in the Philippines have been campaigning for the ratification of ILO Convention 151, which has reached very encouraging results, achieving great support from different governmental bodies. This has primarily been done through the work of the unions themselves and the social partners in the public sector, with key support from trade union organisations in Denmark and Finland. When adopted, this will represent a major advance in industrial relations and public sector reform in the country and a good practice to follow up.

Protests and support letters and solidarity messages were sent to many countries, including (in chronological order) Turkey, Korea, Colombia, Greece, Algeria, Ukraine, Guinea, Pakistan, Morocco, Honduras, Egypt, India, Tunisia, Fiji, Cuba, India, Botswana, Guatemala, Jordan, as well as the ILO.

**Joseph Tamba, President of the National Health Workers Association of Liberia - NAHWAL.**

**Arbitrarily dismissed in February 2014 for advocating for adequate wages and hazard pay as well as appropriate training and protective equipment for health workers.**

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The PSI North America Binational meeting was held on 4 March in Ottawa and hosted by the Public Service Alliance of Canada (PSAC). Robyn Benson (PSAC), the Canadian titular, and Candice Owley (American Federation of Teachers-AFT), the United States titular, co-chaired the meeting. This meeting followed the Canadian SUBRAC and the United States SUBRAC, both held on 3 March.

### **In the regions**

In Canada, Conservative Prime Minister Stephen Harper's defeat at the hands of the Liberal Party in the recent national election removed the immediate threat to the Rand Formula (automatic union dues check off) and labor rights in general. However, the experience under Harper and the Conservatives should never be forgotten and has moved most PSI affiliates in Canada to greatly expand on member outreach activities.

In the USA, the pending Friedrichs case before the Supreme Court poses a significant threat to Trade Union Rights. The case challenges the constitutionality of automatic dues check off in the public sector and threatens the financial foundation of public sector unionism in the United States. Paul Booth of the American

Federation of State, County and Municipal Employees (AFSCME) commented that the recent death of Supreme Court Justice Antonin Scalia leaves the court with eight members and a likely tie in the Friedrichs case. This outcome would provide a "reprieve" to PSI affiliates by maintaining the finding of the lower court that found such automatic dues check off as constitutional, but a similar case is likely to make its way to the Supreme Court in the next several years. The public sector labor movement must take full advantage of this reprieve to conduct intensive member outreach efforts and reinvent the movement's financial foundation.

In December, women leaders, members of the women's com-

mittees and women organisations in Chad organised protest marches in N'Djaména, and in other regions in the country. Women called on the government to stop all forms of violations against workers and the population including the adoption of a new law limiting the duration of strikes and arrests of trade union leaders and civil society.

Faced with the government's refusal to engage in dialogue, the workers launched beginning of September a strike that was observed throughout the country paralysing the entire administration, schools, universities, hospitals and the financial sector.

The Asia Pacific region held APRECON on 11 and 12 October in Fukuoka, Japan. 226 delegates, observers and visitors participated from 18 countries in the region. The Theme of APRECON was : "Quality Public Services Keep the Community Safe".

The pre-APRECON events were: Asia Pacific Young Workers Network, Asia-Pacific Women Caucus and QPS for Equality, Equality Rally, Local government and Utilities Network, Health and Social Services Network and Sub-Regional Caucuses.

APRECON hosted seven interactive panel discussions, among them two were inspirational sessions on motivating experiences from Japan and disaster risk reduction and management and five sharing and learning sessions on PSI core priorities namely financing for the development of public services, trade union alternatives for PPPs, dealing with the continuing challenges of trade union rights, strengthening health and social services unions and new organising initiatives.

## ORGANISING AND GROWTH

Much of PSI's organising and growth activities in 2016 focus on the health and services sector. The potential for growth is high, and privatisation means that workers need additional tools to defend themselves when for-profit companies drive down wages and working conditions to increase profits.

PSI-sponsored research on trends in the sector identified the need to help unions organise in the private health and social services, which is very challenging and resource intensive. We are working in Brazil and the Philippines, and hope to create models that can be replicated.

In the Philippines, the union the Alliance of Filipino Workers (AFW) is focusing on Metro Manila, where a couple of large corporations have many hospitals with no union presence. The project is supported by SEIU USA, UNISON

UK, Vision Sweden, HSU Australia... SEIU provides the support of an experienced organiser from its staff, to help guide and train over a 2-3 year stretch. A detailed assessment was made, and AFW got a mandate from its members to increase the union presence and power in the sector such that it can improve standards for all health workers.

AFW developed a five-year growth plan with core elements :

- Dedicated Organising Fund (15% of total revenue)
- Special Oversight Committee of the National Executive Council
- Educational / Training Programme for leaders/activists
- Member Organiser Programme
- Social media presence for outreach

- Industry Standard within AFW and a commitment to uniformity in CBAs
- Culture of 'Together We Win' across AFW

By the end of 2016, a full team was trained and deployed and they anticipate 800 new members in a large Manila hospital early in 2017. As well, the Philippine Nurse Association is working with AFW and is considering affiliation to PSI.

In Brazil, private health and social services providers are expanding. Thanks to a health project supported by UNISON, PSI affiliated several trade unions working in private health and social services. We hope to do the same in Chile, Argentina and Colombia. We are also looking at activities to help unions grow their density.

PSI's work on Migration is also helping unions bring in new



Protest march against the privatisation of Lagos water in Ikeja, July 2016

members, as they reach out to workers, including migrant workers, providing them with information, representation and membership.

In November, the first Congress of the Confederation of Legislative Workers of the Americas and the Caribbean (CONTLAC), an organisation linked to PSI, was held.

CONTLAC is a tool of solidarity and struggle in defense of legislative workers in Latin America and the Caribbean. The statute was approved and the authorities of the Confederation were elected.

## WATER

The water and sanitation sector, although small in number of workers, continues to have a large footprint, both within PSI and in the development community, in part because of the unique and irreplaceable nature of water and because of the strong fights to oppose market-driven approaches, including commodification and privatisation.

PSI continues to help affiliates fight against privatisation and PPPs in the sector, and to advocate with the regional and global institutions. We often see privatisation under right-wing governments, as is the case now with the non-elected Temer government in Brazil – which is using the power of the state to turn over the sector to private companies. We also see it when governments depend on development bank funds, as is now the case in Lagos Nigeria, and other places. The ability to pushback on these policies remains strong: coordinated campaigns based on strong trade unions coupled with active community groups and NGOs.

Within the tools to push back against the privateers are:

- Solid empirical research demonstrating problems of PPPs
- Strong global coalition partners working with PSI and local chapters with affiliated unions
- Growing trend of remunicipalisation
- Options of public-public partnerships to develop public utility capabilities

Unions need to take these opportunities, both to block the privateers, but mainly to strengthen the public utilities and the workforce and the unions that provide the services to the communities. The public utilities need to publicise their successes so that community members can take pride in the quality of services (and avoid further commodification, including from bottled water companies).

## From the regions

In commemoration of the UN World Water Day, All-Japan Prefectural and Municipal Workers Union (JICHIRO) and All-Japan Water Supply Workers' Union (ZENSUIDO) jointly produced and circulated their original poster, commemorating the UN World Water Day, around the country. On 18 February, they petitioned the government and political parties for implementation of the Basic Water Cycle Act, which was enacted in 2014 after their active campaign.

Also, on World Water Day, 22 March, hundreds of workers from the water sector gathered in Buenos Aires, Argentina, to defend the water resource, promote the access to water as a basic universal human right and stress the importance of public services. This commemoration was organised by the Confederation of Water, Sanitation and Environment Workers of the Americas (CON-

TAGUAS) and the Greater Buenos Aires union of water and sewage services (SGBATOS), and was attended by PSI General Secretary who emphasised the importance of water for the development of women. A manifesto, also signed by PSI, was released.

With the slogan "Water is life and is not for sale", unions and civil society organisations in Peru marched in February against the threats of the privatization of Sedapal (Drinking Water and Sewerage Service of Lima) by the National government of Ollanta Humala. The National Federation of Potable Water and Sewer Workers of Peru (FENTAP), affiliated to PSI, was one of the conveners of the protest.

PSI and its affiliates from the water, sanitation and environmental sectors of Colombia participated in the VI National Meeting of Community Aqueducts of Colombia in September in the City of Medellin.

Over 300 people from different cities in Colombia met to deliberate the construction of a proposed law on community aqueducts, which will help strengthen and recognise community water and sanitation management.

## ENERGY

PSI participates in two union-led coalitions that are working on the main challenges in the energy sector:

Trade Unions for Energy Democracy (TUED) works to advance democratic direction and control of energy in a way that promotes solutions to the climate crisis, energy poverty, the degradation of both land and people, and responds to the attacks on workers' rights and protections. It produces research, conducts training

and advocacy and brings unions together to debate policy. It is a very useful network, and all energy unions would benefit by participation.

Droit à l'Énergie (DAE) is an NGO led by energy unions from France and Québec, and seeks to influence the UN to establish the human right to energy. The DAE coalition also tries to build bridges, especially with Africa and Latin America, such that unions can help their counterparts in advancing not only the right to energy, but to strengthen energy sector trade unions. DAE is currently being revitalised and should increase its visibility in the coming months/years.

Privatisation of energy services continues, despite the growing evidence of failures: higher tariffs; capital flight; lack of investments; corruption; complex, legalistic contractual arrangements; reduction in number of permanent staff and increased outsourcing, and blocking carbon-reduction policies.

Lack of access to modern energy services continues to plague many countries, causing avoidable suffering, especially for women and girls (due to their domestic responsibilities).

Climate policies require that clean energy production be prioritised, often at the expense of highly unionised workforces in carbon-intensive generating plants (especially coal-fired), frequently targeted for shutdown. Plant owners can typically appeal for public funding to compensate their "stranded assets" - capital infrastructure targeted for closure. Workers often do not enjoy the same benefits as plant owners, and can see their careers and earnings potential devastated. Policies of "Just Transition" seek to



PSI held the 2nd ENEL Latin American Union Network in Buenos Aires, Argentina with union representatives from Argentina, Panama, Peru, Brazil and guests from Chile.

protect the workers, and require strong union and government intervention.

Electricity generated by solar and wind is becoming more common. However, most new capacity is built and operated by the private sector, often with significant public subsidies, and without trade union presence, in part because the installations are small, require low maintenance and are spread far apart. One alternative is to push for renewable investments by public utilities.

## MULTINATIONAL ENTERPRISES

### PSI Latin America electricity affiliates reviewed labour rights and conditions in ENEL

In April, PSI convened Latin American electricity affiliates with membership in ENEL for the 2nd ENEL Latin American Union Network. PSI representatives from Argentina, Panama, Peru, Brazil and guest unions from Chile gathered in Buenos Aires, Argentina and took stock of the application of the GFA on the ground and labour rights and compared rights, working

conditions and collective agreements of the company's subsidiaries in the continent. PSI representatives agreed that APSEE (Argentina) would represent ENEL Latin America workers in the Global Works Council (GWC) of ENEL and established a communication group to exchange information on an ongoing basis. Much remains to be done to ensure that the principles endorsed by the GFA are upheld in all ENEL operations in Latin America. The activity was organised in cooperation with IndustriAll Global Union, co-signatory of the ENEL GFA, along with their ENEL affiliate from Colombia.

## EMERGENCIES

Emergency workers are called on to sacrifice life and limb to save people and property. They are often asked to do so without the appropriate tools and training, so must themselves assume what could be avoidable risks.

In part because of climate change, the Asia-Pacific region is especially vulnerable to extreme weather events. PSI's AP Regional Con-



First responders in Ecuador following the April earthquake

ference (APRECON) highlighted the excellent work done by trade unions to protect our members and their communities. JICHIRO President Kawamoto-san spoke of the importance of having an integrated system whereby all levels of government can plan, prepare and respond, in a coordinated manner. The ability to anticipate includes: pre-positioning emergency supplies; ensuring evacuation routes and shelters; integrating communications systems, and anticipating the dispatching of first responders and frontline workers. The unions act to ensure that the dispatching of staff around the country respects workers' rights and their safety. The union inspects local government preparedness plans, and coordinates worker training and preparedness. JICHIRO alerts us to the dangers when the rebuilding is designed to benefit corporations and disregards the citizens who make up the communities.

PSLINK President Annie Geron described the detailed programme to raise the profile of emergency workers, including with local governments. Training materials help unions and first responders to as-

sess, anticipate and prepare. City managers and elected officials are involved to integrate these activities into city plans. The Philippines remains one of the most vulnerable countries, as it sits directly in the path of ever violent storm systems.

Maria Castaneda, Secretary-Treasurer, 1199SEIU United Health Care Workers East USA raised climate change as causing more frequent and violent storms and wildfires, and contributing to the spread of epidemics and pandemics. Maria also highlighted the devastation of man-made disasters, notably internal conflicts and wars. One result is the increase of refugees and internally displaced people, who also challenge emergency response and other public systems. She also added the devastation caused by austerity budgets and its impact of first responders and frontline workers, including outsourcing of jobs, short staff, few training hours, lack of adequate tools, etc. For Maria, the most important element of emergency preparedness is a strong union that can both protect their members and work with management to improve preparedness; ensure

safe staff levels and recognise and increase skills levels; limit the reliance on volunteers, and block private sector profiteering in both the response and rebuilding phases.

PSI work in Ecuador following the April earthquake showed the fragility of communities when municipal managers don't have tools to prepare and anticipate, and where most of the frontline workers are not unionised and public services unions are generally disregarded. The project is helping the unions to work more closely with public managers to better anticipate and rebuild.

## HEALTH AND SOCIAL SERVICES

This year, PSI contributed significantly to prioritising public health care and health employment. The PSI General Secretary, Rosa Pavanelli, served on the UN High-Level Commission on Health Employment and Economic Growth which settled the contentious debate on health employment as cost or investment, buttressing the multiplier economic benefits of investment in health.

PSI's involvement in the Commission enabled us to ensure that PPPs as a supposedly veritable means of funding health care was rejected. The subsequent Five-Year Implementation Plan for Health Employment and Economic Growth launched in December equally benefited from PSI's inputs. We were also one of the 26 governments and non-state actors that formally committed to the Plan's consummation.

Realising that beyond the positive impact of investment in health on economic growth, health care is a fundamental human right, PSI launched a Human Right to



PSI General Secretary Rosa Pavanelli joins the Presidents of France and South Africa at the UN High-Level Commission on Health Employment and Economic Growth (ComHEEG), in New York last September

Health global campaign at its December Health and Social Services Task Force (HSSTF) meeting, with A Better Future with Public Health for All as its platform.

The HSSTF meeting was a culmination of efforts to strengthen networking of affiliates in the sector, which was vigorously pursued in 2016. The Asia-Pacific and Interamericas networks were constituted in October and November respectively, and the West African Health Sector Unions' Network re-organised at

its 2nd Biennial Congress in April. Relations with the EPSU Standing Committee on Health and Social Services which is building on the PSI initiative Safe and Effective Staffing for Health (SESH), were also bolstered.

Building alliances with CSOs took on added steam. Relations were initiated with the People's Health Movement (PHM), Medicus Mundi International (MMI) Network and the Geneva Global Health Hub (G2H2).

PSI was invited to join the Community Health Workers (CHWs) Guidelines Development Committee (GDC) of the World Health Organisation (WHO) in October. The report of the committee's work will go a long way in systematising the terms and conditions of CHWs employment.

The PSI Ebola response programme continued with a conference in October which drew critical attention to the links between fragile underfunded health systems and lack of social dialogue



Participants at the PSI Health and Social Care Services Task Force that took place in Geneva in December



in the sector, to poor crisis preparedness. It also projected the campaign for the reinstatement of our Liberian colleagues sacked in 2014 for combating these.

PSI also campaigned against workplace violence and consistently spoke out against attacks on health workers across the world, during the year.

PSI helped to facilitate organising the health sector in Brazil and the Philippines alongside the Service Employees International Union (SEIU) with the aim to support affiliates as they confront increasing privatisation and the need to organise workers in both the public and private sectors of the public health care delivery system. In developing a detailed analysis of the internationally organised privatisation threat, the hope is that these projects in Brazil and the Philippines could test organising methods that could be used in other developing regions, including Africa.

## LOCAL AND REGIONAL GOVERNMENT (LRG)/ MUNICIPAL SECTOR

### PSI led labour advocacy in the Habitat III process



PSI held a high-level event on “Financing and investing in urban public services: The key to inclusive cities” at HIII PrepCom3 in July, Surabaya, Indonesia, with the participation of a strong PSI A-P delegation.

Habitat III (HIII), the United Nations Conference on Housing and Sustainable Urban Development took place in October in Quito, Ecuador, and issued a guideline for urban policies, the New Urban Agenda (NUA). Since 2015, PSI General Secretary Rosa Pavanelli was appointed Vice-Chair of the Trade Union and Workers Group within the General Assembly of Partners (GAP) of HIII and got a mandate - together with Building and Wood Workers International (BWI) - from the Council of Global Unions to lead labour advocacy in this UN forum. In May,



the PSI Executive Body adopted PSI’s Position on Habitat III ‘Ten key points for fair cities and for an inclusive New Urban Agenda’, which was the basis of PSI’s advocacy in HIII. PSI succeeded to include critical language on decent work, tax justice, universal access to public services, labour and environmental clauses in public procurement, public-public partnerships and inter-municipal cooperation in that GAP position on HIII ‘Partnerships for the New Urban Agenda’. A delegation of PSI LRG/Municipal affiliates from Asia-Pacific headed by the PSI General Secretary took part in the Third Preparatory Committee (PrepCom3) of Habitat III held in July in Surabaya, Indonesia.

A global PSI delegation comprising LRG/Municipal union representatives from Ecuador, Jamaica, Mexico, Nepal, PSI HO staff and PSIRU experts took an active role



PSI led the organisation of the Workers and Trade Unions Roundtable, part of the official Habitat III Conference that took place last October in Quito, Ecuador.



in the Habitat III conference in Quito (Ecuador). The PSI delegation held speaking roles in five high level events organised by UN Habitat, the ILO, Action Aid, GWOPA and Communitas on urban jobs and livelihoods, PPPs for urban infrastructures, urban governance in the post-HIII agenda, and gender-responsive public services and spaces in cities.

PSI also organised the “Cities for people, not for profit” event in the HIII counter-forum organised by civil society groups and Ecuadorian affiliates (“Resistencia a HIII”) in collaboration with the International Alliance of Inhabitants. PSI delivered an official statement on behalf of the Trade Unions and Workers’ Group in the plenary of the HIII Conference. PSI secured a clear, consistent mention to Decent Work as a transformative commitment of the NUA, as well as a commitment to transition workers from the informal to the formal economy and mentions inter-municipal cooperation in the delivery of essential urban services. References to PPPs were significantly watered down after PSI’s official comments and advocacy.

### PSI LRG/Municipal delegation voices public sector union issues at UCLG congress

As part of the ongoing dialogue and cooperation-building effort with United Cities and Local Governments (UCLG), a PSI delegation of Local and Regional Government/Municipal trade unions from Colombia together with representatives of PSI regional and head office voiced public sector workers’ issues at the 5th World Summit of Local and Regional Leaders, the Congress of the United Cities and Local Government Global Network (UCLG) that took place in October in Bogotá, Colombia. PSI repre-

sentatives contributed to public events organised by the UCLG’s Committee on Social Inclusion, Participatory Democracy and Human Rights (CISDP); by the ILO on ‘Inclusive cities’; and by the OECD on ‘Financing the New Urban Agenda’ where they highlighted the need to ensure decent working conditions for LRG/municipal workers and tax justice for local communities.

### PSI LRG/municipal unions launch Global Network

The PSI LRG/Municipal Workers’ Network Conference took place in Brussels in September 2016. Union representatives discussed the PSIRU report on the “Global Megatrends affecting local and regional government” and identified shared priority challenges for joint action; launched PSI’s Global LRG/Municipal Workers’ Network and its Charter, a member-driven



Over 60 PSI-affiliated union representatives from the (LRG) / municipal sector from 30 countries gathered in Brussels, Belgium, in September for the launch of PSI’s Global LRG/Municipal Workers’ Network.

framework for LRG/Municipal affiliates to carry out specific initiatives and issue-driven coalitions, in compliance with Resolution 34 of the 2012 PSI Congress. PSI launched The PSI LRG/Municipal Network a closed Facebook discussion and information-sharing group, accessible to PSI affiliates only. Members interviewed LRG union leaders and experts and produced 18 short videos as part of the “Voices from LRG/Municipal Workers” series that were released on the PSI website and social media.

### PSI LRG/Municipal research: bridging tax justice and inclusive cities

In 2016, PSI’s LRG/Municipal sector research internship position on tax justice and local and regional government was filled by Jerik Cruz, a student from the Philippines pursuing a Master’s Degree in Development Studies at the Graduate Institute of International and Development Studies in Geneva (Switzerland). The research internship resulted in a discussion paper and a research brief on “Fiscal contracts and local public services: bridging tax justice and inclusive cities for the New Urban Agenda”.

### Regional LRG/Municipal Network activities

- African LRG/Municipal Union Network (AMALGUN): the AMALGUN took place in Mau-

ritius in October hosted by the Local Authorities Employees Union (LAEU) gathering LRG/Municipal unions from Nigeria, Kenya and South Africa, where commitments were set on joint campaign activities in support of trade union rights, tax justice and remunicipalization in the region.

- PSI Americas Confederation of LRG/Municipal Workers of the Americas (CONTRAM-PSI): In May, the CONTRAM-PSI Executive Board held in Bogotá (Colombia) elected Paula Leite from Brazilian PSI affiliate FE-TAM-SP/CONFETAM as new President and adopted a joint workplan for the region.
- Asia-Pacific: an LRG/Municipal Sector Strategy Meeting took place in July in conjunction with PSI’s participation in the HIII’s PrepCom3 in Surabaya, Indonesia. A-P LRG/Municipal union representatives from Australia, Bangladesh, India, Indonesia, Korea, Japan, New Zealand and the Philippines worked together in identifying their common priorities and challenges for the region and joined the PSI General Secretary in the Habitat III advocacy.

### NATIONAL ADMINISTRATION

National administration workers and civil servants play a decisive role in good governance and quality public services. PSI supports the creation and expansion of networks of national admin-

istration workers to exchange experiences and to promote policies in favour of quality public services and fight against corruption.

### PSI networks of national administration workers

The coordinating group of the Network of Central Government Workers Unions in Latin America communicates regularly and meets twice a year to plan its work. Latin American affiliates concentrate their activities on trade union rights, trade, tax justice, and the fight against corruption. In its 7th meeting, held in Mexico in August, it was requested to extend the network to North America and the Caribbean, appoint an Executive Secretary, and approve a cooperation agreement with the “3 de Febrero” University (Argentina) for the implementation of a distance-learning diploma on Public Administration Management.

The African Public and Civil Services Unions’ Network met three times since its creation, in Nigeria, Ghana and Kenya. Further meetings were postponed due to the Ebola and other crises in African countries. The African networks concentrate on training on anti-corruption activities, the ratification and implementation of ILO conventions, income and working conditions, social security systems, trade union density, design of the trade union landscape and their financial situation.

In addition, PSI participates twice a year in the EPSU NEA Committee meetings.

### PSI campaign against corruption

PSI's fight against corruption kicked off at its November 2012 World Congress. Since then, PSI has aligned its anti-corruption campaign to the fight for global tax justice – focusing on challenging tax havens and secretive deals between governments and multinationals, which lead to billions of dollars in taxes not being paid into state budgets – and the need to protect whistleblowers. PSI has argued that a key alternative to crushing austerity and cuts in public spending is through a serious effort to fight corruption.

A new PSI report “Checkmate to corruption: Making the case for a wide-ranging initiative on whistleblower protection”, was published on 9 December, for the In-



**CHECKMATE TO CORRUPTION:  
MAKING THE CASE FOR  
A WIDE-RANGING INITIATIVE ON  
WHISTLEBLOWER PROTECTION**



ternational Anti-corruption Day. The report highlights the issues surrounding whistleblowing and provides arguments, evidence, and examples on how a robust protection for whistleblowers with the active support of trade unions is a major – if not the most important – tool to fight corruption. The report also calls for a robust whistleblower protection framework to shield workers fighting corruption.

PSI also worked successfully towards the inclusion of a reference to the protection of whistleblowers and the need to fight corruption in the conclusions of several ILO tripartite meetings in 2016 – It was included in the revision of ILO recommendation 71 on the transition from war to peace, in the ILO Guidelines on Fair recruitment, and in the ILO response to the refugee crisis. Fighting corruption is also strongly embedded in the 2030 Agenda.

Whistleblower protection is gaining momentum within the trade union movement – in addition to several national initiatives, the European trade unions are leading a campaign backed by EPSU and PSI. In addition, since 2009 PSI supports the Unión Internacional de Trabajadores de Organismos de Control (UITOC) and its campaign for an ILO standard.

### Other activities

In 2016, PSI participated in the OECD Public Governance Committee and Public Integrity meet-

ing, so that the voice of public sector workers is heard.

PSI is concerned on the digitalisation of the public administration and its impact on national administration jobs. Then it has embarked on conducting research and obtaining data from affiliates to assess its development and how it will affect workers and the public in general.

### EDUCATIONAL SUPPORT AND CULTURAL WORKERS NETWORK (ESCW)

This network is the concrete result of resolution 33 presented by AFT and adopted during the last PSI congress in Durban. The founding meeting of the Education Support and Cultural Workers (ESCW) Network in Buenos Aires in November 2014 where people started discussing PSI survey for ESCW, sharing experiences and preparing a strategic plan to face the new challenges to come. The ESCW Coordinating Committee met in May 2015 in Geneva. The Coordinating Committee selected Ruby Newbold (AFT) as Chair, and Marcelo de Stefano (APUBA and CONTUA) as Vice-Chair.

The PSI Education support and cultural workers (ESCW) Coordinating Committee met in December. It presented a 14-point action list for the Education support and cultural workers network. The meeting defined a drafting group to write a contribution to the POA and a political document to



Members of the ESCW coordinating committee met in London in December

guide members on external communications on education support and cultural workers, especially privatisation of schools and cultural organisations. This should include reference to the United Nations (SDGs, especially No. 4), the ILO, and UNESCO.

PSI was represented at the meeting on Privatisation in Education, held in Nairobi, Kenya, in September. Governments in Uganda and Kenya have ordered the closure of private “low-fee” schools run by Bridge International Academy, a multinational education company. PSI published on its website a research report “School support services and the World Bank’s penchant for privatisation” which criticises the World Bank’s policy on privatisation in education and exposes its lack of impartiality and accuracy in reporting on the issue. The next edition of the ESCW Network newsletter will be published shortly. It is planned to issue a special edition on workplace violence.

The ESCW Network Coordinating Committee has tentatively approved the following POA contribution:

#### Education, Culture and Media

The Education, Culture and Media Sector was established by Congress 2012 to organise, protect and support workers in the sector. In 2014, the Education Support and Cultural Workers Network (ESCW or the “Network”) was launched to promote external recognition of school support services, fight privatisation and partner with Educational International to jointly fight privatisation and promote universal public education as a human right.

The ESCW Network embraces the challenges set out in Objective 4 of the United Nations Sustainable Development Goals (SDGs) and proposes a trade union agenda to achieve these outcomes through union discussions and debates within the international intergovernmental organisations. Towards this end, the network will interact with the PSI affiliate community and across sectors in relation to achieving the goals of decent work, respect for trade union rights, and the delivery of quality public services for all.

The Network will propose to the ILO and UNESCO, in collaboration with other trade union organisations, complementary norms and rules for those relevant ILO Conventions as they apply to

educational support and cultural workers.

The Network proposes to advance a campaign against privatisation and outsourcing, and other forms that transfer the delivery of public cultural and educational services to the private sector. To advance this goal, the Network will work closely with the PSI Municipal Sector and civil society at large. Toward this end, the Network recognises the importance of the recently adopted resolution by the UN Human Rights Council urging nations to regulate education providers and invest in public education to address the negative impacts of the commercialisation of education and provides opportunities for future work.

The Network seeks to take advantage of the experiences of our network affiliates to develop and implement a campaign against violence and bullying in schools.

The Network proposes to improve its solidarity actions and alerts in order to strengthen and defend PSI affiliates, especially in the educational and cultural sectors.

The Network understands that its strategic success relies on better

analysis of the work and activities carried out by the International Financial Institutions, the OECD, and other IGOs that influence educational and cultural policies at the global and national levels.

The Network, in collaboration with PSI, will work to establish and deepen alliances with civil society, trade union organisations, and the student movement to create a common framework for defending the right to a public education and culture through quality public services.

The Network will work to organise and affiliate Cultural and Library workers organisations, and develop specific media materials in the coming years to achieve this outcome.

## COMMUNICATIONS

In 2016, a two-year period of transition within PSI's communications team was finally consolidated.

At the HO, a new Head of Comms started working alongside with an associate; and, whilst one of our members was transferred to the Campaigns unit, a new position for a Video Assistant was created. With respect to the regions, PSI now counts two Comms Coordinators (one for Inter-America and another one for Asia Pacific) – a position will soon be filled in the Africa & Arab countries region.

In one year, PSI's activity on social media has increased consider-

ably. PSI's main Facebook page jumped from 4,000 to 7,000 followers. We uploaded around 100 videos on Youtube and reached 3,500 followers on Twitter. In English alone, we published around 300 news stories on our website (not mentioning those written in Spanish, French and Portuguese).

Comms team members travelled to Brussels (Belgium), New York (USA), Madrid (Spain), Casablanca (Morocco), Ankara (Turkey), Ağrı (in the unofficial "Turkish Kurdistan"), Montreal (Canada), Lomé (Togo), Rome (Italy), Pedernales (Ecuador), Fukuoka (Japan), and Thessaloniki (Greece) with the aim to produce journalistic content or to give support to PSI officers at events/seminars in those countries.

PSI developed a series of 18 short interviews with Municipal workers from around the globe, as well as two short documentaries: one about the water privatization in Greece and another one on the work done by public sector workers in the aftermath of the earthquake that hit Ecuador.

With respect to PSI's website, we are in the process of finalizing its redesign, which will highlight the work done by our affiliates: who they are; in which countries they are based; the interconnections among them – all this through more visual materials. The same can be said about PSI's visual identity, which will increasingly become more homogeneous.

## CAMPAIGNS

Since its last Congress, PSI has put itself firmly on the map as a global voice for public services and human rights. While fighting for trade union rights and their recognition, PSI has successfully reached out to its members to change policies on a wide range of key issues, such as trade agreements, tax justice, international standard setting and lobbying global institutions. PSI has grown its membership and expanded its network of allies. It is clear that many of the challenges faced by PSI's membership are inter-connected and inter-related. Policies are developed at the global level, and that is true for both austerity and trade policies that hit public services hard.

That means that we have to stand united and build stronger cooperation across borders to challenge global players, and these include both the international financial institutions and multinational companies, who define the global political agenda. Notwithstanding the major challenges we face, it is possible to win since a people-centred, human-rights based agenda is not only more sustainable but also delivers better outcomes for our members and the planet. A continued fight against growing inequality and exploitation and for quality public services and human rights is the red thread throughout all of PSI's campaigns.

In recent years, PSI campaigns have had the strongest impact when its message goes far beyond its membership and strong coalitions are built, with the population at large, groups of progressive NGOs, sometimes even governments that are ready to challenge the large corporations and the status quo. Success is built on integration of political strategy, technical cooperation, in-depth analytical work, communication and making use of the momentum – that is either internally or externally generated. Strong cooperation between PSI HQ, regional and project staff with a continued participation of PSI affiliate membership leaders are a basic requirement to achieve real impact. We need to consolidate all these wins, challenges, networks, research and mapping, while at the same time raising the profile of PSI and more importantly the messages and campaigns we promote, both within and outside the trade union movement. In many countries, trade unions remain some of the only democratic organizations and are often the most representative non-governmental organisations. Supporting our affiliates with a strong narrative and the opportunity to exchange experience can make a difference in their daily struggle.

In 2016, PSI campaign activities had a strong focus on the Com-HEEG, the UN High-level Commission on Health Employment and Economic Growth, closely work-

ing together with PSI affiliates to provide evidence, while lobbying the ILO, WHO and OECD on PSI priorities. We also continued to build coalitions with NGOs and other partners in the framework on the follow-up of the 2030 Agenda, Financing for Development and the High Level Political Forum at the UN. Throughout the year, PSI had a strong presence at UNCSW and ILC. PSI also continued its cooperation with EI on LGBT workers' rights, and launched a new area of work related to disabled workers and the role of public services in cooperation with the ILO. PSI also launched a new newsletter, *Privatization Watch*, that monitors privatisation globally, and provides a platform for PSI and CSO allies' campaigns, as well as presenting relevant research and best/worst practices.

## PROMOTING EQUALITY AND EQUITY

### GENDER EQUALITY

Gender equality has been important rallying cries for the PSI for several decades. PSI was the first global union to introduce a policy of parity between men and women for political representation purposes. And we now call on it to be the first global union to produce a Programme of Action (PoA) that mainstreams gender. This means the organisation as a whole, both men and women, and not exclusively women, will take responsibility for putting gender equality into practice.

#### United Nations Commission on the Status of Women Session 60 and preparations for Session 61

The main theme of the 60th session was the economic empowerment of women and its connection with sustainable development. The Agreed Conclusions recognised the role of trade unions in defending women's rights. PSI organised a parallel event on "Arab Women and the Right to Peace" that provided the first opportunity for trade unionists to discuss the war and the Arab conflict.

On World Day of Decent Work, and on the occasion of the Asia Pacific Women's Conference, PSI issued the Fukuoka Statement, which served as a roadmap for the UNCSW61.

By the end of October, Global Unions produced a joint statement clarifying the trade unions' position for the 61st session.

In December, in order to increase the influence on governments and United Nation bodies and to engage in strategic action, a preparatory meeting was held jointly with the Global Unions, under the auspices of the Friedrich Ebert Foundation (FES).

#### March 8th

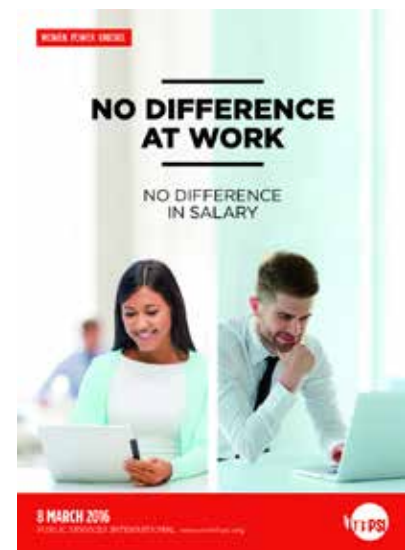
On International Women's Day, PSI called for a real transformation of the world of work and gender relations, equal pay for work of equal value and the recognition of women's work.

#### Gender focus in water sectorial work

At the beginning of 2016, PSI submitted case studies from India, Kenya, Argentina and Ecuador on the gender implications of the human right to water and sanitation for the UN Special Rapporteur on the human right to safe drinking water and sanitation. The studies touch on gender implications of legislation, public finance, participatory decision-making, and monitoring.

#### Tax Justice and Gender Justice

PSI's work on the link between tax and gender is growing. An initial discussion on the impact of gender on national tax policies and international tax rules, including PSI's work on tax justice, took place at the Global Forum "There Is No Tax Justice without Gender Justice", in London, in June.



#### LGBTQI workers' rights

PSI and EI General Secretaries, and a large delegation of affiliates, took part in the Freedom at Work Conference on LGBTQI workers' rights organised by FNV in Amsterdam in August. This was an important opportunity for LGBTQI trade unionists and civil society partners to come together and share experiences. A request was made to set up a CGU working group on LGBTQI issues and commitments were made in relation to organising a PSI-EI LGBTQI Forum as a pre-event to the PSI Congress in October 2017. Rosa said: "This will be a key moment for our organisations to deliver a strong message of unity, strength and the central role of human rights. We need to strengthen the representation of LGBTI workers in trade union structures and ensure that unions adopt LGBTQI policies – this will also make our joint work more efficient and more visible".

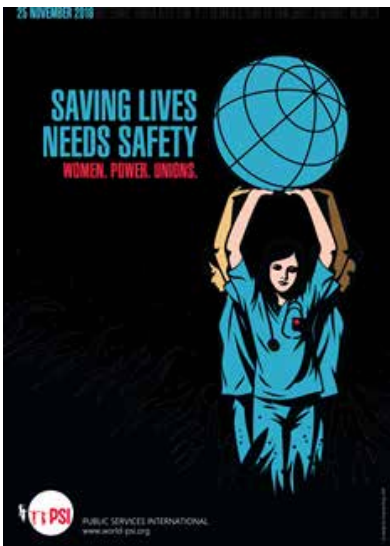
#### Gender violence in the world of work and the new ILO Standard

Years ago, women in the international trade union movement began a campaign for the creation of an ILO standard on gen-



der-based violence. In November, the ILO Governing Body finally put the discussion of a new standard on 'Violence against women and men in the world of work' on the agenda of the International Labour Conference (ILC) in 2018.

ILO-ACTRAV conducted a research as part of trade union preparation and advocacy regarding the adoption of this standard. PSI focused its research study in the health sector, based in three countries and unions: FESPROSA (Argentina); SOLSICO (Democratic Republic of Congo) and AFW (Philippines).



On 25 November, on the International Day for the Elimination of Violence Against Women, PSI stood to end violence at the workplace and in society, for peaceful solutions, a culture of dialogue based on the human right to health, peace and social protection.

### Decent work for persons with disabilities

In December, PSI with ILO/ACTRAV and ILO/GED support, held a meeting on "The role of public service unions in achieving decent work for persons with disabilities". The meeting built on a survey conducted by PSI and the

ILO of PSI affiliates' initiatives on disability inclusion and on ILO research giving a global overview of trade union actions on disability. The conference raised awareness on disability issues, disseminated information on initiatives taken around the world, and helped to identify the way forward for PSI affiliates, PSI itself and the ILO. This conference marked the opening of new ground at an international level: in terms of a global union federation in partnership with ILO exploring disability, and specifically in the role of the public sector and the public services. Examples from around the world of trade union actions on disability were featured. Even in countries where this would be challenging to introduce, or where trade unions are fighting for their existence, there was a committed acknowledgement that disability should be treated as an integrated concern going forward.

In commemoration of International Women's Day, on 3 March, representatives from PSI affiliates in Japan petitioned the government, political parties and "the Japanese Parliamentarian League on ILO" for promoting equal employment and the ratification of related ILO conventions.

### YOUNG WORKERS

In May, the new PSI Intervention Strategy for Young Workers was finalised and approved by the EB. This new Intervention Strategy is looking to promote and support the emergence of strong young activists and young trade union leaders among PSI affiliates. Its implementation started in November with a first set of trainings for young workers on re-municipalisation in Colombia and Brazil with the support of Kommunal and Impact. The activity in Bra-

zil was also coupled with an FES workshop on Tax Justice. In June, thanks to the support of UNISON, South African Young Workers, along with young delegates from Brazil and Senegal, took an active part in the 40th anniversary of the Soweto uprising. In July, PSI sent three young leaders to participate in the GLI Summer School in the UK. On 12 August, the theme of the International Youth Day was "The Road to 2030: Eradicating Poverty and Achieving Sustainable Consumption and Production" and PSI Young Workers used this occasion to tackle the incompatibility of sustainable consumption and production with precarious work, job insecurity and unequal access to public services. In October, PSI, along with 15 other NGOs, took part in the foundation of a coalition for fair internships and also joined the Global Interns Coalition to advocate for the abolition of unpaid internships.

Throughout the year, regional meetings, workshops, training sessions and rallies were held by young workers around the world covering issues such as privatisation of public services, tax justice, remunicipalisation, Free Trade Agreements and the participation of young people in the trade union movement. In October, a young worker seminar was also held in Fukuoka, Japan during APRECON where Young participants identified the need of young membership mapping in the unions before focusing on organising and strengthening young workers in PSI.

## SUPPORTING TRADE UNION DEVELOPMENT

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Trade union development projects are a crucial element of PSI's actions to strengthen affiliates. Projects also represent a commitment to international solidarity on behalf of all members. By working in partnership with affiliates, solidarity support organisations (SSOs) and fraternal unions, PSI is able to use projects to extend significantly the reach and impact of its activities and campaigns at global, regional and national levels.

During 2016 key results from PSI's projects included:



Nepali health workers at the PSI South Asia Confronting Precarious Work Conference, Kathmandu, June 2016



Annual project review meeting in December, Geneva

- In Egypt, assistance to affiliates and fraternal unions allowed mobilisations and lobbying that resulted in the withdrawal of detrimental legal changes on civil servants proposed by the government;
- In the Philippines, assistance in organising in the private health sector has seen membership growth of 20% in one year;
- In Paraguay, PSI project support successfully assisted affiliates in halting the privatisation of the country's electricity system and all unions participating in the project saw membership growth;
- In Pakistan, a new project which supports community based health workers, all of whom are women, secured improved timeliness in wage payments and forms the start of a larger effort by PSI to secure decent, permanent employment for "volunteer" health workers across South Asia;
- Following on from the Ebola crisis in West Africa, PSI's project work brought the voice of health workers into the centre of debates around the health system, allowed PSI to develop new alliances and resulted in PSI being able to secure a more prominent role within the UN on policy development for public health system renewal;
- In the Middle East and North Africa, PSI's trade union women's leadership project concluded with 17 of 31 (53%) participating unions recording increases in women representatives at their union's highest decision-making levels during the project period;



Syrian refugees in Turkey

- In Rwanda, PSI project support assisted two affiliates more than double their memberships over a three-year period (2014-16);
- In Tanzania, PSI project support assisted an affiliate reverse a declining trend in membership towards a growth trajectory which saw a very significant recovery in lost members;
- In Indonesia, project support towards our affiliate in the electricity sector helped the union win a substantial constitutional court case, which affirmed public control of energy resources in the country;
- In Guatemala, PSI project support continues to highlight the trade union

and human rights deficits in the country and has strengthened broader campaigns to successfully protect trade unionists.

- Projects supported the release of the PSI report: "The Syrian Refugee Crisis and its Effect on Public Services in Turkey" which articulated anti-racist trade union responses for refugee access to public services and for improving conditions of workers delivering public services to refugees.
- Making projects even stronger continues to be a mission for PSI. Further emphasis on sectoral work and interventions to strengthen PSI's wider campaigns (especially in trade, tax justice and the right to public

health care) are expected to form part of new areas for projects.

We also see potential for projects that support organising new members in health and social services, campaigning for alternatives to outsourcing, refugee-related issues and trade union leadership training for young workers and women.

PSI gratefully acknowledges the support of the following affiliated unions whose direct contributions in 2016 made our project work possible: Akademikerförbundet SSR (Sweden), FNV-PZ (Netherlands), IMPACT (Ireland), Kommunal (Sweden), KNS (Nordic countries), JHL (Finland), Seko (Sweden), SEIU (USA), ST (Sweden), TEHY (Finland), UNISON (UK), Vision (Sweden).



French-speaking regional young women workers' meeting, in October, Lomé.

## EUROPE (EPSU)



Photo Credit: Creative Commons

On 23 June, a majority of UK people voted for Brexit. The majority of UK public service unions, supported by EPSU, campaigned for remain. EPSU adopted a position supporting the guarantee of workers' rights and to protect public services. Europe's unions defined a platform seeking major reforms to put Social Europe on the top of the agenda. The Commission has made proposals for a pillar of social rights.

A second major event was the attempted coup in Turkey on 15 July and its aftermath. More than 300 people lost their lives, and over 2000 were injured. We and the global union movement condemned the coup. We criticized the state of emergency, the crackdown on journalists and other voices critical of the regime and the dismissal and suspension of over 110,000 civil servants, judges, teachers, academics and others that followed.

EPSU elected of a new President, Isolde Kunkel Weber from Ver. di. Annelie Nordström decided not to stand for re-election at the Congress of her trade union, Kommunal. Mette Nord of Fagforbundet, Norway, was elected vice-president.

Trade union rights were trampled upon in several countries such as the UK and Italy. We supported the action of affiliates. It culminated in a campaign of the ETUC to pressure the European politicians, governments and

European employers into support for union rights and collective bargaining. We supported the USF union at the European Patent Office (an international body) when management dismissed its representatives and ignored verdicts which declared that norms in the European Social Charter should apply.

Following work of the Tax Justice campaigners and EPSU the European Commission opened an investigation in tax avoidance of fast-food multinational McDonalds. With the coalition and ETUC we sought to obtain public country-by-country reporting, a Common Corporate Consolidated Tax Base with a minimum rate of 25% and a Financial Transactions Tax. A major success was convincing the EU Commission to start preparing a legal initiative on the protection of whistleblowers as several face trial after exposing tax dodgers.

Terror struck the European continent, including a bomb attack on the metro close to the EPSU office when staff and Belgian affiliates' members were engaged in an action nearby on the occasion of World Water Day. Other attacks took place in Nice, Berlin, Istanbul and Gaziantep. The union community reacted with solidarity across workplaces, borders and cultures. The work of emergency and other public service staff was widely praised.

EPSU coordinated work on trade with European unions and civil society opposing the agreement between the EU and Canada (CETA). Major demonstrations took place across Europe. Key concerns were the Investor State Dispute Settlement mechanism, later rebranded as the Investor Court System and the exclusion of public services. We exposed the negative impact of TiSA on public service workers to European institutions.

Our project on organising and recruitment supported by FNV involved over 1,000 trade unionists in 40 events in Central and Eastern European countries. We focused on strengthening unions in health and social services and on youth recruitment in Russia and Central Asia.

Our work on migration and refugees included a workshop supported by the Swedish affiliates, with EPSU and PSI condemning the deal that basically asks Turkey to keep refugees in Turkey in exchange for money. We demanded European leaders to respect their international responsibilities.

Digitalisation became a new area of work as digital technologies impact on public services, workers and women. It was addressed with European employer organisations particularly in the local government sector.

Mainstreaming gender equality is a core issue for EPSU's Women and Gender Equality Committee. We sought to shape the work-life balance proposals of the Commission. EPSU negotiated an agreement on gender equality with French multinational company ENGIE.



Brussels Demonstration against CETA, 20 September 2016

### Sectoral, professional and other issues

- In the health social dialogue, EPSU and the European employers signed an agreement on continued professional development and lifelong learning. The social services group dealt with the challenges for workers in childcare.
- A union network was set up in the French multinational company Orpea. It provides services to the elderly. The European Works Councils group worked on improvements to European legislation on EWCs. The local and regional government group of unions agreed an action plan on well-being at

work with the employers while the central government group and the employers continued the work on their information and consultation agreement to ensure the Commission introduces the legislation to implement it.

- We demanded European governments to implement the Paris Climate Change Agreement for example in the EU Energy Union. We seek a Just Transition fund and together with Europe's anti-poverty campaigners demand the right to energy.
- In the Youth network, we focused on the Youth Guarantee for jobs. Employers and unions reached an agreement on a Quality

Framework for Trainees in the electricity sector.

- With the Belgian unions, EPSU coordinated actions across Europe on World Health Day 7 April warning about the dangers of commercialisation and privatisation of care.
- Ending austerity, restoring bargaining and promoting public investment remained key demands in our work on European economic governance. EPSU also works with the Semester Alliance coalition to this end. We participate in the ETUC Pay rise campaign
- Right to water activities saw a major success in Slovenia to get a R2W amendment in the constitution and in Portugal with the municipalisation of water in Mafra.
- Health and safety was addressed in different European social dialogues and the firefighters' network concentrated on occupational cancers.
- Our work in social dialogue is complemented by the monitoring of collective bargaining. EPSU's bargaining newsletter remains the only source of news on bargaining developments in Europe specifically in public services.



Right2Water supporters (Greece)

# FINANCE REPORT

## PSI CONSOLIDATED PROFIT AND LOSS STATEMENT for the Twelve Months Ending 31 December 2016

<b>INCOME</b>			
Affiliation fees	€7,712,839	€7,900,000	€7,790,200
Extraordinary sources of income	€132,598	€50,000	€355,744
Interest and investment income	€71,951	€70,000	€59,167
Reimbursements	€30,708	€30,000	€73,885
Extraordinary income	€68,124	€0	€58,720
Contributions to funds	€185,328	€150,000	€172,260
Sponsors' contribution to administration of projects	€449,046	€514,000	€489,722
Total Income before projects	€8,650,594	€8,714,000	€8,999,698
Income from sponsors	€2,150,599	€2,006,000	€1,817,096
<b>TOTAL INCOME</b>	<b>€10,801,192</b>	<b>€10,720,000</b>	<b>€10,816,793</b>
<b>EXPENDITURE</b>			
<b>Total Strategic Activities</b>	€687,625	€735,500	€705,640
<b>Total Constitutional Bodies</b>	€688,646	€633,500	€734,097
<b>Meetings and Events</b>			
Council of Global Unions	€0	€2,000	€0
ITUC	€0	€2,000	€0
EPSU Meetings	€1,447	€4,000	€3,111
Constitutional Working Group (CWG)	€13,350	€0	€1,916
Management Representation/Co-ordination	€56,433	€90,000	€88,575
Head Office Controlling/Co-ordination	€3,644	€10,000	€456
Head Office Team Co-ordination	€0	€2,000	€210
<b>Total Meetings and Events</b>	<b>€74,874</b>	<b>€110,000</b>	<b>€94,268</b>
(Sub) Regional Representation	€133,210	€120,500	€142,209

	Balance	Budget	Balance
	2016	2016	2015
PSI-EPSU Co-operation Agreement	€850,000	€850,000	€875,000
Communications	€111,194	€110,000	€77,123
Kluncker Wurf Award	€15,000	€15,000	€12,426
Contributions	€8,227	€15,000	€8,237
<b>Total Staff Costs</b>	<b>€4,893,426</b>	<b>€5,062,870</b>	<b>€4,645,886</b>
<b>Total Office Costs</b>	<b>€590,319</b>	<b>€607,500</b>	<b>€569,095</b>
Staff/Office costs allocated to projects	-€449,046	-€514,000	-€489,722
<b>Net Staff/Office Costs</b>	<b>€5,034,699</b>	<b>€5,156,370</b>	<b>€4,725,259</b>
Audit	€79,890	€91,600	€91,395
Donations (expenditure)	€33,856	€150,000	€97,288
Extraordinary expenditure	€57,040	€0	€619,828
Sponsored projects	€2,599,644	€2,520,000	€2,306,818
<b>Total expenditure before depreciation and provisions</b>	<b>€10,373,906</b>	<b>€10,507,470</b>	<b>€10,489,588</b>
Depreciations	€45,734	€50,000	€55,539
Provisions	€490,518	€390,000	€424,891
Provisions for aid and solidarity fund surpluses	€151,472	€0	€74,972
Drawn down from provisions and reserves	-€166,500	-€120,000	-€240,000
Drawn down from aid and solidarity fund provisions	-€97,940	€0	-€0
<b>Total Amount Drawn Down</b>	<b>-€264,440</b>	<b>-€120,000</b>	<b>-€240,000</b>
<b>TOTAL EXPENDITURE</b>	<b>€10,797,190</b>	<b>€10,827,470</b>	<b>€10,794,864</b>
<b>SURPLUS/DEFICIT</b>	<b>€4,003</b>	<b>-€107,470</b>	<b>€21,929</b>



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

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