

PUBLIC SERVICES INTERNATIONAL

ANNUAL REPORT | 2014



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INTRODUCTION

Sisters and brothers,

This report covers the second year of PSI's work to implement the comprehensive five-year plan adopted by delegates to the 2012 PSI Congress in Durban, South Africa. In the context of very difficult times for public services unions, our delegates laid plans to work for alternatives to privatisation, promote quality public services, fight inequality, and strengthen the trade union movement.

We carefully considered our priorities over the Congress mandate, reminding ourselves of the importance of building our power to fulfil these key roles on behalf of our members. We have clearly defined PSI's long term priorities: fighting privatisation, advancing trade union rights, influencing global policy, and organising and growth.

In 2014 we progressed our political agenda but we also placed PSI on a more sustainable organisational footing. In partnership with our staff and affiliates, we have reduced our deficit to near negligible levels and simultaneously expanded our activities. We have done this by changing the way we work, by working more closely with our affiliates and by strengthening our relationships with civil society organisations, making common cause on the need for quality public services, tax justice, trade and other issues.

We have made strong progress in our plan to increase our membership, and our strength, by at least one million new members over the five-year Congress mandate. Since January 2014 we have attracted 421,867 new members through increases in affiliations and 17 new affiliates across all regions. When balanced against the membership losses - the majority from decreases in affiliation numbers from austerity hit European unions - we have a net increase of 335,584 members. However, more needs to be done if we are to build the power required to fulfil our aspirations for change.

This year,

- We have continued to project union power into the powerful international organisations and financial institutions which threaten our members' rights and interests, and the rights and interests of ordinary people who use public services.
- We have increased our pressure on those who use public money to privatise and seek to inject the profit motive into public services.

- We have responded to the global threat from employers to steal our right to strike in the ILO, and led the global labour movement in response.
- We have responded rapidly to the threat of Ebola, demanding that our sisters and brothers on the frontline be protected, and pointed out that the tragedy could hit again if Universal Public Health does not become a reality soon. The Ebola crisis affected the planned Regional Conference for Africa and Arab countries, which was postponed until 2015.
- We have continued the battle against dangerous trade agreements that facilitate privatisation and threaten democratic governance, and we are the recognised leader in the fight against TISA.
- We stood firm against violations of trade union rights.
- We consolidated our position as global leaders in the fight for tax justice.

I thank every PSI affiliate, the Executive Board and Steering Committee, our small and dedicated staff, and the entire PSI union family for your contributions to PSI's success. There is much hard work ahead, but we can be proud of our achievements.

In solidarity,

Rosa Pavanelli,
General Secretary





FIGHTING PRIVATISATION AND PROMOTING QUALITY PUBLIC SERVICES

PSI continues to lead the global fight against privatisation
PSI affiliate FENPRUSS in Chile demonstrated against health privatisation

The threat of privatisation remains real, despite a growing body of evidence that it is unable to deliver on its promises. In 2014, Public Services International has continued to fight against privatisation and support its affiliates in their anti-privatisation campaigns.

The United Nations and its member states continued to negotiate the 'post-2015 agenda'. The results of two significant elements of that agenda, the Sustainable Development Goals (SDGs) and the Financing for Development conference (FfD) will guide national policies for the foreseeable future. The same applies to the negotiations on climate change and regional trade and investment agreements such as TISA, TTIP, TPP, CETA and EU trade agreements.

The powerful corporate lobby is pushing heavily for the UN to adopt policies around "partnerships" that will allow the private sector to rapidly advance privatisation. They also use the G20 and the OECD to solidify their attacks on public services, promoting 'financialisation' of public infrastructure in a similar way to the one used to financialise home mortgages in the USA - which provoked the financial crisis of 2008. PSI is determined to push

back, and has remained actively engaged in lobbying within the UN system, including with labour and civil society allies, with a specific focus on the false promises of privatisation and market-based solutions for development.

The global push for tax justice will also have an impact on states' abilities to finance public services - as lack of public finance is one of the main justifications for the use of privatisation or public-private partnerships (PPPs).

PSI support to affiliates fighting privatisation consists of strategic campaign advice, targeted research, media and communications, and support with civil society alliances. Regional sectorial networks and regional and head office staff are all mobilised in these campaigns.

The Public Services International Research Unit (PSIRU) continues to publish research on privatisation and the activities of multinational corporations that is a valuable resource for PSI affiliates.

SPEAKING OUT FOR QUALITY PUBLIC SERVICES

PSI and its affiliates have faced the challenge of privatisation and successfully promoted quality public services:

- In Indonesia, after more than 16 years of privatisation, the city of Jakarta decided to remunicipalise its water services. A coalition of Jakarta residents brought a lawsuit against the government on the legality of the privatisation, with a decision expected in 2015. PSI produced a series of four information leaflets on the matter.
- PSI continued to support affiliates in Nigeria's electricity sector. After several years of unbundling and privatising the various elements of the national energy system, 2014 was the year of the lowest national electricity production in the country. More than 30,000 workers were laid off.
- Also in Nigeria, PSI worked together with the Water Sector Union AUPCTRE to fight back against the proposed water privatisation in Lagos. The union had been misled concerning the privatisation

plans, including the use of a World Bank loan of 3.5b USD, and has support from local, national and global civil society organisations.

- In Ghana, the World Bank is pushing its traditional recipe of unbundling and privatisation of electricity. PSI has supported its two affiliates with workers in the sector, supplying them with research and advice so that unions and CSOs better understand the implications of the World Bank proposals and can explore options for better public management.
- PSI support to the union in Paraguay succeeded in raising awareness about the danger of the sale of the national electricity production company, Itaipu. A joint research paper by PSIRU and a national researcher in Paraguay formed the basis of the arguments used to counter the proposed asset sale.
- A regional forum on resistance to privatisation activity held in New Delhi, India in August exposed the gaps in the PPP process and its harmful effects on electricity and water supply. There was strong support from civil society for PSI's work.
- ASU, Australia played a major part in the campaign to stop New South Wales' power sell off.
- ZENSUIDO (All Japan Water Supply Workers Union) held a delegates' conference in Niigata, which included serious discussions about water privatisation and reforms. The union held debates from various perspectives including civil society, academics and political leadership.
- PSI supported public sector unions in Kenya to raise the awareness of their members and the public on the implications of



PSI and allies meet UNCTAD Secretary General Mukhisa Kituyi to discuss the effects of trade on public services

water privatisation. The unions carried out a series of campaigns against the passage of the bill by sponsoring another bill that proposed a Public-Public Partnership (PUP) as alternative to the proposed PPP. The parliamentary committee on water not only became interested in the proposal, but also requested training by the water project team on how PUPs work.

- The Korean Confederation of Trade Unions (KCTU) and the Committees for the Sewol ferry tragedy organised an international symposium where PSI presented the PSIRU report "Impact of liberalisation on public safety in the transport, water and health care sectors".
- Japanese affiliates held a QPS forum discussing engagement with the ADB, disaster risk management, lack of rights for public sector workers, and the dangers of trade agreements.
- PSI finalised the second phase of capacity building and planning for the Haiyan rehabilitation work in the Philippines. It covered disaster risk reduction and management and organising first responders in pilot areas in the country.

OPPOSING DANGEROUS TRADE DEALS

PSI continued to work with affiliates, civil society allies and other trade union groups to oppose the dangerous new wave of trade deals including the Trade in Services Agreement (TISA), Trans-Atlantic Trade and Investment Partnership (TTIP), Trans Pacific Partnership (TTP) and the Canada- EU and Mercosur-EU Trade Agreements.

- PSI commissioned the first ever research outlining the consequences of the secretive TISA negotiations. *TISA vs Public Services* outlines the way the proposed TISA promotes privatisation, restricts how governments provide services and stops governments from bringing failed privatisations back into public hands. Released in April, it received widespread media coverage in more than 10 countries.
- In May, Wikileaks leaked the financial services chapter of the TISA and PSI received media coverage commenting on the leak.
- In collaboration with the Our World Is Not For Sale Network (OWINFS), PSI commissioned subsequent research, *TISA: The Really Good Friends of*

Transnational Corporations Agreement, showing how TISA restricts the rights of governments to regulate in the interests of citizens and how global corporations are supporting TISA to promote their interests.



Since the global summit in Geneva, PSI has been a recognised world leader in the fight against TISA

- PSI met with United Nations Committee on Trade and Development (UNCTAD) Secretary General, Mukhisa Kituyi, and spoke at the UNCTAD Forum side event to raise concerns about the effects of trade in services agreements on public services and development.
- In partnership with OWINFS, PSI organised a panel debate on the effects of the TISA at the WTO Forum held in Geneva, attended by over 80 participants.
- PSI participated in many strategy meetings in Europe on trade and trade in services issues including the Friedrich-Ebert-Stiftung (FES) and Rosa Luxembourg Foundation joint union and civil society meetings. PSI also participated in joint activities such as lobbying MEPs and a regional community tour in Germany with FES.
- In partnership with the International Brotherhood of Teamsters (IBT), PSI organised the Global Trade in Services Summit in Washington, attended by public sector union leaders from across the globe. PSI and IBT lobbied US Congress against free trade agreements and against fast-track.
- PSI organised the global TISA forum in collaboration with FES and OWINFS in Geneva in October, attended by over 180 participants from trade union and civil society from over 40 countries and trade negotiators from 15 TISA

countries. This was followed by a global planning day to organise opposition to the TISA across the globe.

- Following the Geneva TISA forum, PSI affiliates in Columbia and Norway organised anti-TISA events and committees and launched campaigns.
- PSI's comment on the leak of the proposed TISA US data security text received coverage in major newspapers.

FIGHTING CORRUPTION

PSI continued to fight against corruption by building alliances and through activities with affiliates and partners. PSI's anti-corruption campaign is closely linked to our actions for tax justice and against the privatisation of public services.

- PSI affiliates in Colombia organised a conference of employees in public control and auditing bodies to discuss the challenge of corruption, where Government officials also showed interest in the global campaign.
- Together with UITOC, the International Federation of Workers in Public Control Bodies, PSI organised a

conference on corruption and tax justice with international speakers and participants from all over Latin America.

- During the International Labour Conference, PSI met with Argentinian trade union leaders and high-ranking ILO officials to continue lobbying the ILO for a new Convention protecting the independence of public control and auditing bodies and their employees. The delegation proposed that the ILO carry out an international study on the current challenges employees in these bodies are facing.
- The staff union of the World Health Organization invited PSI to present its anti-corruption campaign.
- PSI held a workshop for all Latin American sub-regions in Santiago de Chile to discuss the objectives of the PSI campaign and international conventions on corruption that can be used in affiliates' activities.
- PSI public administration networks in Latin America and Africa decided to make the fight against corruption one of the focus points of their activities.



Members of PSI affiliate in Panama, FENASEP, demonstrated on International Anti-Corruption Day against the widespread impunity of corrupt activities in their country

- PSI worked with public sector unions and civil society to influence the Financing for Development (FfD) stream of the post-2015 development goals to ensure that funding for the development goals is provided by progressive taxation and not from private sector finance linked to private sector provision such as Public Private Partnerships (PPPs).
- EPSU, with PSI's support across the globe, continued the campaign for a financial transaction tax in the European Union; adopted by 11 countries on 7 May 2014 in a landmark victory.
- PSI supports EPSU representation on the European Commission's Tax Good Governance Platform and monitoring of the EC proposal to block multinational tax avoidance through hybrid loan arrangements.
- We worked with PSI affiliates and civil society to establish the Asia Pacific chapter of the Global Alliance on Tax Justice and PSI now holds the Asia Pacific Co-ordinator position of the Global Alliance.
- We publicised tax justice through World Public Services

WORKING FOR TAX JUSTICE

PSI has taken a leading role in the worldwide campaign for tax justice, working with national and international partners to expose the scandal of corporate tax avoidance and fight for tax justice to fund quality public services, redistribute wealth and facilitate sustainable economic and social development. PSI continues to bridge the gap between policy advocacy, education, movement building and supporting allies to take action.

- PSI organised tax justice training workshops in Ghana for affiliates from across West Africa and tax justice training workshops in Buenos Aires, Argentina, and Santiago de Chile for Latin American affiliates to raise awareness and develop national campaigns.
- The OECD and G20 have promised to reform tax rules to make multinationals pay their fair share in tax. PSI continued to pressure them to deliver and worked with civil society in the BEPS (Base erosion and profit shifting) monitoring group and with the Trade Union Advisory Committee (TUAC) to the OECD to push for tax justice.

- PSI worked with civil society to establish and fund the Independent Commission on Reform of International Corporate Taxation (ICRICT) to develop and promote credible alternatives to the OECD and multinational corporations proposals for tax reform. PSI played a critical role in ensuring the funding for the ICRICT through its relationship with FES.
- PSI has advocated in global forums on tax such as the OECD Latin American BEPS consultations in Colombia and an FES global meeting on Democratic Control of Corporate Power.



Participants at the Tax Justice meeting in Ghana: Reynolds Ofosu Tenkorang, Health Services Workers' Union (HSWU), Emilia Codjoe, Ghana Registered Nurses Association (GRNA) and Bernard Adjei, Public Service Workers Union (PSWU)



PSI is opposed to pension funds being used to privatise public services.
Rosa Pavanelli addresses Korean unionists at a mass rally against the government's plan to reform pension schemes.

day and at the LabourStart conference in Berlin.

STOPPING WORKERS' PENSION FUNDS FROM SUPPORTING PRIVATISATION

PSI is concerned about the G20 and OECD proposals to use worker pension funds and other institutional investors to finance privatisation of public infrastructure. G20/OECD plans include the construction of roads, rail and ports which will facilitate the export of raw materials and

primary products from Africa and Latin America into industrial economies, but also extend to the core public services of water, energy, health and social services and education.

PSI continues to work with the ITUC Committee on Workers' Capital (CWC) in an effort to raise awareness and to develop common perspectives on this issue. PSI has also shared this analysis with the Council of Global Unions (CGU). In November, PSI joined a global call for action for pension fund responsible tax practices.

We continue to work on this issue to ensure that our pension funds do not assume risks that are unacceptable or support the privatisation of public services.



INFLUENCING GLOBAL POLICY

PSI has established itself as a global leader in demanding justice for health workers fighting Ebola

Throughout 2014, PSI and its allies have witnessed the increasing influence of global institutions in creating the rules and standards that national governments are compelled or encouraged to follow. PSI is one of the few global organisations that consistently and relentlessly defends the public interest and the public sector. Without PSI's involvement, the unique perspective of most public service workers would not be heard in these processes. Whether opposing the harmful policies of the International Financial Institutions, defending the right to strike or harnessing the positive potential to promulgate universal public health care, PSI has prioritised influencing global policy since the 2012 Durban Congress. The examples given below are in addition to work covered elsewhere, such as advocacy for fair trade agreements, tax justice and trade union rights.

INTERNATIONAL FINANCIAL INSTITUTIONS

The PSI Washington Office conducted intensive consultations, in conjunction with the ITUC Washington Office, with the World Bank and the Inter-American Develop-

ment Bank during 2014. PSI has also continued dialogue with the Asian Development Bank together with affiliates from the Asia Pacific region.

- PSI and the International Trade Union Confederation (ITUC) took part in World Bank consultations related to the revision of the Bank's social and environmental safeguards policies. PSI welcomed the World Bank evaluation of current policies and revisions to these critical social and environmental safeguards.
- In conjunction with the ITUC/TUCA PSI engaged the Inter-American Development Bank (IDB) to introduce the concept of a bank-labour dialogue and the importance of establishing a labour-based safeguard. During 2014, PSI and the ITUC worked jointly to carry out a number of consultations with the Brazilian and United States country directors and staff as well as the Vice-President of Countries.
- At the Asian Development Bank (ADB) Annual Governors' meeting in May, PSI presented the ADB with evidence of research and studies on the limitations and failure of PPPs. Trade union delegates met with ADB President Takehiko Nakao and made a strong case for quality public services as a means to combat poverty in the region.
- In India, a GUF delegation led by PSI presented a joint report to the ADB in New Delhi, stating that Core Labour Standards (CLS) are not implemented in ADB-funded projects. They called for a review of the ADB-ILO MoU that would transform the social protection strategy into a policy, ensure respect of occupational health and safety standards and create decent jobs.
- Electricity unions in Indonesia met with the ADB Country Director of the Indonesia Resident Mission in November and highlighted the importance of CLS in the ADB Project in Indonesia.
- PSI Philippines affiliates and the labour coalition NAGKAISA mobilised during the World Bank conference on Safeguard policy review and called for transparency and genuine participation of trade unions.
- PSI was represented in the ASETUC (ASEAN Services Trade Union Council) that took part in the Philippines Conference on ASEAN Economic Integration "Managing the Transition to ASEAN Economic Integration" in Manila in December.

OECD, G20

PSI took part in important meetings of the OECD and G20 to ensure that public sector workers' voices were heard:

- PSI attended the G20 leader's forum in Brisbane, Australia, to promote our tax justice agenda, working with local affiliates such as the NSW Nurses and Midwives' Association to promote the financial transaction tax, and gained widespread media coverage for our fight against multinational tax evasion.
- In the lead up to the G20 meeting, PSI organised an affiliates' tour of the President of the Nigerian Nurses' Union to highlight the issues that contributed to the Ebola crisis, such as the lack of adequately funded public health care, poor worker training and protective equipment, and trade union rights. The activity attracted wide media coverage.
- PSI participated in the G20 chairs' forum on global tax reform and presented to the Trade Union Advisory Committee (TUAC)/ FES forum on tax and global inequality.
- PSI established a global network of affiliates to examine the harmful aspects of the rise of Social Impact Bonds (SIBs) and their links to impact investing – both of which implicitly criticise public sector provision of social services and are potentially a "back door" means to privatise essential social services.
- PSI contributed to the campaign against excessive corporate power through activities such as the FES forum in Brazil on curbing the power of multinationals.
- PSI also supported the campaign to pressure the UN Human Rights Council to



Abdrafiu Alani Adeniji, President, National Association of Nigeria Nurses and Midwives, Brett Holmes, General Secretary, NSW Nurses and Midwives' Association, Australia, and Deborah Burger, Co-President, National Nurses United, USA, at the health care and tax justice forum in Brisbane, Australia, before the G20. Abdrafiu toured Australian nurses' unions ahead of the G20 to highlight the tragic consequences of underfunding public health care in Ebola-ravaged West Africa

create an international legally binding instrument through international human rights law to regulate the activities of transnational corporations and other business enterprises.

SDGs

During the Rio+20 Conference, member states agreed to launch a process to develop a set of Sustainable Development Goals (SDGs), building upon the UN Millennium Development Goals and converging with the post 2015 development agenda.

The goals will address sustainable development and be coherent with and integrated into the UN development agenda beyond 2015. The SDGs will be presented at the UN General Assembly in September 2015, while indicators will be discussed until 2016. PSI does not agree with the current model of development based on market fundamentalism that has failed to deliver sustainable growth and social progress. In 2014, PSI has:

- Worked in coalition with EI, ITUC, civil society partners, the ILO and others to influence the inter-governmental



Raising awareness of migration issues ahead of the 7th Global Forum on Migration and Development in Stockholm



PSI signed a global agreement with Italian energy company ENEL and established a network of unions from the multinational's Latin American subsidiaries. PSI continues to support affiliates that organise in MNEs providing public services

negotiations related to the SDGs and the Post-2015 Development Agenda.

- Together with EI and ITUC, participated in civil society hearings of the Open Working Group in 2014.
- Contributed to joint trade union comments on documents discussed at the UN, lobbied regional groups and governments and built coalitions with other civil society organisations.
- Focused on the inclusion of the human right to water, access to water and sanitation, universal access to public healthcare, education, tax justice, decent work, social protection floors and denounced PPPs as a viable policy option for the financing of development and global partnerships.

MIGRATION

Labour migration remained a priority issue for PSI. For PSI, along with the other Global Unions and civil society allies, migration must take place in the framework of human rights and core labour standards. According to the International Labour Organization,

it is estimated that 90 per cent of the current 232 million international migrants are migrant workers.

- PSI lobbied for the global governance of migration to be gender-sensitive, rights-based and promote quality public services for all at the public hearing during the 20th Session of the United Nations Committee on Migrant Workers (Treaty Body) in April.
- Speaking on behalf of the Council of Global Unions at the 7th Global Forum on Migration and Development (GFMD) in May, PSI general secretary Rosa Pavanelli highlighted human rights and sustainable pro-people development as critical in building partnerships for decent work and social protection for migrant workers.
- At the 103rd Session of the International Labour Conference the PSI General Secretary commended the ILO for taking the lead on the issue of labour migration and supported the ILO's Agenda on Fair Migration. The Agenda includes promoting decent work for migrant workers, enhancing tripartism and

capacity building on labour migration issues in multilateral and regional processes, instituting fair recruitment, promoting rights-based labour agreements, strengthening redress mechanisms and promoting the multilateral normative framework through ratification and implementation of the ILO Migrant Workers Convention No. 97 and No. 143 and the UN Migrant Workers Convention. This agenda will be the priority for the ILO and the Global Unions in the coming years.

- Along with its advocacy work, PSI launched activities in the field through the Project on Decent Work and Social Protection for Migrant Workers in the Public Services. This global project seeks to strengthen the role of unions in promoting decent work and social protection for migrant workers and has been implemented in pilot countries in Asia (Philippines and Sri Lanka) and in Africa (South Africa, Ghana, Nigeria and Sierra Leone). Due to the outbreak of the Ebola Virus Disease (EVD) in the early part of the year, the pilot countries in West Africa were not able to participate the project. Nevertheless, thanks to FNV Mondiaal and Abvakabo FNV, these countries received project support in carrying out EVD intervention activities.
- PSI APRO and PSI affiliated unions participated in a migration training course organised by the ILO Decent Work Across Borders Project in India in May. They shared PSI's migration campaign initiatives and enhanced their skills in lobbying for policy change.

SOCIAL PROTECTION FLOOR

PSI advocated for social protection in the ILO-World Bank led Social Protection Inter-Agency Cooperation Board (SPIAC-B) to campaign for:

- implementation of ILO Recommendation 202 (2012) for national floors of social protection;
- the Social Protection Initiative of the Chief Executives Board (2009) designed to combat the negative fallout of the economic and financial crises and the impact of austerity; and
- the new Sustainable Development Goals (SDGs) that promote social protection for all, for women to achieve gender equality, and for progressively greater equality within and between countries.

MULTINATIONAL ENTERPRISES

PSI worked with other Global Unions on developing framework agreements with multinational enterprises in order to protect workers' rights.

- PSI and IndustriALL signed a global framework agreement with the Italian Energy Company ENEL, and established a network of unions from ENEL's Latin-American subsidiaries. At a meeting of the network held in Brazil, participants identified the most urgent problems in ENEL in Latin America as being precarious work, outsourcing and sub-contracting of labour.
- PSI, IndustriALL and BWI signed a new global agreement on Occupational Health and Safety with the CEO of the French Energy Company GDF SUEZ during a trade union conference in Chile.

EBOLA

Beginning in March and April 2014, PSI affiliated unions in West Africa were on the frontline of the worst Ebola Virus Disease (EVD) outbreak in history. By the end of the year, almost 8,000 deaths due to EVD had been recorded. The outbreak saw whole societies suffer economic and social catastrophe as schools, hospitals, transport and other vital public services were shut down.

In 2014, more than 300 health sector workers, including technicians, nurses, doctors, burial workers, orderlies and others, died after contracting EVD while treating patients with the virus.

For PSI and our affiliates, the response to the EVD crisis has been informed by the causes of the crisis: dysfunctional, under-funded and poorly resourced public health systems where workers lack real bargaining power to ensure they have decent and safe working conditions.

- In April, PSI supported health sector unions in Liberia to raise their concerns at the West African health ministers' summit in Monrovia, following the deaths of their members due to EVD.
- In July, PSI affiliates through the West African Health Sector Unions Network (WAHSUN) highlighted Ebola-preparedness as a key issue confronting the region on West African Health Organisation (WAHO) Day.
- In September, PSI affiliate the Medical and Health Workers' Union of Nigeria held a health workers' training workshop on Ebola.
- In October, PSI released an intervention strategy as a trade union response to the outbreak which focussed on improving working conditions

and promoting public health system renewal.

- In November, PSI held the first regional health sector trade union conference on EVD which revealed vast under-preparedness should Ebola strike elsewhere.
- Throughout 2014, PSI engaged regional institutions (such as WAHO), global organisations (WHO, ILO, World Bank) and bilateral organisations such as the Department for International Development (DFID) on the need to bring trade unions to the table and to fund fully-functioning quality public health systems.

In countries where trade unions were respected and were regarded as partners in management of the outbreak, a prompt and appropriate response was possible: in Nigeria the disease was contained due to a robust public health system response with the participation of the health sector unions.

Following generous contributions from affiliates worldwide to the PSI Aid Fund Ebola Appeal and realigning projects in West Africa, PSI will employ a regional coordinator based in Accra, Ghana, working directly with affiliates to mobilise and campaign for improved working conditions of health workers and lobbying for renewal of public health systems. In addition, PSI will continue to lobby global and regional institutions on the key trade union and public health issues raised by the EVD outbreak: without strong public health systems with free universal access at the point of delivery our societies remain at threat.



Dora Regina Ruano (SNTSG), Rosa Pavanelli, and Luis Lara (SNTSG) at a press conference in Guatemala City in March 2014, after meeting the President Otto Perez Molina

ADVANCING THE RIGHTS OF WORKERS AND OUR UNIONS

The protection of workers' and trade union rights is one of PSI's core activities. Public sector workers' rights are under severe attack through austerity and privatisation programmes, but also due to ongoing labour reforms that lower standards and reduce protection mechanisms. Trade union rights for public service workers continue to be violated by outright bans, revocation, limitations, and even intimidation and violence against union activists. In many countries, legislation has been passed or is being discussed to limit or prohibit strikes in 'essential services' and sometimes for all public sector workers. All over the world, criminalising social conflicts and violence against protestors is becoming the norm. These attacks on the right to freedom of association at national level are compounded by an international attack on the right to strike.

- PSI denounced trade union rights violations in countries all over the world, including in Algeria, Botswana, Chile, Colombia, Croatia, Ecuador, Egypt, Fiji, Georgia, Greece,

Guatemala, Honduras, Jordan, South Korea, Lebanon, Paraguay, Peru, Swaziland, Turkey, Tunisia, Portugal and others.

- PSI continues to build stronger cooperation at regional and global level with other GUFs, ITUC and leading Human Rights NGOs such as Human Rights Watch, Amnesty International and Solidar, with a focus on priority countries (Algeria, Turkey, Guatemala and South Korea).
- Small but undeniable progress was made in terms of recognition of public service unions, trade union unity and the creation of dialogue structures in Guatemala. PSI returned to the country in March and met with the President and high-level government officials. PSI participated in an event on impunity in Guatemala organised by Amnesty International in London, and the International Labour Conference (ILC) also discussed the case of Guatemala at its meeting in Geneva. Despite

the progress, commitment by government structures remains weak and very serious violations of trade union, workers' and human rights persist. From November, PSI employed a national coordinator of the PSI Solidarity Campaign in Guatemala.

- PSI is seeking ILO and IACHR/OAS (Inter-American Commission on Human Rights) condemnation of Ecuador because of the country's anti-union laws and the persecution of trade unionists.
- In Algeria, there were ongoing violations of workers' rights, with the repression of civil rights endemic to the current regime. PSI, IUF, ITUC, SISA, AFL-CIO Solidarity Centre and the Euro-Mediterranean Human Rights Network formed an international cooperation platform to support PSI affiliate SNAPAP, independent unions in Algeria, and the newly established confederation CGATA. The ILC discussed violations of trade union rights in Algeria for the first time. In December, after

months of joint campaigning, the president of SNAPAP, Mr Rachid Malaoui, successfully challenged his unlawful dismissal and was reinstated.

- In Turkey, EPSU and PSI trade union development projects contributed to the fight against precarious work and for changes to the labour code. PSI organised several missions in support of imprisoned trade union leaders who were unlawfully held without charges. It resulted in the release of many affiliate members, but the level of repression and violence continues to rise.
- In South Korea, attacks on public sector unions continued from all sides through privatisation, precarious work contracts, de-registration, unlawful arrests and anti-strike action. PSI organized visits to South Korea and delivered a wide range of actions through support and

solidarity messages, visits to South Korean embassies around the world and actions linked to visits of the South Korean President to Europe. ILC discussed the case of South Korea, but the government continued to disregard the ILO recommendations. PSI sought to increase cooperation with ITF, EI, ITUC and TUAC.

- PSI continues to campaign to guarantee trade union and workers' rights for all public sector workers including the full implementation of ILO conventions 151 and 154. PSI participated in an ILO Global Dialogue Forum on collective bargaining in the public sector, the results of which were presented to the ILO Governing Body, and will be reflected in the ILO's work plan for 2016-2017.
- Trade union leaders from around the world joined in the second 'Route of Shame' on 4 June in Geneva and parallel

events were held in Argentina, Bangladesh, Chile, Guatemala, Indonesia, Japan, Paraguay, Panama, Peru, South Korea and Spain. These events coincided with the ILC and had a strong focus on the right to strike.

- PSI participated in a regional ILO meeting in Lima with the objective to engage with governments, to follow-up the 2013 regional meeting on collective bargaining in the public sector, trade union rights violations in the region and to lobby for a new ILO standard that addresses workplace violence.
- PSI organised the Asia Pacific Forum on Trade Union Rights in Seoul, which defined priority actions on trade union rights for 2015 in the region.



The 'Route of Shame' set out from the Place des Nations in Geneva

ORGANISING AND GROWTH



Founding meeting of the PSI Education Support and Cultural workers' network

INCREASING MEMBERSHIP

In 2014, new unions joined PSI with approximately 210,000 members. Current affiliates also increased their membership by 190,000. This demonstrates growing interest in the way that PSI is addressing some of the major challenges faced by workers around the world. It also demonstrates the importance of PSI's mission to continue carrying the voice of workers into the corridors of power and to tackle the tough issues of our day.

During the year, PSI regional planning meetings established growth targets, including for priority countries and sectors. Health and social services (HSS) is the key growth sector in all regions. PSI conducted an HSS survey and sponsored research to identify key growth opportunities in the sector. Results indicate that private health operators are increasing their presence, and this represents a significant growth opportunity. PSI has worked with affiliate unions to encourage recruitment of these workers, without however endorsing the private, for-profit

model of health delivery. Migration of health workers remains an important issue for PSI and we are developing organising tools for migrant workers to ensure that they can enjoy union membership and support, regardless of the country in which they work.

Local and regional government is another key area for PSI growth. Urbanisation is increasing steadily and the new city dwellers need services. Climate change will inevitably cause more disasters in urban settings, putting pressure on governments to be better prepared, including with more trained and equipped staff. PSI's focus on emergency and disaster workers will help firefighters and other first responders fight for their labour rights.

The sectoral approach is one of the keys to growth, whether to bring in new unions or to help current ones grow. PSI will increase the profile of its sector work, including through our regional networks, with ongoing support from the Union Development and project staff, and in closer collaboration with our communications team,

which we continue to build in the regions and at head office.

SECTORS

During 2014, PSI continued to work with affiliates in all sectors, including those affected by privatisation.

Water and sanitation

In the water and sanitation sector, there were many cases of remunicipalisations, with several cities moving their water distribution from private back to public management, for example in Morocco (Rabat and Tangiers) and Malaysia (Selangor). The remunicipalisations are typically the result of many years of work by all of the actors in the water justice movement.

Public-public partnerships (PUPs) also moved ahead in 2014, gradually gaining recognition as a good means for improving water and sanitation services.

The global water justice movement held a strategy meeting, and PSI was well represented with delegates from all regions. With the

focus on the human right to water, activists in a number of countries are pressing for constitutional changes. In others, the focus is on implementing this right.

In Inter-America, PSI affiliates held the founding congress of a new Confederation of Water Workers (CONTAGUA).

Energy

The energy sector continues to be plagued by privatisation initiatives - even if these are proving as fruitless as in water. PSI helped unions in Nigeria, Ghana, Korea, Paraguay and India.

Energy trade union representatives from Ghana, Kenya, Nigeria, Rwanda and Uganda met in Kigali, Rwanda, in March for a workshop of the PSI Africa energy sector union network.

In Jordan, electricity workers reached an agreement with management after a three-week strike. The agreement covered a salary increase, risk compensation, transport costs, and joint contributions to a solidarity fund to be paid to workers upon retirement.

The UGTT federation for electricity and gas unions in Tunisia held meetings with the government ministry and National Constituent Assembly in January and successfully made the case to block government privatisation plans.

PSI General Secretary Rosa Pavanelli and author and activist Naomi Klein talked about Climate Change, Energy Democracy and the role of trade unions during a strategic discussion on advancing social ownership of energy organised by the Trade Unions for Energy Democracy (TUED) at Cornell University's Worker Institute, New York, in September. The TUED delegation then joined in the People's Climate

March where over 400,000 people demonstrated in the streets of New York.

Health and social services

Much of PSI's work on health in 2014 centred on the Ebola virus disease (EVD) outbreak in West Africa, more specifically in Guinea, Liberia and Sierra Leone. PSI supported and worked with its affiliates in the West Africa Health Sector Union Network (WAHSUN). PSI:

- called for intervention and protection of workers
- drew attention to the persistent loss of healthcare workers
- established an Aid fund to provide social protection to the families of healthcare workers who had lost their lives saving others in the outbreak
- assembled and honoured the names of those who died
- canvassed health affiliates and reported on the needs of healthcare workers, and
- developed a trade union strategy to address both short and longer term issues, notably the need to reconstruct and develop the health systems - including the necessary increased financing, recruitment, development and retention of healthcare workers.

PSI affiliates shared and adopted the strategy in a regional meeting of PSI health affiliates *Safe Workers Save Lives* in November in Ghana. PSI also worked with WHO and ILO to strengthen the healthcare worker perspective on multilateral interventions and longer term action.

In addition:

- PSI served on a Guideline Development Group to draft WHO Injection Safety policy

recommendations to prevent harm to health care workers from needle stick injuries and harm to patients from device re-use.

- PSI advocated for public services in health and social care in the post-2015 global development agenda process at the UN during Open Working Group consultations to develop the Sustainable Development Goals Framework, at the Social Commission of the UN Economic and Social Council, and at the Human Rights Council with special reference to the wide-ranging contribution of social service workers.
- PSI conducted a survey to map health and social service affiliates and document trends in privatisation, the degree of integration of social care with health services, the potential for growth of unions in the sector, and to develop organising strategies.

Municipal

Unions from the municipal sector continued to strengthen their networks, notably in Latin America, where the network gave top priority to fighting the renewed neo-liberal attacks on public services and workers' rights, including privatisation, 'flexible' labour markets and shrinking the role of the state. Affiliates were also active in the tax and trade fights, recognising the direct relation of these issues to the ability of municipalities to deliver services.

PSI continues to assist municipal unions in a number of African countries confronted by state reform and decentralisation issues, notably, Kenya Tanzania, Ghana, and Côte d'Ivoire.



Norwegian firefighters are free to join unions but it's not the case in all countries

A new phenomenon of 'insourcing' presented a useful lesson for those governments that have used outsourcing as a way to cut costs and to reduce the power of workers and their unions. PSI welcomed signs that some local and regional governments (LRG) realised that outsourcing creates more problems than it solves, and recognised the value of a well-trained, dedicated workforce. The increasing remunicipalisation of utility services also demonstrates a growing awareness among LRG that the costs and problems associated with PPPs outweigh the supposed benefits.

PSI continues to collaborate with United Cities and Local Governments (UCLG) in lobbying within the UN system for policies to allow better delivery of quality public services. Core concerns include finance, climate, disasters, and urbanisation.

Public administration

PSI public administration workers have formed networks in Latin America and Africa.

At the ILO Latin American Tripartite Regional Conference in October in Peru, PSI affiliates lobbied for the ratification and application of ILO Conventions 151 and 154 and for the respect of fundamental trade union rights, which are at stake in government administrations in a number of countries. The Latin American Network of Central Government Workers' Unions adopted a three-year project for 13 Latin American countries financed by PSI affiliate IMPACT. The project facilitates regional cooperation on fundamental trade union rights, decent work, the fight against corruption and free global trade in services.

The African Public and Civil Services Unions Network held a meeting in Kenya in May. The participants decided to develop a questionnaire on the political, working and income conditions, labour rights, social security systems and ILO conventions in the participating unions, to use as the basis for identifying areas of cooperation and mutual assistance.

The members of the Networks support each other in becoming a strong stakeholder in public

reforms, legislation and authorities' policies and to ensure transparency and accountability of public services. Both networks decided to make the fight against corruption a core subject of their activities.

Firefighters

In many countries, firefighters are denied the right to form unions and to negotiate their terms and conditions of work. Danilo Zulani, on secondment to PSI to implement a program related to firefighters and first responders, represented PSI during several activities:

- A meeting of the National Council of Japanese Firefighters and Ambulance Workers (ZENSYOKYO) in June, where PSI shared strategies and campaign tactics to defend the rights and interests of firefighters.
- The annual EPSU firefighters meeting held in Glasgow in October.
- A survey tool is being developed to gather information about core issues affecting firefighters: occupational health and safety; pensions; job reclassification; training, and work time. The results will inform PSI strategies.

Education, culture and media

PSI's affiliated unions represent hundreds of thousands of education support and cultural workers. Many of them work without job security, fair compensation and benefits, or recognition that their services are vital to ensuring high quality public education and culture for all citizens. Their jobs are on the frontlines of the privatisation and casualisation struggle within the

sector, and many of them face challenges in pursuing their basic freedom to form a union and collectively bargain their terms and conditions of service.

In November, in accordance with Resolution 33, adopted at the PSI World Congress in 2012, PSI convened the founding meeting of the PSI Education Support and Cultural Workers' Network (ESCW). Delegates from all PSI regions discussed the challenges currently faced by working men and women in education support and culture, how unions organise these workers and the strategies that have been developed. The participants examined reports on the effects of privatisation, access to quality public services and on trade union rights and labour rights violations in the education support sector.

CAMPAIGNS AND COMMUNICATIONS

In 2014, PSI's communications strategy focused on better aligning its communications work with PSI's priorities. This involved gaining visibility and influence in order to raise PSI's profile in the media, and expanding and improving contacts with present and future affiliates.

Intensifying internal communication

- Both at the head office and in regional offices, PSI continued to progress on internal communications, updating the PSI website and other communication platforms to present more detailed information on regional and global events.

Re-branding PSI

- PSI communications staff worked on re-branding PSI to make the organisation's image more engaging and appealing

to affiliates, the general public and the media. This included a re-design of PSI's website with the aim of sending out a clearer message to a broader audience.

- The communications team submitted several design proposals for a new PSI logo to management and staff.
- PSI communications staff developed the use of visual tools, videos and high quality photos, focusing on the principles, the values and public service workers and cooperating with mainstream media.
- PSI published two powerful videos about West African health workers who died because of the Ebola virus and shared the videos with the online edition of The Guardian.

Raising media outreach

- In order to raise PSI's profile and reputation, the communications unit created and updated targeted media lists – according to issues and sectors of interest – to develop a regular feed of information and better relationships and cooperation with journalists.
- PSI improved coordination with affiliates to maximise the impact of communication, making greater use of social media and developing relations with local journalists.
- PSI continued to publish reports, studies, press releases, statements, conferences, videos and newsletters, focusing on their timing and context with relation to major political and social events. PSI provided this support for the climate change march in Washington, and for the Ebola outbreak campaign.
- Communications staff focused on a media strategy with

a more journalistic use of language, tools and interaction. This was successfully applied in the launch of new reports or of the leaked documents about the TISA negotiations, with excellent media outcomes, from Europe to the U.S., from Latin America to the Pacific.

Reorganising Communication work

- In order to implement the communications strategy, communications staff were asked to contribute ideas and proposals to re-shape PSI Communications. Staff members have taken on more responsibilities in different areas of work, specialising according to their preferences and skills.
- The communications team has adopted more flexible working patterns, allowing them to adjust their availability to PSI activities in different time zones and respond to PSI priorities in a timely manner.
- The new communications strategy introduced new approaches to contacts with external service providers, to optimise PSI financial resources while setting higher quality standards.



Chile President Michelle Bachelet speaks against gender violence at the PSI-IMPACT conference

PROMOTING EQUALITY AND EQUITY

Seventy per cent of PSI's membership are women and PSI is a pioneer in terms of fighting for women's equal rights, both in society and in trade unions. PSI's work in 2014 focused on improving the representation and impact of trade unions at the UN Commission on the Status of Women (UNCSW), influencing global policies on gender equality, and lobbying for the creation of an international labour standard on gender-based violence. Precarious work, violence against women, equal pay and women in leadership are priority issues, as well as collective bargaining with a gender perspective. PSI plans to implement a stronger focus on gender mainstreaming in all PSI sectors by the next congress in 2017. PSI has also expanded its activities for young workers, LGBT workers' rights, and the fight against all forms of discrimination, including those related to racism, xenophobia and disability.

- PSI took part in preparatory events, culminating in official and parallel meetings of the UNCSW in New York in March. PSI's comments are reflected in the outcome documents and after a high-level meeting with UN Women, a focal point for contacts with trade unions was appointed for the first time.
- PSI organised a second regional event for women

trade unionists in the Middle East/North Africa (MENA) region, which resulted in improved communication and networking in that region.

- A regional Inter-American meeting on the elimination of violence against women at the workplace and in the public sector, held in Santiago de Chile, provided an opportunity for exchange between PSI affiliates in the Americas. The participants delivered a policy proposal to address violence at the workplace, to be presented and adopted at IAMRECON 2015.
- PSI called on its affiliates to lobby their governments and members of the ILO Governing Body for the creation of a new ILO convention that addresses violence at the workplace.
- In November, PSI participated in UN Women's regional Beijing+20 follow-up meetings in Geneva, Addis Ababa and Santiago de Chile, in cooperation with other Global Unions and the ITUC.
- PSI continued its campaign activities to end violence against women, by calling on PSI affiliates to participate in the 16 days of Action against Violence and the White Ribbon Campaign, issuing a statement and new campaign materials.

LGBT workers' rights

- PSI participated in the Global ILGA conference in Mexico where it organised a pre-meeting of its Inter-American LGBT Committee and a workshop on LGBT trade union strategies in cooperation with Education International. PSI-Americas signed a cooperation agreement with ILGA for regional cooperation.
- PSI also participated in the 3rd International Symposium against Discrimination, held in Ankara in December. The main theme of the symposium was the right to employment, and it covered both general discriminatory practices in the workplace and those based on gender, sexual orientation and gender identity; LGBT trade union rights; women workers' rights and young workers' rights.

Young workers

- On 12 August, International Youth Day, PSI launched its Global Network for Young Workers.
- PSI developed a work plan for young workers' activities, which includes the expansion of the PSI Global Youth Network and more visibility on the young workers' pages of the PSI website.



The Swaziland Solidarity Coordination Group, Johannesburg, September. The Group, created by PSI, coordinates solidarity actions between trade union partners from Swaziland, Sweden, Netherlands, UK and Norway

SUPPORTING TRADE UNION DEVELOPMENT

PSI cooperates with affiliates in over 60 countries in projects of trade union development. Highlights of achievements in 2014 include:

- In Turkey, affiliates initiated a series of sector-based activities comparing best practices in organising, with a national conference on precarious work launching a book on the subject. PSI's affiliates reported organising more than 50,000 precarious workers into unions during 2014.
- PSI, along with affiliates in Norway (NTL), Great Britain (UNISON), Sweden (VISION) and the Netherlands (Abvakabo), together with PSI's Swazi affiliates, formed the PSI Swaziland Solidarity Coordination Group to help monitor cooperation and to strengthen trade union campaigns globally for democracy and human rights in Swaziland.
- Made up of PSI affiliates, the Association of Public Sector Unions East Africa (APSU-EA) was founded as the organisation for unions to lobby the East Africa Commission (EAC). APSU will be working towards observer status at the EAC, which has become an increasingly important regional forum for governments to discuss issues such as public sector restructuring and privatisation.
- In the Philippines, PSI affiliates along with allied trade unions continued building a powerful campaign for the ratification of International Labour Organization Convention 151 (collective bargaining in the public sector) by the country's Senate. Some of the most senior members of the government and administration endorsed the campaign for ratification. If the campaign is successful, the Philippines will be the first country in Asia-Pacific to ratify the Convention.
- In Indonesia, PSI project work supported ongoing campaigns by trade unions and civil society organisations to reverse the privatisation of Jakarta city water and bring it back under public control. Despite nearly 20 years of privatised water, residents of the city remain unable to drink tap water. In March, the city government announced measures to remunicipalise Jakarta's water.
- In Mozambique, a project which supported lobbying in the national assembly and local awareness raising activities led to PSI affiliate SINAFP winning the legal right to form a trade union for public sector workers for the first time in the country's history. With passage of a new law on public sector trade unionism in November, SINAFP became engaged in

- recruiting and organising new members for legal registration.
- In Santiago in October, PSI's new project for Southern Cone and Brazil on gender-based violence and workplace harassment saw unprecedented high-level commitments and participation, including an address to the opening conference of the project by the President of Chile, Michelle Bachelet.
- Following lobbying from PSI health unions, the West Africa Health Sector Unions Network (PSI-WAHSUN) was able to secure for the first time a high-level meeting with the Director-General of the West Africa Health Organisation (WAHO), the peak inter-governmental health

organisation for the ECOWAS countries of West Africa. Discussions focussed on future areas of cooperation, Ebola Virus Disease and achieving observer status at WAHO.

- In Tunis in May, women unionists from PSI affiliates in the Middle East and North Africa held a forum on leadership, which included active participation of women leaders of trade unions in Egypt, Algeria and Sweden. The forum mapped women's current role in the MENA trade unions and concluded with participants agreeing to campaign for a 30% quota of women's representation at the highest level of union bodies and to encourage women to participate in election campaigns for union positions.

- Following decisions by the International Labour Conference regarding persistent violations of trade union rights in Ecuador, it was decided to send a technical mission the country in January 2015 to report on the situation.

PSI gratefully acknowledges the contributions of the following affiliates whose cooperation made possible the achievements discussed above: IMPACT (Ireland); Abvakabo (Netherlands); JHL and TEHY (Finland); Kommunal, SEKO, ST and VISION (Sweden). PSI also sincerely appreciates the on-going support of LO-TCO Biståndsnämnd (Sweden), SASK (Finland) and FNV Mondiaal (Netherlands).



The first regional conference of the West African Health Sector Unions Network, Abuja, April, which resolved to strengthen regional campaigns to protect workers fighting Ebola and grow the Network throughout West Africa



The EPSU and PSI leadership: Dave Prentis, PSI President, Annelie Nordström, EPSU President, Rosa Pavanelli, PSI General Secretary and Jan Willem Goudriaan, EPSU General Secretary

EUROPE (EPSU)

“W E NEED ANOTHER E UROPE”

**– SAYS EPSU
IN EUROPEAN ELECTIONS
AND AT CONGRESS**

While the key event for EPSU was the five-yearly Congress in May, the main priority remained seeking a change of Europe’s economic policy away from austerity. This was also the main message of EPSU in the European elections and with the new European Commission and Parliament.

- EPSU gave its support to PSI when it launched a fund to assist the families of workers who died fighting Ebola Virus Disease and had no social protection benefits. EPSU also asked the new EU Commissioner for Humanitarian Aid and Crisis Management to contact health workers unions in West Africa whose members were in the front-line of dealing with infected people.
- The threat of EVD in Europe was small, but EPSU raised the case of an infected nurse, Teresa Romero, in Spain to expose the impact of austerity on the health service there.
- The situation in Ukraine presented major challenges for trade unions and their members with the burning down of the trade union house in Kiev in February and later in the year with the situation in Crimea and the intensification of the armed conflict in Eastern Ukraine. EPSU/PSI affiliates showed great solidarity and contributed funds to assist the unions.
- EPSU held its 9th Congress in Toulouse on 20-23 May under the slogan ‘Europe needs to change direction.’ Congress adopted 17 resolutions with a focus on Another Europe, quality public services, economic policy, trade union rights, equality and migration. It also adopted sectoral resolutions including one on developing the area of social services, and critical positions on the ongoing trade negotiations.
- Congress elected new EPSU leadership with Annelie Nordström of the Kommunal local government union in Sweden taking over as President from Anne-Marie Perret and Jan Willem Goudriaan, the former Deputy General Secretary becoming General Secretary to replace Carola Fischbach-Pyttel.
- Many public service trade unions, their members and the people they serve continued to struggle against the austerity policies imposed by

many national governments and the European and global institutions. Countries encountering severe financial crisis, such as Greece, Portugal and Cyprus, had to contend with the austere demands of the Troika of European Commission, European Central Bank (ECB) and International Monetary Fund.

- The new Commission that took over in November promised more action to boost investment and a small shift in its approach to fiscal consolidation. In a series of briefings on austerity, EPSU denounced the EU's underlying and continuing demand for structural reforms, with the focus very much on increasing labour market flexibility, which will deliver neither growth nor jobs. EPSU brought its message to the EU institutions as part of the high level delegations that met with Presidents Van Rompuy and Barroso.
- EPSU's actions and the pressure of affiliates saw the EU focus change to an investment plan and this, with a call for increased public investment, will be a priority for EPSU in 2015. This means not just money for major infrastructure projects but placing emphasis on funding projects in health and social services which offer a major boost both in terms of jobs and the knock-on effect in terms of the rest of the economy. This is also an investment in equality as more and better childcare allows women to continue working and so helps to reduce the gender pay gap.
- In response to the continuing calls for cuts in public spending, EPSU called for major action on tax fraud to boost public revenues. Clamping down on tax evasion and

closing down tax havens are essential to begin to recoup the €1 trillion that are lost each year to public authorities. Many countries are failing to maintain or increase the staff and resources dedicated to tax collection, and towards the end of the year the Luxleaks scandal revealed the scale of tax avoidance being coordinated in Luxembourg.

- EPSU was part of a delegation that met the European Commission in May to spell out its fears about trade agreements and their implications for public services and trade union rights.
- EPSU took part in PSI's global trade summit in Washington and the trade conference on TISA in Geneva.
- After celebrating late 2013 the first successful European Citizens' Initiative (ECI) with close to 1.9 million signatures collected calling on the European Commission "to implement the human right to water and sanitation in European law," representatives of EPSU and the ECI campaign met with the European Commission in February. They discussed the EC response to the ECI demands and took part in a hearing at the European Parliament. In March, the European Commission published its official response to the ECI that referred to the importance of the human right to water and sanitation and of water as a public good. It also mentioned its fundamental value and said that "water is not a commercial product." However, the Commission did not propose legislation that recognised the human right to water, nor did they promise not to privatise water and sanitation services in the future.

- EPSU's lobbying and campaigning alongside other trade unions and civil society organisations in the Network for Sustainable Development in Public Procurement (NSDPP) paid off, with the adoption of new EU directives that allow for social and environmental criteria in public procurement.
- EPSU agreed to focus in the Working Group Social Services on improving its work for workers in social services in public, not-for profits and private institutions and companies due to the growing role of these services, the increase in the number of workers employed and the challenges facing these workers, mostly women.
- In Greece, EPSU assisted the Thessaloniki water workers whose campaign led to an overwhelming victory in the referendum against the privatisation of their water company.
- In Croatia, EPSU supported the unions in their referendum against contracting out of public services.
- In Turkey, EPSU raised concerns over violations of collective agreements and trade union rights and jailed Turkish unionists were set free following international pressure.
- European guidelines on migration and anti-discrimination were adopted with the European local government employers, and
- European legislation was adopted that ensures safe working conditions for subcontracted workers in the nuclear industry.

PSI STAFF

HEAD OFFICE

Cédric DEPOLLIER

change of position: Young Workers & Projects Facilitator as of 19/05/2014 (60% projects & 40% Equality and Rights)

Resignation

Teresa MARSHALL

Communications Officer, on 31/07/2014

Dismissal

Nghiep LY

Finance Officer, on 18/12/2014

Recruitments

Alejandro MORALES FERNANDEZ

Finance Coordinator, fixed-term contract as 14/04/2014 to 13/04/2015

Eva CONTELL

Trilingual Secretary, fixed-term contract as 19/01 to 31/12/2015 (previously Interim 06/10 to 19/12/2014)

Malika OURTIOUALOUS

Assistant Accountant, fixed-term contract as 02/02 to 30/06/2015 (previously Interim 04/12 to 19/12/2014 & 05/01 to 31/01/2015)

Secondments

Rolv HANSSEN

FAGFORBUNDET, Norway, QPS Project Coordinator, end on 30/06/2014

Danilo ZULIANI

From FP-CGIL Roma, Italy, 20% of the work time allocated to help PSI develop & implement a program related to firefighters & first responders, from 01/10/2013

Internship

Moradeke ABIODUN BADRU

GLU Kassel, Germany, from 10/02 to 25/03/2014

Consultants

Genevieve GENCIANOS

from MIGRANTS RIGHTS INTERNATIONAL (MRI) Geneva, Switzerland, Project Coordinator of the International Migration and Women Health Workers Project, from 01/01 to 31/12/2014

Vittorio LONGHI

Communications Advisor, from 01/07 to 31/12/2014

REGIONS

AFRICA AND ARAB COUNTRIES

Subregional Office Southern Africa

Virginia SETSHEDI

Project Coordinator for Southern Africa, resigned from her employment with PSI as of 10/10/2014.

Thembi MNGOMEZULU

Subregional Secretary for Southern Africa, retired on 31/12/2014

Patrick MALATJI

took over temporarily as Acting Subregional Secretary.

Project Office Kenya

Jacqueline NALUBEGA NYANGALA

started to work as Project Coordinator on 01/12/2014.

ASIA-PACIFIC

Regional Office Singapore

Katherine LOH

secondment as Subregional Secretary for Southeast Asia ended on 31/12/2013.

Ian MARIANO

became Subregional Secretary for Southeast Asia as of 01/01/2014.

Norman GRECIA

Project Coordinator, is based in the Philippines as of 01/02/2014.

Subregional Office South Asia

Susana BARRIA

started to work as Project Coordinator on 15/12/2014.

Subregional Office Oceania

Sue HEATH

Administrative Assistant, resigned as of 09/11/2013.

Mike INGPEN

Subregional Secretary for Oceania, retired as of 31/12/2014.

Subregional Office East Asia

Yoshiko INAGAKI

Subregional Secretary for East Asia, resigned as of 31/08/2013.

Hiroo AOBA

started as Subregional Secretary for East Asia as of 01/09/2013.

INTERAMERICAS

Regional Office (Brazil)

Monica VALENTE

Subregional Secretary for Brazil, resigned as of 28/02/2014.

Beatriz ADANIA

Administrative Assistant, started from 02/06/2014.

Marcelo NETTO

Communications Officer, started from 01/10/2014.

Subregional Office Southern Cone

Verónica PRADO

Subregional Secretary for Southern Cone, terminated her contract on 30/09/2014.

Nayareth QUEVEDO

Project Coordinator for Southern Cone, started a new employment contract on 01/10/2014.

Subregional Office Central America

Johanna MUÑOZ RODRÍGUEZ

Administrative Assistant, terminated her contract on 31/03/2014.

Project Office Ecuador

Ricardo BUITRÓN

Project Coordinator, terminated his contract on 30/04/2014.

Ximena BURBANO

Administrative Assistant, terminated her contract on 30/06/2014.

Marcela ARELLANO

Project Coordinator, started a new contract on 01/09/2014.

Verónica MONTÚFAR

Project Coordinator, started a new contract on 01/09/2014.

FINANCE REPORT

PSI CONSOLIDATED PROFIT AND LOSS STATEMENT for the Twelve Months Ending 31 December 2014

	Balance 2014	Budget 2014 EB-146	Balance 2013
INCOME			
Affiliation fees	7,789,224	7,560,000	7,126,498
Extraordinary source of income	23,298	88,000	25,873
Interest and investment income	100,095	90,000	85,779
Reimbursements	94,260	20,000	73,290
Extraordinary income	79,940	20,000	177,042
Contributions to funds	229,543	150,000	287,225
Sponsored contribution to admin. of projects	482,017	505,000	436,737
Sponsored Income	1,243,023	1,421,000	1,161,988
Sponsored Income in the field	0	0	25,206
TOTAL INCOME	10,041,399	9,854,000	9,399,637
EXPENDITURE			
Strategic activities	725,582	848,500	667,341
Constitutional meetings global	193,311	197,000	238,639
Constitutional meetings regional	121,315	279,500	117,382
Constitutional meetings subregional	245,648	241,000	287,657
External meetings	736	6,000	24
Internal meetings	6,104	6,000	3,037
HO representation	53,760	67,000	63,546
(Sub)regional representation	119,902	131,000	115,085
EPSU PSI agreement	855,359	855,000	875,000
Communications	109,589	120,000	124,024
Kluncker Wurf Award	15,000	15,000	0
Contributions (ITUC, CGU etc.)	23,585	40,000	23,285
Head office staff	3,279,946	3,281,000	3,311,415
(Sub)regional staff	1,367,970	1,346,500	1,340,693
Head office, office costs	317,584	357,900	341,444
(Sub)regions, office costs	274,869	310,974	309,199
Staff/office costs allocated to projects	-482,017	-505,000	-436,737
Audit	75,384	85,169	108,290
Donation funds (expenditure)	109,834	150,000	21,953
Extraordinary expenditure	-11,098	0	325,903
PSI Expenditure	7,402,362	7,832,543	7,837,183
Sponsored projects	1,725,040	1,926,000	1,619,451
Sponsored projects funds received in the field	0	0	4,479
Depreciations	33,496	50,000	41,258
Provisions and reserves	424,891	420,000	462,000
Drawn down from reserves	0	-120,000	-418,347
Allocation to PSI AID, AF and AP funds	122,377	0	269,017
Draw down to PSI AID, AF and AP funds	-2,668	0	-3,745
TOTAL EXPENDITURE	9,705,499	10,108,543	9,811,297
SURPLUS/DEFICIT	335,901	-254,543	-411,660



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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