



APRECON

13TH Asia Pacific Regional Conference

QUALITY PUBLIC SERVICES
KEEP THE COMMUNITY SAFE



Fukuoka **Japan** 2016

DRAFT REGIONAL REPORT 2011-2016

PUBLIC SERVICES INTERNATIONAL

13th Asia Pacific Regional Conference, Fukuoka, Japan

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Introduction

The 12th Asia and Pacific Regional Conference (APRECON) was held in Sydney Australia from 17-21 October 2011 and adopted a simple workable plan focussing on the following few areas with new dimensions and objectives for the years 2011-2016.

- 1. Engaging IFIs and defending QPS**
- 2. Gender and young people issues in relation to precarious work in key sectors**
- 3. Building arguments on Sectoral issues and networks for influencing policies**
- 4. Asserting Trade Union Rights, exposing violations and building alliances**
- 5. Building and Strengthening public sector unions in the region**

The APRECON also recommended the prioritisation of the above through short term and medium term project approach and organising.

As the APRECON was held one year before the PSI World Congress in Durban in 2012, there were future oriented discussions in the Asia Pacific Region, especially on the priorities of the organisation with reference to the comprehensive Programme of Action namely “working for alternatives” and to make PSI more responsive and a key player in accordance to the ambitions of affiliates and improving its capacity, visibility and influence at the global and regional stage.

Keeping that as the context, this Report aims to explain the relevance of the regional activities held since 2011 up until July 2016. In doing so it is also important to bring to forefront the overview of the region and the social and political scenario.

An overview of the Socio-Economic and Political Situation in the Region

While it may not be possible to bring all the political and socio economic changes happened in the past 5 years in this document, some key matters needed mention. Significant advances were made in sustaining democracy especially in Myanmar which held its democratic elections and elected a new government. In Fiji where military rule was prevailing and protested in the earlier APRECON, it had changed to an elected government. Thailand had a military Coup in May 2014 and the Military General took over as Prime Minister after one year. Many countries in the region had also seen political leadership changes. However, the greatest concern remained in the region, being the systems and structures guaranteeing freedom of expression and association were not working well in favour of ordinary people and workers. This region continued to witness the suppression of the independent trade unions and slowly reversed the rights of collective bargaining and other existing rights to many types of workers. Emergence of smaller unions occurred due to restructuring of the state enterprises into smaller entities. With the new employer and management system they were required to have different capacities to play active roles in the new process. These circumstances created an impact for unions from their traditional role and reflected in the regional membership. The regional progress that had happened in between these adverse circumstances were in the matter of stiff opposition and resistance to PPPs, lobby for re-municipalisation, campaigning

for the ratification of ILO conventions, showing great resilience in the face of mega disasters and demonstrated the human character of public services, crisis recovery and some positive aspects of governance.

However serious challenges continue to bother the region- such as neo liberal right wing governments bringing in austerity measures, cost cuts and national and local governments scrambling for investments, lack of government investments in the public services, tax concessions to MNCs, capital flight, constant drive towards privatisation, development banks and corporations intent on pushing PPPs, and support privatisation as engine of growth. The repeated disasters and lack of human resources to manage them, suppression of the public sector workers organising are some worrying factors and these have floored the achievements of the earlier years and continue to thwart the progress of the region.

The global economic crises which had affected the whole world over the past few years had descended upon the Asia Pacific countries resulted in scrapping the regular work and replaced them by contractual, temporary and precarious work. The secretive negotiations of trade agreements with their origin in the advanced industrial economies caused serious concerns in the Asia and Pacific countries and challenging the sovereignty, independence and locally produced products. They were aggressively promoted by corporate forces in the recent years and these were eroding democratic institutions, jobs, revenue and livelihood in the region. Social infrastructure in the countries remain badly affected, and poverty levels and gaps in many Asia and Pacific countries reached alarming levels. The major disasters happened in the past 5 years triggered a wake-up call in the Asia and Pacific which loudly manifested that without adequate investment in public and social infrastructures, countries cannot withstand these kinds of emergencies and human tragedies.

Major Challenges of PSI Affiliates in the Region

The following are some of the major challenges faced affiliates in the region:

1. **Inadequate finance:** In general, erosion in the financial resources are reported in the unions and the decrease in income levels. Reasons attributed to the lack of collective bargaining or the reversion of these rights subtly by the management and in some cases by the governments. The loss of check off system to PSI affiliates due to the management established unions grabbing the membership was a serious threat to sustain unions in some of the countries. (Eg. Indonesia, Fiji).
2. **Fragmentation of unions and growth:** The existence of multiple unions in the same sectors or enterprises were a big challenge to organise as well as threat to solidarity, and sectoral representation was affected and in some countries. PSI key sectors remain un-represented or under represented. (Eg. India, Bangladesh, Srilanka, Pakistan, Nepal) This adversely impacted upon the growth of membership and organising in new sectors.
3. **Lack of Regular union education and capacity building:** There were changes in leadership in the unions at various levels and new leadership had emerged. However, capacity building programmes and training were not a regular feature. Continuity was also affected. This had limited the capacity of the leaders. In an another context new leaders are hard to come and take positions as they have less interest in taking up responsibilities. Women are under represented in the leadership and are holding token positions. Cost cutting measures created closure or slowness in new recruitments in the public sector jobs also lead to the erosion in membership especially new membership and young people.

4. **Contractualisation, Outsourcing:** Governments continued to pursue policies of privatisation and outsourcing aggressively in some key services which ran counter to the survival of public services. In recent times, the focus had been more on water, electricity, health services and many affiliates have lost huge numbers of members as a result of such policies. Under this, the trend was to have two or three tiers of workers – a set of regular workers, set of casual workers and a set of outsourcing agency workers all are doing same type of jobs. The rising numbers of workers within new entities are without a union presence or representation. These workers enjoy little security, face serious barriers to unionisation. The promotion of performance-related reward models also operated as a disincentive to collective worker organisation and created dis-interest. In addition, professionals are engaged in fixed contracts. The multi-tier workforce complicated the bargaining process and further weakened collective identities and overall bargaining power. It has also created a huge gap of representation among the workforce and establish segregation
5. **Privatisation** was taking place across the region partially or fully. The process was hugely disruptive to industrial relations, and has variously stripped unions of either or both bargaining rights and membership levels, both of which significantly downgraded union power. To cite an example, Asian Development Bank a proponent of PPPs has only a nominal commitment to core labour standards, but it had failed to guarantee these rights in important privatisation processes it had overseen and take no responsibility for the implementation.
6. **Labour Legislation:** In some countries, labour laws are reformed in order to suppress unions, which has become a serious challenge. Special economic zones were declared union free. These reforms deteriorated the existing rights. Even where labour laws are strong, enforcement and implementation of workers' rights is difficult. Some of the countries in the region have a comparatively poor standard of labour inspectorates and judicial enforcement, and the union movements are either not strong enough to enforce rights through social dialogue or industrial action or else lack both the tradition and the political will to oppose State policy. The tragic accident in Bangladesh was a glaring example. Two additional challenges posed are by the ASEAN Human Rights Declaration, contains regressive labour standards, and, Regional Comprehensive Economic partnership agreement which are expected to have profound impacts for social and employment models in the region
7. **Disasters, Risk Reduction, Management and Occupational health and safety** The region experienced many mega calamities both natural and man-made during the reporting years. Each of them had created devastation, human sufferings, financial burden, loss of lives and eroded livelihoods and deprived essential services. The recovery systems were inadequate and un-updated and without sufficient human resources and training skills. (Eg: Tsunami, Haiya). In some countries the Occupational health and safety records in the public services delivery such as electricity and health sector, were alarming (eg. Pakistan, Bangladesh) where work place casualties were very high year by year and the managements and governments remain unaccountable.
8. **Instruments promoting trade partnerships-** In the entire Asia Pacific Region, almost all governments are engaged in the negotiation of various types of trade partnerships ranging from free trade agreements, regional comprehensive trade agreements, transpacific partnership, Trade in Services agreement etc., These secret deals negotiated in a non-transparent manner and are serious threats to sovereignty, promote tax avoidance and tax evasion and lack of accountability and neglect consultation.
9. **Regional groups/Financial Institutions** – in the Asia Pacific countries regional groups have emerged very strong, specifically ASEAN, SAARC, PACIFIC FORUM, EAST ASIA FORUM, APEC, ASEM etc., Similarly ADB, New Development Bank. AIIB and similar financial institutions with immense money power are following anti- worker policies. With the active engagement of these

institutions collaborating and co-financing among themselves and with the principal goal of promoting privatisation it continues to be a formidable challenge to PSI and its affiliates.

10. **Trade Union Rights** - The trade union rights situation in the region is quite unsatisfactory with many countries do not enjoy freedom of association and collective bargaining. Those countries have adopted the ILO conventions still have problems of enforcement and monitoring. Right to strike is common concern in the region because the legislation that poorly defines 'essential' public services while imposing limits on workers . A special paper produced during the Trade union rights conference display the position of the region in vivid details. **Annexure 1**

ACTIVITIES REPORT

Constitutional Meetings

PSI Regional Executive Committee for Asia and Pacific countries APREC, APWOC, APYN

The regional committee meetings in between the conference discussed prominent issues related to the region during the APREC meetings. The APWOC discussed prior to the APREC about the gender issues and the APYN on the young worker issues.

PSI Sub-Regional Advisory Committees for Asia and Pacific countries (SUBRACs):

Prior to the APREC each year, the four sub-regions held their SUBRAC meeting which then fed into the discussions at the APREC.

Details of the above meetings with the dates attached in the **Annexure 2**

PSI AP Women committee and sub regional women committee activities

PSI Women's Committee (WOCs) held their meeting a day prior to SUBRACs at the sub-regional level. They also held their meetings a day before the Regional Executive Committee to discuss reports from the national, sub-regional to the regional level. One of the priority issues featured prominently during their meetings was the issue of Violence Against Women during the reporting period. Violence against women remained a serious problem in Asia affecting free movement, employments and career progression. This has also affected women joining unions and taking leadership role because of the responsibilities expected with these roles which are burdensome to women. In addition, austerity measures observed by national governments have reduced facilities like child care and transportation and compromised security, also put working women in tight spot. The mix of countries in the Asia Pacific region have different models of gender equity issues some of them are very low in gender equality and enforcing the law. WOC members often exchanged this information in the region and the need to participate in the activities of both PSI and other civil society organizations to give a collective voice.

Priority areas in the work of APWOC

- Unions worked with community organisations to fight against violence perpetrated against women in most asian countries in the region, and impunity for those who commit violence against women should end.
- PSI affiliates strived to develop Equality policies in their unions and commit for promoting women to achieve leadership positions and facilitate such initiatives

"End violence Against Women Now" continued to be the campaign for the women committee during the reporting years. During the period there were 3 activities organised by the region on this issue where the

PSI women leaders participated and lobbied. Letters were sent to the national governments and members of parliaments on matters of sexual harassment, equal pay for work of equal value and investment in the health services. In Australia a survey on “what women wants” was published by the union. In India Sexual harassment bill was passed and the maternity leave has been increased to 26 weeks.

Legislations and Policies Dealing with Violence Against Women

There are laws and policies in many countries geared towards addressing violence against women and ensuring equality. Examples of these countries are India, Philippines, Singapore, Australia, New Zealand. In some countries the issue of violence against women did not get the attention it deserved. Many countries that have adopted legislation and policies do not implement and enforce these policies by appointing the needed structure. Implementation of these laws, become the victims of austerity measures. In addition, impunity for the perpetrators of violent crimes against women is widespread, letting criminals roam free and preventing victims from seeking justice. It was also noted with concern that very few unions have a policy that addresses violence against women, both in the workplace and in society.

Implementation of PSI 50/50 policy on gender equality

This still remains a sensitive area with unions as this policy of PSI has not been officially adopted in many of the unions though the Asia Pacific women committee continue to push this issue. This has a direct relation to the percentage of women in leadership positions. There are only few women who are holding leadership positions especially in Asian countries where it is still difficult for women to attain the higher level elected positions. Other facilities such as education, capacity and social environments also play a part in this campaign.

AP WOC is concerned about the implementation of 50/50 policy at national level and the women in leadership positions at national level, and if not addressed, in the long run it will have a serious effect on the international representation of key issues relevant for women and gender equality. The APWOC had committed to mobilise for active women participation and the need to re-invent and inject with new strategies and for appropriate legislation and policies need to be adopted and strictly implemented at least in selected Asian countries like India, Japan.

PSI Participation in the global meetings

PSI Executive Board: Titular members of the various sub-regions as well as the regional Vice-Presidents and Young Workers Titular participated in the PSI Executive Board, held once a year in Geneva.

PSI Steering Committee: The region’s two Vice-Presidents attended this meeting which is held annually in Geneva and reserved for the Vice-Presidents of PSI.

PSI World Women’s Committee: The Women’s Committee titulars from the four sub-regions participated in the annual PSI World Women’s Committee held in Geneva,

Regional Activities held by PSI

During the period from 2012 to 2015 PSI-APRO held the following Regional Activities. These activities had facilitated the affiliates discussions on range of issues within the identified priorities and assisted the APREC in their decisions during meetings and for plotting way forward.

Activity	Issue	Dates	Venue
Regional Seminar on QPS	Climate Change & International Solidarity Levy	8-9, August 2012	Seoul

Regional Engagement	ADB AGM	1-5, May 2012	Manila
Regional QPS Forum	Financing for QPS –what the Regional affiliates want?	16-18 October 2013	Bangkok
Regional Engagement	ADB AGM	1-5 May 2013	Delhi
Regional QPS forum	Trade union Rights forum	30-31 October 2014	Seoul
Regional Engagement	ADB -AGM	1-5 May 2014	Astana
Regional Engagement	ADB – AGM	1-5 May 2015	Baku City
Regional Sectoral Network Forum	Health, utilities, fire fighters network forum	7-10 Sep 2015	Manila
Regional Engagement	ADB –AGM	2-5 May 2016	Frankfurt
Regional forum	AP Regional LG forum	24-25 July 2016	Surabaya

In addition to this PSI APRO supported the sub regions in their sub regional and national level activities on Privatisation, Pension, Violence against women and youth issues as below:

- 2012,2013 - Series of TUR workshops – Korea (14-15 Nov 2011) Thailand (Aug 25-26 2012)
- 2013 Pension rights workshop in Singapore (14-15 December 2013)
- 2014 - India – Privatisation (19-21 August 2014)
- 2014 Violence against women and youth (19 Nov 2014 Mumbai Joint GUF)
- 2015 SE Asia sub region – Youth workshop (19 Dec 2015 in Delhi)
- 2016 Oceania – Privatisation Inquiry in various states starting from August 2016

The objectives of the Regional activities

- Organising and facilitating platforms for the various priorities identified by the Regional conference for affiliates and non affiliates and other stake holders and align the campaigns of the affiliated unions
- Develop collective strategies to address these challenges
- Analyse challenges facing public sector unions in the region
- Promote good practices in terms of developing strong and democratic unions
- Explore sustainable union membership and improve PSI services to affiliates.
- Make recommendations on the way forward, for the consideration by APREC.

Organising and Growth

PSI’s mandate of making positive and visible changes for the members can be achieved only when more workers joined the struggle and fight together. PSI’s ability to demonstrate workers power depend upon how we organise and mobilise our members and engage with issues relevant to them. Asia Pacific Region followed some of the growth strategies similar to the other PSI regions. Networking strategy was one among them and accordingly there are networks for utilities, local government unions and for expansion

of health sector unions on specific issues such as trade union rights, privatisation, migration, and precarious work. From 2015 the region has launched the networking strategy of working in sectoral groups to target the increasing membership by mapping and information sharing. The region has also appointed the sub regional secretaries to take sectoral work as additional responsibilities in order to expand organising. The attached table represents the sectoral and campaign work responsibilities in the region, sub region and countries where the staff are placed. This also included the global campaigns of PSI in trade and tax work and trade union rights. The staff initially will help mapping, sharing information and support affiliates if they have a specific kind of request from PSI.

Trade union rights	Local Government	Health	Utilities	Trade Agreements/ Tax Justice	Gender Equality	Young people
Lakshmi	Lakshmi	Susana	Lakshmi	Lakshmi	Lakshmi	Indah
Norman	Kannan	Norman	Ian Mariano	Hiroo Aoba	Ian	Ian
Kannan	Ian	Michael	Kannan	Susana	Norman	Kannan
Indah					Kannan	Michael

Local Government, Regional Government and Utilities

Challenges were identified in the sanitation, electricity, water, health and emergency services sectors during the previous APRECON. With more population moving to cities the local government work became multi fold. However, the cash scarcity of the local and regional governments, tax avoidances, cost cutting efforts had impacted on the workforce. Funding of services, future infrastructure investment, pressure to work with private sector and loss of democratic autonomy were some of the issues identified by affiliates. Contractualisation is massive in the local government sector especially in the cleaning and maintenance services and which are meagrely financed.

However, unions in the region had some decent wins in local government matters during the reporting years. In Korea privatisation was pushed back especially in the urban health sector. In India Municipal unions organised contractual workers and trained them and they bargained for wages and accidental insurance. Pakistan WAPDA union halted electricity privatisation. In the Philippines, union influenced the directions for the ADB funding. Labour relations established in municipal corporations in Srilanka, Indonesia, India, Bangladesh. Indonesia coalition of unions and civil society was able to push back water privatisation.

Disasters and emergency work

Confronting the Disasters

2016 – Floods in Srilanka, Earthquake in Kumamoto, Japan, Drought in India, Floods in Fiji

2015 – Earthquake in Nepal, Floods in Pacific countries

2013- Haiyan Typhoon in the Philippines

2012 Floods in Northern India, Earthquake in Newzealand

2012 Floods and Earthquake in Pakistan

The list above show a sample of series of mega disasters in the region in the review years and also manifest the pressure on the local government workers especially in emergency services. Apart from these mega

disasters there were considerably damaging natural disasters happened in each and every country and in every year caused loss of property, human lives, livelihoods and displacement. In the affected countries for those deserving solidarity assistance, PSI was able to establish projects and support the affiliates in their national struggle towards Policy intervention, capacity building, human resources development and investment in public services. PSI affiliates in these disaster related projects work with other stake holders in those countries to influence government policies specially focussing on human resources needs, conditions of work, social protection, training and updated skills development In the region we have currently 2 model projects one in the Phillippines and one in Nepal in line with the reconstruction policies of the governments and the Sendai framework.

Fire Fighters Network

In AP Region only 3 Fire Fighters unions are affiliated to PSI and some federations organised the fire fighters in their membership. A voluntary network was created in 2009 and facilitated by PSI for the expansion of this category of members in PSI as their problems are of special in nature. Their organising freedom is low. Their exchanges are limited to conference discussions due to language barriers and lack of freedom of association and repression adopted. in many Asian countries as uniformed and essential services. They are also prohibited by some legal ordinances. They experience huge occupational and safety issues due to precarious nature of work but unable to involve in the collective bargaining. Their public image is high and hence they are made duty bound. The network meeting in 2015 identified the development of skills, professional negotiations, participating in global activities as their priorities. Participation is their great concern, because of the leave of absence continue to be an issue. This network concluded that they need more national motivation and organising which at the current moment is not adequate and exposure at international level. There is occasional information sharing of fire fighters in English and Japanese. The network is committed to strengthen their national campaign to demand for trade union rights to Fire Fighters.

Haiyan Solidarity Funds

PSI launched an appeal for solidarity following the typhoon that hit the Philippines on November 2013. The appeal was successful as PSI affiliates generously contributed funds for the relief of members and the rebuilding of PSI unions and communities in the country. A prudent and participatory approach was developed in order to guarantee full transparency and accountability in the use of the funds. The initial funds support was used to provide financial help to affected affiliates and survivors, as their level of assistance was determined through their level of destruction suffered. The second phase was on the development of a Disaster Risk Reduction and Management Program through capacity-building. The project hope to reach agreements with local government units and executives with the objective to organize the first responders in the country.

The Local Government and Utilities Network

This is an electronic network group co-ordinated by **Br. Greg Mclean, from ASU Australia**. This network pools information from various sources such as affiliates actions, news items and internet sources. This is a voluntary network participated by the affiliates. This information is regularly sent to the affiliates as a bulletin. This is used as a source for affiliates local work especially in their privatisation campaign, and other industrial relations work and generally provide information sharing in the region. This also promotes news contributions and sharing the success stories across many sectors. It is currently available only in English. This information provide background to APREC meeting and Regional members discuss on the current issues and reviews the network information sharing. Periodically affiliates are invited to physical network events with the support of the PSI. During the period from 2012 to 2016 the region held 4

network group meetings out of this 2 were pre-APREC meetings and 2 were Regional forums as reported. These network meetings helped the regional and sub regional secretaries and union leaders to get mapping ideas, organise in local government sectors and track likeminded unions in their countries. The network also provided some space during APRECON for the affiliates to assemble and move on issues affecting their sectors and for deciding on their future work together.

Health Sector/Services

Health sector in the region is massive due the network of public and private hospitals and other kinds of health institutions providing primary, secondary and tertiary health care. This sector has been identified as a priority sector in the region the reasons being conditions are precarious and there are abundant organising opportunities and the industry is majorly employed women.

The range of work PSI affiliates pursued in the past 5 years were workload in hospitals and primary institutions, violence in the workplace, precarious conditions, lack of contracts, Public private partnership, cost cutting, OHS issues in the face of epidemic and endemic diseases and international migration of health workers. From Oceania to East Asia the health workers had been under pressure and was not allowed to exercise their union rights fully. The citizens also suffered because of the austerity measures and was made to shoulder big expenses on treatments. Private health care providers from industrialised countries established multi-speciality hospitals in the region and medical tourism in developing countries is flourishing and they entirely serve the richer strata of the population.

Health services being essential services and hence health workers are classified as professionals and hence are allowed to form only associations in many countries. Except in few countries, generally trade unions for health workers are not recognised. Due to this their organising and bargaining is weaker. Public and private sector salary scales are different as well as social protection and other working conditions. On the other side, the services were getting more expensive and in general public opinion about public health services, were considered out of reach and, poorly responding to public needs. The lack of adequate human resources in this important sector drive the sector towards over work load on the health workforce and created a poor image was the current scenario.

With all these adverse circumstances affiliates in the region were campaigning for budget investments in bargaining for the health workers rights such as training, health coverage, working hours, housing etc. Nurses unions helped developing capacity development kits for nurses migrating to other countries so that their rights are not violated. (Eg) in Oceania. In the Phillippines PSI affiliates campaigned for the comprehensive Nursing Law which is yet to be approved.

The Health and social Services Network is also an electronic network group co-ordinated by **Judith Kjeida from the Newsouthwales Nurses and Midwives union**. This also pools information related to Health and social services and disseminate information from the health sector task force at global level. However, this is not a frequent information sharing network. The network discussions in 2015 identified the networking areas, currently taking the initiative to map the health unions and analyse their interests to join PSI both in the private and public sector. The two projects in south Asiaand Phillippines exclusively address the precarious work in the health sector in the countries and document them.

Trade Union Development Activities (Projects)

Project Activities

The key objectives of PSI is to assist its affiliates through capacity-building, research and advocacy, to ensure that public sector workers all over the globe enjoy decent work. Many of the project activities in the region in the identified key countries are supported by the PSI and its Solidarity Support Organisations are geared towards strengthening our affiliates and building a strong public sector union movement so that they will be in a better position to negotiate and engage with governments and public authorities for improved working conditions for their members. The tables at **Annexure 3** showcase the resources that have flowed into the various sub-regions for the purposes of project activities.

Precarious work project for the Health Sector – India, Nepal, Srilanka, Philippines

Organising Project for Health sector in Pakistan

Utilities Project – Bangladesh

Trade union rights project – India, Philippines

Engaging ADB– Tonga, Mongolia, India, Indonesia, Philippines

Engaging ASEAN – Cambodia, Thailand, Malaysia, Vietnam, Philippines, Indonesia

Project achievement:

Trade Union Rights project in India

Indian National Life Insurance Employees Federation went to the court and negotiated for regularisation of temporary workmen in LIC. The third batch of 5000 temporary workmen within 5 years of service were regularised, of which 800 workers newly joined the union

Women Employees Association formed within the 126 Municipalities in Tamilnadu. Affiliated to National Organisation of Government Employees (NOGE)

Indian National Municipal and Local Bodies Workers Federation went for a strike, jointly with 5 unions, for revising the wages of contract workers of the State of Telengana and got a 22% hike. Later 2000 contract workers, who could not resume work due to various reason, were dismissed. INMLBWF jointly with other unions fought and negotiated for getting their jobs back

The Delhi Transport Corporation Employees Congress, had invited the Chief minister of Delhi to the QPS convention and given a memorandum asking the government to make permanent the contract workers working on jobs of permanent nature, which is against the law and also apply the principle of 'Equal wages for Equal work'. The Chief Minister later interacted with DTCEC leaders and asked the Transport Department to prepare a policy for the contract workers. This union had earlier positively campaigned for increasing the wages of the contract drivers & conductors based on the minimum wages plus incentives for working more than 20 days. Earlier this union managed to have an understanding with the management to form co-operatives to run the corporation on profit-making model. They had organised campaigns in all depots and for 2 years now organising QPS conference

Strengthening Unions and Campaigning for Quality Public Services with Decent Work in the Philippines Health Sector

This project helped the PSI affiliates both in public and private sector to engage in active campaigning for the Nursing Law and lobbied with many stake holders.

The project managed to maximize the campaign and lobbied for the enactment into law of the proposed Comprehensive Nursing Law (CNL). The proposed bill contained provisions on the protection of health workers against precarious working conditions such as acceptable nurse to patient ratio, elimination of unpaid trainings / false volunteerism and living wage entry level salary. The campaign managed to solicit support from stakeholders, as the affiliates, other health sector workers and the community became aware on the importance of the nursing profession and the benefits of collective efforts to push for a particular change in the nursing and health sector. The proposed bill garnered support from the legislature, as the Speaker of the House of Representatives and the Senate President both signed the CNL and endorsed to the Philippine President for consideration and approval. As the CNL was vetoed by the previous administration, one of the authors re-filed the bill in the current legislature.

On organizing, the 70,000 strong Philippine Nurses Association (PNA) approved during its Congress in 2015 on the creation of an ad hoc committee to look into documents and preparatory procedures on the transformation of the PNA with a trade union character. PSI was responsible for the trainings on PNA officers who oriented their membership on trade unionism, as amendments to the PNA Constitution and By-Laws is part of the agenda on PNA Congress in October 2016.

Campaign on the Ratification of ILO C. 151 in the Philippines

The campaign reached very encouraging results as all stakeholders believe that ILO Convention 151 should be ratified. Vital labor policy implementing government agencies have issued concurrences, endorsements and resolutions in order to confirm their support that the ratification will be beneficial to public sector workers. Legislators in the Senate have been aware and are supportive as they await the endorsement from the President on the ratification process. There are representatives from the Lower House of Congress who are aware and are supportive of the ratification. Affiliates, stakeholders and the community have been aware on what is ILO C. 151, as the information gathered by the Department of Labor and Employment during nationwide consultations resulted into the identification of ILO C. 151 ratification as one of the recommendations from the formal, informal, youth and women sectors which was endorsed to the next administration.

Trade Union Rights Project for South East Asia

The affiliates in Malaysia, Thailand and the Philippines campaigned on the ratification and effective implementation of ILO Conventions 87 and 98 in the sub region. The right to organize and collectively bargain is not guaranteed in the public sector, as Thailand has not ratified both conventions and organizing in Thailand was governed by a constitutional provision. The Thai affiliates were successful, however, in the campaign against water privatization and has organized the state enterprise workers.

Malaysia ratified all core conventions except ILO C. 87. The affiliates managed to elect a Vice President in the Malaysian Trade Union Congress (MTUC) who represented public services workers on discussions and arguments within the legislature and government.

The Philippines ratified both international instruments, however, there are gaps identified in their effective implementation. The campaign eventually focused on the campaign to ratify ILO C. 151 which

may complement the ratified conventions and may institutionalize the right to organize and collective bargaining in the public sector through an enabling law benefiting around 1.4 million public sector workers and their families.

Negotiating for Quality Services and Campaigning Against Precarious Work in the Health Sector

The project documented the existence of precarious work in the Philippines health sector. On the nationwide awareness campaign, the affiliates, stakeholders and the community were oriented on the precarious work arrangements of healthcare workers. These include unpaid trainings, false volunteerism, as much as 25 patients per nurse ratio, low salaries and contractualization. The PSI Philippines affiliates campaigned on the increased support from stakeholders to eliminate nurse volunteer programs and collection of fees (Memo 2011-23B) which was signed by the former Philippines Secretary of Health in 2011.

The Precarious work project for health workers in India, Srilanka, Nepal is compiling information on the various types of health reforms and systems in the countries and the strategies available for health workers to organise .

Precarious work in Health Sector in Pakistan

During the feasibility phase, the project created familiarity and trust between PSI, WERO, and All Sindh Lady Health Workers & Employees Association (ASLHWEA) representatives. The project allowed for an organisational assessment to take place, identification of strengths and weaknesses and developing a road-map for ASLHEWA's work at several levels: within the union, with the government, with regard to working conditions and with civil society and the trade union movement at large. The project has supported the crafting of a campaign on payment of wages which was given visibility during several May Day events in the Southern Province of Sindh. The project has contributed to the lobbying efforts that led to payment of four months arrear of wages a few days before the Eid festival on 7 July 2016.

Precarious work project in Southasia

The project has allowed to better understand the nature and dynamics of the health sector trade union movement, and the location of PSI affiliated unions in general and with regard to responding to the challenge of precarious work in the public sector and engaging with the private sector, specifically. The national mapping workshops were instrumental in this.

The project also contributed to creating a regional understanding of the expansion of precarious work and identifying similarities and specificities across the countries involved in the project. Simultaneously, cross learning by sharing experiences was attempted. This was principally done through the Sub regional conference and will be furthered through the Report on Precarious Work in the region.

Through the report on IFC and CDC investment in South Asia and on Precarious Work in key facilities in the private sector, the project is contributing to expanding the visibility and credibility of PSI within the public health movement and creating opportunities for joint campaigns in the future.

A sub regional conference was held in July 2016 in Nepal for southasia countries on the Precarious work and the conclusions are A fundamental characteristic of trade union activism in the public sector is that, in contrast to the private sector where the conflict is between capital and labor (as the employer is linked to capital) the contradiction of public sector workers is with the political system, and the government that represents it. In contract with other workers who can be 'invisible', the public has a perception of public sector workers. This fact is a doubled edge sword, as this perception can be very entrenched, while they can also swing from very positive to very negative. It is to trade unions to be aware of the current public opinion on public sector workers and their work and to design ways to influence this opinion in their favour. Focusing on wage-related demands may be negatively perceived by the public and doesn't solve problems of outsourcing, contractualization or unsafe work. Focusing on improvement of employment and working condition, adequate staffing and on the linkages of these with quality of services may help gather public support for trade union demands.

Engaging ADB to ensure core labour standards in the projects

The Asia Pacific region is the most targeted region in terms of development projects from the international financial institution and other multi-lateral banks. The region welcomed another player, Asian Infrastructure Investment Bank (AIIB) that added another 100 Billion USD authorized capital in the market and will surely target developing countries as their main preys. Around 58 countries already signed up to join the new multilateral institution in the twenty-first century. This development had already stirred huge debate in the current ADB Annual meeting in Frankfurt.

The trade union delegation, during the informal briefings, managed strategize the engagement points and carefully identified events where they can make interventions and messaging. A lot of progress has been made and PSI and its allies were able to make CLS as one of the key points of discussion in all official and un-official sessions. In Indonesia, the energy workers continue to struggle on the Judicial Review Case on Electricity Law No. 30 under the Constitutional Court. The state owned power company (PLN) management had already implemented the regionalization of the power industry as prescribed by the Electricity Law no. 30. The regionalization is seen to impact the organizing and consolidation of the PLN unions. The growing internal conflicts of SP PLN has made it very difficult for unions of PLN Subsidiaries (SP PJB and PIPP) to consolidate its force against the ongoing trends of government of Indonesia allowing the Chinese energy players to take over the power plants using Chinese workers to operate. The campaign against the "lease back" scheme was launched during the anti-privatization campaign under the project that temporary halted the Indonesia government to implement. The energy unions hope that the Judicial Review Case will be on their favor when the decision is said to be release on November this year.

In Mongolia, though the Confederation of Mongolian Trade unions (CMTU) had not successful to convince ADB to sign Memorandum of Understanding (MOU) in the joint development, monitoring and implementation of the ADB-funded, they have strengthened their tripartite dialogue with government and business sector which will include businesses involved with ADB projects. In this way, they can continue to monitor the implementation and ensuring CLS in the ongoing ADB projects in Mongolia.

In the Philippines, though Alliance of Government Workers in the Water Sector (AGWWAS) managed to stop the ADB water sector loans (Water District Development and Sector Project (WDDSP)-partially and the Urban Water and Sewerage Development (UWSDSP)) in 2015. It is said that ADB will try to work on the loan approval in 2016. The Philippine government has move from loan directly to the water districts to joint venture scheme which is currently the problem of AGWWAS in Bulk Water operations. The

AGWWAS is set to develop their union strategy to continuously engaging and challenging the water sector projects that are problematic and tainted with corruption. AGWWAS has reached out to many water districts to organize them under this project.

In Tonga, the Tonga Public Services Association (TPSA) had help the government to get the ILO membership in February 2016 in order to improve compliance of the country to core labor standards as part of the positive reforms in the government. The TPSA continues to support the parliament in the development of the Employment Relations Bill which they have supported drafting it in 2013.

The projects in the countries were conducted in consultation with the affiliates and with specific purposes of achieving the objectives. The projects were helpful at country and regional level, in producing many evidence based researches in key sectors, collecting opinions, framing arguments and also develop capacity. The projects helped affiliates to work together with other unions, civil society and other partners. Most importantly the projects helped unions to reshape their policies and strategies to be more relevant. Details of project reports for each project and some research papers are available for affiliates for reference.

Campaign on the Ratification of ILO C. 151 in the Philippines

The campaign reached very encouraging results as all stakeholders believe that ILO Convention 151 should be ratified. Vital labor policy implementing government agencies have issued concurrences, endorsements and resolutions in order to confirm their support that the ratification will be beneficial to public sector workers. Legislators in the Senate have been aware and are supportive as they await the endorsement from the President on the ratification process. There are representatives from the Lower House of Congress who are aware and are supportive of the ratification. Affiliates, stakeholders and the community have been aware on what is ILO C. 151, as the information gathered by the Department of Labor and Employment during nationwide consultations resulted into the identification of ILO C. 151 ratification as one of the recommendations from the formal, informal, youth and women sectors which was endorsed to the next administration.

Strengthening Unions and Campaigning for Quality Public Services with Decent Work in the Philippines Health Sector

The project managed to maximize the campaign and lobbied for the enactment into law of the proposed Comprehensive Nursing Law (CNL). The proposed bill contained provisions on the protection of health workers against precarious working conditions such as acceptable nurse to patient ratio, elimination of unpaid trainings / false volunteerism and living wage entry level salary. The campaign managed to solicit support from stakeholders, as the affiliates, other health sector workers and the community became aware on the importance of the nursing profession and the benefits of collective efforts to push for a particular change in the nursing and health sector. The proposed bill garnered support from the legislature, as the Speaker of the House of Representatives and the Senate President both signed the CNL and endorsed to the Philippine President for consideration and approval. As the CNL was vetoed by the previous administration, one of the authors re-filed the bill in the current legislature.

On organizing, the 70,000 strong Philippine Nurses Association (PNA) approved during its Congress in 2015 on the creation of an ad hoc committee to look into documents and preparatory procedures on the transformation of the PNA with a trade union character. PSI was responsible for the trainings on PNA officers who oriented their membership on trade unionism, as amendments to the PNA Constitution and By-Laws is part of the agenda on PNA Congress in October 2016.

Trade Union Rights for South East Asia

The affiliates in Malaysia, Thailand and the Philippines campaigned on the ratification and effective implementation of ILO Conventions 87 and 98 in the sub region. The right to organize and collectively bargain is not guaranteed in the public sector, as Thailand has not ratified both conventions and organizing in Thailand was governed by a constitutional provision. The Thai affiliates were successful, however, in the campaign against water privatization and has organized the state enterprise workers.

Malaysia ratified all core conventions except ILO C. 87. The affiliates managed to elect a Vice President in the Malaysian Trade Union Congress (MTUC) who represented public services workers on discussions and arguments within the legislature and government.

The Philippines ratified both international instruments, however, there are gaps identified in their effective implementation. The campaign eventually focused on the campaign to ratify ILO C. 151 which may complement the ratified conventions and may institutionalize the right to organize and collective bargaining in the public sector through an enabling law benefiting around 1.4 million public sector workers and their families.

Negotiating for Quality Services and Campaigning Against Precarious Work in the Health Sector

The project documented the existence of precarious work in the Philippines health sector. On the nationwide awareness campaign, the affiliates, stakeholders and the community were oriented on the precarious work arrangements of healthcare workers. These include unpaid trainings, false volunteerism, as much as 25 patients per nurse ratio, low salaries and contractualization. The PSI Philippines affiliates campaigned on the increased support from stakeholders to eliminate nurse volunteer programs and collection of fees (Memo 2011-23B) which was signed by the former Philippines Secretary of Health in 2011.

Project for Indonesia (April – October 2014)

The two mapping projects for unions in the health and administration and for unions in the electricity and water workers was finalized with two new project proposals for the next 3 year application to the FNV:

- (1) Trade Union Organizing and Campaigning to Address Impacts of Precarious Works in Health and Public Admin Sectors in Indonesia
- (2) Trade Unions Organizing and Campaign to address impacts of privatization in water and electricity sectors in Indonesia

The mapping projects have significantly benefited affiliated unions; a series of trainings and workshops has assisted the unions in identifying issues and ways to cope with them, in consolidating the organisations strength and building skills and knowledge of the members and leaders alike.

Trade union mapping depicts points of strengths and weaknesses in unions and suggests more strongly efforts to be taken to mend the weakness points: union administration (especially membership database), dues and leadership. The mapping also highlighted the need to make knowledge and skills gap between national and local leaders smaller.

The project also published the baseline study on the precarious work in the health and airport workers. This study contributed to the unions in more deeply recognizing the changes in the system of industrial relation brought about by free trade and free market resulting in flexible working situation, in formalisation, and outsourcing which as a logic consequence of the three have increasingly turned formal into contract-base workers as found in baseline study indicating a high trend of precarious worker/employment prevalent in the health and airport industries. Still worse, this trend has been coupled with indications of privatisation of airport operator owned by the state in particular through job outsourcing. While in the health sector the study provides on precarious conditions of health workers related to low wage, risk in job security and right to join/establish union.

The mapping of potential areas reported potential organizing areas in the water and electricity sector, while at the same time assess areas for improvements in the internal capacity of each union. During the evaluation and planning workshop, PSI facilitated presentations on the increasing indications of privatizations in the water and electricity sectors, taking examples and case studies from other countries in the globe. There was a common understanding that the same case is now taking place in Indonesia, both for water and electricity sectors. The PSI affiliates in the respective sector have continued the struggle to campaign and fight against the privatization plans by the government, however, more needs to be done in order to garner wider support from public and greater pressure on the issues.

Unions tried to survive and strongly suggested that education and training are the answer to organising their members. The situation has also driven the unions to take initiatives to improve union-member relation by increasing opportunity for greater member involvement in trade union activities and strengthening communication between members and their union.

This situation driven unions' priorities directly related to the needs to strategies new actions and campaigns. Through involvement in the project has made the unions able to find out the changing needs. Learning process is undergoing continually, particularly to adapt quickly to meet new changes and to learn from its study and mapping. Training and education that provided by the project have broadened knowledge about how organising is the critical for raising membership awareness and participation.

Project activities were also collectively integrated into activities of each union which made them easier during the implementation and for participation in each activity. Ownership of the project was built through contribution the union made in form of sharing resources and of financial contribution. These were very helpful for project coordinator to carry out the project.

Asia Pacific Regional Solidarity Fund

Regional Solidarity Fund Contribution from 2010-2016

Please Refer to the AP Fund Constitution (available separately). A percentage of 0.07% is collected along with the annual invoice of the affiliation fees from all the AP Regional affiliates to the solidarity fund. This fund a very special resource available in the region has been made available to the affiliates in dire circumstances and for engaging in new ventures.

During the period under review, this fund has been used to support affiliates as shown below in the matrix. Out of the total collection of AP Fund 25% amount has been set aside to cover sponsorships to world congress and 25% -30% to Regional conference and the rest to be used to support affiliates normally as per the criteria set for the request of the fund. The AP Fund management committee meets once in a year during the APREC meeting. During emergency situation, the Regional Secretary with the approval use of the fund for urgent donations. The current balance available in the AP Fund as of EB 2016 is 696000 euros.

Solidarity support fund activities as below for the period from 2012-2015

	No.of projects	Countries	Amount Provided (Euros)
2012	3 projects	Thailand, Tonga, PSICongress support	114,560.00
2013	5 Projects	NCC Malaysia, NCC Bangladesh, Fiji, Cook Islands, Vanuatu	9724.00
2014	8 projects	PTAC, Phil, Samoa, Pakistan Mongolia, NCC Bangladesh, Nepal, India	9709.00
2015	6 projects	Bangladesh, NCC Malaysia, PTAC Thailand, Nepal NCC, Vanuatu, Youth-SPOCTU	18000.00
2016	2 Project s	APRECON support Organising project AFW	150000 7000

Young Workers' Activities

During the period under review, a steady improvement in the PSI activities of young workers in the region had been witnessed. Most of the these have been integrated into the sub-regional and regional activities. The region has also encouraged many affiliates to integrate young workers into their structure. There have been training programmes in sub-regions for young workers which promoted cross cultural experiences, bringing together all young people in the unions to share ideas and new things to be experimented. The APYN has its own news bulletin and share information through social media. However the young workers network faces many stumbling blocks.

Priorities issues for young people in those activities were

- Identify ways to strengthen youth network
- Follow up national activities by the unions
- Working towards to create a youth committee at national level and strength
- Establishing Award at Regional level
- Support a world level youth committee in PSI

The youth network experienced some difficulties as below

- Participation of young people from unions remained between 15 to 20% only in activities though 30% has been insisted
- Youth network positions remain vacant and there is delay and reluctance in filling up the positions.
- Many unions have not identified the core youth person for their union and hence communication network is broken
- The follow up of youth discussions are not taken up seriously by the participants to reach wider audience and hence many decisions remain without implementation as the penetration of young people in the unions remain slow
- There are rarely full time positions in the unions to address young people issues
- The time old complaint of language and technology issues continue to bother though there is some improvement

Influencing Global Policy

The region has participated in many international fora at global, regional and sub-regional level, with the aim of placing issues of concern to public sector workers on the agenda and to share first-hand experiences of the negative impact of some policies emanating from the international financial institutions. Issues included: International Migration, Health and Social Care Issues, disaster risk reduction and management, Asian Tax Justice, Trade Agreements (TPP, RCEP, FTAs)

Tax Justice Activities and trade agreement campaigns in the region

The region has taken interest in tax justice issues and identified few countries such as Japan, Australia, India, Korea where the campaign can be held along with other stake holders, to force multinational corporations and other big companies operating in the countries to pay their correct taxes, to provide governments with sufficient resources to support and finance quality public services such education, and also be in a position to offer improved working conditions to public sector workers. PSI APRO is now part of the Asia Tax Justice campaign and promote this discussion politically and socially. Under the Sectoral approach initiative Br.Hiroo Aoba is co-ordinating the activity on Tax Justice.

PSI Tokyo Office has worked with several CSOs, including “The Lawyers’ Group against TPP” and “The Citizen’s Congress for Opposing the TPP” in Japan. The former has claimed in the case brought to the Tokyo District Court that TPP would change a number of rules and regulations concerning people’s lives “for the sake of the freedom and profits of global corporations.” They also pointed out that: the pact would push up prices for medicines and violate people’s right to receive proper health care by favoring big pharmaceutical firm; and the ISDS (investor-state dispute settlement) clause would jeopardize Japan’s judicial independence. The latter has actively lobbied against TPP, and held a series of seminars and workshops for Diet members. They claim that the pact would fundamentally overrun democratic systems of the country. PSI Tokyo Office has provided logistical support, including translation, corresponding with foreign CSOs and academics. PSI affiliates in Japan have participated in some workshops, co-organized by “The Citizen’s Congress” and “The Diet Member’s Caucus to Cautiously Consider the TPP”. The office has also worked with “the Diet Member’s Caucus” especially in information gathering/analysis and preparing “a memorandum on questions”, which had been addressed to the Cabinet.

PSI Tokyo Office has held study meetings with CSOs in Japan to jointly analyze the tax justice issue in their own context and build up a strategy of the campaign for tax justice. Especially after the release of “Panama

Documents”, the Sub-Regional Secretary has met the chairperson of the Tax System Research Council of the largest opposition party and other key Diet members, and briefed PSI’s position on the issue. In addition, the office helped the CSO, called “The Citizens’ Group for Tax Justice”, prepare a policy recommendation, which has been submitted to various political parties, including the ruling parties; and co-organized a press conference, where the Sub-regional Secretary briefed journalists that “tax injustice is the threat to the Quality Public Services.” PSI Tokyo Office has formed a joint executive committee with “The Citizens’ Group” and “NGO Forum on International Solidarity Levies” to invite experts and co-organize various events at the end of October.

International Migration in health and social services

International migration continued to be a critical issue during the period of reporting. Migration related events by PSI were held mainly in the Philippines followed by Srilanka, Fiji and Australia during the reporting years. The events developed handouts and manuals relevant to the international migration especially for the health workers for making their decisions. The collaboration between PSLINK in the Philippines and Ver-di in Germany is also a product of the migration project related to the issues of migrating nurses and their working conditions. The Region participated in the GFMD every year and was able to push rights based approach and public services investment in the discussions. The pre decision kits were produced in Australia, Philippines and Srilanka.

Missions during the reporting period

Bangladesh, 19-20 Feb 2014 – Mission with the other GUFs on the Rana factory collapses and meeting the government of Bangladesh and other policy makers

Korea, 30-31 Oct 2014 – Mission of PSI delegation related to the Serious threats to public employees on trade union rights

Myanmar, 6-8 Dec 2012 – Mission with the GUFs to support the formation of trade unions in Myanmar and for the registration of unions

Brunei, 16,17 June 2014 – Mission with the GUFs to support the OHS frame work in the ASEAN declaration and social dialogue with the ASEAN leaders

Nepal, 23 June 2015- Mission to Nepal after the deadly Earthquake and to consult for the reconstruction work.

In addition to the above missions Sub regional secretaries undertook mission to Fiji, Philippines, Mongolia, Vietnam, Solomon Islands to meet affiliates and on occasions of conferences, solidarity calls.

Quality Public Services Award for 2012: JICHIRO, one of the key affiliate of PSI won the PSI “Quality Public Services Award” in the world Congress held in 2012 for their extensive involvement in the Disaster Reconstruction work during the Great East Japan Earthquake in 2011

Global Union Federations Forum and ITUC-AP

The Regional Office has been participating actively in the annual Global Union Federations (GUFs) and TUSSO Forum in Asia and Pacific Region. This forum allows the GUFs to share ideas and information on how to assist affiliates through capacity-building and campaign programmes, as well as working together to strengthen the union movement in the region. During the period under review, the Regional Office has been working with the ITUC-Asia and Pacific on a number of issues such as ADB, ASEM engagement and Nepal reconstruction discussions, strengthening Myanmar trade unions and also had participated in the General Council of ITUC-Asia and Pacific as an observer. PSI has also been working together with the ITUC-Asia and Pacific on a number of issues relevant to PSI and its affiliates. PSI APRO is also working with UNI APRO, BWI APRO on ASEAN Economic integration, Migration and OHS issues in southeast Asia sub region.

Administration of the Region

PSI has 4 offices located in the region. The Regional Office is located in Singapore along with the South East Asia sub regional office hosted by the AUPE, Singapore. The Oceania office is functioning from Sydney hosted by New South Wales Nurses and midwives' association, the East Asia office from Tokyo hosted by JICHIRO Japan and the South Asia office from Faridabad, India. National and sub regional Projects are managed by the Project officers stationed in Indonesia, India and Philippines.

Regional Staff Details

Lakshmi Vaidhiyanathan, Regional Secretary Singapore

Francisca Sri Indah Budiarti – Communication and organising co-ordinator/Project co-ordinator – Singapore/Jakarta

Angie Loh – Finance Co-ordinator – Singapore

Ian Laquindanum Mariano, Sub Regional Secretary, South East Asia, Singapore

Norman Arellano Grecia – Project Co-ordinator, Manila, Philippines

R. Kannan –Sub Regional Secretary, South Asia, Faridabad, India

Susanna Barria, Project Co-ordinator, South Asia, Faridabad, India

Bharat Panditha, Office Secretary, South Asia, Faridabad, India

Buddhi Bahadur, Office Assistant, South Asia, Faridabad, India

Hiroo Aoba, Sub Regional Secretary, East Asia, Tokyo, Japan

Michael Whaites, Sub Regional Secretary, Oceania, Sydney, Australia

During the Period 2012-2016 the following staff left the organisation

Ms. Padmini Muthucumar, Finance co-ordinator retired in 2012

Mr. Manoranjan Pegu, Project Co-ordinator resigned in 2014

Regional Leadership

List of Asia Pacific Representative to the EB, WOC, APREC and APWOC presented in EB 2016

Members of Executive Board (EB) 2015 -2017				
Region/Sub-region	Name	F/M	Organisation/Country	Status
Asia Pacific	Atsushi Kawamoto	M	JICHIRO/Japan	Titular
	Tomio Ishihara	M	JPSU/Japan	1 st Substitute
	Annie Geron	F	PSLINK/Philippines	Titular
	Esperanza Ocampo	F	PGEA/Philippines	1 st Substitute
East Asia	Ji-Hyun Yoo	F	KHMU/Korea	Titular
	Yangsoon Bae	F	FKPITU/Korea	1 st Substitute
	Magvan Altantsetseg	F	FPETU/Mongolia	2 nd Substitute
Oceania	vacant	M		Titular
	Mele Amanaki	F	TPSA, Tonga	1 st Substitute
	Anthony Turua	M	CIWA/Cook Islands	2 nd Substitute
South Asia	R. Srinivasan	M	INDWF/India	Titular
	Subodh Devkota	M	NCSEU/Nepal	1 st Substitute
	Ashoka Abeyanayaka	F	PSUNU/Sri Lanka	2 nd Substitute
Southeast Asia	Yeo Chun Fing	M	AUPE/Singapore	Titular
	Sarojini Devi A/P Jagarou	F	JOUTNB, Malaysia	1 st Substitute
	Noor Shyma	F	AUPE/Singapore	2 nd Substitute
Affiliate with more than 500,000 members	Mariko Aoki	F	JICHIRO, Japan	Titular
	Makiko Kishi	F	JICHIRO, Japan	1 st Substitute
	Vacant	F	JICHIRO, Japan	2 nd Substitute
Young Workers	vacant	F		Titular
	Fandi Setia	M	PPIP/Indonesia	1 st Substitute
	Vacant		Vacant	2 nd Substitute

Members of World Women Committee (WOC) 2015 -2017			
Region/Sub-region	Name	Organisation/Country	Status
East Asia	Ji-Hyun Yoo	KHMU/Korea	Titular
	Magvan Altantsetseg	FPETU/Mongolia	Substitute
Oceania	Mele Amanaki	PSA/Tonga	Titular
	Taupisi Faamau	PSA/Samoa	Substitute
South Asia	Ashoka Abeyanayaka	PSUNU/Sri Lanka	Titular
	Prema Walter	TNEECLU/India	Substitute
Southeast Asia	Noor Shyma	AUPE/Singapore	Titular
	Sulistiani,S.E	SP AP1/Indonesia	Substitute
Affiliate with more than 500000 members	Mariko Aoki	JICHIRO/Japan	Observer
	Makiko Kishi	JICHIRO/Japan	Observer

Members of Asia Pacific Regional Executive (APREC) 2015 -2017

Region/Sub-region	Name	F/M	Organisation/Country	Status
Asia Pacific	Atsushi Kawamoto	M	JICHIRO/Japan	Titular, Co-Chair
	Tomio Ishihara	M	JPSU/ Japan	Substitute
	Annie Geron	F	PSLINK/Philippines	Titular, Co-Chair
	Esperanza Ocampo	F	PGEA/Philippines	Substitute
East Asia	Ji-Hyun Yoo	F	KHMU/Korea	Titular
	Yangsoon Bae	F	FKPITU/Korea	1 Substitute
	Tomio Ishihara	M	JPSU/Japan	Titular
	Masashi Nagai	M	ZENSUIDO/Japan	Substitute
Oceania	Vacant	M		Titular
	Anthony Turua	M	CIWA/Cook Islands	Substitute
	Mele Amanaki	F	PSA/Tonga	Titular
	Taupisi Faamau	F	PSA/Samoa	Substitute
South Asia	R.Srinivasan	M	INDWF/India	Titular
	Subodh Devkota	M	NCSEU/Nepal	Substitute
	Ashoka Abeyanayaka	F	PSUNU/Sri Lanka	Titular
	Prema Walter	F	TNEECLU/India	Substitute
Southeast Asia	Yeo Chun Fing	M	AUPE/Singapore	Titular
	Kittiphon Thunglang	M	LUPEA/Thailand	Substitute
	Sarojini Devi A/P Jagarou	F	JOUTNB Malaysia	Titular
	Noor Shyma	F	AUPE/Singapore	Substitute
Affiliate with more than 500,000 members	Mariko Aoki	F	JICHIRO/Japan	Titular
	Makiko Kishi	F	JICHIRO/Japan	1 st Substitute
	Vacant	F	JICHIRO/Japan	2 nd Substitute
Young Workers	Vacant	F	CPSU/Australia	Titular
	Fandi Setia	M	PPIP/Indonesia	1 st Substitute
	Vacant	M		2 nd substitute

Members of Asia Pacific Women Committee (AP WOC) 2015 -2017

Region/Sub-region	Name	Organisation/Country	Status
East Asia	Ji-Hyun Yoo	KHMU, Korea	Titular
	Magvan Altantsetseg	FPETU/Mongolia	Substitute
Oceania	Mele Amanaki	PSA/Tonga	Titular
	Taupisi Faamau	PSA/Samoa	Substitute
South Asia	Ashoka Abeyanayaka	PSUNU/Sri Lanka	Titular
	Prema Walter	TNEECLU/India	Substitute

Southeast Asia	Noor Shyma	AUPE/Singapore	Titular
	Sulistiani,S.E	SP AP1/Indonesia	Substitute
Asia Pacific	Annie Geron	PSLINK/Philippines	Titular
	Esperanza Ocampo	PGEA/Philippines	Substitute
	Vacant	vacant	APYN female
Affiliate with more than 500,000 members	Mariko Aoki	JICHIRO/Japan	Titular APWOC chair
	Makiko Kishi	JICHIRO/Japan	Substitute

Annexure 1 TU Rights Paper(separately provided)

Annexure 2

List of PSI Asia Pacific's Constitutional Meetings 2012-2016

Meetings	Date	Venue
EASRAC	12-13 March 2012	Tokyo, Japan
	23-24 February 2013	Macao
	3-4 March 2014	Hong Kong
	EASRAC was not held in 2015 and 2016	
OSRAC	6-9 March 2012	Sydney, Australia
	5-8 March 2013	Auckland, New Zealand
	19-21 March 2014	Sydney, Australia
	21-23 July 2015	Sydney, Australia
SASRAC	23-25 March 2012	Dhaka, Bangladesh
	22-23 March 2013	Colombo, Sri Lanka
	19-21 August 2014	Delhi, India
	1-3 March 2015	Kathmandu, India
SEASRAC	15-17 March 2012	Yogyakarta, Indonesia
	14-16 March 2013	Malacca, Malaysia
	14-15 March 2014	Manila, Philippines
	11-13 March 2015	Kuala Lumpur, Malaysia

Meetings	Date	Venue
APREC	18-19 April 2012	Bengaluru, India
	24 November 2012	Durban, South Africa
	5-6 April 2013	Singapore
	15-16 April 2014	Bali, Indonesia
	9-10 April 2015	Bangkok, Thailand
APWOC	17 April 2012	Bengaluru, India
	4 April 2013	Singapore
	14 April 2014	Bali, Indonesia
	8 April 2015	Bangkok, Thailand

Annexure 3 : Union Development projects in the AP Region from 2012 -2016

ADB ENGAGEMENT PROJECT

Year	Name of the project	Countries	Name of the TUSSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2012	Campaigning for CLS in ADB Projects	India, Indonesia, Mongolia, Philippines, Tonga AP Region (Regional Level)	JHL/KNS SASK	(2015 males 1596 females) 3,611 Total	Campaign for Labor Desk, joint research and capacity building for affiliates on ADB	69,387	7,747
2013	ADB CLS II	India, Indonesia, Mongolia, Philippines, Tonga AP Region (Regional Level)	JHL/KNS SASK	(179 males 90 females) 269 Total	Bridging part of the ADB project as continuation of the Regional and National engagement. ADB loans to energy, water, health and SOEs sectors that promotes PPPs, privatization and violation of core labor standards including OSH issues. Working with affiliates to engage ADB resident mission at the national level and lobby government to support the sectoral issues and campaigns.	26,900	2,597
2014	ADB CLS II	India, Indonesia, Mongolia, Philippines, Tonga AP Region (Regional Level)	JHL/KNS SASK	(527 males 542 females) 1,069 Total	At the regional level, engagement with ADB, member states regarding policy interventions and campaigning to ADB member state to ensure adherence to CLS.	44,750	4,067
2015	ADB CLS II	India, Indonesia, Mongolia, Philippines, Tonga AP Region (Regional Level)	JHL/KNS SASK	(1,806 Males 1,241 Females) 3,047 Total		63,168 17,656	11,010
2016	ADB AGM engagement	AP-Region Regional Level	JHL/KNS	1 male 1 female 2 Total	To sustain the high level of engagement with ADB and Member states at the ADB Annual meeting	1,743.80	

PROJECTS IN THE PHILIPPINES

year	Name of the project	Country/ies	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent	Union Cont
2012	Trade Union Rights for Public Sector Workers	Malaysia Philippines Thailand	SASK-JHL	324 + 395	Trade union rights for public services workers	67,600.00	10,500.00
	Negotiating for Quality Services & Campaigning Against Precarious Work in the Health Sector	Philippines	SASK-TEHY	370 + 265	Precarious work & decent work in the health sector	12,979.39	1,356.08
	Baseline Study on Precarious Work in the Philippines Health Sector	Philippines	SASK-TEHY	3 + 4	Precarious work	4,470.00	192.00
	An Analysis on the Challenges & Barriers Confronting Freedom of Association & Collective Bargaining of Public Sector Unions in Thailand	Thailand	ILO		Freedom of association and collective bargaining in Thailand public sector		
2013	Trade Union Rights for Public Sector Workers	Malaysia Philippines Thailand	SASK-JHL	184 + 119	Trade union rights for public services workers	18,375.00	1,792.00
	Campaign to Ratify ILO C. 151	Philippines	SASK-JHL	212 + 257	Right to organize & collective bargaining in the public sector	22,953.83	2,670.35
	Negotiating for Quality Services & Campaigning Against Precarious Work in the Health Sector	Philippines	SASK-TEHY	293 + 498	Precarious work & decent work in the health sector	24,080.00	2,442.00
	Research on the Working Conditions of Temporary Employees in Thailand Health Sector	Thailand	SASK	61 + 47	Precarious work and organizing in Thailand health sector	9,184.18	797.01
2014	Campaign to Ratify ILO C. 151	Philippines	SASK-JHL	408 + 549	Right to organize & collective bargaining in the public sector	15,879.00	2,683.00
	Negotiating for Quality Services & Campaigning Against Precarious Work in the Health Sector	Philippines	SASK-TEHY	837 + 1,121	Precarious work & decent work in the health sector	36,451.93	2,500.00
	Haiyan Solidarity Funds	Philippines		2,708 + 1,805	Finance support to affected affiliates	60,510.25	
2015	Campaign to Ratify ILO C. 151	Philippines	SASK-JHL	468 + 499	Right to organize & collective bargaining in the public sector	30,613.00	2,272.00
	Strengthening Unions & Campaigning for Quality Public Services in	Philippines	SASK-TEHY	566 + 746	Trade union sustainability, organizing, campaigning for quality public services & public health funding	41,436.71	2,685.23

	Philippines Health Sector						
	Baseline Study on Hospital Workers: Assessing the Perception of Health Workers on the Implementation of Selected Laws & Policies	Philippines	SASK-TEHY	32 + 54	Precarious working conditions and public health funding	6,563.29	191.80
	Haiyan Solidarity Funds	Philippines		256 + 357	Finance support to affected affiliates	6,263.62	58.54
2016	Campaign to Ratify ILO C. 151	Philippines	IMPACT	380+ 240	Right to organize & collective bargaining in the public sector	1,178.78	117.88
	Haiyan Solidarity Funds	Philippines		64 + 110	Capacity-building on disaster risk reduction & management / finance support to affected affiliates	29,999.37	1,521.95
	Strengthening Unions & Campaigning for Quality Public Services in Philippines Health Sector	Philippines	SASK-TEHY	198 + 337	Trade union sustainability, organizing, campaigning for quality public services & public health funding	3,956.34	683.52

SOUTHASIA – PAKISTAN HEALTH WORKERS PROEJCT

Year	Name of the project	Country	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2015	Lady Health Workers in Pakistan: Mapping and Planning (Feasibility)	Pakistan	IMPACT / KNS	219 women and 19 men	1) Build trust with base level LHW representatives 2) Organisational assessment process 3) Establish working relationship with a labour support group that can implement the program (WERO)	16,466 Euro	0
2016	Strengthening Women Health Workers Organising in Pakistan: Pilot phase	Pakistan	IMPACT / KNS	2000 total, predominantly women (planned)	1) regular wage payment (through a campaign) 2) sexual harassment (through a research) 3) adequate organisational structure	36,000 Euros (budgeted)	0

SOUTHASIA – PRECARIOUS WORK IN HEALTH SECTOR PROJECT

Year	Name of the project	Countries	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2015	Mapping precarious work in the health sector in South Asia for organising and trade union strengthening	Bangladesh, India, Nepal, Sri Lanka	FNV	130 (60 women and 70 men)	1) Mapping of precarious work and trade unions responses to precarious work in the health sector in South Asia 2) Mapping of consequences of precarious work on the quality of health services in South Asia, policy alternatives and potential allies	Euros 5,749	0
2016	Mapping precarious work in the health sector in South Asia for organising and trade union strengthening	Bangladesh, India, Nepal, Sri Lanka	FNV	210 (planned)	3) Mapping and analysis of international financial institutions' (IFIs) investments and impacts on working conditions and quality of service in the private health care sectors	Euros 69,394 (budgeted)	0

SOUTHASIA- INDIA TRADE UNION RIGHTS PROJECT

Year	Name of the project	Country(ies)	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2012	Trade Union Rights for Government Employees	India	LO TCO / SEKO Sweden	1303 (F) 1344 (M)	Improve capacity of unions to report violations on Trade union rights and take complaints to ILO	66957	5058
2013	Trade Union Rights for Government Employees (Bridging year)	India	LO TCO / SEKO Sweden	2332 (F) 2333 (M)	Train women to take up leadership position Develop capacity of unions to have infirmities in the Conduct Rules modified	54106	3899
2014	Trade Union Rights for Government Employees	India	LO TCO / SEKO Sweden	1320 (F) 1698 (M)	To amend Conduct Rules and secure legal rights for government employees Ensure active participation of women members in decision making	59068	4898
2015	Trade Union Rights for Government Employees	India	LO TCO / SEKO Sweden	3834 (F) 2410 (M)	Work towards creating safe and secured work place	67762	8338
2016	Trade Union Rights for Government Employees	India	Union to Union / SEKO Sweden	1333 (F) 1117 (M) (planned)	Organise, Recruit and educate youth, women and informal workers in public services	65254 (Budget)	7200 (Budget)

SOUTHASIA – SRILANKA – MIGRATION PROJECT

Year	Name of the project	Country(ies)	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2014	Decent Work and Social Protection for Migrant Workers in the Public Services	Srilanka	FNV/ABVA KABO/ILO/IMPACT	239 (W) 36 (M)	Decent Work and Social Protection for Migrant Workers in the Public Services Develop a “Migrant Pre-Decision and Information Kit” for Sri Lanka Establish a trade union “Migrant Desks” Outreach and organise migrant workers into unions	7744	0
2015		Srilanka	FNV/ABVA KABO/ILO/IMPACT	8 (W) 15 (M)		2141	0

SOUTHASIA – BANGLADESH UTILITIES PROJECT

Year	Name of the project	Country (ies)	Name of the TUSO	Total No. of participants (W+M)	Issues in the project	Amount spent (Activities)	Union Contribution
2014 (fromAug)	Mapping Utility Sector in Bangladesh	Bangladesh	FNV	24 (F) 142(M)	Mapping Utility Sector in Water & Electricity Sector in Bangladesh on working condition & restructuring issues.	3023	368
2015		Bangladesh	FNV			15957	250
2016	Utility Services & Public Services in Water and Electricity sector	Bangladesh	FNV	311(W) 594(M) (Planned)	Addressing adverse reforms in water & Energy sector Improving Structures, Capacities & membership in Utility sector Developing networks/linkages to NGOs/CSOs & stakeholders in water & electricity sector	42000 (Budget)	3600

Annexure 4 - Affiliates joined from 2011 to 2016

Bangladesh Allied Health Professionals Federation (BAHPF)

Bangladesh Paschimanchal Bidyut Bitaran Sramik Karmachari Union (PBBSKU)

Bangalore Water Supply and Sewerage Board Employees' Association (BWSSBEA)

Tamil Nadu Electricity Board Workers' Progressive Union, India(TNEBWPU)

Nagpur Municipal Corporation Employees Union, India (NMCEU)

All Pakistan Labour Federation, Pakistan(APLF)

Philippines Independent Public Sector Employees Association (PIPSEA)

Nursing Union of Thailand (NUOT)

All India NHPC Supervisors & Officers Association, India (AINHPCSOA)

Annexure 5 Address of the Regional and Sub Regional Offices

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