

PUBLIC SERVICES INTERNATIONAL



ANNUAL REPORT



2015



AT A GLANCE



154
countries

692
member unions

20
million members

69
STAFF
MEMBERS

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INTRODUCTION

Sisters and brothers,

2015 marks the mid-way between two PSI Congresses, as we consolidate our mandate from 2012 and begin to plan for our future at the 2017 Congress.

Yet many of the threats we face continue. Our affiliates have faced further attacks on their trade union rights, and quality public services continue to be subject to the ever-present threats of austerity and privatisation. Our movement is battling growing inequality, unemployment and resurgent, and often overtly racist, right-wing political movements.

Our priority themes from PSI's 2012 Congress: fighting privatisation, advancing trade union rights, influencing global policy and organising and growth - are as relevant as ever.

2015 has in particular been an outstanding year for influencing global policy. PSI, in coalition with our allies, has been active in many areas and achieved real change. Among our achievements this year we:

- raised global awareness on harmful trade agreements, forcing the European Commission to backtrack on its Investor State Dispute Settlement mechanism and supported our affiliates in Uruguay and Paraguay to win the withdrawal from the Trade in Services Agreement (TISA)
- made multinational corporate tax avoidance and tax havens a mainstream public issue and

won significant progressive change to the way multinational corporations are taxed

- raised awareness about the threats of privatisation to sustainable development and climate policy in the conclusion of the Sustainable Development Goals and at COP 21, and
- forced the world's most powerful nations to upgrade the United Nations Tax Committee at the Financing for Development Ministerial conference.

At the close of 2015, PSI continues these struggles, providing leadership to the global labour movement, and focuses on our new challenges.

Following our global leaders' meeting on fighting privatisation at the end of 2015, we are re-orienting ourselves to step up the campaign against privatisation. We are facing the rise of right-wing extremists, many of whom are feeding on the refugee crisis, by refocusing our work on migration and refugees.

To keep winning, PSI must continue to build its power. This year we balanced our budget and welcomed seven new affiliates in three regions. But we must do more to build our strength.

I thank every PSI affiliate, the Executive Board, 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 are making a real difference.

In solidarity,



Rosa Pavanelli, General Secretary



FIGHTING PRIVATISATION AND PROMOTING QUALITY PUBLIC SERVICES

Quality public services are the foundation of just and equitable societies. Universal access to quality public healthcare, social services, education, electricity, water and sanitation and others provide essential support to individuals, families and communities. When these services are privatised, profit maximisation replaces the public interest, and provokes a range of consequences, including growing inequality and social instability. PSI's mandate to fight privatisation is longstanding, and is part of the Durban Programme of Action.

UN supports PPPs for development

Despite poor evidence of their contribution to poverty reduction and development, privatisation, PPPs and private finance are among the preferred

tools of the UN for national governments to meet the Sustainable Development Goals, adopted by the UN General Assembly in September 2015.

PSI and EI lobbied hard against the privatisation policies, along with a growing number of NGO allies. Our voices were heard: the recommendations of the UN recognise the controversies surrounding PPPs and suggest stakeholder participation at country level. However, the PPP policies are enjoying a renewed push, and are linked with ongoing austerity policies and the current trade negotiations.

In 2015, PSI increased the pressure on the United Nations Economic Commission for Europe (UN ECE), which is one of five regional commissions. Found in 1947, it has 56 member states including countries in Europe, as well as the USA,

Canada, the Central Asian republics and Israel. Over the past few years the UN ECE has taken upon itself the task to establish global standards for PPPs, including by sector. This standard setting is heavily influenced by the consulting industry and corporations which benefit from privatisation.

Strengthening privatisation tools and campaigns

A PSI Leadership Meeting was held on 2-3 December in Washington, D.C., hosted by the American Federation of State, County and Municipal Employees (AFSCME). The meeting explored ways to strengthen the fight against the global push for privatisation and to link national campaigns to regional and global dynamics. Discussions examined the political sources and business

Social Impact Bonds (SIBs)

PSI is monitoring the emergence of Social Impact Bonds (SIBs) as one of the latest mutations of privatisation of social services. SIBs are used in areas such as offender rehabilitation, youth work and employment services. SIBs are outsourcing contracts with private (and occasionally community) operators to deliver social services where payments and dividends are made on the basis of the delivery of specific outcomes. SIBs are dangerous because they :

- they make complex social services into financial instruments
- they are difficult to administer
- payment by indicators drives resources in fixing symptoms of social problems, not the causes. SIBs also create a new acceptable 'social' face for unacceptable privatisation of social services and reinforce the idea that only the private sector can innovate. PSI has established a global monitoring group and network to share information and research.



PSI General Secretary Rosa Pavanelli and PSI President Dave Prentis with affiliates at the PSI Leadership Meeting on Privatisation

models; the use of public sector pension funds in privatisation; differing modes of privatisation and outsourcing, and the role of media and communications in shaping the broader policy debates on privatisation.

PSI will strengthen its privatisation tools, including broadening the research and information exchange; coordinating lobbying against the main PPP protagonists, and developing more tools for supporting national privatisation campaigns in all sectors. PSI will also help affiliates organise workers in the private operators, both to ensure that workers' rights are respected, and to remove wages and working conditions from privatisation's profit maximisation dynamics.

PSI's model for fighting the privateers in utilities has developed into a well-oiled

machine. The key components include:

- Solid research which connects the local actors to regional and global dynamics, and which debunks many of the false promises made by the privateers and their allies
- Strategic guidance and advice to national unions, to inform and improve their own decision-making and campaign planning and implementation
- Networking between trade unions and with civil society organizations, at the local and regional and global levels
- Campaign support, including ongoing strategic advice, media outreach and technical tools.

PSI also works within the regional and global institutions, such as the World Bank, the regional

Pension funds

PSI held a meeting with affiliates prior to the meeting of ITUC Committee on Workers' Capital in London, on 15 September. PSI affiliates strongly advised the ITUC to exercise more caution in advocating pension fund investment in public infrastructure – we don't want the pension funds for public sector workers contributing to privatisation. Our research demonstrates that not many pension funds are investing directly in infrastructure privatisation or PPPs.

One of the key issues mobilizing pension trustees in 2015 concerns the amount of fees paid to portfolio managers and service providers. It turns out that a number of private equity and hedge fund managers have been charging for massive hidden fees, to the extent that a number of pension funds have stopped investing in those areas.

Pensions trustees were called on to help on a number of shareholder resolutions, including against education privatisation companies Pearson and Bridge.

development banks, the United Nations, the OECD and others. This work is geared towards raising awareness among the elected and appointed officials, encouraging them to reassess their assumptions about the promises of privatisation.

Alternatives to privatisation

Any coherent fight against privatisation should also include proposals for improving public services. PSI's Tax Justice campaign addresses some of the underlying systemic problems with ensuring access to funds.

One of the reasons put forward to justify privatisation and PPPs is to access the technical and managerial skills of private sector management. However,

when public sector operations lack strong capacity, especially at the managerial level, PSI advocates partnerships between various public operators, sometimes from different countries. The public operators can help one another with training and information exchange, while avoiding the pitfalls of profit-making, mergers and acquisitions. It is important to note that Public-Public Partnerships (PUPs) are not about financing capital investments, but to improve capacity such that necessary investments can be made.

The concept of PUPs is not new, it was previously known as twinning. However, it fell out of favour with the development agencies with the advent of

privatisation in the 1980s. PSI is bringing the concept back through our work in the water sector, and water PUPs are gaining traction.

The Global Water Operator Partnership Alliance (GWOPA) of UN Habitat is facilitating PUPs around the world, with approximately 200 on record so far. PSI has two seats on the GWOPA steering committee, and we coordinate with civil society and a number of public operators to strengthen the partnerships. In 2015, PSI pushed for more funding for PUPs from the EU Water Facility. PSI affiliates in Latin America will benefit from the support of new affiliate SGBATOS to support the regional GWOPA platform.

Remunicipalisation

Over the past few years, an increasing number of local authorities ended PPP contracts early, or are not renewing them. We have chosen to call this remunicipalisation, even if it can also apply to state, regional and national governments. So far, we track 250 remunicipalisations, the vast majority of them in the water sector. Many are the result of strong public campaigns to regain public ownership and management. PSI is working with a number of NGOs to develop the knowledge base and to integrate it into ongoing campaigns.

We are expanding the research into the energy sector, as the remunicipalisation option needs to be part of the answer to the climate crisis. Some communities are taking parts of the energy system back under public control, or into cooperative structures, exactly in order to more rapidly transition away from fossil fuels and into renewable energy sources. We are examining other sectors such as health and social services, waste removal and treatment, and transport.

INFLUENCING GLOBAL POLICY



PSI General Secretary Rosa Pavanelli, Policy Director Daniel Bertossa discuss tax justice with Joseph Stiglitz

Global Institutions, both public and private, continue to increase their influence on the rules and standards that national governments are compelled to follow. This year has seen a large peak in these processes as tax, trade, sustainable development, climate change and Disaster Risk reduction were all thrust onto the global stage. PSI is one of the few global organisations that consistently and relentlessly defends public interest, public services and the public sector in these global forums.

Without PSI's involvement, the unique perspective of public service workers would not be heard. Since influencing global policy was prioritised at the 2012 Congress, it has often been PSI that has led the global labour movement. In 2015 PSI achieved real wins for workers and users of quality public services. The examples given below are in addition to the work covered elsewhere in this report on issues such as fighting privatisation and trade union rights.

Global Labour Tax Summit

PSI, with the support of FES, organised a Global Labour Tax Summit to ensure that public and private sector unions, Global Union Federations (GUFs) and national centres across the globe understand the importance of tax justice to workers, the opportunities to make change, and build commitment to act.

Union leaders from over 25 countries, global tax journalists, the OECD and civil society attended the summit. It agreed to target multinational corporate tax dodging, supported an intergovernmental tax body and committed to a range of priority actions.

At the Summit, PSI and the International Transport Workers' Federation exposed the global oil giant Chevron's multi-billion dollar tax avoidance scheme.



Independent Commission on the Reform of International Corporate Taxation (ICRICT)

PSI is a founding member of the Steering Committee for the Independent Commission on the Reform of International Corporate Taxation (ICRICT), where it represents global labour.

The ICRICT was established to ensure the global tax debate has credible, high profile policy alternative views presented on the global stage. It is chaired by former UN Under-Secretary José Antonio Ocampo and includes Commissioners Joseph Stiglitz, Magdalena Sepúlveda Carmona, Eva Joly and Ifueko Omoigui Okauru.

PSI General Secretary gave evidence to the ICRICT at the New York hearings in March.

The ICRICT delivered its findings in Trento, Italy, and PSI General Secretary, Rosa Pavanelli, spoke at the launch. The findings were reported widely in the international media.

The ICRICT held sessions in Addis Ababa in advance of the Financing for Development ministerial and lobbied in favour of the inclusion of a global tax body in the FfD text. ICRICT Commissioners also attended the G20 Leaders' Summit, G20 Finance Ministers' meeting, UN Tax Committee, meetings with

the IMF and World Bank and other global events.

PSI has organised the ICRICT media strategy, funded and developed the ICRICT website and led the fundraising activities (including brokering the generous support of FES).

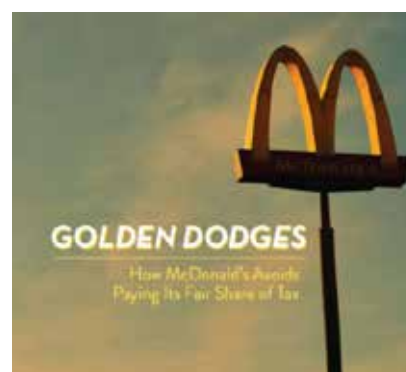
Most recently PSI appealed to its affiliates to financially support the ICRICT, as corporate and philanthropic donors have refused. The story was reported in the Huffington Post and Washington Times. ICRICT could not operate without PSI support and we thank affiliates for their donations.

Tax Justice

PSI has taken a leading role in the world wide 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. We continue to work closely with civil society groups such as the Global Alliance for Tax Justice (GATJ), and the Friedrich Ebert Stiftung (FES). PSI was at the centre of three of the largest global tax justice initiatives

designed to influence a number of tax related global decision-making forums in 2015, including the Financing for Development Ministerial meeting and the conclusion of the OECD's Base Erosion and Profit Shifting (BEPS) project.

Much of PSI activity in the last two years aimed to influence the OECD's BEPS review of global corporate taxation rules. The OECD released the final outcomes in October and union and civil society lobbying has forced significant progress in tackling multinational corporate



tax abuse including country by country reporting, automatic exchange of information and tightening of the rules on treaty shopping and harmful tax practices. This progress is significant given the decades



of resistance to any change. However, a range of other possible tax reforms were not made as corporate interests have redoubled their lobbying of major players such as the USA and EU. PSI participates in the BEPS monitoring group which produced a final analysis of the outcomes.

PSI and EPSU worked with SEIU to support its Fight for Fifteen campaign. Global public sector unions, food unions and civil society worked together to expose McDonald's significant tax avoidance practices. The Golden Dodges and Unhappy Meal reports received significant media coverage and have placed pressure on McDonald's across the globe.

PSI also organised country meetings in Africa and Latin America to build country campaigns, and co-ordinated the global labour movement's attendance at the launch of the GATJ Asia Pacific Summit.

PSI participated in the G20 Chairs' Forum on Global Tax Reform.

Representatives from PSI affiliates participated in the Global Tax Justice Summer School, and Finance Uncovered's International School for Investigative Journalists.

The success of union and civil society pressure generated around the BEPS process has created momentum for tax justice beyond the BEPS final

report. In particular, we have exposed the growing trend towards acceptance of tax competition, or the race to the bottom in effective national tax rates for corporations. PSI has broadened its policy focus to oppose tax competition, continue to call for a global tax body and argue that governments should be open and transparent in granting tax breaks and incentives to corporations – preferably by reporting them annually to parliament. PSI also supports country by country reporting being made public.

Opposing dangerous trade deals

PSI continued to work with affiliates, civil society allies and other trade unions 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 (TPP), and the Canada-EU (CETA) and MERCOSUR-EU trade agreements. PSI has established itself as a global labour leader in fighting trade agreements and has had considerable success again this year. Our World Is Not

European Commission feels pressure on ISDS

In a sign that European governments are increasingly nervous about public opposition to these trade agreements, the European Commission undertook a consultation on the highly controversial ISDS (investor state dispute settlement) clauses proposed for the TTIP and the CETA. Trade unions and civil society organised information and responses to these consultations resulting in a record 150,000 people responding with over 97% rejecting the ISDS. This prompted EU trade chief, Cecilia Malmstrom, to say that ISDS has become "the most toxic acronym in Europe." In Autumn 2015 the EU released a revised proposal renamed the Investment Court System (ICS) which dealt with some of the most blatant abuse of procedure but continued with the fundamentals that allow foreign multinational corporations to sue governments for democratic actions taken in the public interest. PSI has commissioned research to explain the problems the new ICS proposal presents.

For Sale (OWINFS) and Friedrich Ebert Stiftung (FES) continue to be important partners in our work.

On 7 September, Uruguay President Tabaré Vázquez announced that Uruguay would withdraw from the TISA negotiations. PSI, its affiliates and allies played a part in this. Paraguay also left the negotiations and is the third country to do so after Singapore and Uruguay.

PSI affiliates from Uruguay were at the TISA Summit in Geneva in 2014 and committed to take action. PSI convened an FES sponsored meeting in Uruguay on 12 May to bring together private and public sector unions against TISA. Uruguay's national labour union federation, PIT-CNT, called for the country's withdrawal during a one-day national strike on 6 August.

- After the agreed TPP text was released in October, PSI issued a statement explaining the threats, circulated information to affiliates, supported country action and urged all affiliates to take action to oppose the TPP.
- PSI, FES and OWINFS held a three-day technical training for affiliates, GUFs, national union centres, civil society and private sector unions on how to read and analyse trade in services agreements to build capacity and assist in

lobbying. Participants in this workshop have since drafted a successful resolution against TISA that was passed at the ETUC Congress, and ensured that GUFs such as the ITF, UniGlobal and EI, and national union centres such as the TUC and DGB, have taken strong and active positions in opposition.

- PSI General Secretary spoke at the Conference of the Presidents of all Parliaments of the EU in Rome about the effects of trade agreements on democracy.
- PSI organised national campaign meetings in Costa Rica, Peru, Panama, Colombia and Uruguay and commissioned research on market access commitments under TISA for Latin American countries (Costa Rica, Colombia, Panama, Peru) to be used in campaigning and lobbying.
- PSI commented on the largest ever leak of trade documents when WikiLeaks leaked more than 10 TISA negotiating texts and released an analysis of the leaked TISA text on the Energy Related Services Annex to coincide with COP 21
- PSI participated in a panel discussion and delivered a closing keynote address at the Financing Democracy summit in Washington on the importance of fighting



PSI trade protest in Lima, Peru

trade agreements and held a seminar at the WTO Forum on the Trade in Services Agreement.

SDGs

The Sustainable Development Goals (SDGs) were adopted in New York on 25-27 September at a special session of the UN General Assembly, while indicators will continue to be negotiated throughout 2016.

The trade union movement's broad objectives (decent work, universal social protection, right to water and sanitation, free quality education, health care, gender equality and reducing income inequality) are reflected in the SDGs and targets. However, PSI remains very critical of the SDGs' supporting framework, which is meant to implement and effectively monitor them, but which PSI believes could end up being a vehicle for privatisation

Financing for Development (FfD)

As part of tax and sustainable development PSI worked on influencing the FfD process, culminating in the Third International Conference on Financing for Development in Addis Ababa in July, where the Addis Ababa Action Agenda (AAAA) was adopted. PSI:

- Worked with more than 600 civil society organisations and networks from around the world to force the conference to upgrade the UN Tax Committee to better deal with multinational corporate tax avoidance
- Attended joint SDG/FFD civil society dialogue with governments on debt and reform of the financial structure in April
- contributed comments to the draft FFD3 outcome document during the negotiation period leading up to Addis Ababa
- co-launched a petition that 150 organisations have signed to exclude water and sanitation, healthcare and education from discussions regarding private financing and private sector financing within the context of financing for development.

<http://www.world-psi.org/en/post-2015-development-agenda-statement>

and maintaining the status quo. Unconditional criteria are needed to ensure that private sector intervention is in line with the public interest, especially where public resources are used to support the private sector.

In 2015, PSI participated in:

- inter-governmental negotiations and organised a series of side-events at the United Nations with wide participation of CSOs and key negotiators from the EU, G77 and representatives of the Co-Chairs of the negotiation, UN agencies and others, calling for the exclusion of essential public services from the promotion of PPPs.
- events during the 2030 Summit in September. In November, UNDESA organised regional training workshops for Latin America/ Caribbean and the African Region, in which PSI affiliate members participated.

International Financial Institutions (IFIs)

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

- IFI policies and programmes with respect to privatisation in general and public-private partnerships specifically.
- the Inter-American Development Bank's safeguard process as it unfolds in parallel to the World Bank
- International Monetary Fund with respect to its fiscal policies and programmes.

PSI supports the ITUC's most recent communication regarding the World Bank safeguard revision process, including criticisms of the revised labour safeguard as reported in the August 2015 ITUC document <http://www.ituc-csi.org/revised-draft-of-world-bank-s?lang=en>.

The **Washington Global Leadership Meeting on Privatisation** in December included discussions with representatives from the International Monetary Fund (IMF), the World Bank, and the United States government (Treasury, Labor, and State Departments). Representatives from both the IMF and the World Bank invited PSI to directly engage and exchange information and experiences related to their projects and programs. PSI participants agreed to follow up and test this invitation by bringing concerns about specific cases of privatisation to the attention of the U.S. Treasury as well as the IFIs.

PSI, together with UNI, BWI and trade union solidarity support organisations sent a delegation to the **48th ADB annual meeting in Baku, Azerbaijan**. The delegation held a joint forum with civil society organisations on the issues of PPPs and participated in panel discussions. The delegation met key ADB delegations and officials and continued lobby work.

Migration

Due to poverty, the lack of development, democracy and peace, and the dangers of climate change, conflict and violence in many parts of the world, more and more people are forcibly displaced and are moving within and across borders. Advocating for the rights-based approach and quality public services remain at the forefront of PSI's work on migration, as it continues to engage in actions building the capacity of affiliates and influencing policies.

PSI is increasing efforts to address the growing global concern on the large flows of migrants and refugees. Millions of people were forcibly displaced worldwide as a result of persecution, conflict, generalised violence, or human rights violations. Half of the 19.5 million refugees in 2015 are children. These figures will increase as conflicts and violence continue. In Syria, there are 7.6 million internally displaced persons and 4 million refugees. This is followed by Afghanistan (2.59 million) and Somalia (1.1 million). The continued instability in Libya is of serious concern and will further exacerbate the refugee flows.

PSI continues to call for ratification and compliance with the normative framework contained in the UN Convention

on Migrant Workers, the ILO Conventions on Migrant Workers (C97 and C143), and the 1951 UN Refugee Convention in dealing with the situation of migrants, asylum seekers and refugees. Extreme poverty, repressive regimes and conflicts arising from the struggle for resources will lead to mass migrations in future. The lack of decent work and absence of quality public services are forcing more people to migrate, often in dangerous and desperate situations. Given the complexity of the situation, a comprehensive rights-based approach to human rights and humanitarian situation of migrants and refugees remain critical.

PSI activities continue with the PSI Project on Decent Work and Social Protection for Migrant Workers in the Public Services. In July, PSI launched its pioneering migrant information kits in a public symposium held in Manila, Philippines. Jointly developed with the ILO Decent Work Across Borders Project funded by the European Union, this set of migrant information materials provides accessible, rights-based, country-specific, skill-specific, and gender-responsive information for migrant health workers covering all the stages of migration, i.e. pre-decision, pre-departure, arrival and onsite, and return and reintegration.

PSI is engaged in the implementation of the Germany-Philippines Bilateral Labour Agreement on Filipino Health Workers migrating for work in Germany. This unique agreement has established a Joint Committee responsible for monitoring and evaluating the implementation of the agreement involving the trade unions, namely Ver.di in Germany and PSLINK in the Philippines, along with key ministries of labour and health in both countries. It features ethical recruitment of health workers, non-discrimination between local and migrant workers, human resource development cooperation, access to social protection and mutual reciprocity of state responsibility.

Sri Lanka and Nigeria carried out mapping and participatory research on the impact of migration on public services, and together with affiliates in South Africa and the Philippines, have developed information materials for migrant workers. The project engages affiliates in developing a global campaign to remove the sometimes exorbitant recruitment fees charged by agencies. These fees are the main cause of indebtedness and bonded labour for many migrant workers. The campaign is expected to continue in 2016.

Climate change and public services

With the Paris Climate Agreement of 12 December, the majority of national governments acknowledge the threats of climate change – even if they remain reluctant to take the necessary steps to bring about the systemic changes that are needed. The traditional difficult issues remain:

- Rich, industrialised nations, must **pay their fair share** for the necessary global transition, as they have amassed wealth through 200 years of carbon emissions. Although they have agreed to pay into a global climate fund, the amount is too small, the fund allocation too uncertain, and commitments to pay unfulfilled.
- The **transition** from fossil fuels to renewable sources needs to be faster, broader and deeper.
- National governments did not give the United Nations (or any other body) **enforcement tools** to ensure that all countries make rapid changes.
- **Workers are not adequately protected**, especially in the industries extracting, transporting or burning fossil fuels. The Paris agreement didn't recognise labour's key issues in the binding text – Just Transition and Decent



Maria Castaneda, Secretary-Treasurer of 1199SEIU, USA, speaks at COP21

Work were recognised only in the nonbinding preamble. However, this should be enough to pressure for union participation in national decision-making.

The big difference in Paris is the Nationally Determined Contributions (NDCs), which are voluntary statements by all national governments indicating what measures they will take to mitigate (reduce carbon emissions) and adapt (to the consequences of climate change). The NDCs should also specify finance and investment tools. The NDCs are not binding and will be reviewed periodically by the UN.

Trade unions should use the NDCs to gain a better understanding of government policy, including by sector, and to ensure that they are consulted in the climate transition process. The national NDCs can be found here: <http://www4.unfccc.int/submissions/indc/Submission%20Pages/submissions.aspx>

In Paris, PSI highlighted the key role of public services, organised side meetings on Cities and Climate and Health Workers and Climate, and had speakers

in Energy Transition (with Trade Unions for Energy Democracy – TUED) and on Migration.

PSI work on climate change is linked to our ongoing work:

- More than 50% of humanity lives in cities, where 75% of economic value is created, and 70% of carbon is emitted. City services and infrastructure are vulnerable to extreme weather events.
- Health systems will be further strained by climate change, with the spread of diseases and the consequences of more pollution and more extreme weather events.
- Many of the funds to implement government climate programmes have disappeared in tax havens.



- Once governments privatise, they lose the core knowledge and staff and the ability to regulate and influence sector development. Market dynamics block the private sector from dealing effectively with climate change. Trade agreements will lock in privatisations and may block future climate policies and regulations.
- There will be 200 million 'climate migrants' by the year 2050, with highest impact on local and regional governments.

Multinational enterprises

The International Labour Conference 2016 will hold a general discussion on "Decent Work in Global Supply Chains". PSI will advocate for the key role of public services such as labour inspection, tax justice and public procurement, and for the need to adequately resource public institutions and services to realize decent work across

global production and service delivery systems. In preparation of this discussion, on 15-17 December PSI General Secretary Rosa Pavanelli and Tifonie Powell from the Jamaica Civil Service Association addressed the ACTRAV/ILO Global Symposium on Decent Work in Global Supply Chains.

PSI and affiliates participate with IndustriAll and BWI in three global framework agreements (GFAs) in the energy sector, for the following multinational corporations: Enel-Endesa, GDF-SUEZ (now called Engie), and Electricité de France (EDF). All three GFAs require significant renewal, as corporate parameters, strategies and behaviours change. These GFAs should be renewed in 2016, requiring significant work to map the corporate structures, including foreign subsidiaries, and to match them against trade unions. The mapping allows us to identify the key players in PSI, and then to work on the core issues that can be resolved/advanced in the GFA work.

Nepal earthquake solidarity

The earthquake that hit Nepal on 25 April killed over 8,000 people and injured more than 21,000. PSI affiliates in Nepal started carrying out relief work immediately and PSI sent a donation from the Asia Pacific Fund to help with urgent needs. In May, Raman Kannan, PSI Subregional Secretary for South Asia, travelled to Nepal to meet PSI affiliates. He witnessed the devastation caused by the earthquake, but was impressed to see the excellent work of Nepal health employees despite the difficult conditions. PSI affiliates have already contributed 118,660 euros to the PSI aid fund for Nepal.

Read more: <http://www.world-psi.org/en/vital-role-government-employees-aftermath-nepal-earthquake>

World Conference on Disaster Risk Reduction

In March 2015, PSI participated in the Third UN World Conference on Disaster Risk Reduction, held in Sendai, Japan. Members of the Emergencies and Disasters Working Group, supported by vice chairs Tsuneo Ujie from JICHIRO and Maria Castaneda from 1199SEIU, held a pre-meeting and reviewed PSI's Emergencies Guidelines. PSI held an information booth in the conference to demonstrate to all participants the importance of public sector workers, and the necessity of good training and appropriate equipment. PSI intervened in many of the workshops and presented to the plenary. JICHIRO organised events to highlight the post-tsunami reconstruction. The outcome document opens a number of doors to the business lobby, but also recognises the key role of public services.

PSI continues to support affiliates struggling with the effects of disasters, notably in the Philippines and in Nepal. Our focus is not to replace the disaster relief agencies, but to ensure that unions can rebuild stronger, and that disaster workers are better prepared for the next events.



PSI Deputy General Secretary David Boys addresses the meeting in Sendai

ADVANCING THE RIGHTS OF WORKERS AND OUR UNIONS

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

ISO to set global occupational health and safety standards?

PSI is actively campaigning against an attempt by the International Standards Organization to encroach on the ILO's mandate in the area of Occupational Health and Safety. A memorandum of understanding signed in 2013 between the ILO and ISO has led to the current situation whereby the proposed ISO OHS standard will potentially undermine national legislation as well as trade union participation in negotiating and implementing OHS mechanisms. PSI called for affiliates in 64 countries to take action to contact governments, national centres and national standards bodies.

Campaign support

- PSI issued letters of support and solidarity to affiliates in El Salvador, Ecuador, Turkey, Egypt, Peru, Guatemala, Finland and many others. PSI

also launched a solidarity campaign for striking members of PCS at the National Gallery in London in cooperation with LabourStart.

- In July 2015, the UK government published the Trade Union Bill, which contains wide-ranging measures designed to restrict the ability of unions and their members to organise collectively and take industrial action. PSI is extremely concerned and opposed to this Trade Union Bill which in our view will severely undermine fundamental human and trade union rights, such as freedom of association and the right to strike in the UK. PSI sent protest letters to the EU Commission, and submissions to the UK government.
- On 14 September, PSI submitted an ACFO-drafted complaint on behalf of 230,000 Canadian federal public servants at the International Labour Organization (ILO) headquarters in Geneva on violations of C87, C98, C151 and C154.
- On 19-20 September, PSI participated in the LabourStart Conference in Brussels, and on 5-6 October, in the FES Campaigning Conference in Berlin. On 1st October, PSI also participated in an international meeting on the right to strike organised by Amnesty International and ICTUR in London.
- Throughout 2015, PSI affiliates in Korea fought against the government's regressive labour reforms (worsening of wage scales, increase in precarious jobs, cuts in union rights), which target the public sector in particular. The KHMU and KPTU joined in the KCTU's mass mobilisations and general strike actions on 24 April, 15 June, 23 September and throughout October to December. The government crackdown on this struggle was intense. On November 14, police used massive amounts of capsaicin-laced water cannons on protestors leading to one farmer being critically injured. At the time of writing this report, 197 members and officers of the KPTU face investigations by the police and one vice president and one member remain in jail.
- In Turkey, violations of human and trade union rights deteriorated significantly with the escalation of the Syrian conflict. Killings, intimidation and arrest of trade unionists in the South East part of the country and other similar attacks mostly directed at the Kurdish population have been reported. PSI/EPSU have addressed the government several times to denounce this situation and demand the end of these violations.



PSI affiliates in India stand up for their Right to Strike

- Australian affiliates held a nationwide rally on 4 March “Fight for Our Rights”. The workers nationwide marched to defend their rights at work, medicare, defend community services, expensive university costs, stop the cuts to pension and superannuation, stop cuts on unemployment benefits and cuts to the assistance to victims of domestic violence.
- On 27 May, CPSU Australia outlined their plan to fight against the federal government’s austerity plan. They will continue to campaign for workers’ rights, fair pay and decent public services.
- PSI-APRO participated in a stakeholders’ Forum on Labour Law Reform and Institutional Capacity Building in Yangon, Myanmar on 18-19 May. The forum provided a venue for business, labour and other civil society representative to engage with the Government of Myanmar regarding its ongoing reform efforts; to provide guidance on and recommendations for development of a multi-year labour law reform and capacity building plan; and to foster a constructive relationship with domestic and international stakeholders.
- A grand assembly was held in Manila, Philippines, on 29 June where government officials, ILO, elected representatives, and national centres adopted a resolution to be presented to the President for promoting working conditions in the public sector and the ratification of C151.
- PSI affiliates in India joined in the country’s biggest ever strike action joined by millions of workers from several sectors in September to protest the Indian government’s anti-worker economic policies, reforms and outsourcing.
- PSI affiliated unions in Mongolia held a demonstration and rally at the Central Square in Ulaanbaatar on 5 September demanding implementation of the National Tripartite Agreement on Labour and Social Consensus from the government of Mongolia.

ILC 2015 and the Right to Strike

During the International Labour Conference (ILC), in June 2015, PSI continued its work at the Committee on the Application of Standards (CAS) as in previous years and worked in coalition with its affiliates on the country cases of Cameroon, Algeria, Guatemala, Turkey, Korea, Swaziland, Spain, Italy, Venezuela and Mexico. Conclusions were reached on all cases, but the underlying conflict between employers and workers on the existence of the right to strike continues to hamper the functioning of the CAS and the ILO Supervisory mechanisms. While employers were slammed by governments for their behaviour, who reiterated their position on the right to strike, the truce remains very fragile and unbalanced in PSI’s view. PSI carried out an international campaign ‘Hands off our right to strike’ <http://www.world-psi.org/en/right2strike>

ORGANISING AND GROWTH

In 2015, PSI has continued to work with its affiliates in all sectors. Many members are affected by privatisation of utilities and health services and PSI has presented alternatives during various forums and in publications.

Water and sanitation

On World Water Day, 20 March, PSI celebrated victories against privatisation in Nigeria, Greece and India and supported unions in El Salvador for the constitutional recognition of the Human Right to Water and Sanitation, and against Oceana Gold's attempt to use the World Bank's International Centre for the Settlement of Disputes to impose a mine, which would pollute the Lempa river watershed, the country's main source of potable water.

One of our longest and most difficult fights relates to the water concession in the city of Jakarta, Indonesia. In 2015, the Central Jakarta District Court ruled that the concession contract violated the human right to water and was thus to be declared null and void. That judgement was appealed by the corporations and the national government, and the fight will reach the Supreme Court. PSI provided testimony to the proceedings and has provided support for the unions and civil society groups engaged



Lagos against PPPs in water

in this fight. There have been many mobilisations of different communities in Jakarta, with significant media coverage.

In the city of Nagpur, India, the fight against water privatisation led by the Nagpur Municipal Corporation Employees Union is garnering support and media attention around the world. This privatisation is linked to the new 100 smart cities policy supported by the World Bank, and involving private sector participation in many sectors.

The fight against privatisation of the water utilities in Thessaloniki, Greece is emblematic of vicious anti-austerity policies imposed without regard to their social consequences. So far, the small water union of the city of Thessaloniki has managed to slow the privatisation, including by organising an unofficial referendum in which 98% of voters opposed privatisation.

In Lagos, Nigeria, the union and NGO allies are continuing a dynamic campaign against the water privatisation that is promoted by the World Bank and a number of bilateral development agencies.

In the European Union, the demands of the first ever successful European Citizens' Initiative (ECI) Right2Water, led by EPSU, received overwhelming support from Members of the European Parliament. On 8 September, the European Parliament adopted a text in favour of the ECI and making important recommendations to the European Commission against privatisation and affirming that water is not a commodity but a public good.

Energy

PSI and affiliates joined national union confederations and some industrial and private sector

unions at the Trade Union Climate Summit held in New York on 29 June. The summit was held by the Trade Unions for Energy Democracy network to advance the programme on energy democracy and energy and the climate agenda. The network calls for public, democratic ownership and management of energy systems, along with an aggressive de-carbonisation of the energy chain.

PSI affiliates in the water and electricity sector and local governments/municipalities met in Manila on 11 September to strengthen joint work within these sectors, highlight the failure of the massive wave of privatisation sweeping the Asia and Pacific region (AP), and propose long term solutions.

In October, PSI called on affiliates to join the Global Frackdown to Paris initiative by signing an international letter to world leaders in support of a ban on fracking and a renewable energy future.

In the energy sector, we find privatisation harder to block: typically, it is driven by national, as opposed to local governments; there tend to be more powerful vested interests; there is more money involved, and the government is more ready to use extreme measures to block our resistance, including using the military and the courts. It is harder to form strong networks and alliances in the energy sector, as it is less

Building strength

In 2015, public sector unions continued to face systematic attacks and many are losing members under the onslaught of austerity and privatisation. Therefore, much of PSI's work is to strengthen union structures and organisations to help them resist the attacks, preserve their membership and defend workers' and trade union rights.

Our principled rejection of privatisation does not mean that we abandon the workers employed by private, for-profit organisations running public services. These workers still require the representation of public service unions. It is in all of our interests to ensure that the privateers cannot undermine wages and working conditions in order to bolster their profits.

PSI recognises that some public sector unions are not familiar with recruiting workers in the private sector – the labour laws can be different, and management fights the union organising drive. PSI draws on our affiliates who have experience in recruiting in the private sector, to help others. Most particularly in health and social services, privatisation is transforming stable jobs into precarious work, and the profit dynamics are distorting the just and equitable delivery of essential public services.

evocative than water or health – even though energy is one of the most critical sectors for modern societies.

Nigeria's National Union of Electricity Employees' valiant fight against privatisation of national energy systems was suppressed by the military. Research revealed the financial and political support of the UK government and PSI was able to coordinate support from UNISON and NGO ally Global Justice Now. Since the imposition of private ownership and management, electricity capacity has gone down, and massive layoffs have started. The union continues

to resist and will position itself for an eventual return to public ownership and management.

In Rwanda, the union SYPELGAS continues to fight the privatisation of the national energy system, despite suffering mass layoffs and industrial action targeting the union's leadership. PSI support includes advice on legal and media strategies.

In South Korea, PSI supports the trade unions that continue to successfully block privatisation even while beginning to assess the structural changes needed in order to move to a low-carbon energy sector.

Health and social services

During 2015, PSI started three initiatives for organising workers in the health sector:

- One focuses on the private health operators in the Philippines. An initial scoping identified the major hospital companies in Metro Manila and identified the requirements for a realistic and aggressive campaign to bring these workers into the Alliance of Filipino Workers, (AFW). The organising plan was endorsed by AFW members at their Congress, in order to ensure full support for the new approach. Resources will be allocated from PSI, SEIU and AFW.
- The second initiative takes a regional approach in Interamerica to map private sector investment and build an organising plan in Brazil, Argentina, Chile, Colombia and Mexico. Research and training activities have started with unions, with support from UNISON and PSI.
- The third is a pilot in East Africa, where we are currently in discussions with unions to determine needs and capabilities.

PSI's working group on Safe and Effective Staffing for Health (SESH) met at UNISON headquarters in London on 11-12 May. After reviewing the research from many countries, the group concluded that most current approaches to staffing in health are failing and patients

pay a high price in terms of harm and sub-optimal outcomes. PSI calls on governments, the UN system, and health and social service operators to implement safe staffing policies to ensure that patients get the care they deserve.

On 23 February, the World Health Organization launched a new policy for safer therapeutic injections. PSI served on the Guideline Development Group that drafted the "WHO guideline on the use of safety-engineered syringes." WHO recommends that all countries should transition by 2020 to the exclusive use of WHO-prequalified (or equivalent) safety-engineered syringes for all appropriate uses, and develop related national policies to bring about a smooth transition.

In May, PSI signed a joint statement with 30 civil society organisations to the member states of the World Health Organization (WHO) expressing concerns over the Framework for Engagement with Non-State Actors (FENSA) that was tabled at the World Health Assembly in Geneva. The framework would open up the WHO to corporate takeover. The statement denounces the funding of the WHO by a majority of donor funds from wealthier nations, philanthropic foundations and IFIs, whereas the member state contributions stand at only 20%.

In June, PSI and its affiliates representing nurses, midwives and healthcare workers from

countries affected by the Trans-Pacific Partnership trade agreement (TPP) wrote an open letter expressing their concern that the proposed TPP poses risks to the health services their communities rely on and would limit governments' ability to act in the public's best interests.

On 20 May, the first case of MERS was confirmed in Korea. During the following six months, 186 people were infected, 38 of whom (20.4%) died. 16,693 individuals were quarantined. Korean healthcare affiliates carried out a campaign exposing the reasons for the government's improper reaction to the MERS crisis in profit-oriented healthcare policies, and calling for an accurate reaction with union participation.

Local and regional government

The Local and Regional Government sector (LRG) is comprised of work which is typically under the authority of sub-national governments. It presents a number of specific challenges to PSI, given the wide diversity of LRG around the world.

One of the main concerns in LRG is the increased pressure for privatisation, given the limitations of local and regional governments to raise finance and to build and maintain infrastructure and services. Hence, we are seeing more

PSI Ebola Virus Disease (EVD) intervention strategy

The situation of Ebola Virus Disease (EVD) stabilised in 2015 and reduced significantly due to massive interventions in the outbreak countries and to external support.

It is estimated that during 2014-15, more than 100,000 health and social services workers were hired to deal with the crisis in Sierra Leone, Guinea and Liberia – this just highlights the extent to which the outbreak countries were vastly under-resourced. Much of this employment was of a precarious nature and often through NGOs or private providers, rather than through employment by the state.

In June 2015, PSI appointed an Ebola Response Coordinator working in Accra, Ghana. Together with the PSI Africa/ Arab regional office, an action plan was elaborated and contacts were developed in the different countries. Representatives from Sierra Leone, Guinea and Liberia gathered for a first consultation meeting in Accra (prior to this, travel from the affected countries was not possible). The country representatives were asked to elaborate a national action plan for their countries, together with a budget proposal.

While this process was going on in the three countries most affected by Ebola, health sector unions in Ghana and Nigeria were active in supporting the strategy within WAHSUN, the West-African Health Sector Unions' Network.

International lobbying work played an important role in PSI's work around EVD:

- PSI participated in the UN High-Level Conference on Ebola in July, in New York, with a delegation of four persons. PSI was able to incorporate a statement on health workers' protection and rights into the conference dialogue. PSI also worked with the ILO on social protection issues and was able to lobby government representatives of the outbreak countries, along with representatives of the Dutch and Swedish governments.
- In October, PSI, with the support of its affiliate SEIU, organised a delegation of health workers from Liberia, Ghana and Sierra Leone to the USA to lobby in Washington DC around aid issues – this included meetings with the World Bank, USAID, US Surgeon-General and representatives of the US Congress. The delegation also met with health workers' trade unions in New York and Los

Angeles who are part of teams covering pandemic outbreaks and Ebola treatment.

- PSI was also able in November to meet with the UN Secretary General's Special Envoy on Ebola, to lobby on securing trade union rights for health workers.
- In part as a result of PSI's work on EVD in 2015, PSI General Secretary Rosa Pavanelli was appointed to the World Health Organization's High-Level Commission on Future Health Employment and Economic Growth.

Throughout 2015, there has also been an increased distribution of information to the health unions in West Africa with a second subregional Ebola Conference in November, supported by WAHSUN, to exchange information and experiences on the fight against Ebola, the elaboration of qualitative health systems, decent working conditions and social security.

PSI's work on EVD is supported through the PSI Aid Fund through generous contributions from many affiliates, including UNISON (UK), Kommunal (Sweden), SEIU (USA), Jichiro (Japan) and FNV Public Sector (Netherlands).



PSI panel at COP21: 'Cities, the key to climate justice'.

From the left: Dave Green, FBU, UK; Daria Cibrario, PSI Local and Regional Government Officer; Mansour Cherni, Gas and Electricity Trade Union Federation, Tunisia; Hon. Ian Hunter, Minister for Climate Change, Government of South Australia; Robert Kehew, Climate Change Planning Unit Leader, UN Habitat; Eva Joly, MEP, The Greens, ICRICT

PPPs, more outsourcing and more precarious work amongst our members. Other key issues include migration, climate change, disasters and resilience, and better governance.

PSI continues to work with UCLG and other organisations representing mayors and city governments. We are providing materials outlining the dangers of privatisation and PPPs, and we encourage local and regional governments to support the work on tax justice and on resisting the free trade deals.

In 2015, PSI started preparing input to the New Urban Agenda being developed by the UN, at the global summit known as Habitat III, to be held in Quito, Ecuador in 2016. The Habitat Summit is held once every 20 years, and shapes policies regarding cities.

On 14 October, PSI General Secretary Rosa Pavanelli joined UCLG, ILO, UNDP, Caritas, Slowfood International and several local government and municipalities' representatives in the opening panel of the 3rd

Local Development Forum (LED) in Turin (Italy) that gathered 2300 participants from all over the world. In addressing the plenary session she said: *"Public-Private Partnerships in essential services are the result of deliberate political choices and a gift to multinational corporations ... They often result in tax avoidance, higher prices, and worse service to citizens and local communities. Public-Public Partnerships and investment in quality public services, instead, are the way to go to achieve sustainable, socially inclusive, equalizing, job-rich local economic development, as exemplified by the over 200 cities worldwide - including Paris, Berlin, Budapest and Buenos Aires - which have chosen to remunicipalise their water services"*

On 6 November PSI and EPSU met with the UCLG leadership to continue dialogue started in 2014 and identified new areas of cooperation and common interest for Habitat III, UN Water, migration, local economic development, decent work, tax justice and trade issues.

On 4 December PSI held a well-attended Panel at COP 21 entitled 'Cities, the Key to Climate Justice' to illustrate the challenges of the local and city dimension of climate change and the challenges it entails for local governments, civil society, municipal workers and their trade unions. The panel's overarching message was that cities and local government and their workers and trade unions often lead the way in establishing innovative, climate-friendly policies and should be recognised as key actors during climate negotiations.

Public administration Fighting Corruption

Due to corruption, tax havens and secret deals between governments and multinationals, billions of taxes are missing from state budgets. PSI's anti-corruption campaign is intrinsically linked to the fight for global tax justice and the need to protect whistleblowers who should be able to stand up for the public interest without fear for their lives, their current and

future income and employment. PSI calls for the creation of an international labour standard to protect workers of public control bodies and has engaged the ILO on this issue.

- During the International Labour Conference in June, PSI organised a side event on fighting corruption in cooperation with ULATOC/UITOC.
- PSI/ULATOC and CSA sent a joint letter to the ILO Director General requesting that the protection of whistleblowers is included on the agenda of a future international labour conference, to ultimately discuss standard-setting and to develop guidelines and carry out research on this topic.
- PSI contributed to the discussion on the anti-corruption campaign in the Conference "Funding Democracy", organised by PSI affiliate ACFO in Ottawa in June.
- On 16 September, PSI and UNI Global Union met at the ILO to build cooperation on whistleblower protection and fighting corruption. ACTRAV, ITUC, Industriall and the ILO Staff Union joined UNI Global Union and PSI affiliate members and staff from around the world to share their experiences, and agreed on the need for an international labour standard to protect whistleblowers, in both the private and public sectors, to protect

their employment status and income. Many countries do have legislation in place, but it often does not address the public and private sectors, or issues of labour protection. PSI and UNI Global Union set up a working group that will develop joint actions to engage the ILO, other trade union organisations, employers and civil society partners.

- Fighting corruption has also become strongly embedded in the 2030 Development Agenda and the Social Development Goals that will be adopted in New York at the end of September 2016. This work is also linked to the development of SDG indicators, public procurement, violence at the workplace and global supply chains within PSI, ILO and other platforms.

Firefighters

In June, 271 firefighters participated in a workshop organised by the National Council of Japanese Firefighters and Ambulance Workers (ZENSHOKYO). The theme of the workshop, "Towards realisation of good quality services in firefighting," was supported by studies from the recent cases in disaster response and rescue activities during the 2011 tsunami. Two people from Korean affiliate Fire Fighting

Development Conference (FFDC) participated in this event.

Unions representing firefighters from the Asia Pacific region met in Manila on 8-9 September for strengthening their network. Representatives from the Philippines, India, Pakistan, Korea, Japan and Australia took the opportunity to commit to working on key issues.

On 4-5 December, Korean union FFDC again joined Japanese firefighters in Yokohama, Japan, for a workshop that included presentations on strategies for building the organisational power of firefighters and on improving wages and working conditions. They agreed to hold a meeting of firefighters during the Asia Pacific Regional Conference to be held in Fukuoka in 2016. They also agreed to work towards presenting a recommendation on freedom of association rights for firefighters to the 100th anniversary of the ILO in 2019.



Members of the PSI Educational Support and Cultural Workers' Network Coordinating Committee

Educational Support and Cultural Workers Network (ESCW)

The ESCW Coordinating Committee met in May in Geneva. The Coordinating Committee selected Ruby Newbold (AFT) as Chair, and Marcelo de Stefano (APUBA and CONTUA) as Vice-Chair.

The ESCW Coordinating Committee identified several priority issues for the network, including:

- Fighting privatisations;
- Expand recognition of the Network, both within PSI and externally;
- Advocate for more professional development opportunities;
- Expand the network to include librarians, museum workers and other cultural workers;

- Defend the right to organise and the CBAs that are not respected in some countries;
- Fight for decent wages and decent working conditions for ESCW member affiliates;
- Tackle the casualization of educational support and cultural work;
- Emphasize the role of quality and universally accessible education for society;
- Fight austerity and budget cuts;
- Obtain an official status for education support workers in South Korean legislation.

The Coordinating Committee launched a "Tell Your Story" campaign to introduce committee members to the

PSI community through the ESCW newsletters. Two ESCW Newsletters were published in 2015 in English, French, and Spanish and circulated among all PSI affiliates.

Everline Aketch (NUEI, Uganda) and Sandra Vermuyten (PSI Head of Campaigns) represented the Education Support Network at a series of meetings in London with the NGO Consortium on Privatisation in Education on 14-21 October.

Throughout 2015 the ESCW Network has responded to numerous calls for international solidarity, from Ecuador to the United Kingdom. This work will continue and expand into 2016.



Campaigns and communications

Throughout 2015 the PSI Communications' team has implemented a strategy aimed at raising PSI's profile. This includes raising PSI's visibility and influence in the public sphere, while consolidating and building relationships with existing and potential affiliates.

Communications staff was restructured: an advisor was employed to assist with media outreach; the director of policy and governance supervised the communications team and one of the communications associates acted as team coordinator. This structure remained until a new head of communications was employed in January 2016.

PSI hired regional communications staff, with new communications people working in each of the regional offices.

A Regional Communications Strategy meeting was held in July in Brazil for the Inter-American region. The outcomes of this meeting fed into the general website review and communications strategy. The new African media consultant received induction training along with work planning for AFRECON and the Ebola project.

The Communications team continued the work on media outreach with good outcomes. Media coverage has been particularly prominent around tax and trade issues. Social media content continues to be a regular and expanding tool for PSI. The global communications team has worked together to cover two regional conferences, IAMRECON and AFRECON.

Media work with affiliates has also increased, and has maximised the impact of communications by making a wider use of social media and developing relations with local journalists. Communication units from local affiliates and partner organisations worked with the Communications team on media at a privatisation event in Washington as well as during a tax forum in Geneva.

The PSI website survey and related round of interviews have now been completed. Preliminary findings showed that our website is highly appreciated, but also identified several areas for improvement. These areas will be worked on in 2016, particularly in the key areas of publications, documents and languages. Affiliates' and EB/WOC comments on the

survey also show that they are looking to the website for more information on PSI activities in the regions, other affiliates' activities and more sector work.

PSI has continued to publish reports, studies, press releases, statements, videos and newsletters, focusing on their timing and context in relation to major political and social events. An increased use of visual tools, such as videos and high quality photos, has enhanced campaigns and news releases.

Sector-based logos and communication platforms were developed and launched in 2015 for the Local and Regional Government sector (Municipal) and Utilities (energy, water, waste and related MNEs). The two communication platforms are hosted as private Facebook groups under the name 'PSI Municipal Network' and 'PSU Utilities Network'. PSI trade union leaders, members and staff worldwide are encouraged to join to exchange and share information relevant to both sectors under these platforms that are moderated by PSI staff.

PROMOTING EQUALITY AND EQUITY

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In March, PSI participated in the United Nations Commission on the status of women (UNCSW59). The main theme was the implementation of the Beijing Platform for Action, 20 years after its adoption. The outcome statement, adopted on the first day of the UNSCW, was weak and not innovative. Civil society and governments plainly criticised UN WOMEN on its closed negotiation process and on the very prominent involvement of the private sector. When the UN announced a partnership between UN Women and UBER, PSI, other global unions and civil society groups pressured UN Women to withdraw from this cooperation. A high-level meeting with UN WOMEN management resulted in an agreement on 13 action points for future engagement between UN WOMEN, global unions and civil society.



On International Women's Day, PSI pushed for the implementation of The Beijing Declaration and Platform for Action which were adopted 20 years ago but remain largely unfulfilled.

On 13-16 July, PSI attended the Financing for Development Conference (FFD3) in Addis Ababa, Ethiopia. During this meeting, PSI was an active part of the Women's Working Group (WWG) and expressed its strong disappointment with the Addis Ababa Action Agenda (AAAA). The WWG reaffirmed, also as a part of the FFD Agenda, the importance of ensuring respect, protection and fulfillment of women's human rights.

Women leaders of unions from Algeria, Egypt, Lebanon, Morocco, Palestine and Tunisia attended a seminar on 24-25 November on the participation of women in trade unions. They concluded that women in the region have made great strides in the adoption of parity and quota policies, allowing them to occupy the front line of the struggle and take part in decision-making. Women's participation has also improved the independence of trade unions and made them more democratic.

For two years, PSI has implemented a pilot project of gender neutral job evaluation and the construction of a map of health security risks in EPSEL,

the public water enterprise of Lambayeque in Peru. The project was a result of a joint work between the local union SUTSELAM (and its female secretary general), the national federation FENTAP, PSI's National Women's Committee, the company management, ILO-ACTRAV, AFLCIO-Solidarity Centre and PSI's project in Peru, sponsored by FNV. The study's transformation into a job classification proposal and an integral wage re-evaluation for both female and male workers will included in the next collective bargaining agreement.

Public Service Alliance of Canada (PSAC) submitted to the ILO Committee of Experts on the

Application of Conventions and Recommendations their observations on the implementation of ILO Conventions 100 and 111 in Canada.

The November meeting of the ILO Governing Body agreed to discuss a new international

standard on violence at the workplace, to be included in the agenda of the 2018 International Labour Conference. This work is the result of proposals and lobbying led since 2014 by the Workers' group in coordination with the ITUC and Global Union Federations including PSI



Young workers

In March, PSI participated in a regional ETUI training workshop for young workers in Romania and to a regional Youth conference in Croatia in May. In July, a PSI delegation including young workers participated in the GLI Summer School in the UK.

On 12 August, the theme of International Youth Day 2015 was "Youth Civic Engagement".

In November, PSI held a sub-regional youth conference in Lomé, Togo, with the support of ST, Sweden, to discuss young workers' issues in French-speaking Africa, present the role of QPS, anti-privatisation and tax justice campaigns and benefit from the experience of a young member from ST successfully organising students.

PSI has currently two projects dedicated to young workers. In the Southern Cone, young participants made a study on



work casualisation, designed trade union materials and started to create national trade union schools in the sub region. In South Africa, the project covers education/ organising, campaign building and research on the working conditions of young women in the public sector.

Young worker seminars were organised during PSI regional conferences where youth participants discussed PSI regional priorities, shared experience and good practices, and made recommendations to their regional conference. In other regions as well, young workers held meetings and training sessions.

LGBT workers' rights

- PSI organised an LGBT side event at IAMRECON2015 for all participants of the conference, a screening of the film PRIDE, with the participation of one of the original characters of the movie, Mr Gethin Roberts, in a Q&A session.
- PSI participated in the Global ILGA conference in Mexico in October and organised a pre-meeting of its Inter-American LGBT Committee as well as a workshop on LGBT trade union strategies in cooperation with EI.
- PSI-Americas signed a cooperation agreement with ILGA for regional cooperation.

SUPPORTING TRADE UNION DEVELOPMENT

PSI young workers activities are now incorporated into the projects unit, allowing for better coordination between projects and young workers activities. A PSI Young Workers' Intervention Strategy is currently under development.

There was a decline in funding from Finland where a right-wing government imposed major cuts to development assistance in the areas of human rights and civil society support. Two projects were closed. The overall effect on PSI project budgets is possibly around -10% to -15% of funding. However, KNS (the Nordic Confederation of Municipal Unions) and Finnish affiliates have offered to assist in partially mitigating these cuts.

New opportunities for collaboration have become available in Sweden with the changes to the Union To Union partner organisation (formerly LO-TCO Biståndsnämnd).

The programme of cooperation with FES significantly expanded, giving crucial support to PSI's work in the areas of tax justice and trade.

New cooperation was agreed with UK affiliate UNISON during 2015. In addition to ongoing support to the PSI Ebola Virus Disease Trade Union Intervention Strategy, which allows PSI to have a full-time coordinator, UNISON began two new projects with PSI: 1) young workers, South Africa, and 2) health and social services sector organising, Interamerica.

PSI implemented a second annual review meeting in December 2015 with all project coordinators and is moving towards a programme of continuous skills development and training for project coordinators.



Young Workers' Seminar at the 12th PSI AFRECON, Gaborone, Botswana



Young Workers' Seminar at the 11th PSI IAMRECON, México City, Mexico

EUROPE (EPSU)

Many hoped Greece's new, left-wing Syriza government would break Europe out of the mould of austerity economic governance and its accompanying wage freezes, cuts in public spending and attacks on trade union rights. However, several European government leaders did not support Greece and imposed a European Commission-backed programme of IMF-driven economic reforms and fiscal consolidation, with massive privatisation and attacks on legislation that protect workers against dismissal and on the right to strike. A Mediterranean union delegation including the PSI President and the EPSU General Secretary visited Greece on 18 October and supported a series of Greek general strikes in November and December.

In European intersectoral social dialogue discussions with the Presidents of the Council, European Commission and Eurogroup, the EPSU is demanding debt restructuring and an end to austerity in Greece, while highlighting the importance of investment in public services like health and child care.



Trade union rights

The European austerity agenda also attacked trade union rights, with proposals to change labour codes in Lithuania and Ukraine, and the trade union bill in the UK, which threatened the right to strike for public service workers. The Finnish government tried to limit the autonomy of the social partners. The unions organised massive protests, while EPSU expressed solidarity and made submissions to the governments and the European Commission. EPSU actively contributed to the global unions' campaign to put pressure on the employers and governments in the ILO in favour of the right to strike.



Tax justice

In the global tax justice campaign, EPSU backed the establishment of a European Parliament Committee to investigate the #LuxLeaks scandal. SEIU and the UK-based anti-poverty group War on Want, together with EFFAT (European organisation of IUF) published a major report on McDonald's tax avoidance scheme. McDonald's was forced to testify before

the Parliament Committee and the Commission is examining the McDonald's case. EPSU highlighted the need to invest in tax administrations and qualified staff: 56,000 jobs were cut in recent years.

Trade

EPSU leads the European trade union movement in highlighting the implications of the trade agreements like CETA, TTIP and TISA and resisting those agreements among unions and civil society. EPSU pressure forced the EC to be more transparent. We worked with ITUC (Pan-European Regional Council) to explore the Deep and Comprehensive Free Trade Agreements between the EU and Ukraine, Moldova and Georgia.



EUROPEAN PUBLIC SERVICE UNION

Key demands are the exclusion of public services, strengthening of workers' rights and No to the investor state dispute settlement (ISDS).

Organising and recruitment

EPSU held organising and recruitment seminars in Central and Eastern Europe in order to increase membership, especially among young workers, with a focus on unemployment, recruitment and active participation in unions.

Refugees

In 2015, the number of people seeking asylum in the European Union reached a new high. The EPSU Executive Committee intervened several times with the European Commission, Council and Parliament to demand safe and legal routes for refugees, and investment in asylum and reception centres with qualified staff. Full search and rescue operations should be restored on the Mediterranean and Aegean seas. Local and regional government employers and trade unions adopted guidelines on the integration of migrant workers in the workplace.

Climate Change

EPSU participated in the meeting of the ETUC and the social partners BusinessEurope to ensure that the EU had the

mandate and the policies to advocate for Just transition during the negotiations in Paris. We drew up a joint statement with the European electricity employers in support of Just transition. EPSU also participated in the COP21 Conference, joining the PSI and ETUC delegations in Paris.

Terror

A terror attack against a demonstration for peace in Syria on 10 October in Ankara killed 200 and injured many, including members of Turkish unions DISK and KESK. EPSU and PSI present their sincere condolences to the families of the dead and injured.

Sectoral, professional sectors

Unions in the health sector are considering making our opposition to the commercialisation of health care more visible. This is important as pressures increase to promote cross-border health care which could lead to more competition. EPSU has continued its work on social services with a recent report to highlight the importance of investment in childcare. EPSU participated in a project on personal household services and worked with sectoral employers at national level.

- We organised an event and research regarding the impact of austerity on cultural workers and how it has led to further commercialisation of libraries and museums.
- EPSU published a new report on the legal situation of embassy staff and demanding to end the impunity of their employers.
- The European campaign on the Right2Water put pressure on the Commission and found resonance in the European Parliament, ending in the adoption of a very positive report on 8 September that supported our demand to implement the human right to water in the EU.
- New agreements were reached with GDF-SUEZ on well-being at work and with Suez Environnement on equality.
- Towards the end of the year, trade unions and the employers reached an agreement on information and consultation rights. We are seeking the implementation of this binding agreement in the whole of the EU through legislation.

The full report of EPSU activities is available at: <http://www.epsu.org/article/reports-activities-2015-2000> in EN FR SV RU ES

FINANCE REPORT

PSI CONSOLIDATED PROFIT AND LOSS STATEMENT for the Twelve Months Ending 31 December 2015

	Balance	Budget	Balance
	2015	2015	2014
INCOME			
Affiliation fees	€7,790,200	€7,900,000	€7,789,224
Extraordinary sources of income	€355,744	€30,000	€23,298
Interest and investment income	€59,167	€90,000	€100,095
Reimbursements	€73,885	€20,000	€94,260
Extraordinary income	€58,720	€0	€79,940
Contributions to funds	€172,260	€150,000	€229,543
Sponsors' contribution to administration of projects	€489,722	€510,000	€482,017
Total Income before projects	€8,999,698	€8,700,000	€8,798,377
Income from sponsors	€1,817,096	€1,943,000	€1,243,023
TOTAL INCOME	€10,816,793	€10,643,000	€10,041,399
EXPENDITURE			
Total Strategic Activities	€705,640	€754,000	€725,582
Total Constitutional Bodies	€734,097	€771,600	€560,273
Meetings and Events			
Council of Global Unions	€0	€2,000	€736
ITUC	€0	€2,000	€0
EPSU Meetings	€3,111	€2,000	€6,104
Constitutional Working Group (CWG)	€1,916	€0	€0
Management Representation/Co-ordination	€88,575	€55,000	€48,652
Head Office Controlling/Co-ordination	€456	€10,000	€5,108
Head Office Team Co-ordination	€210	€2,000	€0
Total Meetings and Events	€94,268	€73,000	€60,600

	Balance	Budget	Balance
	2015	2015	2014
(Sub) Regional Representation	€142,209	€129,000	€119,902
PSI-EPSU Co-operation Agreement	€875,000	€875,000	€855,359
Communications	€77,123	€110,000	€109,589
Kluncker Wurf Award	€12,426	€15,000	€15,000
Contributions	€8,237	€40,000	€23,585
Total Staff Costs	€4,645,886	€4,868,599	€4,647,916
Total Office Costs	€569,095	€638,900	€592,453
Staff/Office costs allocated to projects	-€489,722	-€510,000	-€482,017
Net Staff/Office Costs	€4,725,259	€4,997,499	€4,758,353
Audit	€91,395	€86,000	€75,384
Donations (expenditure)	€97,288	€150,000	€109,834
Extraordinary expenditure	€619,828	€0	-€11,098
Sponsored projects	€2,306,818	€2,453,000	€1,725,040
Total expenditure before depreciation and provisions	€10,489,588	€10,454,099	€9,127,402
Depreciations	€55,539	€50,000	€33,496
Provisions	€414,765	€400,000	€424,891
Provisions for aid and solidarity fund surpluses	€74,972	€0	€122,377
Drawn down from provisions and reserves	-€240,000	-€240,000	€0
Drawn down from aid and solidarity fund provisions	€0	€0	-€2,668
Total Amount Drawn Down	-€240,000	-€240,000	-€2,668
TOTAL EXPENDITURE	€10,794,864	€10,664,099	€9,705,499
SURPLUS/DEFICIT	€21,929	-€21,099	€335,901



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Internationell Facklig Organisation för Offentliga Tjänster
国際公務労連

Public Services International

45 avenue Voltaire, BP 9
01211 Ferney-Voltaire Cedex, France
Tel: +33 4 50 40 64 64
E-mail: psi@world-psi.org
www.world-psi.org