



# APRECON

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QUALITY PUBLIC SERVICES  
KEEP THE COMMUNITY SAFE



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**PSI ASIA PACIFIC REGIONAL DRAFT ACTION PLAN 2017-2021**

PROPOSED TO THE 13<sup>TH</sup> APRECON, FUKUOKA JAPAN

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**PLAN – 1 FIGHTING PRIVATISATION AND WORKING TOWARDS ALTERNATIVES – UPHOLDING THE UNIQUE CHARACTER OF PUBLIC SERVICES, PROMOTING PUBLIC PUBLIC PARTNERSHIP, DEMANDING ACCOUNTABILITY and TRANSPARENCY**

OBJECTIVES	BACKGROUND&CONTEXT	Cross cutting issues	Recommended actions (in Priority Countries)	Outcomes	RESPONSIBLE FOR IMPLEMENTATION, MONITORING, EVALUATON
Identifying and promoting alternatives to Privatisation	Privatisation is a key challenge in the region and it impacts on the working conditions, and rights of workers and threatens the existence of unions. While the shift to privatisation takes place quickly and stealthily, the impact is deep and strongly engulfs the society. There is always elation about the goods of privatisation, people are blinded to see the disadvantages. The agents promoting privatisation have a well co-ordinated approach with adequate resources at many levels.	<ul style="list-style-type: none"> <li>• Governance,</li> <li>• Transparency</li> <li>• Freedom of Association</li>   <li>• Energy, water, health</li> </ul>	Mapping the unions, identifying sectoral interest groups from Civil Society, Academics, NGOs advocacy and those who are promoting public services provisions Identify and establish resources for proactive campaigns and responses at all levels.	collective network formed at national, regional level to lobby and advocate for public services and responds timely to the privatisation calls.	National Unions Networks Sub regional and regional offices, and co-ordinators.
	The privatisation is promoted through different means such as partnership agreements, free trade deals, loan conditionalities, tax	<ul style="list-style-type: none"> <li>• Trade Agreements</li> <li>• IFI Loans for Privatisation</li> </ul>	Challenge trade agreements both bilateral, regional and global which promote	Public questioning of the trade deals and demand for	National NCC

	concessions to MNCs and trade facilitation etc. and all these managed without transparency and accountability. Deals are manoeuvred by flexing the national and international laws and standards	<ul style="list-style-type: none"> <li>• Taxation Issues</li> </ul>	privatisation and impacts on public services provisioning. Joint campaigns on transparent information and compliance to standards	transparency of information A mechanism for monitoring the standards	
<b>Increase union voice and strength for the campaign against privatisation</b>	The unions in the region raising the issues for long time and alone. However, the current setting unfolds that there are many stake holders including civil society and academics wanted to join force. The collective effort brought some positive outcomes especially in the essential public services like water and energy because of the price increase and the question on quality but this momentum needs stronger conviction	<ul style="list-style-type: none"> <li>• International Solidarity</li> <li>• Building Union Image in Health, Energy, Water sectors</li> </ul>	Strengthening existing networks and promote sectoral networks with new partners and stake holders. Developing models of alternatives and share the information	Networks have the capacity to respond to the challenges and suggest alternatives with support from all the parties	Network co-ordination  Jt Municipal & Water sector in India
	A resurgence of political will is needed to block the privateers/ agents and this required a grand social alliance	<ul style="list-style-type: none"> <li>• Organising and networking in</li> <li>• Energy, Water</li> </ul>	Up the political campaign at national levels and collectively highlight issues	Political lobbying by the civil society and trade unions getting stronger	NCCs
	Range of tools are necessary to challenge the Private Gurus	Influencing policies on	Establish Researches, and other academic	Researches, studies available	National , regional and global level

	<p>such as showcasing public anger on corruption, researching on the negative impacts, behaviour of the MNCs in various sectors and their influence of ordinary citizens life, role and dominance of financial institutions , exposing the hidden agenda in the trade deals and other benefits to corporates . The practices of the IMF, World Bank ,ADB that impose their conditions for the approval of loans to countries might be a pointer. Cancelling collective agreements is common practice in such cases</p>	<ul style="list-style-type: none"> <li>• Collective Bargaining in Health</li> <li>• Gender Equality in energy,water</li> </ul>	<p>tools to break the myths and to strengthen the arguments in favour of public service provisions such as tax justice , challenge the non compliance of standards and exposing corruption and violations</p>	<p>for counter arguments and for media exposure</p>	
	<p>The above mentioned alliance and tools help to build the capacity of trade unions</p>	<ul style="list-style-type: none"> <li>• Union development and international solidarity</li> </ul>	<p>Skill building in new techniques of negotiations and dialoguing.</p>	<p>Trade unions develop structures to deal with the technical issues Some policy positions stated by unions jointly as well as individually</p>	<p>NCC</p>

**Plan – 2 TRADE UNION AND HUMAN RIGHTS – DEFENDING PUBLIC SECTOR WORKERS RIGHTS, FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

OBJECTIVES	BACKGROUND	Cross Cutting Issues	Recommended Actions Priority countries East Asia 1,Southasia 3,	EXPECTED RSEULTS	RESPONSIBLE FOR IMPLEMENTATION, MONITORING,EVALUATON
Public sector worker’s rights defended and protected	<p><b>TUR is fundamental priority in the Asia Pacific region. The protection of the public sector is a common cause.</b></p> <p>In many countries bargaining regimes are absent, are restricted in scope, give only limited participation rights to unions, or lack enforcement procedures. Neo-liberal policies such as privatisation, liberalised labour laws, new models for assessing performance and austerity measures are having harmful effects on the working conditions of public sector workers. Precarious employment is now a priority concern in the sector<sup>6</sup>. These policies undermine the trade union movement in the public sector, where it is typically stronger. There is a widespread movement to private employment contracts, taking workers out of public sector statutory regimes and imposing private sector laws and practices onto its workers. Unions see these policies as part of a concerted attack on workers’ rights</p>	<p>Privatised work places</p> <p>Austerity Measures, cost cuts</p> <p>Health, Fire fighters, energy workers, MNC workers</p>	<p>TUR network is established at sub regional and national level</p> <p>Support the Networks by projects in specific countries and specific unions and allies</p>	<p>Network group leaders conduct national campaigns</p> <p>PSI projects in the sub region and national level discuss Trade union rights issues</p> <p>Trade unions in identified countries take up campaign against precarious work –especially those who work in essential services</p>	<p>National Unions Networks Sub regional and regional offices, and co-ordinators.</p>

	<p>In some countries the austerity policies producing cuts in public spending are forcing PSI members into defensive battles against the rise of unemployment, privatization of public services and reduction of welfare provisions (from pensions to health and social services) and wage cuts.</p> <p>Dismantling the social model, will weaken union capacity to fight for labour rights</p>				
<p><b>Ratification/implementation of the ILO standards and conventions and for national legislations Especially for freedom of association and collective bargaining.</b></p>	<p>Work towards the ratification of ILO conventions and implementation of progressive labour laws.</p> <p>Asia has a poor ratification rate specially for ILO Conventions 87 and 98 and there are obstacles, violations, and threats to the right to organise throughout the region, Governments use the arguments of international financial institutions to dismantle labour relations where it hurts most for future generations.</p>	<p>Influencing the IFI policies</p> <p>Young people employment issues</p> <p>Women workers issues</p> <p>Discrimination</p>	<p>National campaigns to promote ILO conventions</p> <p>National campaign against regressive labour laws and formation of unions in public services which includes registration of unions and industrial relations frame work</p>	<p>Ongoing campaigns on 87,98,151,154 in specific countries</p> <p>More unions in the public services and allied sectors are registered, bargaining strengthened and bargaining framework in place</p>	<p>NCCs PSI Co-ordinators SUBRAC</p>
<p><b>Working towards the reduction of</b></p>	<p><b>Will continue fighting violations of Trade union rights</b></p>	<p>Organising</p>	<p>Support discussions of</p>	<p>Some cases filed under the complaints</p>	<p>NCC PSI Co-ordinators</p>

<p><b>violations of TUR in the region and implementation of labour legislations and mechanisms</b></p>	<p>The most explicit restrictions on the right to organise are the region’s various bans on public sector organising. There are also strong disincentives and punishments in some countries against workers who attempt to establish trade unions. There have also been trade union-related dismissals in almost every country in the region. Bargaining regimes are absent or restricted in scope, give only limited participation rights to unions, or lack enforcement procedures. And a notable problem in the region is the various broad definitions of ‘essential public services’, which extend international norms intended to exclude very small groups of workers from protection to cover virtually the whole public sector. violations of civil liberties are used to oppress trade unions and trade unionists. There is restriction for the right to strike. Some countries in the region have prohibitively complex requirements for organising a lawful strike</p>	<p>And growing in new sectors</p> <p>Quality public services</p> <p>Municipal sectors privatisation</p>	<p>affiliated unions to take up cases under the ILO mechanism and assist them in filing cases</p> <p>Social media Support to affiliates to expose rights violations through social media and other methods Support affiliates to conduct research/studies on rights violations</p> <p>Specific sectoral networks analyse the TUR violations in the sectors and report</p> <p>Identify a Regional joint campaign and strategy on an annual basis to address the TUR issues in the region</p>	<p>procedure from the affected countries</p> <p>Rights violations are collected and exposed sectoral basis</p> <p>Joint campaigns held by the groups Engagements with the ADB and AIIB, BRICS, ASEAN at regular levels</p>	<p>SUBRAC</p>
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			Engage with multi lateral institutions, financial institutions, regional groups and other policy making bodies on TUR issues		
Regular reporting of violations, use of supervisory system, and the continuous campaigns of the unions	<b>We will advocate for the maximum use of ILO reporting system and to take up cases</b> The 3 key areas are the bans on public sector organizing; refusal to engage in bargaining with public sector and denial of the right to strike in the public sector. Complaints from the region to ILO is minimal. However alternative complaint procedure under FOA is much used in the region.,	Capacity Development and engagement in union development	Building capacity of the young people on the TUR violations and the use of mechanisms especially those who are in contractual and temporary jobs	Trainings held for young people	NCC SUBRAC



**Plan- 3 - INFLUENCING REGIONAL/SUB REGIONAL/NATIONAL POLICIES – INCREASING OUR INFLUENCE, VISIBILITY, CRITICAL ABILITY AND COLLECTIVE POWER,**

OBJECTIVES	BACKGROUND/CONTEXT	Cross Cutting issues	ACTIONS NEEDED	EXPECTED RSEULTS	RESPONSIBLE FOR IMPLEMENTATION, MONITORING,EVALUATON
Familiarising and educating with the system of policy formulation of Multilateral and regional institutions	The Regional institutions play a key role in policy changes in the region. These policies generally impact the workers and thereby the unions, members and families. However they are mega Institutions and have powerful lobby. They make their interventions quickly and in a non-transparent manner. So it is important to keep abreast of the issues	Privatisation PPPs RCEP	Calendaring the activities of ADB, ASEAN, SAARC, BRICS, AIIB and other stake holders  Build alliances with Civil society Network and other GUF s	Understanding the various forums where negotiations take place and the network members able to get uptodate information	National Unions Networks Sub regional and regional offices, and co-ordinators.
Understanding and actively intervening in the policies of these Institutions	The major task is to continuous monitoring of the institutions and in the look out for the policy formulation and analyse the advantages and disadvantages. This means we need to regularly follow up their moves.	Influencing policies  Tax issues	Conducting brief studies and surveys on the policies and produce critiques time to time	Develop arguments and challenge the policies	PSI NCC SUBRAC
Collectively influence the policy making	These institutions shun bad publicity and generally get their work praised by governments and some favourable organisations. Hence a network of stakeholders are important to influence their policies collectively	Organising for media expose  Building information and exchanges	Joint Network activities during key events of the institutions	Networks strengthened and able to lobby	Networks Co-ordination

Capacity Building of the unions	It is important for the unions to develop their capacity to make arguments and understand the impacts of these policies.	Networking and alliance building, coalition	Training courses and orientation	Increasing the interest and skills of the activists	NCC
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#### Plan – 4 ORGANISING & GROWTH – RECHARGING OUR ORGANISING FOCUS & NEW DIRECTIONS FOR GROWTH

OBJECTIVES	BACKGROUND	Cross cutting issues	Recommended actions	EXPECTED RRESULTS	RESPONSIBLE FOR IMPLEMENTATION, MONITORING,EVALUATON
Building and strengthening public sector trade unions in the region	Asia pacific region with 60% of countries have fragmented and multiple union characteristics. This is one of the reason that unions are not able to fight the policies forced upon them. It is important to make efforts to bring unions together on the basis of UNIFYING issues and sectors	Union development and international solidarity	Supporting Formation of alliances at national level on sectoral or an issue basis for unions to work together Strengthening the activities of NCCs	Sectoral networks formed and strengthened by their activities	National Unions Networks Sub regional and regional offices, and co-ordinators.
Identifying means of increasing union membership and increasing resources	Unions do not generate adequate resources to sustain members and also attract new sectors in their unions. The current campaigns are taking up resources and unions had to	Trade union Rights  Privatisation due to reforms	Supporting strategic planning of unions and to identify ways to generate resources, running	Work plans developed at various levels  A reliable data base of membership	PSI NCC SUBRAC

	take legal actions frequently which are expensive. Strategically the unions have to find different ways to generate resources and attract members.	PPPs	projects with key themes Help them to develop data base, communication skills, undertake researches on working conditions, Exchange ideas for them to interact with other unionists	Solid researches as evidences	
Find ways to attract new sectoral unions to get interested in PSI	There are new sectors in almost all countries because of the contractual, outsourcing and temporary workforce employed by the restructuring policies. While some unions continue to organise them, much of the workforce is left without organising. Unions have to be motivated to organise new sectors who are delivering public services. Women and young people need to be the organising focus.	Precarious work  Migrant workers  Structural Reforms  Gender equality	Union to union activities  South-South Solidarity  International solidarity projects  Skills to develop and implement projects	Projects are undertaken and they bring changes visibly among the members and activists  Union members are able to understand the relevance of international solidarity.	Networks Co-ordination
Identifying new projects for growth in potential countries	New kinds of workforce need to be organised by positive and creative projects for different types of members to be organised in unions	Technology use	Developing technical formats	Exploring the potential of regional fund to organise projects	APREC SUBRAC NCC

		<p>Communication</p> <p>Unifying public sector workers</p> <p>Leadership mentoring and development</p>	<p>Training and capacity building in tech use</p> <p>Using web tools. Regional training on communication, information sharing</p> <p>Surveys, studies</p>	<p>for growth and leadership development</p>	
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