



**APRECON**  
13TH Asia Pacific Regional Conference  
QUALITY PUBLIC SERVICES  
KEEP THE COMMUNITY SAFE



Fukuoka **Japan** 2016

## Introduction

The ILO World Employment and Social Outlook 2015 shows that globally over 60% of all workers lack any kind of employment contract. Between 75-90% are in emerging and developing countries in the Asia Pacific where workers are employed on temporary or short-term contracts, in informal jobs often without any contract, under own-account arrangements or in unpaid family jobs. This leaves many workers in the labour market have little or no social security coverage, low wages, precarious employment contracts, and in many cases, occupational hazards.

In the public services sector, privatisation and outsourcing has made significance changes in hiring and policies on recruitment of young workers. The privatisation and outsourcing of public services negatively affects working people, and workplace by causing the loss of benefits necessary for decent working standards. Young workers are the most vulnerable in these conditions. The increased vulnerability of youth is a global phenomenon that is occurring regardless of the state of the economy, in both developed and developing countries.

Meanwhile the massive austerity policies, by cutting budgets for public services has destroyed the creation of jobs. Austerity has driven massive public sector cuts that have cost public sector workers benefits and jobs. These precarious employment conditions of young workers have weakened the organising strength of trade

unions where workers have no rights to organise and are not protected by laws. We recognise that unions throughout the world are organising and fighting hard to defend the rights of worker's livelihoods and rights against unprecedented attack from the financial markets, corporations and the government, in the context of the economy, politics and social environment.

Young people are one of the most vulnerable targets of these attacks and attracting young workers into the labour movement is not easy. On one hand, organising young workers is challenging if unions are perceived by some as old-fashioned and bureaucratic- focused only on the traditional struggle for wages and working conditions. But on the other hand, many young workers recognize that unions are agents for change going beyond their "traditional" roles. Modern, strong and vibrant public sector unions exert their influence in the political, social and economic spheres.

Action must be taken by the unions to boost the power of young workers to fight against the attacks and by investing in young people it will build stronger unions for a better life for all workers.

## Who are young workers?

The definition of young workers varies according to culture, history and social context. Among PSI affiliates, young workers are generally counted as being between the ages of 18 and 35. Although young workers are not a homogeneous group, we do share common challenges.

## Why union matters?

The future prospects of young workers and unions are directly linked. Unions are the strongest vehicle we have to improve working conditions, wages and job security for members. Unions are the way we work together to fight for social justice. The union's strength is their membership. In other words, young workers need unions and unions need young workers to build a better future.

We need action to give young people the tools we need. Investing in young people is an opportunity to build a better world. The focus, in both the public and private sectors, must be to create jobs, improve working conditions and increase the earning power of young people.

More support must be given to strengthen the voices of young workers in the labour movement; to bring young people together in solidarity and to implement new ideas to actively involve young people in the union movement and in PSI. Affiliated unions play the important role of providing greater representation for young workers and increasing the numbers participating in leadership positions, decision-making bodies and union activities.

## PSI position

PSI supports young people who want to have a say in decision-making and in the changes which affect their lives. PSI will encourage the participation and involvement of young people in using their voices and words to define what they want and what is important. To achieve sustainable change, young people need to be able to speak; and they need to be listened to.

PSI aims to directly address the issues young workers care about and the problems they face. Empowering young workers around the world and letting them speak for themselves - in their own words - is a key priority for PSI. It is a question of social justice and creating a future for the trade union movement itself.

Giving young people a voice in the union is of high priority for PSI. At least 30% of participants in all education programmes must be young workers. Young workers have direct representation on the PSI Executive Board

(EB). In addition, PSI assists affiliates in setting up effective young workers' structures and training programmes.

## Asia Pacific Young Workers Forum

PSI Asia Pacific Regional Conference (APRECON<sup>1</sup>) is providing the venue and bring together young members in this region to create the event of the Asia Pacific Young Workers Network (APYN) forum on 9 October 2016.

**The objectives:** The forum is a step to ensure that the voices of young members are heard prior to the APRECON, and that their recommendations are being integrated into the PSI's policy and programme. The forum goals are to:

- provide an open space to debate and discuss the bigger picture of global challenges facing young people in the public sector employment, identifying and understanding similar problems and struggles among unions organising and to share tactics and strategies;
- raise political consciousness for the organising strength of trade union and to find out the changing needs and aspirations of a new generation on the organising strategies;
- develop a platform towards specific and concrete plans of action in strengthening the young workers network to the next level at both the national unions and in PSI.

**Participants:** Members of PSI who are 35 years and under. Participants may be members of their union's delegation to the PSI 13th APRECON. In addition, it may invite young workers members from PSI and other regions to share and strengthen the network among young workers members.

**Speakers/Resource Person:** A number of speakers and resource persons will present, selected participants who attend the forum, PSI staff and also external experts.

### Communication activities

- ✚ **Forum commission:** Selected commission members will be identified from the participants who will attend the forum. The members of the commission will be asked to develop a draft of recommendations from the Asia Pacific Young Workers Network to the APRECON
- ✚ **Reporter:** two selected participants will help the forum in preparing the report to the participants and to the APRECON
- ✚ **Social Media:** people will able to follow discussion through Live-Streaming (link to Facebook and YouTube), Twitter @PSI4Youth with hashtag #APyouthForum2016 #APRECON2016
- ✚ **Young Workers' Booth:** This booth at meeting hall will distribute and display information (banner, leaflet, T-shirt (if any), brochure, etc), photos of the activities of young workers and their unions

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<sup>1</sup> The APRECON determines the priorities of the regional policy, discuss and approve the regional action plan for next period, discuss and adopt any resolutions and statements.

## PROGRAMME

Sunday, 9 October 2016		
08.00	<b>Registration</b> <b>Young Workers' Booth</b> (if possible to display outside the conference hall or will be display inside the conference hall)– Materials and information for display	<b>Ms. Indah Budiarti</b> , Organising and Communication Coordinator
08.30	<b>Introduction and Opening -</b>	<b>Facilitator: Ms. Ashvini Ambihaipahar</b> , Oceania Young Workers Network Coordinator
08.45	Welcome and Briefing Note <b>about the Youth Event and the theme</b>	<b>Mr. Fandi Setia</b> , APYN Coordinator
09.00	<b>Welcome Remarks</b> – the big picture of Public Services International (PSI): Policy and key questions on international trade union movement, young workers and organising	<b>Ms. Rosa Pavanelli</b> , General Secretary
	The regional Policy and Action toward young workers in Asia and Pacific	<b>Ms. V. Lakshmi</b> , AP Regional Secretary
09.30	<b>Session 1: Plenary Presentation</b> What are the challenges young workers and families face and their impact on unions and workers today?	<b>Moderator: Mr. Nick Kelly</b> , NZPSA/Oceania Young Workers Network Coordinator <b>Speakers</b> (1) <b>Mr Thomas Hoffman</b> , NSWNMA, Australia (2) <b>Mr Chiranjibi Guragain</b> , NFWU, Nepal (3) <b>Mr Fandi Setia</b> , PP Indonesia Power, Indonesia
10.30	<b>Coffee/Tea Break</b>	
10.45	<b>Session 2: Young Workers and New generation of trade unionists</b> <ul style="list-style-type: none"> <li>• Labour movement in the perspective of young workers</li> <li>• What should be the response/s of the union (and the labour movement) in answering the challenges facing young workers?</li> <li>• <b>Experience on organising</b> – trends and strategies, rebuilding unions through young workers</li> </ul> <p>Questions from the floor</p>	<b>Facilitator:</b> Ms. Ashvini Ambihaipahar, Oceania (1) <b>Mr. Hayato Nakamura</b> , Co-Chair of PSI JC Youth Network (2) <b>Ms Shweta Tripathi</b> , HMSIWA, India (3) <b>Ms. Marivel Gargalicana</b> , CIU, Philippines
11.45	<b>Session 3: Organising agenda of young workers</b> <ul style="list-style-type: none"> <li>• <b>Recognition, roles and leadership</b> – young members and trade union structure, how to introduce several organising tools and structure to promote and encourage inclusivity of young members in the union and in the PSI?</li> <li>• <b>Youth to Youth</b> – working with young workers: engaging, retaining and move forward</li> <li>• <b>Stop Asking, Start Demanding</b> – young workers quota and budget, Institutionalisation of the young workers network</li> </ul>	<b>Facilitator: Ms. Ashvini Ambihaipahar</b> , Oceania
12.30	<b>Plenary report of Session 3</b> <b>Summary, Closing and vote of thanks</b>	<b>Facilitator: Ms. Ashvini Ambihaipahar</b> , Oceania Young Workers Network Coordinator  <b>Rapporteur: Mr. Nick Kelly</b> , NZPSA/Oceania Young Workers Network Coordinator
13.00	<b>Lunch</b>	
	Afternoon meeting only for selected forum commission (15.00 – 17.00) Next Steps – Recommendations and Report	Forum Commission Reporters only

