



Public Services International

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Annual Report 2005



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THE QUALITY PUBLIC SERVICES CAMPAIGN



The right to quality public services became a central demand in 2005. Through PSI and unions' involvement in the Global Call to Action against Poverty (GCAP), the link between access to quality public services and the eradication of poverty, hunger, illiteracy and disease became very clear. PSI saw this massive global campaign as a critical opportunity to progress our campaign demands. Over 960 organisations rallied under GCAP's banner, with actions in 85 countries involving 35 million people on the three "Whiteband" days. Our message was embedded in the GCAP claim, and the call for quality public services was a threshold issue in GCAP's demands to the United Nations Summit in September. Participation through GCAP, and the many country coalitions that were built, strengthened alliances between the labour movement, NGOs and community groups. This provides a solid basis for future work.



In addition to working within GCAP, unions and PSI continued the work of campaigning against unacceptable privatisations, and for quality public services. In many countries the main issue is the influence of the International Financial Institutions (especially the World Bank and IMF), which make loans and debt relief conditional on the privatisation of public services. The WTO's General Agreement on Trade in Services (GATS) will also accelerate pressures to privatise. These policies deny governments and citizens the chance to invest in building public services, and frequently bring hardship and cuts in services as a result. Campaigning with community groups has raised public awareness and resistance, with a number of key successes. PSI continues to lobby for change in these policies within international forums.

For many unions, the ability to be involved in initiatives to build and strengthen public services is limited by the lack of workers' rights. Quality public services campaigning begins with the struggle for the right to organise. For other unions, the focus is on the range of private sector interventions in public services, such as the currently popular "public-private partnerships". Sharing knowledge, information and experience helps unions respond more effectively to these global trends. PSI is building a Resource Bank on our website (www.world-psi.org/bank), to ensure that these stories and research on the issues are available to all.

In 2006, the campaign's focus is on our positive alternative, a General Agreement on Public Services (GAPS). This agreement will specify the right to quality public services and the responsibility of governments to ensure services are provided. We plan to campaign for local, national and regional government commitments to GAPS, with a goal of eventually having an international mechanism that recognizes and ensures the right of access to quality public services. ■

“Quality public services are not just a democratic right for every citizen; they are the very point of democracy!”

*Former
PSI President
Bill Lucy,
on the occasion of
Hurricane Katrina*



INTERNATIONAL ISSUES

Thanks to the Global Call for Action against Poverty (GCAP), 2005 was the year in which globalisation came under the spotlight. The G8, the World Bank, the IMF, the WTO and other intergovernmental organisations all received a barrage of messages throughout 2005 saying: "Globalisation is not working, and you are accountable!"

PSI cannot claim credit for this, but we can say that in the GCAP, at the WTO, in Kofi Annan's Water Council, in the Our World Is Not For Sale network, and among Geneva-based NGOs, and the UN Commission on the Status of Women, PSI was highly visible. We were often one of the first organisations which people looked to for ideas, support, leadership and action. We achieved this in coalitions with other global unions and relevant NGOs.

It is not possible to record all of this work here, but reports can be found in issues of FOCUS published throughout the year; in the public sector material on the PSI website (<http://www.world-psi.org/publicsector>); in the globalisation links from that page; and in reports for or minutes from meetings of the Executive Board and the Public Sector Working Group.

The World Bank's annual World Development Report (WDR) focused on equity and development, and had some quite different language on trade unions from that of the

past. All of a sudden, trade unions may be OK – the WDR says we help with a lot of what are seen as positive things, such as growth, labour turnover stability, labour training... However, the usual sting in the tail is there: the few unions singled out for reprimand were public service unions, especially teachers and electricity workers, whose unions get these workers wages that are held to be too high, and conditions that are too soft.

At the OECD, PSI, usually on behalf of the Trade Union Advisory Committee at the OECD (TUAC), was active in work on regulatory management and quality. PSI's voice is listened to; these committees judge the performance of other member states and often have inadequate information, which prevents them from asking the relevant questions. PSI is briefed by its affiliates in the country on the content of the draft reports. We can, and do, raise issues which reveal where countries have misled the investigating team, or where the team has been asked to be too soft or silent.

PSI was also at several OECD Trade Committee events as it prepared for the WTO sixth Ministerial Conference in Hong Kong in December. Every Ministerial Conference of the World Trade Organisation seems to be billed as 'the most crucial'. Certainly the sixth Ministerial, held in Hong Kong in December, was in that category. Agriculture, non-agriculture market access (NAMA) talks, and the so-called 'Singapore issues' led to the collapse of the Cancún ministerial in 2003. The first two were joined by services negotiations in Hong Kong. The debate over services almost led to the collapse of the Hong Kong meeting. PSI had been actively involved in organising meetings, lobbying exercises, Internet petitions/letters and strategy sessions with numerous coalition partners, in the latter half of 2005 especially.

To be honest, we were not particularly successful in the end. Admittedly, what emerged from Hong Kong on services was much less dangerous than what had appeared likely back in July, but it left us with an astonishing amount of work to protect public services and governments' regulatory powers throughout 2006.



GOVERNING BODIES

Executive Board

The PSI Executive Board met once in 2005, as did the Steering Committee and each of the Regional and Sub-regional committees. In all cases, minutes of these meetings are available to affiliates on the website, or to anyone requesting them from the secretariat (psi@world-psi.org). In most cases, the issues arising from these meetings have resulted in reports elsewhere in this annual report, or have featured in FOCUS or one of the electronic newsletters.

The Executive Board discussed a first draft of the proposed policy programme which will be also be presented to the sub-regional and regional committees in 2006. It was noted that this was a first draft and that it was anticipated that the final document could look quite different! A second draft will be presented to the November 2006 Executive Board. The meeting received a detailed report on all current projects, which are externally funded, and it was agreed that the Secretariat should seek new sources of funding to further support campaigns and activities. The meeting also adopted a proposal to seek external funding for a global project on young workers, to continue the project on international migration and women health workers and to carry out a sexual diversity forum prior to the 2007 World Congress.

Concerning trade union rights, the meeting received reports on current situation in Colombia, Venezuela, Korea and the recent missions to Palestine and Kenya. It was also agreed to develop a research programme with the Iraqi Federations of Trade Unions and to organize a conference on the future of public services in Iraq in late 2006.

The Board also endorsed PSI's continued participation in the Global Call for Action and supported involvement in the campaign around the General Agreement on Public Services (GAPS). It was also agreed to carry out an evaluation and review of the campaign.

Transition Committee

The 2004 Executive Board decided to establish a Transition Committee in early 2005. Deputy General Secretary Alan Leather will retire in September 2006. The General Secretary Hans Engelberts will stand down at the next Congress in September 2007, and Assistant General Secretary Mike Waghorne will retire in October 2007.

The retirement of three senior secretariat staff in the space of 13 months will have a significant effect on institutional knowledge and leadership continuity. To minimise this, the Transition Committee was charged with looking at the need for a range of changes in staffing composition, skills, structures, ways of work etc, as well as the roles and governance responsibilities of the Board. It was also charged with appointing a replacement for Alan before he leaves, so that some continuity is built into the leadership team.

A wide-ranging transition paper was written for the Committee (as well as for the Board) to identify the changes and developments that PSI needs to cope with over the 2006 – 2012 period. Nora Wintour, currently PSI's Equality and Rights Officer, was appointed to replace Alan as Deputy General Secretary.





World Women's Committee

An enthusiastic World Women's Committee met 10-11 May in Geneva at the ILO for a meeting that combined training, workshop sessions and policy debates. Nicole Kikoye Quenum, from the Judicial Workers Union of Benin, co-chaired the meeting with the three Vice-Chairs.

Over 50% of the members considered that there had been improvements in women's representation in decision-making over the last year, which compared very favourably to last year (when only 5 participants said this was the case). However it was also noted that this did not necessarily lead to an increase in resources to the women's committees.

Two training workshops were held on the issues of pay equity and women in decision-making.

- In the pay equity workshop, facilitated by Nachiko Noda, a set of actions to ensure that job evaluation systems do not perpetuate gender discrimination was agreed. There is a need for better understanding of job evaluation, and the different functions of job descriptions and performance evaluation. It was also felt important that male union leaders were trained in practical aspects of job evaluation. PSI needs to influence the thinking of organisations such as the World Bank and the IMF, so that the issue of the gender wage gap forms

part of their programmes. The workshop was also an opportunity to share plans and strategies for the Pay Equity Action Week in October 2005.

- The second workshop, on the PSI 50/50 campaign and affirmative action measures, was an opportunity to review progress and share strategies on reaching proportional representation or gender equality. Gender audits were regarded as a useful tool, but were not well understood in many contexts. PSI could play a useful role in providing advice and training on equality plans.

Other agenda items focused on the second phase of the project on International Migration and Women Health Workers. The project coordinator, Genevieve Gencianos, introduced the outline plan until October 2006. There was a public panel discussion to launch the PSI/UNISON book: **Who Cares?**, which consists of a set of interviews with nurses who have migrated, or are thinking of migrating. Gloria Mills from UNISON, vice-chair of the World Women's Committee for Europe, chaired the panel, which also included the book's author Kim Van Eyck, and representatives from the ILO, WHO, and IOM.

Another major focus of the work of the Committee in 2005 was young workers' issues. It was recognized that the women's com-

mittees had made an important contribution to promoting affirmative action and the general visibility of young workers' issues. Beatriz Weisenberg gave a presentation on the work of the Southern Cone young workers' network. She explained how the network had grown over the last year, had formed working alliances with the trade union centres, and had carried out training programmes.



PUBLIC SECTOR ISSUES AND ACTION

The body responsible for overseeing PSI's work on the public sector is the Public Sector Working Group (PSWG). It normally meets twice a year, and has performed several roles: monitoring progress; guiding the secretariat in its work between meetings; developing material and policy on a range of public sector issues; and overseeing the work of the Utilities Advisory Group.

Specifically, the PSWG is the reference body for supervising PSI's Quality Public Services campaign (QPS). Each year, the group prepares a proposed agenda for the annual consultation between the OECD's Public Governance Committee (PGC) and the Trade Union Advisory Committee at the OECD (TUAC). Effectively, PSI is TUAC for this Consultation. In 2005, issues dealt with at the consultation and throughout the year included e-government and the Public Governance Committee (PGC) outreach programme.

The PGC outreach programme: The OECD is actively engaged with Brazil, Russia, India, China and South Africa (BRICS); several countries in South East Europe; a number of non-OECD APEC countries; several Latin American countries (especially Argentina, Brazil and Chile); and 18 Middle-East and North-African countries – the MENA Programme. The OECD is now working with about 35 other countries in addition to its own 30. We have been interested in

influencing three programmes in which the PGC is active:

1. **China:** The PGC is helping the Chinese government to improve its administrative, regulatory, judicial and governance performance. We continuously challenge them to raise the issue of democracy and worker/union rights.
2. **MENA:** We have talked about the extent of civil society engagement in those countries where the OECD is involved. We have indicated that, once we have more details, we will approach our affiliates to seek engagement in this work.
3. It has been agreed that we will be involved in follow-up engagement on the recent regulatory reform report on Russia. They will invite Russian unions to follow-up seminars in Moscow.

WTO discussions within the PSWG in 2005 focused on preparations for PSI's involvement in the sixth Ministerial Conference in Hong Kong, reported elsewhere.

One result of discussions on public sector modernisation/reform is a paper by John Mawbey, SAMWU, South Africa. Called "*Extending public services in contexts where universal provision does not exist*", the paper is on the PSI website for public comment.

For the last 18 months, the ILO's Socio-economic Security branch (SES) has worked with PSI on a project to examine the implications of services liberalisation in a range of public services, and across a number of types of security, including employment, income, health and safety, etc. This work has two parts: a survey of a number of affiliates; and a number of commissioned papers to analyse global trends and the impacts of services liberalisation. The book containing the papers had gone to press at the time this report was being drafted, and a survey results is in the final stages of analysis.

As indicated in last year's annual report, the PSWG had been working on a publication looking at the sometimes dramatic impacts of demographic changes on services, the public sector workforce and unions. That publication, "**The coming demographic shift: an issue for PSI affiliates**", is on the PSI website. It contains guidelines for unions on how to analyse demographic shifts (aging, more women in the paid workforce, HIV-AIDS, migration, etc) and what unions can do to prepare for the kinds of changes needed ahead of time. ■

UTILITIES



WATER

Water privatisation has been seriously slowed over the past few years, and 2005 saw a continuation of this process. A number of major privatisations were also rolled back, including those in the Philippines, Argentina, Bolivia and Tanzania. Unions play a central part in this, in collaboration with community groups and NGOs. The World Bank and the regional development banks continue to impose privatisation through their country programmes. One of our most dynamic campaigns this year was in Peru, where the union FENTAP mobilised workers and communities.

We are exploring different ways of dealing with financial institutions. In the Asia-Pacific region, PSI held a number of high-level meetings with World Bank officials, which may lead to work on pro-public projects. Japanese union Jichiro is planning specific follow-up, also involving government officials. The PSI Research Unit (PSIRU) has a researcher based in the Philippines who is providing key support.

In the Americas, PSI unions have been working with networks of parliamentarians to pressure the regional banks to cease privatisation. The Argentine union SOSBA is providing assistance to unions throughout the region, including research and expertise. In

Russia, PSIRU and the ALSWU union have built a team of experts to develop the arguments to counter World Bank privatisation policies, with support from Nordic unions.

Under the Quality Public Services banner, PSI advocates policies to strengthen public water and sanitation services, as a counter to privatisation. We have successfully introduced a number of pro-public initiatives in the UN system (which includes the development banks). We were able to lobby enough governments to include pro-public and pro-worker language in negotiated text endorsed by the UN member states. We are also working in the UN Secretary General's Advisory Board on Water and Sanitation to promote pro-public policies, including public-public partnerships. In the long term we believe these initiatives will lead to positive changes which will be felt by workers in their own countries, both in their communities and at the workplace.

Our challenge now is to firmly anchor workers and their unions as agents of change, both at the workplace and at national/international levels. PSI's water campaign will collect examples of union involvement in decision-making at the shop floor level, and will seek to draw from these experiences the key aspects which can be used by other unions (as we have done with the work of municipal workers in Uganda).



ENERGY

Energy privatisation continues to be a major problem, not only for workers, but also for households and national economies. Electricity does not behave like a typical commodity - market rules simply do not apply. "Competition" has also proved extremely difficult to achieve, and attempts to impose it have led to massive job losses, increases in energy costs, and a reduction in stability for this essential public service.

PSI supports energy unions with comparative research of the impacts of privatisation, again through the PSIRU network. These reports provide tools for the unions to counter privatisation policies. Our regional offices help unions coordinate their campaigns by combining research with capacity building, strategic planning and information sharing.

These efforts are bringing a number of new unions to PSI, unions that need to develop new tools to protect their member interests. In 2005 PSI welcomed new unions from Russia and the Ukraine, among other countries.

MULTINATIONAL CORPORATIONS

PSI was one of the signatories to a global agreement on corporate social responsibility with French energy giant Electricité de France (EDF). This agreement includes numerous commitments for management to implement social and environmental policies throughout all subsidiaries, including with contractors. Many unions participated in the long negotiations, and implementation has begun.

PSI is working with the unions in the water and energy giant, RWE. This German company bought Thames Water from the UK and American Water in the USA. The American management adopted anti-union policies and blocked key organising and negotiating activities. With support from German union ver.di and UK's UNISON, PSI has been able to slow this trend. However, RWE's decision to divest all of its water operations puts this process under different dynamics, with new challenges for the unions and for PSI.

The Spanish energy corporations control about 10% of Latin America's energy systems. In cooperation with Spanish energy union El Metal, PSI organised meetings between a wide range of unions and members in these companies' operations in Latin America. This work will continue over the years and will combine research, mobilisation, political pressure and corporate strategies. ■



HEALTH



PSI has continued to expand activities on health services in 2005 in response to members' needs. The public healthcare systems established in the twentieth century, which provided health care to people free at the point of use – a key demand of trade unions – are now under serious threat. There is mounting pressure on healthcare systems to provide improved services with fewer resources. In a number of countries, particularly in the south, they have reached breaking point. The lack of both human and financial resources, often the result of the structural adjustment policies imposed by international financial institutions, and the emergence of new challenges such as HIV/AIDS, have brought health care to a crisis, and placed immense pressures on health workers.

The PSI response has been on three interconnected levels:

- Firstly, with our affiliates, providing a voice for health workers at international and national meetings as part of a strategy to challenge the major policy makers, represent the needs and interests of the workers, and propose constructive alternatives;
- Secondly, collaborating with an increasingly broad range of partners as well as our affiliates to create internationally-recognised

guidelines and authoritative materials for the improvement of the health sector workplace;

- Thirdly, planning and implementing education and training programmes with our affiliates.

Our approach has been to link PSI headquarters with regional, sub regional and national health activities, and to create and strengthen alliances at all levels from the WHO and Global Fund to Fight AIDS, TB and Malaria to NGOs that share similar concerns.

MIGRATION OF HEALTH WORKERS

The HSTF spent considerable time discussing the implications of health worker migration. This issue has enormous consequences for human resources and health systems around the world. Of major concern is the fact that workers are leaving countries where health services are already inadequately staffed. The second stage of the PSI project on migration of women health workers was reviewed and given maximum support. Other work in the area of migration was developed through the sectoral programme on health with the ILO. This has resulted in a new programme on health migration in six countries.

HIV/AIDS

Following the Executive Board's endorsement of the PSI policy and programme on HIV/AIDS in November 2004, a great deal of work has been undertaken in this important area. The main activities have been:

- Participation in a Meeting of Experts (April 2005) to agree Joint ILO/WHO Guidelines for Health Services on HIV/AIDS. The PSI delegation was the first all-women Workers Group at any ILO meeting. The guidelines have since been translated into several languages, circulated to all health affiliates and promoted at many meetings.
- Training seminars in Estonia, Thailand, Ukraine, Finland, Malawi and Zambia. HIV/AIDS activities have also been integrated into the regular PSI education programme.



A research project was started in October to map the public service response to HIV/ AIDS in Southern Africa, especially looking at action taken by government on behalf of its employees. The work will eventually lead to the appointment of a second full-time coordinator on HIV/AIDS in Southern Africa, funded by FNV Mondiaal, Netherlands.

- The first coordinator will be appointed in 2006 as part of the UNISON-funded programme.
- PSI was instrumental in raising funds from the WHO for the development of a Global Union/WHO partnership programme to assist in the achievement of universal access to treatment. Clemantine Dehwe, coordinator of the Global Unions Programme on HIV/AIDS, moved to the PSI office in July. PSI also provides the chairperson for the Programme Steering Committee, and represents the Global Unions on the World Aids Campaign. Led by PSI, the WAC and the Global Unions Programme have called for the G8 to establish a permanent working committee on HIV/AIDS in order to ensure that it carries through the commitments made in July 2005. Lobbying on this will continue in 2006, with emphasis on a strengthened union presence at key meetings such as UN-GASS, June 2006.

One of the main components of all the HIV/AIDS work has been to call for resources to be made available to strengthen health systems. In practice this means improving wages and working conditions, as well extra funding for infrastructure and materials.

HEALTH SERVICES TASK FORCE

The Health Services Task Force (HSTF) meets annually in May to guide all of this work.

The last meeting took a number of important policy decisions. These were to review the PSI's existing health policy and put a new policy statement to the Executive

Board meeting in December 2005. This included a statement on promoting Quality Health Services. The HSTF also decided to propose a strategy to develop PSI's work on nursing issues. This came out of recognition that the trade union voice of the broad family of nurses was not being heard at the international level. The Executive Board adopted these proposals.

The other key area discussed by the HSTF was a strategy for tackling the ongoing and emerging challenges faced by public health services in different parts of the world, in particular the privatisation and contracting-out of health services. The HSTF was determined to take action on this matter because of the negative impact on health workers and their patients, especially in resource-poor environments where existing inequalities in access to health care have been made worse. It also identified as priorities the need to respond to the mounting disaster of HIV/AIDS, and the issue of health worker migration, which is sometimes worsened by the effects of the epidemic.

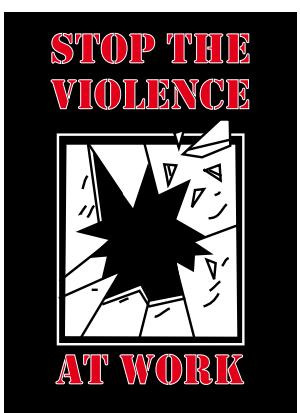
LIBERALISATION OF SERVICES

The project with the ILO Social Economic Security programme has involved the distribution of a questionnaire to affiliates with the assistance of regional and sub-regional staff. The survey was designed to analyse the impact of the liberalisation of services on the public sector workplace. The completed questionnaires have been analysed and the findings will be presented in 2006.

VIOLENCE AT WORK

The Joint ILO/WHO/ICN/PSI project to counter violence in the health workplace continued its activities throughout the year. The highlights of this work included national meetings in the Czech Republic and South Africa. In the case of the latter the Health Department of Gauteng Province, the largest in the country has mainstreamed the programme in all its health facilities.

The Joint project drafted, piloted and produced a new training manual. This, together with a CD, will be available initially in English. ■



EQUALITY, EQUITY AND DIVERSITY

PSI's work on equity and diversity has highlighted the inter-relationship between different grounds of discrimination and focused particularly on workplace issues where public sector unions can make a difference.



8 MARCH 2005 INTERNATIONAL WOMEN'S DAY

"Public services are essential for women's equality" was the message sent to Heads of State on 8 March, International Women's Day. PSI affiliated trade unions held public forums, marches and rallies in many parts of the world. Heads of State from Brazil to Bangladesh were sent a PSI postcard calling on governments to invest in public services as essential to meeting their international commitments under the 1995 Beijing Platform of Action and the Millennium Development Goals. A special supplement of PSI Women gives details of the events.

There were five new ratifications of the ILO Convention 183 on Maternity Protection during 2004 and early 2005. There are now 11 ratifications of the Convention. The number of ratifications continues to be low, although the campaign at national level has developed well, particularly in Africa and Asia Pacific. Many women's committees have carried out surveys and are seeking to include claims in their collective bargaining and to highlight the extent of discrimination against pregnant and breast-feeding women.

PSI continues to work closely with IB-FAN and WABA on the maternity protection campaign and with the ILO, particularly the Conditions of Work department.

GENDER EQUALITY

The gender equality programme of action adopted at Congress identified four main areas of action for the next five year period. This has helped PSI develop a coherent and integrated approach to equality issues.

UN COMMISSION ON THE STATUS OF WOMEN

PSI sent a delegation to the UN Commission on the Status of Women February 28 - March 11 2004 in New York. The global union delegation was the largest for 10 years, with over 50 representatives. PSI participated in various NGO panel events, including a panel entitled "Towards Gender Justice and Peace in Colombia" with participants from the CUT and CTC Colombia, moderated by Nora Win-tour, PSI Equality and Rights Officer, and ILO/ Global Union Workshop on **"Working Women's Voices"**, in which Gloria Mills participated. The global unions also addressed the plenary session on the Millennium Development Goals and the Beijing Platform of Action, asking why the Secretary General's report gave so little reference to the role of trade unions in addressing women's equality in employment.

PAY EQUITY CAMPAIGN

The momentum of the campaign has continued and activities in some countries have become increasingly more sophisticated, involving government agencies as well as public sector unions.

There have been a wide range of publications, resource materials and training programmes at national and regional level on pay equity issues. The European Gender Equality Forum, prior to the European Conference, focused on pay equity, linking the under-valuing of women's work with the feminisation of migration and the increasing phenomenon of trafficking. There were 120 participants from 35 countries at the forum.

There was a regional training programme for the Asia Pacific staff in April 2005 to build PSI's capacity to provide training and advocacy on pay equity issues. PSI sponsored a global unions training programme on pay equity for the Latin American region, held in Montevideo, during pay equity action week. There was also a tripartite forum during which the Gender Pay Equity CD Rom was officially launched.

The 2nd Pay Equity Action Week 3-7 October 2005 focused on low pay, unequal pay and the under-valuation of women's work. There is increasing interest in the issue of job evaluation free of gender bias, particularly as a consequence of different initiatives to reform the civil service, a process which is often used as an opportunity to reduce workforce size.

INTERNATIONAL MIGRATION AND WOMEN WORKERS IN THE HEALTH SECTOR PROJECT

The second phase of this project began in April 2005. The second phase will run until October 2006, and is funded by ABVAKABO, FNV Mondiaal, UNISON and the PSI. The project coordinator is based at PSI headquarters in Ferney Voltaire, and there are 16 national coordinators appointed from the participating unions. These countries are Barbados, Trinidad and Tobago, Chile, Ecuador, Ghana, Kenya, South Africa, Fiji, Philippines, Sri Lanka, Netherlands, United Kingdom, Spain, Japan, Canada and the USA.

An International Coordination Meeting was held on 7-9 July in Amsterdam with the project coordinator, the national coordinators, and members of the project advisory group, to plan and develop implementation. Three project partnership meetings followed with the national coordinators from the sending and receiving countries. The first was held in Kenya on 19-21 September; the second in the Philippines on 24-28 October; and the third in Barbados on 14-16 November. The objectives of these meetings were to explore areas of bilateral cooperation, undertake joint campaign and awareness-raising activities, and develop a pre-decision kit for migrant health care workers.

During the partnership meetings, project partners also organised forums on the impact of migration in the health sector. They conducted visits to the public hospitals and poly-

clinics in order to gain a better insight on the state of public health services and the situation of healthcare workers in the developing countries. They held meetings with officials from the ministries of health and labour, informing them of the project and highlighting the importance of ethical recruitment and adequately-funded public health services.

The project partners launched a campaign week on December 10-18, calling for the ethical recruitment of healthcare workers. Under the slogan "**Health Care Workers Are Not For Sale!**" participating unions and affiliates in the health sector organised events during the week, also marking December 10 (International Human Rights Day) and December 18 (International Migrants Day).



GIVING YOUNG WORKERS A VOICE IN TRADE UNIONS

Giving young workers a voice in unions is increasingly a priority for PSI. By the next Congress we want to have more young people involved in the activities of PSI.

There has been a steady and rewarding increase in young workers' training programmes and the participation of young people in PSI-sponsored events as a result of various affirmative action initiatives. There have been young workers' training programmes in Oceania, the Southern Cone, the Caribbean, in Europe and the Arab countries. Some young workers' networks have been established, notably in Europe, the Southern Cone and the Caribbean.

The Inter-American Regional Conference held a gender-balanced young workers workshop prior to the Conference, which

"We must find ways to make sure young workers have a real influence in the work trade unions are doing".

*Hans Engelberts,
PSI General
Secretary, told the
World Women's
Committee in May
2005.*



subsequently adopted a resolution on young workers. A group from the Southern Cone were able to attend the World Social Forum in Porto Alegre in January 2005. A series of short mentorship training programmes have been carried out with success in South East Asia. There was also a meeting of the European network, CONNECT, prior to the European regional conference.

The PSI World Women's Committee has been active in encouraging PSI and its affiliates to develop policies and programmes for young workers, with a particular focus on gender issues. PSI Women continues its regular page on young women workers.

PSI had an intern working for the Equality and Rights Department for six weeks during June and July 2005. She was able to cover the ILO Conference general discussion on young workers for the PSI and participated fully in the drafting of workers 'group recommendations, which included references to the role of public services. Together with the department's programme assistant, she coordinated the production of a booklet, entitled "**Giving Young Workers a Voice in Trade Unions!**" The booklet provides a series of case studies and ideas on how to recruit and involve young workers in trade unions. The Equality pages on the PSI website have been up-dated and include a young workers page with news and information.

DISABLED WORKERS

In 2005 PSI updated its website and created new equal opportunities pages including a disabled workers page. The website page offers news and updates on international work and national surveys of interest to disabled workers and provides a list of resources and publications.



PSI continues its membership of GLAD-NET, the disability forum. On International Disabled Persons Day on 3rd December, PSI called on affiliates to take action for social justice and quality public services by putting pressure on employers to recruit more disabled workers and make the necessary adjustments to ensure access to workplace and public services for workers and users with disability.

SEXUAL DIVERSITY FORUM



PSI is establishing a sexual diversity forum, together with Education International, and has set out a joint plan of action for a two-year period. This includes hosting a joint web-site, participating in various international forums and establishing joint capacity-building and awareness training programmes at national level. PSI sponsored two delegates to attend the UNISON Conference of Lesbian, Gay, Bisexual and Trans-gendered (LGBT) workers in November 2005, and a number of follow-up activities are planned. PSI continues to work closely with the International Lesbian and Gay Association (ILGA) on issues related to discrimination at the workplace.

INFORMAL ECONOMY WORKERS

PSI and StreetNet International, the organisation promoting the rights of market and street vendors, are cooperating together in some countries to develop working alliances between municipal workers' unions and informal economy workers. Within this framework, a two-day conference was held in Sao Paolo on 9-10 November 2005. The PSI-affiliated Sao Paulo Trade Union of Municipal Services, CUT Sao Paulo Region, the Confederation of Commercial and Service Workers, and the Trade Union of Informal Economy Workers of Sao Paolo all attended. The meeting was an important step in strengthening cooperation, and it was agreed to establish a working group to study the issues further. ■

WINNING WORKERS' RIGHTS

Freedom of association and collective bargaining are the fundamental basis of all work to promote quality public services. This programme of action comprises three main elements:

- Campaigning to defend workers' rights;
- Effectively using the ILO supervisory mechanisms;
- Campaigning for multilateral organisations to link respect for fundamental workers' rights to trade agreements.

MISSION TO PALESTINE

On 13-17 February, a PSI delegation visited Palestine and Israel. The mission called for action over the occupation of Palestine lands, to increase the Palestinians' mobility and economic opportunities and at the same time, to take measures to increase security from violence. The delegation visited Nablus, Ramalla, and Gaza and in Israel was able to visit a number of workplaces where Palestinians and Israelis worked together.

COLOMBIA

At the June 2005 ILO Conference, PSI convened a global union meeting on Colombia together with the ICFTU and WCL to coordinate actions in relation to Colombia.

It was agreed to send a tripartite high-level delegation to Colombia to review the implementation of ILO Convention 87 on collective bargaining in law and practice. PSI worked with the public sector trade unions in Colombia to prepare a written submission to the delegation. The mission took place on October 24-29 2005 but will only officially report in 2006. On International Human Rights Day, 10th December 2005, PSI affiliates organised a forum on human rights, and published a statement in the main newspaper in Colombia, *El Tiempo*.

TRAINING

PSI continues its partnership with the ILO Freedom of Association Branch and ILO AC TRAV to provide training on the supervisory mechanisms to the PSI regional staff. We also produced a comparative guide on the free-

dom of association and collective bargaining rights of civil service trade unions, designed as a reference in countries where these rights are denied. This is available on the PSI website.

SOLIDARITY

During 2005, protest letters and messages of support were sent from the Secretariat to 30 countries and many more were sent from regional or sub-regional offices. Urgent action appeals were circulated in cases concerning Colombia, Korea and Nepal. The response rate from affiliates has increased.

MISSION TO KENYA

The Union of Kenyan Civil Servants was officially recognised after having been banned for a long period. After failing to reach agreement over wage increases, particularly for the lowest grades, which are seriously underpaid, the union took industrial action in early June 2005. The government reacted very strongly, dismissing over 1,800 workers and withdrawing the right to check-off facilities. PSI held a mission to Kenya in August 2005 to meet with the Ministry of Labour and others. There is now an agreement in principle to reinstate the workers with full back pay.



ILO SUPERVISORY MECHANISMS

PSI provides advisory services to affiliates and other unions wishing to submit cases to the Committee on Freedom of Association. A chart showing the status of the on-going cases is available on the PSI website pages on winning workers rights. PSI also submits cases to the ILO Committee of Experts, has called for the direct intervention of the ILO or requested technical comments from the ILO.

ILO Conference 2005: PSI was able to address trade union rights concerns with the Ministers of Labour of the governments of Mozambique and Kenya during the conference. PSI also raised issues concerning the rights to strike in the public sector in Brazil, withdrawal of recognition rights of an affiliate in Zambia, and issues of trade union rights violations in Algeria. ■

UNION DEVELOPMENT AND INTERNATIONAL SOLIDARITY

PSI projects integrate the main elements of the Programme of Action including:

- **Capacity building:** strategic planning, leadership development, economic literacy, training of trainers/negotiators, gender awareness, recruitment of young workers, participatory research, materials development, exchange visits, participation of trainers from other affiliates.
- **Organisational development:** recruitment, organising, the use of ICT equipment, financial management, democratising decision-making and policy development, gender mainstreaming, education strategies, establishing occupational health and safety committees, mergers, setting up national federations.

Gender equality and equity issues are integrated into all projects. Global PSI campaigns are also incorporated to ensure the link between training and campaigning, and to ensure a proactive approach to union development.

Sectoral issues are included in most sub-regional and some national projects. There are some sector-specific projects.

Trade union and human rights are part of many training curricula, and some projects set up networks among affiliates to identify violations of rights.

Regional trade agreements and interna-

tional financial institutions are dealt with in a few projects and the topics are included in education activities.

At its November meeting the PSI Executive Board (EB) adopted a recommendation that the Secretariat continue to integrate the Programme of Action priorities, funded by PSI's traditional sponsors; seek further funding from other organisations; and develop a set of criteria for selecting other funding organisations for EB approval.

PROJECTS IN DEVELOPMENT

India — Trade union rights.

Andean Region — Water sector project; Young workers.

Brazil — Equal opportunities.

Mexico — Union development.

South East Europe — Quality public health services.

Caribbean — Young workers.

Southern Cone — Health sector reform.

Global

- Pay equity campaign evaluation.
- Project to strengthen union influence on World Bank water projects.
- Quality Public Services research and capacity-building.
- Public sector unions anti-corruption project.

SPONSOR CONTRIBUTIONS IN 2005

| | |
|--|-----|
| ■ FNV Mondiaal, Netherlands | 46% |
| ■ Trade Union Solidarity Centre, Finland (SASK) | 14% |
| ■ Swedish Council of International Trade Union Cooperation (LOTCO) | 14% |
| ■ Abva-Kabo (Netherlands PSI affiliate) | 7% |
| ■ IMPACT (Ireland PSI affiliate) | 6% |
| ■ Danish Trade Union Council for Int. Development Cooperation (LOFTF) | 3% |
| ■ Friedrich Ebert Stiftung, Germany (FES) | 2% |
| ■ Comisiones Obreras, Spain | 2% |
| ■ LO-Norway | 2% |
| ■ ILO Workers' Activities Branch (ACTRAV) | |
| + Nordic Federation of Municipal Workers' Unions (KNS), co-funding with SASK | |
| + American Centre for International Labour Solidarity (ACILS) | |
| + UNISON (UK PSI affiliate) | 5% |

| Budget Distribution in 2005 | | |
|-------------------------------------|--------------------|-----|
| Africa and Arab countries | 1,117,000 | 35% |
| Inter-Americas | 1,095,000 | 35% |
| Asia-Pacific | 584,000 | 18% |
| Europe | 232,000 | 7% |
| Global | 163,000 | 5% |
| Total projects | € 3,191,000 | |
| Total project budget volume in 2004 | € 2,124,278 | |

For more on PSI projects see:
www.world-psi.org/projects

NEW ACTIVITIES IN 2005

Africa and Arab countries

- HIV/AIDS preparatory phase in Southern Africa.
- Zimbabwe: shop stewards training and project planning.
- Cameroon: strategic planning for new federation of health unions.
- Palestine: education for union elections.

Asia Pacific

- Gender equality project in the health sector in South Asia and South East Asia.
- Capacity-building and campaigns against privatisation of utilities in Indonesia.

Inter Americas

- Electricity sector project supported by Spanish CCOO Metal Workers Union, aimed at establishing union networks for Spanish multinationals operating in Latin America.
- Development of website on human and trade union rights in Colombia.
- Planning workshops for a project on equity and diversity in Brazil, focusing on three issues: LGBT workers, young workers and racism.
- Gender training projects in Central America and Caribbean.

Central and Eastern Europe

- Quality Public Services campaign for Serbian affiliates.
- Utilities conference and research in Russia.

Global

- Project on women and international migration in the health sector.



Tanzanian affiliates planning their project

RELATIONS WITH FUNDING ORGANISATIONS

Christine Roos and Jenny Luck, PSI head office staff participated in the annual meeting of the global union federation (GUF) education officers and the Nordic-Dutch funding organisations to review project cooperation. Ongoing liaison meetings were held with all sponsors.

Sub-regional Secretary Khadija Mohamed attended the annual project review with LO/TCO Council in Stockholm, and visited Kommunal branches to talk about East Africa activities. A special meeting was organised by PSI in Helsinki in May with the three sponsors of the Southern African union development project to review its implementation. ■



AFRICA AND ARAB COUNTRIES

The region is in a desperate situation, politically, socially and economically. Conflicts in Cote d'Ivoire and Sudan have been continuing for more than three years, and there seems to be very little hope that things will improve, despite regional and international efforts to mediate.

ARAB COUNTRIES

Lebanon — The assassination of the former Prime Minister of Lebanon hastened the departure of Syrian troops which had been stationed in Beirut for decades. Free elections finally took place in the country.

Palestine — A delegation of 7 persons, including General Secretary Hans Engelberts, was finally able to go on a mission to Palestine from 13 to 17 February. The delegation had fruitful talks with affiliates, the Palestinian Public Service Federation, the Palestinian Trade Union Confederation, and the Ministry of Labour. Delegates also met Israeli affiliates and representatives of the Histadrut Trade Union Federation. The union movements in the two countries were strongly encouraged to start working with one another again. Sister Annan Qadri contributed to ensure the success of this mission.



Annan Qadri

ENGLISH-SPEAKING AFRICA

The Sub-regional Advisory Committee meeting for English-speaking Africa (East and West Africa) took place in Abuja in February, and gave General Secretary Hans Engelberts an opportunity to speak with Nigerian affiliates.

In order to promote cooperation with Education International (EI) on the ground, a consultant was commissioned to evaluate and propose strategies that will lead to a new approach. The two General Secretaries visited the PSI and EI regional office in Lome, Togo, from 17 to 21 October to assess what could be done to improve the way the two organisations work together in the region.

FRENCH-SPEAKING AFRICA

Cote d'Ivoire — The country has been more or less ungovernable since 2002. A military coup was followed by a rebellion, a pro-government militia, and the splitting of the country into two. In spite of agreements and attempts by mediators to find a solution, there seems to be no way to reconcile the political class and the populations of the north and south. All this has triggered an economic slump which is affecting the whole of West Africa. Two PSI missions went to Abidjan in order to provide support for our affiliates and to reorganise the coordination.

Central African Republic (CAR) — In spite of elections for a new President and attempts to get the political, administrative and economic apparatus back on track, the situation has not improved. Workers have still not been paid, and are now owed over 36 months in back pay. PSI is providing financial support to its affiliates.

Southern Africa — PSI employed Thembi Mngomezulu to replace Des East in November. An external assessment of PSI's activities in the sub-region produced a pertinent analysis and recommendations which will help PSI to relaunch its activities on a sound basis.



Teko Kpodar, PSI African Regional Secretary, and Thembi Mngomezulu

THE PSI/ACTION AID INTERNATIONAL ALLIANCE IN AFRICA

Meetings took place between the PSI Regional Secretary and Action Aid International in Johannesburg during the month of August last year. The two organisation will establish a partnership in order to strengthen the mobilisation of trade unions and workers in Africa, and to organise campaigns in the areas of training, health, good governance, transparency, etc. A framework agreement will be drawn up by the two organisations before the end of the year. ■

The Regional Executive Committee for Africa and the Arab Countries met on 4 to 6 April in Johannesburg, following the SUBRAC meetings of the four sub-regions. Other meetings are set out below.

| Meeting | Date | Place |
|---|-------------------------|----------------------------|
| Sub-regional advisory committee for French-speaking Africa | 10 – 12 January | Lomé, Togo |
| Sub-regional advisory committee for English-speaking Africa | 31 January – 2 February | Abuja, Nigeria |
| Sub-regional advisory committee for Arab countries | 7 – 9 March | Lebanon |
| Sub-regional advisory committee for southern Africa | 14 – 16 March | Johannesburg, South Africa |

ASIA-PACIFIC

The year opened disastrously, following the tsunami on 26 December 2004. PSI affiliates in Indonesia, Sri Lanka, India and Thailand all started humanitarian aid activities. PSI HQs. supported these by setting up a solidarity fund and calling for donations from affiliates all over the world. Throughout 2005 PSI donated food, water, emergency tents, utensils, clothing, motor-bikes, books and stationery for children. A housing project based on a revolving loan scheme was also established.

A massive earthquake hit north-west Pakistan and parts of Kashmir on 8 October 2005. PSI affiliates are providing support and PSI called on affiliates to make relief donations through the solidarity fund.

PSI FORUM ON WTO AND SOLIDARITY MISSION

The WTO Ministerial Conference was held on 13-18 December 2005 in Hong Kong. Prior to the Conference, the Asia-Pacific Regional Organisation held an open forum on the WTO. Participants adopted a "PSI Hong Kong Statement", and demanded that the WTO and its member governments remove

public services from GATS negotiations, and stop pressurising developing countries to adopt market liberalisation and privatisation policies in their public services.

Fourteen anti-WTO demonstrators, including the president of KPSU (PSI Korean affiliate), were arrested during the rally on 17 December 2005, following excessive behaviour by the Hong Kong police. After twelve of these detainees started a hunger strike, global unions organised a solidarity mission to Hong Kong. Katsuhiko Sato, PSI's Asia-Pacific regional secretary, joined the mission.

Eleven of the detainees were released on 11 January, and the other three were allowed to leave Hong Kong on bail.



MISSION TO CAMBODIA



Katsuhiko Sato and Katherine Loh

PSI as yet has no affiliate in Cambodia. Katsuhiko Sato and Katherine Loh (Sub-regional Secretary for South East Asia) visited the country on August 10-12 as part of an investigative study. They met leaders of the Free Trade Union of Workers of the Kingdom of Cambodia (FTUWKC), Cambodia's Independent Civil-Servants Association (CICA), and the Cambodian Independent Teachers' Association (CITA).

TRADE UNION RIGHTS

Nepal — In Nepal, the government of King Gyanendra amended the Civil Service Act, and a notice in the official gazette confirmed that all types of civil servants' organisations were summarily deregistered. Unions responded by filing an appeal to the Supreme Court of Nepal, claiming that this violated fundamental Constitutional rights. At the same time, there were well-supported rallies and public protests against the government's actions.

Nepal, 1st May 2005



Australia — In Australia unions campaigned against the new Labour Relations Bill, which included:

- Removing protection from unfair dismissal for all workers in workplaces employing less than 100 workers
- Pushing workers on to individual employment contracts
- Heavy restrictions on trade union activities, including the right to talk with workers in the workplace
- Imposing extremely narrow limits on the matters which can be the subject of collective bargaining
- Provisions allowing government to stop industrial action if it decides that action is detrimental to the economy.

DIALOGUE WITH THE ASIAN DEVELOPMENT BANK

PSI's Asia-Pacific Regional Organisation held a meeting with the Asian Development Bank (ADB) on 14 September, at the head office in Manila. PSI representatives emphasised the importance of core labour standards and trade union rights and trade union participation in ADB projects. The representatives also opposed privatisation, while promoting quality public services and public-public partnerships (PuPs). They sought regular PSI-ADB meetings; a PSI delegation at ADB Annual Meeting; a labour desk in the ADB; and a joint PSI-ADB study. The bank consented to the regular meetings and a delegation at the ADB Annual Meeting, but were not positive to the other two proposals.

REFORM OF THE ASIA-PACIFIC FUND

The revised Asia-Pacific Fund Constitution was approved and the expansion of the compulsory donation to all affiliated unions in the region was agreed. ■



Project Partnership Meeting in the Philippines, October 2005

INTER-AMERICAS

The PSI Inter-American Regional Executive Committee adopted five strategic goals for the coming years, affirming the organisation's commitment to quality public services; diversity; gender equity and respect for labour rights.

These stemmed from the action points adopted at PSI-America's 9th Regional Conference, held in Rio de Janeiro in November 2004.

CAMPAIGN FOR QUALITY PUBLIC SERVICES

PSI Inter-Americas is committed to building quality public services, based on respect for the highest possible social and labour standards. Employment rights, job training, trade union rights, human rights, gender equality and adequate financing must all be included.

PSI affiliate unions in Canada and Brazil were active in the Global Call to Action against Poverty. In Canada the initiative was known as the **"Make Poverty History Campaign"**, and unions succeeded in making support for quality public services a key demand of this coalition effort. The GCAP, symbolized by the wearing of white armbands, called for global action for debt relief to the poorest countries, increased development aid, and justice in the world trade system.

At a November PSI Regional Conference of health care unions in Mar del Plata, Argentina, 80 participants from 17 countries developed strategies for the PSI campaign for migrant health workers, and marched for quality health services at the Peoples Summit of the Americas.

Affiliates in the Caribbean also established a quality public services campaign committee.

PUBLIC SECTOR WORKERS & THEIR WORK

As part of PSI's focus on sectoral work, PSI Inter-Americas electronic networks of water and energy unions, central administration, municipal services and health care unions have been activated. Contact psi.americas@verizon.net for more information.

PSI Inter-Americas helped Peruvian affil-

iate union FENTAP to form a coalition made up of the water workers' union, ex-Directors of the water utility in Chiclayo, and community organisations to oppose the privatisation of the utility.

PSI Inter-Americas has been recognised as a leading critic of the Free Trade Area of the Americas and the WTO impacts on public services. Affiliate unions in the U.S. and Central America resisted the negotiations for a Central American Free Trade Agreement, CAFTA, between the U.S. and five Central American countries that will undermine workers' rights in all of these nations. PSI produced a video titled: PSI, quality public services and CAFTA.

EQUALITY, EQUITY AND DIVERSITY – INTEGRATING WOMEN & YOUTH INTO UNIONS

PSI Women's Committees are active in each sub-region in support of gender equality and to ensure women's participation at all levels. Gender equality is an integral part of all activities organised by PSI Inter-Americas. The Andean Women's Training Project was extended for another three years and in this phase aims to strengthen self-sustaining, active women's committees in each affiliate union, and to launch a pilot program in mentoring young women workers.

As part of the global pay equity campaign, PSI Inter-Americas provided training for affiliates in Trinidad & Tobago, Colombia, and Brazil in developing non-discriminatory job evaluation systems for public employees, and funded participatory research in Brazil and the Andean region on measuring pay inequality. We also hosted a workshop in Uruguay for the global unions on how to conduct job evaluations free from gender bias.

WINNING WORKERS' RIGHTS

PSI Inter-Americas is leading campaigns for workers rights – some of these with other global union federations, the ICFTU-ORIT, and NGOs.

Colombia — In 2005, over 60 unionists were assassinated by paramilitary forces.





Most of these unionists were public sector workers. At the initiative of unions in Europe, a delegation of Colombian union representatives travelled around Europe to describe the situation in their home country, and sought to influence the outcome of the annual ILO conference. As a result, we saw some progress at the ILO: the conference agreed to send a tripartite delegation to Colombia to review core worker rights. PSI affiliates in Colombia presented a report to the ILO delegation in October on trade union rights violations in the public sector.

Brazil — PSI provided technical support to a campaign by public employees for the right to strike and collective bargaining.

Chile — PSI campaigned for the right to collective bargaining and improved maternity protection.

Barbados, Ecuador, Canada, United States — PSI campaigned to protect the rights of migrant health workers, and to build union partnerships.

UNION DEVELOPMENT AND INTERNATIONAL SOLIDARITY

PSI Inter-Americas, working with PSI's union development team, continued to provide support to affiliates and potential affiliates in their organising and education activities. This included information and training courses for affiliates, funded by grants from solidarity support organisations such as FNV Netherlands, SASK Finland, FES Germany, LO/TCO Sweden and the Solidarity Center USA.

In 2005 we launched a new training program sponsored by CCOO Spain to train workers in Latin American subsidiaries of the Spanish energy companies, and to consolidate union networks in each company. With the support of SASK Finland, Colombian affiliates launched a website on human and trade union rights violations and trained human rights advocates in each union on how to utilise the web site to mobilize popular support. ■

EUROPE

TOWARDS A SINGLE FEDERATION OF EUROPEAN PUBLIC SERVICES UNIONS

A PSI-EPSU working group has started preparing for the integration of the European Federation of Public Service Unions (EPSU) and PSI Europe, in order to create a pan-European synergy which will allow more effective work towards common objectives. The political reasons for having one organisation are obvious: EU policies increasingly influence Western and Eastern Europe; neo-liberal policies attack unions everywhere; closer links are needed between EU and neighbouring countries. The geographical scope of the future organisation, its structures, membership policy, and funding, as well as the specific remit that each organisation retains, will be determined during future discussions which will be ongoing until the next PSI World Congress.

CLOSE THE GAP!

The European Regional Conference in September in Geneva was one of the highlights for PSI in 2005. It made an important contribution to bridging the gap between East and West, between public sector workers in 47 countries across Europe.

The issues PSI affiliates are confronting are the same in Eastern and Western Europe. Cuts in public financing, problems resulting from restructuring and reform, privatisation, and disengagement of the state are furthering the goals of multinational and transnational enterprises. On the one hand, more profit for less people, and on the other hand, denial of rights, lack of resources, corruption and inequality. Neoliberal policies have to be countered in the countries where they are implemented faster, and more radically, than in the richer democratic countries with free media and strong unions. Western unions

that support capacity building for their sister unions in the East are also defending the interests of their own members. PSI Europe defends equal access to public services, based on accountability, sustainability and solidarity. Our affiliates demand quality services delivered under quality working conditions.

A framework of action was developed, and this sets out the political goals and how to achieve them. It also emphasises equality, equity and diversity in order to foster the issues of women, young people and minorities. The workshop conclusions on global players and social dumping, social dialogue and collective bargaining and bridging the gap underlined the necessity and the will of PSI affiliates to work together, making these unions stronger in both East and West. The workshop recommendations are available in all conference languages on the PSI website under "Meetings".

NEW PARTNERSHIPS

LO/TCO, Kommunal and SKTF (Sweden), AbvaKabo-FNV (Netherlands), and IMPACT (Ireland) were among the Western European affiliates who contributed to PSI's political objectives by financing or co-financing major campaigns and/or long-term projects aimed at Quality Public Services, especially in relation to the health sector, equal opportunities, recruitment of young workers, and strategic leadership training.

YOUNG DELEGATES BECOME VISIBLE

Thirty young delegates from Eastern and Western Europe met prior to the European Regional Conference to enhance young unionists' networking across Europe. Lively workshop discussions on how unions should tackle HIV/AIDS and youth unemployment led to recommendations for action. The young delegates raised their voice, presenting their recommendations to the conference and got them adopted!

More on
[www.world-psi.org/
 connect](http://www.world-psi.org/connect)



ONGOING CONSTITUTIONAL ACTIVITIES AND PROJECTS

The European Executive Committee, the Women's Committee and the Eastern European sub-regional meetings continued their project work, focusing on membership policy, gender equality and youth issues, and on European input into the new PSI sectoral networks.

Many capacity-building projects were carried out in Eastern Europe:

- Health activities concentrated on public sector reform, quality public health services and its impact on workers, as well as on HIV/AIDS prevention at the work place;
- Utilities activities in Southeast Europe dealt with the EU Energy Treaty, which aims to implement EU standards without the social dimension. Common trade union strategies, especially the coordination of collective bargaining policies, were at the centre of the debates.

A major energy and water utilities conference took place in Moscow to examine government, employers and development bank policies. The conference assisted unions in planning for the relationship with the EU and the Common European Economic Space.

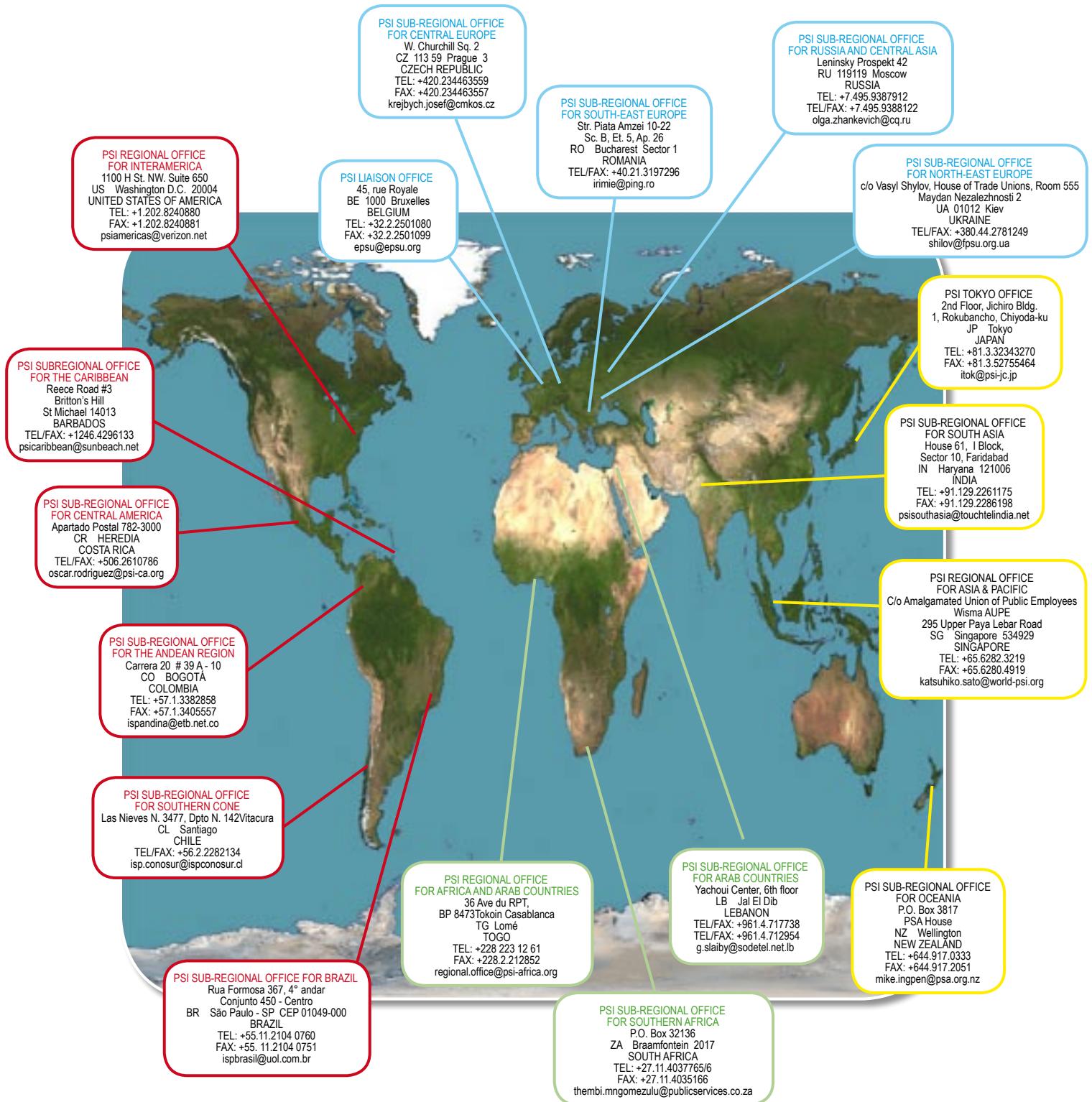
In our Quality Public Services conference in Ankara, Turkey, public administration workers identified the joint interests of all public services unions in public sector reforms, and exchanged campaigning experiences. Transformation of municipal services and collective bargaining, as well as ILO conventions, was another essential focus.

Concerns such as discrimination, pay equity and migration were mainstreamed into equal opportunities, youth and women's activities.

The European Youth Forum, which develops and implements its own training and capacity-building initiatives, offered training of young trade union leaders. Recruitment was at the centre of these activities.

Human and trade union rights were given a special emphasis in Belarus, Turkey, Ukraine, Kazakhstan and Georgia. ■





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