



Public Services International  
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# Annual Report 2006



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# THE QUALITY PUBLIC SERVICES CAMPAIGN

**D**uring 2006, PSI developed its quality public services campaign, seeking to strengthen public understanding of the link between access to quality public services and the eradication of poverty through the achievement of the Millennium Development Goals.

In addition to working within the Global Campaign Against Poverty (GCAP), PSI has supported national campaigns to oppose privatisation and promote quality public services. In many countries, international financial institutions (especially the World Bank and the IMF) have made loans and debt relief conditional on the privatisation of public services. The WTO's General Agreement on Trade in Services also increases pressure to privatise. These policies deny governments and citizens the chance to invest in building and retaining public services and, on the contrary, 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 of both the intergovernmental bodies themselves and of civil society.

Quality public services campaigns begin with the struggle for the right to organise. In many countries, union development projects are building the capacity of unions to promote workers' rights at the workplace and to engage the government in public sector reform discussions.

In Latin America, the quality public services campaign has acted as a banner to defend working conditions and trade union rights and to oppose deregulation and out-

sourcing in the context of the struggle against free trade agreements. The concept of quality public services has been integrated into the campaign activities which are part of the education and organising project for women activists of public sector unions in the Andean region. In Africa, the Health Services Workers Union in Ghana is now invited as a key stakeholder in health sector restructuring and has become involved in the job evaluation process. In Tanzania, the PSI affiliates are included in public sector reform discussions. In Asia-Pacific, the focus is on opposing private

sector interventions in public services, such as "public-private partnerships".

Sharing knowledge, information and experience helps unions to respond more effectively to these global trends. To this end, PSI has built a resource bank on its website ([www.world-psi.org/bank](http://www.world-psi.org/bank)).

In 2006, the campaign's focus also included a positive alternative, known as the General Agreement on Public Services (GAPS), for which PSI has worked in partnership with Public World, One

World Action and Consumers International. In 2006, the European Federation of Public Service Unions (EPSU), WaterAid and the International Transport Workers Federation joined the campaign. The proposed agreement will specify the right to quality public services and the responsibility of governments to ensure that services are provided. Discussions on the legal format of the proposed agreement also took place with a view to requesting endorsements from unions, governments, NGOs and possibly employers.

**Hans Engelberts,**  
General Secretary

## QUALITY PUBLIC SERVICES FOR ALL!

The new phase of the quality public services campaign will be launched at the Centennial Congress of the PSI on 24-28 September 2007 and the GAPS agreement at a founding conference in late 2007.





# PSI GOVERNING BODIES

## STEERING COMMITTEE

The Steering Committee (2-3 May) had a full agenda, focusing on the leadership transition, membership and affiliation and the proposed formation of a Global Union Council as part of the merger process between the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL).

The Steering Committee also discussed the formation of the Global Alliance, which is an initiative designed to spearhead organising across borders in key multinationals. It was agreed to discuss further the issue of multinationals during the Executive Board.

The proposal for a conference on the future of public services in Iraq was endorsed by the Steering Committee, and it was agreed to review the situation later in the year. There was also a discussion on financing PSI in the future and on the most equitable methods to establish fee structures.

## EXECUTIVE BOARD

The main focus of the discussions of the Executive Board (8-10 November) was on the revised Global Policy and Strategic Objectives 2008-2012, preparations for Congress and the role of multinational enterprises (MNEs) and other non-State providers of public services.

The Board welcomed two detailed presentations on the evaluation of the quality public services campaign and the pay equity campaign. The Executive Board endorsed the key findings and recommendations and the Secretariat was requested to draw up new proposals based on these recommendations.

Workshops on multinational enterprises (MNEs) were held to determine appropriate courses of action. A number of unions voiced the need to resist privatisation and reaffirmed the importance of continuing to defend members' rights and interests under private management. It was recommended that PSI identify a few key MNEs in order to facilitate negotiations, including signing framework agreements and cooperating with other Global Union Federations, as needed. It was also agreed that these MNEs should be requested to respect their public service obligations, including accessibility, affordability and accountability.

The Board also heard reports on the current situation concerning trade union rights in a number of countries, including Algeria, Palestine, Zimbabwe, Colombia and Korea. It was agreed to launch a humanitarian appeal for public sector workers in Palestine who had not received salaries for a number of months as a result of the suspension of assistance by the USA and the EU to the Palestine Authority. Given the political and security situation in Iraq, it was agreed to postpone the proposed conference until 2007.

The Executive Board also endorsed the proposals for innovative working methods at the 2007 Congress, moving away from a plenary discussion of a series of resolutions, to provide more time for workshops and self-organised events. It is hoped that this approach will increase the participation of delegates in the Congress, encourage knowledge sharing and exchange of best practices.

The meeting approved the draft of the Global Policy and Strategic Objectives 2008-2012 to be put to the 2007 Congress. The draft had been the subject of intense discussions throughout PSI in 2006, at regional and sub-regional meetings, in various constitutional bodies, such as the PSI World Women's Committee and in bodies such as the Public Sector Steering Group and the Health Services Task Force. It was subsequently redrafted and the Executive Board commended the new strategic approach. It was sent to all affiliates in December 2006.

The Executive Board reviewed some proposed constitutional changes, which could have implications for the size and periodicity of the Executive Board meetings. These proposals will be further discussed in 2007.

The Executive Board also adopted a PSI funding strategy for new externally-funded projects, reviewed the 5-year financial plan and made a number of recommendations to ensure that it was a realistic and practical planning tool.

## TRANSITION COMMITTEE

This Committee was established in 2005 in order to guide the Secretariat as it planned for the retirement of its three senior officers: the Deputy General Secretary, Alan Leather, who retired in September 2006, the General Secretary, Hans Engelberts, who will stand

down at the next Congress in September 2007 and the Assistant General Secretary, Mike Waghorne, who will retire in October 2007. The Committee met for the second and last time on 7-8 February and interviewed six candidates for the post of Deputy General Secretary. Nora Wintour, former Equality and Rights Officer at the PSI Secretariat, was appointed and she took up her new position in September, following the retirement of Alan Leather.

## STANDING ORDERS COMMITTEE

This Committee met twice during the year, on 23-24 February and 14-15 September. The September meeting took place in Vienna, to allow Committee members to view the Congress premises and meet the Austrian team which is working hard to prepare the Congress. The September meeting adopted a draft programme and proposal for the pre-Congress meetings, which will include a meeting of young workers and the 2nd PSI/EI International Sexual Diversity Forum.

## WORLD WOMEN'S COMMITTEE

An enthusiastic meeting of the World Women's Committee was held on 18-19 May. The Committee reaffirmed the central role of gender equality in all PSI's work and the need to strengthen the linkages between gender equality and the quality public services campaign. In her report to the Committee, Nora Wintour, the Equality and Rights Officer, stated that public sector trade unions can both strengthen their own legitimacy and profile with governments, employers and civil society by engaging in the development debate and by focusing on the role of public services and trade unions as agents of gender equality.

It was agreed to recommend gender parity in the invited speakers at Congress, a briefing session for new delegates, both men and women, and a panel session during the plenary on achieving pay equity, among other issues. It was also agreed to request that a washing line be displayed somewhere in the Congress building with the pay gap in different countries pegged up and to hold a pay equity sponsored walk around the Congress building.

The Committee noted that while the statistical base for measuring women's participation in decision-making in affiliates was

still not complete, in a number of sub-regions there had been major advances. The Secretariat now estimates that 15% of its affiliated organisations have women presidents and 14% have women general secretaries.

One workshop was held on the theme of women, water and trade. Mike Waghorne, PSI Assistant General Secretary, and Maria Rosaria Iorio, Coordinator of the International Gender and Trade Network in Geneva, facilitated the workshop. The debate centred on the privatisation of water companies and whether water should be considered a human right and a public good or a commodity to be traded by private companies. It was agreed that access to water is particularly relevant to women because they are primarily responsible for fetching and carrying water for household use. It was also noted that water is particularly a poverty-related issue and that the poor can often pay up to 30% more than the privileged for water.

A second workshop was held on the theme of young workers in order to share examples of recruiting young workers and what examples can be learnt from affirmative action programmes for women.

Other agenda items included a discussion on the situation of women trade unionists in Iraq. Sue Rogers from NASUWT, the UK Iraq Solidarity Committee, who had recently returned from Iraq, gave a presentation. There was a discussion on solidarity actions. It was agreed to offer political support to Iraqi trade unions in their campaign to repeal decrees which restrict trade union rights, and the Secretariat was requested to explore ways of providing practical support and training to Iraqi women trade unionists.



*World Women's Committee Meeting, Geneva*

## CENTENNIAL CONGRESS

### **“Fighting for Public Services: Better Lives, a Better World”**

Throughout the year, two Austrian labour historians, Fritz Keller and Andreas Höferl, worked on producing the text of the PSI Centennial history book, “Fighting for Public Services: Better Lives, a Better World”, to be launched at the PSI Congress in September 2007. One part is a history of PSI, seen through the lens of major world events, and the other is a historical overview of the successes and challenges facing a number of key public services. ■



## GLOBAL INSTITUTIONS AND GOVERNANCE

**A**fter years of lobbying and union pressure, the International Finance Corporation (IFC), one of the World Bank Group organisations, has agreed to incorporate the ILO core labour standards as conditionalities in its projects. This decision has put pressure on the World Bank itself and there are indications that labour standards will be incorporated into its own project implementation in the near future.

PSI works closely with the Global Unions Washington Liaison Office on all its work related to the World Bank and the International Monetary Fund (IMF). PSI took part in a global unions' delegation that met with World Bank and IMF Fund leaders in late 2006.

The IMF has come under pressure from governments concerning its own loan conditionality. Some governments have opted to

pay off their IMF loans, even if they have been forced to borrow elsewhere. IMF income has suffered as a result, since loan repayments are a significant source of its wealth, to the extent that this may impact on its future financial viability.

PSI represents the Trade Union Advisory Committee (TUAC) of the OECD on issues of regulatory management and quality. PSI is briefed by its affiliates on the content of the draft reports submitted to the OECD Committee and is therefore able to challenge misleading or incomplete information. During 2006, PSI has been highly critical of the Korean government's harassment and intimidation and other illegal actions against the Korean Government Employees Union.

As noted in the 2005 report, the sixth Ministerial Conference of the World Trade Organisation, held in Hong Kong in December last year, was less successful than its supporters had hoped but had still set a services negotiations agenda (under the General Agreement on Trade in Services – GATS) that pursues a market approach to service delivery. In early 2006, negotiations recommenced but strong alliances between key developing countries and NGOs, including PSI, led to the blocking of the agenda of the developed countries.

The refusal of the US and the EU to take into consideration the development aspects of the negotiations, known as the ‘Doha De-



*Labour leaders from G8 countries meeting with Putin in the Kremlin (organized by TUAC and the FNPR). June 2006.*



velopment Round', meant that no agreement could be reached and the talks were 'suspended' for a period of 'reflection'.

The Global Union Research Network (GURN) also plays an important role in addressing issues of global governance. PSI has continued to support and play an active role in this network ([www.gurn.info](http://www.gurn.info)) and the Global Labour University ([www.global-labour-university.org](http://www.global-labour-university.org)).

## INTERNATIONAL TRADE UNION CONFEDERATION

The International Trade Union Confederation (ITUC) was formally established on 1 November in Vienna, Austria. The Confederation is the culmination of a long process and brings renewed vigour, unity and strength to the global union movement. The confederation is the merger of the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL) and now represents over 168 million workers, with 306 affiliated organisations in 154 countries.

PSI General Secretary, Hans Engelberts, the Deputy General Secretary, Nora Wintour, and Carola Fischbach-Pyttel, General Secretary of the European Federation of Public

Service Unions, were present at the inaugural congress. One of the first acts of the ITUC was to ratify an agreement with the Global Union Federations and with the Trade Union Advisory Committee of the OECD on the formation of a Global Union Council. ■



# PUBLIC SECTOR WORKERS: ISSUES AND ACTION

## PUBLIC SECTOR STEERING GROUP

The Public Sector Steering Group (PSSG) held its first meeting as an advisory group on public sector issues and activities on 4-6 May. An agenda for the Public Sector Forum to be held later in the year was agreed.

## PUBLIC SECTOR ELECTRONIC FORUM

The Public Sector Electronic Forum has been established and it includes all those involved in the PSSG and the former Public Sector Working Group. It is open to all public sector affiliates and other interested organisations and is designed to share experiences and discuss strategies and proposals.

## THE PUBLIC SECTOR FORUM

The first PSI Public Sector Forum was held in Geneva on 15-17 November. The meeting was designed to explore likely future scenarios facing public services. Two staff members from the UK think-tank DEMOS acted as facilitators. Their presentation made the points that:

- The future is not predetermined.
- Therefore it cannot be predicted.
- The choices we make today can influence what happens tomorrow.
- Knowing that we are at least partially authors of our own scripts is an empowering worldview.

For DEMOS, the purpose of futures thinking is:

- To make better decisions (not predictions) about the future, whatever the scenario.

- To reduce the complexity and unpredictability that makes it hard to make decisions.
- To challenge mental models and assumptions - "the gentle art of re-perceiving".
- To develop and move towards a vision of a "preferred future".

The Forum also heard from four people who made presentations on key Forum topics, including the Millennium Development Goals and quality public services and organising strategies.

Through small group work, participants identified the main trends in public services over the last 15 years: political, economic, social, technological, legal and environmental. The groups then examined what would be the most important trends for the next 15 years.

Main areas for identified action included: environmental issues; corporate globalisation; demographic issues; union strengths; technology issues; and public service delivery options. For each major area, a vision and a proposed set of actions were developed.

The implementation of the results of the Forum will be the subject of the 2007 PSSG meeting and could form the plan of work for the next Congress period, in conjunction with the Congress Global Policy and Strategic Objectives 2008-2012.

## OECD PUBLIC GOVERNANCE COMMITTEE

Each year, the PSSG prepares a tentative agenda for the annual Consultation between the OECD's Public Governance Committee (PGC) and the Trade Union Advisory Committee of the OECD. Issues dealt with at the 2006 Consultation and throughout the year included:

- The PGC work programme for 2007-2008 in general.
- Public-Private Partnerships, which feature in several PGC work programme items.
- Assessing the results of reform programmes, a major item in the work programme.
- Decentralisation and multi-level government.

**You can stop  
CORRUPTION**

## The PGC outreach programme

The OECD is actively engaged with Brazil, Russia, India, China and South Africa (known as 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, known as the MENA Programme. The OECD is now working with and influencing about 35 other countries in addition to its own 30.

For the last two years, 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. A survey of a number of affiliates was undertaken; commissioned papers analysed global trends and impacts of services liberalisation. The book containing the papers was published as *Winners or Losers? Liberalising public services*. It is available, in English, from the PSI Secretariat.

## UNICORN

PSI, together with TUAC and the former ICF-TU, has continued to support the trade union anti-corruption network, UNICORN ([www.againstcorruption.org](http://www.againstcorruption.org)).

UNICORN has generated a very high profile for its work for unions in many forums, most notably in the work supporting the UN Anti-Corruption Convention. The PSI website and publications have carried throughout the year stories of very serious threats to PSI Executive Board member Annie Geron from the Philippines, who has played a key role in exposing corruption in her country. ■



Annie Geron - fighting corruption in the Philippines



# PUBLIC UTILITIES

## QUALITY PUBLIC WATER

In order to deliver quality public services in the water and sanitation sector, PSI has supported public water and sanitation operators, whether they be municipal, state or national. PSI has been successful in ensuring that the UN and the World Bank also focus on these public operators. A number of NGOs and public operators are working in cooperation with PSI.

Due in part to PSI's advocacy work at the UN Secretary General's Advisory Board on Water and Sanitation (UNSGAB), in October Kofi Annan mandated UN Habitat to create an office for a Global Water Operators Partnerships (WOPs). David Boys, PSI Utilities Officer, is a member of UNSGAB.

One element of this WOPs initiative will be worker participation in decision-making. PSI argues that it is not possible to improve utilities without involving the workers and their unions. Rolv Hanssen, seconded to PSI from Fagforbundet, Norway, has been collecting union experiences of worker participation and is in the process of drawing up a toolkit for use by unions.

PSI participated in a number of meetings with public water managers, UN officials, international financial institutions and national donor agencies on the proposal for WOPs. PSI affiliates in Latin America have begun work with public managers and NGOs, independently of the UN mechanism, to establish a multi-country WOP, focusing on Bolivia, Uruguay, Peru, Colombia and Brazil.

### Privatisation

During 2006, the pace of privatisation by multinational enterprises has slowed, in part because of popular resistance from unions and NGOs. This resistance has also reduced the pressure on water services in the GATS trade negotiations under the WTO. However, privatisation remains a constant threat, in part because of the vast sums of money involved in the sector, and because a number of actors remain ideologically committed to the model of market dynamics. The water multinationals continue to be active in countries where there is little democratic opposition and a relatively weak independent trade union movement, such as the Middle East and in particular China.

The World Bank and the OECD has put more emphasis on supporting national companies, including from the construction sector (Malaysia, Indonesia, the Philippines). As well, private equity firms have bought up utilities, such as the purchase of Thames Water by Macquarrie Bank of Australia.

PSI assists national unions with training and planning programmes for anti-privatisation campaigns, a number of which have been successful. For example, training and planning sessions were carried out with the unions of Nigeria, Kenya, Ghana and Tanzania. PSI also participated in public meetings with the Russian union ALWSU in the presence of water operators and mayors.

PSI also works with NGOs which operate at national, regional and global levels. The most successful anti-privatisation campaigns are those conducted in coalition with NGOs. The unions typically provide much of the logistical infrastructure.



*World Water Day protest, Brussels, 22 March*

### PSIRU research programmes

Public Services International Research Unit (PSIRU), based at the University of Greenwich, remains a strategic asset for national campaigns and for the overall work in the sector. This year, PSIRU conducted training for union research specialists from Africa. It also supported the work of our regional researcher based in the Philippines. At the end of 2006, PSIRU published "Water as a Public Service", with further analysis supporting the PSI quality public service campaign in this sector. A number of country and regional reports assisted unions in their activities.

A substantial PSI delegation participated in the 4<sup>th</sup> World Water Forum in Mexico City, 16-22 March. Many delegates attended the alternative forum organised by the continental NGO and union coalition, Red Vida. This alternative forum drew considerable media attention and helped coalesce the social movements. The Water Forum conceded the point that solutions to the sectoral problems will need to be local, and focused much less on privatisation. The final ministerial statement was controversial in that governments refused to endorse the Human Right to Water.

PSI continues to participate in the Water Dialogues, a mechanism by which all stakeholders in the sector, including public and private operators, government, unions and NGOs, can discuss “whether and how” the private sector is able to contribute to meeting the Millennium Development Goals in water and sanitation. These dialogues are operating at various levels in Brazil, South Africa, Uganda, Indonesia and the Philippines.

## ENERGY

### Public energy

PSI has sought to demonstrate that the energy industry functions better under public ownership and management, for a number of fundamental reasons. Even under private ownership and management, the public policy issues remain important on a number of levels. Public regulation can influence a wide range of issues, including tariffs, wages and investments.

### Privatisation

Many of the electricity multinationals have withdrawn, especially from developing countries, and often with damaging consequences. Given the problems encountered in the sector, PSI has continued to resist efforts to privatise, liberalise, unbundle and deregulate electricity utilities. PSI has assisted unions in Africa, particularly Nigeria and Tanzania, where pressure to privatise continues to be high. PSI has also worked with unions from Turkey, Brazil, India, Pakistan, Australia, France, the UK and the Balkans.

### Energy multinationals

PSI was nominated to serve on the Global Reporting Initiative electricity sector supplement working group. The Global Reporting Initiative (GRI) is an independent

non-profit organisation which develops standards and mechanisms for companies, both public and private, to adopt in reporting. GRI reports are voluntary and complement those legally required by stock exchanges or regulators. GRI convenes businesses, civil society, labour and other professional institutions in a consensus-based dialogue to develop the framework of this reporting.

GRI's approach is based on the assumption that the sustainability of organisations rests on financial, social and environmental performance. The reports are to be used by investors, shareholders or government owners, in the case of public companies. These reports are designed to track the modification of organisational behaviour towards greater sustainability.

The current reporting standard is called G3 and it contains good labour standards. The sectoral supplements are not supposed to duplicate these, only to raise issues unique to the sector which have not been addressed in G3. PSI worked on three indicators of particular interest to unions in the electricity sector: the need for companies to report in much more detail on their contractors' workforce; to report on efforts to ensure the maintenance of a qualified and stable workforce; and the need to adopt specific mechanisms to counterbalance the fact that unions must often give up the right to strike in this sector.

### Multinational corporations

PSI continues to coordinate activities with EPSU, which benefits from stringent legislation establishing European Works Councils. PSI can serve mainly in a coordinating role and assists with strategic research to identify and disseminate trends, helps to define standards as related to corporations in public services, and helps unions to organise workers in MNEs and with contractors.

### Pension funds

PSI briefed an EPSU working group on pensions on 1 June, in particular on investment strategies within these funds and how unions can equip their pension trustees with the tools to advance a union agenda. There has been an extraordinary growth of private equity investors, including in public utilities, and some of the biggest investors in the private equity sphere are pension funds for public sector workers. ■

# HEALTH SERVICES

**D**uring 2006, international recognition of the fundamental need to strengthen health care systems worldwide took off in an unprecedented manner. A central part of this call has been the realisation that wages and working conditions of health care workers in many countries are inadequate to keep the systems going. The resulting crisis is putting the lives of citizens, particularly the poor, at risk. PSI's concern is that international targets set for health, such as the Millennium Development Goals, will fall far short of expectations.

PSI has joined forces with those calling for strengthened health systems, as this has been our message since the 1980s when member organisations raised the serious problems they were facing in the workplace.

These key issues were on the agenda at the Health Services Task Force (HSTF) meeting on 10-12 May, in particular the new Worldwide Policy Programme for Health and Social Services. It was agreed to send the policy out to the membership in a language and format that would inspire support and maximum implementation.

The Task Force went on to discuss a series of key issues that are having a critical impact on the future of health services. These included:



*Health seminar reform in Ukraine, September 2006*

- **Commercialisation and privatisation of health** and the role of global service companies. It was agreed that PSI should find out from affiliates if they would benefit from the Secretariat, and associated researchers, putting additional time and resources towards work on Global Service Companies. A paper on the companies involved is available through the PSI health web pages <http://www.world-psi.org/health>.

- **Human resources for health (HRH)** was recognised as an area of importance and the Secretariat was called upon to ensure that the workers' voice was heard on this issue at international, regional and national levels. In addition, the Task Force recommended a more integrated approach on HRH that brings together different aspects of PSI's work on migration, HIV/AIDS, workplace violence, occupational health and safety and the overall demand for quality health services. During the year, PSI participated in several meetings to advance workers' concerns on these topics, especially at the World Health Organisation.

- **Nursing issues** were seen as being an important PSI responsibility, given the large number of nurses organised by PSI







affiliates, and the Task Force advised PSI to represent the broad family of nursing as a way of raising our profile in this area. Fifteen topics were identified for consideration by PSI sub-regions and regions. It was recommended that on some of these issues PSI should seek cooperation with other organisations, such as the International Council of Nursing. Importance was attached to getting countries to ratify the ILO Nursing Convention.

- **A focus on other health occupations** should be maintained in order to ensure that PSI does not lose sight of the range of health workers represented by affiliates. A method of categorising these groups was agreed and in future each meeting of the Task Force would focus on the concerns of one particular category.



## HIV/AIDS

The policy agreed in 2004 was being put into practice in 2006, with priority being given to the sub-regions and countries with the highest HIV prevalence. The policy includes activities in Southern Africa, Estonia and Ukraine. With the support of UNISON, a full-time HIV/AIDS coordinator, Nelouise Geyer, has been recruited for Southern Africa. Emphasis has been placed upon the introduction of occupational safety guidelines for health workers and other workers in public services.

PSI has been actively involved in the Global Unions HIV/AIDS programme. This has involved close cooperation with UNAIDS, WHO, ILO/AIDS and the World AIDS Campaign. Advocacy activities were concentrated around the G8, where a call was made for the establishment of a high-level working group on HIV/AIDS, and around World AIDS Day, 1 December.

## MIGRATION

There was strong endorsement of the work being undertaken on the migration of health workers by PSI and partner organisations, including the ILO. The scale of internal and external migration has led to a crisis in public health care systems in many countries. The estimated shortage of health workers globally is put at 4 million and those with skills to sell are likely to be attracted to the highest bidders. This raises many ethical and moral questions. ■



# EQUALITY, EQUITY AND DIVERSITY

**P**SI's work to promote equality, equity and diversity has focused particularly on the link between equality and quality public services in 2006 and the importance of building effective networks on campaign issues where public sector trade unions can have a real impact.

## 8 MARCH 2006 INTERNATIONAL WOMEN'S DAY

PSI, together with International Centre for Trade Union Rights and a number of other trade union organisations, published a colourful wall map entitled "Equality at Work: The Global Picture", showing which countries around the world have ratified ILO Convention 100 and ILO Convention 111 and what the gender wage gap is in selected countries. It is accompanied by a short explanatory leaflet for use in discussion groups and was printed in English, French and Spanish. It was widely distributed to all PSI affiliates and friendly organisations and is a visible reminder of existing gender inequalities at work. It can be downloaded from the PSI website or copies are available on request.

## UN COMMISSION ON THE STATUS OF WOMEN

PSI sent an active and enthusiastic delegation to the 50<sup>th</sup> Session of the UN Commission on the Status of Women (27 February to 10 March) at the United Nations in New York. Main themes of the meeting included achieving gender equality in the fields of education, health and work and the equal participation of women and men in decision-making processes at all levels.



*Juneia Batista and Nora Wintour, Panel at UN, New York*



*8 March Rally, Bangkok, Thailand*

PSI joined its partner organisation, Education International, the ICFTU and other trade unions to form the labour caucus at the meeting, lobbying for the inclusion of language concerning the role of trade unions in promoting gender equality at the workplace. The team also highlighted the importance of public services in achieving gender equality and the need for a comprehensive revaluing of working conditions in these sectors, based on the principles of pay equity.

The PSI delegation comprised Gloria Mills, Chair of the PSI European Women's Committee and President of the TUC, Juneia Batista, Chair of the Inter-Americas Regional Women's Committee, from the Municipal Workers' Union of Sao Paulo, Brazil, and Nora Wintour, PSI Equality and Rights Officer.

Gloria Mills addressed the plenary session and the global unions also organised a panel side event on 28 February on the "Situation of Women Migrant Workers: Asserting Rights, Combating Exploitation." The delegation also met with Carolyn Hannan, Executive Director of the Division for the Advancement of Women, and highlighted the crucial role of unions in protecting migrant women's rights.

## PAY EQUITY CAMPAIGN

The pay equity campaign continued with a range of activities, including the production of new resource materials, training pro-





*Training of trainers, Indonesia, 3-5 April.*

grammes at national level, and the establishment of bipartite and tripartite mechanisms to promote pay equity. Notably, there were a number of initiatives related to job evaluation free of gender bias. In Trinidad and Tobago, as a result of a training programme organised by the PSI, with the support of the PSI consultant Daina Green, the union was able to raise concerns on a proposed job evaluation system for the public sector, and the government agreed to revise the scheme and introduce a new system with consultation mechanisms with the union. In Brazil, the women's committees have sought to establish bipartite equality committees at municipal level. In Ecuador, an agreement with key government ministries, a research institute and PSI was signed to take measures to address inequalities in the workplace.

In Kenya, public employees faced a civil service reform programme imposed by the World Bank, designed to introduce performance related contracts in an environment where corruption and a lack of transparency are systemic. PSI therefore sponsored a job evaluation workshop with its 5 public sector affiliates, with the support of CUPE job evaluation specialist, Anne Didier Floyd. Following the training, the unions met with government officials to express concerns over the new proposed contracts.

The 6<sup>th</sup> meeting of the PSI/ILO/Global Union Discussion Forum took place at the ILO on 16 February. It was an opportunity for the different ILO departments working on equal pay issues to meet with representatives of the global unions. There were 35 par-

ticipants. There were four presentations from ILO specialists, including a presentation by Kaat Landuyt (ILO Standards Department) on recent trends in the application of ILO Convention 100. It was noted that unions were not using sufficiently the opportunities to comment on the application of this Convention. There was also a discussion on the need to hold a tripartite consultation on job evaluation free of gender bias.

Women were out on the streets to call for equal pay on Equal Pay Day: in Nepal on 1 February, in New Zealand on 8 March, in Belgium on 31 March, in the United States on 25 April and in Switzerland on June 14. Despite differences in language, culture and levels of development, women are united in their call for pay justice.

PSI also conducted an evaluation of the pay equity campaign, with the financial support of the FNV Mondiaal. Ariane Hegewisch, Sue Hammond and Konrad Valladares conducted the external evaluation. The evaluation recommendations presented to the November Executive Board included that the campaign should continue for another 5-year period, with a multifaceted approach, and clearly integrated with the quality public services campaign.

## **EQUAL OPPORTUNITIES**

During 2006, PSI developed a series of new pages on its website on equal opportunities, which have assisted affiliates to access policy materials, resources and news items on a wide range of issues.

## **INTERNATIONAL MIGRATION AND WOMEN HEALTH WORKERS**

The 2<sup>nd</sup> phase of the PSI Migration and Women Health Workers Project was marked by international and national lobbying events, national information drives, orientation briefings and organising activities for migrant health workers.

In January, PSI affiliates and project partners held a symposium on migrant workers' rights at the World Social Forum in Venezuela. Also in the same month, project partners from the USA, Barbados and Kenya held a panel on migration in the health sector at the Global Unions Conference in New York.

Bilateral partnerships have started in the project through an education exchange between the American Federation of Teach-



ers (USA) and KUDHEIHA (Kenya), a health sector organising project between BCGEU/NUPGE (Canada) and PSLINK (Philippines) and a project on public sector organising and social dialogue between UNISON (UK) and PSLINK (Philippines).

A major international event was the UN High Level Dialogue on Migration and Development, which culminated in September at the UN General Assembly in New York. PSI and its affiliates actively participated as part of the trade union delegation. PSI spoke as one of the selected civil society representatives, challenging governments on the need to ensure a gender and rights-based framework in the formulation of migration and development policies.

In September, PSI and its project partners completed the Pre-decision and Information Kit, a package of information to assist health workers facing the dilemma of migration, and began its distribution in the 16 project countries.

The Ethical Recruitment Campaign continued as a major component in the project, with affiliates organising dialogues and writing to their governments on the need for a WHO Code of Practice. In the week of 10-18 December, PSI and its affiliates launched a campaign celebrating International Human Rights Day and International Migrants Day with a theme "Migrants Rights are Trade Union Rights! Trade Union Rights are Migrants Rights!" The campaign and the project were highlighted in the PSI Inter-Americas Anti-racism Conference held in Miami on 13-15 December. Also in December, PSI participated in the global unions "Workshop on Migrant Workers" organised by the International Trade Union Confederation (ITUC).

## SEXUAL DIVERSITY FORUM

PSI has strengthened its work on promoting the rights of lesbian, gay, bisexual and transgendered (LGBT) workers. In March, Hans Engelberts took part in a panel session on LGBT workers' rights, together with Barb Byers of the Canadian Labour Congress, at the International Lesbian and Gay Association (ILGA) Conference in Geneva. In July, a PSI delegation took part in the Montreal Workers' Out Conference and played an important role in developing the final action plan for unions working for LGBT rights. PSI also participated in a side event during the UN Human Rights Council in October and

has been part of the signatory campaign to call on the UN to provide accreditation to ILGA and other LGBT organisations. PSI also sponsored a delegate from Botswana to the LGBT conference organised by UNISON, UK, in October.

Education International and PSI share many of the same challenges in promoting their LGBT members' rights. A partnership between the two organisations has been created to share resources and expertise. A joint EI/PSI Steering Committee of affiliates involved in promoting LGBT issues has been created, an introductory leaflet on the sexual diversity forum electronic network printed and there are plans in progress to develop a joint website.

## RACISM AND XENOPHOBIA

PSI has focused particularly on encouraging trade unions in the Inter-Americas to address racism and xenophobia and to defend and protect the rights of migrant workers. With the support of ILO AC-TRAV and ILO Declaration, PSI held a conference on 13-15 December in Miami on "racism is a trade union issue" with over 50 participants from all parts of the Americas.



## DISABLED WORKERS

On 13 December, the UN General Assembly adopted a landmark Disability Convention, the first human rights treaty of the twenty-first century and one that United Nations Secretary-General Kofi Annan said represents the "dawn of a new era" for around 650 million people worldwide living with disabilities. Kofi Annan urged all 192 member states to quickly ratify the convention, which covers rights to education, health, work and many other protective measures for people with disabilities. On 3rd December, International Day of Disabled Persons, PSI called on its affiliates to lobby their government for an early signature of the treaty.

## YOUNG WORKERS

PSI has now introduced a 30% quota for young workers, with gender balance, in the education programmes that it funds directly or through sponsors and is seeking to find opportunities for young people to participate in international delegations. The issue of representation for young workers on PSI decision-making bodies has been referred to the Executive Board for consideration as a Constitutional amendment.

The number of national and sub-regional training programmes for young workers has increased during 2006, particularly in Europe and the Inter-Americas, where sub-regional networks of young people have been formed. The Central American and Andean Region held a young workers' workshop in Panama on 18-20 September to review recruitment and retention strategies. The South-East Asia Sub-region held a similar initiative in Thailand on 30 October-1 November under the theme of quality public services and decent work for young people.



*PSI affiliates gender equality conference in Nepal*

The Asia-Pacific Regional Conference organised a one-day Youth Forum on 3 September, prior to the conference, with around 50 participants. The meeting recommended setting up sub-regional and regional young workers' committees and called on affiliates in the region to provide increased resources for young workers' capacity building. At national level, there is increased impetus for affiliates to form young workers' networks or

committees. There have also been internship opportunities, both at the PSI Headquarters and at some of the sub-regional offices. In the Andean region, there is a more sustained mentorship programme for young workers.

Tifonie Powell, from the Jamaica Civil Service Association, represented PSI at the ICFTU Young Workers' Committee on 30-31 May in Brussels and was able to learn from a wide range of experiences on programmes and actions to recruit young workers.



*Marieke Koning, Yemisi Ilesanmi and Tifonie Powell*

## WOMEN AND THE INFORMAL ECONOMY

PSI continues to maintain a strong partnership with StreetNet International and has carried out a number of actions to follow up on the training programmes in Zambia and Brazil. This year, it was also agreed to focus on care workers in the informal and domestic economy.

Ann Chambers from BCGEU/NUPGE, Canada, participated on behalf of PSI in an international seminar on domestic workers held on 8-10 November in Amsterdam. The conference was organised by the International Restructuring Education Network Europe (IRENE), FNV Mondiaal, the Committee for Asian Women (CAW), Women in Informal Economy: Globalizing and Organizing (WIEGO) and the Asian Domestic Workers (ADW). The conference brought together 60 representatives of domestic workers' associations and trade unions and other regional and international networks. Participants concluded the conference with strategies to protect the rights of domestic workers and prevent their exploitation through increased networking, international lobbying, education, outreach, research and information sharing. ■

# WINNING WORKERS' RIGHTS

**F**reedom of association and collective bargaining are the fundamental basis of all PSI's work to promote quality public services. The Winning Workers' Rights programme of action comprises three main elements:

- Campaigning to defend workers' rights.
- Effective use of the ILO and other UN agencies' supervisory mechanisms.
- Campaigning for multilateral organisations to link respect for fundamental rights to trade agreements.

sia, Algeria, Jordan and the Lebanon and two representatives from Education International. There were two facilitators from the ILO Standards Department and the meeting was able to examine in detail the complaint presented by the Algerian union, the National Autonomous Trade Union of Public Administration. The regional staff have produced a briefing note on the supervisory mechanisms, based on the model for Asia-Pacific, but adapted to the needs of the region. This is available in French, Arabic and English.

## SOLIDARITY AND PROTEST ACTIONS COLOMBIA

During 2006, the PSI issued over 60 letters of protest to governments to raise issues related to the violation of fundamental workers' rights. The Secretariat also issued 13 urgent action appeals, in the case of Palestine, Israel, Korea, the Philippines, Colombia, Costa Rica, Ecuador and El Salvador; and solidarity appeals for humanitarian assistance in the case of the Lebanon and Palestine.

## ILO SUPERVISORY MECHANISMS

PSI provides on-going advice to affiliates and other public sector trade unions wishing to submit cases to the ILO Committee on Freedom of Association. A chart showing the on-going cases is available on the website pages on winning workers' rights. PSI also submits cases to the ILO Committee of Experts and has called for the direct intervention of the ILO, where necessary. There are currently 26 cases concerning public sector trade unions before the Committee, of which 16 are from the Inter-Americas, nine from the Asia-Pacific region, one from Africa and Arab countries and one from the European region.

## TRAINING

PSI continues its partnership with the ILO Standards Department and ILO Workers' Activities Department to provide training on the supervisory mechanisms to PSI regional staff. In 2006, the training programme was held on 10-11 July at the ILO in Geneva. There were a total of 14 participants, including the PSI regional staff from Africa and the Arab countries, members of PSI affiliates in Tuni-

PSI continues to work closely with its affiliated organisations to monitor the situation of human and trade union rights in Colombia. During 2006, 75 trade unionists were assassinated and the number of collective agreements and new unions registered is very limited. One of the leaders of the main trade union research and training organisation, the National Trade Union School, was a victim of death threats and other acts of intimidation. There have been constant acts of intimidation against PSI affiliates in Cali, Colombia. Both SINTRAEMCALI, the municipal water and electricity company, and SINTRAEMSIRVA, the solid waste company, are under threat of privatisation and restructuring. PSI has also followed the developments concerning the recommendation to establish an ILO office in Colombia.



**10 December  
International  
Human Rights  
Day Colombia  
Meeting**



INTERNACIONAL DE SERVICIOS PÚBLICOS  
I.S.P.

**DICIEMBRE 10 DEL 2006**

*Día Internacional de los Derechos Humanos*

Asodefensa \* Sintraemcali \* Sintraemsirva  
Sintraemsdes \* Sinalserpub



## UNITED STATES OF AMERICA

PSI has associated with an important test case submitted to the ILO Committee on Freedom of Association filed by the United Electrical, Radio and Machine Workers of America (UE), concerning the denial of collective bargaining rights in North Carolina. The well-documented case contends that as a result of a denial of collective bargaining rights there has been heightened discrimination based on grounds of race and gender.

## ZIMBABWE

PSI has continued to support the Zimbabwean trade union movement in its campaign to defend workers' rights and to oppose the autocratic and repressive actions of the Zimbabwean government. In September, PSI joined in the protests when the ZCTU President, Lovemore Matombo, First Vice President, Lucia Matibenga, and General Secretary, Wellington Chibebe, were brutally assaulted and over 200 trade unionists arrested during a rally to protest against the government's economic policies.

Later in the month, on 22 September, a delegation of US trade unionists, including PSI former President and member of the AFL-CIO Executive Committee, Bill Lucy, was denied entry into Zimbabwe.

## AUSTRALIA

PSI took part in the international day of action on 30 November to protest against the reforms to the Australian labour legislation, known as Work Choices. These reforms give primacy to individual contracts over collective agreements, in violation of ILO Convention No. 98, and restrict the right of employees to challenge unfair dismissals. The individual contracts will undermine existing benefits, in relation to working hours, job security and overtime pay. A so-called Fair Pay Commission will decide on minimum wages to ensure that the economy is competitive rather than to guarantee a living wage. The Australian Confederation of Trade Unions (ACTU) has run a very effective campaign, called "Rights At Work" (see [www.rightsatwork.com.au](http://www.rightsatwork.com.au)), which has rallied considerable support from civil society at large. ■



*PSI Staff and Global Union Representatives at the Australian Mission, Geneva, 30th November 2006*

# UNION DEVELOPMENT AND INTERNATIONAL SOLIDARITY

**P**roject development and implementation continue to be a major priority for the PSI at international, regional and sub-regional level. PSI has approximately 45 projects that support capacity building, campaigning, promotion of equality, equal opportunities and organisational development around the world, with an increase in the total budget volume of €254,000 compared to 2005.

Project planning involves affiliates to ensure that their needs and situations are taken into account and that PSI policy and priorities are incorporated. Many projects deal with the issue of public sector restructuring and promote the quality public service campaign; others cover trade union rights for public service employees or issues that are a priority for specific sectors in a country/sub-region.

In October, PSI facilitated an ILO/Global Union training workshop for African education staff in cooperation with the education department of the International Transport Federation at the Turin training centre. The theme of the course was participatory education as a tool to counter neo-liberal globalisation. PSI participants were Sani Baba Mohamed, the new assistant coordinator for the West and East African projects, and Kamissa Dembélé, coordinator of all projects in French-speaking Africa. The workshop analysed and defined participatory education

methods and how to effectively utilise them in Africa, including the use of participatory research and campaigning as education methods.

Three Secretariat staff members from the UDIS Department participated in the annual meeting between GUF education officers and the Nordic-Dutch funding organisations. On-going liaison meetings were held with all sponsors. SASK-Finland organised a special seminar on impact assessment of trade union development projects to celebrate its 20<sup>th</sup> anniversary.

External evaluations were undertaken of the PSI quality public services campaign and the pay equity campaign. The latter included field visits to Philippines, Ecuador and Trinidad & Tobago. An internal evaluation process was initiated of the union development project in French-speaking Africa.

Budget Distribution in 2006 in €		
Africa and Arab countries	1,410,000	41%
Inter-Americas	1,148,000	33%
Asia-Pacific	546,000	16%
Europe	151,000	7%
Global	190,000	6%
<b>Total projects</b>	<b>€ 3,445,000</b>	

## SPONSOR CONTRIBUTIONS IN 2006

■ FNV Mondiaal, Netherlands	50%
■ Trade Union Solidarity Centre, Finland (SASK)	17%
■ Swedish Council of International Trade Union Cooperation (LOTCO)	14%
■ IMPACT (Irish PSI affiliate)	7%
■ AbvaKabo-FNV (Dutch PSI Affiliate)	3%
■ Danish Trade Union Council for Int. Development Cooperation (LOFTF)	3%
■ Friedrich Ebert Stiftung, Germany (FES)	2%
■ ILO Workers' Activities Branch (ACTRAV)	
+ Nordic Federation of Municipal Workers' Unions (KNS), co-funding with SASK	
+ American Centre for International Labour Solidarity (ACILS)	
+ Comisiones Obreras, Spain	4%

## NEW PROJECTS IN 2006

### **Trade union rights in South-East Asia**

Five planning workshops were implemented to prepare an application to SASK, Finland, and FNV, the Netherlands, that will consolidate reporting systems on violations of trade union rights, promote campaigning and raise awareness and will provide technical assistance for drafting and following through with cases taken to the ILO Committee on Freedom of Association.

### **Utilities research in Russia**

Research on developments in the utilities sector was commissioned from PSI Research Unit at the University of Greenwich, in cooperation with PSI affiliates in the utilities sector in Russia.

### **Young workers training in Czech Republic and Slovakia**

A planning workshop was held together with a resource person from IMPACT to draw up curricula for future activities aimed at the recruitment and training of young workers.

### **Anti-racism conference in the Inter-Americas**

This conference was held in Miami in December with active participation of PSI affiliates in the USA. A regional strategy was adopted to implement affirmative action policies to integrate the perspectives of workers of colour and ethnic minorities and migrants. The conference received generous financial support from the ILO.

### **Promoting public water in the Andean Region**

A planning workshop was held to prepare a three-year application aiming at improving the capacity of water unions to resist privatisation attempts, present alternative proposals and promote union participation in the planning and delivery of water and sewage services.

### **Equal opportunities project in Brazil**

This project promotes diversity and empowerment of equity-seeking groups, including lesbian, gay, bisexual and transgendered workers, young workers and black workers.

### **Recruiting young workers in the Andean Region**

Sub-regional workshops have built skills and knowledge of young Caribbean trade unionists on issues ranging from industrial relations, research and union structures to networking.

### **Young workers action plan in Central America and Andes**

This workshop brought together young workers from two sub-regions to discuss their joint problems and develop a collective action plan for young workers in PSI.

### **Quality health services in the Southern Cone**

Planning consisted of a study on the health sector in terms of labour rights, trade union density, collective bargaining, outsourcing of health services, and a sub-regional workshop that will develop a new project application to respond to government reform proposals.

### **Shop stewards' training in Zimbabwe**

The aim was to strengthen democratic union structures through skills development of shop stewards in order to ensure effective representation of members at the workplace level and improved communication with leadership.

## PROJECTS IN DEVELOPMENT IN 2006/2007

### **Quality public services campaign Phase II**

To mainstream quality public services in all aspects of PSI's work, to provide training and capacity building, resource materials and carry out research and campaigns.

### **Global project on women workers and migration in the health sector Phase III**

To build union partnerships between sending and receiving countries, lobby for the implementation of ethical recruitment, organise migrant workers and networking.



### **Global young workers organising programme**

To build union capacity at national level to organise young workers and give them an effective voice and to develop electronic networks at regional and international level.

### **Strengthen union influence on World Bank water projects**

An action research project designed to strengthen the capacities of water workers' unions to exercise meaningful participation in World Bank development projects.

### **HIV/AIDS in the health sector in Southern Africa**

To strengthen union capacity to address this issue at workplace level.

### **Trade union rights in the Middle East**

To develop the campaigning and mobilisation capacity of the unions, strengthen leadership negotiating skills and workplace union committees.

### **Trade union rights in South-East Asia**

To develop union capacity and policy, take legal cases and launch campaigns in order to create and/or enforce labour laws, which comply with international standards and the ratification of ILO conventions).

### **Trade union rights in India**

To develop union capacity to defend legal cases and to conduct trade union rights campaigns.

### **Public sector cooperation in the Inter-Americas**

To hold exploratory discussions with non-affiliated public sector trade unions.

### **Young workers and globalisation in the Inter-Americas**

To strengthen the understanding of globalisation and the role of PSI.

### **Water sector project in the Andean Region**

To formulate alternative proposals for quality management of water services that would reduce the impact of labour flexibilisation and strengthen the union capacity for collective bargaining. ■



*South Asia Planning Workshop, Chennai, India, June*



*Arab Countries Training Workshop*



*South East Asia Planning Workshop*



*Andean Women's Project, University Specialisation Course*

# AFRICA AND ARAB COUNTRIES

**D**uring 2006, affiliates throughout the region were active in mobilising their members in order to face the multiple challenges affecting the public services in Africa and Arab countries.

## ARAB COUNTRIES

The political situation has deteriorated sharply in many countries in the Middle East. PSI has sought to provide political support to its affiliates and solidarity donations where necessary. The full-scale bombing of Beirut by the Israeli armed forces has devastated the city and destroyed years of work on rebuilding the infrastructure.

### Palestine

Following the victory of the Hamas party in the legislative elections, divisions in Palestine have deepened. The decision by the main donors to the Palestine Authority, including the European Union and USA, to suspend international financial assistance has caused severe hardship for the public sector workers whose salaries have not been paid for many months. PSI organised a solidarity fund, and sent assistance to its affiliates. The Executive Board members expressed solidarity and support to affiliates in Palestine and Lebanon and there was a generous response to an appeal for financial assistance.

### Algeria

Representatives of PSI visited Algeria on 4-6 November to hold discussions with Algerian public service trade unions, in particular its affiliated organisations, the Federation of Gas and Electricity Workers, the Federation of Health Workers and the National Autonomous Trade Union of Public Administration

(SNAPAP). The mission also met with the Director of Employment Relations and officials at the Ministry of Labour and Social Security, with representatives of the General Union of Algerian Workers (UGTA) and representatives of other autonomous public sector unions.

The purpose of the mission was to support the public sector unions in their various demands concerning terms and conditions of employment, social security, public sector restructuring and the exercise of trade union rights, in particular the right to freedom of association. PSI therefore respectfully called upon the government of Algeria to:

- fully implement the recommendations of the ILO Committee on Freedom of Association concerning the application of the principles of freedom of association;
- desist from acts of intimidation against leaders and members of the autonomous trade unions;
- register all autonomous trade unions, at sectoral, federal and confederation level, as stipulated under existing Algerian labour legislation;
- invite the legitimate representatives of the autonomous trade union movement to participate in tripartite forums, including the forthcoming ILO Conference in June 2007.

The PSI mission was composed of Nora Wintour, Deputy General Secretary, Têko Kpodar, Regional Secretary for Africa and Arab Region, Ghassan Slaiby, Sub-Regional Secretary for the Arab Countries, and Anan Qadri, General Secretary of the Palestine Health Services Union and member of the PSI Executive Board.

## ENGLISH-SPEAKING AFRICA

### Reforms

The electricity and water unions in both Ghana and Nigeria attended a strategic planning workshop facilitated by David Boys on 15-16 November in Naivasha, Kenya. The findings of a research project into the energy sector in East Africa were presented at the workshop. Participants discussed the findings and developed a strategic approach to opposing privatisation in Tanzania and Kenya, and planned to organise in the newly formed privatised enterprises in Uganda.



*PSI delegation meets representatives of the Algerian autonomous trade union movement*

### Job evaluation

In Kenya, the government has embarked on the introduction of performance-related contracts for the public sector. Anne Didier, a job evaluation expert from CUPE, Canada, conducted a training workshop for the five Kenyan affiliates on 13-16 February. The affiliates also met with the Permanent Secretary of Public Services to discuss the proposed reforms. During the discussions, the affiliates were able to convince the Permanent Secretary that without their participation the job evaluation exercise would not be successful. The Union of Kenya Civil Servants is now taking part in the review process.

In Ghana, affiliates have faced a major public sector restructuring process. The government had contracted a consultancy firm to carry out a job evaluation in the health sector. The evaluation process did not originally include the trade unions. There were a number of anomalies in the manner in which the evaluation was conducted and the end result appeared to under-value health workers. This led to a 3-week strike in the health sector to challenge the job evaluation exercise. PSI was able to organise a workshop on job evaluation, again facilitated by Anne Didier, from 31 July to 4 August. Affiliates were then in a position to better understand job evaluation and the different tools used. The Health Services Workers' Union was then able to lodge a formal demand to call for a review and will make a detailed submission in 2007.

PSI is very grateful for the generous support of CUPE on its pay equity work in English-speaking Africa.

### Trade union rights

The Sierra Leone Health Services Workers' Union conducted a membership campaign on how to prevent discrimination at the workplace against HIV/AIDS sufferers. The campaign has been successful in reducing the incidence of victimisation and the issue is now more openly discussed. The union also led a work stoppage and rally to protest against the attitudes of an Italian NGO-run hospital in Freetown. The management introduced mandatory, daily, inhuman and degrading searches of female nurses. The rally received massive public and media support and forced the management to stop the searches.

In mainland Tanzania, the affiliates have been able to gain recognition and be repre-



*East Africa Planning Workshop in Zanzibar, October 2006*

sented on the Public Service Negotiating Council. They have held several meetings to map out their strategies. In Zanzibar, the affiliates translated the new labour laws into Kiswahili and carried out awareness-raising campaigns. This has empowered them as they are now well informed on its provisions.

### Challenges

**Ethiopia** — There are major difficulties in Ethiopia concerning the exercise of trade union rights. The PSI affiliate has not been able to organise properly or engage the government in demanding recognition.

**Liberia** — PSI sent a mission on 4-6 May to Liberia to assess the situation, comprising two affiliates' general secretaries from Ghana and Nigeria and the PSI Assistant Project Coordinator. The mission was able to see first hand the huge scale of the reconstruction needs of the country. The PSI supported the visit of the General Secretary of the Liberia Civil Servants Association to visit the newly-affiliated Ghana Civil Servants Association and other affiliates to learn more about trade unions.



*West Africa Evaluation Workshop in Accra, Ghana 2006*



## FRENCH-SPEAKING AFRICA

### Niger

A woman educator from Niger, Mintou Garba, visited Ecuador under an exchange programme between women's activities in French-speaking Africa and the Andean Region. Mintou shared her experiences of study circle training and facilitation with the women educators from Aruba, Colombia, Ecuador, Peru and Venezuela. Previously, PSI project coordinators Kamissa Dembélé and Verónica Montúfar have participated in this exchange programme that will finalise in 2007 with an Andean educator's mission to French-speaking Africa.



Mintou Garba, Niger

### Participatory evaluation process

In 2006, PSI initiated an internal/external evaluation of its union development activities in various countries in French-speaking Africa. A woman consultant was engaged to draft a series of questionnaires to find out the results and achievements of capacity-building and campaigning activities over the past few years.

### Capacity-building

With support from its Irish affiliate IMPACT, PSI's health workers' unions in Cameroon and the Democratic Republic of Congo are implementing training activities for their members in the different provinces of their countries. Main topics include HIV/AIDS, women's participation, study circles at the workplace, strategic planning and organising young workers.

### Chad and Togo

PSI is implementing activities to promote unity among its affiliates in six countries in French-speaking Africa. One of the main objectives is to bring together the affiliates to create national federations of public sector workers. In Chad and Togo this has already taken place, which will enable them to speak with a stronger voice and play an active part in social dialogue and discussions about reforms of public services. The other countries are currently planning the founding congresses of their federations. ■

## ASIA-PACIFIC

### ASIA-PACIFIC REGIONAL CONFERENCE (APRECON)

The 11<sup>th</sup> APRECON was held in Chennai, India, on 6-8 September. The main subjects of discussion at the conference were the draft Global Policy and Strategic Objectives 2008-2012 for adoption at the PSI World Congress in 2007, and resolutions proposed by APREC and regional affiliates.

During the debate on the policy programme, delegates expressed opinions on the importance of strengthening trade union rights, organising irregular workers, strengthening the campaign to reverse the policies of international financial institu-

tions with regard to public sector reform, measures for migrant workers, enhancing sectoral activities, and governance and corruption. Resolutions covering the revision of the regional constitution, public sector reforms, trade union rights, HIV/AIDS and health workers, the informal economy, the World Bank and the Asian Development Bank, awards for trade union activists, anti-corruption policy and others were all carried unanimously.

Prior to the conference, a Youth Forum, a Women's Seminar, sub-regional caucuses and an Open Symposium were held. The Youth Forum adopted a resolution requesting that a PSI Youth Committee be established.



**Patcharee Yanyaratana, General Secretary of the Paolo Hospital Union, Thailand, at APRECON**

## PUBLIC SECTOR WORKERS AND THEIR WORK

### Asian Development Bank (ADB)

Based on the PSI Asia-Pacific Regional Organisation's meeting with the ADB on 14 September 2005, PSI sent a delegation to the ADB's annual governors' meeting, which was held in Hyderabad, India, on 4-6 May this year. The PSI delegation mainly consisted of representatives of PSI affiliates in India. They met Mr. Kuroda, the President of the ADB. During the discussion, the PSI delegation asked that all ADB projects comply with the ILO Core Labour Standards and requested that a Labour Desk be established at the ADB. PSI also met the director in charge of labour issues on 8 June. A follow-up meeting took place on 11 October and focused on utilities and labour standards.

### Cotonou Agreement

The unions and national centres within the region have been encouraged to promote the "social justice" clauses of the Cotonou Agreement, including Article 50, which covers the ILO Core Conventions.

At the Pacific Island Forum held in Papua New Guinea in 2005, the Pacific Plan was developed and a commitment has been made to implement a wide range of rights-based domestic legislation within the Pacific, including the transposition of the major UN Conventions on gender; the rights of children; racial discrimination; indigenous peoples; labour rights; migrant workers and their families; and people with disabilities. Though this is a positive move, for the implementation to occur there will need to be a commitment from each national government and also resources to support this. Many small island states do not have the technical expertise to fully im-

plement the provisions. With the current political upheaval within the region, progress over this issue will be slow.

### Fiji labour reform

Fiji has been developing new legislation over the past 3-4 years, which has been submitted to the interim government and is due to be enacted in the near future. The New Zealand Public Service Association has been advising the Fiji trade unions, both the trade union centre and the public service unions, in preparing submissions. This is a significant development in the region as most of the Pacific Island Countries (PICs) are either reviewing or considering reviewing their labour law.

### Strike in Tonga

Tonga's Labour Law was adopted in 1964 but has no regulations to implement it. Tonga has referred to the Fiji labour legislation with the aim of adapting it to suit local conditions. The public service, which was previously not organised, carried out a 7-week strike over a pay dispute in 2005. This pay dispute escalated in 2006 to embrace other issues, including the need to strengthen democratic institutions. There was a call for a referendum but in November, there were serious riots in the capital city, Nuku'alofa, and a state of emergency was imposed with civil rights seriously curtailed.

## WINNING WORKERS' RIGHTS

### Korean Mission

The Civil Servants and Related Labour Law came into force in February 2006 and the Korean government has increased its harassment and attacks against the Korean Government Employees Union (KGEU). A joint fact-finding mission consisting of ICFTU, TUAC and GUFs took place in August 2006.



**"Full Guarantees for Basic Labour Rights!" - Korean workers' rally, 12 November**



**Leaders from Bangladesh, India, Sri Lanka and Nepal with LOTCO representative in Chennai, India, June 2006**

PSI participated in the mission, with a number of other persons. This mission reported that it was clear that the Korean government was aiming to do its utmost to destroy the KGEU and was acting in clear violation of ILO Conventions, despite the fact that the 14<sup>th</sup> ILO Asia Regional Conference held on 29 August - 1 September was meeting at the same time in Busan, Korea. PSI and its affiliates have supported a series of protest actions against the government and have associated with the complaint to the ILO Committee on Freedom of Association.

#### **Democracy in Nepal**

Protests and mass activities took place in Nepal during early 2006 and the country has taken steps towards establishing democratic forms of government. PSI South Asia supported PSI affiliate's call for reforms.

#### **Trade union rights in the Philippines**

The situation in the Philippines was of major concern during 2006 and the number of extra-judicial assassinations, including of trade unionists, has increased. Annie Geron, Co-chair of the Asia-Pacific Regional Executive Committee, as well as Vice-President of PSI, denounced a case of embezzlement of public funds. As a result, she has been subjected to intimidation and harassment and has been dismissed for insubordination, along with seven other workers. In response, PSI sent a protest letter on 18 October to President Arroyo and appealed to all affiliates to protest to the President and to support Annie Geron. The PSI Executive Board agreed to send a mission to the Philippines in early 2007.

## **UNION DEVELOPMENT AND INTERNATIONAL SOLIDARITY**

### **Mongolian project**

The Mongolia Public Employees Union organised a seminar with the theme of "Strengthening of local trade union capacities" on 23-26 June at Dalanzadgad, South Gobi. There were 30 trade union activists; 70% of the participants were female, and 39% were under 35 years old. Their occupations ranged from public administration, justice culture, mass media, health and other public services. Koichi Ito, the Director of the PSI Tokyo Office, attended this seminar as a resource person.

### **Korean project**

The PSI affiliates' Korean Council organised a workshop with the theme of "Building an anti-privatisation network among public sector trade unions" on 8-10 December in Hong Kong. This workshop was organised to commemorate the anti-WTO struggle last December. Fifty people participated, including NGO representatives from Korea, Hong Kong and Japan.

### **Partnerships**

The overall focus in Oceania has been on developing partnerships between unions in the sub-region, developing longer-term relationships between the "developing" and the "developed" country unions. The PSI partnership programmes between the New Zealand Public Services Association (NZPSA), the Samoa PSA (SPSA) and the Cook Islands Workers Association (CIWA) are underway. A five-year agreement is being developed between the NZPSA, the Pacific unions and PSI. Separate annual work plans will be developed for every country.

### **Vietnam coordination meeting**

A coordination meeting with various trade union support organisations and the Vietnam General Confederation of Labour was held in Hanoi, Vietnam, on 17-18 January. This was a good opportunity to share experiences and discuss future cooperation. The PSI representatives visited two local unions, the Vietnam Public Sector Union and the Vietnam National Health Workers Union.

### **Earthquake in Indonesia**

The earthquake on 27 May in Yogyakarta, Indonesia, caused massive damage. Indah



Budiarti, PSI Indonesia National Coordinator, and Katsuhiko Sato, the Regional Secretary for Asia-Pacific, both visited the affected areas and a solidarity donation was made from the Asia-Pacific Fund.

### **Tsunami project**

In Sri Lanka, the Tsunami housing project was formally launched and the completed houses transferred to the families.

## **EQUALITY, EQUITY AND DIVERSITY**

### **Gender activities**

Following the recommendations of the Asia-Pacific Gender Audit Workshop in December 2005, the PSI developed a survey and the results were shared during a seminar in Chennai, India, on 5 September entitled "Women in the 21<sup>st</sup> Century – A Force for Progress and Making Pay Equity a Reality". A pay equity poster has been designed and circulated to all PSI affiliates in South Asia, followed by a national conference on working conditions and quality health services in India.

### **Women education and organising project**

This project covers nine countries in the region and involves more than 40 unions. National level workshops on quality health services have been held in all the countries to discuss employment conditions of health workers. The health unions are campaigning for increases in national health budgets and improved infrastructure. National campaigns for integrating gender issues in trade unions programmes are also on-going. Around 3,000 women and men are expected to participate in the project, which will be ending in December 2007.

### **Young workers programmes**

Twenty-eight young unionists from five countries met for a workshop on Quality Public Services in Chiangmai, Thailand, from 30 October to 1 November. Besides learning about each other's unions and their concerns, they discussed the ILO plan of action on "Decent Work For Young People". Through a website orientation activity, they were able to understand the PSI structure, policy and programmes. At the end of the workshop, participants recommended creating a South-East Asia Youth Committee comprising one representative from each country. ■

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# **INTER-AMERICAS**

## **PSI AFFILIATES IN NEW COUNTRIES**

The major development in the Inter-Americas in 2006 was affiliations in Bolivia and Mexico. In Bolivia, PSI now has an affiliate representing water, energy and municipalities. In Mexico, the municipal and judicial sector unions have rejoined PSI. In general, new affiliations have increased throughout the Inter-Americas.

## **SOCIAL DIALOGUE IN THE PUBLIC SECTOR**

In order to accompany and support the evolution of the new democratic governments in the Southern Cone, PSI in association with the ILO developed a cycle of seminars on Social Dialogue and Collective Bargaining in the Public Sector, involving trade unions and

governments from Argentina, Brazil, Chile, Colombia, Ecuador, Peru and Uruguay. The objective is to guarantee the right to collective bargaining for public sector trade unions, which is a right currently denied in the majority of these countries. A regional meeting was held in Uruguay on 28-30 November 2005 to discuss the development of national action plans. Regrettably, the government of Colombia, although invited to attend, was unable to send a representative. The regional meeting was followed by a series of national seminars during 2006 and there are follow-up plans for a 2<sup>nd</sup> regional meeting in 2007.

PSI is also an active member of the Inter-American Working Group on International Financial Institutions, which includes the ITUC, FES and the global union federations. This group debates policies and strategies concerning the World Bank and the Inter-American Development Bank.

## EQUALITY, EQUITY AND DIVERSITY

The 2<sup>nd</sup> Inter-American Conference on Racism, Migrant Workers and Economic Justice took place on 13-15 December in Miami, Florida, with the participation of 50 trade unionists. The conference adopted an action plan to focus on four main priorities: protecting migrant workers through improved legal protection; strengthening bilateral cooperation and networking; promoting the exchange of good practices in addressing racial discrimination; and promoting diversity measures within union structures. It also set up a task force on racism composed of one representative from each of the 7 sub-regions, with the objective of monitoring progress on the action plan. During the conference, the US affiliates also adopted a joint plan of action to oppose the Bush administration proposals to reform the existing laws on migration.



*Cam Duncan at the 2nd Inter-American Conference on Racism, Miami*

PSI participated at the Workers' Out Conference in Montreal on 26-28 July and there was a large number of public sector union members present. PSI Canadian affiliates played an important role in the organisation of the event and in drafting the comprehensive final declaration, which highlights the role of the public sector in promoting lesbian, gay, bisexual and transgendered workers' rights.

During 2006, there has been important progress in developing young workers'

committees at national level, with a number of exchange programmes for young workers in the Andean countries, Central America, the Southern Cone and Brazil.

Women's committees continue to implement the PSI pay equity campaign at national level, and specialised training has been provided for women activists on how to carry out job evaluations in the Southern Cone, the Andean Region and Brazil.

## PUBLIC ADMINISTRATION

In 2006, the main priority has been to develop a stronger network of public administration unions. PSI organised a regional conference on the theme of "Trade Union Rights and Public Administration Workers" on 25-27 October, which brought together over 30 trade unionists. The conference was an important opportunity to share experiences of organising and strategies and it was agreed to establish an electronic news and information exchange.

## USA MIGRATION WORKING GROUP

This group was established in order to support coordination of the PSI project on international migration and women health workers. The group will study the US legislation on migration and make proposals for amendments in order to better defend the rights of both nationals and migrant workers. Another important task will be to study the evolution of the US trade agreements, in particular in relation to clauses on workers' rights and the migration of health workers.

## OPPOSITION TO NEO-LIBERAL PUBLIC SECTOR REFORM

PSI continues to be at the forefront of the opposition to the neo-liberal economic policies and their impact on the public sector. In Puerto Rico, PSI organised a seminar on "Public Service Workers and State Reform in the Americas" on 20-21 December. The seminar was an opportunity to discuss the Puerto Rican government's proposals for public sector reform. PSI affiliates from Colombia, Brazil, Nicaragua and Canada shared their experiences and there was a discussion on developing resistance strategies.

Another important activity was a workshop on "Trade Union Responses to New

Forms of Privatisations”, which took place in Toronto, Canada, on 14-16 March. This was a forum for trade union leaders from the UK, USA, Australia and Canada to discuss common strategies and approaches.

## UNION DEVELOPMENT

Capacity-building and campaigning activities have continued in the Caribbean and the four sub-regions in Latin America through various externally funded projects. There is a Latin American region-wide programme

for the municipal sector, and specific health sector projects in Brazil, the Southern Cone and Central America. A new initiative was launched in the water sector in the Andean countries where the affiliates have set up a special council of water unions to spearhead campaigns to oppose privatisation. These projects mainly focus on organising and strengthening the capacity of the unions to formulate alternative proposals to proposed reforms and downsizing of the public sector and the campaign for quality public services for all. ■

# EUROPE

## INTEGRATION DISCUSSIONS BETWEEN PSI EUROPE AND EPSU

The integration process continued throughout 2006 with a series of meetings of a joint working group. A number of important agreements on transitional arrangements and the future programme of work have been reached. All key documents are available on: <http://www.world-psi.org/integration>.

## PUBLIC SECTOR WORKERS AND THEIR WORK

There was an important range of activities and research work reinforcing the ability of PSI affiliates to deal with the reform of municipal and state services, including cultural services, and to develop a gender perspective in this process. There has been a focus on how to develop common strategies regarding the restructuring policies imposed by the South-East European Treaty. Other issues included training on collective bargaining, how to participate effectively in social dialogue and how to oppose privatisation, particularly in the health sector in Russia and Armenia. Public utilities were another major concern.

In addition, there were seminars on privatisation and restructuring of water and electricity in Ukraine and Albania, on health and safety in the water supply system in Bulgaria, on reform of the water system in Ukraine, on collective bargaining in the Ukrainian gas sector and on the future of the energy sector after EU integration in Romania.

## UNION DEVELOPMENT AND INTERNATIONAL SOLIDARITY

During 2006 there has been an increase in capacity-building programmes in Central and Eastern Europe, focusing on the five key areas of the PSI global action programme and drawing on the recommendations of the 2005 European Regional Conference.

Projects have sought to enable affiliates to identify their needs and find ways and means to satisfy them, either themselves or with the help of other unions - sometimes by merging. Strategic planning activities helped enhance internal democracy and capacity-building by strengthening the union as a partner in the social dialogue process and by increasing membership recruitment. These activities were targeted at Georgia, Belarus, Ukraine, Romania, Kazakhstan and Serbia in 2006.



**Protest Action on Low Pay, Vilnius, Lithuania, November 2006**



## PSI QUALITY PUBLIC SERVICES CAMPAIGN

This campaign was supported by a project in Serbia sponsored by IMPACT, which will lead to a nationwide quality public services campaign. The overall objective is to achieve better co-operation among trade unions, NGOs and other organisations over campaigns to maintain and improve public services. The Romanian federation SIGOL organised a similar project, emphasising both the need for higher quality public services, better working conditions and for vocational training of workers.

## WINNING WORKERS' RIGHTS

Trade union and labour rights were the main aspect of training seminars in countries of the former Soviet Union. PSI has been actively involved through urgent action appeals and protest letters in defending the rights of public sector workers in a number of Eastern European countries but also in Sweden, Israel and France.



*European Youth Forum, Oslo, 11-13 September*

## EQUALITY, EQUITY AND DIVERSITY

Equality is a cross-cutting issue that is being mainstreamed into all European activities. Gender issues are integral to the on-going capacity-building projects. There has been a particular focus on young women leaders and young workers. In addition, in all Central and Eastern European sub-regions, specific activities were organised for women workers and young workers. High priority has been given to young workers training programmes: topics covered included how to get their rights respected; how to deal with HIV/AIDS at the workplace; and how to recruit young members and communicate with them.

## PSI EUROPEAN YOUTH FORUM (EYF)

The Forum has mainly carried out activities on HIV/AIDS, young workers' recruitment and training the trainers in Central and Eastern European countries. The EYF manages its own budget. These activities are either implemented by the EYF members themselves or by PSI affiliates with the assistance of the EYF members. Visit [www.world-psi.org/connect](http://www.world-psi.org/connect) for more information. In the framework of the discussions about a single European Public Services Union organisation (EPSU/PSI Europe), there has been a debate as to whether the new organisation will have a constitutional young workers' structure as the PSI does at present. ■



*At the Launch of the LO Campaign:  
"Recruiting new members: visible, active and strong", Norway*

# NEW STAFF APPOINTMENTS AT THE PSI

## Jocelio Drummond

was appointed as Regional Secretary for the Inter-Americas in May, replacing Cam Duncan at the PSI Washington Office. Jocelio is a Brazilian national and a psychiatrist by training, with a specialisation in public health. He has been a trade union activist for 15 years and worked with the CNSS, the National Confederation of Health and Social Security workers. In 1999, he began to work for the PSI as the Sub-regional Secretary for Brazil.

## Jorge Mancillas

was appointed as the Health and Municipal Services Officer, to take over the health services work from Alan Leather and to extend PSI's work in the area of municipal services. His childhood experience, working from an early age in the local market in Mexico, has convinced him of the importance of unions. He has a PhD in neurobiology and worked as a biomedical researcher. Throughout his career, he has used his medical expertise to advocate for

public health issues and has worked with unions to defend public services. For the last 10 years, Jorge has worked in different capacities with the PSI affiliates AFSCME and SEIU, in the USA.

**Chidi King** was appointed as Equality and Rights Officer to replace Nora Wintour. She is an employment rights lawyer and has worked with the TUC (British trade union centre) on employment and equity issues, with a special focus on atypical forms of work, such as casual and temporary agency work. She has worked previously with the Lewisham Racial Equality Council and an anti-corruption NGO, called Public Concern at Work. Chidi is a UK national and her family is from Sierra Leone.

## Monica Valente

was appointed as the Sub-regional Secretary for Brazil on 1 May. She is a psychologist by profession and worked previously as a trade unionist in Sao Paulo in the public health sector. She was elected onto the Executive Board

of the CUT for the period 1994-2000. Since then, she has worked in a senior position in the municipal government of Sao Paulo.

**Elida Cruz** was appointed as Projects Coordinator for Brazil on 1 May. She has a diploma in public administration and worked previously with the PSI affiliate, the National Confederation of Health and Social Security Workers. She has carried out a number of research projects for the PSI on the impact of privatisation in local government.

## Sani Baba Mohammed

was appointed on 1 April as Assistant Project Coordinator for East and West Africa. He is based at the Regional Office in Lomé, Togo. He is a Nigerian national and has a diploma in public administration. He joined the Nigerian Union of Local Government Employees (NULGE) as an organising secretary and later became Assistant General Secretary. He has worked as an educator for a number of years and has written training modules.



Jocelio Drummond



Jorge Mancillas



Chidi King



Elida Cruz



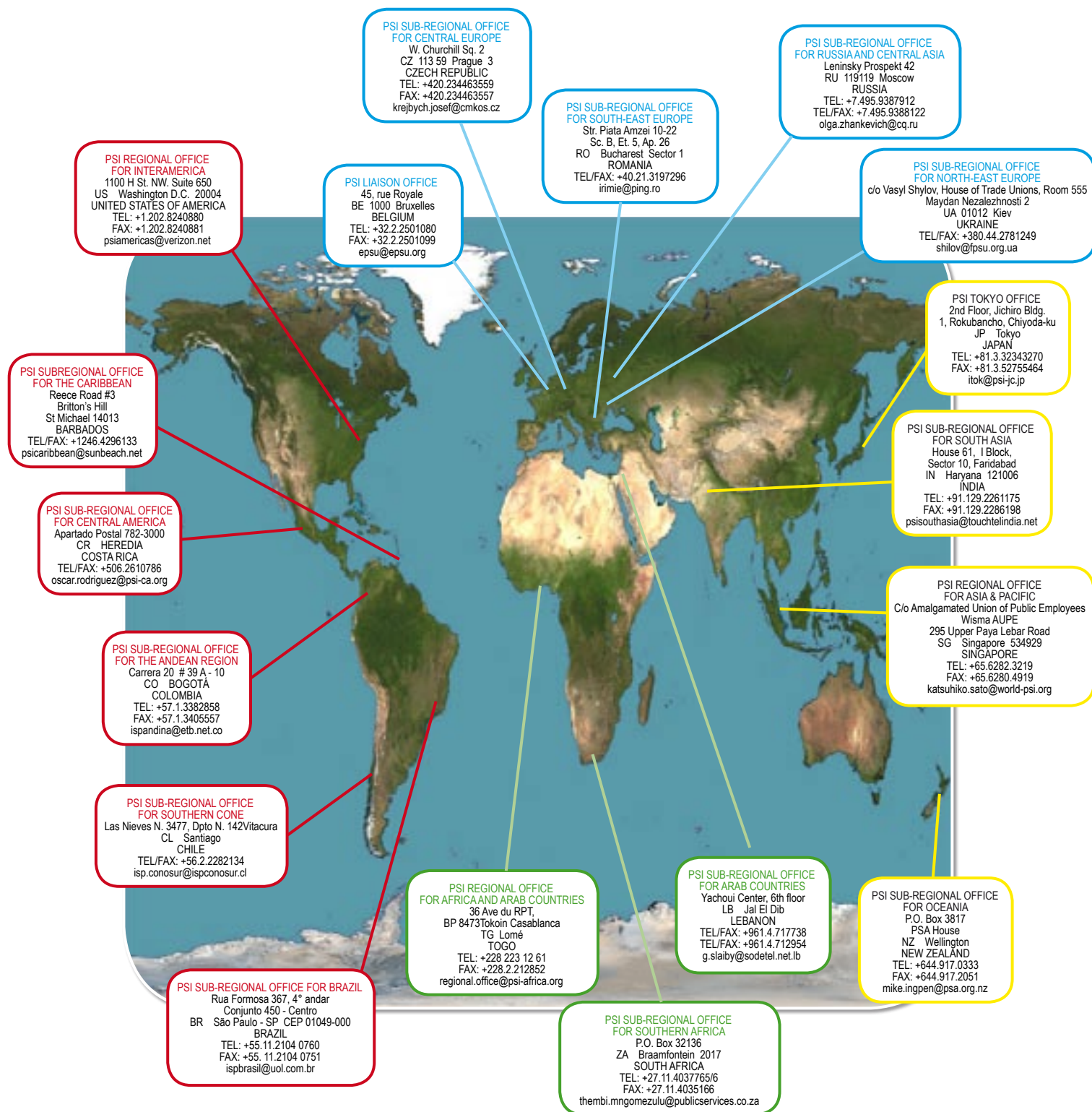
Monica Valente



Sani Baba Mohammed



# Working for Quality Public Services Worldwide



**Public Services International**

B.P. 9

01211 Ferney-Voltaire Cedex

FRANCE

Tel: +33 4 50 40 64 64

Fax: +33 4 50 40 73 20

E-mail: [psi@world-psi.org](mailto:psi@world-psi.org)

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