



# Public Services International

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## Annual Report 2007



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## Message from Peter Waldorff, PSI General Secretary



**P**SI's global outreach is clearly reflected in the vast range of issues and campaigns that public sector trade unions engaged with during 2007. In many countries, the core challenge remains the mobilisation of workers, civil society and other allies to oppose privatisation of essential services and harmful public sector reforms. Public sector unions are increasingly aware that they are part of a global campaign of resistance and that a successful challenge can only be put in place through coordinated work on many different fronts, from the local to the international.

Throughout 2007, there was a spectacular growth in the number of quality sectoral networks and initiatives, which brought PSI affiliates and potential affiliates together in new ways. These networks are designed for information exchange and planning joint strategies to present constructive public sector alternatives to governments and other actors. As decision-making on public sector reform, employment and labour market issues is increasingly transferred to regional economic blocks, unions are responding and expanding their own advocacy work. PSI's important programme of training and capacity building is assisting the union movement in developing and transition countries to develop a new legitimacy as the representative and voice for Quality Public Services. PSI's organisational scope and reputation has been strengthened as a consequence.

The International Financial Institutions no longer speak with one voice about the merits of privatisation. The World Bank and regional banks are discussing how to address issues concerning the application of labour standards in their loan agreements. Many of the UN agencies are re-assessing their understanding of the role and value of the public sector and its contribution to meeting the Millennium Development Goals, including gender equality and social inclusion. These are positive signals, which need to be built upon.

On the other hand, the incursion of private equity investors into the delivery of essential services is growing, particularly in water, energy and port services. Private equity investors are not long-term investors but rather provide low capital investment and high levels of borrowing. They are associated with corporate restructuring and redundancies in an effort to maximise short-term profit. Because private equity companies are not listed on stock markets, there is often little transparency and accountability. PSI will ask its affiliates to pay increasing attention to this new threat to the public sector.

Trade union leaders are too often the victims of intimidation, harassment and other violations of basic human rights. The defence and promotion of fundamental trade union and human rights remained at the core of PSI and its affiliates' work during 2007. The number of public sector trade unions calling for solidarity and support from PSI continues to increase, as witnessed by the number of cases that these unions have brought before the ILO Committee on Freedom of Association.

This year has also been a year of transition for the PSI and I wish to personally acknowledge the enormous contribution that Hans Engelberts, the out-going General Secretary has made to the organisation. It is my privilege to continue the work he has set in motion and together with PSI affiliates and the PSI secretariat develop the new global policy and strategic objectives adopted at the Centennial Congress.

# Quality Public Services Campaign

**D**uring 2007, PSI developed the conceptual basis for the Quality Public Services campaign for the next Congress period through an extensive discussion with affiliates and elected bodies at the sub-regional and regional executive committees. The Global Policy and Strategic Objectives were substantially reviewed, improved and streamlined to become a working document that defines the parameters of PSI's work over the next Congress period.



Congress adopted the policy paper, which sets out a new vision of Quality Public Services as the overarching theme and guiding principle for all PSI's work. At Congress, PSI committed to campaigning for Quality Public Services as a means of promoting public sector union agendas and achieving social and economic justice. At the same time, PSI drew up a proposal for a 5-year programme of activities on Quality Public Services and is seeking to bring together different mutually reinforcing sectoral initiatives at national, sub-regional and regional levels. Unions have been able to use some of the PSI-sponsored projects to develop campaign activities and advocacy work. The Quality Public Services banner is now a familiar sight on the streets of many capital cities.

PSI has presented the programme to a wide range of potential allies and possible sponsors. The Quality Public Services campaign is also part of the Global Call to Action against Poverty (GCAP) campaign and is working in partnership with the Global Campaign for Education, where Education International is a leading member.

PSI has discussed the Quality Public Services campaign both with the ITUC and the newly formed Council of Global Unions with a view to developing a collaborative programme over the coming years and to ensure that the links between the PSI Quality Public Services campaign and the International Labour Organisation (ILO) and International Trade Union Confederation (ITUC) decent work programmes are clearly established.

PSI has produced a regular news bulletin on Quality Public Services to keep affiliates informed of different quality initiatives, rights issues, anti-privatisation campaigns and global trends. The PSI resource bank is also regularly up-dated.

## Asia-Pacific Action Plan for Quality Public Services

Following the adoption of the Congress resolutions, the Asia Pacific region held a major conference on the theme of Quality Public Services. 73 delegates from PSI's main sectoral groups, utilities, health

services, municipal services and public administration met in Manila, the Philippines, on 12-14 December to develop an action plan for Quality Public Services. The Action Plan 2008-2010 will focus on tackling the many challenges caused by the deterioration in public services, as a result of inadequate funding, deregulation and contracting out.

## Francophone Africa - Planning for Quality Public Services

A workshop aimed at training 18 instructors from six countries took place in Niamey, Niger, on 6-11 November 2007. Among the priorities identified, it was agreed to include the Quality Public Services campaign and commemoration of 23 June, Public Services Day in Africa, and it will be included in the next funding phase of an on-going union development project funded by LO/TCO, Sweden, and FNV, Netherlands.

## Brazil: Lobbying for a quality public health service

The 13th National Health Conference was held in Brasilia, between 14 and 18 November 2007, with nearly four thousand participants representing users of public health facilities, health workers and managers. The central theme was "Health and quality of life: state policies and development".

The Ministry of Health's proposal to establish private foundations to administer public hospitals, on the pretext of "modernizing" the management of health services, was defeated by a substantial majority. The partnership between health workers, including PSI affiliates the Confederation of Social Security Workers (CNTSS) and the National Confederation of Health Workers (CNTS), and representatives of users meant victory for the principles of a Quality Public Health Service.

## UK: UNISON - Quality cleaning for quality health services

Positively Public, the UNISON campaign for quality public services in the United Kingdom, has launched a new National Health Service initiative entitled "Cleaning up the NHS". UNISON has urged the Ministry of Health to bring back hospital cleaners, whose numbers have almost halved in the past 20 years. The union believes more cleaners on the wards would reassure the public and help stamp out super-bugs such as MRSA. The union welcomed the 'deep clean' initiative announced last year, but says it should be used to kick-start better day-to-day cleaning of hospital wards. It has warned that to do so effectively, the government needs to set recruitment targets for NHS cleaners.

# PSI Centennial Congress

**T**he PSI Centennial Congress was the major event of the PSI calendar in 2007. Staff, affiliates and the Vienna organising team lived the Congress preparations for many months in advance. It was a truly historic event – the Centennial celebrations, the election of the new General Secretary, Peter Waldorff, and a farewell to Hans Engelberts, General Secretary for over 26 years. Over the last quarter century, Hans transformed PSI into a strong organisation representing over 20 million workers through 651 affiliates in 154 countries.

There were 792 registered delegates at the Congress – the largest recorded number ever – and 41% were women delegates. There were also many observers, guests and visitors, bringing the total number of participants to almost 1,500.

The main objective of the Congress was to set the vision, goals and practical tasks for PSI over the next 5-year period. The key Congress resolution was on PSI's Global Policy and Strategic Objectives. It outlines the main challenges, strategies and areas of work in four sectoral areas and on four crosscutting issues. The text had been substantively debated and amended in PSI's different constitutional and advisory bodies prior to Congress in order to reach a consensus document.



A total of 26 resolutions were adopted by Congress, covering a range of issues of concern to public sector workers across the globe. Many referred to specific situations concerning the violation of trade union rights in the public sector, such as in Japan where fire fighters and ambulance workers still do not enjoy trade union rights, and in Iraq where there is a long-standing prohibition on unions in the public sector. Others referred to globalisation, multinationals and neo-liberal reforms, the need to strengthen national pension systems, and other key emerging issues. New areas of focus for PSI include the UN Millennium

## Farewell from Hans Engelberts

**PSI General Secretary  
(1981- 2007)**

*“I wish you all the strength and success in the coming years to put all our decisions into practice. I want to thank you all for the support and friendship I have received over the years. I am sure Peter Waldorff will be able to count on the same support and I wish him the same satisfaction as I have had in serving all the PSI affiliates. Together, we can work for a better world with more equality and social justice.”*



Development Goals and the role of public services, international migration, and climate change.

Participants expressed their strong appreciation for the way the Congress programme was organised, moving from the traditional plenary debating format to a more flexible workshop approach to allow for in-depth discussion and increased exchange. The centennial celebration combined music, videos, interviews and presentations, which provided an entertaining historical panorama of public services and trade union development. The sectoral workshops focused on how to advance the Quality Public Services campaign and recommendations will be submitted to the Executive Board and integrated into the PSI work plan.

PSI organised two pre-Congress meetings. The forum on lesbian, gay, bisexual and transgender workers (LGBT workers), co-sponsored by Education International, was an important event and cemented PSI's commitment to supporting the rights of LGBT workers. The meeting heard from Colombian and Costa Rican participants of serious intimidation and harassment of LGBT workers. However, on the positive side, in other countries, unions, governments and NGOs are collaborating to promote non-discrimination in the workplace. The young workers' meeting brought together over 60 young workers. The participants dis-

## Farewell from Mike Waghorne

Assistant General Secretary  
PSI staff member 1989- 2007)



*"I worked for PSI for 18 years. During that period, I saw the organisation grow quite significantly, at a time when anti-union politicians and employers and neo-liberal theorists were telling us (and maybe themselves, to bolster their self-confidence) that unions were shrinking, relics from the past, or, as economists at the OECD and World Bank put it, 'walking labour market imperfections'!"*

*PSI doubled or trebled in size between 1989 and 2007, the period of my employment. In terms of public sector workers covered by PSI, we grew from ten million to 20 million; in terms of affiliated unions, we grew from just over 200 to 650. In many countries, public sector unions are often growing or holding their own. I hope that in the future, PSI will optimise the potential to make the voices of the union movement heard by public employers and governments and by the international and intergovernmental organisations that set the policies for so many of our members. It would be a really good farewell present for me to see that happen. I wish PSI and its members well."*

cussed issues of representation, recruitment and retention of young workers, together with the obstacles to overcome so that union work is more appealing to young people. The need for education curricula to include information about workers' rights and the role of trade unions was emphasised.

There was a series of side events and meetings that contributed to the lively and enthusiastic atmosphere throughout the Congress. The conference mall was full of stands with exhibitions and publication displays on different issues. Many affiliates had invested considerable time and care in arranging exhibitions about their campaigns and capacity building programmes. There was a public water fountain to show case Vienna's high quality public water and each participant was given a water bottle. One highlight was the pay equity wash line, which spanned the ceiling and the wall where participants wrote up comments on equal pay issues. There was also a sponsored walk which took the marchers through the Prater Park to raise funds for community childcare centres and their organisation in India. Another event was the red-card protest against the repression of democracy protesters in Burma/Myanmar.

The key moment was of course the election of the new General Secretary. The two candidates, Keith Sonnet of UNISON in the UK, and Peter Waldorff of HK Stat in Denmark, had run very visible and strong campaigns both prior to and during the Congress. Peter's election with a clear majority of votes was an important exercise in trade union democracy. In his acceptance speech at Congress, Peter paid tribute to the work of Hans Engelberts, who has since retired after 26 years in office. Peter assumed his new position in January 2008.

# Constitutional Meetings

## Congress Standing Orders Committee

The Congress Standing Orders Committee (SOC) started meeting in early 2006 in order to consider changes to the way Congress is run, specifically to allow for more participation. The number of Congress plenary sessions was reduced and three half-day workshop sessions were introduced instead. There were to be six 'official' workshops, with interpretation provided, and a series of workshops sponsored by affiliates, averaging about six parallel workshops for each afternoon.

In addition to the usual Congress programme, keynote speakers, Congress Standing Orders and resolutions and amendments, the SOC had two additional tasks in 2007.

The SOC drew up guidelines for approving proposed workshops and reviewed a proposal for a new process for drafting and adopting resolutions and amendments submitted to Congress.

It was agreed that the Executive Board would examine all resolutions and amendments and submit a report with recommendations on voting to Congress. This report would then be distributed to all Congress delegates and any delegations that wished to contest the Board's proposed course of action would be entitled to attend a Hearing conducted by the SOC to make their case. The SOC would then report to Congress on all such challenges and Congress would have the option of voting for all proposed actions in one bloc vote or of singling out some challenged proposals for a separate vote. In the event, at Congress, no such challenges were brought before the SOC and all of the Board's proposed dispositions were adopted.

The first election for the position of General Secretary in 26 years raised some procedural questions and, at the request of one of the two candidates, the Standing Orders Committee was also mandated to establish a detailed election procedure.

Because of the range of tasks before it, the SOC met six times: twice in 2006 and four times in 2007. The Secretariat is very grateful for the dedication and commitment of the SOC members.

## Executive Board

PSI Executive Board met three times in 2007. The first meeting took place on 9-10 May in Geneva and among the main issues on the agenda were the preparation of Congress,



*Ylva and Hans with Congress participants*

the draft Congress resolutions (including proposed changes to the Constitution to include young workers' representatives), and the merger process between PSI Europe and EPSU. The meeting also adopted a proposal for an organisational review in 2007, a 5-year financial plan, and an outline of the Quality Public Services campaign for the next 5-year period. A proposal for a young person's scholarship to the Global Labour University, to be named after Heinz Kluncker and Jerry Wurf, was also agreed.

There was a one-day Executive Board meeting prior to the World Congress on 22 September in Vienna. The meeting again reviewed Congress preparations, including the draft resolutions, and agreed to submit a number of emergency resolutions to Congress. A draft text concerning the merger process between PSI Europe and EPSU was adopted for submission to Congress as well. A detailed proposal on voting procedures was adopted and there was a review of the Congress programme and the media and communications arrangements. The meeting also reviewed membership matters and agreed to endorse the proposed resolution on affiliation fees.

After Congress, the new Executive Board met briefly on 28 September to confirm its membership and to nominate the Vice-Presidents. Ylva Thörn welcomed Peter Waldorff to his first Executive Board meeting. Dave Prentis was elected as Senior Vice President, to replace Ylva in her absence. The Executive Board agreed that the EPSU Executive Committee would now take over the functions of the PSI European Regional Executive Committee. The EPSU and PSI Secretariats were requested to draft a new cooperation agreement, which would be submitted to the next PSI Executive Board and the EPSU Executive Committee for discussion and adoption. The meeting noted the composition and proposed work plan of the World Women's Committee and confirmed the 2008 budget.

## World Women's Committee

PSI World Women's Committee met on 7-8 May in Geneva. There was a full agenda combining training, workshop sessions, and policy debates, as well as presentations of on-going campaigns. Nicole Kikoyo Quenum,



from the Judicial Workers' Union of Benin, co-chaired the meeting with the three other regional Vice-Chairs. There was a detailed presentation on the "Water, Women and Workers" campaign running 8-22 March and it was unanimously agreed that 8 March 2008

should also focus on the same theme. The World Women's Committee also endorsed the proposal for the third phase of the international migration and women health workers' project. In the afternoon of the first day, there were two workshops on trade union responses to precarious work and a strategic planning session to review the main campaign priorities for the next Congress period. During the second day, Chidi King outlined the 2007 and 2008 work programme and budget, and

the many plans for highlighting women's empowerment and gender equality issues at the Congress were discussed. Manuela Tomei, from ILO Declaration, gave a presentation on the global report on the elimination of discrimination in respect of employment. Nora Wintour, Deputy General Secretary, gave a presentation on the main plans for the Quality Public Services campaign in the next Congress period. Finally, there was a discussion on how to improve communications between women's committee members through the website and regular publications.

The World Women's Committee also met on 21 September to finalise preparations for Congress, including the Centennial presentations, the equality session during the plenary and the various side-events, such as the pay equity wash line and the sponsored walk. The meeting also reviewed how to strengthen gender mainstreaming in PSI's sectoral work and welcomed presentations from PSI's sectoral officers.

Finally, the World Women's Committee met briefly on 28 September to welcome the newly elected members, confirm the theme for March 8<sup>th</sup> 2008 and to note the plans for the 16 days of action against violence against women, 25 November to 10 December.

It was agreed that elections for the Chair and Vice-Chair would take place at the first meeting in 2008.

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## International Meetings

### Going global: Organising, Recognition and Union Rights

Over 200 trade union leaders from the ITUC affiliates, the global union federations and the United States met in Washington on 10-11 December at a conference to strengthen international solidarity on workers' rights, and to develop better strategies for representing workers in the global economy. Fred Van Leeuwen, Education International General Secretary and Chair of the Council of Global Unions, opened the meeting. He identified the major priorities for the global union movement,

including the need for a major commitment to quality public services and the rejection of market-based solutions. "The market can give us a price for everything", he stated, "but not its value". During the conference, participants discussed how to strengthen the alternative global vision of public services and the public sector. Key strategies on how to revitalise quality public services were discussed, including campaigns to support the right to organise and bargain collectively in the public sector, the development of an international framework for quality services in the public sector, and strengthening coalitions.



# Public and State Administration Workers

2007 was a year of transition and change in the public administration sector. Mike Waghorne, who had responsibility for this sector, retired in mid-October, and was succeeded by Svend Robinson, former Canadian Member of Parliament and public sector union activist. As with all of PSI's work, the overarching theme is campaigning for quality public services. Key elements of the new public administration programme in this sector include:

- Assisting workers in the civil service to form trade unions in order to obtain the right to freedom of association and collective bargaining
- Improving the public image of civil servants in order for them to gain recognition for the value of their work, and improve working conditions and status
- Developing and promoting a vision of well-funded quality public services - public service organisations that provide decent work and working conditions
- Promoting the value of professional and unionised civil servants in order to ensure quality and transparent public administration
- Improving working conditions, union rights, and quality public services delivered by civil servants in order to contribute to the setting of global standards for all governments
- Coordinating the exchange of information and best practice to strengthen international solidarity.

There were two Congress workshops focusing on public administration issues, both chaired by Larry Brown of NUPGE Canada. The official workshop included discussion of four important subjects: an update on the proposed General Agreement on Public Services (GAPS) project, presentations of the New Zealand Partnership for Quality, the international solidarity work of the Spanish affiliate, and an overview of the communications strategy of Irish affiliate IMPACT on improving the public image of civil servants. A self-organised workshop continued the discussion started in the 2006 Public Sector Forum on a vision for building strength and cooperation in this sector. It was also recommended that PSI should join in recognising international Public Service Day each year, on 23 June. In 2007, our Kenyan affiliate was the recipient of one of the UN Public Service Day Awards for innovation in performance contracts.

Other resolutions were adopted by Congress in this sector on the rights of public sector workers in Guyana and Iraq, and calling on the Japanese government to immediately respect ILO Convention No. 87 and grant the right to organise to fire fighters and ambulance workers.

The Public Sector Steering Group (PSSG) met in March 2007, and discussed a number of issues, including follow-up to the 2006 Forum on the Future of Public Services. It was decided that the next Forum should focus on the issue of social security, particularly on pensions. Following the restructuring of the PSI's sectoral work, September's Executive Board agreed that the PSSG's role and mandate should be re-examined in 2008.

Svend Robinson attended the October 2007 meeting of the EPSU Standing Committee on National and European Administration, the last to be chaired by new PSI General Secretary, Peter Waldorff. The major issue discussed at this meeting was the ongoing work to establish a formal social dialogue in the public sector with the European Commission. Significant progress has in fact been made on this front.



***Kenyan representative receives  
Public Service Day Award***

# Health and Social Services

**P**SI affiliates continue to be at the forefront of efforts to defend public health systems. The goal is to ensure that health systems have adequate financial and material resources, and are sufficiently staffed. All around the globe, PSI is campaigning for health workers to have the tools, terms of employment and working conditions that allow them to deliver patients the quality service they deserve.

In the new global reality, successfully defending public health systems requires:

- 1) timely information and incisive analysis about global, regional and national trends and the actors that drive them;
- 2) sharing successful practices and development of effective strategies;
- 3) coordinated regional and global campaigns to mobilise health workers and their allies in defence of health systems and the health workforce.

PSI activities during 2007 included:

## I. Research, information and analysis

- PSI is actively disseminating “Forces and reactions in Health Care,” a report on Global Trends commissioned by PSI. The report focuses on the activities of multinational companies in the sector, and campaigning and trade union action.
- PSI commissioned two new research projects from PSIRU: “A global review of the expansion of multinational healthcare companies,” and a report on “Global trends in occupational health and safety legislation”.
- PSI collaborated with the Global Union Research Network to launch “Health Politics and Trade Unions,” an online resource on global health policy. The website contains documents on health determinants, health workforce, health reform, governance and trade union activities.
- PSI’s newsletter for the health sector, “Focus on Health,” is being improved in its frequency and



content to make it a timely tool for analysing global trends in health policy.

- PSI is circulating key IMF and World Bank policy documents for discussion.
- PSI is monitoring new developments, like measures to facilitate a growing trend for cross border health care provision, to avoid negative impacts on health systems and labour standards.

## II. Strategic planning to confront the commercialisation of health

- The Congress adopted an overarching global policy position and seven strategic objectives for health services.
- Specific initiatives to implement the resolutions took place at the well-attended Congress workshop and are continuing through our publications and at regional meetings.
- PSI is collecting and analysing information on positive experiences in confronting privatisation and commercialisation of health services. Discussions on the subject were held at the Health Services Task Force and PSI Congress. The aim is to develop tools to assist affiliates in the development of successful strategies.
- Regional discussions were organised, aimed at exchanging experiences, sharpening strategies, developing joint efforts and offering mutual support. From Western Africa to South Eastern Europe and from Central America to Oceania, PSI affiliates met to discuss common challenges, share experiences, and identify successful practices, and to form regional networks.
- PSI has developed initiatives to coordinate the organisation of health workers employed by multinational corporations in specific sectors.

## III. Protecting the health and safety of health care workers.

- Health workers are exposed to a complex variety of health and safety hazards in their workplace on a daily basis. PSI is developing tools to assist affiliates in tackling these hazards.
- PSI lobbied for the adoption of the World Health Organisation’s (WHO) Global Plan of Action for Workers’ Health and cooperates with WHO personnel to develop and implement a specific plan for health workers.
- PSI is conducting research on national occupational health and safety legislation and regulations, in collaboration with the WHO.
- PSI participates in international efforts, at both the WHO and ILO, to monitor the advance of avian flu and to ensure that procedures are in place to protect health workers in the event of an outbreak.

## Needlestick injuries and blood-borne pathogens (Hepatitis B and C, HIV/AIDS)

- PSI participates in the WHO Safe Injection Global Network, advocating for measures and devices to protect health workers from infection with blood borne pathogens (HIV, Hepatitis B).
- PSI developed an agreement with a training institute, based in San Francisco General Hospital, to provide training to affiliates on assessment of medical devices and procedures, and on the development of a comprehensive set of measures to reduce hazards and exposure to blood-borne pathogens.
- PSI developed a partnership with an international manufacturer of safe injection devices and provides affiliates with information and technical assistance to achieve the introduction of safer devices and eliminate needlestick injuries. This new initiative has led to successful outcomes, such as PSI affiliate, SOLSICO's success in persuading the government of the Democratic Republic of Congo to make retractable syringes the mandatory standard in all health settings.
- As part of the Global Plan of Action on Workers' Health, PSI is working with the WHO on a campaign to immunize health workers against Hepatitis B. A pilot programme was launched in Peru.
- PSI funded educational seminars in Estonia and Lithuania on measures to prevent workplace infection with HIV/AIDS.
- PSI continues to participate in the Global Unions' AIDS Programme and its advocacy efforts.
- PSI has initiated collaborative efforts with the World Bank to develop concrete projects to protect health workers from occupational risks in countries with a high incidence of HIV/AIDS.
- PSI and UNISON have continued their joint project to build the capacity of Southern African affiliates to deal with the impact of HIV/AIDS.

## Workplace Violence

- PSI continues to disseminate the guidelines and training manual on Workplace Violence in the Health Sector, a joint project with the ILO, WHO and the International Council of Nurses. The four partners have begun work on a new manual.
- PSI is co-sponsoring an international conference on Violence in the Health Sector in Amsterdam.

## IV. Health workforce strengthening

- PSI is an active member of the Global Health Workforce Alliance, a WHO initiative to address the global shortage of health workers, estimated at 4.25 million.



- PSI is a participant in the WHO's Task Shifting project. The project includes initiatives intended to increase the number of community health workers (CHWs), task shifting and redeployment of personnel. PSI has successfully advocated for language in the WHO's task shifting guidelines that will address the potential impacts of the introduction of large numbers of CHWs and related changes to the viability of national health systems, as well as on labour standards and quality of care.
- PSI participates in the WHO's Treat, Train and Retain programme, aimed at addressing the global shortage of health workers by developing policies aimed at protecting health workers from occupational hazards, and advocating for better employment and working conditions.
- PSI is a member of the Health Worker Advocacy Initiative, a global coalition of CSOs created to lobby for adequate funding and staffing of health systems.

## V. Gender equity

Approximately 80% of the health workforce are women. Too often, they work under precarious employment conditions, are poorly paid, under-valued, poorly supported and inadequately protected from occupational hazards.

PSI continues to gather information and conduct research on gender inequality and inequities in the health sector, to provide the necessary data for PSI and its affiliates' advocacy efforts.

# Municipal Services

As many countries embark on policies of decentralisation, municipalities are increasingly entrusted with providing essential public services. In poor, remote areas, they are often the only providers. Thus, municipal services play a central role in the achievement of the Millennium Development Goals (MDG), reducing poverty and enhancing the wellbeing of the population. Yet, as indicated in PSI's "Global Policy and Strategic Objectives: 2008-2012" they are under increased pressure to adopt market-driven policies intended to commercialise public services.

In countries that have been subjected to such reforms, municipal workers, usually underpaid, have seen their employment become more and more precarious. Their compensation, benefits, and working conditions have worsened, their workloads have increased, and measures to protect them from occupational health hazards have loosened.

PSI has launched a new effort to gather information, carry out research and develop policies and instruments to face these challenges. The new sector activities include support to affiliates in the development of successful strategies and the building of regional networks of municipal workers' unions.

The following is a sample of our activities in 2007:

- PSI published and is now disseminating two key documents on the successful experience of Norwegian municipal workers' unions in defeating privatisation and achieving quality public services.
- PSI commissioned two research projects from the PSI Research Unit (PSIRU):
  - 1) An analysis of the multinational corporations actively procuring contracts for the provision of municipal services, their strategies and their performance record;
  - 2) An analysis of the process of decentralisation, its impact on public services and public employees rights, and examples of effective union responses.
- PSI provided assistance and financial support for efforts to organise new sectors of municipal workers, such the national organising conference of municipal cleaning and sanitation workers in Brazil held by CONTRACS CUT in July 2007.
- PSI began working on the development of strategies to achieve quality public services in the municipal sector. The diversity and commonalities of challenges facing municipal workers around the globe were surveyed at a well-attended workshop at the PSI Centennial Congress. The process of developing effective strategies was initiated through the discussion of successful examples.
- PSI affiliates from Latin America to the Asia-Pacific region held meetings to discuss their challenges, share experiences, discuss strategy, and to begin developing regional networks.
- PSI continued to participate in the OECD's trade union consultations to monitor new policies and to advocate for the interests of workers in local and regional governmental structures.
- The exercise of trade union rights by municipal employees continued to be a challenge in many countries. In lots of cases they are restricted in their ability to take industrial action, under the argument that they perform an essential service (which ironically is not remunerated accordingly). In many others, union leaders are subject to acts of repression, ranging from loss of employment to incarceration or physical violence. PSI continued to mobilise its affiliates and allies in response to acts of aggression and utilised international tools to put pressure on governments.
- PSI continued to press for ratification of ILO Conventions 87 and 98, their observance by governments and the use of ILO complaint mechanisms by municipal workers' unions to ensure their enforcement.
- PSI continued to advocate for the development of additional international tools for protecting and expanding the trade union rights of municipal workers.
- PSI continued to advocate with International Financial Institutions for the introduction and observance of International Labour Standards (ILS) in the design of municipal projects that receive financing from such banks. In 2007, PSI welcomed the adoption of ILS by the Asian Development Bank. PSI monitors projects aimed at reforming the structure and governance of municipal services and has begun exploring mechanisms for a more effective utilisation of the accountability process of International Financial Institutions to prevent or mitigate negative labour impacts.



# Utilities

**P**SI affiliates continue to be concerned at the lack of transparency and reporting in private equity governance. This makes it more difficult for union pension funds to exercise social responsibility in their investments, on themes such as the environment, workers' rights and fair taxation. PSI has called for private equity firms to carry out social and environmental impact assessments, particularly in relation to union pension fund investments. It has also called for legislation that requires public regulation, disclosure and scrutiny of private equity, incorporating fair taxation.

PSI participated in a number of meetings on PE in 2007, including with the Private Equity Council in New York, and at the ITUC Committee on Workers' Capital meeting in Geneva.

## World Social Forum

A strong team of utilities unions took part at the World Social Forum on 20-25 January in Nairobi (Malawi, Senegal, Tunisia, Kenya, Nigeria, the Philippines, South Korea, Uruguay, Brazil, Canada, and Norway). A major achievement was the creation of the African Water Network (AWN), which brings together unions and NGOs. The AWN held its first meeting in Johannesburg in 19-21 November and PSI unions were well represented. The PSI delegation also highlighted issues around the lack of infrastructure for electricity supply, based on a research paper published by PSIRU, entitled "Electrifying Africa". A number of unions recommended that the WSF create a special group on energy. Overall, PSI's policy recommendations were well received and the delegation very visible, thanks also to strong support from the Kenyan affiliates and PSI West and East African staff.

## Latin America and Caribbean Utilities

Unions from Latin America and the Caribbean held a utilities planning meeting on 28-30 October, which agreed to increase advocacy work around the policies of the Inter-American Development Bank, including working with the ITUC office in Washington and the NGOs that specialise in 'bank watching'. It was also agreed to coordinate union work on MNEs in the region and with EPSU, including developing capabilities in the field of outsourcing and supporting unions working on public participation and labour-management cooperation.

## ILO Social Dialogue

PSI is working with ILO to promote social dialogue in specific countries in the utilities sector. The first country project started in Kenya, with a meeting held 26-27 November in Nairobi, coordinated with



*PLN and Electricity Workers in Korea*

the support of the PSI sub-regional staff. PSI will continue the programme with ILO for the period 2008-2009 in up to three other countries.

## PSI Congress

The utilities workshop at PSI Congress was well attended, no doubt with many attracted by the star guest, the Crown Prince of the Netherlands. He was invited in his capacity as Chair of the UN Secretary General's Advisory Board on Water and Sanitation to speak on the role of workers and unions in reforming and improving water services. The Prince challenged PSI affiliates to strengthen the campaign for water and sanitation and asked that the union movement identify clearly what support is needed from the international system to encourage greater worker involvement. The workshop also focused on PSI priorities for the next five years, including better and more systematic coordination among utility unions at the regional and global levels, and more actions in support of public ownership and control of water and energy systems.

## Water

PSI participated in the first Asia-Pacific Water Summit, 2-4 December, with the assistance of PSI affiliates JICHIRO, ZENSUIDO and RENGO. The summit was attended by ministers and some heads of state and was designed to review challenges related to water supply. The Japanese unions convened a large parallel meeting of union officials and activists in cooperation with NGOs working in the water sector. The summit itself unfortunately provided insufficient opportunities for dialogue and engagement.

## Public-public partnerships

- A public-public partnership (PUP) has been formed between unions and management of public water utilities from Buenos Aires

Province, Argentina and the city of Huancayo, Peru. This PUP is designed both to prevent privatisation in Huancayo and to improve existing public services. The unions involved, SOSBA (Argentina) and FENTAP (Peru) have been active in convincing the two management boards to sign a cooperation agreement.

- In the Philippines, the PSI affiliate in the water sector, AGWWAS has signed an agreement with the association of public managers to develop social benchmarking aimed at improving union involvement in the sector and strengthening respect of union rights.

### PSI Research Unit (PSIRU)

PSI continues its valuable cooperation with PSIRU, based at the University of Greenwich. PSIRU hired a research and policy associate based in Manila, to assist unions in the Asia-Pacific region. PSI has sent union policy specialists from developing countries to PSIRU for training and is examining ways to strengthen research networks in other regions.

In St. Petersburg, Russia, 28 February–1 March, David Hall, PSIRU Director, spoke to a joint meeting of public utility managers, elected government officials and unions, to highlight the potential negative impact of the current privatisation policies.

The global water operator partnership mechanism (GWOP), designed to facilitate public-public partnerships, was set up in 2006, partly as a result of PSI's recommendation, and is currently based at UN Habitat in Nairobi. There are plans to second a union representative to their office in Nairobi in order to promote union participation in the strengthening of public utilities. However, there is still much work to be done to persuade key government and multilateral agency officials of the merits of maintaining public ownership and management.

PSI participated in a multi-stakeholder meeting on 17-20 March in Brussels to plan a strategy to mobilise municipal and local elected officials to oppose private ownership and management of water utilities. For example, Funzione Pubblica CGIL, in Italy, works in coalition with NGOs to oppose and reverse privatisation, and on 19 November succeeded in imposing a national moratorium on water privatisation pending consideration of new legislation. On 1 December they held a major national rally of 40,000 people in Rome, with over one hundred local campaigns sending activists.

### Energy

PSI was part of the ITUC delegation to the New York meeting of the UN Commission on Sustainable Development 1-11 May, which had a special focus on energy, industrial development and climate change. The meeting failed to agree any policy recommendations. ITUC's advocacy focused on Just Transition measures for workers displaced by new measures under climate change policies. PSI also

focused on public ownership and management of energy services as essential if governments want to seriously address climate change and ensure access to energy services for the poor.

The Global Reporting Initiative (GRI) Working Group on Electricity Utility Sector Supplement finished its design work and will now move to the pilot phase of asking companies to test the implementation of these new reporting requirements. PSI provided advice on the reporting items on subcontracting, staff training and retention, and the right to strike. The Utility Workers' Union of America (UWUA) provided important support and will help during the pilot phase in 2008-09. A number of unions commented during the process.

PSI planned to participate in the triennial World Energy Congress in Rome. However, at the last minute, the organisers proposed such limited access that it was agreed not to attend. The next WEC will be in Montréal in 2010 and PSI will work with its Canadian affiliate, CUPE, to negotiate through Hydro Québec for adequate facilities to participate.

PSI continues to assist unions in South Korea, Indonesia and Taiwan that are opposing privatisation policies. PSIRU research papers have exposed flaws in the privatisation proposals and PSI has supported campaign actions.

The continual merger and acquisition processes of multinational energy corporations present challenges and opportunities for PSI and for EPSU. PSI's Regional Secretary for the Inter-Americas met with a number of unions in Italy and Spain to discuss the implications of the acquisition of Spanish Endesa (one of the largest energy producers in Latin America) by Italian ENEL. The announced merger of Suez and Gaz de France will also present particular challenges for both the water and energy sectors. Iberdola's acquisition of Energy East in the USA is also an issue for US unions, such as the International Brotherhood of Electrical Workers. Electricité de France's sale of all of its Latin American assets has now been completed, reducing the scope of the international component of the corporate social responsibility agreement that it signed with PSI.

### Private Equity

Private equity ownership of public services and utilities is on the increase and this became a fiercely debated issue in 2007. Last year PSIRU produced two research reports on private equity, the first challenging the industry lobbyists' own research and the second showing that the supposed high rates of return are an illusion.

# Global Institutions and Governance

**P**SI Assistant General Secretary, Mike Wag-horne, played a leading role in the Global Union Federation work in global governance and globalisation issues for many years, at the World Trade Organisation (WTO), Organisation for Economic Cooperation and Development (OECD) and the International Financial Institutions (IFI). Mike was also a key union link to a number of NGOs, including the Our World is Not For Sale (OWINFS) network, and the Geneva-based NGOs. Svend Robinson has now taken over these responsibilities.

Key priorities in this area agreed by Congress delegates include:

- Challenging the policies of global institutions in order to improve the quality of public services
- Changing the policies of the global institutions to incorporate and support socially sustainable and equitable issues
- Establishing selected strategic priority “globalisation” issues on which to focus in order to ensure a positive impact for quality public services
- Establishing effective union and community coalitions to deal with globalisation issues.

In addition, delegates adopted two resolutions on climate change, submitted by NUPGE and the Nordic affiliates, calling on PSI to play a leading role in this important area. PSI produced a document for the 2007 COP 13 UN Conference on Climate Change in Bali, called “Beat the Heat”, setting out PSI’s key priorities. PSI will be establishing a Working Group on Climate Change in 2008.

At the WTO, negotiations on the Doha Round, ongoing since 2001, continued very slowly. The key issues remained agriculture, and non-agricultural (that is, industrial) market access, or NAMA. Developing countries have taken a strong stand seeking an end to massive agricultural subsidies and the dumping of cheap agricultural exports by the US and EU. At the same time, they are resisting efforts by those jurisdictions to remove tariffs in the industrial and manufacturing sectors that could lead to massive job losses and reductions in tariff revenues for some of the poorest countries. Discussions on services are also continuing. Of major concern for PSI is the impact of proposed changes in the Global Agreement on Trade in Services (GATS) referring to public services, including health care and energy services. PSI is working with colleagues in other Global Unions Federations (GUF) on this issue, particularly EI, which also has grave concerns about the impact of GATS on public education.

The focus continues to shift to bilateral and regional trade agreements, often including terms far more damaging than those proposed in the WTO. PSI continues to work with affiliates in countries affected to highlight the dangers of these agreements, such as the Economic Partnership Agreements recently signed between the EU and the African, Caribbean and Pacific (ACP) countries. PSI supported the Costa Rican affiliates in

urging rejection of the Central American Free Trade Agreement (CAFTA). While it was narrowly adopted in October’s referendum, there was a very strong “no” vote. PSI is also joining in the resistance to similar corporate-driven trade agreements in such countries as South Korea, Philippines and Colombia. PSI participates in the work of the ITUC on trade issues through the TILS Committee, and also at the European Trade Union Confederation (ETUC) Trade Committee.

PSI is monitoring World Bank funded projects in the public sector. PSI has also been active in advocacy to ensure that the IFIs incorporate core labour standards into any projects they fund. The private sector lending arm of the World Bank group, International Finance Corporation, and the Bank itself, have recently taken positive steps in this direction. PSI is seeking to engage the regional development banks in this area as well, and had some success at a meeting in December in Manila with the Asian Development Bank.

At the OECD, PSI continues to work closely with the Trade Union Advisory Committee, TUAC, on a number of public sector issues. PSI is a member of the Working Group on Regulatory Reform, and also participates in the annual consultation of the Public Governance Committee (PGC). In 2007, subjects on the agenda included:

- A new project on innovation in the public sector
- The outreach/global relations work of the PGC – its activities with a number of non-member states such as Russia, China, the MENA countries (Middle East and North Africa) and Brazil
- A new project on managing the boundary between political and administrative appointments in OECD civil services.

Other issues PSI follows at the OECD include their work on Public-Private Partnerships. PSI is also closely following the OECD’s work on China.

PSI is working with the ILO to promote social dialogue in public administration. It is also striving to strengthen monitoring and enforcement of ILO Convention 94 on Public Procurement, and urging affiliates to seek ratification of this important instrument.

PSI also cooperated with the anti-corruption network UNICORN, UK, coordinated by Kirsty Drew. One particular focus in that area is protecting the rights of whistleblowers, who often face threats and reprisals for speaking out. Many PSI affiliated trade union leaders, including Annie Geron of PSLINK in the Philippines and Mourad Tchiko of SNAPAP, Algeria, have been dismissed from their jobs and harassed due to their courage in exposing corruption in their countries.



**Annie Geron**

# Equality, Equity and Diversity

In 2007 PSI's work to promote equality, equity and diversity continued to focus on the link between equality and Quality Public Services, and the importance of building strong alliances in campaigning for equality and social justice.

## 8 March 2007

PSI affiliates marked the days between International Women's Day on 8 March and World Water Day on 22 March by pointing to the importance of public ownership and management of water for women and gender equality. Organised activities included vigils, round tables, delegations to meet government officials, and visits to water plants.

In many countries, affiliates used these fifteen days of action to reflect on water being a fundamental right and to develop strategies to oppose water privatisation. The main messages were:



- Women and trade unions call for safe and affordable water for all.
- Water is a human right.
- Access to safe, sufficient and affordable water is essential to gender equality.
- Governments should invest in water and keep water in public hands.

PSI produced newsletters, posters, stickers and post cards in English, French and Spanish. A dedicated website with downloadable tools and links to useful resources was also made available. In addition, affiliates produced locally adapted campaign tools such as t-shirts and banners. PSI materials were translated into Thai, Hindi, Bahasa Indonesia, Dutch and Portuguese.

## UN Commission on the Status of Women

PSI joined the ITUC and partner organisation Educational International (EI) at the 51<sup>st</sup> Session of the UN Commission on the Status of Women (26 February to 9 March), held at the UN in New York. PSI's delegation included Gloria Mills (UNISON and TUC, UK), Helen Maunga (CIWA, Cook Islands) and Chidi King (PSI's Equality and Rights Officer).

The theme for this session of the UN CSW was Eliminating discrimination and violence against the girl child.

The ITUC, EI and PSI held a joint panel event on Realising girls' entitlement to quality public services, which was attended by a number of NGOs and by representatives of the ILO. The union statement to the CSW served as a background document for the event and was also made available to government delegates. The labour group, which consisted of some 20 trade unionists and ILO representatives, worked hard, and with some success, at lobbying government delegations for changes in the draft agreed conclusions to reflect trade union positions on quality public services, migration and the elimination of child labour.

Women's groups took the opportunity to meet during the CSW to advance discussions on strengthening the Gender Equality Architecture (GEA) of the UN, as part of the UN reform process. The ITUC and PSI were invited to participate in the talks. Gloria Mills and Chidi King attended on behalf of PSI. Both the ITUC and PSI interventions recognised the need for trade unions and women's committees to remain engaged in the process and stressed the need to incorporate women's rights and voices at work into the normative framework of the GEA.

## Pay Equity Campaign

The annual meeting of the PSI/ILO/Global Union Discussion Forum took place at the ILO on 20 February. There were 20 participants including representatives from the ILO's training centre in Turin. Different ILO departments gave presentations. An overview of the PSI pay equity campaign (2002-2006) was given to participants and a report of the evaluation was made available. The Forum also discussed a proposal and draft programme for a Technical Consultation on pay equity to be held in 2008. It was suggested that this could be organised through the Global Union Council or through one Global Union.

PSI took part in a tripartite course on pay equity and job evaluation methods hosted by the ILO International Training Centre's Social Dialogue Programme from 25-29 June. The main aim of the course was to 'test' a step-by-step guide on promoting pay equity through job evaluation methods free from gender bias, and to highlight the role of social dialogue in promoting pay equity. PSI was invited to deliver a presentation about its work on pay equity, with a particular focus on the Philippines.

Pay equity was also high on the agenda of the PSI World Congress. A pay equity "washing line" provided a colourful visual display of the persistence of the global gender pay gap. Large T-shirts bearing the messages "Pay Equity Now!" and "Close

the Gender Pay Gap” in eight languages were suspended from a washing line high above the floor in the hallway of the Congress Centre. Closer to the ground, another washing line provided Congress delegates with the opportunity to express their own views and sentiments on what trade unions could do to close the gender pay gap. A pay equity sponsored walk raised over € 3,000. The funds were earmarked for support to the organisation of community care workers in India and for educational games for children in the childcare centres in Tamil Nadu, India.

In line with decisions by the PSI World Women’s Committee and PSI Executive Board the Pay Equity Campaign will continue for a further five years, from 2008-2012.

## International Migration and Women Health Workers



The International Migration and Women Health Workers Project is now in its third phase and the focus for 2007’s activities was the Asia Pacific Region. A Regional Project Coordination meeting was held in Singapore in April to coincide with the Asia Pacific Regional Executive Committee Meeting. Project partners from Fiji, Tonga, Philippines, Sri Lanka, Japan and New Zealand participated in the meeting, the outcome of which was the development of the regional and national work plans for the next three years. Training workshops took place in the Philippines and Sri Lanka during the latter part of the year.

Also in 2007, Ghana and Kenya completed their Pre-Decision and Information Kits and PSI started work on developing a Resource Manual on Migration in the Health Sector.

At the international level, the First Global Forum on Migration and Development (GFMD) was held in Brussels on 10-11 July. PSI, together with the ITUC, sent a delegation of trade unionists to the forum. The delegation worked closely with members of civil society, including the migrant organisations, in lobbying for a rights-based framework. They also expressed serious concern at the exclusionary nature of the government-led meeting, which deliberately kept civil society participation at a minimum. The 2<sup>nd</sup> GFMD in Manila on 27-30 October 2008 was also discussed where PSI will once again have an active involvement.

At its World Congress, PSI held a workshop on Migration and Quality Public Services, which generated high interest and participation among the delegates. Workshop participants agreed on the need to expand the project to include additional countries, extend the experiences of the project to include migration in other public services, intensify the Ethical Recruitment Campaign, strengthen union-to-union bilateral partnerships and undertake a study on the social impact of migration on health services, migrant workers and their families.

## Sexual Diversity Forum

The second international PSI-EI Sexual Diversity Forum took place on 21-22 September, just ahead of the PSI World Congress. Some 50 activists took part in the forum, which examined themes such as taking test discrimination cases, diversity and anti-discrimination training, improving Lesbian Gay Bisexual and Transgender (LGBT) workers’ rights, and building alliances for change. At the conclusion, participants urged both EI and PSI to strengthen and enhance activities relating to LGBT issues at the regional level, encourage partnership projects between and among affiliates, continue and enhance interaction with the ILO and other international organisations, increase the visibility of transgender equality, and include LGBT issues in EI and PSI campaigns, including, in particular, the campaign for Quality Public Services.

A new edition of the EI-PSI negotiators’ guide to achieving equality for Lesbian Gay Bisexual and Transgender workers, “Trade Unionists Together for LGBT Rights”, was launched at Congress. Congress also saw the launch of the EI-PSI joint sexual diversity website – the world’s first international trade union website for LGBT workers: <http://lgbt.world-psi.org>. Despite many legislative improvements around the world, institutional discrimination against LGBT workers on issues like pensions, taxation, leave, family-friendly policies and harassment remains common in most countries.

The first EI-PSI sub regional meeting on sexual diversity and trade union rights was held 22-23 October in Guatemala. Twenty-five trade union members of EI and PSI affiliates from several countries in Central America attended the meeting, which received wide press coverage in Guatemala.

## Young Workers

Following an amendment to the PSI Constitution during the World Congress in September 2007, PSI will now have a young worker representative from each region on the Executive Board, as well as on the Regional Executive Committees.

Issues examined during the meeting included the recruitment and retention of young workers, organising young workers, and international solidarity. Young workers from every region expressed concerns about the increasing job insecurity, pay

## Give Young Workers a Voice !



discrimination against young workers, threats posed by globalisation and neo-liberalism and the impact of global warming. The delegates also identified several obstacles to effective participation of young workers in trade union activities, including: lack of involvement in the decision-making processes, lack of respect for their ideas among trade

union leaders, lack of trust in the judgement of young people, lack of visibility within their trade unions and a lack of information about what trade unions are and how they can help young workers.

Participants urged each other and their peers to get involved in budget setting, to organise their own campaigns on issues of importance to young workers, to create information-sharing networks, and to reach out to students and other young workers. They called on trade unions to invest in having a young trade union leader who would be the “face and voice” of all the young workers in their unions.

Participants also called for a young worker representative on the PSI World Women's Committee and for PSI to seek to influence governments to include information about workers' rights in education curricula.

## 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 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.

### Solidarity and Protest Actions

During 2007 PSI issued over 38 letters of protest to governments to raise issues relating to the violation of fundamental workers' rights. The office also issued five urgent action appeals, for cases in El Salvador, Ecuador and South Africa, and one solidarity appeal for humanitarian assistance in the case of Peru (earthquake).

### 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 32 cases concerning public sector trade unions before the Committee, of which 17 are from the Inter-Americas, 10 are from the Asia Pacific region, two from Africa and Arab countries and three from the European region.

### 2008 ILO Global Report on Freedom of Association

PSI called on a number of affiliates to provide information for inclusion in the next edition of the International Labour Organisation (ILO) 2008 Global Report on Freedom of Association and Collective Bargaining. This is the 3<sup>rd</sup> report in the 2<sup>nd</sup> cycle of global reports on the 1998 ILO Declaration on Fundamental Rights and Principles at Work. It also marks 10 years since the adoption of the Declaration.

The survey was sent to unions in countries selected by the ILO as well as to unions on behalf of whom PSI had sent a protest letter. Approximately 100 unions were contacted, and 16 answers were received. We hope that the information provided by PSI affiliates will serve to inform the ILO global report as to the state of trade union rights for public service workers in different parts of the world.

### Mission to the Philippines

PSI sent an investigative mission to the Philippines from 12-15 February. Extrajudicial killings in the country have left over 800 killed, including about 80 trade unionists in the last year alone. Thousands more suffer from intimidation and harassment either due to their political affiliation, trade union activities or the exposure of graft and corruption cases. Hans Engelberts, the PSI General Secretary, and other mission members were able to meet with the United Nations Special Rapporteur on Extrajudicial, Summary and Arbitrary Killings, to voice PSI's concerns about the way trade unionists are affected by the killings and intimidation. PSI submitted both written and oral statements on

the situation in the Philippines to the UN Human Rights Council held from 12 March to 5 April. The PSI statement emphasised the link between extra-judicial killings in the Philippines and the lack of respect for human rights, in particular trade union rights.

## United States of America

PSI 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 UE has been fighting for these workers' rights for more than a year now, and in March, the ILO's Committee on Freedom of Association (CFA) found North Carolina's ban on collective bargaining to be in violation of international labour standards and called for its repeal. In a strongly worded decision made public in April, the CFA called on the United States to "promote the establishment of a collective bargaining framework in the public sector in North Carolina – with the participation of representatives from the state and local administration and public employees' trade unions, and the technical assistance of the ILO if so desired – and to take steps aimed at bringing the state legislation ...into conformity with the freedom of association principle..."

## Chad

During the International Labour Conference in June, representatives from the PSI and the ITUC met with the Chadian Minister for Labour to express concerns about the on-going public sector strike. The government had refused to negotiate since the unions went on strike in early May. The public sector workers were asking for a re-evaluation of the public sector pay scale and an increase in the minimum wage and pensions, as salaries had been on a sustained downward slide compared to the cost of living and private sector wages. The Chad government has cited a long list of workers, who they consider provide "essential services" and has deprived them of the right to strike, contrary to ILO Conventions 87 and 98, which Chad has ratified. The PSI Regional Secretary visited Chad and PSI also associated with a complaint brought by the ITUC to the ILO Freedom of Association Committee.

## South Africa: successful outcome to public sector strike

PSI launched an Urgent Action Appeal in support of the public sector trade unions in South Africa that had called a general strike in June following a breakdown in negotiations with the government. The unions were asking for a 10% salary increase (originally 12%), whilst the government was proposing a possible rise of 7.25%. Meanwhile, proposed

salary increases of 57% for the State President and 37% for Members of Parliament had fuelled the unions' disillusionment. The government retaliated to the strike action by issuing letters of dismissal to more than 600 "essential service" workers, mainly health care workers, and threatening to dock the pay of many others. The strike, which began on 1 June, was called off by the public sector unions four weeks later and was successfully resolved. The dismissed workers were reinstated and an agreement was concluded and signed by the unions and the state as the employer.

## Fiji: Nurses' Strike

PSI sent a message of support to its affiliate, the Fiji Nurses' Association (FNA), in its attempts to secure better pay and working conditions for Fiji's nurses. Members of the FNA had walked off their jobs after talks on their grievances with the interim Public Service Minister Poseci Bune broke down. The nurses' demand was for wages to return to the level they had been prior to the imposition of a 5% pay cut in March 2007. Since taking power in a coup in December 2006, Fiji's military government has cut the wages of public servants and reduced the compulsory retirement age. The nurses had remained firm in their resolve to take strike action despite a show of intimidating tactics by the military and police, who were shown on national television practising riot control tactics armed with protective gear including helmets, shields and large batons. After 16 days of strike action, the nurses decided to go back to work and shift their struggle to the courts.

## Iran

In response to a day of action called to protest against continued acts of intimidation against trade union leaders, an international union delegation composed of leaders and representatives of the ITUC and several Global Union Federations, including PSI, met with Iran's Deputy Permanent Representative to the United Nations in Geneva on 9 August. The delegation expressed particular concern about the repeated arrests of Mansoor Osanloo, President of the Syndicate of Workers of Tehran, and labour activist Mahmoud Salehi, and called on the Iranian government to intervene to end these acts of repression.



**Teachers' strike in South Africa**

## Burma

The ITUC–Global Unions Committee on Workers' Capital is coordinating a major campaign to convince corporations to leave Burma; the main ones being from the oil and gas sector. Committee members are coordinating a variety of shareholder mechanisms to pressure corporations supporting the military regime to disinvest.

## Campaigning for workers' rights in North Africa and the Middle East

In Lebanon, Jordan, Egypt and Palestine, affiliates have developed campaigns around workers' rights. In Lebanon, the objectives also include work to preserve peace and to counter confessional influences and divisions among workers. In Jordan and Egypt, affiliates have focused on the need to amend labour legislation to conform to ILO conventions. This work is supported by FNV-Mondiaal of the Netherlands.

In Tunisia, Algeria, and Morocco, PSI affiliates have focused on how to strengthen their capacity to advocate for full trade union rights. During 2007, a number of training activities, including a sub-regional workshop, were held with the support of the FES foundation.

## Public service unions in Iraq

The long-standing prohibition against the formation of public sector unions in Iraq has been actively denounced by PSI. It has called on the Iraqi government to repeal the relevant legislation and this was also the subject of an emergency resolution at Congress. PSI has commissioned research on the history of trade unions and asked the main Iraqi federations to develop a joint position paper on their vision of public services, as background to a proposed conference on the future of public services in Iraq. However because of the political situation, this conference has been postponed.

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# Union Development and International Solidarity (UDIS)

**P**roject development and implementation continue to be a major priority. PSI has approximately 50 projects that support capacity building, campaigning and organisational development around the world. Total budget volume decreased compared to 2006 as some project applications were postponed until 2008 due to Congress and because of cuts in government funding in Sweden and Germany.

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 Quality Public Services; others cover trade union rights for public service employees or issues that are a priority for specific sectors in a country or sub-region.

UDIS staff members participated in the annual meeting between GUF education officers and the Nordic-Dutch funding organisations, and in a special workshop on impact assessment of trade union development projects. Ongoing liaison meetings were held with all sponsors.

Evaluations were completed for two Africa projects; a union development project in French-speaking Africa, and a West African union development and organising project

in Ghana, Nigeria and Sierra Leone. The affiliates participated actively in the evaluations and found the recommendations useful and constructive.

## New Projects in 2007

- Campaigning for worker rights in the Middle East (develop campaigning capacity for unions, strengthen leadership negotiating skills and workplace union committees).
- Shop stewards' training and office equipment in Zimbabwe (ensure effective representation of members at the workplace and improve communication with leadership).
- Planning phase for a trade union rights project in India (a planning workshop was held to prepare an application with the aim of securing full trade union rights for public sector workers).
- Trade union rights in South East Asia (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).
- Millennium Development Goals water campaign in Indonesia (PSI affiliates participated in the Stand Up and Speak Out against Poverty Campaign with special reference

to the achievement of MDGs on clean, safe water and sanitation).

- Meeting with Asian Development Bank and QPS workshop in Asia Pacific (PSI affiliates met with officials of the ADB to continue the ongoing dialogue on core labour standards; followed by a regional workshop on Quality Public Services).
- Research on privatisation in the health sector in Russia (research was commissioned from PSIRU in cooperation with PSI affiliates in Russia).
- Water sector project in the Andean Region (formulate alternative proposals for quality management of water services and strengthen union capacity for collective bargaining).
- Health sector reforms in Southern Cone (formulate alternative proposals to health systems reforms).
- Regional public sector cooperation in Inter Americas (exploratory discussions with WCL/CLAT and CLATE regional structures).
- Young workers and globalisation in Inter Americas (strengthen understanding of globalisation and role of PSI).
- Women workers and migration in the health sector, phase III (build union partnerships between sending and receiving countries, lobby for the implementation of ethical recruitment, organise migrant workers and networking).

## Projects in Development

### Asia Pacific

- Trade union rights in India (develop union capacity to secure and defend public sector trade union rights).
- Gender equality in the health sector in South and South East Asia (develop policies, programmes and networks to achieve gender equality in the health sector, and develop alternatives to health sector restructuring that improve health care delivery and workers' conditions).
- Promoting Quality Public Services in Asia Pacific (support the QPS campaign with evaluation and research, and follow up work with the Asia Development Bank).

### Africa and Arab Countries

- Union development in West Africa (developing union capacities as stakeholders in government public sector policy and restructuring, ensuring gender equality is a priority at the national and sub regional level).



*India workplace visit*

- Promoting Quality Public Services in the PSI sectors in North Africa (assist affiliates to campaign effectively in favour of Quality Public Services).

### Inter Americas

- Health sector network in Central America (consolidate network, build union advocacy skills and campaign for the sustainability of the health sector in public hands).
- Trade union rights in the municipal sector in Inter Americas (strengthen union capacity to implement collective bargaining, develop proposals regarding decentralisation and privatisation of municipal services, and mainstream gender issues and equal opportunities).
- Working for gender justice in the Caribbean (develop a closer working relationship between women, unions and civil society organisations that work on gender, trade and sustainable development).
- Regional Organisation and Globalisation in Inter Americas: Judicial, electricity and university sectors (strengthen union capacity to respond to global challenges such as the WTO, WB, IADB, multinationals and trade agreements).

# Asia Pacific

## Quality Public Services

On 17 October, workers from the National Power Corporation Employees and Workers Unions, a PSI affiliate in the Philippines, led a march to the headquarters of the Asian Development Bank (ADB) in Manila. The march was organised by the Jubilee South Asia Pacific Movement on Debt and Development, a fierce critic of the ADB power sector restructuring programme, which has resulted in thousands of job losses and huge increases in electricity prices. The unions wrote a closely argued letter to the ADB detailing how its power sector loan conditions have resulted in the illegal termination of employment of 8,500 National Power Corporation workers, without due compensation. The Philippine Supreme Court



**QPS Demonstration  
in the Philippines**

also declared the terminations illegal, in September 2006. The letter also condemned the lack of consultation in the creation of new privatised entities, which were to be responsible for human resources, the operational budget, and occupational health and safety standards.

The union estimates that since power sector reforms began in 1994, over 80% of the workforce has been made redundant. It called on the ADB to carry out a comprehensive labour impact assessment, as outlined in the ADB's own Social Protection Strategy, and to address issues surrounding what has happened to workers since they were laid off, and how many jobs and with what level of social protection, have been created as a result of restructuring.

## Public sector workers and their work

### Asian Development Bank

The ADB Annual Meeting was held on 4-7 May in Kyoto, Japan. The PSI delegation participated in the meeting and Japanese affiliates organised a workshop with NGOs on water and electricity issues. On 11 December the regular annual meeting with the ADB was held at its head office in Manila. The ADB Executive Director from Japan accepted the PSI proposal for a joint study on the application of core labour standards in ADB funded projects.

### Asia-Pacific Water Summit

Under the leadership of Japan, governments in the Asia Pacific region have agreed to convene a series of Water Summits. The first meeting was held in Beppu, Japan, 2-4 December. In cooperation with local NGOs, PSI affiliates in Japan organised a well-attended meeting prior to the summit, where they discussed the Japanese Water Law and PSI priorities for the region. Unions from Korea (KPTU) and the Philippines (AGWWAS) attended together with PSIRU staff from Manila. Public-public partnerships and labour-management cooperation featured high on the agenda, and input from KPTU focused on the dangers of the continued push for privatisation. The summit itself unfortunately provided insufficient opportunities for dialogue and engagement.

### UN Climate Change Conference

Svend Robinson, PSI Public Services Advocacy Officer, and Fransiskus Supiarso, National Coordinator for Indonesia participated in the UN climate change conference as part of the ITUC delegation. The conference was held on 1-14 December in Bali, Indonesia. At the conference PSI called for the following actions:

- A major global commitment to building and re-building public infrastructure
- Public-public partnerships for technology transfer in the utilities sector and other key sectors
- Change of international patent rules to allow for transfer of new and existing climate change technologies to developing countries.

### Economic Partnership Agreement

PSI affiliates in Oceania have been continuously updated on the negotiations between the Pacific Countries and the EU and a number of the affiliates have lobbied their respective governments with regard to the need for a fair agreement that would be beneficial for the region. The next step in this process is to prepare to campaign around the issue of negotiating the Pacific Agreement on a closer Economic Relationship between Australia and New Zealand and the Pacific Countries, which has the potential to be extremely detrimental to the fragile economies of the Pacific nations.

## QPS campaign

### QPS Workshop

A regional workshop on Quality Public Services was held on 12-14 December in Manila. The aim of the workshop was to follow up the discussion at the PSI World Congress and to develop a regional action plan for the second phase of the QPS campaign. The regional action plan will be developed further at each sub-regional meeting in March 2008 and at the Regional Executive Committee in April 2008.

## Equality, equity and diversity

### Pay Equity Walk

PSI South Asia provided the campaign materials for the Pay Equity Walk at the PSI World Congress. The Pay Equity Walk funds were used to provide educational toys to 32 Anganwadi centres in Southern India and to improve the working condition campaign of Anganwadi workers.

### Youth Network

PSI-APRO has now established an Asia Pacific Youth Network (AP-YN), which held its first meeting on 8 April. Ms. Tan Sze Wei, the new young workers member of the PSI Executive Board, chaired the meeting. AP-YN publishes the "Youth to Youth" bulletin. At a sub-regional workshop in Oceania, participants developed a Young Workers' Charter. The group has developed a programme of organising activities with the assistance of two young, New Zealand Public Services Association organisers. It is proposed to hold young workers' workshops in at least three countries to build on the network and to promote young workers within union structures. The South East Asia Sub-regional office also organised a series of National Youth Workshops in four countries.

### Young Workers from Health Sector Discuss Gender Equality

As a result of PSI campaigns on Gender Equality in the Health Sector, around 27 young leaders of Sabah Medical Services Union gathered and discussed the relevance of understanding Gender Equality among young union leaders. They discussed the importance of young females' participation in leadership structures to bring forward relevant solutions and proper recommendations that address the pressing issues concerning women in the workplace and in unions. The Youth Leadership Workshop was conducted in Tenom, Sabah on 5-7 August.

## International solidarity

### Timor Leste

The founding congress of the Public Sector Union of Timor Leste was held on 28-29 September in Dili. It was attended by Indah Budiarti, representing the PSI Asia Pacific regional office.

### Mission to Cambodia

A PSI delegation visited Cambodia on 18-19 October and met with two public sector unions: the Cambodian Union of Civil Servants (CUCS) and Cambodia's Independent Civil Servants Association (CICA). CUCS organises nurses, doctors, public officials, police, military, teachers and CICA organises civil servants, hospital and community workers. Both of them have expressed interest in strengthening cooperation with the PSI.



**Pay Equity Walk**

### Aid to tsunami and earthquake victims

In Sri Lanka, the Tsunami housing project was formally launched and the completed houses handed over to the selected families. The money collected for the Pakistan Earthquake has been transferred to humanitarian organisations for relief and reconstruction.

## ITUC-AP meetings

PSI attended the ICFTU-APRO/GUFs Informal Meeting (15-16 May, Singapore) and the ITUC-AP/GUF/TUSSO Coordinating Meeting (13-15 November, Singapore). The PSI Regional Secretary also attended the ICFTU-APRO EB (27-28 June, Taipei), ITUC/APLN Conference (30-31 August, Sydney) and the ITUC-AP Founding Conference (4-6 September, Bangalore). A PSI delegation also attended the ASEM Trade Union Dialogue 2007 "Preparing the Agenda for the 2<sup>nd</sup> ASEM Labour and Employment Ministers Meeting in 2008" held on 25-26 July in Jakarta.

## Activities with other Global Union Federation

### FES/GUFs Joint meeting

The Regional Secretary and Katherine Loh attended FES/GUFs joint meetings on 16 May and on 16 November in Singapore. Top of the agenda were the ASEAN Charter and China.

### UNI Communicators' Forum

The UNI Communicators' Forum was held on 6-7 June in Singapore and Indah Budiarti attended from PSI AP office. The aim of the forum was to give communicators the opportunity to discuss specific issues (organising and online campaigning online, building union presence in commercial virtual communities, new forms of PR through blogs, expense-free IT solutions with open-source software, etc) and to get this message out to communicators (webmasters, journalists/press officers, campaign and organising officers).

# Europe

## Merger of PSI Europe with EPSU

**D**iscussions concerning the formation of a single European Federation for public sector unions continued during 2007. The new federation will reach from Iceland to Israel and from Portugal to Tajikistan, and will coordinate public sector workers' interests through social dialogue and capacity building. The merged European Federation is expected to strengthen union cooperation in order to address global neo-liberal policies,



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Germany

which undermine public services, promote deregulation by the European Union in non-EU countries, and result in social dumping in EU countries. At its last meeting on 20-21 March the PSI-EPSU Merger Working Group approved two key documents which form the basis for the final merger negotiations: the "Constitutional Principles" and "Merger Steps". They provide an outline for the transition, which should proceed until June 2009.

At its meeting in May, the PSI Executive Board, recommended that the PSI Congress in Vienna should mandate the new Executive Board to finalise the process including the merger of decision-making bodies: the EPSU Executive Committee with the PSI European Regional Executive Committee, and the EPSU Gender Equality Committee with the European Women's Committee. Congress endorsed the related statement.

The course of action will follow the terms of a merger and a cooperation agreement that will be signed by both parties after discussion and adoption by both PSI and EPSU Executives in spring 2008. The next meeting of the EPSU Executive Committee in April 2008 will already include representatives from all the countries currently covered by PSI Europe. Unions from countries never before included in the scope of EPSU will nominate their representatives on country basis.

## Sectoral Activities in Central and Eastern Europe

"Quality Public Services" is the guiding principle of all PSI projects, events and initiatives in Europe. PSI affiliates are increasingly aware of the negative impact of European Union policies, which promote the free trade of energy supplies, water liberalisation, and undermine workers' rights. With the support of PSIRU and other research programmes, and in cooperation with NGOs and civil society movements, affiliates are actively campaigning to defend universal access to publicly owned and managed water and energy services.

### Utilities sector

In Bulgaria a union campaign on quality water services was launched, and a new network of energy sector trade unions was established. The union co-operation project for countries of the South-East European Energy Community was continued in cooperation with EPSU. The 7<sup>th</sup> Energy Round Table in Montenegro examined a Memorandum of Understanding on the Social Aspects of the South-East Europe Energy Treaty, social dialogue and collective bargaining. Unions in the Baltic States addressed problems surrounding liberalised energy trading in the Baltic States. In the Ukraine, PSI supported its affiliate in a campaign for a new collective agreement for gas workers. In Lithuania, unions opposed restructuring of the water sector. Four Russian energy unions agreed with PSI and EPSU to constitute a working group of Russian and EU energy unions to deal with the EU-Russia energy dialogue. In cooperation with PSI's Russian affiliate ALSWU, and PSIRU, a major conference was organised in Russia on public and private water management, in which the most significant employers in the sector took part, together with political and policy officials.

### Public Administration and Municipal Services

Quality public administration is at the heart of good governance and an efficient state. In 2007, PSI trained Romanian workers in municipal administration. There was also a successful training programme for newly elected shop stewards from the administration unions in Bosnia-Herzegovina. Affiliates in the Baltic States focused on social dialogue in public administration. Affiliates from Ukraine and Belarus analysed the WTO policies that have

caused a severe impact on the quality of services in their countries. Collective bargaining in the state sector was a core issue of several training and capacity-building initiatives in Lithuania and Estonia.

## Health and Social Services

In a number of Central and Eastern Europe countries, only 2% or 3% of Gross Domestic Product is spent on public health care. Nearly 60% of PSI affiliates organise members in the health care and social services sectors; they campaign for quality health services, improved collective bargaining agreements, and safe working conditions. HIV-AIDS infection risks were an area of particular concern for young health workers in Ukraine and for the hospital staff in Belarus. In cooperation with PSI and the ILO, the health sector union in Tajikistan carried out research on work related infections.

PSI has supported strategic planning workshops in order to strengthen affiliates' capacity to identify priorities and strengthen social dialogue. Several projects were successfully implemented in non-EU countries, including Ukraine and Kazakhstan.

The international migration of health workers, even from new EU member states such as the Baltic States, and the subsequent shortage of health care staff in countries with lower income levels, is analysed as a major risk factor in the delivery of health services, given the increasing needs of an ageing population. PSI affiliates report an increasing incidence of migration of health care workers, largely because of extremely low salary levels, or indeed non-payment of salaries, in their home countries.

## Workers' Rights

PSI has sent many messages of solidarity to unions or protest letters to governments concerning the violation of trade union rights and the need for negotiated solutions to disputes. PSI has taken action in favour of affiliates in Albania, Bulgaria, Estonia, France, Georgia, Italy, Macedonia, Portugal, Turkey and the UK. PSI has also supported trade union rights training seminars, as for example in Belarus and in Armenia.

## Gender equality, equity and diversity

With the support of Ver.di, the PSI affiliate in Germany, a three year project from 2005-2007 focused on the gender implications of



*Brussel water demonstration*

municipal service reforms in selected Central European countries. The project was concluded in 2007 at the 2<sup>nd</sup> German Social Forum in Cottbus, where women and men trade unionists from countries of Central Europe and the Western Balkans met with their German counterparts to share their experience and learning. The Social Forum offered a unique opportunity for unions and civil society organisations to meet. The gender-related aspects of health care reforms were also the focus of a seminar organised with the health workers' union of Armenia.

## PSI European Youth Forum

The European Youth Forum, which is based on gender parity principles, met twice in 2007 to identify main work priorities. Forum members now train other young public sector workers. During 2007, for example, Forum members held a training of trainers workshop in Romania, a collective bargaining workshop for young health workers in Russia, and established a recruitment plan for young workers in Serbia, Estonia and Kyrgyzstan.

## Trade union rights in Turkey

As part of an ongoing LO/TCO project supported by Kommunal and SKTF of Sweden, PSI Turkey affiliates are carrying out a strategic campaign for trade union rights, especially on raising awareness about violations of workers and trade unions' rights. Since 2007 they have been working together to initiate a high court appeal case to demonstrate that the government is in breach of the constitution. This case is under examination at the ILO.

# Inter-Americas

## Preparations for the World Congress

**D**uring 2007, preparations for Congress were one of the main priorities for the Inter-Americas region. The aim was to ensure that unions understood and debated the issues to be discussed at Congress, whether at national affiliates' forums, or at the Sub-Regional and Regional Executive Committees. Key issues centred on the question of the composition and frequency of meetings of the Executive Board, the European merger process, the strategic objectives and the priority sectors for new organising initiatives. Inter-Americas delegates were thus able to participate fully in the Congress debates. Another aspect of the Congress preparations was the 1<sup>st</sup> Regional Meeting of Young Workers in Bogota, Colombia, on 4-6 June, which brought together 30 young trade unionists to learn more about PSI and to debate the policy programme. Participants also adopted a regional plan of action. An Inter-American Young Workers' Network was established, and agreed to strengthen communication between the various sub-regions.

## Regional Unification Process

Another issue of importance on the regional agenda was the unification process between the regional confederations of ORIT and CLAT, following the creation of the ITUC in 2007. PSI participated in two meetings between ORIT and the global union federations and also held a meeting on 4-6 August in Buenos Aires between PSI and the Confederation of Latin American Workers in Public Services (CLATSEP-CLAT) and the Confederation of Latin American State Workers (CLATE).

## Strengthening Sectoral Organisation

Over the year, particular emphasis was placed on strengthening sectoral work, creating communication networks, and providing a forum

to share experiences and expertise through PSI. A judicial sector meeting was held in Santiago on 8-10 April; a municipal sector meeting was held in Buenos Aires on 26-28 June, and on water and energy in Sao Paulo on 28-30 October. A number of sub-regional meetings for the university sector were also held, which will culminate in a regional sectoral meeting in 2008.

## International Financial Institutions

PSI has continued its valuable cooperation with the Friedrich Ebert Stiftung and the ITUC Washington office, on a project to monitor the Inter-American Development Bank loans in Latin America, with a particular focus on water infrastructure and judicial reform.

## Promotion of Social Dialogue in Public Administration

PSI has continued to work with the ILO on a project to promote social dialogue in the public sector involving governments and trade unions in seven selected countries. The main focus of the project was to develop bi-partite action programmes between government agencies and unions to promote full trade union rights. Few countries in the Inter-Americas have established a legislative framework that recognises the right to collective bargaining, but the ILO sponsored initiative has been valuable in discussing different modalities for strengthening social dialogue.

## Trade Union Rights

Violations of trade union rights remain a major concern in the region. The situation in Colombia continues to be very serious. The situation in Guatemala and El Salvador has also worsened, with assassinations, persecution, and death threats becoming much more frequent. In Ecuador there have also been cases of leaders dismissed and persecuted on account of their trade union activity. There is a worrying trend throughout the region to adopt legal reforms that restrict the right to public demonstrations and union meetings, on the grounds of the need to combat terrorism. PSI, working as part of the Hemispheric Social Alliance, is monitoring this trend.

## Equality, Equity and Diversity

The newly formed PSI Committee against Racial Discrimination met for the first time on 13-14 November in the Dominican Republic.



Guatemala

It was charged with the mission of following up on the recommendations of the 2006 regional conference on racism, xenophobia and migration. It was agreed to give priority to the situation of Haitians working abroad, in particular in the Dominican Republic.

PSI has continued with the pay equity campaign and has assisted in developing bipartite committees to promote pay equity in various countries in the region, including the Caribbean.

## Trade Agreements

A Congress workshop on the theme of EU/Latin American trade agreements was well attended and it was agreed to prepare some briefing materials on the issue for distribution among public sector unions. PSI also supported the positions of ORIT and other global unions on the issue of NAMA (non-agricultural market access).

## Multinational Enterprises (MNEs)

PSI has been in discussions with its Spanish and Italian public sector affiliates on how best to strengthen cooperation with Latin American counterparts in some of the larger Spanish and Italian energy MNEs. The future plan is to establish an international collective bargaining framework involving all PSI affiliates with representation in the same MNE.

## Social Summits

PSI has participated actively in a number of the major social summits, which are held as parallel events to the main government meetings. PSI was active at the Mercosur summit and the Pacific summit, and has worked in coordination with the Hemispheric Social Alliance (HSA). PSI also participated at the HSA coordination meeting in Havana, where political positions were fiercely debated.

## Humanitarian Support to Peruvian Earthquake Victims

PSI, with the generous support of PSAC, Canada, and IMPACT, Ireland, provided a grant to the Peruvian trade unions with members who had been affected by the devastating earthquake in August 2007. On 5-7 December, a Forum on the Reconstruction of Public Services was held in Ica, the main city affected by the earthquake. The purpose of the forum was to draw attention to the situation in the affected areas and to call for support for the



*Rally against Colombian government*

reconstruction of essential services in public ownership and management, including water, energy, health, judicial services, municipal services and education.

## Sponsored Regional and Sub-regional Projects

These and many other activities were made possible through the generous support of PSI's sponsors, together with PSI's own regional activities funds. Donors in the Inter-Americas include FNV, LO-TCO, SASK, IMPACT, FES, the American Center for International Labor Solidarity and others. The main priorities for the year were agreed during the 2007 meeting of the Regional Executive Board. This strengthened the role of the region's elected leaders.

# Africa and Arab Countries

**M**any countries in the African and Arab region continue to suffer from democratic deficits, lack of good governance, and serious political and ethnic conflicts. High levels of inflation have aggravated existing social tensions.

## Guinea

The political and economic situation in Guinea deteriorated notably over the year. The general strike called by the trade unions was severely repressed by the government, leaving over 100 people dead and the trade union centre offices ransacked. Together with representatives of civil society, the trade unions pressed for the resignation of the Prime Minister. With the support of the ILO, the ITUC, and the global unions, the Guinean trade unions organised a conference on 23-25 May to establish a road map for political and economic reform.

## Zimbabwe

The political and economic situation in Zimbabwe remains extremely difficult and President Mugabe is accused of corruption and electoral fraud. There have been many instances of brutal repression, and attacks against senior members of the trade union movement. Inflation was over 1600% in 2007 and unemployment figures are very high.



**Mauritius**

## Project activities

Project activities in Africa and Arab countries continue to be a major focus of work. They have been carefully planned to meet the strategic objectives of the unions and are linked to the development of the Quality Public Services campaign. Unions are now developing

sectoral networks and electronic contact groups. For example, the West Africa health network for PSI affiliates is a product of the English-speaking Africa project. The network is now funded by the unions themselves and is expected to provide a forum to enable them to share ideas and to engage Economic Community of Western African States (ECOWAS) and the governments of their respective countries in social dialogue. The network has developed a policy document entitled "Declaration for quality health for West Africa", which offers an alternative vision on issues of health care delivery and policies. PSI West Africa affiliates (in Nigeria, Ghana, Sierra Leone and Liberia) are all committed to improving the network and involving all ECOWAS country affiliates in lobbying their ministries on health issues.

## Founding Congress ITUC Africa and GUF representative meeting

The Founding Congress of ITUC Africa took place in Accra, Ghana on 27-29 November. Prior to the meeting, the Global Union Federation regional representatives also met in order to develop a new cooperation agreement aimed at strengthening the implementation of different campaigns and joint actions, as well as coordinating training programmes.

## PSI Regional Staff meeting

PSI regional staff met in Accra in December 2007 in order to evaluate the Congress, review work priorities for 2008, and plan for the regional conference, which will take place in Tunisia in December 2008. The regional staff also identified key issues of concern to affiliates in the different sub-regions. Unfortunately, because of the difficult political situation in the Lebanon, the Arab Countries staff could not attend. Nora Wintour, Deputy General Secretary, and Jenny Luck and Clarisse H. Mansouri from the Union Development and International Solidarity Department (UDIS) also participated.

## Africa and Arab Region

Throughout 2007 PSI affiliates in the Arab region continued to increase their participation in PSI activities, projects and campaigns. Publications in Arabic and English were produced on different themes of PSI global policy, including trade union rights, equality, international financial institutions, union development and sectoral issues, all focusing on the situation prevailing in the Arab countries.

Discussions on these publications that took place in National Coordinating Committees and SUBRACs over a two-year period served as a solid preparation to the discussion of PSI global policy at Congress.

## Palestine

PSI has worked closely with its affiliates in Gaza and the West Bank, with a particular focus on the need to implement labour legislation and to call for decent work and decent life for all Palestinians. With the support of AbvaKabo of the Netherlands, Palestinian unions have been able to hold local elections in order to build stronger democratic structures. In Gaza, the situation has become more critical since Hamas closed local trade union offices. Affiliates were obliged to rent new offices, with the support of the PSI. These offices are open to other unions and two workshops have now successfully taken place to develop a new campaign plan, taking into account the present situation in Gaza.

# New PSI affiliates in 2007

## Africa and Arab Countries

Ghana National Registered Nurses Association  
Civil Servants Association of Ghana  
National Union of Electricity Employees of Nigeria  
General Trade Union for Health, Gaza  
General Trade Union for Medical and Health Professions, Yemen

## Asia Pacific

The Delhi State Electricity Workers Union (DSEWU), India  
Public Service Association (PSA), Tonga

## Inter-Americas

Sindicato dos Servidores e Empregados da Administração Direta, Fundacional, das Autarquias, Empresas Públicas e Sociedades de Economia Mista do Distrito Federal, Brazil  
Asociación Nacional de Servidores Públicos de la Defensoría del Pueblo, ASDEP, Colombia  
Sindicato de Trabajadores y Empleados de la Educación Nacional, SINTRENAL, Colombia  
Sindicato de Trabajadores de Acuavalle S.A. ESP, Colombia  
Sindicato de Trabajadores del Distrito de Bogotá, SINDISTRITALES, Colombia  
UNETE, Colombia  
Asociación Nacional de Empleados Públicos y Privados (ANEP), Costa Rica  
Sindicato de Trabajadores del poder Judicial de la Federación (STPJF), Mexico  
Asociación Paraguaya de Enfermería, Paraguay  
Sindicato del Hospital Nacional, Paraguay  
Sindicato del Sindicato de Empleados y Obreros del Instituto de Previsión Social, Paraguay  
Federación centro unión de trabajadores del seguro social de salud, ESSALUD del Perú  
Federación Nacional de Obreros Municipales del Perú, FENAOMP

## Europe

Independent TU of Workers of Elektroprivreda HZ Herzog Bosne Mostar, Bosnia Herzegovina  
Kommunalt og Regionalt Ansattes Internationale Samarbejde (KRIS), Denmark  
Autonome Gewerkschaftsorganisation der örtlichen Körperschaften - Südtirol (AGO), Italy  
Trade Union of Public Administration and Judiciary, Montenegro  
Trade Union of Energy Workers, Montenegro  
All Municipal and Public Service Workers Trade Union (Hizmet Is), Turkey  
State Material Reserve Workers' Union, Ukraine  
Energy and Electrical Engineering Industry Workers Union, Ukraine  
Social Workers Trade Union, Ukraine

# New staff at PSI



## Rolv Hanssen

Rolv Hanssen, adviser with Norwegian affiliate Fagforbundet, worked on secondment to PSI in Ferney Voltaire from June 2005 to October 2007. These secondments are designed to provide staff members with a perspective on global developments, and to contribute to PSI's website, publications and campaigns. Rolv's main task was the Quality Public Services campaign.



## Yvette de la Cruz

came from the AFSCME Women's Rights department and worked as an intern at PSI Head Office for six weeks in February and March. She returned to PSI in August as a maternity leave cover to coordinate the PSI International Migration and Women Health Workers Project until the end of December.



## Rajendre Khargi

was appointed Communications Adviser from May 2007. Rajendre has broad experience in media relations and has worked previously as editor-in-chief of the Dutch News Agency. He is currently Chair of the Board of OneWorld International and a consultant in media training and development. He is a Dutch national.



## Claire Chombeau

Claire Chombeau worked as a temporary assistant from January to September to help with preparations for the Congress. In particular, Claire was responsible for organising all the display areas and the Congress workshop schedule.



## Bernard Harbor

joined PSI as a temporary press officer, based at the Head Office. He worked on press and communications for three months prior to the PSI Congress, after which he returned to the Irish affiliate, IMPACT, where he works as Information Officer.



## Che Cyprian

became the new Project Coordinator working on the Southern African project in June. Che is originally from Cameroon, but before joining PSI he worked as a project accountant for Building and Woodworkers International in their South Africa office. Che looks forward to achieving PSI project goals in the Sub-region.



## Svend Robinson

was appointed PSI Public Services Advocacy Officer in July 2007, taking over from Mike Waghorne. Svend is a Canadian national and prior to joining PSI worked as a legal adviser with the British Columbia Government Employees Union, a component of PSI affiliate, the National Union of Public Employees Union. He was previously a long-standing member of the Canadian Federal Parliament for the New Democratic Party.



## Randi Tevik

began a secondment from Norwegian trade union Fagforbundet in September, at PSI Head Office in Ferney-Voltaire. First a teacher, then a journalist; Randi replaced Rolv Hanssen and will be working on communications, sustainable development and climate change, and the 8-22 March campaign on Water, Women and Workers. She also works as a liaison person between the PSI and Norwegian unions.



## F.X. Supiarso

replaced Indah Budiarti as Project Coordinator for Indonesia and is responsible for the Indonesia Project funded by SASK/JHL (Finland) and KNS (Sweden). He coordinates the Indonesian affiliate union capacity building project. Supiarso is an occupational safety and health expert and has worked with several NGOs on labour issues.



## Yvette Bartolo

started work in end October as PSI's Finance Officer at Head Office replacing Peter Tierney who is on parental leave. Yvette is French and had a distinguished career in private sector financial management systems and internal controls, particularly in Central and Eastern Europe, before deciding to experience work in a non-profit organisation contributing to developmental aims.

# Financial Overview

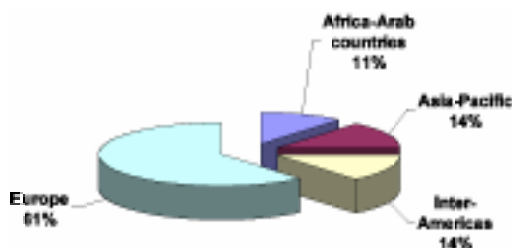
## Income

PSI has three main sources of income: from its affiliation fees, from sponsored projects and from humanitarian appeals.

### Affiliation fees

During 2007, the affiliation fees were based on a calculation of 0.87 €cents per member. They resulted into a total income of 8,011,000 €, including payment of arrears. There are large numbers of indexed bands so lower income countries pay proportionately less. PSI had a total of 10,800,989 paying members during 2007, of which

- 11% from Africa and Arab countries
- 14% from Asia Pacific
- 14% from Inter-Americas
- 61% from Europe



### Humanitarian appeals

- Centennial solidarity fund
- Peru earthquake
- Book donation
- AF/AP solidarity funds
- Miscellaneous

	163,000 €
	18,000 €
	26,000 €
	90,000 €
	3,000 €
Total	300,000 €

### Sponsors contributions

- FNV Mondiaal, Netherlands
- Trade Union Solidarity Centre, Finland (SASK)
- Swedish Council of International Trade Union Coop. (LOTCO)
- IMPACT (Irish PSI affiliate)
- Other sponsors\*

	1,212,000 €	42%
	601,000 €	21%
	477,000 €	17%
	239,000 €	8%
	354,000 €	12%
Total	2,883,000 €	100%

\*other sponsors are:

AbvaKabo-FNV (Dutch PSI Affiliate)  
 Danish Trade Union Council for Int. Dev. Coop. (LOFTF)  
 Friedrich Ebert Stiftung, Germany (FES)  
 ILO Workers' Activities Branch (ACTRAV)  
 Nordic Fed. of Municipal Workers' Unions (KNS), co-fund with SASK  
 American Centre for International Labour Solidarity (ACILS)  
 UNDP

## Expenditure

### PSI

- Campaigns and activities
- Statutory meetings (including Congress, head office and regional)
- Regional Offices and staff\*\*
- Headquarters and staff
- Others

	1,137,000 €	12%
	2,822,000 €	28%
	2,230,000 €	22%
	3,602,000 €	36%
	175,000 €	2%
Total	9,966,000 €	100%

### Sponsored project actual spending

- Africa and arab countries
- Inter-Americas
- Asia-Pacific
- Europe
- Global

	985,000 €	34%
	867,000 €	30%
	609,000 €	21%
	163,000 €	6%
	277,000 €	9%
Total	2,901,000 €	100%

\*\* of which 518,000 € contribution from sponsored income

# PSI offices around the world

