



PSI Asia Pacific Regional Report (2019–2025)

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1. Introduction

In 2019 PSI affiliates from the Asia and Pacific regions adopted an ambitious Regional Action Plan (RAP) at our APRECON in Bali, Indonesia. Affiliates had identified priorities through the Sub-Regional Advisory Committees (SUBRACs) which included (1) Young Workers, (2) Trade Union Rights, (3) Privatisation, (4) Gender Equality, (5) Taxation and funding for Quality Public Services.

The key actions identified in the 2019 RAP were conducted and the RAP guided the work of the region. However, not long after the RAP was adopted, the Covid-19 Pandemic disrupted workplans and added unexpected areas of work. Guided by the Asia Pacific Regional Executive (APREC), a number of changes were made to the plan to respond to the pandemic. We led major initiatives to respond to Covid-19 that were expanded globally.

In the period unions confronted a rising tide of repression and democratic backsliding, from military coups to crackdowns on independent unions. These threats, detailed in the sections below, sparked tenacious campaigns for trade union rights and democracy. Despite daunting conditions, the period saw notable victories: unions halted several privatisation plans, achieved new legal protections for workers, gained new corporate tax transparency laws, pushed forward gender equality initiatives, and grew their membership and influence across the region. The following report is structured around the themes and targets adopted in the 2019 RAP.

2. Pandemic Response

The pandemic exposed the fragility of underfunded health systems and intensified exploitation of precarious workers. As the Coronavirus-19 emerged in the region, PSI-AP responded with early actions that were adopted globally.

We responded to strike action in Hong Kong, detailing the jurisprudence on the right to strike when occupational health and safety threats were imminent. Produced COVID-19 safety guides in six regional languages, organised webinars on PPE, safe work and entitlements.

We developed an International Nurses Day Manifesto adopted by 169 unions globally. We intervened in regional WHO meetings to influence pandemic policies on aged care, vaccine access, and workforce standards. We initiated the TRIPS waiver campaign that was expanded globally (TRIPS Waiver Support). We developed a guide to implementing the ILO

Resolution on Covid Recovery, detailing the macro-economic measures governments need to take for an equitable recovery.

We initiated the review of the ILO Nursing Personnel Convention 149, organising national submissions as well as thematic submissions from Nurses, Aged Care workers and from Community Health Workers.

We engaged with the WHO's process of drafting and finalising the Pandemic Treaty (2025). Through sustained advocacy PSI and our affiliates radically transformed the provisions in the treaty on the health and care workforce. From a complete absence in the Zero Draft (released in 2021) the final text released in May 2024 contained:

- Provision of ensuring Decent Work
- Mental health related policies
- Harassment and violence
- Priority access for health and care workers to health technologies
- Work-related injury, disability, death policies
- Fair and ethical migration and a reference to the WHO migration code

3. Young Workers

Building the power of young trade unionists has been a top regional priority. From the Young Worker Forum in Bali, young trade unionists began a series of webinars and actions across the region. We produced new materials to support young unionists, including a documentary film, a mentorship training module, and a good practice guide for young unionist leadership. The network played a major role in pressuring the Indian government to withdraw from the Regional Comprehensive Economic Partnership (RCEP).

An external review of our programme identified the need to increase organizing in the young workers programme and we began a programme to support young women organisers in the health sector. A series of workshops took place involving affiliates from Nepal, India, Indonesia, Cambodia and the Philippines.

A young worker's workshop held in Sri Lanka in 2024, identified priorities for the next five years and built campaign outlines to increase regional campaigns on climate justice, trade union rights and privatization. Several members of the young workers network have moved into influential leadership roles in their unions in India, Malaysia and Sri Lanka.

4. Trade Union Rights

Hong Kong

Trade union rights suffered a severe blow in Hong Kong, where the authorities' crackdown effectively dismantled the independent labour movement. In 2021, the Hong Kong Confederation of Trade Unions (HKCTU), the territory's largest independent union federation, was forced to disband after sustained attacks. Union leaders were arrested, state media vilified the federation, and harassment escalated to threats against the personal safety of activists. PSI raised the matter at the International Labor Conference (ILC) and issued statements. The dissolution of the HKCTU marked a tragic loss for Hong Kong's workers and a chilling warning for labour and democratic movements across the region.

Myanmar

In Myanmar, unions faced life-threatening repression following the February 2021 military coup. Public service workers – lead by health workers – spearheaded a Civil Disobedience Movement with nationwide strikes, bravely continuing even as the junta responded with deadly force. By late March 2021, over 420 peaceful protesters had been killed and thousands more arrested or tortured. PSI unequivocally condemned the coup and stood in solidarity with Myanmar's workers. It issued statements supporting the strikers, instigated a global strike fund to sustain workers resisting the regime, and coordinated material support for unions in sectors from health to energy and local government. PSI also leveraged international pressure: it co-organized a special ASEAN+6 dialogue with parliamentarians that issued a resolution recognizing the pro-democracy National Unity Government as Myanmar's legitimate government. A global day of action on Myanmar was held on 15 September 2021, and PSI continued gathering testimony for an International Labour Organization (ILO) Commission of Inquiry into the junta's violations of ILO Convention 87 on freedom of association. PSI also supported the tripartite delegation to the 2025 ILC and together these cross GUF and CTUM initiatives lead to the historic adoption of article 33 of the ILO constitution at the ILC. PSI's campaign highlighting corporations and pension funds indirectly bankrolling the Myanmar military helped to end indirect support from Airbus and other corporations. Despite brutal repression, Myanmar's unionists have demonstrated extraordinary courage in defending democracy and workers' rights.

Philippines

Trade unions in the Philippines endured violence and intimidation in this five-year period. Under President Rodrigo Duterte, the government openly encouraged extrajudicial attacks – Duterte infamously ordered police and paramilitaries to “forget about human rights” and kill all alleged communists, a label frequently pinned on union activists. This rhetoric translated into bloodshed: several trade unionists were murdered, and the government designated

some unions (including a public sector union and an education union) as “communist terrorist organizations.” Authorities even demanded local governments submit lists of union members to the Department of Interior and Local Government, effectively criminalizing basic union activity. PSI’s affiliates joined other unions fiercely condemning these actions and defending their members. PSI was a member of GUF fact finding mission that compiled a list of violations. The international pressure yielded a measure of accountability in 2023 when an ILO High-Level Tripartite Mission finally visited the Philippines to investigate the killings of unionists and other gross violations. Unions presented extensive evidence to the ILO delegation, including documentation of several recent murders of labour leaders and a case study detailing harassment of members of PSI affiliate PS-Link. This ILO mission marked a critical step in spotlighting the Philippines’ human and trade union rights crisis on the world stage.

India

The Indian government undertook a sweeping rollback of labour protections during this period, prompting massive resistance from unions. In 2020, under cover of pandemic disruptions, the government pushed through the largest labour law reforms in decades, consolidating and amending 44 labor laws into four new codes. These changes diluted a range of workers’ rights and conditions, all in the name of “efficiency” and easing business regulations. Unions strongly opposed the reforms. PSI affiliates in India joined with dozens of other unions in a series of protests and strikes, including nationwide general strikes in November 2020, July 2024 and June 2025. Workers demanded the withdrawal of the anti-labour codes and anti-farmer laws, cash transfers for poor households, food rations, and an end to the privatisation of public services and infrastructure. In 2020 PSI amplified these actions globally by co-facilitating a Council of Global Unions webinar in solidarity with Indian unions and producing a video featuring frontline PSI members explaining why they joined the strike. The government responded to dissent with further repression – cracking down on independent media outlets, including those that covered PSI campaigns, in an attempt to silence criticism. Nevertheless, Indian unions remain mobilized.

Indonesia

In Indonesia, organized labour fought back against a major neoliberal overhaul of laws and has achieved partial victories. In October 2020, as COVID-19 wreaked economic havoc, the Indonesian parliament rushed through an Omnibus Law that amended 79 different laws, rolling back labour and environmental protections in one sweep. The 1,200+ pages of amendments included provisions undermining worker rights and opening the door to privatisation of the electricity sector. PSI’s Indonesian affiliates actively opposed the Omnibus Law, staging protests and partnering with the broader trade union movement to

challenge it while retaining the focus on the dangers of privatization. The unions' persistence paid off: in 2021, Indonesia's Constitutional Court ruled parts of the Omnibus Law unconstitutional, citing procedural flaws, and ordered the government to revise those sections within two years. This court decision validated the concerns raised by unions and put a brake on some of the law's effects.

Korea

Korea has seen both harsh repression and significant victories for trade union rights. In September 2021, the conservative government targeted unions. In one incident, over 2,000 police officers raided the offices of the Korean Confederation of Trade Unions (KCTU) and arrested its president, Yang Kyung-soo, on charges related to organizing mass rallies. PSI condemned this heavy-handed attack on freedom of association, joining Korean affiliates in demanding Mr. Yang's immediate release and launching an international petition on his behalf.

PSI supported affiliate, KPTU, to lodge complaints regarding violations of the right to organise and bargain with the ILO, including the right to strike.

Despite such crackdowns, unions in Korea achieved a landmark win for emergency service workers: after more than a decade of struggle, firefighters finally won the legal right to unionise. In July 2021 the government agreed to amend laws to comply with ILO core conventions, and the Firefighters' Division of the Korean Government Employees' Union (KGEU) was officially launched – a historic step for firefighters who had been denied basic organizing rights. A scandal-plagued attempt by President Yoon to impose martial law backfired, leading to his impeachment. Unions, which had mobilised strenuously against the martial law threat, welcomed the impeachment and the snap election that followed.

Pakistan

Trade unions in Pakistan confronted a series of acute challenges to their rights, often tied to austerity and privatisation drives. In early 2023, an unelected interim government – acting under pressure from the International Monetary Fund's loan conditions – issued an executive order banning all trade union activity in the electricity sector. This draconian ban aimed to smooth the way for privatisation of public energy companies by silencing worker opposition. PSI responded forcefully: it filed a formal complaint with the ILO, denouncing the ban as a clear violation of freedom of association. Following our intervention, in 2025 Pakistan's Industrial Court struck down the union ban as unlawful.

Pakistani unions also faced direct persecution of their leaders. In 2022, the General Secretary of the All Sindh Lady Health Workers was arrested amid a climate of intimidation. PSI condemned the arrest and spotlighted the case internationally, linking it to a broader

pattern of harassment of public sector unionists. Unionists protesting privatization have been detained and in Balochistan all public service unions have been banned.

Despite such setbacks, there have been positive developments: PSI helped establish the Pakistan National Community Health Workers' Federation, affiliates have won elections for bargaining rights and some have grown membership.

Maldives

The Maldives achieved a breakthrough for worker rights with the passage of its first-ever industrial relations law. In January 2024, the Maldivian government enacted two groundbreaking laws: an Industrial Relations Act and an Occupational Health and Safety Act. These laws, for the first time, establish a legal framework for union recognition, collective bargaining, and workplace safety in the Maldives' public and private sectors. PSI's affiliate, the Maldives Health Professionals Union, played a key role in campaigning for the industrial relations law. PSI supported MHPU in campaigning for laws that meets ILO standards.

Fiji

A change in political leadership brought rapid improvements for trade union rights in Fiji. After elections in late 2022 ended a long period of authoritarian rule, the new Fijian government moved to restore dialogue with unions and reverse anti-worker policies. In one of its first acts, the government ended the practice of short-term employment contracts in the public service, a practice that had left many Fijian public sector workers in precarious positions. It also committed to comprehensive labour law reforms to implement the recommendations of the International ILO expert committee that had examined Fiji's labor standards. PSI had supported affiliates to raise the violations at the ILC. Furthermore, in 2023 Fiji became the first country in Asia-Pacific to ratify ILO Convention 190 on violence and harassment (and only the second in the world at that time). In 2024, Fiji hosted a Pacific Island Countries High-Level Dialogue on Decent Work, where union representatives (including PSI Oceania leaders) sat with government and employer counterparts to discuss labor rights and the 2050 Strategy for the Blue Pacific. Such dialogue was unthinkable a few years prior; it underlines the dramatic improvement in Fiji's industrial relations climate and serves as a model for the region.

Sri Lanka

PSI helped develop a coordinated response from Global Unions to the proposed Single Employment Bill in Sri Lanka that would slash wages, conditions and trade union rights. The joint statement was presented to the ILO Director General during the PSI Congress. Workers and the public rejected the erosion of rights and the deep austerity measures pushed by the IMF, electing a new government promising to respond to workers' demands.

Australia

Affiliates have actively campaigned for ratification of ILO C151 including meeting with ILO Genena, meeting with the Australian Minister for Employment securing a review process of the instrument.

5. Fighting Privatisation and Winning Quality Public Services

Pakistan

Pakistani unions have been at the forefront of fighting privatisation and austerity dictated by the IMF and aided by a pro corporate government. We worked with FES Pakistan to hold a Public Hearing Into Privatisation and Debt. We produced a dedicated webspace, a video and called for public submissions. The event gained widespread media and policymakers' attention. In February 2021, tens of thousands of public servants under the All Government Employees Grand Alliance (AGEGA) rallied in Islamabad to demand better wages, pensions, and an end to the privatisation of public services. The peaceful protest was met with violence – police cracked down harshly, arresting over 70 union leaders and detaining dozens. Yet the collective action forced a concession: the government granted a 25% salary increase for federal government workers, and negotiations continued for extending the raise to provincial employees. The All Pakistan WAPDA Hydro Electric Workers Union held protest rallies across major cities opposing the proposed sell-off of power distribution companies. Thanks to union pressure and PSI's global advocacy, some privatisation schemes have been delayed but still under threat. In early 2025, provincial authorities in Punjab announced plans to privatise large parts of the public health system, but health sector unions immediately formed a "Grand Health Alliance" to resist the move. Pakistan's experience vividly illustrates the connection between austerity-driven privatisation and labour rights suppression – and how unions are uniting to fight both.

Indonesia

Privatisation battles in Indonesia have centered especially on the energy sector. PSI's Indonesian affiliates have campaigned for years to keep electricity generation and distribution under public control. In 2021, unions launched a major campaign opposing any breakup or sale of the state-owned power company (PLN) in response to the Omnibus law, warning that privatisation would undermine service quality and workers' livelihoods. The unions put forward a proactive vision: they insisted that PLN – as a public agency – should lead Indonesia's transition to renewable energy, rather than ceding this arena to private interests. High-level advocacy reinforced the message; PSI's General Secretary wrote to President Jokowi stressing the "false promises" of privatisation and citing global failures of

power liberalization. At the same time, Indonesian unions fought the privatisation-friendly Omnibus Law on the legal front. In late 2021, as noted, the Constitutional Court invalidated parts of that law and mandated revisions. This included halting certain provisions that would have eased private takeover of public assets, giving unions breathing room to influence the rewrite. Unions have begun unpacking the so-called Just Energy Transition (JET) plans – initiatives (often backed by international climate finance) that conceal a push to privatise sections of the energy sector under the guise of climate action. To counter this, PSI is helping Indonesian unions build their capacity to engage with JET plans and ensure they truly benefit the public and workers. Unions are developing their own strategies for a publicly owned renewable energy transition, aligning climate goals with public service goals. The sustained activism has yielded results: in 2022, Indonesia’s government showed signs of caution on outright privatisations. Nonetheless, unions remain vigilant as private-sector proponents seek other avenues.

Philippines

In the Philippines, the focus of anti-privatisation efforts has been on water services and utilities. Decades of water privatisation in Metro Manila and other areas have led to high costs and questionable service quality. In March 2021, around UN World Water Day, PSI supported its Philippine affiliates – notably the Alliance of Government Workers in the Water Sector (AGWWAS) – in launching a new broad coalition to end water privatisation. This coalition brings together public sector unions, consumer groups, environmental advocates, and community organizations.

Australia

Australian affiliates have fought and won several battles to keep public services public. In South Australia, health unions and others successfully prevented the privatisation of the state’s pathology services, a victory with far-reaching consequences. Because pathology (medical testing) remained in public hands, South Australia was able to rapidly scale up COVID-19 testing through its public labs, delivering a world-leading testing regime during the pandemic. In 2021 PSI and Australian affiliates appeared before the South Australian Legislative Council’s Select Committee inquiry into the privatisation of public services, where prominent economist Anis Chowdhury drafted a PSI submission “False Promises and the Ugly Face of Privatisation,” and presented to the inquiry we also submitted findings from the People’s Inquiry into Privatisation. These contributions helped shape the decision to introduce legislation in the state that limits privatization. Another state, Tasmania, opened a similar process and PSI made similar submissions.

In the Australian Capital Territory (ACT) affiliates used the results of the People's Inquiry to advocate for an Insourcing Framework. PSI held a global discussion with the ACT government on the draft framework. The final framework provides a method for insourcing and for reviewing temporary and casual positions and converting them to permanent roles where appropriate.

Federal-level privatisation plans have also been challenged. An important example was the proposal to privatise Australia's visa processing services. The Community and Public Sector Union (CPSU) led a vigorous campaign against the plan, armed with PSI/CICTAR research that exposed tax dodging by the likely private bidders. The campaign not only stirred public opposition but also sparked debate about ethical public procurement. In April 2020, the Australian Government abandoned the visa processing privatisation scheme.

The Victorian CPSU successfully fought off an attempt to privatise the government's Births, Deaths and Marriages data registry. PSI highlighted this win in a regional video interview with Megan Wenlock, the young workers' representative on PSI's Executive Board, showcasing how union activism stopped the outsourcing of vital public data services. The video added to the deprivatisation training tools developed with affiliates in the region and launched at the Australian unions national conference in 2024.

India

Indian affiliates of PSI have had to confront privatisation pushes on multiple fronts. In 2021, the government proposed an amendment to the Electricity Act that unions feared would lead to greater privatisation of electricity distribution and undermine state-level public utilities. In response, electricity sector unions organised coordinated protest meetings across India on 19 July 2021. The unions' activism quickly gained political attention. Union leaders met with the Minister to voice their concerns, and as a result the government did not table the controversial Electricity Amendment Bill in Parliament during that session. In the state of Tamil Nadu, electricity unions took their case directly to the state government: they met with Tamil Nadu's Electricity Minister and warned that the central bill would centralize authority, facilitate privatisation, and increase outsourcing in the power sector. The state minister thereafter announced that Tamil Nadu's government would oppose the bill. This multi-layered pressure has so far kept the electricity amendment at bay.

In the healthcare arena, in February 2022, PSI released a paper titled "The Multilateral Development Banks, COVID-19 and Health Privatisation in India," documenting how international financial institutions like the World Bank used COVID relief funding to further entrench private healthcare delivery in India. This research shed light on the widening gulf

between an under-resourced public health system and an increasingly exploitative private sector.

In addition, Indian affiliates have launched campaigns against privatisation in other sectors: and PSI launched a sub-regional campaign to “stop the drivers of privatisation”, linking union efforts across South Asia to tackle common threats like budget privatization proposals.

International Financial Institutions (IFIs)

PSI’s anti-privatisation work in Asia Pacific has also targeted the policies of International Financial Institutions. In early 2021, as the ADB was reviewing its energy policy, PSI and 36 partner organizations from 15 countries sent a joint letter urging the Bank to end its financing of fossil fuels and stop promoting energy privatisation. Energy unions across the region feared that ADB loans and policy advice were pressuring countries to privatise electricity. After vigorous campaigning – including nearly 100 union representatives joining an online strategy meeting and launching a “Power Failure” briefing flyer – the ADB dropped a proposed condition that would have tied its aid to privatisation of national power grids. Although the final ADB policy still leaned heavily on private sector roles, this is a partial victory that removed at least the most explicit pro-privatisation mandate. The International Monetary Fund (IMF) has been another focus. IMF loan programs in countries like Pakistan and Sri Lanka came with austerity measures often targeting public enterprises and public jobs.

Gender Equality and Privatisation

PSI-Asia Pacific produced research to bolster the case against privatisation: a report on the gendered impacts of water privatisation in South Asia was commissioned and a briefer derived from it was shared with unions. This research highlighted how women and marginalized communities often bear the brunt of poor water access and pricing under privatisation – strengthening arguments that re-publicizing water utilities is both a social justice and gender equality imperative

6. Taxation and Quality Public Services

In 2019 PSI established the Center for International Corporate Tax Accountability and Research (CICTAR) with much of its early work focused on Australia. After years of union and civil society advocacy, the Australian Government adopted legislation to implement public country-by-country reporting for large multinational corporations. This transparency reform, championed by PSI in partnership with CICTAR, requires corporations to disclose profits, revenues, and taxes paid in each country – a deterrent to profit-shifting and tax evasion. PSI

co-authored an article explaining how this commitment would benefit not just Australia but developing countries worldwide by curbing corporate tax abuse.

Collaborating with CICTAR, PSI and affiliates (NSWNMA, ANMF-SA) exposed widespread tax avoidance and financial opacity in the aged care sector in Australia. The reports revealed that major for-profit aged care providers were funneling public funding into complex corporate structures, minimising tax payments while cutting back on staffing and care quality. This research gained national media attention and triggered a parliamentary inquiry and fueled a Royal Commission into Aged Care Quality and Safety, which confirmed systemic failures in the sector. This led to significant reforms, including mandated minimum care minutes, increased funding tied to staffing ratios, and improved wages for aged care workers—a substantial victory.

Regionally, PSI convened broad alliances to advance tax justice. In 2021, more than 70 representatives from trade unions and civil society across Asia Pacific joined a virtual strategy meeting on corporate tax reform. The meeting identified common campaign targets and coordinated actions in the lead-up to global forums. Given that the G20 summits were hosted in Asia (Indonesia in 2022, India in 2023), PSI focused on these opportunities. Indonesia affiliates joined the civil society committees to advance our key demands.

During the 2022 ITUC World Congress in Melbourne, PSI and FES held a tax workshop underscoring the need for robust tax revenues to support post-pandemic recovery.

In early 2024, PSI and FES hosted a tax justice workshop and press conference in Nepal that called out the harmful use of tax havens and championed tax reform. The event drew significant local media coverage. Sri Lankan affiliates focused on the austerity measures imposed by the IMF and were able to use that experience after the election of a new government promising to reject austerity. In Pakistan, PSI planned a high-level roundtable in late 2024 with government officials and economists to press for corporate tax reforms and wealth taxes.

7. Gender Equality

Ending Violence and Harassment at Work (Convention 190)

PSI Asia Pacific affiliates have been championing the eradication of gender-based violence and harassment in the workplace, with a focus on promoting ILO Convention 190 (C190). The region achieved a milestone when Fiji became the second country in the world (and the first in the Pacific) to ratify C190 in 2020. We produced a tool to assess national laws against C190's requirements. Research was also conducted on the state of laws in selected Asia-Pacific countries, revealing gaps and helping unions strategize national campaigns. These

resources were discussed in the Asia Pacific Women's Committee (WOC) meeting in October 2020 as unions plotted next steps to leverage C190 for stronger legal protection.

Momentum on C190 continued to build. In 2024, the Philippines became the first country in Asia to ratify Convention 190, capping an extensive campaign by Filipino unions. PSI coordinated closely with other GUFs, uniting all affiliates in lobbying for ratification. The campaign featured petitions, social media actions, and consultations with government agencies. The Samoa Public Service Association led a successful campaign and Samoa ratified C190 in 2023. With Australia and several other countries also ratifying or moving toward ratification, Asia Pacific now has a growing cohort of states committed to the Convention.

Unions are also responding to incidents: in 2023, a young female health worker (a trainee nurse) in India was brutally raped and murdered while on duty, sparking outrage and strikes by health workers. PSI issued a statement supporting the striking health employees and calling for clear policy reforms to end the abuse and sexism that women health workers routinely face and linked to our campaign to review the Nursing Policy nationally.

Pay Equity

In New Zealand, Māori women unionists from the New Zealand Public Service Association (PSA) have led a groundbreaking campaign to address the racialised and gendered pay gap rooted in the country's colonial history. On International Women's Day 2022, PSI hosted a webinar and launched a video and podcast telling the story of these Māori women's fight for pay equity. The campaign not only seeks pay justice but also acknowledges indigenous rights, making it a powerful example of how gender equality and indigenous equality intersect (see Section 10: Indigenous Peoples for more). The PSA's efforts began to bear fruit, contributing to pay equity settlements in parts of the public service. In 2025 the conservative government halted all ongoing pay equity claims, affecting thousands of health and care workers.

Across Asia Pacific, unions have used International Women's Day (IWD) as a platform to advance gender equality issues. PSI's 2022 IWD event featured women speakers from Nepal, Korea, Pakistan, and New Zealand, each sharing their union's battles – from fighting sexual harassment in the workplace to increasing women's leadership within unions. Many affiliates organized IWD rallies and workplace actions highlighting demands such as equal pay for work of equal value, better maternity protections, and an end to violence and harassment.

On the positive side, women's organising in sectors like health and social care has gained momentum, often with PSI's support. The Community Health Workers (CHWs) campaign in

South Asia is driven by women workers. As detailed in the Health section, this campaign has delivered significant wins to women workers. For example, in India, over 60,000 ASHA workers (female rural health activists) held a 45-day paid strike in early 2023, winning the right to maternity leave and wage increases – many for the first time in their careers.

8. Trade Justice

Access to Medicines: TRIPS Waiver Campaign

A highlight of trade justice campaigning during the pandemic was the fight to waive intellectual property rules on COVID-19 vaccines and treatments. In late 2020, PSI Asia Pacific initiated a campaign for the TRIPS waiver to suspend pharmaceutical monopolies for the duration of the pandemic. We argued that these patent rules were preventing the rapid scaling-up of vaccine manufacturing in developing countries, thereby costing lives. Across the region, PSI affiliates swung into action: numerous unions wrote to their national governments urging support for the waiver, lobbied opposition parties, released public statements, and disseminated PSI's videos and materials explaining the issue. Unions also held internal briefings to educate members and mobilized through social media and public events. This concerted campaign had tangible effects. It significantly increased the number of Asia-Pacific governments sponsoring or backing the TRIPS waiver at the WTO, for example the Australian government reversed its stance and announced support for the TRIPS waiver in 2021. Other countries shifted from vocal opposition to a more neutral tone under pressure. While a comprehensive waiver covering all therapeutics and diagnostics was not achieved (due to resistance from Big Pharma-aligned countries), the campaign succeeded in gaining support for the broader principle that public health should come before patent profits. It also established a basis to campaign for a meaningful Pandemic Treaty.

Challenging Trade Deals (RCEP, CPTPP, and more)

PSI and its affiliates have actively worked to scrutinize and oppose trade agreements that threaten public services, labour rights, or national policy space. Our campaign against the Regional Comprehensive Economic Partnership (RCEP) resulted in India withdrawing and some of the worst provisions (including Investor State Dispute Settlement ISDS) being excluded. When it was finalized, in November 2020, PSI coordinated a joint response on behalf of all Global Union Federations in the region. The unions issued a statement raising concerns that RCEP – the world's largest trade bloc – lacked adequate protections for workers and could accelerate privatisation and deregulation. PSI also organised a virtual press conference to amplify these concerns. Attention then turned to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), a mega-deal originally driven by the US (as the TPP) but revived without it. Several governments in the region were

considering joining or ratifying the CPTPP. PSI supported affiliates in Malaysia and Thailand who campaigned to prevent their countries from ratifying or acceding to the CPTPP. In Thailand, PSI affiliates joined public demonstrations and made formal submissions against joining the CPTPP; subsequently, the Thai government announced it would suspend plans to enter the agreement.

Indo-Pacific Economic Framework (IPEF) and Trade Justice Cooperation

In 2022, the United States initiated an Indo-Pacific Economic Framework (IPEF) – not a traditional trade deal, but a multilateral framework covering trade, supply chains, clean economy, and fair economy “pillars.” PSI participated in the first IPEF stakeholder meeting and spearheaded a joint letter opposing certain corporate-driven elements, such as Big Tech’s proposed “women’s upskilling” - a public relations ploy to sidestep regulation. PSI helped coordinate input from affiliates in countries like the Philippines for a union position on IPEF, emphasizing that any economic agreement must uphold public interest (for example, not undermining data privacy or public services through digital trade rules). In Korea, PSI organised an online workshop for affiliates to discuss research on the potential impacts if Korea were to join the CPTPP, linking these insights back to the IPEF debate as well.

In August 2024, PSI convened a regional “Unions for Trade Justice” meeting in Manila. Timed just after IPEF negotiators met and the first IPEF Labor Rights Advisory Board session was held, this union meeting gave affiliates from 14 participating countries a chance to analyze IPEF’s emerging text. IPEF is the first AP regional economic agreement with a labor rights complaints mechanism.

9. Climate Justice

Just and Equitable Transition

A key aspect of climate justice for PSI has been scrutinizing climate finance mechanisms. In 2022, PSI Asia Pacific and the Korean Public Service and Transport Workers’ Union (KPTU) released new research on the Green Climate Fund (GCF) – a UN-established fund to help developing countries with climate adaptation and mitigation. The research uncovered cases where GCF-funded projects in the region had undermined labour rights or public services, for instance by channeling funds to private companies that undermined labor standards. PSI launched this research at a side-event during the 2022 ITUC World Congress.

Unions are also creating their own visions for climate-friendly public services. In August 2024, PSI co-organised a meeting of Trade Unions for Energy Democracy (TUED) in Bali, Indonesia. Union representatives from Indonesia, Bangladesh, Pakistan, India, and beyond came

together to share strategies on expanding publicly owned renewable energy and resisting the corporate “greenwashing” of energy privatization.

Worker Voices in Climate Action

A climate symposium held in Fiji in mid-2024 that gathered over 50 union delegates from across Oceania. This symposium featured the Fijian Government’s climate negotiator and representatives from the Pacific Council of Churches – forging an alliance between labour, government, and civil society around common climate goals. A major topic was support for a Fossil Fuel Non-Proliferation Treaty, a proposal to phase out coal, oil, and gas production globally while ensuring a just transition. Unions stressed a “Just and Equitable Transition” for the Pacific, meaning climate solutions must include good jobs, rights, and development for local people, not just emissions targets.

PSI has encouraged exchange of experiences between regions on climate organising. At the ITUC World Congress in Melbourne (2022), PSI held a special workshop bringing together affiliates from Small Island States in Asia-Pacific and the Caribbean – areas on the frontlines of climate change. Participants shared how unions in places like the Maldives, Tuvalu, or Dominica are addressing climate-related issues (such as negotiating new health and safety protocols for workers exposed to extreme heat, or fighting for relocation support for communities threatened by sea-level rise). A video highlighting these affiliates’ climate justice work was produced and circulated to inspire other unions.

Many PSI affiliates took part in global climate strikes and national climate marches. In one noteworthy action, unions in Korea (including KPTU) mobilized 20,000 members – healthcare workers, sanitation workers, transport workers – in a rally on 27 November 2021 that included climate transition demands.

10. Migration

Advocacy and Research for Just Migration

PSI-AP partnered with the ILO’s Asia-Pacific Office in late 2023 to start mapping health worker bilateral labour migration agreements involving Asia-Pacific countries. This comprehensive mapping is intended to identify best practices and gaps. The ILO also supported a workshop with affiliates in Southeast Asia to review the situation of health workers’ migration post pandemic and identify areas of intervention.

In March 2021, PSI spoke at the Asia-Pacific Regional Review of the Global Compact for Migration, emphasizing that protecting migrant workers’ rights is integral to safe, orderly, and regular migration. In 2024, PSI was invited to address the UN Asia-Pacific Care Economy Forum on health worker migration where PSI presented a framework to analyse the many

bilateral labour agreements (BLAs) that govern nurse and caregiver recruitment between countries in the region.

Union Cooperation on Migration Programs

In September 2024, PSI organized a sub-regional workshop in Fiji focused on health and aged care worker migration, bringing together unions from Pacific Island countries and representatives from destination countries like Australia. The workshop also involved officials from the ILO and the Australian government – crucially, it created a dialogue where unions from both ends of a migration corridor could directly raise issues. One tangible outcome was progress toward ensuring that unions in both Australia and Fiji are involved in monitoring Australia’s aged care worker recruitment program from Fiji.

This led to further support from the ILO to undertake participatory action research into health and care worker migration in the Pacific. The work includes union workshops that build capacity as well as support research in Papua New Guinea, Vanuatu, Solomon Islands and Fiji.

11. Indigenous Peoples’

Māori Women Lead Pay Equity Fight (Aotearoa / New Zealand)

Affiliates in the Oceania region encouraged PSI to work regionally and globally in solidarity with Indigenous Peoples’ within their unions. To support unions to understand the potential action unions can take to redress injustice, PSI documented the case in Aotearoa New Zealand, where Māori public service workers – especially Māori women – have been at the forefront of campaigning for equitable pay and recognition. Members of the New Zealand Public Service Association (PSA) who are Māori health workers initiated a landmark Wage Equity and Justice Claim under the Treaty of Waitangi. Their claim argues that Māori women in the public service (for instance, nurses, social workers, caregivers) have been historically underpaid due to the combined effects of colonialism, racism, and sexism. On International Women’s Day 2022, PSI Asia Pacific spotlighted this campaign by launching a video and podcast detailing the story of the Māori women unionists driving it.

Advancing Indigenous Workers’ Representation

The OSRAC held in NZ in 2023 incorporated an exchange on the work of unions to advance Indigenous Peoples’ rights. Several unions made concrete commitments to develop Indigenous Peoples’ committees or other democratic structures and OSRAC resolved to continue to prioritise indigenous workers through representation in delegations and advocacy across PSI.

In September 2024, at the PSI Asia Pacific Regional Executive Committee (APREC) meeting, Oceania affiliates introduced resolutions to strengthen Indigenous representation within PSI's structures. These resolutions, which were adopted, called for the establishment of an Asia Pacific Indigenous Workers' Committee and support for a corresponding global Indigenous committee.

12. Health and Social Services

Community Health Workers: “Community Health Work is Work”

One of the most dynamic campaigns in the region has centered on Community Health Workers (CHWs) – the predominantly female cadre of frontline health providers who often lack recognition as workers. On 12 December 2020, PSI and its affiliates in India, Pakistan, and Nepal launched the campaign “Community Health Work is Work” and a joint set of demands: regularization of their jobs, living wages, social security, protective equipment, respect and recognition as public employees. Leading up to the launch, PSI helped CHWs build capacity to share their stories – training them in media engagement and digital storytelling. The campaign's launch featured an international press conference (held online due to COVID) where CHWs from each country spoke powerfully about their experiences. The result was extensive media coverage highlighting that these women are not volunteers, not charity workers, but professional health workers who save lives.

Following the pandemic the unions came together again and launched a joint set of demands. These demands have been presented to local, provincial and national governments as well as to national and international institutions. They have been supported by extensive communications materials and research and a range of alliance activities with civil society.

As a result, in Nepal, CHWs won increases in allowances and government commitments for better terms. A significant breakthrough occurred when PROVINCE agreed to register CHWs as workers entitled to social security. OTHER WINS IN NEPAL. In India, PSI supported affiliates to organize Auxiliary Nurse Midwives (ANMs) who work on precarious contracts. By late 2021, these efforts saw success in parts of India: for instance, certain states agreed to pay pending bonuses or to convert some contractors to regular roles. In a 45-day strike demanding minimum wages, maternity leave, and pensions in Mumbai, our affiliate succeeded in winning maternity leave and wage increases for these CHWs – the first time many had ever had such basic labor rights. In Kerala, a letter of solidarity to striking workers was covered widely in the press, underlining their campaign.

In Pakistan, PSI helped CHWs overcome legal hurdles to unionizing. It assisted in the formation and registration of a national CHW federation in 2024 which included new unions in Khyber Pakhtunkhwa and Balochistan provinces.

In 2024, PSI Philippine affiliates intensified their organising of Barangay Health Workers under the “Care Work is Work” campaign. The unions lobbied for the Magna Carta for Barangay Health Workers to include a recognition of BHWs as workers.

PSI Philippine affiliates (women committee) is an active convenor of the Women Workers United (WWU) that spearheaded the preparatory work for the International Labor Conference discussion on Care Work. WWU developed joint demands, including the recognition of CHWs, that shaped the ILO Care Compact.

Our International advocacy for CHWs set new normative standards - the ILO’s Committee of Experts, in its 2022 General Survey, acknowledged that CHWs fall under fundamental labor rights and called for studies to figure out how to extend them full protection. This language arose from the virtual presentation we organised where CHWs presented to the report authors. It was so impactful that the author of the report, who had not been previously aware of the plight of CHWs, worked with PSI to organise the delegation of CHWs to the ILC after she retired. We prepared a briefing paper for the 2023 International Labour Conference’s general discussion on the care economy to accompany the delegation.

By 2025, the CHW campaign has achieved clear momentum: In Nepal, after a new president was elected, his first month in office included meeting PSI’s CHW affiliate (NEVA) and accepting their charter of demands, pledging to advance some items. In India’s 2023 Union Budget, the central government for the first time allocated funding to provide health insurance for CHWs – a significant policy win attributable to union advocacy.

Strengthening the Health Workforce and Working Conditions

Throughout the COVID-19 pandemic and beyond, PSI’s health sector unions fought to improve working conditions for health and care workers – from safety and staffing to remuneration. Early in the pandemic, Asia-Pacific health unions were among the first globally to demand adequate PPE and infection control, and to assert the right to refuse unsafe work. In 2020, PSI AP produced the first COVID-19 guidance for unions and issued a statement backing Hong Kong health workers’ brief strike to stop flights from infected areas.

In May 2020, PSI AP developed an International Nurses Day Manifesto, which gathered the support of 169 unions worldwide, calling for more investment in nursing, decent pay, and safer staffing ratios. To bring nurses’ voices to the public, PSI held a virtual press conference on International Nurses Day featuring frontline nurses from several countries, which generated numerous media stories.

PSI has also engaged with international bodies to influence health workforce policies. At the WHO regional meetings in 2020, PSI made more interventions than any other non-state actor, covering topics from access to vaccines and affordable medicines to health worker safety and climate change impacts on health. In the Western Pacific regional meeting, PSI arranged for pre-recorded video statements from union health workers – including an aged care nurse, a surgeon, a union leader – ensuring diverse affiliate voices were heard by Health Ministers.

In 2020, PSI partnered with WHO and an Indian institute to research nurses' conditions in private hospitals, culminating in a joint webinar on World Patients Day which got media coverage and fed into advocacy for regulating private health facilities. In India, PSI helped the National Human Rights Commission conduct a groundbreaking inquiry into the right to health, organizing a special consultation where health workers nationwide gave testimony. Most of PSI affiliates' recommendations – on funding, staffing, access – were reflected in the Commission's final report, demonstrating the union's influence on high-level policy discourse. In 2022, PSI organised health affiliates and other health unions to review and draft recommendations on the draft nursing guidelines released by the national government, drawing on the review of the Nursing Convention.

In Malaysia, the Malayan Nurses Union (MNU) and the Sabah Medical Services Union (SMSU) campaign against the government's attempt to increase the number of working hours of civil servants including the healthcare workers. The campaign was successful, and the government decided to exclude the healthcare workers from coverage of the 45 working hours.

Organizing and New Health Unions

In 2022, PSI AP launched a Health and Care Organising Strategy with support from the ILO and then Union to Union (U2U). Health affiliates came together in Bangkok to build the strategy and then, in February 2023, health unions from seven countries were supported to develop a targeted organising strategy.

In the Philippines, the Alliance of Filipino Workers (AFW) targeted organising in new hospitals and won union elections in two major private hospitals, successfully organizing hundreds of nurses and health employees. In one hospital, 95% of the workforce voted in favor of the union – a resounding mandate. AFW's growth also led it to spearhead a coalition, the United Private Hospital Unions of the Philippines (UPHUP), uniting 25 unions (including independent ones and those formerly unaffiliated) in private hospitals around common bargaining and policy goals including the call for the payment of Health Emergency Allowance (HEA) for private health care workers.

The Philippine affiliates in the public sector (CIU, PGEA, PIPSEA and PSLINK) continue to organize public sector unions that include healthcare workers in the local government unions.

In Nagpur, India, previously unorganised, women urban health and care workers were supported by NMCEU and PSI to map targeted health posts and organise them. The organisers successfully organised 32 health centers, achieving 80 per cent membership.

In Maldives, PSI affiliate MHPU organised several workers using methods and tools shared by PSI and are preparing for the first health workers collective agreement in the country's history. Increases in membership have also occurred in Indonesia and Nepal where PSI has supported young women organisers to support affiliate organising strategies.

Another organizing milestone was in Fiji, where the Fiji Nursing Association undertook a massive recruitment campaign. In April 2024, at the FNA annual conference (where PSI Oceania's sub-regional secretary was a keynote speaker), Fiji's Health Minister announced substantial salary increases and career increments for all nurses. The Minister explicitly acknowledged the union's persistent campaigning as a driving factor behind the pay rise.

13. Local and Regional Government and Municipal Services

Japan: Better Conditions for Local Government Workers

In 2022, Jichiro successfully campaigned for a revision of the law regarding non-regular municipal workers, called 'fiscal-year workers' whose contracts must be renewed each fiscal year. Previously, roughly 550,000 fiscal-year workers in prefectural and municipal governments across Japan were denied bonuses that regular full-time employees received, even if they had similar responsibilities. Jichiro argued this was unjust and exacerbated the precarity of local government jobs (many occupied by women and older workers). After persistent union lobbying the law was amended to entitle fiscal-year workers at prefectural and municipal governments to bonus payments.

South Asia: Organizing Sanitation Workers

Sanitation workers – those who clean streets, collect waste, maintain sewers, and ensure community hygiene – are among the most marginalized municipal workers, often working in hazardous conditions for low pay. PSI AP launched a dedicated South Asia Sanitation Workers Organising Programme to organise workers and build their power. The campaign kicked off visibly at PSI's World Congress in 2023 with the debut of a documentary film on sanitation workers in South Asia. With funding secured from the Dutch union FNV, affiliates in each of the four countries (India, Pakistan, Nepal, Bangladesh) selected lead organisers from within the sanitation workforce. These organisers are being trained and supported to

recruit their coworkers, form or strengthen unions, and demand better conditions. Several organising workshops and leadership meetings have been held and unions have already increased membership, organized new cadres of workers (for example bringing in daily wage workers to the union) and won some entitlements. A webinar was held in early 2025 as part of the ILO's World Day of Social Justice, highlighting the link between decent work for sanitation workers and broader social justice goals.

14. Utilities

Energy Sector: Power to the People, Not Profits

In Indonesia, as discussed, unions waged a large campaign against the piecemeal privatisation of PLN, the national electricity company. They rallied thousands of workers and built public support around a bold demand: no privatisation of any part of the power sector, and a Public Pathway commitment that PLN should spearhead the shift to renewables. The unions' stance is that the climate transition offers an opportunity to strengthen public utilities, not break them up. Partly as a result, when Indonesia updated its energy policies (with input from the Asian Development Bank and others), an explicit privatisation mandate was taken off the table.

India's energy unions similarly combined protest and negotiation to thwart privatisation moves. In mid-2021, unions coordinated protests and lobbying stopped a proposed Electricity Act amendment from advancing (the amendment was seen as a gateway to more private entry in distribution). And in states like Tamil Nadu, union leaders successfully got political guarantees that state utilities would be protected from any forced privatisation by the central government.

In Pakistan, the WAPDA Hydro Electric Workers Union took to the streets whenever privatisation loomed. When the government floated tenders to sell off power distribution companies, the union organized rallies in major cities. Their consistent resistance, along with economic realities, has slowed down the process. Moreover, when an IMF-imposed policy in 2023 tried to carve up the energy sector and ban unions (see Trade Union Rights section), unions fought it legally and won.

Beyond stopping privatisation, unions are articulating positive agendas for utilities. Affiliates prepared campaigns for publicly owned renewable energy expansion, using our "Power Failure" flyer (which highlights failures of privatised power) and coordinating through the Trade Unions for Energy Democracy network. In August 2024, union delegates at the TUED meeting in Bali discussed targets for governments to establish or enlarge public renewable energy companies and ensure a just transition for workers moving from fossil fuels to green jobs.

Water Services: Keeping Water Public

In the Philippines affiliates helped form a broad coalition to “reclaim” water utilities for the public. This coalition, launched in March 2021, brought together not just water sector unions but also consumer groups, NGOs, and environmental activists to prevent renewal of faulty private contracts and to push for new public water authorities that operate under principles of transparency, universal access, and affordability.

Recognizing that women are disproportionately affected by water issues (as they often manage household water needs and suffer most when water is scarce or costly), PSI commissioned a study on the gendered impacts of privatisation in South Asia. The findings underscored that privatisation often leads to higher fees and cut-offs that hurt poor families (and women in them who must stretch budgets or find alternative sources). In 2023, PSI released a brief summarizing these findings for union activists.

In Indonesia, unions have been fighting to implement a landmark Constitutional Court ruling from 2015 that essentially prohibited full water privatisation. By 2022, Jakarta’s water, which had been private for two decades, was partially returned to public management after citizen and union pressure.

In the Philippines, the Alliance of Government Workers in the Water Sector (AGWWAS) continues to campaign for Human Rights to Water and Sanitation. In May 2025, they lobbied the Local Water Utilities Authority (LWUA) to review the Joint Venture Agreements (JVAs) of the water concessionaires, especially the Prime Water.

15. Public Administration and Whistle Blowers

Public Sector Job Security and Services

Affiliates responded to the global trend to attack public administration workers with right wing parties promising to replicate the US “Department of Government Efficiency”. In Australia affiliates demonstrated the likely impact of cutting the proposed 41,000 jobs on the public and the rightwing party lost support.

In Fiji, as noted in Trade Union Rights, the change of government in late 2022 led to a quick end of the long-standing practice of short-term contracts in the civil service.

In Bangladesh, a popular uprising started as a protest against unfair hiring practices in public administration.

Solomon Islands: Social Dialogue

In the Solomon Islands, PSI supported an initiative by the Solomon Islands Public Employees Union (SIPEU) to improve social dialogue. The country's Prime Minister, officials from the ILO, PSI representatives, and local media discussed issues like improving public sector salaries, training for local government officers, and addressing shortages in municipal roles (for example, nurses and teachers for remote areas). A key achievement was the institutionalization of tripartite dialogue in the public service.

Protecting Whistle-blowers

A critical component of integrity in public administration is ensuring that workers can speak up about wrongdoing without fear. At the 2022 ITUC Congress in Melbourne, PSI held two workshops for Asia Pacific affiliates specifically on whistle-blower protections and ILO processes. The workshops explained how Convention 158 on Termination of Employment and other standards could be used to argue for protecting workers who disclose malpractice.

In 2023, the Australian government launched a review of its whistle-blower protection laws. PSI, in coordination with affiliates, made a detailed submission to this review advocating stronger safeguards for public service workers and to incorporate the role of unions.

16. Emergency Service Workers

Firefighters in South Korea: Union Rights Achieved

Emergency service workers – such as firefighters, ambulance paramedics, and disaster response crews – often lacked full labour rights due to being classified as “essential” personnel. A major breakthrough occurred in South Korea, where firefighters won the right to unionise after a protracted struggle. For over a decade, Korean firefighters had been campaigning to have their profession covered under labour law protections. The turning point came in 2021: in line with Korea's ratification of ILO Core Conventions 87 and 98, the government agreed to amend domestic laws that had prohibited uniformed services like fire departments from organizing. With legal barriers lifted, the Firefighters' Division of the Korean Government Employees' Union (KGEU) was formally launched in July 2021.

Japanese Firefighters still Fighting

Despite recommendations issued by ILO Advisory bodies, firefighters in Japan continue to be denied their trade union rights. PSI-JC ensured the violation remained on the agenda of ILO and put pressure on the national government to respond to the recommendations.

Disaster Response Solidarity in the Pacific

Affiliates have demonstrated solidarity when disaster strike, supporting unions when impacted. In January 2022, a massive volcanic eruption and tsunami hit the island nation of

Tonga. The Tonga Public Service Association (PSA) requested support to respond to member's needs. Affiliates in New Zealand, Australia, and elsewhere raised funds and sent supplies to Tonga through the PSA, ensuring that public sector workers who were keeping water, electricity, and health services running had support.

In Pakistan, a fund was established following the devastating floods in 2022. The contributions from across the globe supported all PSI's affiliates to respond, focusing on organising in emergency services and in response to the climate crisis.

17. Growth

PSI's Asia Pacific region achieved significant growth in union membership and outreach from 2019 to 2025, even amid turbulent times. Unions focused on organizing previously unorganized groups and expanding into new sectors, leading to notable successes in building worker power:

- Organizing Private Healthcare in the Philippines: The Alliance of Filipino Workers (AFW) broke new ground by unionising two large private hospitals, bringing hundreds of nurses and staff into the union fold. In 2023, AFW also helped launch the United Private Hospital Unions of the Philippines (UPHUP) – a coalition of 25 hospital unions (including independent unions and former rivals) united to improve wages and conditions in private healthcare.
- Organizing public sector unions in the Philippines continues to rise. In 2024, the Civil Service Commission (CSC) announced that the public sector union organizing percentage had increased to 53%.
- In Indonesia, for the last 5 years, Indonesia electricity sector unions consistently increased their membership. In 2025 the total membership of SP PLN rose to nearly 32,000 members.
- Empowering Informal Health Workers in South Asia: PSI supported the creation of the National Pakistan Community Health Workers Federation, establishing a nationally recognized union force including new branches. In Nepal and India, thousands of Community Health Workers organised for the first time, winning benefits.
- New Union Structures in East Asia: In Taiwan, a milestone was reached with the establishment of the Taiwan Federation of Medical Unions (TFMU), uniting 10 hospital unions into one federation.
- In Korea, after legal changes, firefighters formed a new union division under KGEU, enabling thousands of emergency service workers to bargain.
- Membership Surges through Campaigns: Organising victories translated into membership growth in several unions. The Fiji Nursing Association's campaign

around pay and staffing not only won salary increases but also expanded union membership by over 50% as nurses saw the value of unity.

- Two Korean affiliates, KHMU and KPTU, have grown their membership annually, demonstrating the ability to organise in hostile environments. The NZ PSA has grown its membership through organising precarious workers in home based care.
- Supporting Unions Under Repressive Conditions: In Myanmar, our strike fund has supported informal worker associations so that they can evolve into union structures among health, municipal, and energy workers when possible.