



**PUBLIC SERVICES
INTERNATIONAL**

The global union federation of workers in public services

ENGLISH



2018

Annual Report

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The 2017 Congress reminded us not only that quality public services are fundamental to a better life for all, but also that our work makes a real difference to the lives of public service workers and the users of public services across the globe. Congress overwhelmingly endorsed the comprehensive Programme of Action (POA) entitled ‘People over Profit’, a wide range of affiliates’ resolutions and a revised constitution.

In early 2018, the Secretariat produced our priorities document for the implementation of the mandate “Putting People Over Profit” and, along with our affiliates, PSI has wasted no time implementing our congress mandate. It has been a busy and successful year.

We have continued our core work supporting affiliates to oppose privatisation and promote quality public services. We worked with many unions and NGOs to pressure the World Bank to back out of the Lagos water privatisation. We worked with the UN Rapporteur on extreme poverty and human rights, Phillip Alston, to raise awareness of human rights impacts of privatisation. We have operationalised our privatisation platform, POP, and held our Global Labour Re-municipalisation workshop to support union efforts to remunicipalise public services.

In 2018, we launched our renewed tax strategy and held the global union tax campaigning conference. We launched a new initiative, the creation of the Centre for International Corporate Tax Accountability and Research (CIC-TAR) to provide affiliates with the skills and support to run national corporate tax campaigns, and worked with unions on national tax campaigns in dozens of countries.

INTRODUCTION

We have continued to ensure that public sector workers have a say in global policymaking. 2018 saw the culmination of four years of campaigning work on trade as it became clear that the PSI and OWINFS-led campaign to stop the Trade In Services Agreement (TiSA) was successful, thanks to affiliate campaigns in over 15 countries. In April 2018, PSI and our affiliates worked with emergency experts to update the 2003 ILO Guidelines on Public Emergency Services. We were invited to sit on the Global Reporting Initiatives (GRI) tax transparency standards experts’ body.

In January, the World Health Organization (WHO) historically established official relations with Public Services International as a non-State actor. For the first time, a trade union body was recognised by the WHO, ensuring PSI can bring the voice of health workers to the highest level of the WHO. Our relationship with the United Cities and Local Government (UCLG) strengthened, and I attended their Annual Retreat to ensure the municipal workers voice was heard in their planning process.

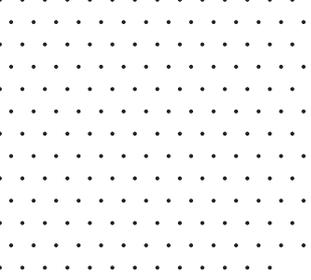


Our support for national trade union rights struggles continues to bring results. In Liberia, the newly-elected government reinstated Joseph S. Tamba and George Poe Williams (President and Secretary General respectively of the National Health Workers Union of Liberia) after a long campaign, and in Pakistan, the All Sindh Lady Health Workers and Employees Union (ASLHWEU) won its battle for legal registration as well as right to minimum wages. We also renewed Global Framework Agreements such as that with EDF covering over 160,000 workers in 24 countries, that contains a union neutrality clause, increases trade union representation in the global committee and is the first GFA ever to commit a multinational corporation to country-by-country tax reporting.

In another global first, PSI, with the support of FNV, organised the first meeting of the Council for Global Unions LGBTI+ Working Group and secured support from the Global Union Federations to begin the first global union programme for equality for LGBTI workers.

This and many other wins are contained in this year's annual report as PSI continues to fight for a fairer and more just world with universal access to Quality Public Services (QPS), and justice and a voice for public service workers.

Rosa PAVANELLI, PSI General Secretary



The biggest event in 2018 was possibly the collapse of UK privateer Carillion. Parliamentary investigations reveal the inherent dysfunctions of privatisation, including the distortion of political processes and democratic institutions; the negative impacts on access to and quality of services, etc. Parliamentary committee reports and other analyses are available on the www.peopleoverprof.it website and have global relevance because the UK model continues to be used to justify privatisation around the world.

FIGHTING PRIVATISATION &

Promoting Quality

Public Services

Two important critiques of privatisation were published by the UN Special Rapporteur on extreme poverty and human rights, Philip Alston: one concerns the negative human rights impacts of privatisation, especially on the poor; and the other his report on extreme poverty and human rights in the United Kingdom.

Remunicipalisation continues to grow in importance, as more governments either terminate or refuse to renew privatisation contracts. PSI is developing labour-specific material to address the movement of workers from private to public employers.

PSI continues to work with unions and civil society allies to create stronger networks and capabilities to resist the arguments and agents of privatisation.

Within the UN, PSI and allies push back against the agents of privatisation within the Economic Com-

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Protest against water privatisation in Lagos

mission for Europe (UNECE) PPP Unit; the UN Financing for Development framework; the UN Commission on the Status of Women and a number of high-level events.

The UN is pushing what it calls “innovative financing” to help countries meet the Sustainable Development Goals. This innovative financing will involve more privatisation and will bring the financial services companies directly into public services management.

PSI continues to support national unions in their struggles against privatisation, providing strategic advice and specific campaign support. In Nigeria, the coalition against water privatisation succeeded in get-

ting the World Bank to pull out. In Indonesia, the coalition won some important court battles against the ongoing private water contracts.

Five regional hospitals in Australia are to be run publicly instead of as PPPs - a result of campaigns from the NSWNMA and HSU which put into practice community campaigning strategy gained at a three-day union workshop.

We also brought together affiliates and other GUFs during a WB/IMF meeting in Bali to contest the World Development Report attack on labour and the PPP agenda. The ADB’s regional strategy remains focused on PPPs.

PSI continues to support national unions in their struggles against privatisation, providing strategic advice and specific campaign support.

NO+AFP

In Chile, PSI affiliates continue to organise and actively participate in actions, initiatives and massive marches pushing for the end of the AFP, a group of pension fund administrators.

Since the 1980s, the actions of the APF have led to very low pensions for the country's retirees. In November 2018, affiliates joined a massive mobilisation to reject the initiatives and political proposals of Sebastián Piñera's government, including the reform of the current pension system, which sought to deepen the individual capitalisation model and did not reduce the AFP owners' interests.



"NO+AFP" demo in Chile



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During 2018, global institutions, both public and private, have continued to increase their influence on the laws and standards that national governments are compelled to follow, often with little or no direct engagement with the workers or communities at the national or local level, who are directly affected. PSI has ensured the unique perspective of public service workers is heard.

INFLUENCING

Global Policies

PSI is one of the few organisations that consistently and relentlessly defends the public interest, public services and the public sector in global forums, often against concerted lobbying by large corporate interests.

In 2018, PSI achieved real wins for workers and users of quality public services. The examples given below are in addition to work covered elsewhere in this annual report on issues such as trade union rights and fighting privatisation.

TAX

PSI continues to lead the global labour movement in fighting for tax justice.

Our work with unions and civil society has begun to shift the global tax landscape and created opportunities in 2018 to change global tax policy. In the last two years, the OECD has introduced country by country reporting (CBCR) and automatic exchange of information – both long-standing PSI demands – and we have seen positive reform of many countries' tax laws. Most importantly, a series of leaks and union corporate tax campaigns has changed the global debate about tax avoidance.

In 2018, PSI launched a renewed tax strategy and workplan. The nature of the global rules governing MNE tax requires advocates for change to simultaneously influence the decision-making of multiple governments on issues where realistic progress is possible. In 2018 PSI started mapping the current set of global tax demands, identified national advocacy targets and influenced international norm-setting bodies. We have also prioritised exposing corporate tax scandals and building a popular movement that can apply political pressure for change.

PSI is engaged with the OECD Base Erosion and Profit Shifting (BEPS) review of the rules governing multinational enterprise (MNE) tax and UN forums such as UNCTAD and the UN Tax Committee.





Daniel Bertossa, Joseph Stiglitz, Gabriel Zucman, Carmona Sepúlveda and Eva Joly met in New York

ICRICT

PSI and its allies established the Independent Commission on the Reform of International Corporate Taxation (ICRICT) to ensure credible alternatives to the current broken corporate tax system were being advocated for at the highest levels of national and international government. PSI chairs the ICRICT Steering Committee. The committee continues to attract global experts such as Joseph Stiglitz, Jayati Ghosh and Thomas Piketty.

In September, in New York, ICRICT evaluated the many alternatives and proposed global formulary apportionment, coupled with a minimum corporate tax rate, as the only effective way for all countries to collect a fair share of tax revenue from multinational enterprises and avert a race to the bottom. It launched its third report "[*A Roadmap to improve rules for taxing multinationals*](#)", that elaborated on these solutions. It also held a public forum on financial regulation 10 years after the crisis.



These policies were promoted to the OECD in advance of the anticipated BEPS 2.0 process due to commence in early 2019. ICRICT attracted over 200 mainstream media articles in 2018. Many of the positive changes in global tax debates in the OECD and IMF can be traced back to ICRICT's work.

We have continued our country work in partnership with FES, and in July 2018, we held a Latin American regional seminar in Brazil to coordinate our tax justice work. We also held country meetings in El Salvador, Ecuador, Paraguay, Dominican Republic, Nigeria, Ghana, Kenya and Tanzania.



Troy Carter presents a union banner to PSI Assistant General Secretary, Daniel Bertossa and Jason Ward, CICTAR, at the PSI global tax campaigning conference in Geneva.

PSI is committed to integrating tax and gender into our work programme. Following the two well-attended global meetings on tax and gender in 2016 and 2017, we held regional conferences on tax and gender in Africa and Arab countries (Ethiopia) and Interamerica (Argentina). The Interamerican meeting was held in June with the support of Fundación Nueva Sociedad and FES. The event provided an opportunity for a detailed discussion on gender and tax, a subject the region had identified as important last year.

As part of our work to help unions campaign on tax issues, PSI and CICTAR, in partnership with FES, held a global conference in the second half of 2018 to showcase the best examples of union tax campaigning across the globe. The conference was an opportunity for unions to learn from each other and experts in academia, journalists, members of parliament and civil society about how to conduct corporate tax campaigns.

Ensuring all unions, public and private, understand the importance of fighting for tax justice, members of PSI staff were the guest editors of a special edition of the journal International Union Rights published by the International Centre for Trade Union Rights (ICTUR) that highlighted the importance of tax justice to trade unions and workers. This edition is now a resource for the global trade union movement in its tax justice work.



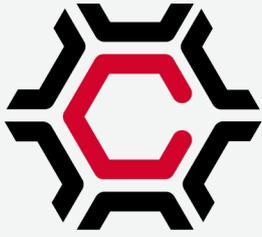
PSI's Leo Hyde and Daniel Bertossa guest edited the special edition with a focus on tax justice.

In 2018 PSI was invited to join the Global Reporting Initiatives (GRI) Tax Experts Group, on behalf of the global labour movement, to recommend public reporting standards on tax for multinational enterprises.

The Tax Experts group recommended that public country by country reporting (CBCR) should be adopted by the GRI. The group recommended a stronger standard than the current OECD position and demanded that, unlike the OECD standard, the information be made public. The GRI released this standard for consultation in late 2018 and will adopt a final position in 2019.

If this standard is adopted, it will represent a significant advancement in normalising corporate tax accountability. GRI Standards have become the world's most widely adopted global standards for sustainability reporting. Ninety-three percent of the world's largest 250 corporations now report on sustainability. GRI standards are used by over 4,000 organisations in over 90 countries.

This means that any MNE that complies with the GRI standard will make their country by country reporting public. If the standard is adopted, it provides us with the basis to demand that companies comply and will provide a significant step forward in our fight to make CBCR public. It will also provide a simple credible tax demand for inclusion into Global Framework Agreements across all GUFs.



Centre for International Corporate Tax Accountability and Research

CICTAR: Helping unions expose corporate tax dodging

PSI has led a coalition to establish the Centre for International Corporate Tax Accountability and Research (CICTAR) to provide expertise to unions wanting to understand more about the tax arrangements of MNEs in their industries.

CICTAR began operations in March 2018, and in its first year has already exceeded expectations. It has published a range of reports, helped numerous union campaigns and appeared in media across the world. CICTAR is supported by unions in Australia, Europe and Inter-america. It is looking for union and civil society partners who want to integrate a tax aspect into their existing campaigns or start a tax campaign and need help. CICTAR can help unions:

- Raise awareness of corporate tax dodging by providing technical support, report writing and media work to explain in simple terms how corporations dodge taxes
- Develop capacity and integrate tax work into their own campaigns
- Create political pressure to shift national tax policy



In 2018, a group of Australian unions worked with CICTAR to highlight the impact of tax avoidance on workers in the lead up to the national elections. CICTAR's first research report was launched in May 2018 and received extensive media coverage. It examined the tax practices of outsourced providers of elderly care. Two weeks after its launch, the Australian Parliament launched a Senate Enquiry into aged care.

This was followed by a report into the tax affairs of Bupa, British private health care company, shortly after which Bupa had to pay 157 million AUD in back tax to the Australian tax office. CICTAR also released a report into the tax practices of companies that obtained government contracts from outsourcing in the Australian Tax Office, which received significant media attention.

The public pressure on tax issues contributed to stopping the government lowering the corporate tax rate and shifted the labour policies on corporate tax.



Demonstration against TiSA in Geneva

TRADE

Since PSI Congress in 2017, the trade landscape has altered significantly. The impact of the election of Donald Trump and of the referendum on Brexit has become clearer.

The NAFTA renegotiations have opened, the TTIP has not progressed, and the TPP has been finalised without USA involvement. The RCEP negotiations continue and the CETA was passed. Trump's actions continue to threaten the outbreak of trade wars and the situation remains volatile.

It appears that the PSI-led campaign to stop the Trade in Services Agreement (TiSA) has been successful. The TiSA contained provisions that would facilitate privatisation, make renationalisation harder, make the transition to a carbon neutral economy more difficult and further cement the control of data in the hands of multinationals. Although the parties have made no formal announcement, it appears that the negotiations have been abandoned. This is a major success for PSI and its allies.

We continue to uphold that the devastating social and economic outcomes of the previous generation of trade arrangements have contributed to the current populist and right-wing backlash, and that future trade arrangements must be based on a just globalisation and benefit workers and the community.

These developments mean that PSI has been working on a more flexible basis, as we monitor events.

The EU's referral of the Multilateral Investment Court Proposal (MIC) to the UN is a major threat and we continue to oppose the MIC. PSI's publication, *ICS: The Wolf in Sheep's Clothing*, continues to be a key trade union reference document for the MIC.



MIC FACT SHEET

THE EU'S LATEST CORPORATE PRIVILEGE REBRAND
The Multilateral Investment Court (MIC):
The Wolf's New Suit



Seminar in Washington

In April 2018, PSI sent a representative from its German affiliate ver.di to New York to represent global unions at the working group meeting of the United Nations Commission on International Trade Law (UNCITRAL). This participation confirmed our concerns about the process, and we have since issued a briefing to all affiliates, as well as a sign-on letter.

We have briefed the leaders of the Interamerican region on the threat and provided them with the materials in Spanish, and we have organised a joint civil society meeting on the sidelines of the Asia-Pacific UNCITRAL regional meeting in Korea.

PSI continues to provide regional leadership in raising awareness and fighting a range of attacks through trade agreements in the Interamerican area. Following Congress, a Latin American trade union leaders' meeting was held in Uruguay to assess the situation and plan work in 2018.

In June 2018, a seminar in Washington, hosted by PSI affiliate IBT, was held on the renegotiations of NAFTA and enabled unions from the USA, Mexico and Canada to discuss joint interests and exchange valuable information about this process. The meeting highlighted the importance of public sector unions ensuring that national union centres take account of our issues.



International seminar on corporate power in Panama City

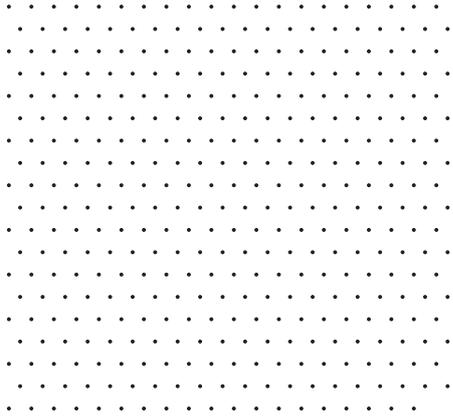
In August, at the IAMREC meeting in Panama City, PSI held an international seminar on corporate power with the support of the FES. The event allowed IAMREC to hold a comprehensive debate about the problems posed by corporate power and to make the connection between the various factors that explain why corporations are so powerful.

Also in August, a meeting on the European Union (EU)-Mercosur Free Trade Agreement: Context and Perspectives was held in Buenos Aires. The meeting, which had the support of the FES, also discussed the agreements between the EU and Mexico, Central America, the Andean countries and Chile. The meeting concluded that the trade balance is always unfavourable for Latin American countries that have already made agreements, and that there is no compliance with social and labour clauses because no monitoring of complaints is made by organisations.

Country campaign meetings focusing on trade in services and other trade issues have been held in Costa Rica, Panama, Brazil, Mexico, Colombia, Argentina and Peru.



**The Regional Comprehensive
Economic Partnership (RCEP)
continued as a main area of focus in
the AP region.**

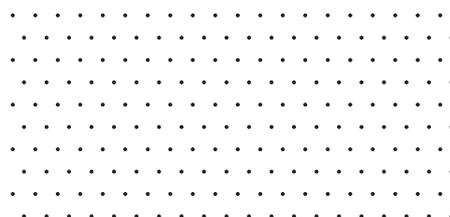




PSI affiliates in Asia Pacific in the fight against RCEP

At recent negotiations for the RCEP amongst ASEAN and six Asia Pacific countries, PSI affiliates raised concerns over the impact on public services and the lack of democratic process in the negotiations. Building on the collective statement opposing the WTO's gender declaration, PSI drafted the unity statement and helped establish a new Gender and Trade Coalition and held three national trade workshops in 2018.

In the AP regions, PSI initiated a trade meeting of Global Unions and their affiliates in Singapore and formed a new regional network called Unions for Trade Justice. On 8 March, International Women's Day, 11 governments signed the cynically re-branded "Comprehensive and Progressive Agreement for Trans-Pacific Partnership" (CPTPP). PSI released a statement drawing attention to the particularly adverse impact the agreement will have on women's rights.



MIGRATION & REFUGEES

In the midst of the toxic narrative being propagated by far-right and fascist movements against migrants and refugees, the international community achieved a remarkable milestone in 2018



IDPs Wasa Camp, Abuja, Nigeria

This included the adoption by the UN General Assembly of two landmark Global Compacts, namely, the UN Global Compact on Migration (GCM) and the UN Global Compact on Refugees (GCR). The GCM is a robust international cooperation framework anchored on the UN Charter and the UN and ILO Conventions and aligned with the 2030 Sustainable Development Goals. It seeks to address the multi-dimensional aspects of migration by pursuing 23 key objectives covering the whole migration cycle, along with a mechanism for follow-up and review. PSI actively engaged in the consultations and lobbying throughout the two years of negotiations

of the two Compacts. Though we have critical views of the GCM with regard to detention, border control, emphasis on remittances, migration as a source of development and the differentiation between the rights of documented and undocumented migrants and promotion of global skills partnerships (GSP), we recognise the reaffirmation in the GCM of the rights-based framework embodied in UN and ILO Conventions, which addresses root causes and structural drivers of migration, access to basic services for all migrants, prohibition of charging of recruitment fees on migrant workers, and fair and ethical recruitment and decent work.

It also recognises that trade unions are major stakeholders in the GCM implementation. We joined with civil society in welcoming the adoption of the GCR, which embodies a comprehensive refugee response framework to ease pressure on host communities, particularly developing countries hosting 80% of the world's refugees. It enhances refugee self-reliance including access to decent work and basic services, access to third-country solutions and safe and dignified returns. PSI can engage in the implementation of the GCR through national-level actions, especially concerning refugees' access to health and other public services. We are

working on this through ongoing projects on refugees and on internally displaced persons (IDPs).

At the UN Adoption Conference of the GCM in Marrakech in December, PSI brought a 45-member strong delegation led by the PSI General Secretary, highlighting our concrete work in defending human rights and access to quality public services within the framework of the Global Compacts. At the Migration Week in Marrakech, PSI organised a strategy workshop, held a side event with member states with support from EPSU and FES that included launching our forthcoming study on Global Skills Partnerships (GSP) in the health sector, delivered an intervention inside the UN Conference and engaged in various forums and workshops with civil society and the trade union movement. At the Global Unions Forum on Migration that was organised in Marrakech, in her keynote address, the PSI



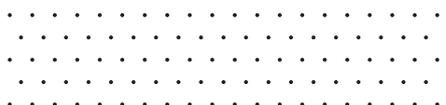
PSI General Secretary Rosa Pavanelli addresses the Global Unions Forum on Migration in Marrakech

General Secretary incited the trade union movement to be bolder and be more visible in fighting for the human and labour rights of migrants, refugees and internally displaced persons, to expressly counter the racist propaganda of the far-right and unequivocally defend the right to quality public services for all.

Also in the same year, PSI joined the WHO, ILO, OECD and other health sector stakeholders in launching the International Platform on Health Worker Mobility (IPHWM), which is a key recommendation from the report of the UN High Level Commission on Health Employment and Economic Growth (UN ComHEEG). This meeting is only the first among the activities of the IPHWM. PSI will continue to play an active role in the platform, bringing its concrete best practice example from the Germany-Philippines Bilateral Labour Agreement on Nurses, its pioneering analysis of the GSPs, and its broader global policy advocacy in the context of the UN Global Compact on Migration



PSI joins the WHO/ILO/OECD launching of the International Platform on Health Worker Mobility at the WHO in Geneva

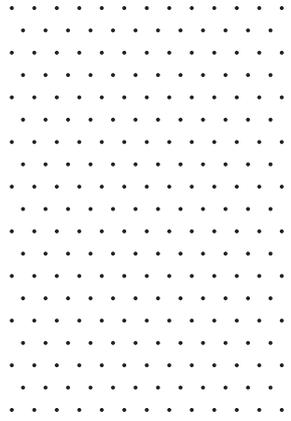




On the ground, we continue to build the capacity and engagement of our affiliates through our flagship projects, namely, the project on human rights, trade unions and quality public services for refugees and migrant workers in the MENA (Lebanon, Tunisia and Algeria) and the project on building trade union capacity in defending the human rights of IDPs in Nigeria, both of which are implemented in partnership with our Swedish affiliates and with the support of Union to Union.

More details on these project activities can be found on the PSI website section on Migration and Refugees.

<https://publicservices.international/resources/page/migration-and-refugees?lang=en&id=9548>



CLIMATE CHANGE



Climate change became a hot topic again

PSI's climate work focused on:

- Getting unions to engage their governments in the development of the Nationally Determined Contributions (NDCs) under the Paris Climate Agreement, with support provided by SSOs
- Working with the Trade Unions for Energy Democracy (TUED) network to develop analytical and political action tools to strengthen the role of public utilities in the transition to low-carbon electricity production;
- Working with trade unions to strengthen the capacity of first responders and other emergency frontline workers as countries need to adapt to more frequent and extreme weather events.

Unsurprisingly, most trade unions approached had not been involved in the development of their governments' NDCs. Caribbean trade unions in Jamaica, Antigua and Barbuda and

the Commonwealth of Dominica participated in a Union to Union project on public service union interventions in the implementation of the NDCs under the Paris Agreement.

The project enabled unions to consult governments and ensure there was a strong public sector focus and recognition of public services' critical role in adaptation and mitigation efforts. Through the project, PSI affiliates analysed the NDCs and participated at national level to review them and improve the capacity and resilience of public service workers in the struggle against the impacts of climate change and in favour of promoting a just transition.

This project also indicated the need to extend workers' and union sectoral expertise into the policies on climate. This helped build credibility with the national governments and management

to engage workplace climate activities.

Low-carbon transition

Research by TUED confirms that the traditional model of private sector Independent Power Producers (IPPs) negotiating long-term Power Purchase Agreements (PPAs) is failing to produce a transition to low-carbon electricity production. TUED advocates public ownership and management for the very difficult transition. Only under these conditions can the required scale be achieved, and workers and communities protected. TUED's lobbying has influenced national policy positions of progressive political parties in the UK and the USA.

In 2018, PSI led the trade union delegation at the ILO to negotiate revised guidelines for public emergency service workers - see below.



First responder in the Philippines

EMERGENCIES & DISASTERS

With the climate crisis intensifying, more frequent and extreme weather events put ever greater demands on emergency workers. First responders (firefighters, ambulance and emergency medical technicians, civil defence forces, police) and front-line workers (municipal workers, water and energy, health and social services, education support staff, etc.) are called to leave their families and enter the areas of highest danger.

These public emergency service (PES) workers need tools and training in order to better protect our families and communities.

In 2018, PSI gathered a group of emergency experts from unions across the globe to negotiate an update to the 2003 ILO Guidelines on Public Emergency Services. (The 2003 guidelines were negotiated in a rush after the 09/11 terrorist attacks in the USA.)

The tripartite body of experts agreed new language including :

- PES should not be privatised nor subject to austerity budgets;
- PES workers (and volunteers) must enjoy the Fundamental Protections and Rights at Work, even during states of emergency. This clause indicates that PES workers have the rights to organise, form unions and bargain terms and conditions;
- Many PES are deemed 'essential services', and workers who are refused the right to strike must benefit from impartial collective dispute resolution mechanisms (para 105 of the ILO guidelines). This is an implicit recognition of the right to strike;
- Volunteers should only be used in areas of competence and must not substitute PES workers, undermine their wages and working conditions, or be used

to justify the understaffing or underfunding of PES;

- The employer is responsible for providing adequate tools and training, including personal protective equipment.

PSI has disseminated the guidelines and developed training tools to help unions use them. They were translated into various regional languages, including Japanese, Korean, Chinese, and Nepalese.

PSI ran the first workshop on the new guidelines at a workshop in Kathmandu, Nepal, in July. The workshop explored how Nepal should develop a national plan to implement the new guidelines. Also in 2018, unions in the Philippines established a first responders' network.





Protest against the 7.5% salary cut

3

Trade Union Rights

INCLUDING ILC AND SOLIDARITY MISSIONS & CAMPAIGNS

2018 was a busy year for the protection of workers' and trade union rights.

In March, PSI chaired the Meeting of Experts to adopt Guidelines on Decent Work in Public Emergency Services at the ILO. The meeting discussed and updated a set of rules to improve working conditions in the emergency services. Also in March, an unprecedented event took place at the 332nd session of the ILO Governing Body: the report of the Committee on Freedom of Association (CFA) and other items of the Agenda were not adopted due to a strike of the ILO staff.

This was the result of the unilateral and unsubstantiated 7.5% salary cut decided by the International Civil Service Commission (ICSC) in 2017, which had already led to massive protest actions by the UN staff. Despite initial opposition, it was finally adopted by the ILO Governing Body in its March session. PSI wrote to the UN Secretary General demanding respect for trade union rights within the UN system and to include the restructuring of the ICSC and proper collective bargaining mechanisms in the current UN reform process.

At the 2018 International Labour Conference, PSI intervened in many cases during the discussions in the Committee on the Application of Standards, including Algeria,

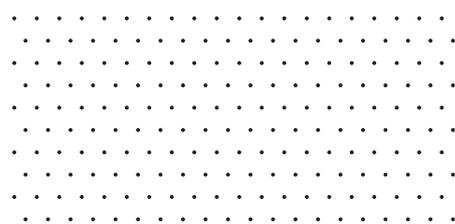
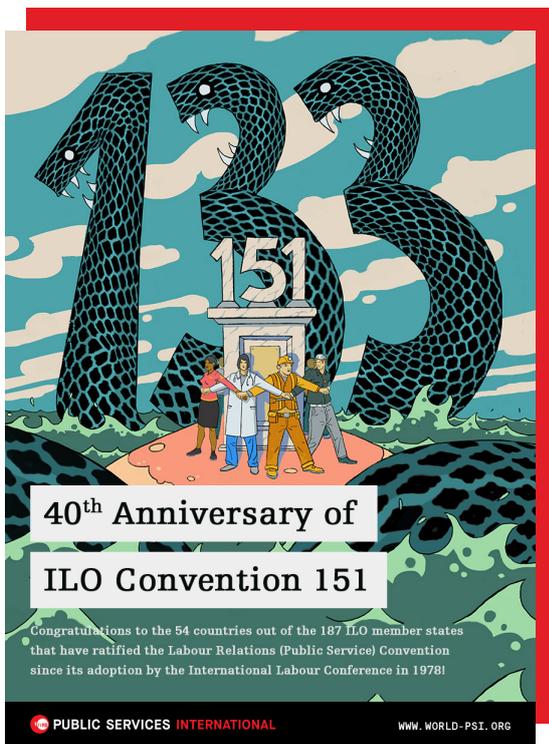


Side-event to celebrate the 40th anniversary of ILO Convention 151

Botswana, Brazil, Greece, Honduras, Japan and Nigeria. We also organised a side event to celebrate the 40th anniversary of ILO Convention 151, which despite its importance, is one of the least ratified standards.

In September, PSI participated in the Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education, which agreed that the ILO undertake and disseminate research on terms and conditions of employment of education support personnel.

Within the UN system, PSI sent submissions and participated in the 4th session of the Open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights (OEIGWG) held in October, which discussed the zero draft of a “legally binding instrument to regulate, in international human rights law, the activities of transnational corporations and other business enterprises,” as well as the zero draft optional protocol annexed to the instrument. PSI also participated in the 20th session of the Working Group on Business and Human Rights.





Campaign on Algeria on social media

HIGHLIGHTS

Many affiliates struggled to have trade unions rights recognised and implemented in practice in their countries. For instance, in Algeria, violations of trade union rights increased during the year, especially against PSI affiliates CGATA and SNATEGS. PSI coordinated with IndustriALL, IUF and ITUC to adopt a range of measures and actions, including complaints with ILO, the OECD and the EU Commission, as well as a worldwide campaign on social media.





PSI General Secretary Rosa Pavanelli met with the Liberian Minister for Labour, Moses Y. Kollie, in Geneva during the ILC to discuss union rights in the country.

In Liberia, where PSI had been campaigning for the recognition of NAHWAL (which since has changed its name to NAHWUL) and the reinstatement of Joseph Tamba and George Poe Williams, there was significant progress.

First, NAHWUL held a congress to renew its board and joined its national centre as a prior step to be registered by the Liberian authorities. Second, the newly-elected government of Liberia met with our health worker colleagues and, after some fruitful meetings, George and Joseph were reinstated in their previous jobs. This is a reminder of the many things we can achieve working together.

In Turkey, on the contrary, the situation got worse. Trade unionists, employees, activists and journalists were systematically harassed and imprisoned by the government, as a result of the failed coup. Mr Lami Özgen, Co-President of



George Poe Williams (on the right), from Liberia



Lami Özgen (in the middle), from Turkey, obtained refugee status in Switzerland

the national confederation KESK from 2011 to 2017, had to leave the country after being sentenced to imprisonment for his trade union activities. Fortunately, Lami obtained refugee status in Switzerland – PSI, EPSU, VPÖD and many other organisations submitted briefs in support of his petition as amici curiae. In August, PSI and ITUC undertook a joint mission to Botswana to assist affiliates in their negotiations with the government to reform labour legislation, as follow-up to the discussions in the CAS during the 2017 and 2018 sessions of the International Labour Conference.



Lady Health Workers from Pakistan

In Pakistan, the All Sindh Lady Health Workers and Employees Union (ASLHWEU) won its battle for legal registration, opening up a path for PSI affiliation, as well as right to minimum wages. PSI helped these courageous activists, supported by CSOs and allies.

Community health workers are often informal, with no or low wages, low job status and limited training. However, they fill a crucial role in national health systems, providing preventive health training and services in

ORGANISING & GROWTH



PSI affiliate SP-PLN reunited in Indonesia

communities often not served by formal health structures. PSI will continue to support their efforts for formalisation and union recognition.

In the Philippines, the Alliance of Filipino Workers (AFW) won the vote to unionise Providence Hospital with support of PSI, SEIU and others. This is the first expansion of AFW's coverage in a decade and will be the first of several new hospitals covered. The union has built a growth strategy into their priorities, budgets and staffing. They are now able to

run simultaneous unionisation projects. The support of nurses has proved crucial in their efforts.

In late 2018, PSI started a project to strengthen unity and power of energy unions in Indonesia, including through the reunification of splits in the affiliate SP-PLN that had been triggered by government and management manipulations.

An organising approach is helping unions in Tanzania to increase union presence in the health sector. The core issues

include dealing with jurisdiction issues and ensuring union cooperation in recruiting workers in non-union worksites.

PSI is supporting affiliate requests for assistance in dealing with anti-union health multinational Fresenius, which operates in 100 countries, with 280,000 staff. The company is using aggressive union avoidance measures in the USA. SEIU (USA) and ver.di (Germany) are supporting a global approach to union rights violations.



FAMA in Brazil



FAMA 2018

FÓRUM ALTERNATIVO MUNDIAL DA ÁGUA

WATER

PSI's work in water is characterised by three main areas of activity:

- resisting and blocking the threats of new privatisations;
- supporting remunicipalisation, or the return to public ownership and management;
- supporting public-public partnerships, including under UN Habitat's Global Water Operator Partnership Alliance (GWOPA)

Unions and NGOs campaigning against privatisation in Lagos, Nigeria, applied enough pressure to get the World Bank to back out of the privatisation project. More activists joined the campaign, even as the governor tried to stay with the privateers.

Unions and allies in Jakarta, Indonesia, continued pressure to remunicipalise, in the courts, at the governor's office, and on the streets. Jakarta's governor, taking the issue more seriously, appointed a water advisory group.

In March 2018, the Alternative World Water Forum (FAMA) was held in Brasília, Brazil, with participation of trade unions and social, environmental and general civil society organisations. The World Water Forum was held at the same time and in the same city. PSI was strongly involved in the coordination of FAMA throughout 2017 and the first three months of 2018.

In Japan, PSI affiliate Zensuido maintained a campaign against water privatisation despite the passage of a bill which will facilitate the introduction of public-private partnerships for Japan's public water utilities.



Takeo Nikaido, President of ZENSUIDO



FNU in defence of Eletrobras

ENERGY

In energy, PSI continues to fight privatisation, including in the climate crisis, where the for-profit electricity companies are proving incapable of bringing in renewables and leaving fossil fuels in the ground. Analysis from TUED demonstrates the need for much stronger government action, including changing some of the global trade rules which prevent governments from acting directly in certain services.

Many municipalities are starting their local green energy companies, a form of remunicipalisation. But, some of the big public electricity generating utilities are not moving away from fossil energy into renewables quickly enough. And measures to ensure the just and equitable transition of workers and communities remain elusive.

In Brazil, energy workers fought against plans to privatise the state electricity company Eletrobras. On 16 April they commemorated the National Day of Struggle against privatization and in defense of Eletrobras, with demonstrations led by PSI affiliate Federação Nacional dos Urbanitários (FNU).

In India, electricity workers held a series of protests to stop the proposed amendments to the Electricity Act in India, which will further privatise the electricity sector.

MULTINATIONAL ENTERPRISES

Throughout 2018, PSI Peruvian affiliate SUTREL entered into conflict with ENEL Peru Distribution due to a lack of trust and dialogue between local management and the union. PSI repeatedly called on ENEL to ensure fair negotiations with SUTREL, and in December they agreed on a voluntary arbitration process that ruled for a 2-year CBA term. However, local industrial relations remained strained and PSI was called on several times to address concerns related to the situation.



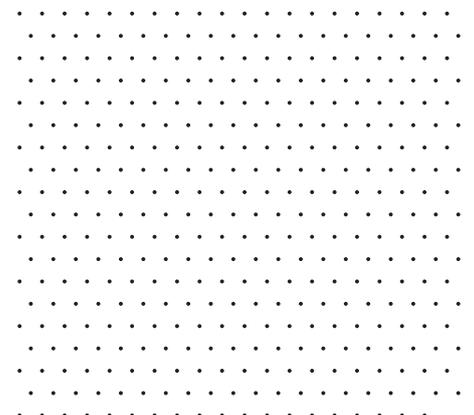
SUTREL entered into conflict with ENEL Peru Distribution

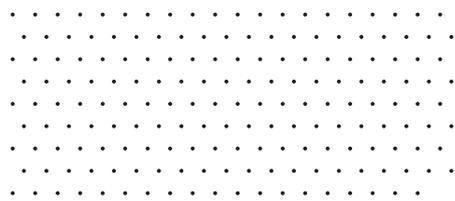


a renewed GFA with EDF was signed

On 29 May, during the 107th session of the International Labour Conference and in the presence of ILO Director General Guy Ryder, PSI and IndustriALL signed a renewed Global Framework Agreement with EDF on Corporate Social Responsibility, covering human and labour rights. On 19 June, PSI and IndustriALL affiliates representing EDF Group workers signed the agreement, which entered into force on 21 June for a 4-year term.

The renewed GFA applies to all EDF operations worldwide, covering over 160,000 workers in 24 countries. It contains a neutrality clause protecting union organising and additional trade union representation in the global committee in charge of the monitoring implementation. It is one of the first GFAs to include provisions for trade union involvement in the design and implementation of the supply chain responsibility mandated by the 2017 French law on the “duty of vigilance,” and the first to commit to country by country tax reporting. The GFA is available in 13 languages.





LOCAL AND REGIONAL GOVERNMENT / MUNICIPALS



Strategy meeting hosted by PSIRU

As part of the PSI work to build union capacity to remunicipalise public services, PSI held a strategy development session with trade unions, academia and civil society allied organisations, hosted by PSIRU at the University of Greenwich, UK, prior to the workshop which followed in December.

The PSI Global Labour Remunicipalisation workshop in December gathered over 50 participants from PSI affiliates and academic and allied organisations at the ILO. They shared experiences from trade unions and lessons from PSI trade unionists directly involved in closed or ongoing remunicipalisations. This included strengthening PSI affiliates' capacity to engage in such processes. A strong young workers contingent joined the activity thanks to a Fórsa and Kommunal supported project.



PSI Global Labour Remunicipalization workshop at the ILO



AMALGUN meeting in Nairobi

STRENGTHENING THE SECTOR IN ENGLISH-SPEAKING AFRICA

As part of PSI's campaign to build strong LRG/Municipal sectors in all regions, two workshops (LRG and municipal waste) were held in Nairobi, Kenya for 35 participants from 10 PSI affiliates in the English-speaking Africa subregion. The workshops strengthened the African municipal and local government union network (AMALGUN), identified specific regional priorities for the sector, and included overarching global PSI policies such as remunicipalisation, climate change and emergency work in the sectoral work of the region.

The workshops opened dialogue between PSI's African region, Nairobi-based UN Habitat, and the African chapter of United Cities and Local Governments (UCLG), and also allowed

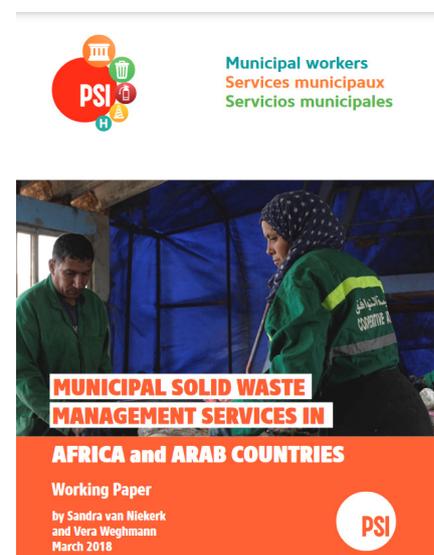
a nascent dialogue to emerge concerning unions' contribution to sustainable urbanisation and working conditions of LRG/municipal employees.

PSI affiliate members in municipal waste services from both public and private sectors, and autonomous waste workers' cooperatives attended the workshop for municipal waste workers in October.

The workshop assessed the situation in English-speaking Africa and set priorities for action with respect to trade union rights, working conditions, occupational health and safety, and relations with municipalities, companies and cooperatives of self-employed workers. It resolved to set the roadmap for the sector in the subregion and adopted a call to public authorities and an action plan. Representatives of UN Habitat and WIEGO committed

to pursue further dialogue on the sector.

PSI and PSIRU published a research report for this activity entitled "Municipal Solid Waste Management Services in Africa and Arab countries" (EN, FR, AR)





PSI delegation at AFRICITIES in Marrakech

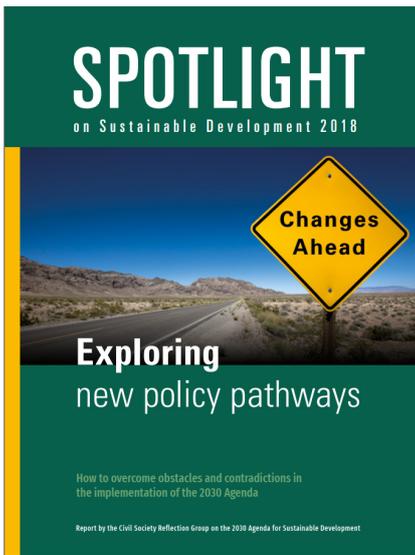
DEEPENING DIALOGUE AND COOPERATION WITH UCLG

On 25 January, Rosa Pavanelli attended the third United Cities and Local Government (UCLG) Annual Retreat and Campus in Barcelona. “The most effective way to make cities inclusive is to create decent work opportunities in urban and local communities” said Pavanelli, addressing the many mayors present, including mayor of Barcelona Ada Colau. She added, “As mayors and local government leaders, you have a responsibility to be fair employers.”

In October, PSI and UCLG delivered their first joint statement at the ILO’s 20th International Conference of Labour Statisticians (ICLS20). They called on the ILO to ensure labour statistics data is reliable, systematic and cross-benchmarkable across countries. The data must facilitate achieving decent work for LRG/Municipal workers and ensuring their local capacity to implement the Decent Work Agenda and the SDGs. The ILO agreed more work must be done in this area

and recognised that it is a major challenge that requires harmonisation in the type of information obtained from different countries.

As a direct result of the Nairobi LRG/Municipal workshop, UCLG Africa invited the PSI Africa and Arab countries region to send a union delegation to AFRICITIES 2018, the largest regional gathering of mayors and local authorities, which meets every four years in Marrakech, Morocco.



ADVANCING GLOBAL LRG/MUNICIPAL WORKERS' ADVOCACY

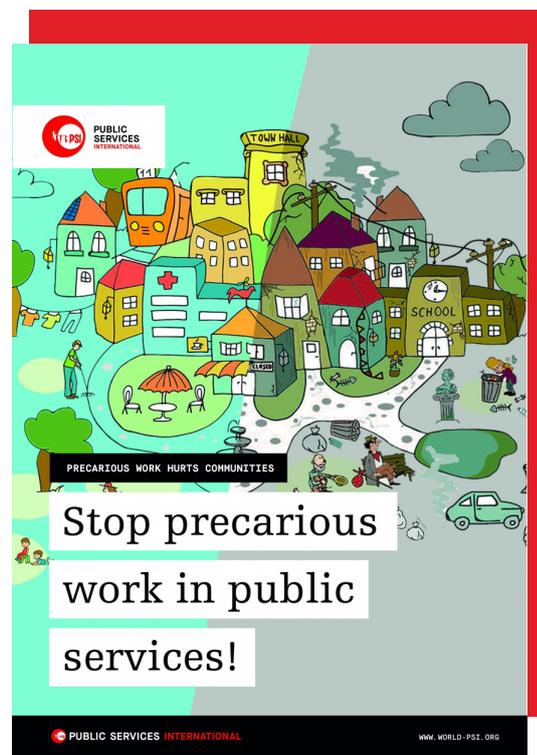
Together with BWI, ActionAid, WIEGO, UCLG and ILO, PSI brought the voices of trade unions, LRG and informal workers to UN Habitat's 9th World Urban Forum in Kuala Lumpur (Malaysia).

They demanded a bold recognition of freedom of association and collective bargaining in UN Habitat urban policy guidelines, and the inclusion of trade unions at the same level as local government and business in the governance and bodies overseeing the implementation of the New Urban Agenda. PSI unions and allies also demanded a halt to the promotion of PPPs in essential urban services, tax justice for local governments and communities, and living wages and social protection for all city workers.

PSI authored the chapter of "Spotlight on Sustainable Development 2018" about SDG 11 and the essential role of municipal waste services and workers in making cities and human settlements inclusive, safe, resilient and sustainable. The publication denounces the invisibility and decent work deficit municipal waste workers suffer worldwide, in stark contrast with the circular economy hype. PSI calls on national, regional and local governments, business employers, international financial institutions and agencies, and relevant UN agencies to urgently tackle this major shortcoming in close cooperation and dialogue with municipal waste workers' unions.

31 OCTOBER: UN WORLD CITIES DAY – "STOP PRECARIOUS WORK IN LOCAL PUBLIC SERVICES!"

On UN World Cities Day 2018, corroborating information provided by affiliates, PSI called on the UN, governments and mayors to halt the widespread use of precarious work in LRG/Municipal services, showcasing how it hurts local communities, undermines the quality and accessibility of public services, and stands in the way of achieving sustainable, inclusive and resilient cities (SDG11). Campaign posters (EN, FR, ES).





UNISON and GMB staged a historic 48-hour strike action in Glasgow to reclaim equal pay for equal work

SUPPORTING LRG/MUNICIPAL AFFILIATES' STRUGGLES

In April 2018, Armando Caledonio, the mayor of San Pedro Sula (Honduras), dismissed more than 700 municipal waste workers, members of PSI affiliate SIDEYTMS, and transferred the city's waste services to Holding Eléctrica SULAMBIENTE, a private company. PSI publicly and internationally denounced the mass dismissal, called for an immediate reinstatement and denounced the mayor's violation of the workers' human and labour rights to the UCLG. PSI General Secretary Rosa Pavanelli expressed public support and solidarity with the workers' struggle in a letter to SIDEYTMS President Ramiro Amaya.

In October, thousands of women workers in school staff, catering, cleaning, nursing and care jobs - members of PSI affiliates UNISON and GMB - staged a historic 48-hour strike action to reclaim equal pay for equal work compared to their male fellow workers. The action was launched after a 12-year tribunal battle and the repeated refusal by the city council to state its position, despite the highest court in Scotland ruling in 2017 that the city's pay system was discriminatory. PSI's presence at the strike in Glasgow was a success and PSI communications produced a video of the event which was shared online. PSI

general secretary sent a video message of support to the women workers.

Also in October, PSI publicly and internationally denounced the Argentinean provincial police violence against municipal workers in the cities of Neuquén and Necochea, who had gathered at the town hall to request the payment of their wage arrears. PSI sent an open letter of solidarity in favour of the workers' struggle to Rubén García, general secretary of the Municipal Workers Confederation of Argentina (CTM), condemning the violation of human and labour rights.

PSI observed the growing trend of digitalisation of services and the introduction of new forms of automation – algorithms, artificial intelligence – in public administration.

NATIONAL ADMINISTRATION AND INTERNATIONAL CIVIL SERVANTS

National administration covers a wide range of government functions, many of which face the pressure of austerity measures and of threatened privatisation. PSI attended for the first time in 2018 the annual session of the UN Committee of Experts on Public Administration (CEPA), which is responsible for supporting the work of ECOSOC on the promotion and development of public administration and governance among UN Member States, notably in relation to the 2030 Agenda for Sustainable Development and in support of the implementation and progress reviews of the SDGs. In a new chapter of the 7.5% salary cut saga – decided by the International Civil Service Commission (ICSC) in 2017 – the ILO Governing Body finally adopted the pay cut for the ILO’s professional staff in March 2018. This decision was unfortunately supported by of the Chairperson of the Workers’ Group, without consultation with PSI and its affil-



PSI supported ILO staff on strike

iate, the ILO Staff Union. As a result, ILO staff went on strike on 22 and 23 March and PSI sent a letter demanding more solidarity and democracy within the international trade union movement.

PSI carried out a survey that exposed the precarious and unfair situation of hundreds of

young professionals hired as consultants by the UN in Geneva. Consultants make up a considerable part of the UN workforce and in many cases, UN management misuses consultancy contracts to reduce costs. PSI engaged with both the UN and the workers affected to find solutions in the short and long term.



FIGHTING CORRUPTION & PROTECTING WHISTLEBLOWERS

The more we discover what is hidden and concealed from public accountability, the more convinced we become of the importance of whistleblowers to protect the public interest and even democracy.



for the protection of whistleblowers in the European Union

After our successful Symposium held in 2017, we took more concrete steps to broaden affiliate engagement and to strategise towards achieving the goals set out in the PSI Programme of Action 2017-2022.

Jointly with UITOC, Argentina, and affiliates mostly from the Interamericas region, we continued developing the Whistleblowers' Task Force that pro-

notes a global alliance with other trade unions, civil society organisations and other partners willing to defend whistleblowers and support our endeavors for an ILO instrument aimed at protecting workers who fight corruption.

In addition, we continued working with the Whistleblower Protection EU platform, which is working towards the adoption

of a Directive for the protection of whistleblowers in the European Union, and our engagement with the OECD Global Public Integrity Forum, bringing public sector workers' perspective into the debate on the governance of globalisation and its role in curbing corruption and unethical practices.

HEALTH & SOCIAL SERVICES

The Health and Social Services Task Force (HSSTF) met in February to consider strategies for implementing sectoral priorities of **People Over Profit**.

Participants representing PSI affiliates from all regions focused on: building power by expanding membership to workers in private health and care delivery, challenging privatisation and attacks on the trade union rights of health workers' unions, and enhancing global policy influence, including by forging stronger ties with civil society organisations on the other.



Health and Social Services Task Force met at the ILO Office in Geneva.

It was resolved that the PSI Right to Health campaign should be built on the scaffold of national conditions to best serve the role of a thread for this two-pronged strategy. It was further agreed that the global HSSTF meeting would be held every two years, with regional sectoral meetings held every other year.



Rosa Pavanelli met with Director-General of the WHO Dr Tedros Gebreyesus at the WHO headquarters

In January, the World Health Organization (WHO) historically established official relations with Public Services International as a non-State actor. For the first time, a trade union body was recognised by WHO. This allows PSI to carry out policy advocacy at the highest level within international health decision-making bodies. A three-year plan of collaboration jointly formulated by WHO and PSI was equally adopted by the WHO Executive Board.





PSI attended a court hearing in Turkey against members of SES

In April, PSI's newest Indian affiliate, the United Nurses Association (UNA) won better pay, conditions and nurse-to-patient ratios after a nine-day strike in Delhi. At the same time, in Kerala, the union held a rolling strike for 200 days due to the refusal of the hospital to pay equal wages, despite lawful directions to do so. PSI provided solidarity and continues to monitor the situation.

On 21-26 May, PSI participated in the 71st World Health Assembly in Geneva. We also participated at the 68th session of the WHO Regional Committee for Europe in Rome on 17-20 September, where, with EPSU, we spoke out against the undermining of the right to health through fiscal consolidation and marketisation.

Also, in July, nurses in New Zealand took strike action over staffing levels and pay, for the first time in 30 years.

Influencing global policy included our playing active roles in shaping the discourse within, and of, the international trade union movement.

We participated in two important conferences organised by the ITUC in September: the Global Conference on Financing Social Protection and the Meeting of Global Union Federations on the "Care Economy". We argued against "innovative" means of financing social protection which are neoliberal arguments for marketising social protection. In the brief circulated for the meeting, we called for any sort of support for "supposedly 'innovative' ways that are not evidently situated within an anti-austerity, human rights-based logic" to be jettisoned.

Affiliates from Australia, Chile, Eswatini, Ghana and India participated actively in the conference on social care, sharing their experiences and stressing the need for universal public

social care, to ensure gender equality and a more just world. The conference resolved that global union federations would annually mark Social Care Day each October with effect from 2019.

During the year, defending the rights of health workers included acting on trade union and labour rights in different countries as well as condemning the killings of health workers delivering emergency services.

In Liberia, the reinstatement of Joseph S. Tamba and George Poe Williams (President and Secretary General respectively of the National Health Workers Union of Liberia) was a landmark moment. The struggle continues for recognising NAHWUL and other public sector trade unions in the country as unions.

In Turkey, PSI stood in solidarity with members of the PSI-affiliated Trade Union of Employees in Public Health and Social Servic-

es (SES) who were charged for delivering care to people trapped in basements at the city of Cizre during an army curfew in 2016. The spirits of our sisters and brothers were high when joined by PSI staff from the Head Office at the court in September.

The worrisome situation of attacks on health workers in conflict zones made us launch the PSI **#NotATarget** campaign as an integral part of the PSI Global Right to Health campaign. This included an online campaign to stop the killings of health workers in Gaza after 21-year old nurse Razan al-Najarr, a member of the General Union of Health Services Workers - Gaza (GUHSW) was killed on 1 June. PSI also called on the ILO and WHO to take action to stop the targeting of health workers in Gaza. In September and October, we had to speak out against the killings of health workers in north eastern Nigeria.

STRONGER TIES WITH CIVIL SOCIETY

PSI health work also included building stronger ties with civil society organisations through joint activities and close collaboration..

In March, PSI participated in the World Social Forum on Health and Social Security which took place in Bahia, Brazil, urging concerted struggle for universal public health care. We also established close working relations with the People's Health Movement, supporting its WHO Watch programme which brings together young health activists (including from PSI affiliates) to intervene in meetings of the WHO governance bodies. In the second quarter of the year, we joined the Geneva Global Health Hub (G2H2).

In South Africa, the PSI sub-regional office and young workers in the health sectors unions organised a conference with local CSOs to launch the People's National Health Insurance campaign in August. This was in

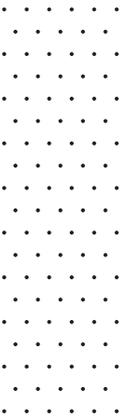
response to the South African government's proposed passage of a National Health Insurance law.

The 4th People's Health Assembly at Dhaka, Bangladesh, in November was an opportunity to consolidate our relations with CSOs who share our values of People Over Profit and universal public health care as a fundamental human right. PSI was represented by health affiliates from different regions, who spoke on several panels and organised PSI side events during the Assembly.

The East Africa Health Sector Union Network (EASHUN) was launched in May in Nairobi, Kenya, at a meeting of health sector unions affiliated to PSI from Kenya, Uganda, Tanzania and Burundi. The network produced a manifesto as a campaign tool for engaging various stakeholders in the East Africa Community.

In 2018, we completed a research paper on community health workers in South Asia: **Decent work for Community Health Workers in South Asia: a Path to Gender Equality and Sustainable Development** contributed to ILO's 'Women and the Future of Work in Asia and the Pacific' report, aiming to provide evidence-based policy recommendations.

The research concludes that community health workers are employees of the state and work as extensions of the public health system and should be recognised as such, including their adequate remuneration. The report also recommended that the governments of India, Pakistan, and Nepal engage in progressive tax reforms that increase the contribution of large private companies and prohibit tax evasion and avoidance, and use the additional resources obtained to improve remuneration and conditions for community health workers.





In West Africa, health workers from Ghana, Liberia, Sierra Leone, Mali and Nigeria, members of the West African Health Sector Unions Network (WAHSUN), met in April, and PSI launched its global Right to Health Campaign, “Health For All” in the sub-region. It was followed by WAHSUN’s 10-year anniversary celebratory conference in Abuja, where members were able to review the past achievements of the network and to define its future projects.



WAHSUN conference in Abuja

Following the conference, PSI Health and Social Services Officer, Baba Aye, led a rally through the main streets of Abuja to the ECOWAS office in the city, where a letter was presented to the leadership to express the concerns of the health unions.



Rally led by PSI Health and Social Services Officer, Baba Aye



PSI joined the TUAC Working Group on Education and Skills, held in Paris

EDUCATION, CULTURE & MEDIA

PSI will continue to actively oppose privatisation and outsourcing of education, and any other methods to transfer the delivery of public cultural and educational services to the private sector.

PSI opposes the commercialisation and privatisation of cultural services like museums, libraries and archives. The cultural heritage of towns, communities and nations is a public good.

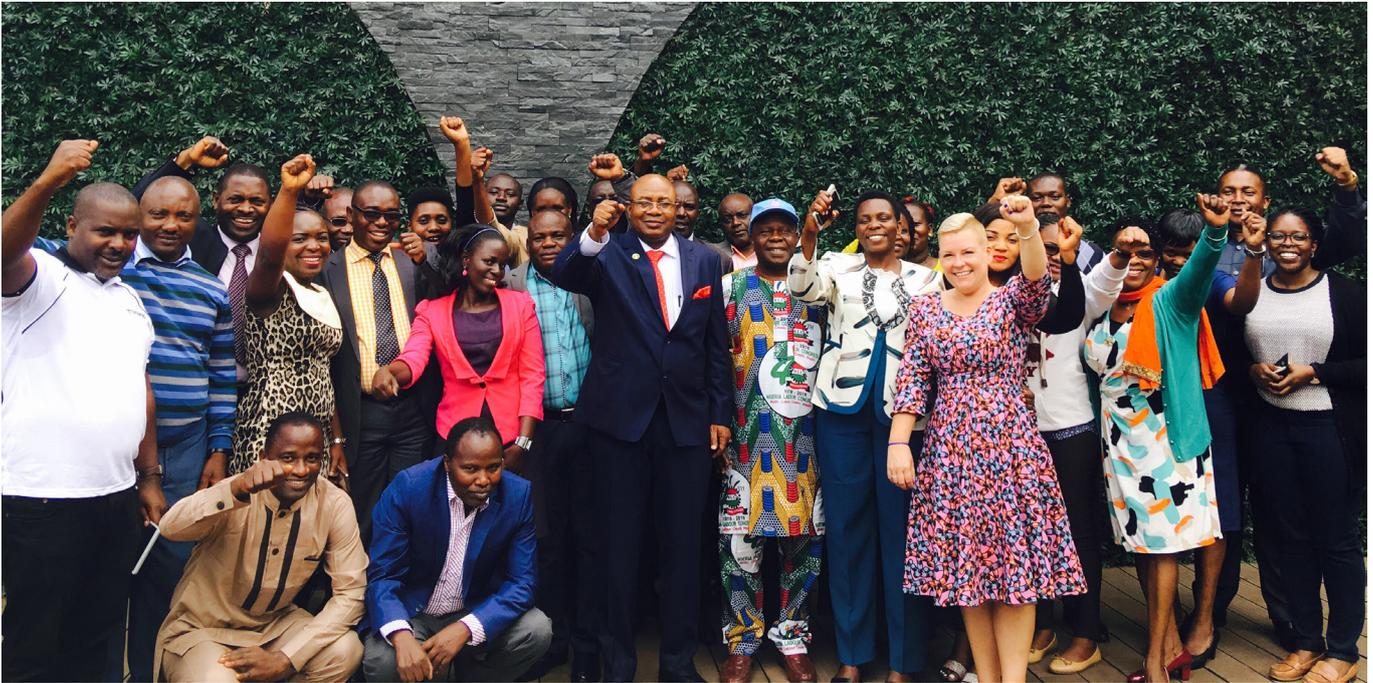
PSI participated in the OECD TUAC Working Group on education and skills in January 2018, which discussed a wide range of OECD policies that attempt to address the needs of young people, teachers and support workers. Our societies are increasingly diverse and life-long learning has be-

come more relevant than ever. For PSI, the financing of skills training is a key issue.

On 1 March, as part of a larger campaign against privatisation of education, 88 civil society organisations, including PSI, published an open letter urging investors to cease their support for the multinational for-profit chain of private schools Bridge International Academies (BIA), which runs over 500 schools in Kenya, Liberia, Nigeria, Uganda, and India. In February, the Ugandan Minister of Education de-

cidated to close Bridge Schools in the country for failing to meet minimum educational and health and safety standards, following an 18-month negotiation with the company. Other concerns that have been documented by various independent sources include higher costs than those advertised by the company, failure to register schools, use of unapproved curriculum, failure to meet teacher certification requirements, and discriminatory impacts.





Regional education network meeting in Nairobi

A regional education network meeting was organised in Nairobi, Kenya, on 3-5 May. After the meeting, PSI wrote to the Kenyan government regarding the lack of representation of public education workers on a new inter-ministerial committee on education reform.

The continuing Global Campaign for Education against Privatisation offers opportunities for PSI affiliated unions to coalesce with groups with similar priorities to defend human rights and promote quality public education. Primary education is a central focus of this campaign with an emphasis on trade union rights to protect workers in the education sector.

PSI and members of the Education Support and Cultural Workers network participated in EI's first Education Support

Personnel Conference, held on 15-16 May in Brussels, to share our findings and strategies to strengthen public education for all.

In September, the ILO held a meeting in Geneva on working conditions facing tertiary education employees. Representatives from both PSI and Education International participated in this first ILO meeting on issues facing education support workers around the world. PSI will continue to defend education support workers' labour and human rights issues to improve their working conditions and protect their rights.

The Confederation of university workers in the Americas (CONTUA) participated in the Regional Conference on Higher Education (RCHE) in Cor-

doba, Argentina, organised by the International Institute of UNESCO for Higher Education in Latin America and the Caribbean in June. A delegation also participated in the founding meeting of ENLACES (Latin American and Caribbean Higher Education Area). ENLACES was designated as the body responsible for carrying out the RCHE Action Plan. Along with the national network of rectors and regional networks, CONTUA, representing education support staff, is now a full member of this important new organisation.

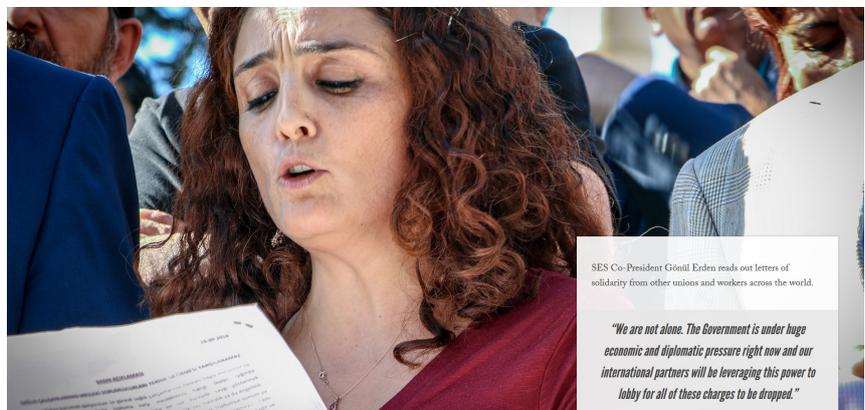
COMMUNICATIONS

19k FACEBOOK FOLLOWERS

5k TWITTER FOLLOWERS

525 PUBLISHED ARTICLES

In 2018, PSI Comms team has further refined our strategy of placing worker stories at the heart of our communications.



SES Co-President Gönül Erden reads out letters of solidarity from other unions and workers across the world.

"We are not alone. The Government is under huge economic and diplomatic pressure right now and our international partners will be leveraging this power to lobby for all of these charges to be dropped."

PSI Comms team covered a trial in Turkey

Members of our Comms team acted as international solidarity observers at the trial of more than a dozen Turkish health workers who were accused of being terrorists for trying to save lives of dying civilians in Cizre. The media attention we generated, along with pressure from our global affiliates, helped secure the dismissal of all charges.



PSI attended the UK's biggest Equal Pay Strike in history

We ran a live blog from Glasgow, covering the UK's biggest Equal Pay Strike in history, sharing the struggles and strategies of these workers with the world. We gathered dozens of solidarity messages from our affiliates which were shared with the women on the picket line. (And we're happy to report the Equal Pay claim has now been settled).



PSI Comms produced a series of short videos, after visiting a refugee camp in Lebanon

We travelled to Lebanon to cover the great work being achieved by our Projects team, working with refugees in the region (supported by affiliates). We produced a series of short videos on the vital importance of public services

to these refugees, in sectors such as health and education.

We finished the back end of our new website, working with officers to develop the text for a new landing page on each issue and sector, to help affilia-

ates and the public access key materials, follow latest news and navigate our work with ease.

This new site will also feature an area called “affiliate space” which will pull RSS feeds directly from member websites as well as offering back end logins to all affiliates, allowing them to share their stories directly. Upon learning that over 150 of our affiliates still don’t have a website, we’ve started to develop a simple, template-based site builder which will facilitate the creation of easy, inexpensive, union-focused websites for affiliates. The site also integrates with our People Over Profit Platform: an online one-stop shop for campaigns against privatisation.

We look forward to launching the new site in 2019!



CAMPAIGNS



PSI has been fighting privatisation directly and supporting affiliates across sectors for many years. In the utilities sectors, PSI has been actively strengthening the national campaigns of affiliates by producing research, campaign support and capacity-building.

During 2018, there were ongoing active water privatisation campaigns in Lagos, Nigeria; Jakarta, Indonesia; Nagpur, India and Thessaloniki, Greece. There were also energy campaigns in South Korea and Ontario, Canada.

The push to privatise health-care and social services has become very aggressive in Europe and it is an important chapter in the TiSA negotia-

tions. Many affiliates are confronted with this worrying challenge and, faced with a growing need to provide a firm response. It is for these reasons that starting in 2018, PSI developed an information platform to respond to the need for information on privatisation in PSI sectors, building on the work done by PSIRU, PSI affiliates, research institutes and other NGOs at international, regional and local levels.

The platform, known as PoP (People over Profit) is for sharing information and best practices to permit a permanent ex-

change between organisations with which PSI has developed cooperation over the years, building on the resources we already have. It also works as a campaigning tool for those fighting privatisation in the field, offering closer monitoring of MNEs and other actors. PoP is also a resource that can be offered to PSI affiliates and partners to assist them in running their own campaigns. It is used to distribute Privatisation Watch, PSI's regular newsletter that summarises privatisation news from around the world.

GENDER

In March 2018, PSI sent a delegation as ECOSOC-accredited non-governmental organisation (NGO) representatives, to attend the 62nd meeting of the United Nations Commission on the Status of Women (UNCSW62). The priority theme for UNCSW62 was “Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls.’

The results obtained have been mixed over recent years. PSI gained the recognition of trade unions as contributors and relevant stakeholders, as well as, the inclusion of the decent work agenda, in the “agreed conclusions”. While the importance of financing for health services was included, proposed language specifically addressing community health workers was deleted in the final agreed conclusions. Governments took a narrow and harmful view of equal pay, allowing participants to choose between equal pay for equal work or equal pay for work of equal value. Finally, although there are references to the lack of access to public services there are too many mentions of key services without reference to public provision.

PROMOTING EQUALITY & EQUITY

In September, in preparation for UNCSW63 in 2019, PSI participated in the Experts’ Group Meeting where it presented a Global Unions joint position on the concept of Gender Responsive Quality Public Services. The paper covered all the implications regarding universality, publicness, solidarity, participation, accountability and full respect of workers’ rights in the framework of the ILO’s decent work category. The main tensions in the global governance institutions concern the coexistence of the SDGs discourse and a political and economic agenda that includes the expansion of corporate power, public-private partnerships, tax evasion and trade agreements on public services as major barriers to strengthening the role of States in the realisation of women’s human rights.

NEW ILO STANDARD ON VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

In early 2018, we joined the call for action of the international trade union movement to convince governments to support a Convention and Recommendation on violence and harassment in the world of work. We shared all background documents on the PSI website and produced a short PSI video. PSI, as part of the workers' group participated in the Standard Setting Committee at the International Labour Conference in June 2018 supporting the option of a Convention supplemented by a Recommendation, accepted by most governments.

PSI renewed its efforts to highlight the government's role of employer - a point which neither the ILO proposed text nor the amendment's strategy had addressed. At the Global Strategy Meeting held by ITUC in September 2018, the whole workers' group agreed to the explicit inclusion of public and private sectors in the definition of workers in Article 1 of the proposed text.

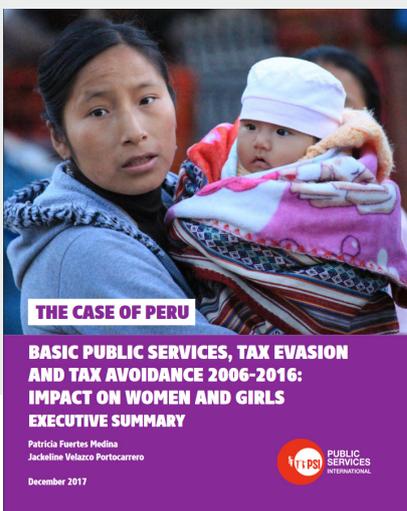
In August, in the context of International Youth Day, PSI highlighted the need to include this category of workers among those more vulnerable to situations of violence.

In November, the Asia Pacific region launched a toolkit to support union action on the proposed ILO Convention and Recommendation on Violence and Harassment and to campaign for paid domestic violence leave. The toolkit received press coverage from six countries. Affiliates in Bangladesh, Korea, India, Pakistan, Philippines and Indonesia organised capacity-building and advocacy activities.

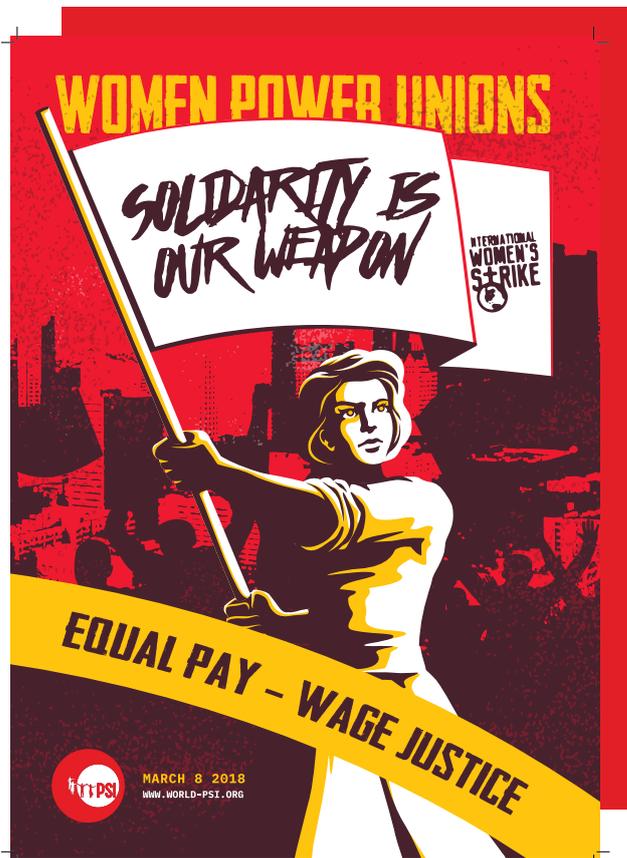
New Zealand joined the Philippines as the only two countries with mandated domestic violence leave of 10 days.

GENDER AND TRADE

PSI joined 160 women's rights and allied organisations calling on the World Trade Organization to refrain from adopting the "Joint Declaration on Trade and Women's Economic Empowerment" as it fails to address the adverse impact of WTO rules in deepening inequality. On 8 March, in the context of the signature of the TPP agreement in Chile, PSI produced a statement denouncing the instrumentalisation of the gender discourse and participated in the first Women's Caucus of CUT-Chile addressing the impacts of trade in gender inequality.



As part of this work, we developed two pilot studies analysing the impact of tax policies and tax evasion on women in Peru (2017) and Ghana (2018).

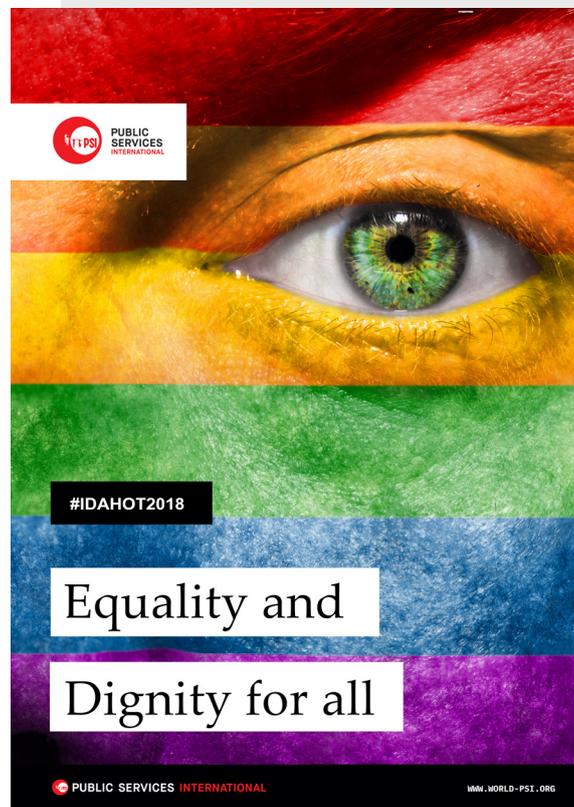


EQUAL PAY

To commemorate International Women’s Day on 8 March, PSI developed an online campaign, around the theme “EQUAL PAY – WAGE JUSTICE”, reviving the debate about pay equity presented in the study entitled “Ontario Pay Equity Results for CUPE Service Workers in Ontario Hospitals: A Study of Uneven Benefits” written by Jane Stinson, a Canadian political economist. The campaign also highlights what our affiliates are doing around the world and the release of a bipartite report between ANEF and the Chilean Government.

LGBT+

On the International Day Against Homophobia, Transphobia and Biphobia on 17 May, PSI stated that trade unions have a key role to play in combating prejudices and ignorance in the workplace and in society. LGBT+ groups suffer from discrimination in the workplace, workers face exploitation, and migrants and indigenous people are increasingly victims of racism. Trade unions have a duty to help create more inclusive workplaces, including through collective bargaining. They must also take a stand, unequivocally, against attacks that challenge LGBT+ rights, and fight the stereotypes that remain within their own ranks.





Young workers from the Southern Cone and Brazil

With the support of FNV, PSI organised and hosted the first meeting of the CGU LGBTI+ Working Group on 4-5 October, with the participation of PSI, ITUC, EI, IndustriALL, ITF, IUF and UNI. Participants also included union representatives of FNV, ANEP, SINTRASEB, UNISON and a representative from UN Globe (the organisation advocating for the equality and non-discrimination of LGBTI+ staff in the UN system and its peacekeeping operations). Global Union Federations agreed to go ahead with a common project for 2019-2021 with the support of FNV, following increasing commitment to equality for LGBTI workers by PSI and the EI, and the Council of Global Unions (CGU) decision to involve all its members and establish the Working Group, composed of

representatives of all Global Unions.

In 2018, PSI launched a DGB project, which has enabled the reorganisation of the regional committees on LGBT+ workers and on combating racism and xenophobia. It also recommends the presence of sub-regional representatives from each of these committees in the respective SUBRACs, where they can make proposals and articulate actions together with the affiliates of each subregion.

The DGB project also provides for training in the use of international instruments for trade union action for members of these two committees, as well as young workers, in the context of either the OAS or the ILO.

In May, young workers from the Southern Cone and Brazil joined LGBTI workers and representatives of the Committee against Racism and Xenophobia at the meeting of the regional project “Strengthening Trade Unions in Latin America - Combating Inequality”, which aims to make trade unions increasingly able to present and impose political and union demands for inclusion and equality, the creation of decent work and equal opportunities for these groups.

In December, the PSI Sub-regional Youth Committee for Mexico, Central America and the Dominican Republic launched the trade union campaign “Yo me sumo por la igualdad”.



WORKERS WITH DISABILITIES

PSI has been working closely with ACTRAV on the issue of disability for the last two years. PSI feels strong ownership and commitment towards this cooperation and all future actions to support the work by many trade unions to ensure decent work for persons with disabilities.

Working on disability is part of trade union action in fighting inequality and injustice and protecting the most vulnerable. Understanding disability in this social sense also highlights the importance of treating it in an intersectional way, particularly in relation to gender and socio-economic status.

We welcome the fact that this work has generated a discussion within the ILO around the

privatisation of public services, which adversely affects persons with disabilities.

Trade unions are fighting back – and so are our members with disability. We were very inspired by the campaign of our Dutch colleagues who forced their government back to the negotiating table to sign a collective agreement by organising a massive demonstration in Amsterdam by 7,000 workers of sheltered workplaces. We also welcome the new alliances that our members in Senegal are now forging with disability associations.

In its Programme of Action for the next five years, PSI foresees concrete actions and builds on its partnership with

the ILO, ACTRAV and the International Disability Alliance. As Lauro Purcil said at PSI Congress – people with disabilities are part of us and we have to move together to make change happen. Nothing for us without us.

In March, PSI participated in the European Disability Forum, in collaboration with the Belgium Disability Forum, a conference on the Sustainable Development Goals (SDGs). We used this event as an opportunity to highlight the impact of privatisation of public services on the rights and lives of people with disabilities, and to plan collaboration for 2019 reports and joint actions in NYC.



Young Workers Academy - French-speaking Africa

In March 2018, a planning meeting was held in New Delhi with DGB BW Germany to prepare a three-year project (2019 to 2021) to build the capacity of young workers in South and Southeast Asia. The objective is to train young workers to become active assets of their union and help strengthen the labour movement.

In November, the final pilot trade union school for French Africa was implemented by PSI in Cotonou to see how the methodology based on learning by doing and open political discussions can be successful in various environments.

During 2018, we intensified the implementation of workshops on re-municipalisation and resistance to privatisation for young workers. The work done in Ecuador in January led to a campaign against the PPP project between the public water company of the municipality of Manta and the multinational Veolia. The campaign proposed the alternative of a PUP to the municipality and brought the issue to public debate before the municipal elections that will take place early 2019. The group also produced a video with the main findings of the study.



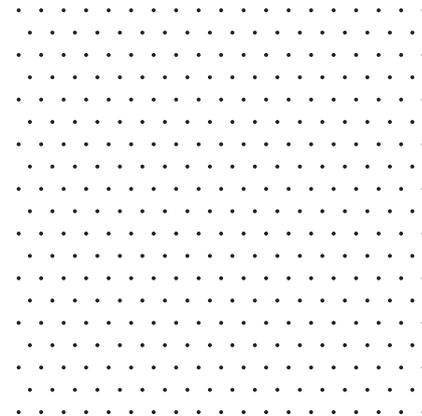
YOUNG WORKERS



With this long term project, young workers in the subregion have been able to establish sustainable young worker structures at union, national and subregional level. Furthermore, many of the young participants have reached levels of responsibility in their union and have increased the impact, influence and credibility of young workers in their organisations.

On 12 August, PSI celebrated International Youth Day on the theme of safe spaces for youth by calling for support of the future ILO convention against violence and harassment in the world of work, declaring that violence is not part of the job and that any form of bullying, intimidation and harassment have no place at work.

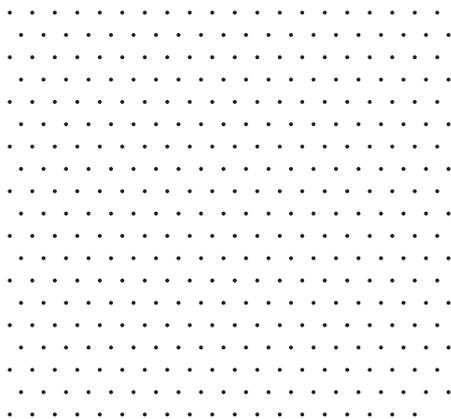
PSI participated in the ILO initiative Decent Work for Youth, held in Geneva in May. PSI denounced the lack of trade union involvement in the process, and the gap between its original ambition to create decent work opportunities and where it is now heading. The initiative is driven by multinationals such as McDonalds and Nestlé, well known for their bad working conditions and anti-union practices, who are pushing their own agenda under the ILO banner. The initiative is promoting new forms of employment and focusing on the skills and capacities of workers, rather than addressing the lack of employment and the replacement of decent work by underemployment that has been the case over the last few decades.





“The voice of the youth and different views from Latin America”

After more than 20 years of continued support from FÓRSA, the project on young workers for Southern Cone was concluded in 2018 with a meeting on *“The future of the work we want: The voice of the youth and different views from Latin America”*, with young workers participating from Argentina, Brazil, Bolivia, Chile, Colombia, Honduras, Panama, Paraguay and Uruguay. The meeting focused on new forms of work organisation and the re-configuration of increasingly atypical labour relations (temporary employment, triangular employment, ambiguous relations and part-time work), and the challenge of an unequal reality with low income security for the youth trade union movement.





Global workshop on remunicipalisation

Other workshops specifically targeting young workers were implemented in Brazil and Southern Africa in November. In December, a global workshop on remunicipalisation was co-organised by PSI and the Transnational Institute (TNI), with an important delegation of young workers from all regions.



First ASETUC Youth Summit

PSI instigated a young workers' summit in the Philippines, which became an ASEAN Services Employees' Trade Union Council (ASETUC) Youth Summit, also involving BWI, UNI and 100 young unionists from nine countries.

SUPPORTING

Trade Union Development

PSI builds global solidarity between unions through its union development projects, carried out in a spirit of cooperation and equality between trade union partners who share interests in defending and extending trade union and workers' rights of public service workers worldwide. These projects are crucial for developing inclusive and strong public sector unions, defending quality public services for all, and fighting against inequality in all its forms, in line with PSI priorities.

In 2018, PSI project work directly contributed to the following key results:



GUATEMALA

Severe violations against trade union leaders in Guatemala continue. In 2018, a Tripartite Commission was activated that will ensure the implementation of the ILO Roadmap, with representation of workers, employers and government. A PSI affiliate was appointed as the incumbent by the workers.

LATIN AMERICA

PSI gratefully acknowledges partnership with the following Trade Union Solidarity Support Organisations (TUSSOs):

- Mondiaal FNV (Netherlands)
- DGB_BW (Germany)
- EU – DEAR (Europe)
- FES (Germany)
- DTDA (Denmark)
- SASK (Finland)
- Solidarity Center (USA)
- Union to Union (Sweden)

PSI greatly appreciates the support of the following affiliates whose direct contributions in 2018 made our project work possible:

- Akademikerförbundet SRR (Sweden)
- CUPE (Canada)
- FIQ (Canada)
- FNV-PZ (Netherlands)
- Fórsa (Ireland)
- Kommunal (Sweden)
- KNS (Nordic countries)
- JHL (Finland)
- JYTY (Finland)
- OEGB (Austria)
- SEIU (USA)
- ST (Sweden)
- TEHY (Finland)
- UNISON (UK)
- Vårdförbundet (Sweden)
- Vision (Sweden)

LGBT+

In October 2018 PSI hosted the first meeting of the LGBT+ Working Group of the Council of Global Unions. This meeting laid ground for a planning process on a global PSI-led project on enhancing the rights of LGBT+ workers around the world and especially on ensuring that Global Union Federations are united in their key contributions for equality of LGBT+ workers in the workplace globally and consistent in their strategy to achieve this.



ASIA

PAKISTAN

In Pakistan, PSI is working with the Community Health workers on trade union and workers' rights. After the Directorate of Labour had been reluctant to register, the union began an intense campaign towards the registration authority and the government. In 2018, the trade union managed to finally get its registration under the "Sindh Industrial Relations Act 2013", which is a major achievement.

EGYPT

PSI affiliates in Egypt continued to work in extremely limited conditions in 2018, but managed to run a successful campaign on collection of signatures asking for respect of trade union rights according to national laws, the constitution and international conventions. The campaign gathered 20,000 signatures for the petition which will be presented to the government at a first stage, and to relevant ILO committees.

AFRICA

LIBERIA

After years of lobbying and campaigning against the dismissal of the leaders of NAHWUL in Liberia, both George Poe Williams and Joseph S. Tamba finally got reinstated. The trade union, although still not recognised by the government, did manage to obtain the ministry of health's agreement to include the health workers on health boards, and in the committees for negotiation and consultation on regional level.

MENA REGION

In order to put in force Tunisia's 2014 constitution, which affirms equal rights and duties for male and female citizens, the country stands out for overturning legislation banning Muslim women from marrying non-Muslim men. Tunisia has also enacted laws against economic discrimination and harassment of women. Many countries in the region have joined Tunisia in criminalising domestic violence. Women's committees within PSI affiliates, which built alliances with civil society organisations through the MENA women's project in 2018, were an integral part of the campaigns, studies, and actions that preceded the promulgation of these laws.

While more investment in public services took place following years of cuts and freezes in many countries, this did not make up for severe shortfalls since the implementation of austerity policies in 2009. Across Europe, trade unions have been reporting lack of staff across a range of public services and especially in health and care. This leads to increased workloads, stress and reduced quality of services. EPSU highlighted these concerns and the need for public investment and different economic policies in the annual European Semester cycle and Macro-Economic Dialogue with governments and the Commission.

Europe (EPSU)

MIXED RESULTS FOR SOCIAL EUROPE

Economic developments in the European region were generally positive, leading to increased employment and salary increases for groups of public service workers in several countries.

It was a mixed year for social rights in the EU and the implementation of the European Pillar of Social Rights. There was progress on the Transparent and Predictable Working Conditions (TPWC), Work-life balance, the Whistleblower Directives and the establishment of the European Labour Authority. Negotiations were starting between the Council (Member States) and the European Parliament on several of these issues to reach compromises. Some governments, led by Germany, sought to have derogations excluding millions of public service workers from the benefits of the TPWC directive. EPSU intervened together with the Eurocops (police) Euromil (military) ETUCE (teachers) and ETF (seafarers).

A massive blow to the Pillar was the European Commission's decision to inform EPSU that it would not propose to implement the European agreement on information and consultation between employers and the trade unions and central government administrations on 5 March. The paucity of the arguments was such that EPSU's executive decided to take the European Commission to the European Court of Justice on 15 May. We are seeking annulment of the decision. The legal arguments were exchanged during the year in written pleadings for the General Court. It is the first case ever taken up by a European trade union federation. The core of the case is if the European Commission's right of initiative and hence its discretion to judge is nearly unlimited, or if EU Treaty articles that define the social dialogue, social partner consultations and lay the basis for negotiations limited that discretion. A verdict is expected in late 2019.

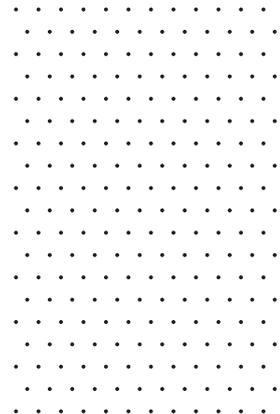


From the strike in Germany

UE-CARE (MIGRATION) NETWORK OF UNIONS

With a shift to the political right and extreme right parties entering in governments or supporting them, migration remained high on the agenda despite significantly lower numbers of refugees. EPSU and others issued critical analysis of repressive EU policies that lacked a human rights based approach. Our focus was on the perspective of workers involved in welcoming and delivering services to migrants and asylum-seekers. Unions from across the services involved set up the European network UE-care. This focuses on the need to have a public service that respects people's dignity and it serves to exchange about migration policy and legal developments as well as workplace issues.

Solidarity messages and actions took place with unions engaged in strike actions especially in health and elderly care. A coordinated European solidarity action in French elderly care multinational ORPEA resulted in the reinstatement of local trade union leaders in Germany.





EPSU Delegation outside the trial of Turkish trade unionist leader

EPSU in coordination with PSI kept up the pressure on the Turkish government that continued to imprison critics of its regime, including trade unionists.

EPSU

TAX JUSTICE

EPSU kept a focus on tax dodgers and the policies to prevent tax avoidance with a new report on tax avoidance in McDonalds. Positions were taken on tax havens, we convinced the European Parliament to set up an investigative committee on financial crimes and tax fraud, and supported work on exposing the role of the big four global accountancy firms in advocating tax avoidance. EPSU joined 3500 organisations that supported a financial transaction tax.

ORGANISING AND RECRUITMENT

A key priority of EPSU is the support to unions in Central and Eastern Europe around organising and recruitment, and it was the topic in the constituency meetings which further prepared for Congress. Several seminars were organized in Moldova and Czech Republic. The Central Europe and Western Balkan constituency further organised a workshop on gender and debated the EPSU position on the EU Western Balkan Strategy.



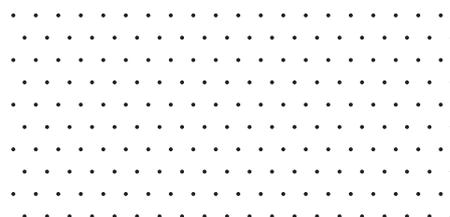
Women's Conference

EPSU CONGRESS

Preparations for the EPSU Congress (June 2019, Dublin) started with the drafting of the Programme of Action and amendments to the constitution. We were involved in the preparation of the ETUC Congress (May 2019) and developed our demands for the European Parliament elections of 2019. The youth network discussed its input in Congress and its demands for the European elections. It seeks an increase in youth representation in Congress and launched a survey on the attitudes of young workers.

GENDER EQUALITY, DIGITALISATION

With the largest ever EPSU women's conference 7-8 February (Prague) we developed our roadmap for gender equality and adopted the Prague statement **Breaking with the past**. Reports on low pay in sectors dominated by women, and on trends in public and private sector pay were published. Gender equality was an important aspect of the work we carried out on digitalisation with a large conference jointly organised with ver.di. We reacted to a consultation of the European Commission on e-health stressing that its policies should put patients' and workers' interests at the forefront. We issued a guide on the EU's General Data Protection Regulation (GDPR) protecting people's privacy.





Meeting in Moldova

Important work was also carried out in the sectors, notably in:

HEALTH AND SOCIAL SERVICES:

- Establishing an online platform on safe and effective staffing levels
- Digitalisation in health and care
- Health care assistants and support staff and education and professional qualifications
- Directive on proportionality test before adoption of new professions and regulations
- Social services working group focused on childcare, digitalisation and building trade union networks in multinational care companies. We built our relationship with the newly established Federation of Social Employers which can possibly lead to a European-level social dialogue.
- With the European hospital employers, we renewed the code on ethical recruitment, and considered the results of joint work on continued professional development and on health and safety.
- Margret Steffen (ver.di, Germany) retired and Maryvonne Nicolle of CFDT-Santé-Sociaux was elected president. Razvan Gae of Sanitas, Romania, became vice-president.

UTILITIES:

- Climate Change, Just transition and COP 24 (Cracow) topped the agenda. The unions considered the circular economy and its impacts.
- EPSU remained engaged in the Right to water campaign and the Commission published a revision of the Drinking Water Directive that reflected some of our demands. A further success was achieved when demands of the Right to Energy coalition were incorporated into an EU Directive: recognition of energy poverty and the need to allow for regulated prices for domestic households.
- With Eurelectric, the employers, digitalization, just transition and skills and training for young workers were considered.
- The EWC and company network saw negotiations continue to set up European works councils in the French care companies Orpea and Korian. It looked at due diligence on human rights in companies and established a position on how to deal with Brexit and UK representatives on EWCs.

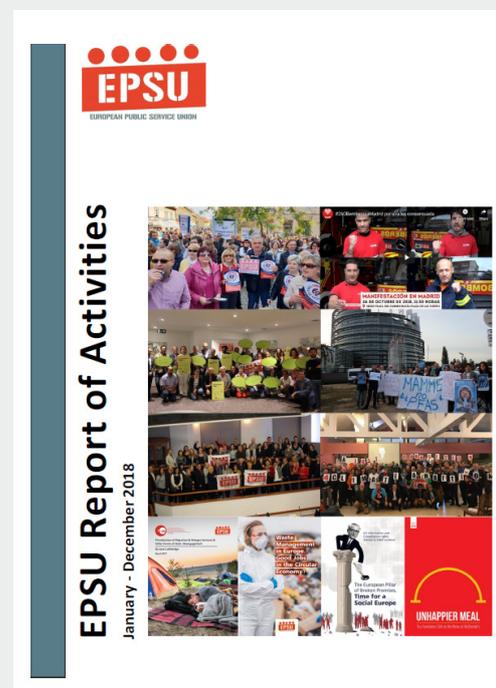
NATIONAL AND EUROPEAN ADMINISTRATION:

- The political work around the legal action mentioned earlier dominated the work of this group of unions, including in the social dialogue with the employers. Other issues discussed concerned tax justice (public country by country reporting), closing the gender pay gap, responding to migration and racism.
- The social dialogue with the EUPAE central government employers considered a joint psycho-social risk guide, digitalisation and the impact on work-life balance. The unions and employers joined the multi-sectoral guidelines on prevention of third party violence and harassment at work.

LOCAL AND REGIONAL GOVERNMENT:

- Socially responsible procurement, remunicipalisation and digitalisation dominated discussions. The group of unions exchanged how collective bargaining is used to deal with non-standard forms of work such as casual employment and zero-hours contracts.
- With the employers' group CEMR, the focus was on the implementation of equality action plans and the guidelines on inclusion of refugees and migrant workers.
- The firefighters' group sought influence over the revisions of the EU carcinogens-mutagens Directive and looked at the ILO guidelines on decent work in public emergency services.

The full annual report for the European region is available at <https://www.epsu.org/sites/default/files/article/files/RoA%202018%20-%20EN.pdf>



FINANCE REPORT

PSI Consolidated Profit and Loss Statement @ 31/12/2018

Income	BALANCE 2018	BUDGET 2018	OVER/UNDER BUDGET	BALANCE 2017
AFFILIATION FEES	€7,553,542	€7,986,000	-5.42%	€8,067,645
EXTRAORDINARY SOURCES OF INCOME	€90,213	€70,000	28.88%	€114,184
INTEREST AND INVESTMENT INCOME	€30,902	€70,000	-55.85%	€77,498
REIMBURSEMENTS	€106,956	€30,000	256.52%	€26,850
EXTRAORDINARY INCOME	€127,715	€20,000	538.57%	€87,868
CONTRIBUTIONS TO FUNDS	€75,130	€150,000	-49.91%	€99,123
TOTAL INCOME BEFORE PROJECTS	€7,984,457	€8,326,000	-4.10%	€8,473,169
SPONSORS' FUNDING OF PROJECT ACTIVITIES	€1,430,701	€1,800,000	-20.52%	€1,543,061
SPONSORS' CONTRIBUTION TO ADMINISTRATION OF PROJECTS	€426,419	€500,000	-14.72%	€364,921
TOTAL INCOME FROM SPONSORS	€1,857,119	€2,300,000	-19.26%	€1,907,982
TOTAL INCOME	€9,841,577	€10,626,000	-7.38%	€10,381,151
Expenditure				
TOTAL STRATEGIC ACTIVITIES	€955,621	€970,500	-1.53%	€759,859
TOTAL CONSTITUTIONAL BODIES	€555,883	€475,000	17.03%	€2,150,167
TOTAL MEETINGS AND EVENTS	€71,062	€94,000	-24.40%	€79,400
(SUB) REGIONAL REPRESENTATION	€136,552	€117,000	16.71%	€133,300
PSI-EPSU CO-OPERATION AGREEMENT	€850,000	€850,000	0.00%	€850,000
KLUNCKER WURF AWARD	€15,000	€15,000	0.00%	€0
CONTRIBUTIONS	€7,956	€15,000	-46.96%	€8,237

Expenditure	BALANCE 2018	BUDGET 2018	OVER/UNDER BUDGET	BALANCE 2017
TOTAL STAFF COSTS	€4,846,755	€4,988,520	-2.84%	€4,941,414
TOTAL OFFICE COSTS	€619,930	€599,848	3.35%	€650,959
STAFF/OFFICE COSTS ALLOCATED TO PROJECTS	-€426,419	-€500,000	-14.72%	-€364,921
NET STAFF/OFFICE COSTS	€5,040,267	€5,088,368	-0.95%	€5,227,451
AUDIT	€82,999	€92,800	-10.56%	€87,535
DONATIONS (EXPENDITURE)	€52,650	€150,000	-64.90%	€140,098
EXTRAORDINARY EXPENDITURE	€131,649	€0	0.00%	€154,617
SPONSORED PROJECTS	€1,857,119	€2,300,000	-19.26%	€1,907,982
TOTAL EXPENDITURE BEFORE DEPRECIATION AND PROVISIONS	€9,756,759	€10,167,668	-4.04%	€11,498,646
DEPRECIATIONS	€44,454	€55,200	-19.47%	€47,907
PROVISIONS	€300,178	€430,000	-30.19%	€274,119
PROVISIONS FOR AID AND SOLIDARITY FUND	€41,187	€0	0.00%	€73,524
SURPLUSES DRAWN DOWN FROM PROVISIONS	€0	€0	0.00%	-€1,280,000
DRAWN DOWN FROM AID AND SOLIDARITY FUND PROVISIONS	-€18,707	€0	0.00%	-€114,499
TOTAL AMOUNT DRAWN DOWN	-€18,707	€0	0.00%	-€1,394,499
Total Expenditure	€10,123,871	€10,652,868	-4.97%	€10,499,697
Surplus/Deficit	-€282,294	-€26,868	950.67%	-€118,546



**PUBLIC SERVICES
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Public Services International is a Global Union Federation of more than 700 trade unions representing 30 million workers in 154 countries. We bring their voices to the UN, ILO, WHO and other regional and global organisations. We defend trade union and workers' rights and fight for universal access to quality public services.