



**PUBLIC SERVICES
INTERNATIONAL**

The global union federation of workers in public services

ENGLISH



2019

Annual Report

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Once again 2019 has seen PSI
break new ground and be at
the forefront of major wins for
workers and public services.

In the second year of our Congress mandate we have been working hard with affiliates in the regions to implement our Program of Action. We introduced new constitutional rules that increased regional democratic participation and successfully held our three regional conferences.

History was made at the International Labour Conference on the new ILO Convention #190 and Recommendation #206 on Violence and Harassment in the World of Work. We are now working on a second phase for the Gender-Based Violence Campaign, focussing on education, negotiation and implementation strategies to push for ratification and implementation.

In 2019, our health sector project in the Philippines campaigned on issues of precarious workers, privatisation, increases in the public health budget. The 105-Day Expanded Maternity Leave Law and Universal Health Care Act were both approved by Philippine President Rodrigo Duterte in February. Wins like this remind us how important the support is that we receive from our affiliates for a wide range of projects.



INTRODUCTION

We had a major win after three years of work, with the Global Reporting Initiative (GRI) adopting its Tax Reporting Standard requiring some of the world's largest multinational enterprises to publicly report how much and where they pay taxes. PSI and the Centre for International Corporate Tax Accountability and Research (CICTAR) mobilised the public support of investment funds worth 10 trillion USD to ensure the standards were not watered down. CICTAR, established by PSI in 2018, continues to grow and support PSI affiliates to campaign for corporate tax and financial accountability.

In 2019 PSI has also launched work in major new areas.

We launched the first ever global union work to support LGBT+ rights. With the support of FNV, PSI is leading the global union federations to fight for the inclusion of LGBT+ people in unions, the workplace and public services.

We also expanded our work on quality public services. We launched a new programme of work on digitalisation and how it affects public services and public sector workers and started work on sovereign debt in partnership with the UN Committee on Trade and Development (UNCTAD). Our work on remunicipalisation has been stepped up and we led an international delegation of public service unions to the "The Future is Public" international conference in Amsterdam.

We continue our support to affiliates to fight privatisation. In Chile, our affiliates were central to large protests against changes to the pension system and the Korean Health and Medical Union (KHMU) announced an all-out mobilisation against the expansion of for-profit hospitals and against precarious work. In September, PSI joined French energy affiliates in support of a nationwide mobilisation against the breakup of the EDF Group and of the country's state-owned electricity service.

Unfortunately, 2019 has also seen a resurgence of attacks on public sector workers and we have been active supporting our affiliates in many countries including Algeria, Guatemala, Ecuador, Turkey, Egypt and Brazil. In October, PSI launched the [Practical Guide for Trade Union Action in the Inter-American Human Rights System](#). The publication is the first of its kind within the framework of the Organization of American States (OAS)

As part of our ongoing work we continued to be active in influencing global policy. We attended both the 25th UN Climate Change Conference (COP25) in Spain and the alternative meeting in Santiago, Chile. In July, I spoke at the UN High Level Political Forum on Sustainable Development (HLPF) in New York to stress the need to uphold the labour and union rights of LRG/Municipal workers. With our historic official recognition at the WHO, PSI has participated in WHO governing bodies.

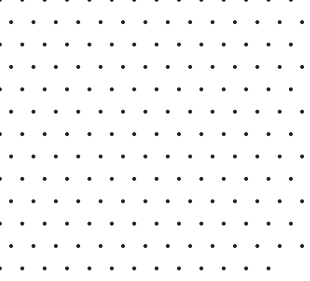
We also support a range of work on migration. This year, along with PSI's Swedish and Lebanese affiliates, I was able to witness firsthand some of our work when I visited a refugee camp in Terbol (East Bekaa) and held roundtable discussions with partners and stakeholders from ILO, UNHCR, Lebanon's Ministry of social affairs and trade unions.

Work like this reminds me why international solidarity, trade union values and quality public services are essential to the fight for a better world.

It also reminds us that with a strong voice, public service workers can make real change. This year's annual report contains many more of them.

© José Camó

Rosa PAVANELLI, PSI General Secretary



Privatisation is promoted at global level through a complex and intertwined set of policies. Funding for the UN's Sustainable Development Goals (SDGs) hinges on 'innovative finance', which assumes:

- Governments no longer have enough money to pay for development;
- Instead, the private sector has money that needs to be brought into development projects;
- The best way to bring in the private sector is to use public money to buy down private risks, e.g., currency fluctuations, non-performance, etc.

FIGHTING PRIVATISATION &

Promoting Quality

Public Services

1

The World Bank's Maximizing Finance for Development sets the overall frame: governments must tap funds of institutional investors (insurance companies, pensions and sovereign wealth funds), and must 'blend' public funds with private ones in order to attract these investors. It insists that governments first design projects to use private funds and private operators, and only if they can't attract private interest, then they can consider using public funds – the World Bank will help redesign national laws to give priority to the private sector. Many governments already established PPP offices to encourage procurement to go to the private sector.

The G20-OECD Infrastructure as Asset Class is desperately trying to fix the global and national rules for private investment in public infrastructure, including social infrastructure. China's Belt and Road Initiative, supported by the Asian Infrastructure Investment Bank (AIIB) are running projects on all continents, with heavy PPP components.

PSI is joining with a number of allies to fight against this wrong-headed approach to development. We are developing the analyses, preparing the arguments, and conducting advocacy to demonstrate that relying on private finance to build public infrastructure and deliver public services will fail to deliver, just as the PPPs policies have done.

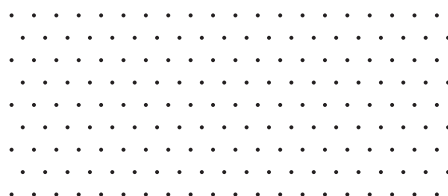


Carolina Espinoza (CONFUSAM/Chile) protesting against the privatised pension system AFP

PRIVATISATION RESISTANCE IN COUNTRIES

In Chile, about two million people, including PSI affiliates, demonstrated against privatised pensions system, in place since the 1980s, resulting in very low pensions for retirees and wealth for the financial industry. The struggle gained momentum after the social explosion in Chile in October 2019.

NO+AFP





KPTU's efforts to bring Seoul's Metro Line 9 back into public ownership and management paid off in January

The Korean Public Service and Transport Workers' Union's efforts to bring Seoul's Metro Line 9 – one of the most critical public transport arteries in the highly populated capital – back into public ownership and management paid off in January when the [city government decided to terminate its contract, halfway through a 10-year deal, with French private operators](#), RATP Dev and Transdev, following a breakdown in new contract negotiations. The only main line in the Seoul Metro run by a private operator, Line 9 had a reputation for low service quality and poor working conditions, attributed to aggressive profit seeking and cost-cutting. KPTU's campaign for Line 9 remunicipalisation began in 2017 and rallied passengers and civil society in demanding better service quality, safety, efficiency, and decent working conditions.

In February, the Korean Health and Medical Union (KHMU) announced an all-out mobilisation against the expansion of for-profit hospitals and against precarious work through a series of campaigns to be held during the year. In Daegu, 300 protesters demanded “hospitals without laid-off workers” and the reinstatement of discharged workers of Yeungnam University Medical Center. In March, the Jeju Island provincial government began a process to revoke the license of what would have been the nation's first for-profit hospital.



Assistant General Secretary Daniel Bertossa

2

During 2019, 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 2019, 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.



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 tax global policy.

TAX

We have continued building national and regional campaigns in 2019 with meetings and research occurring in Tanzania, Nigeria, Ghana, Costa Rica, Argentina, India, Mongolia, Japan and Brazil. Following regional meetings on tax and gender in 2018, we will hold a follow-up meeting in Latin America on tax and gender-responsive public service.

We have recently published our [Fixing Corporate Tax](#) policy brief series. This 8-part resource for affiliates outlines the key demands national unions should make to fix global corporate tax policy.

PSI's long term investment in the Independent Commission on Reform of International Corporate Taxation (ICRICT) continues to pay off. The Commission now boasts members such as Joseph Stiglitz, Thomas Piketty, Gabriel Zucman, Jayati Ghosh, Wayne Swan, José Antonio Ocampo, Eva Joly and Magdalena Sepúlveda Carmona. ICRICT is now being invited to advocate its views to the OECD, the UN, IMF and national governments. Most recently, it met with representatives of the G24 group and the German Finance Minister. ICRICT activities were covered by over 200 mainstream media articles in the last year. PSI continues to chair the ICRICT Steering Committee.

Earlier this year the OECD started consultations on taxing the digital economy. PSI and ICRICT made submissions. There are currently proposals from the USA and the G24 group to tax MNEs as global entities; and from France and Germany to apply a minimum corporate tax rate. Both are demands of the global union movement and would have been unthinkable just two years ago.

However, there is now concern that the interests of the tech company lobby, and particularly the USA, will combine with some European countries to weaken proposals to limit the actual revenue raised and ensure that most of it goes to market countries and not production countries. ICRICT issued a paper warning of these problems in October which received global coverage. PSI is working with other global unions and ICRICT to influence this process.

In late 2018, the IMF undertook a consultation on the effects of corporate taxation in the global economy and PSI made submissions in early 2019. The [IMF report](#) was released in March and was both critical of the race to the bottom and the OECD BEPS process. It also argues for keeping corporate tax and supports formulary apportionment. Both have been long-term demands of the tax justice movement.



ICRICT Commissioner and former Australian Finance Minister, Wayne Swan, with PSI AGS, Daniel Bertossa in Berlin to lobby for changes to the global corporate tax rules

CORPORATE TAX ACCOUNTABILITY AND THE [GLOBAL REPORTING INITIATIVE \(GRI\)](#)

PSI had a significant win in its fight for corporate tax accountability when the GRI Standards Board adopted the long-standing union demand for public country-by-country-reporting (CBCR) in September 2019. This is the first standard requiring large MNEs to publicly disclose where, and how much, tax is paid in all countries where they operate.

PSI represented the global labour movement on the GRI's Tax Technical Committee which developed the standard and worked with CICTAR (see below) to mobilise investment funds worth over 10 trillion USD to publicly support the proposal. This is the largest ever number of investment funds supporting a GRI standard and PSI gained significant [media](#) coverage.

Currently 63% of the largest 100 companies (N100), and 75% of the Global Fortune 250 (G250) are GRI compliant and if they wish to continue being GRI compliant they will need to publish CBCR reports annually. Unlike other voluntary standards the GRI standard is rigorous and much better than the current OECD (non-public) standard. The GRI standard and the investor support will place pressure on the OECD ahead of the review of its own CBCR standard in 2020.

Unions will now also be able to use the standard as the basis for clauses in collective bargaining agreements, GFAs and for transparency in government procurement clauses.

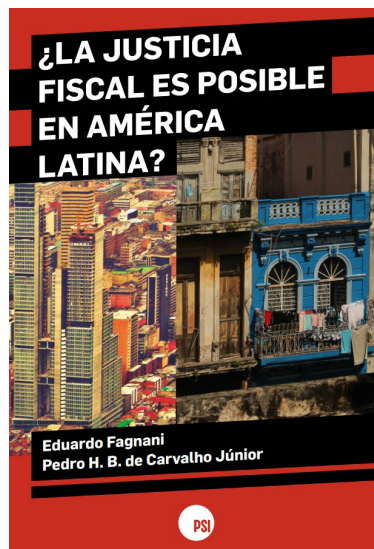


In Chile, with the aim of rejecting President Piñera’s tax reform project, in March 2019 PSI affiliates of the Internal Revenue Service (ANEIICH and AFIICH) launched the campaign “Que no te pasen gato por liebre” (“Don’t let the cat out of the bag”), which included four illustrative videos, posters, diptychs and canvases that were hung on the fronts of Internal

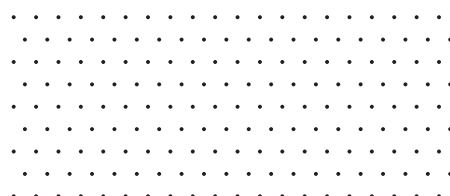
Revenue Service offices throughout the country, in addition to appearances in the local press.

In Argentina, the new government of Alberto Fernandez sent Congress a package of measures to combat the economic crisis, including tax increases for the wealthy and for economic sectors such as agriculture.

In order to reinforce the struggle of its affiliates for progressive tax reforms, PSI Interamericas, with the support of the Friedrich Ebert Foundation, has launched two more studies on the topic of Tax Justice: “[Tax Incentives in Latin America](#)” and “[Tax Justice is Possible in Latin America](#).” Both studies are available only in Spanish and Portuguese. They were launched together with short video versions, produced in association with the newspaper Le Monde Diplomatique Brasil.



A highlight of the fight for fiscal justice was the focus on gender. Women are the most affected by tax injustice and victims of the precariousness of public services resulting from it. In March, PSI participated in the campaign “Let Taxes Help Improve Women’s Lives,” promoted by the Tax Justice Network of Latin America and the Caribbean, the Global Tax Justice Alliance and LATINDADD.



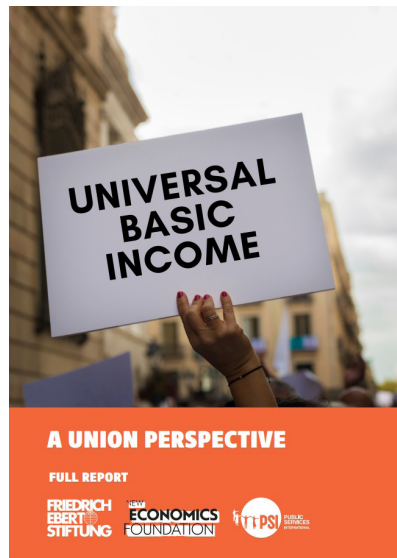
UNIVERSAL BASIC INCOME AND QPS

One of the responses to the depoliticization of technology and the erosion of workers rights and public services is the rise in advocacy for a Universal Basic Income. PSI affiliates, supporters of public services and others in the trade union movement have sometimes struggled to engage with the debate.

PSI has lead the discussion in the Council of Global Unions (CGU) and commissioned the report [Universal Basic Income: A Union Perspective](#) as a resource for union leaders wanting to constructively engage in the UBI debate.

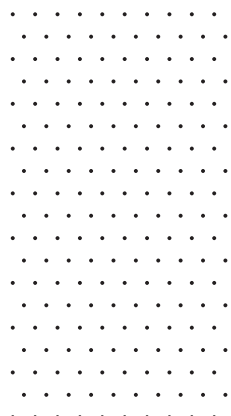
The conclusion of the paper is that many advocates of UBI are concerned with the same issues as public sector unions i.e. rising inequality, precarious work and technological change but that UBI proposals in general have several flaws. It sets out the case for labour control as the answer to the introduction of technology and precarious work and not capitulation with a UBI as partial compensation.

The report outlines a labour response to UBI explaining how it is unlikely to be affordable, risks defunding and undermining provisions of public services by promoting forms of user pays, do not deal with the most egregious aspects of precarious work and are not the most effective way to tackle these problems because they do not target the neediest. While



the effects of introducing UBI vary depending on the level of economic development, state of public services and nature of the welfare state in the country where it is introduced it is generally less progressive than provision of QPS and welfare reform – which is more redistributive and better targeted at the fulfilment of human needs.

The report received significant media attention and has already been referenced in some publications. PSI future work will focus on promoting the associated idea of Universal Quality Public Services.





Cover pages - 5 debt briefs

DEBT

In 2019, PSI started work on debt to raise awareness among affiliates of the impacts on workers and public services of sovereign debt build up and provide materials for affiliates to use with their members.

The consequences of sovereign debt crises are devastating: cuts to social services, privatisations, rising unemployment, cuts to workers' wages and conditions, cuts to pensions, raising regressive taxes on labour and consumers. Tragically, austerity measures prescribed by the International Financial Institutions and creditors worsen the problems, undermine long-term stability and growth and erode democracy through loan conditionalities. Without progressive taxation (see influencing global policy) IFIs promote various forms of privatisation and private financing initiatives like PPPs.

In collaboration with the UN Committee Trade and Development (UNCTAD), PSI has produced a series of five briefs providing information for affiliates.

We also held meetings in Central and Eastern Europe, in Buenos Aires during IAMRECON, and during AFRECON to highlight the rising risks of sovereign debt and what unions need to look out for.

PSI is advocating for better global debt workout mechanisms. These require a functioning multilateral system. UNCTAD has produced the Geneva Principles for A New Multilateralism for Shared Prosperity. These principles are designed to provide the multilateral framework for establishing a Global Green New Deal. The document sets out the evidence of dysfunction in the current global economy and explains its causes and how a new multilateralism can work. PSI calls on our affiliates to support these vital solutions.



EPSU GS, Jan Willem Goudriaan and PSI AGS, Daniel Bertossa, with participants from the North East European Debt Seminar in Estonia.



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 already exceeded expectations, publishing a range of reports, helping numerous union campaigns and appearing in media across the world. CICTAR is supported by unions in Australia, Europe and InterAmerica. It can help union and civil society partners who want to integrate a tax aspect into their existing campaigns or start a tax campaign. CICTAR can help unions:



Jason Ward, CICTAR's Principal Analyst

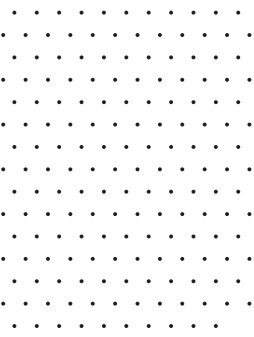
- Raise awareness of corporate tax dodging by providing technical support, report writing and media work to explain in simple terms how corporations dodge taxes
- Develop capacity and integrate tax work into their own campaigns
- Create political pressure to shift national tax policy

CICTAR has already exceeded expectations in its first 18 months:

- releasing a report into the tax practices of the aged care industry in Australia; with a senate inquiry into aged care being called a few weeks later,
- mobilising USD 10 Trillion in investor support for the GRI tax standards
- releasing a report into the tax affairs of Bupa, British private health care company– shortly followed-up by [Bupa having to pay 157 million in back tax](#),
- releasing a [report into the tax practices](#) of companies receiving government contracts from outsourcing in the Australian Tax Office that received significant media attention,
- creating a best practice union toolkit for corporate tax campaigning,
- setting up the [CICTAR website](#) and achieving dozens of newspaper and TV [media articles](#).

CICTAR has work in Germany, Canada and the UK planned for 2020.





Since Congress 2017, the US government's trade war with China and America First policy has unsettled its established trade relationships and disrupted multilateral processes. At the same time PSI and its allies won the campaign to stop the Trade In Services Agreement (TISA). PSI work has now shifted its work to regional trade agreements and campaigning to stop Investor State Dispute Systems (ISDS).

We continue to advocate 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, support for public services and benefit workers and society.

TRADE



The EU's referral of its ISDS proposal, the Multilateral Investment Court (MIC), to the UN Commission on International Trade Law (UNCITRAL) is a major concern as it threatens to re-legitimise the widely discredited ISDS system through the UN. We have issued a briefing to all affiliates on the threats of the MIC and have lobbied governments. We have mapped the countries involved and are targeting those countries most influential in the process. In addition to the regional meetings in Asia-Pacific region in 2018 (Korea) in 2019 we held meetings in Latin America in May (Peru) and African and Arab Countries in October (Morocco) to inform affiliates about the MIC proposal. We commissioned an activist guide on ISDS in Africa to support PSI's African advocacy work.



Meeting held in Casablanca (Morocco) on 1-3 October when PSI affiliates and Civil Society Organizations in Africa and the MENA region called for a complete eradication of ISDS in investment and trade agreements, and a discontinuation of the Multilateral Investment Court (a reform proposal of the EU, to the ISDS)

The 11th Ministerial Conference of the World Trade Organisation (WTO MC11) concluded without a Declaration. Since the MC11, WTO committees have discussed the possibility of introducing further disciplines on services domestic regulation and a work programme on micro-, small- and medium-sized enterprises (MSMEs) to participate in and benefit from trade, which deals with many e-commerce related issues.

In the Davos World Economic Forum (WEF) of 2019, 76 governments announced intentions for negotiations on e-commerce. This very broad agenda could lead to extensive liberalisation in goods and services, as well as significant policy disciplines on governments. PSI has worked with our affiliates and allies to set out the primary concerns and continued to lobby for change such as at the 2019 WTO Forum.

In Asia, we continue to support the work of the new AP network Unions for Trade Justice. Country meetings have been held in India, the Philippines and Malaysia. The negotiations for a Regional Comprehensive Economic Partnership (RCEP), or “ASEAN+6” (ASEAN plus Australia, New Zealand, China, India, Korea and Japan), have entered the sixth year and continue to be our main area of focus in the region. Indonesian affiliates attended the last round of negotiations in Bali. The negotiating parties agreed to double efforts to conclude an agreement in 2019.

The EU-Mercosur FTA proposal continues to be a threat to the region’s economic development, as it reinforces the Mercosur profile as exporter of agro-produce and commodities, provides increased rights to investors, opens protected sectors of the national economies to foreign markets and weakens patents on medicines. The parties reached a principle agreement in June 2019 and will now move to finalise the texts. A regional PSI coordination meeting was held in Uruguay following the ISDS/MIC regional meeting to discuss these issues and plan further action. In Chile, the Chamber of Deputies approved the TTP-11 in April, which PSI affiliates immediately rejected. However, it was after the massive social protests initiated in October 2019 in that country - in which our affiliates actively participated - that the TTP-11 was finally withdrawn by the Senate.



DIGITALISATION

Digitalisation is rapidly disrupting the global economy and public service workers, and their unions, must come to terms with these changes if we are to defend workers' rights, influence the shape of future public services and ensure democracy and the state are not undermined by corporations using digital transformation to concentrate their power. The size of the digital interests, technical sophistication, geographical and sectoral scope of their operations, and speed at which change is taking place, means that public sector unions must adopt a global approach.



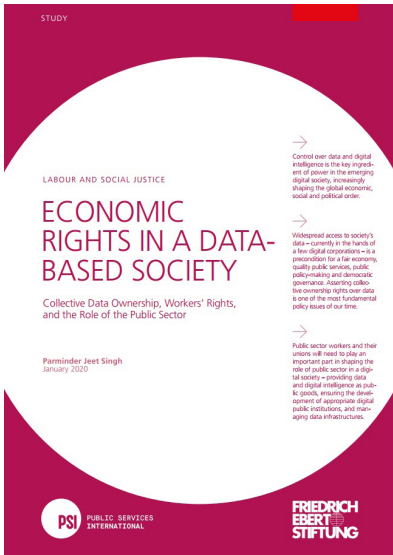
In 2018 PSI launched a program of work on digitalisation to help affiliates:

- Understand the implications for public service workers
- Defend workers wages and conditions in the face of the introduction of new technology
- Understand the impacts of new technology on the provision of public services
- Ensure workers and unions understand the effects of big data and algorithmic decision making for workers, public services and democracy

To assist affiliates understand the effects of new digital technologies in public services and on workers we commissioned the report [Digitalisation and Public Services: A Labour Perspective](#). The key conclusion is that the outcomes for workers and

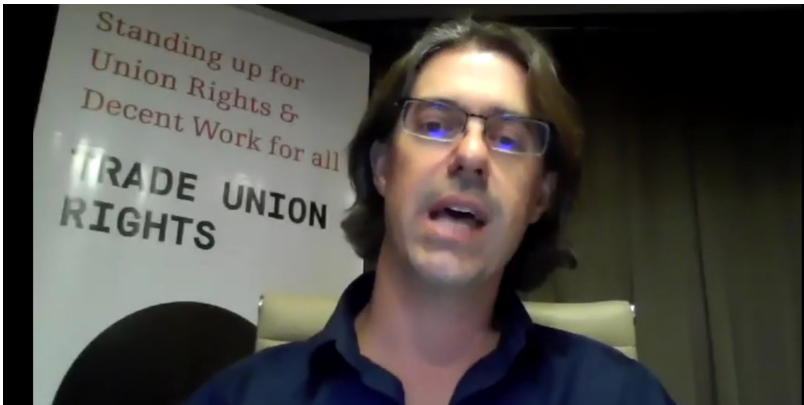
users of public services which undergo digital transition depends on the balance of power over control of the changes. Such power must not be left solely in the hands of corporate actors but include the social partners and be regulated in the public interest. When workers are not involved in the transformation, several major negative aspects can arise including:

- Facilitating privatisation and creating dependency of public institutions on private digital technology providers
- Increased surveillance and control of workers in the workplace and work intensification leading to health and safety risks
- Cost cutting and job losses
- Less responsive and accessible public services
- More precarious and informal work and de-unionisation



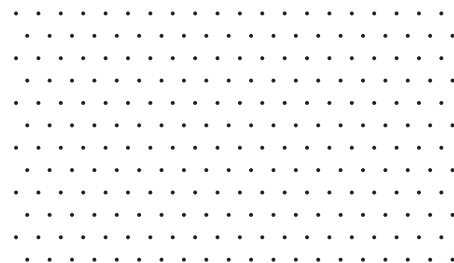
To better understand how big data affects public services and public sector workers we commissioned the paper, [Public Sector Workers in a Data-based Society](#), from civil society partner, IT for Change and launched it during the Asia Pacific Regional Conference (APRECON) in September.

Data is now recognised as one of the most valuable resources in modern economies, yet few governments have developed policies or institutions to ensure data can be utilised for public good and generate public resources. Many private companies now hold monopolies on the data governments need to operate critical public services, and many governments are handing over the rights to these data to companies without understanding its value. Google maps and Uber hold essential data on city traffic flows, genome mapping companies are collecting massive databases on DNA sequencing required to develop future medicines and Facebook can influence election results with essentially no regulatory oversight...



Daniel Bertossa and AFT President Randi Weingarten at the AFT Webinar on Digitalisation held in November 2019

The report shows how big data is a valuable resource created by the collective work of users and workers who have handed over the rights to their work without adequate compensation. Further, the data only has value in its aggregated form giving it the property of a natural monopoly with all the associated economic, social and political problems that such monopolies bring. In fact data should be seen as a collective resource of the community that created it - much like mineral resources are the collective resources of the nation whose land it lies under. The paper outlines a radical approach to the creation of what we call public or community data that will potentially resolve many of the problems currently created by big tech.





Syrian refugee camp in Lebanon

MIGRATION & REFUGEES

In 2019 the number of forcibly displaced persons rose to 70.8 million (UNHCR, 2019). The number of people living in internal displacement was 41.3 million, the highest ever, triggered by conflicts and disasters. Against this backdrop, the crucial importance of rights-based migration and refugee policies and promotion of decent work, social protection and quality public services remained the strength of PSI's work.

INFLUENCING GLOBAL POLICY ON MIGRATION, DISPLACEMENT AND REFUGEE ISSUES

The implementation of the UN Global Compact on Migration (GCM) and the UN Global Compact on Refugees (GCR) began in 2019. On the GCM, PSI actively engaged in the UN Migration Network. PSI is a member of the working groups on decent work and bilateral labour migration agreements, and on access to services. On the GCR, our work involved national-level actions, primarily on access to health and other public services for refugees.

PSI intervened as a panellist representing workers during the ILO Global Social Protection Week's event on "Extending social protection to migrant workers" held in Geneva on 27 November. We highlighted how public services are affected by health worker migration and outlined recommendations to ensure social protection through portability mechanisms and application of international labour standards.

We worked with the ILO in pushing for policy coherence in the governance of Global Skills Partnerships (GSPs). If left unguarded, GSPs risk becoming a public-private partnership model whereby rich countries experiencing health staffing shortages can source skills from developing countries through the private sector. In response to our request, the ILO held a workshop on 28 November to enhance the role of social partners on the GSP discussion. PSI's inputs and position were reflected in the ILO workshop report.



PSI affiliates call on governments to restore rescue operations in the Mediterranean Sea

To commemorate World Refugee Day, PSI organised a roundtable discussion on how to strengthen strategies to reach human rights and quality public services for refugees and migrant workers, on 10-11 June, in Tunis. The participants issued a statement calling on governments to restore rescue operations in the Mediterranean Sea.



BUILDING CAPACITY AND ENGAGEMENT OF PSI AFFILIATES THROUGH PROJECTS

Throughout 2019, we implemented the project on human rights, trade unions and quality public services for refugees and migrant workers in Lebanon, Tunisia and Algeria, in partnership with our Swedish affiliates and U2U. The project allowed the completion of research, outreach visits to Syrian refugee camps in Lebanon, and building alliances with other trade unions and civil society. We organised capacity building workshops, issued statements against xenophobia and in favour of human rights, and developed educational materials.

Another project on human rights of internally displaced people (IDPs) in Nigeria was implemented with ASSR-Sweden and U2U, involving PSI health affiliates NANNM and MHWUN. The project focused on the northeast of the country, where almost 2 million people were internally displaced by the Boko Haram conflicts. During its implementation (2018-2019) the project researched the IDP situation, organised visits to the IDP camps, carried out capacity building workshops, stakeholder forums and panel discussions, supported strike action and won the rights of emergency workers, and developed a trade union charter of rights, a charter of demands and a trade union guide to IDP rights.



PSI-ASSR U2U IDPs Project - Wasa Camp, Abuja, Nigeria

CAPACITY BUILDING AND SOCIAL DIALOGUE ON HEALTH WORKER MIGRATION

PSI continues to engage with the WHO as a stakeholder in the International Platform on Health Worker Mobility (IPHWM). In June, we intervened as a speaker to review the effectiveness of the WHO Code of Practice. We collaborated with FES

on a study on Global Skills Partnerships (GSP) in the health sector. In August in Berlin, PSI, ver.di and FES organised a participatory workshop for nurses to evaluate the practical implementation of the Germany-Philippines bilateral labour agreement on health workers. The workshop provided recommendations for further improvement in the implementation of the bilateral labour agreement.



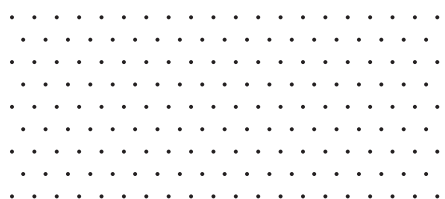
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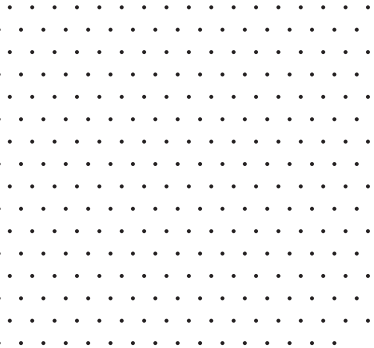
CLIMATE CRISIS

PSI updated its climate policy to reflect the growing urgency of the climate crisis as well as the inability of governments to use the tools needed to make change. Although the Paris Climate Accord set in motion new policies, these remain too weak to tackle the crisis. The Nationally Determined Contributions, while helping to encourage governments to develop specific climate policies, remain voluntary and have few financing mechanisms to implement far-reaching change.

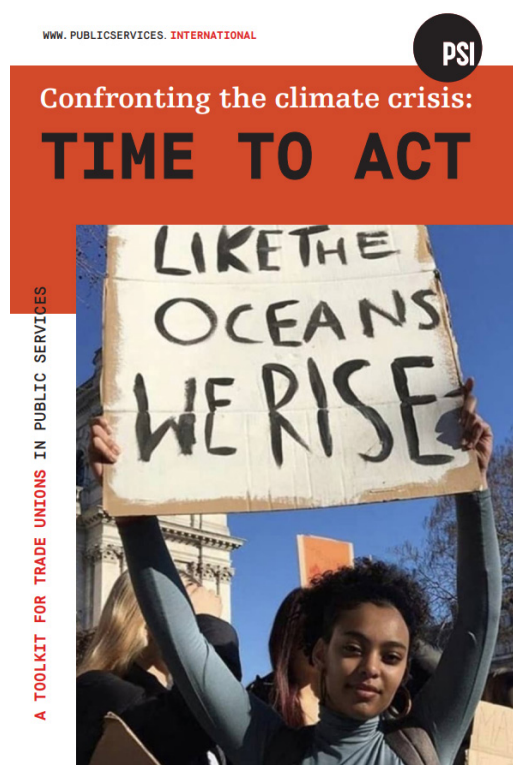
In December, PSI affiliates and staff actively participated in the alternative meeting of the 25th UN Climate Conference (COP25) in Santiago, Chile. COP25 was transferred from the Andean country to Spain due to the wave of protests against the government of Sebastián Piñera. The PSI delegation held roundtable discussions, carried out activities and was part of the popular mobilisation of the Chilean people.

Twenty-four young workers from the PSI Andean, Brazil, Central America and the Southern Cone sub-regions learned about and debated PSI's climate justice programme, as well as important aspects related to social movements such as Chile Despertó, PSI's strategic alliances in the area of tax justice, and the struggle against free trade agreements and multinational corporations.





The Madrid UN Summit, as predicted, was unable to progress on the key issues, with no new progress on reducing emissions, nor any commitments on 'loss and damage' whereby funds from historical emitters (read rich countries) are made available to developing countries that have emitted few greenhouse gasses but will suffer heavily from climate crises. There is growing frustration with the inability of the UN system to resolve the climate crisis.



PSI finalised our climate toolkit under a project supported by UtoU which is available to all unions in a number of languages. The climate toolkit is designed for union members, addresses some of the science, the politics, and the workplace issues and is accompanied by group exercises.

Our work with Trade Unions for Energy Democracy demonstrates that the transition to renewable energies is not happening under the private sector and reinforces the arguments that governments and public utilities must take much stronger positions in this crucial sector.



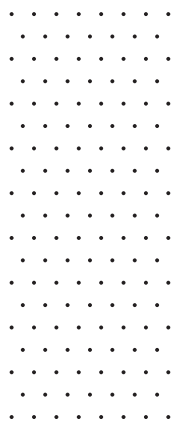
Building alliance with key climate actors in Jamaica in October 2019

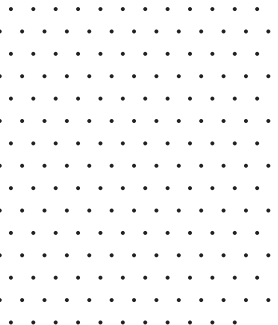
EMERGENCIES & DISASTERS

PSI's emergency and disasters work continues to focus on the ILO Public Emergency Services Guidelines, validated at the end of 2018. We established important precedents, including trade union rights of all emergency workers, specific limitations of volunteer disaster workers, and a focus on the importance of Personal Protective Equipment, amongst others.

PSI's work on climate also focuses on emergency workers, who are called upon to deal with more frequent and intense disasters as a result of the heating planet. Focusing on adaptation in all sectors is for ensuring that communities can prepare for inevitable emergencies.

For four consecutive years, peoples in the Caribbean have experienced category five hurricanes: Matthew in 2016, Irma and Maria in 2017, Michael in 2018, and in September 2019, Dorian arrived in the Caribbean. Dorian hit the Bahamas in particular, leaving many dead, injured and displaced. It once again highlighted the actions of public sector emergency services and first responders in the face of the climate chaos affecting the Caribbean in particular, including PSI affiliates.





HEAR THE VOICES OF
OUR CHILDREN IN CAGES!



3

Trade Union Rights

INCLUDING ILC AND SOLIDARITY MISSIONS & CAMPAIGNS

The protection of public sector workers and trade union rights are at the heart of PSI

2019 was a busy year at the ILO, which celebrated its Centenary with the adoption of the Centenary Declaration and the Violence and Harassment Convention (No. 190) during the International Labour Conference, in June. During the conference, PSI, AFT and EI organised a demonstration, Hear the Voices of our Children in Cages, to draw attention to the plight of children in detention as a result of the Trump Administration’s “zero tolerance” immigration policy, which placed young children and their families in unsafe detention centres.

PSI participated in many other ILO events throughout the year, including the workshop Gig economy and Social Dialogue, aimed at better



Convention C190, ILO

understanding issues such as the implications of the gig economy for employment arrangements, social protection and social dialogue in different sectors and countries, as well as policy and regulatory responses; the 10th inter-regional academy on Social and Solidarity Economy, organized by the ITC-ILO in Turin (Italy), and the SADC sub-regional technical workshop Investing in the health workforce: employment and decent work in the health sector, convened by ILO in collaboration with WHO in the context of the ILO-OECD-WHO Working for Health Programme.

In July, the ILO Administrative Tribunal (ILOAT) decided that the ICSC's arbitrary 7.5% salary cut for Geneva-based international civil servants was unlawful and thus to be set aside. This was a huge victory for the ILO staff and its union that we are all very proud of!

At the UN, PSI sent submissions and participated in the 5th session of the Open-ended intergovernmental working group on transnational corporations and other business

enterprises with respect to human rights (OEIGWG), which discussed the first draft of a “legally binding instrument to regulate, in international human rights law, the activities of transnational corporations and other business enterprises”.

In March, ITUC, PSI, ITF and the Solidarity Center sent a joint submission to the Office of the United Nations High Commissioner for Human Rights in preparation for a General Comment on Article 21 (Right of Peaceful Assembly) of the International Covenant on Civil and Political Rights.



Raouf Mellal, President of SNATEG

HIGHLIGHTS

Many affiliates were also struggling to have trade unions rights recognised and implemented in practice in their countries. In Algeria, violations of trade union rights rose for the second year in a row. Seven hundred workers participating in the popular Movement for Democracy were dismissed for demanding change, and more than a million workers who took part in demonstrations had pay cuts.

In February, PSI affiliate SNATEG filed a new complaint with the ILO CFA because of the increased criminalisation of trade union activities. In March, COSYFOP launched a general strike against the 5th consecutive mandate of President Bouteflika. After mass demonstrations, Bouteflika finally resigned in April, but was replaced by the military.

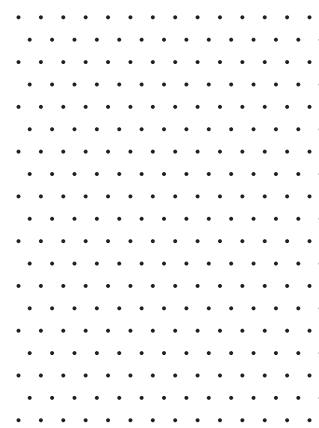
Raouf Mellal, president of SNATEG, fled the country following his arbitrary arrest and sustained threats and police harassment. Kaddour Chouicha, a member of SNAPAP, was put under police surveillance because of his human rights work. Other trade unionists and opposition politicians were also victims of illegal arrests and repression.

In Guatemala, President Jimmy Morales expelled the UN International Commission against Impunity in Guatemala (CICIG). PSI affiliate SNTSG's Organising Director Dora Regina Ruano, and General Secretary Luis Alpires, were both arrested and charged with "abuse of authority" for a collective agreement they negotiated in 2013. A strong campaign promoted by PSI and its affiliates in several countries denounced this attack on union rights and contributed to their release.

In Ecuador, the protest against Lenin Moreno's labour and economic reform led the government to make many promises to placate popular discontent. An ILO mission visited the country in December, and made possible the adoption of a "roadmap" to address the observations made by ILO CEACR regarding labour violations. However, attacks on trade unionists persist. Iván Bastidas, President of ASPAE and CONASEP, was targeted by the government for comments about the government's economic policy.

In Turkey, the situation remains difficult for trade unionists. Among other issues, affiliates reported anti-union dismissals in Aliağa and Bolu and there were court cases against KESK members charged with terrorism propaganda and membership of an armed illegal organisation. Arzu Cerkezoğlu, president of DISK, was put on trial for giving a speech in the city of Sapanca.

In India, trade unions and federations came together for a national general strike of 150 to 180 million workers on 8-9 January. The organisations represented workers from transportation, banking, public services, construction, manufacturing, agriculture and other sectors. Their 12-point charter of demands included decent employment and an end to contractualisation, minimum wage, compulsory registration of trade unions, immediate ratification of ILO conventions C87 and C98, strict implementation of all labour laws, and an end to anti-worker labour law amendments. India-based Forum Against Free Trade Agreements, of which PSI is a member, issued a solidarity statement.

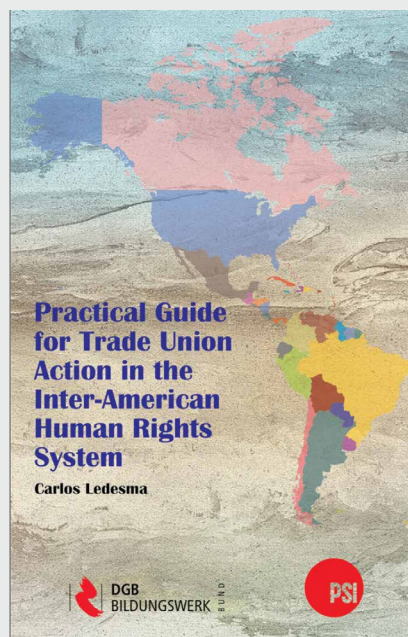




Seminar on resistance and union organization with participants from Brazil, Peru, Uruguay, United States and Canada.

In March, PSI Brazil and the Confederation of Federal Public Service workers (Condsef) organised a seminar on resistance and union organization in Brasilia, with 63 participants from 16 Brazilian states and Peru, Uruguay, the United States and Canada. They discussed the Brazilian situation, marked by a series of attacks on labour and union rights. The participants suggested several resistance strategies including strengthening and reviewing grassroots work, training, and restructuring.

In October, PSI launched the Practical Guide for Trade Union Action in the Inter-American Human Rights System. The publication is the first of its kind within the framework of the Organization of American States (OAS) and seeks to help trade unions make the most appropriate use of this important political and legal instrument in cases of violations of labour and trade union rights. Available in English, Portuguese and Spanish, the guide is one of the outcomes of a joint project between PSI and the training organization Bildungswerk BUND of the German Trade Union Confederation, DGB.



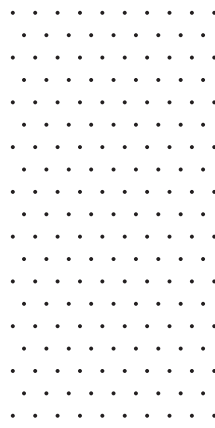


PSI and its affiliates in Brazil met with the ILO Brazil Director, Martin Hahn, in September

PSI and its affiliates in Brazil met with the ILO Brazil Director, Martin Hahn, in September, to file a complaint about the Brazilian government’s violations of freedom of association and trade union rights in the public sector. This followed attacks on the trade union and civil rights of leaders of workers’ organisations in the judiciary in the states of Tocantins and Ceará.

In Egypt, in May, authorities organised the first trade union elections in 12 years. While state officials claimed the elections were transparent and fair, the results were marred by the exclusion of hundreds of candidates not aligned with the government. Unsurprisingly, the government-allied Egyptian Trade Union Federation (ETUF) emerged from the process effectively in control of the unions. The Center for Trade Union and Workers Services, the oldest independent labor rights group in Egypt, denounced the exclusions.

Through its project Strengthening organisational and campaigning capacities of PSI affiliates, PSI was able to support its affiliates in Egypt faced with the government attack on independent unions. Subjects covered included: non-violent actions to resist the harassment by the regime, how to plan and conduct campaigns in respect of the national constitution, and the international convention on trade union rights. The project also covered building alliances, campaigning and how to resist oppression using non-violent means.





Clare Middlemas, Australia, Bernard Adjei, Ghana and Rosa Pavanelli, PSI General Secretary at ILC, Geneva

ILC 2019

With PSI support and lobbying among other global unions, Egypt and Algeria were put on the shortlist of individual cases for their practices contradicting the clauses of Convention 87 in terms of trade union freedom.

Concerning Egypt, the committee noted several contradictory issues between the local legislation and the Convention, and called on the Egyptian government to guarantee that the Law will be empty from obstacles, to speed the process of settling pending cases and ensure the capacity of all trade unions to conduct their activities and freely elect their governing bodies. It also requested amendments in the law to avoid restrictions related to the minimum size of membership at all levels impeding the right of workers to freely and voluntarily create the organisations representing their interests.

In a positive move, the Egyptian government launched a series of meetings with independent unions and their lawyers to review Law 213, and sent a proposal to introduce some modifications to parliament for approval. The ministry of labour started to examine the pending cases of the independent unions that were previously forbidden from registration.

Algeria was criticized on several points, particularly for the non-respect of trade union rights and obstacles to trade union activity and trade unionists, Algeria has been called to account to the Committee on the Application of Standards.



Protests in Chile

In the last months of 2019, the inter-American region experienced a wave of massive social protests rejecting the neoliberal policies implemented by governments such as in Ecuador, Chile, Colombia and Haiti.

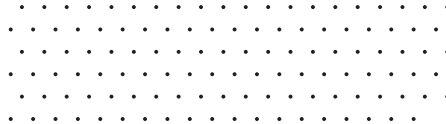
In the African French-speaking sub-region, the tax union in Benin merged with another affiliate and became the SYNATRIB, increasing the number of its members from 600 to 1259 in the process.

ORGANISING & GROWTH

Two other affiliates in the region (SOLSICO in RDC and Syndicat des Sages Femmes in Cote d'Ivoire) had suffered reductions in the number of members, but the situation was reversed. SOLSICO was subsequently recognised as the only trade union to maintain a large number of members (15,915 in 2019).



Organising in Tchad



Lagos stakeholders Dialogue

PSI continues to support affiliates in two long-standing campaigns. In Lagos, Nigeria, unions and allies continue to build the political strength to block World Bank mandated privatisation. In Jakarta, Indonesia, the focus is on ending an illegitimate privatisation that is nearing the end of the contract. Both campaigns have complex political landscapes.

In 2019, one of the main struggles of PSI in Brazil and its affiliate, the National Federation of Urban Workers (FNU), was against the possibility of deepening the sanitation sector, a path that can be opened up through Bill 3.261/2019, which is still being processed in the Brazilian Congress. In 2020, in the midst of the coronavirus pandemic, a vote in the Senate is threatened under the pretext of fighting this disease.

In August, PSI in Brazil formalized institutional support for the National Observatory of the Rights to Water and Sanitation (ONDAS), founded in February of the same year. The observatory carried out a comparative study on the accessibility of low-income families to drinking water used Brazil and France, in addition to promoting advocacy on the issue with legislators at the local and national levels.

PSI worked with the UN Special Rapporteur on the Right to Water, whose last report to the UN General Assembly in 2020 will examine privatisation impacts on human rights. The preparatory process involved meetings of labour, civil society organisations, other special rapporteurs (right to food, to housing...) and UN staff.

PSI and EPSU, working with public utilities and allies, support the European Commission process to open a €7m financing window for public-public partnerships (PuPs) for water, and to use UN Habitat Global Water Operator Partnership (GWOPA) to oversee the funds. GWOPA is in the final stages of a new hosting agreement, likely hosts include Germany, the Netherlands, Japan.

WATER

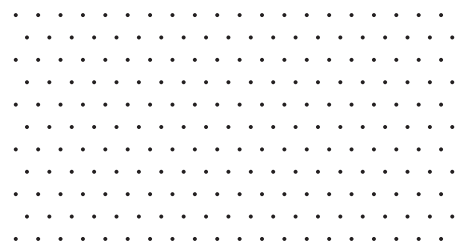


French unions oppose the dismantling of EDF and the state-owned electricity service

ENERGY

In energy, PSI continues to fight privatisation. The biggest terrain now is the need to move to low-carbon societies and the growing push for renewable energies (RE). Through our work with TUED, we are able to demonstrate that private energy companies are not investing in RE projects at speed or scale. Nor are they investing in research and development to facilitate the transition. However, global policies favour private RE, and have succeeded in erecting roadblocks to public utilities investing heavily in RE.

The global policy focus on Just Transition (JT) has the merit of highlighting the problems of job losses by fossil workers and the need to provide them protection. However JT fails to address the many and complex issues surrounding the move to zero-carbon, including the problems of privatisation, the broader public policies needed to guide the transition, etc.





Regional

Conferences

IAMRECON

With the slogan “Defending the State from Corporate Power”, the PSI Inter-American Regional Conference was held on 24-28 June in Buenos Aires, Argentina, with 478 union leaders from 36 countries in the region participating. Conference approved the Regional Programme of Action 2019-2024 which highlights PSI’s role in the struggle against corporations and in establishing the relationship between national struggles and corporate interests.



APRECON

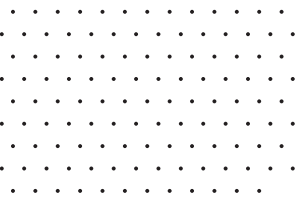
With the slogan “The Future of Workers, the Future of Public Services, the Future of Power”, the PSI Asia & Pacific Regional Conference was held from 17-20 September in Bali, Indonesia. Over 350 public sector trade union leaders from all over Asia decided the steps of the organisation in the region for the next few years and debated, together with experts, issues such as climate change, digitalization, privatization, gender equality, among others.



AFRECON

With the slogan “Public Services Over Corporate Greed”, the PSI Africa & Arab Countries Conference was held from 12-15 November in Lomé, Togo. Over 300 public sector trade union leaders from all over Africa & Arab Countries debated, together with experts, issues such as trade union violations, debt & tax incentives, migration and whistleblowers.





Meeting in Turin

MULTINATIONAL ENTERPRISES

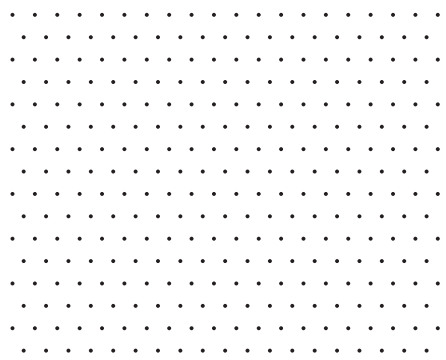
PSI has continued working with MNEs in order to reach agreements in favour of the workers. This is an ongoing process.

Eight months on from the signature of the renewal of the Global Framework Agreement (GFA) of EDF Group, over 25 trade union and management representatives came together on 19-20 February at the ILO International Training Centre in Turin to hone their skills to enable its implementation.



Demonstration in Lyon

On 19 September, a PSI delegation joined French energy affiliates in Lyon and spoke in support of a nationwide mobilisation, involving some 30,000 striking workers and several thousand supporters, against the breakup of the EDF Group and of the country's state-owned electricity service. PSI General Secretary Rosa Pavanelli wrote to French President Emmanuel Macron urging him not to privatise the group and calling upon him to maintain the integrity of the French national electricity infrastructure, a collective public asset built by public investment and funded by taxpayers over nearly a century. PSI also sent EDF central management substantial research-based evidence of the harm and social and environmental failures of energy service liberalisation and privatisation in the EU and in other countries.



LOCAL AND REGIONAL GOVERNMENT/MUNICIPALS

PSI continued to support remunicipalisation and to highlight research on successful remunicipalisation projects around the world. We organised several conferences and workshops for municipal workers, including waste workers.



PSI trade union delegation preparatory workshop at the TNI “The Future is Public” conference, 4-5 December, Amsterdam

REMUNICIPALISATION: BRINGING PUBLIC SERVICES BACK IN-HOUSE

PSI led an international delegation of 19 public service unions from 14 countries to Amsterdam, the Netherlands for “The Future is Public” international conference, organised by the Transnational Institute (TNI) on 4-5 December. There were over 300 representatives from civil society, local government, academia and experts. PSI and FNV Overheid held a preparatory workshop before the conference, where unionists shared pro-remunicipalisation strategies. PSI ensured the inclusion in the main conference of remunicipalisation, quality public services, people’s and workers’ democratic participation and a global green new deal.



PSI LRG-Municipal sector workshop for Francophone Africa and the Arab countries, 24-26 September 2019, Marrakesh, Morocco

STRENGTHENING THE LRG/MUNICIPAL SECTOR IN THE PSI REGIONS

PSI led a workshop for LRG and Municipal sector affiliates from French-speaking Africa and Arab countries on 24-26 September in Marrakech, Morocco. Participants joint priority issues and developed an action plan for the sector. The activity also encouraged dialogue between the PSI Africa and Arab Countries region and UCLG Africa, including with its African Local Government Academy (ALGA).

BUILDING THE LABOUR DIMENSION OF DIGITALISATION

PSI launched the global FES report “Digitalisation and Public Services: a Labour Perspective” on 31 October, World Cities Day.



**SUPPORTING AFFILIATES
AND SCOPING PSI
REPRESENTATIONS
IN MUNICIPAL WASTE
SERVICES**

The Marrakech LRG-Municipal workshop was followed by a Waste Services workshop on 25-26 September. It defined joint priorities and an action plan for affiliates in the sub-regions covering trade union rights, working conditions, OSH, relations with local authorities, companies and cooperatives of self-employed workers in the sub-sector. A representative of WIEGO from Senegal presented the case of informal waste workers in Dakar who formed their own trade union after joining forces with similar organisations.



Madany Sy of the Waste workers union of Senegal and Maguette Diop of WIEGO, together for decent work for all waste workers



Municipal Waste Services workshop for French-speaking Africa and Arab countries took place in Marrakech (Morocco) on 25-26/9/2019



Two thousand municipal workers from Tunisia's waste management services marched on 28 April 2019, World Day for Safety and Health at Work, to demand safe and healthy working conditions, adequate personal protective equipment for all, and the recognition of their professional status at national level.

Two thousand municipal workers from Tunisia's waste management services gathered on April 28th, World Day for Safety and Health at Work, to demand their adequate personal protective equipment and safe working conditions, and the recognition of their professional status at national level. Supporting this event, CFDT Interco (France) and PSI joined a symposium on 27 April, organised by UGTT, where the Tunisian government representative recognised the urgent need for reform and committed to dialogue with the unionsto bring it about.

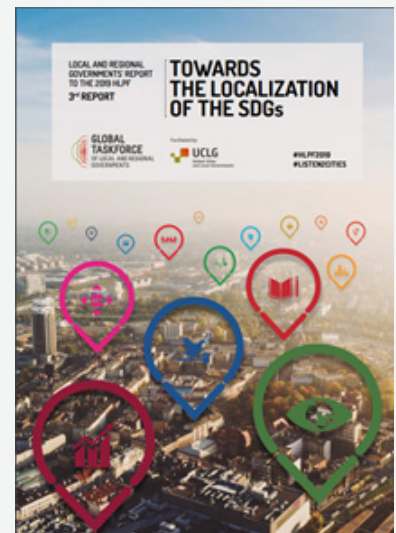




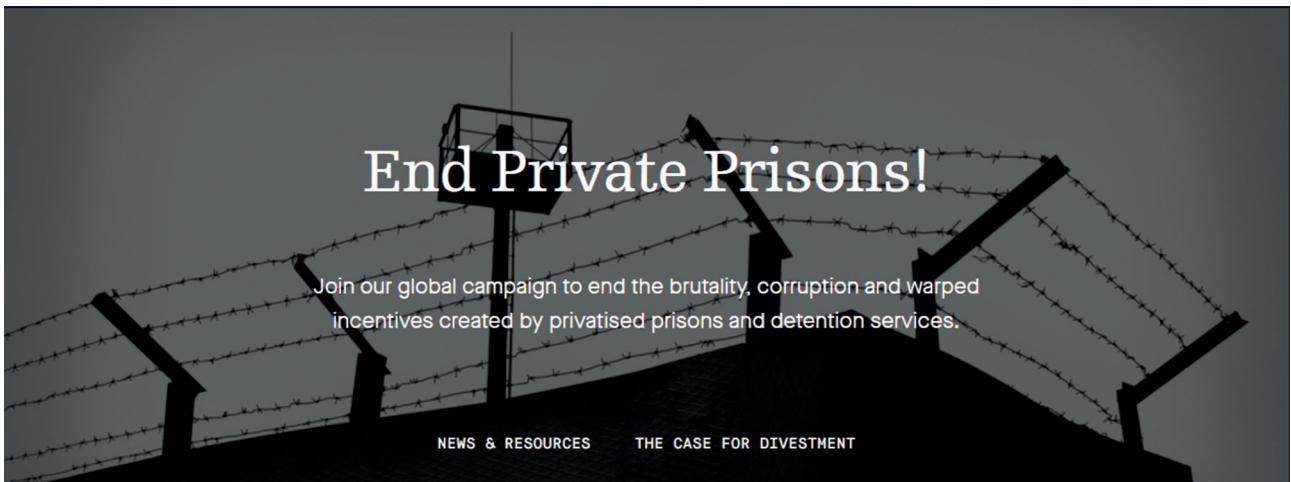
At a side event to the High Level Political Forum on Sustainable Development (HLPF), facilitated by UCLG, the PSI General Secretary took part in the launch of the 3rd report: “Towards the Localisation of the SDGs”.

GLOBAL ADVOCACY AND DIALOGUE

PSI co-authored the SDG11 chapter of the 2019 Spotlight on Sustainable Development Report, highlighting how LRGs are in the frontline of implementation of SDGs, often in cooperation with LRG trade unions and community groups. On 15 July, the PSI General Secretary was a keynote speaker at the UN High Level Political Forum on Sustainable Development (HLPF) in New York organised by UCLG’s Global Taskforce of Local and Regional Governments. She stressed the need to uphold the labour and union rights of LRG/Municipal workers to localise SDG8.



NATIONAL ADMINISTRATION AND INTERNATIONAL CIVIL SERVANTS



Many government functions under the umbrella of national administration continue to face threats of privatisation and experience increased austerity measures. PSI continued to follow the issue of digitalisation and related new forms of automation, such as algorithms and artificial intelligence, and how they are applied in public administration.

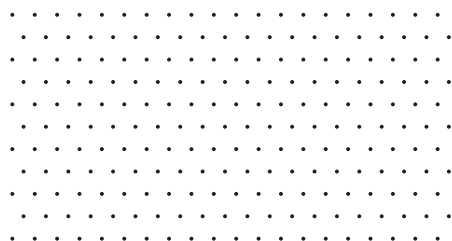
PSI participated in the 18th session of the UN Committee of Experts on Public Administration (CEPA), which

supports the work of ECOSOC, and submitted observations to its agenda item Enhancing the capacity of the public sector in core functional areas of administration.

In a new chapter of the 7.5% salary cut saga – decided by the International Civil Service Commission (ICSC) in 2017 – the ILO Administrative Tribunal (ILOAT) ruled that the ICSC’s cut for Geneva-based international civil servants was unlawful and thus to be set aside. The decision, however,

applies to only ILO staff and many other colleagues remain affected by the cut.

Early in the year, AFT launched a campaign in the US to disinvest in large corporations running private prisons (G4S, Sodexo, etc.), the target being pension schemes. PSI supported the AFT initiative and in June launched the global campaign End private prisons! and pledged to ensure our members’ money is not invested in the private prison sector.





For the protection of whistleblowers in the European Union

FIGHTING CORRUPTION & PROTECTING WHISTLEBLOWERS

PSI continued the campaign for an ILO instrument that will protect workers reporting wrongdoing at their workplace. In September, the ILO launched the working paper: Law and practice on protecting whistle-blowers in the public and financial services sectors. A proposal for a tripartite meeting of experts, as a last step to include the topic in the agenda of the ILO Conference, gained momentum after discussion and consideration at the ILO Governing Body.

PSI supported a campaign by SPGQ, Canada, to reinstate whistleblower Louis Robert, agronomist and seed expert at the Quebec Agriculture, Fisheries and Food ministry, who had been dismissed after speaking out against private sector interference in a public study on pesticide use. Robert was fired for transmitting a confidential document to a reporter and contravening secrecy obligations. He was later reinstated in his job.

At EU level, the Whistleblower Protection Platform led by Eurocadres, which PSI is part of, scored an important victory with the adoption of the EU Whistleblowers Directive. The instrument will encompass the introduction of reporting mechanisms across all industry sectors within both private companies and public institutions, and the protection against dismissals or other forms of retaliation.



National Health Workers Union of Liberia Ends Go Slow Strike Action

PSI continued to be the voice of organised labour in international health, and to advocate for social dialogue to improve labour relations and employment for health workers.

HEALTH & SOCIAL SERVICES

PSI has participated in WHO governing bodies since official relations began in 2018, and we took part in the 72nd session of the Regional Committee for South-Eastern Asia (SERO) in India in September, and the 70th session of the WHO Regional Committee for the Western Pacific in the Philippines in October. We also initiated a collaboration plan with the WHO Regional Office for the Eastern Mediterranean. These relations will enhance the influence of PSI and its affiliates in different regions.



Social Workers Syndicate in Lebanon

Taking forward recommendations of the 2017 ILO Tripartite Meeting on Improving Employment and Working Conditions in the Health Services (TMIEHS), and in view of facilitating affiliates' policy advocacy, we joined with the ILO and the Southern African Development Council (SADC) to organise a regional tripartite technical workshop on Investing in the health workforce: employment and decent work in the health sector, held in Johannesburg on 10-12 September. Governments of SADC states committed to improve investment in health and better promote social dialogue.

In South Africa, PSI continued collaboration with The People's Health Movement around the issue of national health insurance (NHI), with a train-the-trainer workshops for civil society organisations and community health activists, held in Cape Town on 13-14 April and Johannesburg on 10-11 July. The workshops covered the history and context of the NHI, and the problems with the health system in South Africa. At its AGM, the PHM elected Naadira Munshi, PSI Project Coordinator for Southern Africa, as a member of its steering committee.

PSI set up an NHI Task Team to define issues that are important to trade unions, and made a submission to Parliament on the NHI Bill in November 2019.



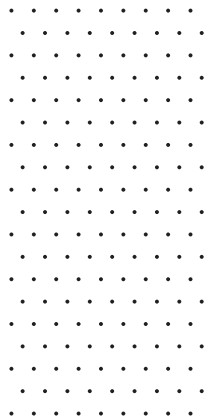
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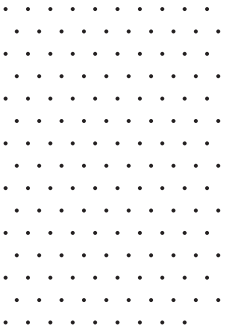
The PSI Health and Social Services Task Force (HSSTF) met in February to consider strategies for implementing sectoral priorities of People Over Profit.

History was made on 20 February, when Philippine President Rodrigo Duterte signed into law two bills on Universal Health Care (UHC) and Expanded Maternity Leave (EML), that PSI and affiliates in the Philippines had been campaigning for. The UHC Act complements existing laws, and opens up additional funding sources for the Philippine Health Insurance Corporation, through taxes, including through ‘sin tax.’ The EML Act extends paid maternity leave from 60 to 105 days, seven of which are transferable to the father. The law provides an additional 15 days for single mothers, and there is an option to extend the leave by 30 more days without pay.



Right to Health newsletter





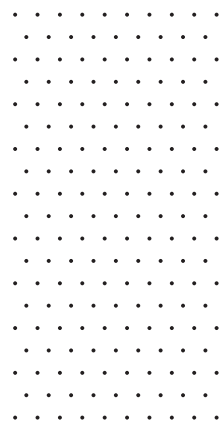
Protest in front of the Greenland International Medical Center, South Korea

PSI played a pivotal role in initiating a global workers' alliance in Fresenius, a health multinational that employs more than a quarter of a million workers in over 100 countries. The trade union alliance was formed in Frankfurt, Germany on 16-17 May and brings together over 50 unions, including affiliates of PSI, IndustriALL and UNI Global.

PSI held regional network meetings to develop workplans for 2019-2021, in Arusha, Tanzania (30 September-1 October); Nur-Sultan, Kazakhstan (7-8 October) and Kuala Lumpur, Malaysia (11-12 November). Affiliates determined major shared concerns for health sector unions, mapping key institutional and corporate bodies in health and social services, and identifying possible allies for campaigns against health privatisation, and improved funding of public health.

EDUCATION,

CULTURE & MEDIA



PSI continued its efforts to focus on labour and human rights for education support workers in order to improve their working conditions and protect their rights.

We continue to support the Global Campaign for Education against Privatisation to protect our communities, workers and their families from the threat of privatisation in education.

Three meetings for education support, cultural and media employees were held in 2019.

On 14 February, PSI held a conference call with participation by union leaders from across the globe. The meeting agreed that we must give greater visibility to the sector and to the issues faced by workers in jobs related to education, culture and media by improving communication and encouraging participation of the sectoral workers.

On 15 May, at the initiative of students, teachers and workers, especially from the universities, a National Education Strike was held all over Brazil in defense of the principles of national autonomy and cultural, scientific and economic development. PSI affiliates took part in the strike.

The Education Support, Culture and Media network met on 27 June, during the InterAmerican Regional Conference (IAMRECON) in Buenos Aires. The meeting discussed how to promote the newly-adopted ILO Convention 190 to stop workplace violence and harassment, including ways to incorporate the issue into collective bargaining negotiations and community campaigns. They also discussed the threat of privatisation and political attacks against workers in the sector.

On 30 October, the network held its first online video conference with 16 participants from North and South America, Europe and Africa. Steve Porter, PSI education support and cultural workers officer, presented a report on issues relevant to the sector and participants reported on the situation in their union/country. Subjects discussed included: the Chicago teachers strike, gender and education issues in different parts of Africa affecting school support staff, the organisational model for centralised bargaining process in Canada, impact of Brexit, inclusion and involvement of cultural workers, Chile and COP25, public private partnerships and privatisation.

The meeting agreed that the technology would allow for more frequent future meetings, that it improved communications and encouraged greater participation by network members.



20k FACEBOOK
FOLLOWERS

6k TWITTER
FOLLOWERS

600 INSTAGRAM
FOLLOWERS

400 PUBLISHED
ARTICLES

COMMUNICATIONS & CAMPAIGNS SUPPORT

With our new Public Services International website up and running, 2019 has given our communications team a chance to restructure and reimagine our key content to make it more accessible, more readable and - most importantly - more interesting. Check it out if you haven't already!

The website was built on a new digital tool called Motyrō - a simple, modular website builder designed specifically for our affiliates and the wider union movements. It will be rolled out across 2020, and give the hundreds of unions in our PSI network who do not currently have a web presence

an easy and integrated way to share their stories and struggles with us all. Aside from digital development, we helped bring a labour voice to a range of debates, producing the first union perspective on Universal Basic Income, in partnership with the New Economics Foundation and producing a short documentary on the successful Glasgow Strike for Equal Pay.

We organised a protest action at the World Economic Forum Davos to highlight how the sponsoring corporations undermine progressive action by suing governments via Investor State Dispute

Settlement (ISDS). This action was the launch of a petition drive to the EU which garnered more than 250,000 signatures in its first week.

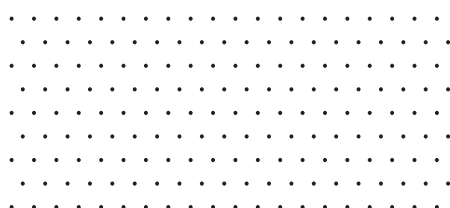
After travelling to Lebanon to follow the Union Development Project work being carried out with the support of affiliates in solidarity with refugee populations, we developed a series of short videos for use in awareness raising and advocacy.

During the International Labour Conference, we carried out interviews and collected testimonies from dozens of labour rights defenders about their struggles, using these materials to support the ILO hearings. We collaborated with the American Federation of Teachers on a high-profile protest action against the Trump administration's detention of children in cages, garnering global media attention. We coordinated the launch of our new policy proposal on Unitary

Taxation with the UK Labour Party in the lead up to the election, sparking widespread debate, endorsements and engagement with the proposal.

We partnered with a range of media organisations to advance our perspective and promote our vision on a range of issues from labour supporting the climate strikes to the vital role public services play in the struggle for gender equality. Our Latin American office coordinated a successful partnership with

Le Monde Diplomatique on tax issues in the region. Our strategy for the next year is focused on digitally engaging our affiliates by providing those in need with a new website using our Motyrō tool, and further developing the emerging partnerships with media platforms such as The Guardian, Open Democracy, Common Ground, Jacobin and others to provide coverage, visibility and support to our research, analysis and news on union issues around the world.






PROMOTING EQUALITY & EQUITY

In 2019, PSI was actively involved in the Civil Society Roadmap for 2020. It covered the 25th anniversary of the adoption of the Beijing Declaration and Platform of Action, the 20th anniversary of UN Security Council resolution #1325 on Women, Peace and Security, the five-year milestone of the 2030 Agenda for Sustainable Development and the SDGs, and the 10th anniversary of the creation of UN Women – all this in the context of the 75th anniversary of the United Nations.

PSI sent a delegation to the UNCSW63 (11-22/03/2019). In the context of the priority theme “Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls”, PSI, ITUC and the Global Union Federations focused on: gender-responsive access to public social protection systems, quality public services and sustainable infrastructure for all women; and awareness of the expansion of corporate power. Public-private partnerships, tax evasion, trade agreements on public services are major barriers for strengthening the role of the state in achieving women’s access to social protection, gender-responsive quality public services and infrastructure.

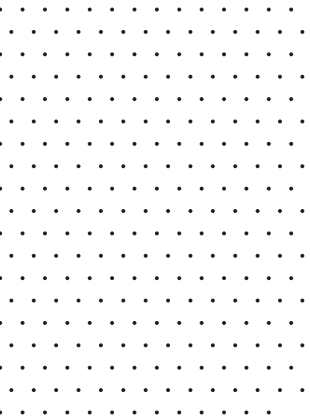


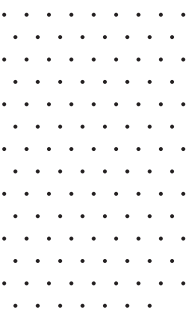


International Women's Day

PSI organised a joint side event with APWLD and FEMNET, on “Addressing the human rights implications of privatizations for women and girls”, with the participation of Philip Alston, UN Special Rapporteur on extreme poverty and human rights. Five other parallel events with CRIAW-ICREF, ActionAid, GATJ, WomanKind, GUFs and affiliated unions in Canada and the USA fed PSI priorities into the CSW discussions. However, the Agreed Conclusions of UNCSW63 instrumentalized women’s human rights and gender equality for the interest of capital and corporations and a new accumulation phase of capitalism based on the expansion of business in public services (including in social protection and infrastructure). With the small exception of some mention of women’s human rights, the concept of a human rights-based approach disappeared. The private sector was presented as an actor for “coordination”, “consultation” and “engagement” with zero accountability.

History was made at the International Labour Conference on the new ILO Standard on violence and harassment in the world of work. With 439 votes in favour, 7 against and 30 abstentions, the ILC adopted Convention #190 and Recommendation #206 on Violence and Harassment in the World of Work. PSI





ILO ACTRAV and members of the Barbados Pay Equity Committee after the last meeting Oct 2019

has developed strategies and materials for a campaign for the ratification of C190.

PSI organized a Global Women’s Meeting in November that set up a second phase for the Gender-Based Violence Campaign, focussing on education, negotiation and implementation strategies to push for ratification of ILO C190 and well implement its provisions. Four regional studies showed how regional human rights treaties, national laws and current good practices in key countries can help in an implementation phase. The second phase will focus on LGBT+, young and migrant workers in vulnerable situations. PSI cooperated with GUFs to produce educational materials for specific campaigns during this phase.

On the International Day for the Elimination of Violence against Women and the 16 days of activism, the IUF, IDWF (Domestic Workers), IFJ, UNI, IndustriALL and PSI sent out 16 messages and published a leaflet about the content of C190. PSI also developed a successful online campaign, with a Twitter Wave focusing on key countries calling the Global Governance and Governmental National Leaders for C190 ratification. Uruguay was the first country to adopt the new convention after the Uruguayan Senate approved it on 10 December 2019.



International Day for the Elimination of Violence against Women in Algeria

International Women’s Day 2019: was linked to the International Women’s Strike network, which aims at creating a “new international feminist movement that will build a bridge between women’s resistance and labour resistance”. This is based on five principles: 1) an end to gender violence; 2) labour rights; 3) an antiracist and anti-imperialist feminism; 4) full social provisioning; and 5) reproductive and environmental justice for all. PSI also joined the ITUC and the other GUFs in a call to end violence and harassment in the world of work.

In February 2019, ActionAid called on PSI and feminist movements to build a global campaign aiming for “All women to enjoy their labour rights, decent work and gender-responsive quality public services, as they build solidarity and people’s power”. The campaign was launched during UNCSW63, and continued throughout the year, with key events for 1st May, ILC, Public Services Day, Decent Work Day and the International Day for the Elimination of Violence against Women.



LGBT+ transversal meeting at IAMRECON, 22 April 2019

LGBT+

PSI continued to promote policies that respect diversity and ensure more inclusive and respectful workplaces, public services, unions and societies. A common project was designed by PSI and EI for 2019 to 2021 with the support of FNV. Since September 2019, Mitchell Coe has been appointed in the position of LGBT+ & Rights Campaign Officer and will be coordinating the project. His work will be part of PSI's Union Development Department and of the Trade Union Rights team.

A EI-PSI LGBT+ Forum was held on 19 July in Bangkok, Thailand, as a follow-up of the joint work between the two GUFs in pursuing the following the aims: a) ensure that union members actively support union policies that promote and defend LGBT+ rights; b) have an intersectional approach in understanding LGBT+ discrimination; c) focus on violence and harassment faced by LGBT+ workers, and the difference that ILO C190 can make at country level; and, d) focus on alliance-building.

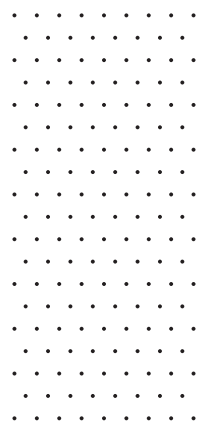




Geofrey Musanje spent eight years struggling to find work before receiving a life-changing offer from a local trade union in Uganda.

WORKERS WITH DISABILITIES

PSI continued to support the inclusion of persons with disabilities at work in public employment in a joint effort with the ILO, and promote their full trade union and labour rights, as well as their specific demands of quality public services. PSI participated in the ILO Global Business and Disability Network Conference Future of Work, 21-22 November.



YOUNG WORKERS



PSI is committed to build an inclusive movement across all regions for young workers, and moved towards this objective during the regional conferences. Several young workers were able to attend thanks to the support of Kommunal and DGB BW through projects, bringing a lot of extra energy, passion and ideas in these key events.

At IAMRECON in June, young workers decided to get more involved on the issues of Climate Change, the Future of Work and the challenge of digitalisation

of our societies for trade unions, and also showed their commitment to not give any ground on Trade Union Rights and Human Rights issues.

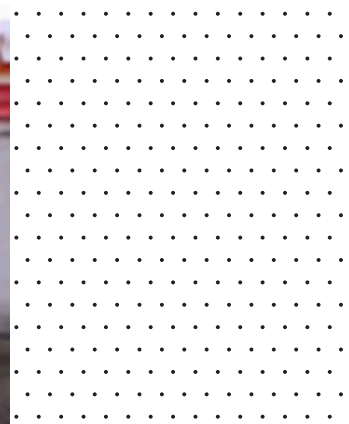
During the APRECON in September, young workers took the lead to act on Climate Change. They invited all participants to join a march in support of the global climate strike, highlighting the importance of the issue for all citizens worldwide. In November, during the AFRECON, young workers massively called on PSI affiliates to maintain and strengthen resistance to

privatisation in the region. In parallel of these major PSI events, project work for young workers continued in Asia Pacific with a DGB BW project to build the capacities and leadership skills of young trade union leaders, especially on key PSI issues such as Tax and Trade, Gender Equality, and Climate Change.

Another DGB BW project in Interamerica on Equity, Equality and Diversity in the public sector and in the labour movement promoted the rise of strong young trade union leaders and offered space



PSI youth and women's leaders participate in the People's Summit in Santiago de Chile



to develop the foundations of a young workers' policy for PSI affiliates in the region.

On 12 August, PSI joined other GUFs for International Youth Day to campaign on "Transforming Education" and demand equitable and inclusive access to Universal Quality Public Education as desired in the 2030 agenda through SDG number 4. With youth unemployment remaining very high, it is important to promote equal opportunities for all by advocating for quality apprenticeships and the

end of unpaid internships in all sectors.

PSI decided to conduct a regional training workshop for young trade union leaders in Chile in December, with the support of Fórsa, for their engagement at People's Summit in Santiago de Chile and to bring alternative solutions to the official COP25 that was supposed to take place at the same time. The COP25 moved to Madrid, but the People's Summit was maintained. PSI trade unions leaders expressed their solidarity to the Chilean people

against the repression of the government and recognised the failures of the liberal model that was born in Chile before spreading to the whole region.

PSI Brazil's Young Workers Committee promoted a free online training course for young workers, covering the history of trade unionism and the current trade union situation in Brazil and the world; the political situation in Brazil: the main threats to young Brazilians; and Human rights and trade unionism.

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.

Throughout 2019, PSI was actively involved in campaigning and mobilising affiliates in support of the ILO Convention 190 on Ending Violence and Harassment in the World of Work. The adoption of the Convention was an important milestone. In November, PSI held a Global Women's Organising Committee strategy meeting to steer PSI's work on C190 and GBV. Women leaders were able to develop a strategy on GBV and the ratification of C190.

In 2019, PSI project work has contributed to the following:

A project in **Paraguay** was able to promote unity among trade unions, despite fragmentation stemming from the fact that in the country, it is possible to create a union with only 20 members. The unions involved were able to agree on a joint position to defend public services, and at a forum on the Civil Service Law, the minister attended and invited union representatives to work with

her to draft the new law. The project organised workshops on collective bargaining, where union leaders received training on how to address, develop and conclude collective bargaining. The workshops were attended by the negotiating team of the **Nurses' Union APE**, who were involved in a collective bargaining round with the health ministry.

BURKINA

The project aims to make public health sector unions more financially viable and united in action. This is for a development objective that offers the population access to social justice and equality through the delivery of quality public services by staff whose unions are democratically organised and united for a common interest. The main unitary activity is the holding of the unity forum organised by the three health unions on 24 October 2019.

CAMEROON

This project called Cameroon water focuses on the mechanism of resistance to the development in the country of an alliance for public water for all in collaboration with CSOs and also on the development of a wide network of actors who want the drinking water distribution system in Cameroon.

LATIN AMERICA

PSI greatly appreciates the support of the following affiliates whose direct contributions in 2019 made our project work possible:

- **Akademikerförbundet SRR** (Sweden)
- **CUPE** (Canada)
- **FNV-PZ** (Netherlands)
- **Fórsa** (Ireland)
- **Kommunal** (Sweden)

- **KNS** (Nordic countries)
- **JHL** (Finland)
- **JYTY** (Finland)
- **OEGB** (Austria)
- **PRO** (Finland)
- **ST** (Sweden)
- **TEHY** (Finland)
- **UNISON** (UK)
- **Vårdförbundet** (Sweden)
- **Vision** (Sweden)

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)

In 2019, independent trade unions in **Egypt**, including **PSI affiliates**, formulated a complaint to the International Labour Conference, and Egypt was again put on the shortlist of individual cases for their practices contradicting the clauses of ILO Convention 87 in terms of trade union freedom.

The project helped to build the capacities and skills of the affiliates in Egypt to resist the government repression and to modify their plans accordingly. They showed high advocacy skills in building alliances with civil society organisations and were able to make their voice heard at the international level.

ASIA

A health sector project in the **Philippines** campaigned on issues of precarious workers, privatisation, increases in the public health budget and legislative measure such as Expanded Maternity Leave and Universal Health Care Act. The 105-Day Expanded Maternity Leave Law of 2018 and Universal Health Care Act were both approved by Philippine President Rodrigo Duterte in February.

TCHAD

The objective of this project is to strengthen public service trade unions for quality public services, decent work and social dialogue in Chad.

In this way, we expect to increase the financial viability and internal management capacity of the trade unions in full transparency. Another expected result is the strengthening of trade unions' unity of action through coordination and lobbying on trade union and human rights and towards social dialogue. This includes the recruitment of new members and the adequate representation of women and young people in trade union bodies and decision-making organs. To achieve these results, several activities, including workshops, campaigns and advocacy actions were carried out in 2019 both in N'Djamena and in some regions of the country.

RDC

The project aims to make **SOLSICO** strong and capable of influencing health policy and its implementation in the workplace. The activities focus mainly on young people and women as well as trade union leaders.

AFRICA

NIGER

The project aims to strengthen trade unions for public health systems with the participation of **SUSAS**. The expected results are oriented towards a strong and active representation of young workers and women workers in **SUSAS** through recruitment and organising activities.

Europe (EPSU)



Court Case EPSU vs EC information and consultation

With its Congress at the beginning of June, 2019 was an important and busy year for EPSU. The ETUC Congress and the European parliamentary elections were held in May. Legal action against the European Commission continued to be the most pressing issue for the federation, with the ruling in favour of the Commission in October, leading to the EPSU Executive Committee's decision in November to press ahead with an appeal. This was lodged with the European Court of Justice in December.

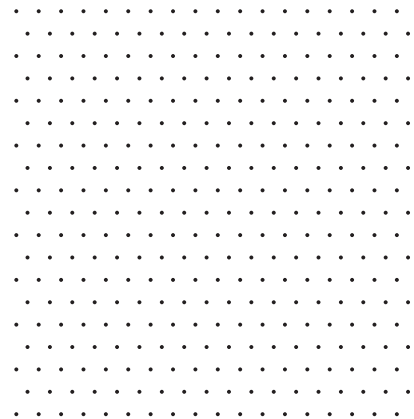
The case arose from the refusal of the European Commission to submit the agreement on information and consultation in Central Government Administrations to the European Council for implementation as a directive, after the EC decision in 2018 that it would not propose to implement the European agreement on information



EPSU in Euro-Demo

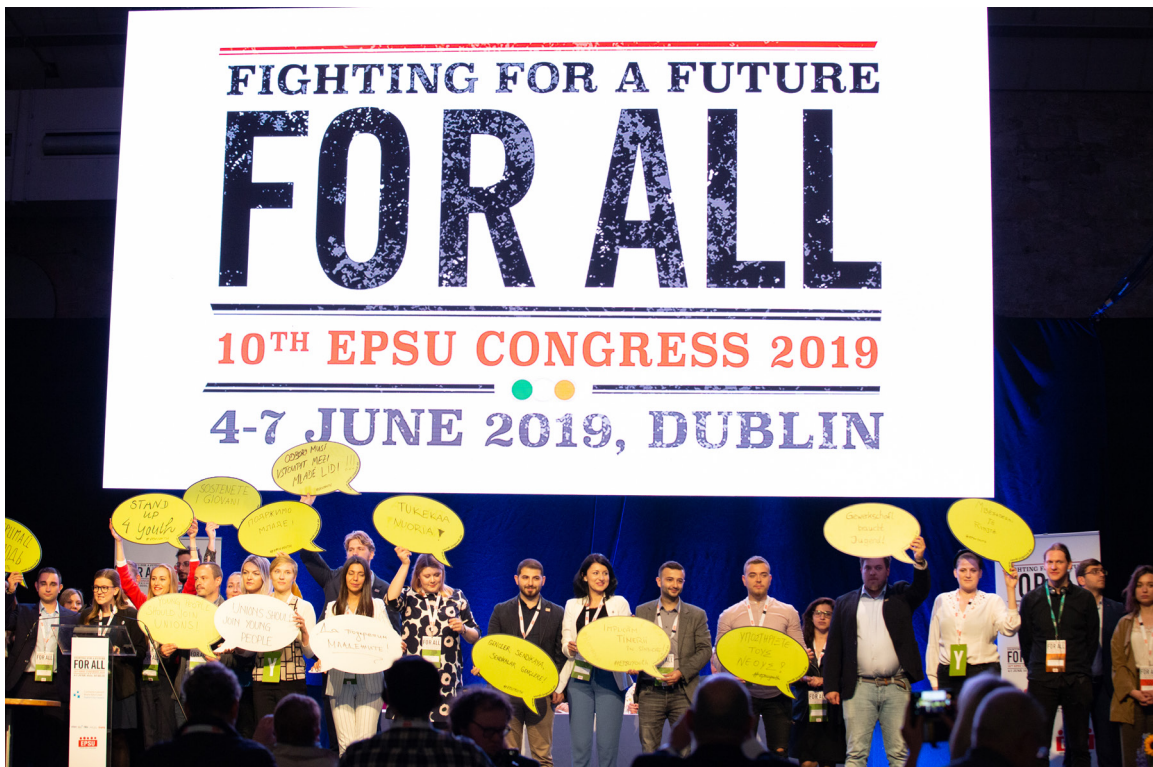
and consultation between employers and the trade unions and central government administrations. It took two years for the Commission to arrive at this decision, which was upheld by the General Court following EPSU's legal action. Effectively, this gives the Commission complete discretion over what it does with social partner agreements and weakens the principle of the autonomy of the social partners.

The case has been discussed in detail by EPSU's National and European Administration committee and Executive Committee which, alongside the legal action, have taken and are planning political initiatives to address the serious issues raised by the Commission's actions. These include joint action with the employers, raising the matter with other social dialogue committees, and meeting with the new employment commissioner to put pressure on the Commission to clarify the rules on social partner agreements.





The 10th EPSU Congress took place in Dublin at the beginning of June, with Irish affiliates doing an excellent job in making sure everything ran smoothly. There was much positive feedback from affiliates about the event. EPSU thanked outgoing President Isolde Kunkel-Weber, and elected its new President, Mette Nord from the Fagforbundet public services union in Norway, while Jan Willem Goudriaan was re-elected as general secretary.





EPSU was delighted to welcome Irish President Michael D. Higgins to Congress. In his keynote speech, he called for urgent action on climate change and gender equality. Congress approved a Programme of Action and 10 resolutions from affiliates. Participants enjoyed Congress briefings covering EPSU's main activities in key areas.

Not only was this the first EPSU Congress with gender balance among delegates, but overall there were more women than men speakers during the debates and panel discussions. To highlight the continuing importance of gender equality as a priority issue for EPSU, delegates signed a large banner – “Women's rights are workers' rights” – including the text of EPSU's Prague Statement on gender equality.

The EPSU delegation played an active role in the European Trade Union Confederation (ETUC) Congress, held in Vienna on 21-24 May. EPSU joined the calls for increased public investment and in opposition to public-private partnerships. ETUC set out its priorities for the next four years with a particular focus on stronger collective bargaining, higher wages and socially just transitions. Following adoption of its action programme, ETUC developed a list of priorities for the new mandate of the European institutions. EPSU ensured that the final version included important points on social dialogue and progressive taxation.

Elections for the European Parliament also took place at the end of May. The results led to a shift in the balance of power with the Parliament becoming more fragmented, less predictable and less dominated by the centre-right (European People's Party) and centre-left (Socialists and Democrats). Although the far right emerged somewhat stronger, it did not make the gains that many had feared.

EPSU closely followed the developments around Brexit which still hadn't been fully resolved by the end of the year. EPSU's National and European Administration Committee issued a statement expressing concern about the impact on customs and border staff. Representatives of UK and Irish affiliates kept the Executive Committee up-to-date on key developments.

There was a major success for EPSU in the setting up of a European works council (EWC) in the social care company Korian. This is the first EWC in the rapidly growing elderly care sector, where transnational companies are playing an increasing role. A company network was also established in another social care company, Orpea, but progress towards setting up an EWC has been slower.

EPSU also joined with PSI in setting up a global network in the health multinational Fresenius with a view to addressing its anti-union tactics in some countries and to negotiate a global framework agreement.

EPSU took a major step forward in its work on recruitment and organising with the appointment of two new members of staff who will operate in Central and Eastern Europe, providing support, advice and information to affiliates on strategies, tactics and campaigns.

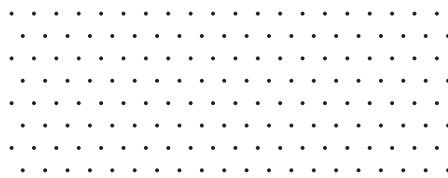


Climate action protest in Brussels

Two major pieces of research were published during the year, both commissioned from the Public Services International Research Unit (PSIRU). The first is an update of the 2014 report on public and private sector efficiency, providing an overview of hundreds of academic studies that disprove the argument that the private sector is more efficient. The second, *Going Public*, is a detailed critique of energy liberalisation and the need for public ownership as the best way to bring about decarbonisation. With the support of the European Trade Union Institute, EPSU also published 35 country factsheets on the right to strike in the public sector.

After many years with little to show in terms of social legislation in the European Union, there were some positive developments with the adoption of the Work-Life Balance and Whistleblower directives, and the setting up of the European Labour Authority. However, there was major disappointment with the final version of the Transparent and Predictable Working Conditions Directive. While delivering some new rights for workers, the Directive includes a clause allowing for workers in the army, police and emergency services to be treated differently and denied certain rights and protections.

EPSU wished all the best to sub-regional officers, Josef Krejbych and Vasyl Shilov, who both retired after many years of service for PSI and EPSU.



FINANCE REPORT

PSI Consolidated Profit and Loss Statement @ 31/12/2019

		BUDGET	BALANCE	BALANCE	OVER/ UNDER BUDGET
		2019	2019	2018	
	Income				
100	AFFILIATION FEES	€7,735,948	€7,777,921	€7,553,542	0.54%
120	EXTRAORDINARY SOURCES OF INCOME	€93,000	€91,232	€90,213	-1.90%
130	INTEREST AND INVESTMENT INCOME	€30,000	€32,421	€30,902	8.07%
140	REIMBURSEMENTS	€45,000	€5,354	€106,956	-88.10%
160	EXTRAORDINARY INCOME	€0	€48,429	€127,715	
170	CONTRIBUTIONS TO FUNDS	€100,000	€83,867	€75,130	-16.13%
	TOTAL INCOME BEFORE PROJECTS	€8,003,948	€8,039,223	€7,984,457	0.44%
190	SPONSORS' FUNDING OF PROJECT ACTIVITIES	€2,092,230	€1,780,183	€1,430,701	-14.91%
180	SPONSORS' CONTRIBUTION TO ADMINISTRATION OF PROJECTS	€445,000	€394,974	€426,419	-11.24%
	TOTAL INCOME FROM SPONSORS	€2,537,230	€2,175,158	€1,857,119	-14.27%
	TOTAL INCOME	€10,541,178	€10,214,381	€9,841,577	-3.10%
	Expenditure				
	TOTAL STRATEGIC ACTIVITIES	€867,000	€806,888	€955,621	-6.93%
	TOTAL CONSTITUTIONAL BODIES	€919,250	€932,906	€555,883	1.49%
	TOTAL MEETINGS AND EVENTS	€81,000	€81,047	€71,062	0.06%
355	(SUB) REGIONAL REPRESENTATION	€120,000	€115,216	€136,552	-3.99%
360	PSI-EPSU CO-OPERATION AGREEMENT	€850,000	€790,000	€850,000	-7.06%
380	KLUNCKER WURF AWARD	€15,000	€15,000	€15,000	0.00%
390	CONTRIBUTIONS	€8,000	€7,956	€7,956	-0.55%

		BUDGET	BALANCE	BALANCE	OVER/ UNDER BUDGET
		2019	2019	2018	
	Expenditure				
	TOTAL STAFF COSTS	€5,060,125	€5,124,321	€4,846,755	1.27%
	TOTAL OFFICE COSTS	€625,926	€631,280	€619,930	0.86%
440	STAFF/OFFICE COSTS ALLOCATED TO PROJECTS	-€445,000	-€394,974	-€426,419	-11.24%
	NET STAFF/OFFICE COSTS	€5,241,051	€5,360,627	€5,040,267	2.28%
460	AUDIT	€104,800	€108,163	€82,999	3.21%
470	DONATIONS (EXPENDITURE)	€100,000	€21,303	€52,650	-78.70%
480	EXTRAORDINARY EXPENDITURE	€0	-€7,260	€131,649	
490	SPONSORED PROJECTS	€2,537,230	€2,175,158	€1,857,119	-14.27%
	TOTAL EXPENDITURE BEFORE DEPRECIATION AND PROVISIONS	€10,843,331	€10,407,004	€9,756,759	-4.02%
510	DEPRECIATIONS	€54,000	€56,738	€44,454	5.07%
520	PROVISIONS	€320,000	€351,627	€300,178	9.88%
530	PROVISIONS FOR AID AND SOLIDARITY FUND SURPLUSES	€0	€63,352	€41,187	
550	DRAWN DOWN FROM PROVISIONS	-€360,000	-€360,000	€0	0.00%
570	DRAWN DOWN FROM AID AND SOLIDARITY FUND PROVISIONS	€0	-€72,788	-€18,707	
	TOTAL AMOUNT DRAWN DOWN	-€360,000	-€432,788	-€18,707	20.22%
	Total Expenditure	€10,857,331	€10,445,932	€10,123,871	-3.79%
	Surplus/Deficit	-€316,153	-€231,551	-€282,294	-26.76%



**PUBLIC SERVICES
INTERNATIONAL**

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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.