



DRAFT RESOLUTIONS TO PSI CONGRESS 2017

for distribution to affiliates

May 2017

30th PSI World Congress
30 October to 3 November 2017
Geneva, Switzerland

Draft Resolutions to PSI Congress 2017 for distribution to affiliates

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DRAFT RESOLUTION No. 3) INDEPENDENT CIVIL SERVANTS (Withdrawn)

Submitted by the New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi (NZPSA), New Zealand.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 4) DEMOCRATIC GOVERNANCE UNHINGED

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

DEPLORES that in a short period of time, US President Donald Trump has sparked havoc and instability around the world – a seismic shift from long-established respect for the rule of law, adherence to the progressive framework of human rights' norms and standards, an abandonment of diplomacy and solidarity among democratic nations;

UNDERSTANDS that we have entered an economic, social and geopolitical era of new realities; the 2016 Brexit referendum, as well as the US presidential election, were votes against the status quo and establishment in a political upheaval spurred by working and middle class families who justifiably felt they had been excluded from the benefits of economic recovery;

UNDERSTANDS as rising inequality and deindustrialization have taken their tolls on societies, anger and frustration have led to political tectonic shifts to the right in France, Germany, Hungary, Brazil, Argentina, South Korea, the Philippines, Turkey, Italy, and the United States, among many others;

NOTES that "America First" – and rhetorical analogues such as "Ons Nederland," "Brasil, ame-o ou deixe-o!" "Asyl braucht Grenzen!" "On est chez nous!" - are unbridled expressions of nationalism that are reverberating around the world, and reflect a narrow national interest aimed at walling off a country's economy and crushing its enemies, movements which tear apart democratic governance; and

CONDEMNS that authoritarian politicians castigate the media as the enemy, threatening freedom of the press, freedom of speech and freedom of association:

RESOLVES that Public Services International (PSI) and its member organizations will resist the fracturing of our traditional progressive values, by acting as a foil to the dangerous rhetoric of authoritarianism and nationalism that right-wing extremists are promoting around the world;

CALLS UPON PSI to provide the resources and technical assistance to member organizations to fight back against the forces that are out to destroy trade unionism in the public sector; and

RESOLVES that PSI will provide the leadership in the Council of Global Unions to partner with civil society organizations in a resistance movement that protects our rights and freedoms, and stands together to defend democracy.

Submitted by the American Federation of Government Employees (AFGE), American Federation of Teachers (AFT), Service Employees International Union (SEIU), USA; Asociación del Personal No Docente de la Universidad de Buenos Aires (APUBA), Argentina; Sindicato de Trabajadores de la Universidad Nacional Autónoma de México (STUNAM), Mexico; Centrale des Syndicats du Québec (CSQ), National Union of Public and General Employees (NUPGE), Canada; Korean Public Service and Transport Workers' Union (KPTU), South Korea; Public Services Labour Independent Confederation (PSLINK), Philippines.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 5) ACCOUNTABILITY AND MONITORING OF PROGRESS WITHIN THE PROGRAMME OF ACTION (Withdrawn)

Submitted by the Asia Pacific Women's Committee during the APREC meeting in March 2017.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 6) THE MORE TRADE UNIONS, THE BETTER THE WORLD

(Original version in Norwegian)

The 30th World Congress of Public Services International (PSI), meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

The international community faces enormous challenges in the twenty-first century. The world's population is increasing; globalisation and digitalisation offer increased mobility and population demographics are changing rapidly. The growth in information and knowledge is increasingly providing us with more answers, illnesses are disappearing, new solutions are being applied and people are moving about at a greater degree than ever before;

These changes pose challenges in the workplace. History has shown that in those countries with strong democracies and programmes to support citizen welfare, there have always been strong trade unions that have contributed to decent working conditions. The trade union movement has been a key pillar in the development of nation-states and their democracies, and has been the forerunner for the development of the welfare state;

However, 2017 sees fewer trade unions worldwide, despite high unemployment and large social and economic differences between those who have work and those who do not. Furthermore, in both the private and public sectors, there continues to be a significant gender pay gap, coupled with significant differences in the workplace;

During a period of increasing unemployment and increased disparity between people and nations, PSI must focus upon increased trade union organisation. The public sector in many countries faces challenges from powerful forces that seek to weaken the sector's legitimate power through economic liberalisation and changes to the existing legislation, and to undermine public social policy through reductions, privatisation and competition;

In the long term, this compromises both democracy and welfare, and PSI, as a global trade union movement for public sector employees, is committed to serving as a counterforce wherever such social trends occur. Increased trade unionisation, and thus stronger unions, can help lead the resistance to the trend towards greater disparity;

Therefore, PSI Congress, along with the rest of the global trade union movement

WILL STRIVE and take responsibility for ensuring a decent global employment, which is needed to level the disparities, increase welfare and ensure freedom for all;

APPEALS to employers and the authorities in all countries to get involved and take collective responsibility and pledge to ensure decent work for all, which is a prerequisite to improving democratic development in the face of the myriad challenges and opportunities that will arise;

ENCOURAGES its member organisations to press for trade unions to have a greater profile on the democratic agenda - and from a welfare perspective - and to work towards creating a safer and more predictable world for future workers and generations.

Submitted by the Nordic Constituency.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 7) EQUAL PAY (Withdrawn)

Submitted by the New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi (NZPSA), New Zealand.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 8) IMPACT OF DOMESTIC VIOLENCE IN THE WORKPLACE (Withdrawn)

Submitted by the National Union of Public and General Employees (NUPGE), Canada.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 9) EQUALITY FOR MENSTRUATING PEOPLE - MEASURES TO MAKE EDUCATION, WORKING LIFE AND SOCIAL LIFE EQUALLY ACCESSIBLE TO EVERYONE

(Original version in Swedish)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

NOTES that even though 800 million people menstruate every day around the world, this is often a taboo area filled with prejudices, which we neither speak of nor spread knowledge of. Stigmatisation and lack of knowledge mean that old customs live on and prevent people from fully enjoying their human rights, such as knowledge, schooling and participation in the life of the community. Public administration, its employees and their trade unions have a great responsibility to dare to carry the message.

Menstruation is one reason why people miss parts of their schooling, leave school early and because of this are disadvantaged in working life. This may be due to anything from it being perceived as shameful, if it is noticed that the person is menstruating, that menstruating people in some contexts are perceived as “unclean”, that people are forbidden to participate in education or work while menstruating, to issues of access to sanitation facilities. When, in addition, these factors are combined with poverty, the excluding effect becomes even greater. A third factor that contributes to exclusion is ignorance – ignorance of menstruation and health, but also ignorance that maintains prejudice and oppression.

Existing research needs to be supplemented by perspectives on how menstruation impacts working life and the person. Existing data is often from sectors other than our own, such as the textile industry. There are figures from some countries indicating that more than half of all menstruating people are forced to be absent from their work for one or a couple of days per month. (Some data indicates that in some places the figures are much greater; up to 96%). The reasons may be assumed to be largely the same as for people absent from their schooling: a lack of secure sanitary facilities in privacy, feelings of shame, fears that the menstruation will be visible, period pains and other physical complaints.

Thus, there is no comprehensive knowledge of the incidence of absence and other problems related to menstruation at workplaces in PSI's sectors, but there is no reason to believe that the situation is particularly different from the rest of the labour market. This means a great loss for workplaces and for the general public, but above all, of course, financially for the people who are forced to be absent from work. This economic burden often affects people who are already worst off financially. There is therefore no doubt that menstruation affects working life and is most definitely a trade union issue. It is therefore our duty as a trade union to investigate the matter, identify the problems in our own sectors and devote energy to solving them.

The members of PSI's affiliated organisations have a double role to play in this context. We want in part to achieve improved opportunities for gender equality in working life – to improve members' own work situation. But public sector employees also have an important role to play in spreading knowledge and promoting change in the rest of society. As regards issues concerning menstruation, gender equality and the right to sexual and reproductive health, the members of PSI affiliated organisations, for example in healthcare, education and social work, can help to spread knowledge and change attitudes. But they also often have the opportunity, both as trade union members and in their occupational roles, to influence

decisions made by authorities and other bodies: these decisions may concern anything from access to sanitary pads to how toilets and sanitary facilities in public premises are designed.

INTENDS during the coming Congress period to investigate the impact of menstruation on working life and workers' ability to participate in working life. This may, for example, refer to the work environment and access to toilets and sanitary facilities at the workplace, but also other factors – for example feelings of shame and attitudes of those around – that mean that menstruating people are excluded or hindered in working life. This investigation should result in concrete proposals for measures that PSI and its affiliated organisations can take to prevent and discourage the exclusion of anyone from education, work or social life for reasons due to menstruation.

Submitted by the Nordic Constituency.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 10) EXPRESSING OUR SOLIDARITY WITH MIGRANTS AND THE SANCTUARY MOVEMENT

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

WHEREAS violence, war, poverty, climate change, and oppression all contribute to human migration; and

WHEREAS no one is illegal and solidarity knows no borders;

Therefore, Congress

RESOLVES that Public Services International (PSI) will encourage and support affiliates to call on all levels of government to provide for access without fear to vital public services for all residents, even those with precarious immigration status — services such as health care, public education, workers' compensation, social justice, and local community services; and

FURTHER RESOLVES that PSI will support the movement to establish as Sanctuary cities those municipalities that have adopted a policy of protecting and providing for all of their residents, regardless of their immigration status; and

FINALLY RESOLVES that PSI will, along with its affiliates, lobby for humane and generous refugee asylum policies and the establishment of pathways to residency and citizenship for all migrants, both at an international and national level.

Submitted by the National Union of Public and General Employees (NUPGE), Canada.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 11) PROMOTING LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER AND INTERSEX (LGBTQI) TRADE UNION POLICIES IN OTHER GLOBAL FEDERATIONS

**The 30th World Congress of Public Services International (PSI),
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RECOGNISING that:

- PSI has, alongside with Education International, been active in promoting LGBTQI rights and have established a tradition of encouraging affiliates to take up the fight against discrimination based on sexual orientation or gender identity and inviting members to work on this issue;
- Recently, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has published its annual report showing that in 2016, 75 countries in the world criminalise same-sex relationships and 13 of them even using the death penalty to enforce this;

- Although no exact figures are published, many countries have insufficient or inadequate legislation to recognise the situation of transgender people or people with an intersex status;
- Even in those countries that have introduced anti-discrimination legislation and policies protecting LGBTQI people, cases of social exclusion, harassment and bullying, unfair dismissals and other LGBTQI-phobic incidents occur on a regular basis;
- The principle still stands that trade unions have a role to play in protecting people on the labour market and at the workplace against discrimination on whatever base;

RESOLVES to continue to collaborate with Education International to encourage the other Global Union Federations (GUFs) to include the struggle against LGBTQI discrimination in their policies; and

Also **RESOLVES** to propose and facilitate the setting up of a joint cross-GUFs, international working group, consisting of active union members working on defending LGBTQI rights, for generating ideas for actions and activities, and for supporting the GUF staff, noting that the experiences of the EI/PSI LGBT Forum can be used as input for this work

Submitted by Federatie Nederlandse Vakbeweging (FNV), Netherlands.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 12) INDIGENOUS PEOPLES IN PUBLIC SECTOR EMPLOYMENT (Withdrawn)

Submitted by the New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi, (NZPSA), New Zealand.

Withdrawn in favour of incorporation into the PSI Programme of Action.

COMPOSITE RESOLUTION No. 13) SUPPORT FOR INTERNATIONAL CIVIL SERVANTS (Incorporating previous resolutions No 13, 14 & No 15)

**The 30th World Congress of Public Services International (PSI),
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NOTES that international civil servants are crucial for global governance. They are unique and indispensable in promoting human rights, overcoming the democratic deficit and achieving sustainable development, among others. Yet they are often exposed to threats, attacks, diseases, have even lost their lives, in the line of duty while serving in the world's most dangerous places;

FURTHER NOTES that international civil servants share many of the same concerns as all other public service employees worldwide in relation to career-affecting conditions of employment, including choice of assignment, mobility, family security, and travel and safety. Moreover, they lack the protection of international human rights treaties and ILO conventions, do not often have access to collective bargaining, and face an increasing deficit in the access to remedies and redress mechanisms;

OBSERVES that some of the most critical issues affecting international civil servants involve:

1. Employees based at UN Headquarters in New York are now on the frontline of reforms and restructuring of the UN in response to mandates by the UN General Assembly and to cuts in the UN budget: UNHQ staff members are asked to do more with less while facing increasing uncertainty with regards to contractual status, benefits, and job loss related to outsourcing;
2. The unilateral decision by the International Civil Service Commission (ICSC), which slashed pay for UN Geneva-based staff by 7.5 per cent – that amounts to a reduction of one month's salary in a year. This decision does not correspond to the macro-economic reality and the cut will make Geneva a less attractive duty station for policy and decision-making personnel, reducing also the profile and importance of the UN;
3. That for the staff of EULEX and other EU missions, which include more than 5,000 people deployed, their employment and legal situation is far from ideal. Contracts are always back-to-back, of short

duration (maximum one year), and sometimes for periods up to 20 years or more. Except for private sickness insurance, they have no pension rights and no unemployment allowance;

However, the most serious problem is that in case of contentious issues it is nearly impossible to contest any decision by the employer, since staff do not know who is responsible as employer, nor which Court would be competent or which law is applicable;

In the case of EU missions, for example, the Head of Mission (who concluded the contracts in his/her own name), the Mission (who “employed” the staff), the Council of the EU (who set up the Mission), the European External Action Service (who manages the mission through the Civilian Operations Commander), the Commission (who finances the mission), all claim that they are not accountable for the working conditions in the mission. They also constantly reject the choice of law or of court made by the staff members, as per the contract or general principles of international law;

This also results in local staff being denied any access to a tribunal, since the contracts do not foresee any judicial redress procedure, the missions are granted immunity so that they cannot be sued in the country itself and the European Court of Justice or the courts of the EU member states are out of reach;

Despite many staff of EULEX and other EU missions are members of Union Syndicale, the EU has always refused to recognize and to discuss working conditions with the union;

4. The serious degradation of management practices in many international organizations, which has led to arbitrary decisions against staff representatives and/or union officials, including dismissals – since 2014, at least four trade unionists were sacked by the European Patent Office (EPO) and the World Intellectual Property Organization (WIPO) for reporting wrongdoing. Though this is a clear anti-union and discrimination practice, ILO Conventions 87 and 98 do not apply to international civil servants. In addition, the judicial body competent for internal litigation in about 60 UN agencies and other international organisations – the ILO Administrative Tribunal (ILOAT) – lacks essential resources and instruments needed for appropriate legal redress, namely: it is understaffed, which leads to an important backlog of cases and does not provide for an appeal procedure;

DEPLORES the negative consequences that these poor working conditions and denial of fundamental human and labour rights have on international civil servants;

CONDEMNS that these deficiencies and mismanagement in UN bodies, the EU, and other international organisations have an adverse impact on the UN work and capacity to fulfil its objectives and mandate, creating distrust both among citizens worldwide and member states;

RESOLVES to stand in solidarity with the staff of the UN in New York, Geneva, and worldwide, EULEX and other EU missions and bodies, other international and regional international and intergovernmental organisations, as well as their consultants, interns, volunteers and all the people serving and risking their lives in often dangerous theatres of war, peace-keeping operations, natural disasters, epidemic emergencies and the rule of law;

URGES member states to call upon the UN Secretary-General to:

1. Ensure that staff unions are properly consulted in a timely manner before implementation of reforms and restructuring that negatively impact conditions of service and welfare of staff, particularly at the Secretariat in New York;
2. Further urges that the UN respect the established staff-management process for negotiating agreements over the terms and conditions of employment; and
3. Revert the 7.5 percent pay cut for UN Geneva-based staff and conduct a transparent assessment with the participation of UN staff representatives;

URGES the EU to substantially improve the protection of EULEX and other UE missions and bodies staff, notably by:

1. Calling on its institutions and its member states to ensure that the staff, both local and international, are offered employment conditions and a legal framework in accordance with EU values and principles and respecting basic human rights instruments;
2. Guaranteeing free and speedy access to effective justice and redress mechanisms to solve labour and other matters;
3. Recognizing Union Syndicale as the most representative organization protecting the interests of EU workers;

CALLS upon the ILO to urgently and substantially further the protection of all international civil servants, especially union representatives and whistle-blowers, through the following measures aimed at strengthening the ILOAT mechanism:

1. The ILOAT must be provided with sufficient staff and resources so that it can meet its heavy workload;
2. Revise the procedural rules of the ILOAT in order to provide for (i) an appeal procedure, (ii) allowing decisions with serious individual consequences like dismissals to be reviewed swiftly and suspended through an injunction instrument, and (iii) guaranteeing and enforcing the application of fundamental human rights, ILO Conventions and relevant UN treaties (especially the ICCPR and the UN Convention against Corruption) within ILOAT procedures;

URGES affiliates to contact their countries' UN permanent representatives in New York and Geneva, as well as their embassies before the EU, to inform them of PSI solidarity for the rights of international civil servants.

Submitted by the American Federation of Government Employees (AFGE, USA); American Federation of Teachers (AFT, USA); Association of Canadian Financial Officers (ACFO, Canada); National Union of Public and General Employees (NUPGE, Canada); Service Employees International Union (SEIU, USA); Svenska Kommunalarbetsförbundet (Kommunal, Sweden); and Union Syndicale Fédérale (USF, Belgium).

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 14) URGENT UPGRADE OF THE PROTECTION AVAILABLE TO INTERNATIONAL CIVIL SERVANTS (Withdrawn)

Submitted by Union Syndicale Fédérale (USF), Belgium.

Withdrawn in favour of compositing with Resolution No 13 & No 15.

DRAFT RESOLUTION No. 15) ADEQUATE EMPLOYMENT CONDITIONS AND LEGAL PROTECTION FOR STAFF WORKING IN CSDP MISSION (Withdrawn)

Submitted by the Union Syndicale Fédérale (USF), Belgium.

Withdrawn in favour of compositing with Resolution No 13 & No 14.

DRAFT RESOLUTION No. 16) PRECARIOUS WORK

The 30th World Congress of Public Services International (PSI),
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WHEREAS precarious work is characterized by employment insecurity, irregular hours, low wages, little access to employment benefits; and

WHEREAS throughout the world, precarious work is on the rise, replacing permanent jobs with insecure jobs that have no future; and

WHEREAS workers engaged in precarious work can be found across society: women, racial and ethnic minorities, immigrants, Aboriginal persons, persons with disabilities, older adults and youth are disproportionately represented; and

WHEREAS precarious work is a major driver of income inequality, which has adverse impacts on all aspects of society.

Therefore, Congress

RESOLVES that PSI will continue to support and participate in campaigns for good jobs and a living wage; and

FURTHER RESOLVES that PSI will work with affiliates to develop bargaining strategies to reduce the occurrence of precarious work and to protect all workers; and

FINALLY RESOLVES that PSI will encourage and support affiliates in lobbying their governments for reform of collective bargaining and employment standards laws, to provide workers in precarious employment with the same rights and protections afforded to full-time employees.

Submitted by the National Union of Public and General Employees (NUPGE), Canada.

PSI Executive Board recommends support.

COMPOSITE RESOLUTION No. 17) STRONG DEMAND FOR BASIC LABOUR RIGHTS FOR JAPANESE CIVIL SERVANTS AND KOREAN FIREFIGHTERS (Incorporating previous resolutions No 17 & No 19)

(Original version in Japanese)

The 30th World Congress of Public Services International (PSI),
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RECOGNISES that civil servants in Japan are not given basic labour rights despite the ten recommendations made in the past by the ILO Committee on Freedom of Association and above all, firefighters continue to lack the right to organize; and

RECOGNISES that the ILO Committee on Freedom of Association recommended to the South Korean government three times that it guarantees firefighters' right to association;

RESOLVES to demand that the Japanese and Korean governments accept the ILO recommendations in good faith and gives the fundamental labour rights to Japanese civil servants and the right to organize, to say the least, to Japanese and Korean firefighters as soon as possible; and to take the necessary follow up action.

Submitted by PSI Japan Council, Japan, All-Japan Prefectural and Municipal Workers Union (JICHIRO), Japan Public Sector Union, All Japan Water Supply Works Union, Japan Health Care Workers' Union, National Council of Japanese Firefighters and Ambulance Workers, Japan, Fire Fighter Development Conference (FFDC), South Korea.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 18) THE USE OF THE INTERNATIONAL LABOUR ORGANIZATION INSTRUMENTS TO EXPAND AND STRENGTHEN THE TRADE UNION MEMBERSHIP

The 30th World Congress of Public Services International (PSI),
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NOTES the trend towards reduction in trade union membership because of the so-called reforms that are widely carried out in the public services sectors of many countries throughout the world in favour of the private sector and at the expense of the public services sector. The Congress recognizes that this process is potentially dangerous for the workers, for whom in many cases the only remaining way to protect their rights is through their trade union;

STRESSES that the decline in the number of trade union members undermines the strength and potential of the trade union movement to influence decision-making regarding the fundamental socio-economic, political, cultural and other rights and interests of workers and their families, both unionized and out-of-union workers, and jeopardizes the preservation of democracy and the possibility of sustainable and peaceful development of society;

SUPPORTS the efforts of trade unions to strengthen their membership base, while encouraging them to make greater use for this purpose of the opportunities and tools developed by the International Labour Organization, and in particular the ILO Recommendation No. 91 on Collective Agreements, Part III, point 4, which states that "The stipulations of a collective agreement should apply to all workers of the classes concerned employed in the undertakings covered by the agreement unless the agreement specifically provides to the contrary.";

BELIEVES that giving more weight to this provision of an internationally-recognized document would restore the basis for serious motivation for workers to join trade union organizations;

INSTRUCTS the PSI Executive Board to explore the possibility of public service unions applying this provision of the ILO Recommendation No. 91 on Collective Agreements, with a view to strengthening their positions and rights in the process of concluding collective agreements at all levels and extending the provisions of the said collective agreements only to workers who have joined the trade unions;

CALLS on PSI to summarize the experience of applying point 4 of Part III of the ILO Recommendation No. 91 on Collective Agreements, with a view to strengthening the membership of trade unions, to inform PSI affiliates about it, and to draw attention to this provision of the ILO Recommendation No. 91 on Collective Agreements of other global union federations;

Submitted by affiliates of the Russia and Central Asia Constituency.

PSI Executive Board recommends oppose.

DRAFT RESOLUTION No. 19) GUARANTEE FIREFIGHTERS TRADE UNION RIGHTS IN SOUTH KOREA (Withdrawn)

Submitted by the Fire Fighting Development Conference (FFDC), South Korea.

Withdrawn in favour of compositing with Resolution No 17.

DRAFT RESOLUTION No. 20) IMPLEMENTATION OF POA AND COLLECTIVE BARGAINING IN PLN INDONESIA

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES the continuing challenges to the SP-PPLN (Serikat Pekerja Perjuangan PLN) Indonesia in exercising their right to association and collective bargaining;

CONCERNED that the PLN management refuses to do collective bargaining with the legally recognized workers organization;

NOTES that these actions against SP-PPLN by the management were rebuttals due to the active anti-privatization campaign of the union that led to many victories in the last 18 years;

CONDEMNS the repeated union-busting actions of the PLN management against SP-PPLN to curtail the independent functioning of the union and to freely associate, collectively bargain and conduct normal union activities;

CONCERNED that the continuous legal battles to ensure that SP-PPLN members can exercise the full rights of freedom of association and collective bargaining is draining out the SP-PPLN's already depleted resources and restrains the source of union dues;

CALLS UPON the government of Indonesia, which has ratified ILO Conventions 87 and 98, to abide by and respect its commitment to allow workers to exercise full rights of freedom of association and collective bargaining;

DEMANDS the immediate stop all forms of union-busting and harassments against the officers and members of the SPP-PLN;

REQUESTS PSI and affiliates to pursue this matter with the International Labour Organization for suitable remedial action and for the active function of the union in a free and enabling environment

Submitted by Serikat Pekerja Perjuangan PT PLN (SPP- PLN), Indonesia.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 21) OFFICIAL RECOGNITION OF THE CAMBODIA INDEPENDENT CIVIL SERVANTS UNION (CICA)

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES and appreciates that the Cambodia Independent Civil Servants Union is cooperating with local networks and functioning as the collective voice, particularly to the grass root level public employees in Cambodia, to enhance their quality of life, human and trade union rights and freedom;

NOTES WITH CONCERN that CICA is discriminated against by the Cambodia government as the union is not officially recognised in the workplace. The members and officials of the union are restricted by the civil law. The new trade union law excludes civil servants, teachers and some other categories to form unions. The registration and financial reporting requirements too are stringent and not conforming to international standards;

URGES PSI and its affiliates to put pressure on the global organisations to bring global attention to the restrictions on the trade unions in Cambodia;

CALLS upon the Government of Cambodia to make suitable provisions to include civil servants and teachers to form unions, officially recognise them to exercise their rights to function and represent workers.

Submitted by Cambodia Independent Civil Servants Association (CICA), Cambodia.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 22) SUPPORT FOR WORKERS WITH MENTAL INJURIES

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

WHEREAS the impact of trauma in the workplace can be far-reaching and enduring for workers' mental health; and

WHEREAS emergency first responders, health care workers, correctional workers and other classifications of workers experience traumatic events on a regular basis; and

WHEREAS it can sometimes be difficult to link the symptoms with the diagnosis related to specific events in the workplace; and

WHEREAS post-traumatic stress disorders (PTSD) and other mental injuries can lead to long-term effects, such as addiction to drugs or alcohol, chronic pain, hypertension or physical maladies, self-injury, overwhelming fear of death, compulsiveness, personality changes, and self-destructive incidents; and

WHEREAS once diagnosed, and with the proper supports in place, PTSD can be treatable.

Therefore, Congress

RESOLVES that PSI will work with its affiliates to lobby governments to recognise PTSD as a workplace injury and lobby lawmakers at all levels to provide coverage to emergency first responders, health care workers and corrections officers without the need to prove a causal link between PTSD and a workplace event.

Submitted by the National Union of Public and General Employees (NUPGE), Canada.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 23) LIVING WAGE

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

WHEREAS the Lima Declaration of the 18th American Regional meeting of the ILO

- Recognises that major inequalities exist in the region;
- Encourages the promotion of minimum wage policies;

WHEREAS the Guyana Public Service Union (GPSU) is engaged with the Government of Guyana (GOG) in a protracted wages, salary, and allowances negotiations since June 2016;

RECOGNISES the GPSU's proposal is for the achievement of a living wage by all public servants by 2018;

NOTES the GOG imposed an increase of 10% at the minimum and 1% at the maximum of the pay structure and declaring that that was the final offer;

RESULTING in the GPSU writing to the Department of Labour for conciliation;

- RECOGNISING** that the GOG has stated that the negotiations are not deadlocked;
- RESULTING** in the GPSU calling on the GOG to resume the negotiations;
- OBSERVING** that there is no movement to resume the negotiations;
- CALLS UPON** the GOG to observe ILO Conventions 98 & 151, honouring its obligation under legally-binding collective agreements for the Avoidance and Settlement of Disputes with the GPSU and return to the bargaining table;
- MANDATES** the General Secretary of PSI to urge the GOG to respect the ILO Conventions and the Lima Declaration and meet with the GPSU to complete the process.

Submitted by the Guyana Public Service Union (GPSU), Guyana.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 24) HARASSMENT OF TRADE UNION MEMBERS (Withdrawn)

Submitted by the Guyana Public Service Union (GPSU), Guyana.

DRAFT RESOLUTION No. 25) VIOLATION OF TRADE UNION RIGHTS

**The 30th World Congress of Public Services International (PSI),
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- WHEREAS** the Guyana Public Service Union (GPSU) had submitted resolution No. 20 (PSI Congress 2012) mandating the General Secretary to request the ILO to continue and conclude its examination of case No. 2187 taking into consideration developments to the current period;
- OBSERVING** that the violations and abuses by the Government of Guyana (GoG) continue, where the government refuses to continue the wages, salaries, and allowances negotiations and has imposed salary increases in a way that is unconstitutional and unlawful by not appointing the Public Service Appellate Tribunal, a constitutional body; and has refused to recognize binding agreements;
- OBSERVING** that the ILO Committee's examination appears to be dormant;
- URGES** Congress to call on the GoG to honour its obligations under ILO Convention 151, the laws of Guyana and legally binding collective labour agreements;
- MANDATES** the General Secretary to urge the ILO to bring Case 2187 to a conclusion.

Submitted by the Guyana Public Service Union (GPSU), Guyana.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 26) DECENT WORK

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

- WHEREAS** the Cooperative Republic of Guyana has signed on to the Decent Work Agenda;
- WHEREAS** this enjoins the government to respect the rights of the workers as outlined in the various laws and conventions;
- RECOGNISES** that there is a category of workers who are contracted to work for four hours per day in the school system;
- OBSERVES** that these workers work throughout the full working hours and more (normal eight hours and more);
- OBSERVES** these workers are not properly compensated for the hours worked, nor do they enjoy the other benefits of annual leave, social security, vacation allowance as other employees;
- WHEREAS** after representation by the GPSU in 2013, Cabinet decided to pay these workers in keeping with the minimum wage order and not the public service minimum wage, even though these workers fall within the public sector and not the private sector;
- RECOGNISES** even though this decision was made, it was not implemented;
- NOTING** that this situation continues, even though representation is being made and the government's refusal to address the situation;
- URGES** the affiliates of PSI to condemn this and call on government to respect the various laws and conventions which form part of the decent working agenda;
- MANDATES** the General Secretary of PSI to condemn this state of affairs and request the government to respect the decent working agenda;
- ALSO MANDATES** the General Secretary to call on the Government of Guyana to recognise these workers as full-time workers and bestow upon them the benefits that accrue to full time workers.

Submitted by the Guyana Public Service Union (GPSU), Guyana.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 27) SOLIDARITY

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES that the attempted coup on July 15, 2016 in Turkey was suppressed one day later. However, with the excuse of the coup threat, the AKP (Justice and Development Party) Government declared a state of emergency for three months and after it was extended for another nine months. The AKP Government has implemented unjust practices without fulfilling many requirements of the rule of law in this period. Within the scope of this unlawful practices; elected members of parliament, elected mayors, dissentient journalists, lawyers, academics, civil servants are being taken into custody, arrested or intimidated and threatened. The application of state of emergency have transformed Turkey into a dictatorship governed by decree laws since the Turkish Grand National Assembly, which was formed by popular will, was disabled. The statements issued on decree laws have most affected public workers. 110,971 public workers have been dismissed to date. Thousands of public workers have been taken into custody and hundreds of public workers have been arrested. These numbers will probably increase with

the newly published Decree Laws. The pension processes of those who deserve retirement are extended as much as possible and the severance pay is being arbitrarily seized. The possibilities for public workers to find new jobs and earn a livelihood are limited due to the pressure exerted on employers.

CONDEMNS that 1,539 members of the PSI member unions (SES, BES, Tüm Bel-Sen, ESM and Yapi Yol-Sen) were dismissed, 73 members arrested and 40 are still detained. Our members and directors have been dismissed by the AKP government, without any investigation based on any judicial decision and this process is violating basic principles such as the right to defence, the right to innocence, the right to a fair trial. Whilst current union regulations are suitable, the government interferes with the rights of our dismissed members to hold or run for elected union office. Official correspondence indicates the Government is pressuring our elected union representatives in the boards of our unions.

This situation clearly shows the aim of destroying the right to organize for PSI member unions which organized in the institutions of the state central services, by ignoring all the written rules. The AKP government is targeting our members and directors by violating the international agreements (the Universal Declaration of Human Rights of Europe, the ILO Conventions, the European Social Charter), the Constitution of the Republic of Turkey, the Civil Servants Act No. 657 and the Civil Servants Union Act No. 4688. The AKP government is blocking our union and preventing the exercise of basic union rights. The AKP government benefits from the coup attempt under the so-called "struggle against the coup" by expanding its actions to destroy all dissidents in public institutions.

NOTES that international solidarity has become a necessity to continue the legal battle, to support our member and directors legal processes, to ensure continuity of the payments committed to members and to survive against the AKP government, which is trying to remove the social rights and to threaten our job security and the decades of struggle of the working class.

WELCOMES the support and actions already taken by PSI, EPSU and the global trade union movement; and

RESOLVES, in this context, to:

1. Continue to support affiliated trade unions by sending letters / faxes / e-mails to the AKP Government;
2. Support protest actions against the AKP Government for solidarity with KESK and affiliated unions;
3. Urge affiliates to consider financial aid to assist the solidarity efforts supporting victimised members and managers.

Submitted by the Trade Union of Public Administration Employees (BES), Turkey.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 28) AGAINST THE HARASSMENT OF TRADE UNION LEADERS IN THE BRAZILIAN JUDICIARY

(Original version in Brazilian Portuguese)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

IS CONCERNED about the harassment of trade union leaders while carrying out union duties in the legitimate defense of the interests of Brazilian judiciary workers, for example against the Sindicato dos Servidores da Justiça de Primeira Instância de Minas Gerais (SERJUSMIG), affiliated to FENAJUD;

CONDEMNS the attitude adopted by the Minas Gerais State Court of Justice (TJMG) towards SERJUSMIG and its decision to prosecute individual leaders in an attempt to challenge their legitimate right to defend workers' rights and the freedom of information;

REQUESTS approval of a **motion to repudiate** the harassment of the leaders of SERJUSMIG and other trade unions representing judiciary workers in Brazil affiliated to FENAJUD; and

CONTACT the International Labour Organization (ILO) and other relevant international organisations regarding the abuses committed by representatives of the states of the Federal Republic of Brazil against representatives of these workers.

Submitted by Federação Nacional dos Servidores do Judiciário nos Estados (FENAJUD), Brazil.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 29) NON-COMPLIANCE WITH THE CONSTITUTIONAL PROVISION FOR AN ANNUAL PAY REVIEW FOR BRAZILIAN JUDICIARY WORKERS

(Original version in Brazilian Portuguese)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

DENOUNCES the non-compliance with the Annual Review for Civil Servants employed by the states of the Federal Republic of Brazil, as provided for in Article 37, Item X of the 1988 Federal Constitution, which undermines and compromises the quality of public services;

NOTES this violation of the Constitution by the Courts of Justice of the states of the Federal Republic of Brazil;

REPUDIATES these violations of the Constitution; and

RESOLVES to contact national and international organisations to communicate this resolution.

Submitted by Federação Nacional dos Servidores do Judiciário nos Estados (FENAJUD), Brazil.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 30) GLOBAL ACTION ON SOCIAL SECURITY

(Original version in Brazilian Portuguese)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

CONSIDERING that social security is one of the main points on the global agenda and that neoliberal governments have been taking action to reorganise and privatise public social security systems, using policies characterised by financial speculation that transform workers into slaves of the hegemonic capitalist system, aggravating the socio-political problems that affect the whole of society, and violating rights won after hard fights with the support of trade unions;

UNDERSTANDING social security's role in guaranteeing a dignified existence by replacing income in the event of illness, disability and death, promoting social inclusion, reducing social inequalities and preventing people from falling below the poverty line;

NOTING that the trade union struggle can promote the adoption of public policies able to protect and shelter workers and that only joint action can prevent the advance of imperialism and the subjection of workers to the power of capitalism;

And being present at situations:

CONDEMNNS neoliberal policy, which was and continues to be responsible for the virtual bankruptcy of public social security systems, caused by the massive transfer of public resources to the private sector of the economy, favouring foreign capital through fiscal adjustments that reduce the size of the state, deregulate labour laws and destroy social security systems;

ACCEPTS the challenge posed by the need to raise awareness and train trade union leaders so they can provide rapid and effective responses and alternatives to government attempts to reorganise the state under the hegemony of the dominant elites, notably with regard to the struggle for social rights, social inclusion and equality;

RESOLVES to create a commission composed of social security specialists and representatives of PSI affiliates to exchange views, research the data, conduct a comparative analysis of the relevant legislation and produce a social security matrix focusing on social welfare that could be used in transformative educational actions to build viable and sustainable systems with broad social security coverage and reformulate social policies to promote a social pact.

Submitted by Confederação dos Servidores Públicos do Brasil (CSPB), Brazil.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 31) CRITICAL ENGAGEMENT WITH THE ADB, AIIB AND OTHER MULTI-LATERAL INSTITUTIONS IN THE AP REGION

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

ALARMED at the speed with which privatisation, structural reforms and PPPs are being pushed in the countries of the Asia-Pacific (AP) region, driven by the mammoth development banks such as the Asian Development Bank (ADB) and Asian Infrastructure Investment Bank (AIIB) which are holding innumerable financial resources. PSI affiliates appreciate the role of PSI-APREC in engaging the above institutions and pressurising them to listen to the voices of the workers and their concerns and bringing social values to the discussions;

AFFIRMS that it is critically important for the unions to establish a functional mechanism in these institutions that ensures internationally-accepted labour standards, especially freedom of association, collective bargaining and occupational health and safety of the workers employed in the projects funded by the institutions;

STRONGLY SUPPORTS the continuous engagement of PSI and its affiliates of these institutions in the Asia-Pacific region to monitor their role in making policies which are impacting upon the public-sector workers lives, communities and the long-term impact on the unions;

URGES unions from the countries of the developed world which are major stake holders in these institutions to get involved in the engagement with the workers in the developing countries to bring positive changes and democratic processes in these institutions;

RESOLVES THAT PSI will continue to take an active lead on these issues to make the theme “People over profit” real and meaningful;

Submitted by the Alliance of the Government Workers in the Water Sector (AGWWAS), Philippines.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 32) TAX HAVENS

(Original version in French)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

CONSIDERING that tax avoidance, i.e. the complex fiscal planning that operates on the margins of the law, represents a clear problem that erodes the tax base and reduces state tax revenues;

CONSIDERING that in addition to coordinated international action, states must individually implement significant changes to their tax laws and regulations to make tax avoidance strategies illegal;

CONSIDERING that governments present the OECD's Base Erosion and Profit Shifting (BEPS) project as an adequate response to the problem of the use of tax havens by multinational companies;

CONSIDERING that the Independent Commission for the Reform of International Corporate Taxation (ICRICT), of which PSI was one of the main instigators, has made a significant contribution to the development and dissemination of innovative and equitable solutions to the problem of international corporate taxation, notably the proposal to treat multinational companies as unitary entities for tax purposes;

WILL PUT PRESSURE on governments and international institutions to proscribe tax avoidance stratagems used by wealthy taxpayers and companies that go against the spirit of tax law and regulations;

WILL ENSURE, in collaboration with its international partners, monitoring of the progress in the development and implementation of the OECD's BEPS project and keep its affiliates informed, while maintaining its position according to which coordination of international tax matters should be conducted under the aegis of the United Nations so that all countries, and not only the richest members of the OECD, are stakeholders in the process and decision making on these issues;

WILL CONTINUE to support the Independent Commission for the Reform of International Corporate Taxation and make a financial contribution to its activities;

REQUESTS PSI affiliates to continue to put pressure on their governments to curb the problem of the use of tax havens and continue their efforts and actions to inform their population about the issues.

Submitted by the Centrale des Syndicats du Québec (CSQ), Canada.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 33) DEVELOPING GLOBAL TRADE FOR ALL AND ENDING THE SCAPEGOATING OF MIGRANT WORKERS

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES THAT many millions of workers around the world, including those represented by affiliates of PSI, depend on international trade for their jobs and livelihoods. Yet there is no doubt that the current system of global trade has exacerbated inequality and a fundamental change is needed in the way in which global trade is organised, to deliver a system that works in the interests of all, and not just multinational corporations, and has at its heart the protection of our public services.

IS PROUD of the leading role that PSI has played in the global debate on trade and the excellent campaigns that PSI has led against TPP, TTIP, CETA, TISA and other proposed new generation trade agreements. It is important that in the next Congress period, PSI continue this work to fight back against proposed trade agreements that will damage the interests of our members and the communities they live in.

BELIEVES that PSI should work in cooperation with the other Global Union Federations to develop a trade union agenda for global trade that would set out the type of framework for international trade that could be supported by the global trade union movement.

In the debate on a sustainable future for international trade, we should also not neglect the impact this has on people. It is not just goods and services that cross borders but people as well. Indeed, our public services in many countries across the world could not function without the skills and dedication of migrant workers.

However, too often we see migrant workers attacked and vilified in our societies, as seen not just in the election of Donald Trump in the United States, but also in the disgraceful lies told by the Leave campaign during the Brexit referendum in the UK. This was a campaign that scapegoated migrant workers in the UK and led to a significant rise in hate crimes post-referendum. It is unacceptable that the UK government has refused to give much needed assurances to EU citizens living and working in the UK, many of whom are critical workers in public services.

Therefore, this Congress

REITERATES its support and solidarity for migrant workers and their work in our public services;

REJECTS the politics of those that would seek to divide us. It is more important than ever to increase solidarity between us and build a strong and united global trade union movement.

Submitted by Unite the Union, UK.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 34) FREE TRADE TREATIES (Withdrawn)

(Original version in French)

Submitted by the Centrale des Syndicats du Québec (CSQ), Canada.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 35) EMPLOYMENT TRANSITION

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

RECOGNIZES that all sectors of the economy, both public and private, are subject to change driven by factors including climate change and technological advances such as robotics, driverless vehicles, advances in artificial intelligence and other future innovations. Given this, unions must take the lead and ensure that industries and governments collaborate to ensure that sustainable jobs are the highest priority;

NOTES that PSI covers workers in the energy industry including in coal-fired power stations and accordingly seeks a transition to a cleaner, fairer, job-rich economy that provides these workers, their families and communities with sustainable employment;

STANDS with these workers and families and supports plans which assist local workers and local populations to obtain jobs through retraining, skill acquisition, transferability and enhancement in the new low-carbon industries, particularly in the renewable energy sectors;

SUPPORTS climate change strategies which:

- Build on past climate change action towards more ambitious targets;
- Facilitate the development of renewable energy generation;
- Maximize opportunities for green and decent jobs;
- Prepare workers for jobs in the low-carbon economy;
- Encourage investment in and target industry assistance to low-carbon industries;
- Give highest priority to transitioning workers and communities affected by closures and reduced job opportunities in carbon-intensive industries;
- Involve local and regional governments building, operating and owning new electricity and energy services to meet the new challenges of society and local communities;
- Give workers and unions a voice to;
 - align climate change responses with regional development strategies;
 - respect labour and human rights
 - ensure social protection for individuals and communities; and
- Reduce the world carbon emissions in line with the Paris Agreement in 2015 of limiting global warming to less than 2 degrees above pre-industrial levels, and preferably 1.5%;

CALLS on all governments to make it their key concern to look after workers and their communities who are affected by the closure of power stations, mines and other industries that require a transition to meet the innovation outcomes that are impacting our industries throughout the world;

RECOGNISES that climate change is just one factor and that other industries face other forces that will also require major adaptation today and in the future and consequently we must:

- Embrace innovative schemes, such as allowing older workers to mentor and train the next generation of young workers, and
- Ensure governments and employers retain, re-employ and re-train workers or, in the last instance, offer fairness and dignity in retrenchment processes.

Submitted by the Australian Municipal, Administrative, Clerical and Services Union (ASU), Australia.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 36) HEDGE FUNDS AND PRIVATE EQUITY FIRMS

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES that, over the last decade, hedge fund managers have used aggressive tactics to convince public pension funds, in countries around the world, to invest hundreds of billions of public pension dollars into hedge funds which are largely unregulated, high-cost investment vehicles that promise outsized returns and risk protection for their investors;

RECOGNIZES that, in addition, private equity firms have also been steadily replacing traditional public services, with promises to cities and counties to fix crumbling infrastructures and by giving them millions of dollars outright to pay off debt and persuade them into accepting a partnership with a service delivery partner of the equity firm's choice;

CONDEMNS private equity firms that take over public services at the expense of taxpayers by charging them massive increases in their bills, such as a 30% increase in water bills after a firm take-over of a New Jersey, USA, public water system, with most of this cost increase contributing to a large return for the firm; similar private take-overs in water systems for Ecuador to Indonesia have also seen poorer service at greater cost;

RECOGNIZES that, in the case of hedge funds, several recent reports have shown that hedge funds do not deliver any significant financial benefits - their rates of return underperform, thereby costing public pension funds billions in investment revenue;

RECOGNIZES that underperformance, increased risk and high fees are reasons that unions and public employee pension funds are questioning whether continuing to invest workers' retirement savings in hedge funds makes good fiduciary sense; examples include:

- in the UK, the RBS Group Pension Fund, which manages pensions for current and former employees of the Royal Bank of Scotland and is one of the largest pension funds in the UK, has been steadily divesting from hedge funds, part of a risk-reduction strategy that has helped it beat its investment benchmarks; and
- in the Netherlands, Dutch pension fund PFZW announced that it has completely divested from hedge funds, citing poor performance, high cost and complexity as the reasons for discontinuing; and
- the California Public Employees' Retirement System (CalPERS), which was one of the first pension funds to invest in hedge funds, zeroed out its hedge fund portfolio in 2014, pulling out \$4 billion in investments, citing high fees and poor performance as the reasons.

RESOLVES that PSI and its affiliates will work with public service organizations in cities with declining infrastructure to inform them about the threat of private equity firm takeovers;

CALLS UPON PSI and its affiliates to work with public sector pension funds managers to raise awareness of the implications of poor hedge fund performance and its effect on pension fund trustees and participants;

URGES PSI to promote transparency of both private equity firms and hedge funds, including full and public reports when public monies have been turned over to private equity firms or hedge funds;

URGES PSI to conduct an asset allocation review about public pension funds in order to examine less costly and more effective diversification approaches - including a complete analysis of past net performance of their hedge fund investments, as well as a comparison with low-fee alternatives; and

RESOLVES that PSI will encourage affiliates to advocate legislative changes and oversight to protect public pension funds from the worst abuses of hedge fund recruitment, which include the promise of superior returns and downside protection, but which in fact only result in the transfer of wealth from taxpayers and workers to wealthy hedge fund managers.

Submitted by: American Federation of Government Employees (AFGE), American Federation of Teachers (AFT), Service Employees International Union (SEIU), USA; Association of Canadian Financial Officers (ACFO); Centrale des

Syndicats du Québec (CSQ); National Union of Public and General Employees (NUPGE), Canada; Public Services Labour Independent Confederation (PS-LINK), Philippines; Korean Federation of Public Services and Transportation Workers (KPTU), South Korea.

PSI Executive Board recommends support.

COMPOSITE RESOLUTION No. 37) CREATING A DISASTER-RESILIENT SOCIETY BY REINFORCING PUBLIC SERVICES AND WORKFORCE (Incorporating previous resolutions No 37 & No 38)

(Original version in Japanese)

**The 30th World Congress of Public Services International (PSI),
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RECOGNIZES that countries around the world frequently experience natural disasters, including earthquakes, tsunami, flooding and typhoons, hurricanes, cyclones; and face danger of pandemics and epidemics; and that their severity is increasing greatly;

RECOGNIZES that workers in public services, including national and local public administration, firefighting, emergency and rescue, military, police, water, healthcare, welfare services, education, transportation and communications, and their trade unions play critical roles in disaster prevention, emergency support, restoration, and reconstruction in the aftermath of natural disasters;

RESOLVES to disseminate and use the PSI Guidelines as the basis for unions' planning and actions to create a society where people can work and live in safety and security whilst acknowledging that it may not be possible to eliminate all risks to public services and the community;

RESOLVES to create a global network of emergency workers and provide support in the regions to ensure that all the citizens have access to "Quality Public Services".

Submitted by PSI Japan Council, Japan, All-Japan Prefectural and Municipal Workers Union (JICHIRO), Japan Public Sector Union, All Japan Water Supply Works Union, Japan Health Care Workers' Union, National Council of Japanese Firefighters and Ambulance Workers, Service Employees International Union (SEIU), USA

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 38) CREATING A DISASTER-RESILIENT SOCIETY BY REINFORCING PUBLIC SERVICES (Withdrawn)

(Original version in Japanese)

Submitted by the PSI Japan Council, All-Japan Prefectural and Municipal Workers Union (JICHIRO), Japan Public Sector Union (JPSU), All Japan Water Supply Works Union (ZENSUIDO), Japan Health Care Workers' Union ((JHCWU), National Council of Japanese Firefighters and Ambulance Workers (ZENSHOKYO), Japan.

Withdrawn in favour of compositing with Resolution No 37.

DRAFT RESOLUTION No. 39) HEALTH AND WELFARE (Withdrawn)

Submitted by the Confederation of Public Services Independent Trade Unions (COPSITU), Sri Lanka.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 40) MANDATED MINIMUM STAFFING FOR HEALTHCARE WORKERS (Withdrawn)

Submitted by the New South Wales Nurses and Midwives' Association (NSWNMA), Australia.

Withdrawn in favour of incorporation into the PSI Programme of Action.

DRAFT RESOLUTION No. 41) WORKPLACE SAFETY IN THE HEALTH SECTOR

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

NOTES that the PSI Programme of Action (PoA 2018-2022) highlights key worker safety issues in the health and social services sector, including a focus on improving occupational health and safety and the elimination of violence at work;

OBSERVES that healthcare workers encounter systemic impediments to reporting incidents of workplace violence, even some contained in employer policies;

RECOGNIZES that risk factors in the healthcare workplace not only endanger the safety and well-being to existing healthcare workers, but also present a serious challenge to recruiting and retaining qualified persons required to maintain an adequate healthcare workforce;

OBSERVES that the PoA also highlights the tragic situations when international disease outbreaks, such as Zika or Ebola, strike unprepared and fragmented healthcare systems that lack capacity to handle outbreaks; during the Ebola crisis, poor health and safety for workers meant they risked death every day they went to care for patients; at least 500 healthcare workers are estimated to have died;

UNDERSTANDS that in order to create a network of information and expertise, PSI affiliates will share their experience and best practices to promote awareness of safety risks in the workplace; as well as assembling research on prevention or intervention methods and employer practices for member unions; and

CALLS on PSI to provide affiliates with explicit guidance and specific training on how affiliates can include in their collective bargaining process the issues of workplace safety – including the provision of proper safety and protective equipment, risk-reduction training and workplace safety audits.

Submitted by the American Federation of Government Employees (AFGE), American Federation of Teachers (AFT), Service Employees International Union (SEIU), USA; Centrale des Syndicats du Québec (CSQ), National Union of Public and General Employees (NUPGE), Canada; Korean Public Service and Transport Workers' Union (KPTU), South Korea; Public Services Labour Independent Confederation (PSLINK), Philippines; Svenska Kommunalarbetareförbundet (Kommunal), Sweden.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 42) LOCAL GOVERNMENT (MUNICIPAL) FINANCIAL SUSTAINABILITY

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

RECOGNISES that local and regional governments (LRG) are an important part of our community. They provide the services that we, as citizens, rely heavily on: waste management, roads maintenance, and the provision of other community services;

Financial sustainability is a prerequisite for local governments to fulfil their mandate to provide goods and services in an efficient and sustainable manner. No one can afford more councils and regions to fail due to financial difficulties;

An increase in local government expenditure should not be viewed in itself as problematic, but if the current level of LRG service demand continues to be unmatched by a corresponding increase in revenues everyone is going to lose;

Citizens' awareness and perceptions about how local government services are paid for are an important part of the answer. Public taxes are often used to provide private benefits: this can lead to a lack of transparency and equity and can undermine citizens' trust and willingness to comply with tax obligations;

LRG benefit when they adopt adequate measures aimed at re-establishing the link between demand for local government services and the revenue used to meet that demand. More transparency and accountability will help citizens understand the link between the increase in local government services and the revenue required to fund that increase: and their trust, satisfaction and willingness to fund it will then be strengthened;

It is important that fees and charges are levied per established economic principles and crucial that councils secure good empirical evidence about their capacity to service debt.;

RESOLVES THAT

1. Local government taxation should be primarily used to fund local government services. Local government taxation is not a fee for service;
2. The level of subsidy should be justified and clearly communicated to taxpayers and users. The subsidized amount should be displayed on receipts and at places where subsidized goods and services have been provided in a view to enhance community awareness of the real value of provided services;
3. Higher tiers of government should be discouraged from crowding-out the local government tax base.
4. Rate capping should be discouraged as it erodes the link between revenue and expenditure and diminishes financial efficiency and sustainability;
5. Regulated fees and charges should be carefully evaluated depending on the nature of the service because they erode the link between revenue and expenditure;
6. Financial assistance or grants should be allocated by a central national authority free of political interference and should be linked to a predictable and sustainable source of revenue.

Submitted by the Australian Municipal, Administrative, Clerical and Services Union (ASU), Australia.

PSI Executive Board deferred decision to allow time to consult with affiliates.

DRAFT RESOLUTION No. 43) ENERGY

(Original version in French)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

1. Energy is a crucial factor in social and economic development.
2. Deregulation and privatisation, in any shape or form, lead to a deterioration in living and working conditions, undermine the social rights of workers, reduce wages and eliminate jobs.
3. PSI reaffirms the need to recognise access to energy as vital for all people and reject all attempts to treat energy as a commodity.
4. PSI is committed to the fight for the Right to Energy as a member of the Association DAE – SOS Futur.
5. Congress reaffirms the need for PSI to increase its international action to fight "energy poverty" and for the right to energy for all by intervening in as many international organisations as possible and working with other social movements.

6. PSI and its affiliates agree to pursue the following objectives:
- Work for the recognition of the right to energy as a basic human right;
 - Take action to combat extreme energy deprivation in the world, by joining an international campaign for recognition of the right to energy, in the same way as has been done for water;
 - By developing practical and constructive proposals, in partnership with major international institutions, governments and key civil society actors.
 - By promoting a World Energy Day and UN recognition of the right to energy.

Submitted by Fédération Nationale Mines Energies (FNME) CGT, Fédération des Services Publics CGT, Fédération Intercro (CFDT), France.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 44) PROTECTING PUBLIC VET AND ELECTRICAL APPRENTICES IN AUSTRALIA

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

RECOGNISING that in the electrotechnology industry, the demand for licensed electricians is expected to remain high to meet current demands and the changing technologies in the energy sector. However, educating and training current and future apprentices requires protecting the public VET (Vocational Education and Training) system (i.e. TAFE, Technical and Further Education) to enable quality, affordable and accessible education;

Congress condemns initiatives such as those divulged by the National Electrical Contractors Association (NECA) and Master Electricians Australia (MEA) that will shift more training costs onto apprentices and their families. Some business groups continue to support training methodologies that attacks apprentices and the electrical trade. These include:

- Seeking to reduce the minimum wages for apprentices;
- Deregulating and watering down the electrical license; and
- Trying to introduce “flexible learning environments”. This will see electrical apprentices doing on-line training without supervision, in their own time and for a fee, separate to their on-the-job experience.

It is acknowledged that PSI has coverage of workers in the energy public sector and is committed to ensuring workers and their families have access to affordable and quality training.

THEREFORE, ASSERTS that the VET sector should not be left entirely to market forces, as the concept of market contestability in VET is fundamentally flawed.

SUPPORTS:

- That governments (state and federal) should restore/maintain/expand funding into TAFE to ensure a strong public VET system remains accessible to all;
- That the amount of government funding should have a 30% cap on the amount of funding that is contestable. This would give appropriate recognition and support for the critical role of publicly-funded education and provide a brake on the unsustainable growth of private training market, and that the remaining 70% of VET funding automatically go to publicly-funded VET education;
- Equitable access by providing affordable VET;
- The “Hands off Our Trade” Campaign by the ETU (The Electrical Trades Union) in Australia by:
 - Opposing the shift of high and unreasonable costs from the employer to the apprentice and their families;
 - Opposing the reduction of minimum wages for apprentices; and
 - Opposing any attempt to deregulate and water down the electrical licensed trade.

Submitted by the Communications Electrical Plumbing Union (CEPU), Australia.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 45) CREATION OF PUBLIC SERVICES TRADE UNION NETWORK IN THE WESTERN MEDITERRANEAN

(Original version in French)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

- REGRETS** that the uprisings known as the “Arab Spring” have mostly failed and been followed by a nightmare of repression, civil wars, coups, etc.;
- REJOICES** that Tunisia has escaped this disaster and has succeeded in avoiding the trap of obscurantism and decline, thanks to the prominent role played by our colleagues in the UGTT;
- NOTES** that “Spring” became a “Siberian Winter” and forced millions of people (men, women and children) to flee over land and sea from war, persecution and death;
- DEPLORES** that debate about how to deal with these refugees in member states of the European Union (EU) has exacerbated nationalism, leading them to turn their back on the values and ideas on which the EU is based;
- AFFIRMS** that the trade union movement, as set out in the Programme of Action submitted to Congress in Geneva, has an important role to play, not only in the debate on the reception of refugees but also on their living conditions in host countries;
- AFFIRMS** that trade unions on the northern and southern shores of the Mediterranean therefore have a common interest in issues such as migration, democratisation, public services, etc.;
- NOTES** that governments in the Western Mediterranean region have formed a cooperation network, commonly referred to as 5+5 Dialogue, that includes five countries in the Arab Maghreb Union (Morocco, Mauritania, Algeria, Tunisia, Libya) and five countries on the northern shores (Portugal, Spain, France, Italy and Malta) and that, in addition to holding annual meetings of the foreign affairs ministers of these countries, it has formed groups to promote dialogue and cooperation on issues such as youth, sustainable development, education, tourism, etc.;
- AFFIRMS** that it seems appropriate that the trade unions, especially public service unions, should follow this precedent and organise along regional lines to deal with the challenges they face on issues such as migration and decentralisation initiatives in some countries, and bearing in mind the essential role of public services for public welfare and “living together”;
- AFFIRMS** that the creation of a public service trade union network along the lines of 5+5 Dialogue would be a positive step in bringing people on the two shores closer together and that such an asset would be of prime importance for developing cooperation in the future. This network could expand as and when necessary, notably to include the Greek trade unions;
- IS AWARE** that to ensure the viability and permanence of such a network, it must be based on a solid international structure such as PSI, more so as the trade unions potentially interested in the creation of this network are members of PSI;
- URGES** Congress to mandate the PSI Secretariat to assist the creation of this network and identify and discuss the necessary funding for its operation.

Submitted by Fédération Interco CFDT, Fédération Santé Sociaux CFDT, Fédération CGT des Services publics, Fédération CGT Mines et Energie, France; Federación de Servicios a la Ciudadanía de CCOO, UGT Federación de empleados de los servicios públicos (FeSP), Spain; Funzione Pubblica (FP) de la Confederazione Generale Italiana del Lavoro (CGIL), Italy; UGTT Fédération Générale de la Santé, UGTT Fédération des Municipaux, UGTT Fédération des travaux publics, UGTT Fédération Générale Electricité Gaz, UGTT Syndicat National des Eaux, UGTT Fédération Générale Agriculture, UGTT Fédération Générale des Finances, UGTT Syndicat National Justice, Tunisia; Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP; Algeria.

PSI Executive Board deferred decision to allow time to consult with affiliates.

DRAFT RESOLUTION No. 46) MENA REGION

The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTES THAT:

- The MENA region faces severe security, political, economic and social problems, which threaten the lives of its people, destabilise its countries and rupture national borders (especially in Syria, Iraq, Yemen and Libya);
- The decline of the Arab Spring, under the weight of the counter-revolution of the tyrannical security-political forces and radical Islamism, has led to repressive regimes maintaining positions of power in Syria and Egypt, and has opened the door to brutal civil wars in Yemen and Libya. In Bahrain, the ruling regime managed to retain power through the violent suppression of a popular uprising, with direct military support from neighbouring Gulf states. These developments have given other Arab repressive regimes, particularly Algeria, a sense of complacency;
- The intensifying sectarian conflict in the region between Sunnis and Shiites, which is fuelled by the competing major regional powers Iran, Saudi Arabia and Turkey, are now coupled with the escalation of fundamentalist Islamic terrorism in an unprecedented manner, under the command of Daeish, Al Qaeda and their collaborators;
- All these conflicts take place within the context of decades-long international interference in the affairs of the region.

The Congress further **NOTES** that:

- Arab regimes have suppressed trade unions, especially the independent unions which participated in the Arab Spring. Through threats, direct repression, implementation or modification of the law, or prohibiting trade unions from collecting their fees, these regimes have used various ways to crack down on trade union freedoms and to eliminate, if possible, the most important Arab union phenomenon in the modern era, which is marked by the emergence and spread of independent trade unions, particularly in parallel to the Arab Spring. Thus, increased anti-union actions are observed consistently in Egypt, Algeria, Jordan, Bahrain, Palestine and Libya;
- The pressure on the trade unions' freedom was combined with the continued application by the dictatorships of neoliberal policies against the interests of the workers and the poor, and the decrease of public services in terms of quantity and quality, in an atmosphere of endemic corruption. Arab countries are among countries that take the lead in the high unemployment rate among young people and the low employment rate among women;
- The Arab political system as a model is a combination of inheritance system, nepotism and crony capitalism, where public property is robbed and bureaucratic inflation is fostered in public institutions, within a context of the tenuous state of the rule of law or even its total absence.

Therefore, the Congress **RESOLVES**:

1- To develop a new strategy for the region, that should:

- Prioritise assistance to independent trade unions, and workers who wish to establish independent trade unions, to withstand and survive the current situation, and to develop their capacities to resist pressures and defend the interests of their members; dealing, in this context, with the phenomenon of independent trade unions as a progressive phenomenon that must be not only protected, but reinforced and encouraged across the region;
- Support affiliates, particularly those working towards the development of their own organizations' democracy, independence and effectiveness;
- Pay special attention to the gender equality issue, internally within trade unions and more broadly within employment and society, and build on the success of the previous years, as women face the increased threat of fundamentalist thought on their lives and rights;
- Developing programmes within the framework of international solidarity, involving North and South unions in joint activities, away from the old concept based on the equation of "funds from the North and training for the South", which means organizing meetings and events in the North and in the Arab region, to exchange experiences and plan joint actions.

- 2- Call upon the United Nations and the UN Security Council to endeavour towards political solutions for the crises in the region, by implementing its resolutions or adopting new resolutions to be implemented, and by prohibiting the flow of weapons to the belligerent parties;
- 3- Call on affiliates in countries embroiled in conflicts in the region, notably, but not limited to, the United States, the Russian Federation and the former colonial powers, to exercise pressure on their governments to halt their harmful interference in the security and interests of the peoples of the region;
- 4- Call upon the Arab regimes to stop putting pressure on trade unions, to respect the trade union freedoms and to implement social economic policies that ensure social justice and secure quality public services for their peoples;
- 5- Reiterate the position of the previous Congress demanding “maximum support for the PSI Sub-Regional Office for the Arab region”, and its efforts for establishing independent and democratic trade unions, especially considering the aggravated crisis and the increasing challenges facing the Arab trade union movement.

Submitted by the Advisory Committee for the Arab region on behalf of Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP), Algeria.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 47) BUILDING ON THE KOREAN PEOPLE’S CANDLELIGHT UPRISING

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

NOTES that after several years of conservative rule, marked by attacks on trade unions and the continuous deterioration of democratic rights, the Korean people and working class succeeded in bringing down the Park Geun-hye administration through a mass people’s candlelight uprising earlier this year.

NOTES that strikes and other actions by the Korean PSI affiliates and other Korean trade unions against regressive labour and public sector policies were important antecedents to the candlelight uprising, and which helped to ignite and maintain it;

RECOGNIZES the important role of international solidarity by PSI, other global unions and their affiliates in the recent struggles in South Korea and, as such, stresses that the downfall of the Park Geun-hye administrations is a victory for the entire global labour movement;

APPLAUDS the fact that Korean unions are using the social space opened by the removal of the Park administration to strengthen the public sector, expand union organising, increase protection of trade union rights and create a more equal and democratic society;

UNDERSTANDS these developments to represent a positive alternative to the general trend towards right-wing nationalism, populism and exclusionary policies and growing attacks on democratic and labour rights globally;

IS AWARE that important issues such as the imprisonment of the KCTU president, the Korean government’s continued denial of legal status to the Korean Government Employees’ Union and the Korean Teachers’ Union and association rights to firefighters, as well other restrictions on trade union rights, particularly in the public sector, remain;

RECOGNIZES, however, that the new political situation in the Korean allows an opportunity for advancement in these areas;

Therefore, Congress

CALLS on the Korean government to immediately address the issues mentioned above and eradicate all social ills left over from the Park administration;

CALLS on the PSI Secretariat and affiliates to continue to support and provide solidarity to the on-going struggle of the PSI Korean affiliates to secure full trade unions rights, extend union protection to

precarious workers in the public sector, fight privatization and liberalization and expand quality public services;

CALLS on affiliates in Korea and around the world to share experiences and engage in collective analysis of new mass struggle forms, such as the recent candlelight uprising in Korea, with the goal of developing new effective forms of organization and collective strategies for fighting right-wing nationalism/populism and exclusionary policies and build workers' power and control of the public sector;

CALLS on the PSI Secretariat to support these efforts including by allocating resources to research aimed at developing a clearer understanding of the impact of global political-economic trends on the public sector in each country and facilitating exchange among affiliates.

Submitted by the PSI Korean Affiliates Council.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 48) SOLIDARITY WITH THE KURDISH PEOPLE

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

WHEREAS the more than 30 million Kurdish people are without a homeland and face repression and violence by governments and non-state forces in Syria, Turkey, Iraq and Iran; and

WHEREAS the labour movement, in our tradition of having supported democracy in Spain during its civil war, must also support this struggle;

Therefore, Congress

RESOLVES that PSI will stand in solidarity with the Kurdish people in their struggle for self-determination and a free, egalitarian society built on secular and libertarian socialist principles; and

FURTHER RESOLVES that PSI will support the self-organized People's and Women's Protection Units (YPG and YPJ) established to defend Kurdish communities like Rojava and Kobane;

NOTES that PSI will explore opportunities for tangible humanitarian and development aid to Kurdish communities and representative organizations; and

ALSO RESOLVES that PSI will call on governments, civil society and the global labour movement to support the Kurdish people.

Submitted by the National Union of Public and General Employees (NUPGE), Canada.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 49) ISRAEL AND PALESTINE (Withdrawn)

Submitted by: Union of Clerical, Administrative and Public Service Employees (UCAPSE-Histadrut), Union of Government Employees (IUGE-Histadrut), Israel and the International Brotherhood of Teamsters (IBT), USA.

Withdrawn temporarily in accordance with the SOC and EB guidance to allow more time to seek agreement on a composite resolution with resolutions No 50 and 51.

DRAFT RESOLUTION No. 50) FOR AN INDEPENDENT PALESTINIAN STATE THAT PROVIDES QUALITY PUBLIC SERVICES TO ITS CITIZENS (Withdrawn)

Submitted by the Advisory Committee for the Arab region on behalf of Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP), Algeria.

Withdrawn temporarily in accordance with the SOC and EB guidance to allow more time to seek agreement on a composite resolution with resolutions No 49 and 51.

DRAFT RESOLUTION No. 51) THE RIGHTS OF PALESTINIAN WORKERS IN ISRAEL (Withdrawn)

Submitted by the American Federation of Government Employees (AFGE); American Federation of Teachers (AFT), International Brotherhood of Teamsters (IBT), Service Employees International Union (SEIU), USA; Asociación del Personal No Docente de la Universidad de Buenos Aires (APUBA), Argentina; Sindicato de Trabajadores de la Universidad Nacional Autónoma de México (STUNAM) Mexico; Centrale des Syndicats du Québec (CSQ), Canada; Public Services Labour Independent Confederation (PSLINK), Philippines.

Withdrawn temporarily in accordance with the SOC and EB guidance to allow more time to seek agreement on a composite resolution with resolutions No 49 and 50.

DRAFT RESOLUTION No. 52) CANADA ANTI-TERRORISM ACT, 2015

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

WHEREAS:

- In June 2015, the Government of Canada adopted Bill C-51, the Anti-Terrorism Act, 2015.
- The now governing party in Canada, the Liberal Party, unanimously supported the legislation with the caveat that they would repeal the worst elements of the law if elected; they are currently undergoing a review of the legislation;
- The Anti-Terrorism Act profoundly threatens the civil liberties and democratic freedoms of all people living in Canada, including the freedom of expression, assembly, security of the person, freedom from unlawful search and freedom from arbitrary arrest;
- The Anti-Terrorism Act defines threats to “National Security” as including interference with critical infrastructure and threats to economic and financial stability, which render trade unionists and activists who engage in strike action and other forms legitimate dissent vulnerable to unjust surveillance and criminalization;
- The Anti-Terrorism Act gives sweeping powers to Canadian Security Intelligence Service (CSIS) to collect and share private information and to detain without due process, significantly changing the mandate of CSIS and overriding the rights of Canadians currently protected in the criminal justice system;
- In the absence of a strong national security oversight committee in Parliament and a strong and overarching review body, we are concerned that human rights violations will result from this legislation.
- The Anti-Terrorism Act is a systematic effort to create a culture of fear by targeting minority and marginalized communities in Canada and aims not to prevent acts of terrorism but to silence legitimate dissent to contested government policy;

RESOLVES to:

- Support all efforts of the labour movement in Canada to oppose Bill C-51, the Anti-Terrorism Act, 2015, in its entirety, by responding to urgent calls for letters, e-mails and exposure through social media networks;
- Register strong opposition to the Government of Canada when this legislation inevitably violates freedom of speech, assembly, human rights, and democracy;
- Actively support the labour movement in Canada to connect and engage with trade unions and civil society groups globally who share our concern that anti-terror legislation is being used as a tool to silence legitimate dissent to right-wing government policy, disproportionately targets minority and marginalized communities, and threatens to undermine our solidarity as workers.

Submitted by the Canadian Union of Public Employees (CUPE), Canada.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 53) APPEAL FOR THE PEACE PROCESS IN COLOMBIA

(Original version in Spanish)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

EXPRESSES ITS SATISFACTION at the signing of the General Agreement for the Termination of the Armed Conflict and the Construction of a Stable and Lasting Peace, on the conclusion of the negotiations between the FARC-EP and the Government of Colombia that ended 50 years of an armed conflict between fellow countrymen and women that became deeply rooted in the heart of this nation and prevented the creation of a modern, inclusive and participatory state and instead held back growth and widened the gap between a multi-millionaire minority and an impoverished majority with no opportunities to access Quality Public Services;

NOTES with concern that discussions in the Colombian Parliament on compliance with the General Agreement for the Termination of the Armed Conflict have taken place in an agitated political atmosphere that threatens to result in a new conflict and may prevent the formulation of the legislation necessary to complete implementation of the agreement between the FARC and the government and ensure compliance thereof;

URGES the signatories and particularly the Colombian Congress, in this context, to promote an atmosphere of the broadest possible national dialogue and call on all representative forces of the nation, including the trade unions, to respond positively to the proposal to create a solid and sufficient legal framework for the above-mentioned agreement, that protects once and for all the supreme value of peace for the Colombian people and uses that framework to make progress in consolidating universal, inclusive and democratic public services, especially for the populations that have been most affected by the armed conflict for more than 50 years.

Submitted by Sindicato Nacional de Empleados de la Dirección de Impuestos y Aduanas Nacionales (SINEDIAN), Sindicato de Trabajadores del Hospital Universitario San Ignacio (SINTRASANIGNACIO), Sindicato Nacional de Trabajadores al Servicio del Estado (SINTRAESTATALES), Colombia.

PSI Executive Board recommends support.

DRAFT RESOLUTION No. 54) AMENDMENT ON THE INCLUSION OF THE YOUTH COMMITTEE IN THE PSI CONSTITUTION

(Original version in Spanish)

**The 30th World Congress of Public Services International (PSI),
meeting in Geneva, Switzerland, on 30th October to 3rd November 2017**

RESOLVES to incorporate in Article 11 bis the World and Regional Youth Committees

- 11.1 bis The World Youth Committee is an advisory body to the Executive Board and shall be composed of one titular member (under the age of 30 on the date of their election) from each regional executive committee and one youth representative from each constituency/sub-region (under the age of 30 on the date of their election), who shall be titular members. If a titular member of the Regional Executive Committee is not a member of their Youth Committee, but their substitute is, a second substitute may be appointed. The Regional Chair and Regional Secretary shall be *ex officio* members of the Youth Committee.
- 11.2 bis Resources allocated to the World Youth Committee must be approved by the Advisory Board and reviewed periodically to enable the Committee to continue to represent young PSI workers.
- 11.3 bis The World Youth Committee shall elect from among its members a Chair, who shall be an *ex-officio* member of the Executive Board and member of the Steering Committee. It shall

also elect a First Vice-chair from a different region to the one represented by the Chair, who will act as substitute to the Chair. The Chair shall be accountable to the Executive Board.

Submitted by Central Sindical de Trabajadores del Paraguay (CESITP), Sindicato de Obreros y Empleados de la Municipalidad de Asunción (SINOEMA), Sindicato de Trabajadores de la Empresa Itaipu Binacional (STEIBI), Paraguay; Asociación Nacional de Empleados del Poder Judicial (ANEJUD), Confederación Nacional de Funcionarios de la Salud Municipalizada (CONFUSAM), Federación Nacional de Profesionales Universitarios de los Servicios de Salud (FENPRUSS), Chile.

PSI Executive Board recommends oppose.

DRAFT RESOLUTION No. 55) AFFILIATION FEES

The 30th World Congress of Public Services International (PSI), meeting in Geneva, Switzerland, on 30th October to 3rd November 2017

NOTING the wide range of new work that PSI has commenced since Congress 2012 in areas such as tax justice, trade, privatisation, sustainable development, migration and sectors; and

NOTING the increased work in policy, research, campaigns, communications and advocacy across all areas of PSI's work programme; and

NOTING the stabilised financial position of PSI since Congress 2012, including significant savings and efficiencies; and

NOTING the increasingly complex political situation across the world and the increasing global attacks on public services and workers that must be dealt with if public service workers are to maintain and defend their working conditions, trade union rights and quality public services; and

RECOGNISING the difficult political and financial position of many PSI affiliates; and

RECOGNISING that PSI Head Office staff have endured a pay freeze for the first 2 years of the current mandate, with a 2% total wage rise since Congress 2012; and

RECOGNISING that PSI affiliation fees have increased only twice since 2008, by 6 Eurocents in total, and have been frozen at the current rate of 95.5 Eurocents for the last two years; and

RECOGNISING that available World Bank figures (2012-2015) show that global inflation has risen by 11.6% in the four years up to 2015, and that inflation in France, the location of PSI's Head Office, has risen by 3.4% over the same period; and

RECOGNISING that PSI has significantly lower affiliation fees than most other GUFs,

Therefore, this Congress

RESOLVES to delegate to Executive Board the power to set future PSI affiliation fees.

Submitted by PSI Executive Board.
