

PSI Executive Board EB-150

20-21 April 2017

ILO, Geneva

Switzerland

Draft Minutes



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
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Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞連

**PSI Executive Board EB-150
20-21 April 2017, ILO Geneva, Switzerland**

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Item 1: Opening Items

Dave Prentis, PSI President, opened the meeting, welcoming all participants, and passed the floor on to Daniel Bertossa, PSI Director for Policy and Governance, and Pauline Chase, Coordinator of General Services Team, for some practical announcements.

Apologies were noted, and one minute's silence was held in memory of deceased colleagues (Appendix 1).

All changes in EB membership since the last meeting would be reflected in the list under Appendix 2.

David wished farewell to Stélios Tsiakkaros, Fédération Interco, France, who had announced his retirement, in the name of PSI and all EB members.

Two changes to the agenda were proposed, both relating to Item 3, Congress:

- Concerning Item 3d) Nominations for Credentials Committee (CC) members, as per Constitution Article 6.7, it was decided to deal with the election of the CC members at EB-151 before Congress;
- Addition of a new sub-section 3g): nomination of two Congress Election Officers, as per Constitution Article 6.9.

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- **NOTED the apologies;**
- **NOTED the minutes of EB-149 as approved;**
- **APPROVED the agenda with the proposed changes;**
- **NOTED that the updated EB composition would be annexed to the minutes.**

Item 2: PoA implementation

General Secretary's report

Rosa Pavanelli, PSI General Secretary, presented a brief report on activities that had taken place since EB-149, November 2016:

- Everywhere, workers continue to be in the centre of the attack by neoliberal forces, and public services are undermined by austerity policies, although it is now widely recognised that the recipes of the past are not working.
- PSI's campaigns on tax justice and trade continue to be prominent on the agenda for 2017, although it is difficult to get a global consensus to stop these negotiations.
- The Stop TPP campaign is on standby. The US Administration's change of position towards TPP is not due to a general rethink by Trump, but to protect domestic interests.
- PSI continues to pay attention to supply chains, ethical behaviour, and privatisation, where trends are ongoing, which create a favourable environment for bilateral agreements.
- Nigeria recently refused to sign the Economic Partnership Agreement (EPA) with the EU; this opens up the possibility to strengthen the trade movement in Africa.
- Brexit consequences and upcoming elections in Europe (France and Germany): results are uncertain, but progressive forces will not be among the winners.
- Changes and challenges were ahead in Latin America with upcoming elections in Ecuador and the continuous unstable situation in Venezuela.

- After EB-149, PSI initiated new activities, organising for the first time, with the support from ACTRAV ILO, a meeting to discuss workers with disabilities in public services and the world of work, 8-9/12/2016¹. Planning for an inclusiveness programme will start at a 2nd meeting on 15/05/2017.
- In December 2016, a global meeting of the PSI HSSTF was held, where PSI launched a global campaign on the right to health as a human right². The meeting also discussed the UN ComHEEG report on health and employment. PSI has played a major role in drafting this document, focusing on two aspects: 1) health services as a fundamental human right; we say “no” to health as a commodity; health services are a means to eradicate poverty and foster sustainable development; and 2) the real working and employment conditions of health workers.
- PSI played a strong part in the 2017 UNCSW, which was prepared by a meeting in December 2016, co-sponsored by FES. The economic empowerment of women was this year’s theme. Work done by PSI colleagues helped to achieve an impressive result: the Agreed Conclusions³ strongly underline the importance of trade unions and decent work for women in the implementation of policies for economic empowerment.
- The change of leadership in the UN, with António Guterres as new Secretary-General, announces a new climate which PSI may take advantage of. PSI also needs to support the trade union movement within the UN.
- An important share of the secretariat work since EB-149 was dedicated to refining the PoA and the Constitution changes in preparation for Congress debates.

Rosa’s report was followed by a report from the Women’s Committee meeting held on the previous day by WOC chair **Juneia Batista**, FETAM-SP, Brazil (see **Annex 3** for original report in Spanish).

WOC report back

1. This year’s 61st meeting of the UNCSW addressed for the first time the concerns of women in the world of work. 8,600 participants from governments and civil society, including 150 trade unionists, were challenged by a very visible PSI who managed to include its issues concerning labour/human rights and ILO conventions into the debate.
2. PSI’s campaign against violence at work⁴: Women all over the world are demanding respect and better living and working conditions. In order to prepare for the drafting of an ILO convention on violence in the world of work in 2018, all ILO member states will receive a questionnaire linked to these questions, between April and September 2017.
3. 8 March 2017, International Women’s Day⁵, highlighted the call for social justice, solidarity and democracy.
4. Congress preparations:
 - The draft PoA was examined and a number of amendments were proposed.
 - During Congress, a special session on equality will be organised for all delegates which will include a pledge for ending gender-based violence.
 - Resolutions: WOC discussed the Nordic resolution #9 “Equality for menstruating people”, confirming that this is definitely a public service issue.

Gloria Mills, UNISON, UK, titular WOC member, completed the report as follows:

- The scope has been widened from violence against men and women in the world of work to violence against employers. A lot of governments and employers consider that industrial action, in particular strike, is a form of violence. We need to resist this inclusion of strike as an act of violence.

¹<http://www.world-psi.org/en/event-role-public-service-trade-unions-achieving-decent-work-persons-disabilities>

² <http://www.world-psi.org/en/right-health-campaign-better-future-publichealth4all>

³ <http://www.unwomen.org/en/news/stories/2017/3/press-release-un-csw-provides-roadmap-to-womens-full-and-equal-participation-in-the-economy>

⁴ <http://www.world-psi.org/en/issue/vaw>

⁵ <http://www.world-psi.org/en/women-around-world-stand-social-justice-enough-enough>

- In terms of PoA, WOC agreed a twin-track practice for gender mainstreaming to distinguish between PSI-wide and affiliate-wide responsibilities. WOC asked the EB to update PSI materials on gender mainstreaming, to carry out gender audits, as well as a clear road map with a strategic leadership programme, so that PSI and its affiliates become agents of change.
- We experienced at UNSCW a group of very reactive people who wanted to remove all references to ILO conventions from the Agreed Conclusions. Influencing the UN process and enhancing the role of the ILO remains essential. If we fail, our terms and conditions will be unacceptably reduced.

Other participants drew attention to women in situations of conflict, but also to major achievements for women in Mexico, as well as in India.

Rosa reported that PSI is planning a union development project in Africa on migration; this project could also include internally displaced persons. She would ask the Swedish unions who support this project if these aspects could be included.

Regional reports

Omar Autón, UPCN, Argentina, on Latin America

IA is a quickly evolving region, where we witness strong development of neo-liberal policies.

1. **Common issues** are the degradation of the political representation, corruption, media emerging as THE political power. This puts the trade union movement in a difficult position: beyond defending workers' rights, we need to define ourselves with a political ideology.
2. In **Brazil**, retirement age increased for women; in case of death of the partner, social rights are reduced.
3. **Chile**: recently a rally took place against private pension institutions; citizens are also fighting to recover public education.
4. **Venezuela** is a fragmented society; Maduro's attitude shows that he is trying to consolidate his power over the nation.
5. **Argentina**: Macri laid off public sector workers and we are working with other trade unions to solve this.
6. The IA region endorsed the **draft PoA** for Congress, which defines PSI as a global trade union leader in the public sector. A specific Interamerican PoA will be adopted at the next Interamerican Regional Conference, which will feed into the global programme. We strengthen the global trade union movement, against fragmentation of trade unions, which jeopardises the potential for dialogue with governments. Gender mainstreaming is another focus: on 8 March, we had a huge rally with more than 500,000 participants in Buenos Aires.

Candice Owley, AFT, USA, on North America

It is difficult to report, because we do not know day-to-day what Trump is going to do...

1. His position on TPP is to not pursue, but he will pursue other trade agreements.
2. He wants to reopen NAFTA - we will follow-up with Canadian and Mexican affiliates.
3. The unions pay continuous attention to US congress debates and challenging congress positions. Our focus will be on next year's round of elections.
4. Supreme Court appointments are turning the institution against public sector workers and their rights and conditions, weakening collective bargaining and undermining the collection of dues.
5. At state/federal level, we observe similar developments, stripping public sector workers of their rights of collective bargaining.

Several participants complemented this report:

- Japan and Canada reviving TPP;
- Mexico would not pay for the wall Trump is building between the two countries;

- The fight against privatisation in Guatemala;
- Solidarity with Argentina and the appeal launched by all affiliates to ask Macri to meet his obligations;
- A planned general strike in Brazil.

Annie Geron, PSLINK, Philippines, on Asia-Pacific

Annie briefly reported on:

1. Affiliates' preparations for the coming annual ADB government meeting;
2. Trade union rights in the Philippines and the extra-judicial killings of thousands of persons;
3. ILO convention #151 ratification by the Philippines;
4. New nursing law in the Philippines;
5. Indonesia, where the appeal in favour of PSI affiliates and against privatisation of electricity was declared unconstitutional;
6. In India, 4,000 women health care volunteers have been declared as municipal employees by the Bombay High Court. The Regional Provident Fund Commissioner has also directed a penalty to be paid and confirmed that they are covered by the pension and insurance schemes;
7. Typhoon Hayan: 2nd phase capacity-building activities have allowed the creation of five permanent positions and funding of the office. A first responders' network is being set up.

Atsushi Kawamoto, JICHIRO, Japan, added that TPP is back on the table in Japan and that deregulation of water and privatisation has an open door now with a new bill recently passed by parliament.

Rosa added information on **India**, where maternity leave had been extended: protection of pregnant women workers has also been improved. This will impact on millions of women workers in mines, plantations, shops, factories, including in the unorganised sector. ILO convention #138 on minimum age for employment and the convention on worst form of child labour #182 had both been ratified by the government.

Adeniyi Peters Adeyemi, NASU, Nigeria, on Africa and Arab Countries

1. The African campaign on tax justice is ongoing with a variety of activities.
2. A recent ILO meeting in Lomé, Togo, discussed corruption.
3. The campaign against water privatisation in Lagos, Nigeria, is ongoing.
4. In South Africa, a recruitment campaign of migrant workers has been launched.
5. PSI affiliate DENOSA in South Africa is preparing for a major strike, as well as PSI affiliates in Swaziland.
6. Trade union rights in Botswana are under attack.
7. All subregional meetings made good contributions to the draft PoA and the proposed constitutional changes.

Jan Willem Goudriaan, EPSU General Secretary, on Europe

1. Brexit: The process will be used by the UK government to make UK a low-tax and low salary country. Within ETUC, a network was set up to assist the process at trade union level. "The right to remain" is the motto.
2. The 60 years' anniversary of the EU has been celebrated with criticism; however, despite growing nationalism, racism and xenophobia, there is also a new appreciation of what the EU stands for as a large area of peace with a strong social dimension. The European Commission will come forward with an EU pillar of social rights⁶ next week.

⁶https://ec.europa.eu/commission/priorities/deeper-and-fairer-economic-and-monetary-union/european-pillar-social-rights_en

3. EPSU EC adopted a resolution on women's rights at its last meeting and a road map for the next two years. Equal representation in EPSU constitutional bodies has been achieved, while organising and recruitment are other focus points for gender equality mainstreaming.
4. Trade union rights: an ETUC/ITUC mission will go to Turkey in May 2017. The referendum gave more power to the Turkish president, against the progressive forces; the results are contested by the OSCE⁷, and also by some PSI-EPSU affiliates.
5. Pressure on Greece continues with IMF going for further deregulation and privatisation of energy and water. This move is contested by EPSU together with its Greek affiliates.
6. Since 2016, EPSU has been appointed to the EU-Korea Domestic Advisory Group (DAG) tasked with promoting the trade chapter of the EU-Korea Free Trade Agreement. At its recent meeting, the DAG discussed the continuing crack down by the Korean government on trade unions.
7. Trade agreements: CETA – due to pressure from civil society, it has been achieved that this agreement has to be discussed also in national parliaments. The EU-Japan trade agreement - despite transparency commitments - is the most secretive agreement. EC and EU governments' multilateral investment courts are going ahead, although the fundamental flaws have still not been addressed.
8. Tax justice: Financial Transaction Tax (FTT) – EPSU is working with several partners to support the call for FTT and also for whistleblowers' protection.
9. A pay rise in all European countries – this is a joint claim of all confederations with its highlight on May day.
10. EPSU organising and recruitment activities focus on health and social services, especially social services.
11. The European region nominated new vice-presidents to replace Isolde Kunkel-Weber, ver.di, Germany (German-speaking constituency), and Jarkko Eloranta, JHL, Finland (Nordic constituency): Mette Nord, Fagforbundet, Norway, and Thomas Kattnig, Yunion_Die Daseinsgewerkschaft, Austria.
12. The PSI PoA implementation in the European region will receive a special impetus with the next EPSU congress in 2019.
13. Conclusion: there is much to be depressed about – but as a result, there is growing resistance against attacks on the public sector in general and women's rights in particular. EPSU, like PSI, is working more and more with civil society, especially around issues like climate change, fighting poverty etc.

Dave Prentis added information on the UK: there is growing instability in the UK, where we have a very right-wing government. Legislation has been passed against trade unions and their industrial action. All is done to mute trade union influence in the country. 500,000 public sector jobs were destroyed, and another wave will come soon. We have a million women workers among our members, who have had no pay increase for five years. PSI is needed for all those people who have no voice – trade unions are about solidarity.

Several participants then took the floor, underlining

- support for gender mainstreaming and the need to ensure that the gender perspective is integrated also into EPSU's work and into the work of the affiliates;
- growing xenophobia, racism etc. and the causes of these tendencies which are the austerity policies, with their deplorable economic and social results;
- the Hamburg G20 meeting which would see a huge protest wave on land and water on 2 July 2017, organised by unions and civil society, fighting together for a more just world.

John Leirvaag, NTL, Norway, spoke on behalf of the Nordic constituency, asking two questions:

- What about PSI's intentions in the area of health and social services? The HSSTF that met in December 2016 after several years of interruption, must be continued. The relationship with WHO should be formalised.

⁷ <http://www.osce.org/odihr/elections/turkey/324816?download=true>

- Concerning Item 2.16 in the main EB-150 background document, on PSI's anti-privatisation campaign: Why PSI is boycotting a consultation process of the World Bank?⁸

Rosa replied on the HSSTF that the secretariat intended to re-organise PSI's work in this sector and make the HSSTF more sustainable. As a start, the global health campaign had been launched. All relevant materials, also about the ComHEEG⁹, were available on the PSI website, including materials for those unions who need to start negotiating with their government on SDGs.

David Boys, Deputy General Secretary, replied on the World Bank (WB) consultation about PPP policies: the WB wants PSI in on **their** terms and consult PSI only on **their** issues. Our biggest problem with this process is that the WB refuses to change its position vis-à-vis the fact that PPPs hide government obligations. This is government fraud. We need to put enough pressure on the Bank to raise that first issue, which is a fundamental flaw. But to put appropriate pressure on the Bank and its institutions, we need to work with other civil society groups to claim social justice and universal access to public services. Our joint voice will be stronger, because we represent workers AND users.

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- **NOTED the activities report by the General Secretary;**
- **NOTED the report back from the WOC meeting;**
- **NOTED the reports from the PSI regions;**
- **ENDORSED the nomination of two new European vice-presidents: Mette Nord, Fagforbundet, Norway, and Thomas Kattnig, Yunion_Die Daseinsgewerkschaft, Austria.**

Item 3: PSI 30th World Congress 2017

3a) Report back from the Standing Orders Committee (SOC) on the resolutions process

Thomas Kattnig, Yunion, Austria, SOC chair, reminded the key tasks of the SOC:

- checking all the resolutions and deciding if they are in order; looking into the need of composing, refining, withdrawing etc., and later on, undertaking the same process with affiliates' amendments;
- developing an order of business for Congress sessions, including nine panel sessions with various speakers, while ensuring gender and regional balance.

Thomas asked Daniel Bertossa to introduce the resolutions:

The secretariat had received **55 resolutions** from affiliates on the deadline.

Three core resolutions were submitted by EB: the Programme of Action (PoA), the amended Constitution and Resolution #55 on affiliation fees.

The Committee had examined the **PoA** in detail and concluded that it was a very encouraging, logically structured document. It proposed to feed the substance of certain resolutions into the PoA, in order to free more time for political discussion.

The Committee had also discussed the **constitutional amendments** and decided to keep a conservative position towards these.

⁸ "A joint call to action with CSO partners was launched in February, closing on 28 February, to boycott the latest World Bank consultation on PPPs, after our concerns about hidden costs have been repeatedly ignored by the World Bank – one of the biggest institutions promoting, arranging and funding PPPs in some of the poorest countries in the world..."

⁹ <http://www.world-psi.org/en/high-level-ministerial-meeting-comheeg-geneva>

Resolutions #49, #50 and #51 related to the situation in the Middle East were considered complex. SOC suggested trying to forge a consensus which would satisfy all movers and those who are affected.

The movers of Resolution #54 (Young Workers) had been requested to withdraw this resolution and propose an amendment to the Constitution instead.

Comments/explanations on SOC recommendations for specific resolutions

- Resolution #12 should be integrated into the PoA, to highlight the importance for PSI of indigenous peoples' issues.
- Resolution #40: the Nordic constituency had reservations on minimum staffing standards. SOC held the view that this resolution needed to be examined in the context of the PoA.
- Resolution #43 should be deferred to allow for clarification of wording.
- Resolution #18: no SOC recommendation.

Daniel invited EB titular member Mikhail Kuzmenko, Health Workers Union of the Russian Federation, to explain the rationale behind **Resolution #18** submitted by the Russian and Central Asian constituency. Mikhail explained that traditionally, a union defends the interests of its members, and such policy would offer an efficient leverage to counter the decrease of trade union membership.

Representatives of the Nordic constituency, Canada, Bulgaria, Mexico and France expressed understanding for this position. However, they felt that one of the major benefits of collective bargaining agreements (CBAs) is that they can be adapted to different sectors, countries etc. If CBAs covered only a group of workers, the overall idea of collective agreements would be in peril. This principle protects wage levels for every worker. Unions must recruit instead of infringing on the rights of un-organised workers.

Dave Prentis suggested a compromise solution which would be to make no recommendation on behalf of the EB. However, John Leirvaag insisted that EB take a stance. A vote was taken on whether EB should determine a position on Resolution #18:

- Two EB members were in favour of EB to make a recommendation.
- The majority opposed the proposal to have an EB recommendation.

EB therefore took no position on Resolution #18.

Rosa presented **Resolution #55** (affiliation fees) and explained the two options outlined in the resolution:

OPTION A:

This Congress resolves to: delegate to Executive Board the power to set future PSI affiliation fees.

OPTION B:

Noting that it is in the financial and organisational interests of PSI and affiliates to be able to plan budgets in advance, and that fee increases should be kept to the minimum possible amount,

This Congress resolves to: set a 1 Eurocent fee increase for each of the five years of the congress mandate 2018-2022 and delegate to Executive Board the power to alter these fee rises should circumstances change.

Representatives of Canada, the UK, Cameroon, Bulgaria, Norway and India spoke in favour of Option A, based on the following arguments:

- A strong functioning PSI must be able to react flexibly and quickly to changing demands.
- Planning security for affiliates must be ensured.
- The ambitious PoA has a cost.

Representatives of Germany, Austria and France noted that Option B would also ensure planning security, given that the increases would be set for five years in advance.

Candice Owley stated that her union convention would not give authority to the EB to increase the fees. She had not been able to consult her union. Juneia added that though a reasonable increase was necessary, she had no mandate to take a position on behalf of her region.

It was also noted that PSI affiliates should declare their real number of members and that payment discipline must be improved.

Rosa concluded the debate declaring that the majority seemed to prefer that Congress mandate the EB for the determination of affiliation fees; this meant Option A. The fees issue for the first three years of the next Congress period would be tabled at the first meeting of the incoming EB after Congress (EB-152). REC meetings prior to Congress needed to be prepared to consider fees changes to enable the post-Congress EB (152) to make a decision.

For more details, please refer to the

- Draft affiliates' resolutions and amendments, and to
- The 3rd report of the SOC.

Both documents are available in all official PSI languages and Russian on the Congress website:

<http://congress.world-psi.org/pop-documents/>

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- **NOTED** the update on the work of the SOC since its 2nd meeting;
- **DECIDED** not to make any recommendation on Resolution #18;
- **AGREED** to recommend that Resolution #55 be reworded in such a way that Option A would be prioritised;
- **ENDORSED** the Committee's recommendations concerning the resolutions submitted.

3b) Constitutional amendments

Rosa went through the document and presented all related amendments. These were the main ones:

1. A more inclusive formulation regarding **representativeness and diversity** within PSI decision-making bodies has been adopted, especially with respect to young workers and sectors (Article 5, Governing Bodies).
2. **Gender equity** at Congress and at regional conferences will be strengthened, and respect of the 50:50 representation rule shall be monitored very closely. Each delegation with more than one delegate must have both genders equally represented. Gender parity shall also become a condition for receiving sponsorship.
3. Within **EB**, the number of **young workers** titular representatives has been doubled to enhance empowerment of young workers through inclusion into decision-making bodies (Article 7).
4. Within **RECs**, the number of **young worker** titular members will be two per region (Article 12).
5. The **decision-making power of regional conferences** is enhanced, as they will elect the REC members. This will ensure more coherence between the Congress Programme of Action and its regional implementation (Article 12, Regional bodies).
6. **PSI's five core sectors** should be represented within EB (Article 7, EB).
7. **Vice-Presidents'** political legitimacy will be reinforced; this entails that they will also have formal substitutes (Article 9, Vice-Presidents).
8. The regions' and countries' possibility to establish **national coordination bodies and/or sectoral groupings** with their own resources is re-confirmed (Article 12.7).

9. The **minimum fee** shall be abolished and each affiliate shall be invoiced according to its number of members and the relevant country index (Annex 2).

Questions were raised, and a debate took place on issues that had been discussed at regional level:

- Enshrining SUBRACs, national women's committees and national coordinating committees as **constitutional bodies** is not a necessity, given the liberal provisions of Articles 12.6 and 12.7.
- The **upper age limit of 30 for young workers** elected at constitutional bodies had been extensively discussed by the CWG and the SOC, and this had resulted in the formulation "30 at the moment of the election".
- A question was asked why there was a **reference to Swiss law** in the new Article 21, if the decision to move PSI's operational secretariat to Switzerland had not yet been made. It was explained that regardless of the move, it was necessary to clearly define which legal jurisdiction applies to PSI.
- Special arrangements will have to be agreed at EB level in order to explain the exceptional mandate duration of regional executive committee members during the **transition period** from Congress 2017 until the next regional conference.
- **Limiting the number of terms** for General Secretary and/or President was not recommended in order to preserve the supremacy of the Congress.
- The **number of substitutes** to be nominated under Article 8.2 can be handled flexibly in each region.
- The formulation "**delivered by public sector workers**" (*Article 1: Quality Public Services*) was vividly discussed. Finally, it was agreed that these words should be listed among the principles at the beginning of the dotted list that follows the first sentence. This way, the provision of public services by workers employed by public entities is stated as an objective and an aspiration, thus forming the political basis of the organisational scope of PSI detailed in Article 2.
- **Resolution #54 on Young Workers** is fact an amendment to the Constitution. Rosa suggested that this be considered as an alternative to the actual EB proposal a) to increase the number of young workers in EB and b) to add a young workers' representative to the SC.
- Larry Brown, NUPGE, Canada, expressed concern about the references to **sectors** in Articles 5.1 and 7.3, given they had no definition in the Constitution and announced that NUPGE would propose alternative text.

<http://congress.world-psi.org/pop-documents/>

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- **ENDORSED the constitutional amendments for circulation to all affiliates with some minor changes.**

3f) Regional nominations for EB

Daniel Bertossa announced that the secretariat had not yet received full information from all the regions and invited EB to note the provisional information *en bloc*, which would be completed at EB-151.

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- **NOTED the provisional list of regional nominations for the Executive Board.**

3g) Congress Election Officers

Daniel Bertossa presented this constitutional requirement: Congress Election Officers oversee the nominations process in the lead-up to Congress and the elections at Congress. The nominations of Morna Ballantyne, PSAC, Canada, and Tomio Ishihara, JPSU, Japan had been received. Nominations would remain open until the first session of Day 2.

These nominations for Election Officers were formally confirmed unopposed during the first morning session on Day 2.

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- **ENDORSED the nomination of Morna Ballantyne and Tomio Ishihara as Congress Election Officers.**

3h) Congress website

Marcelo Netto Rodrigues, Head of PSI Communications, explained that the aesthetic choices made for the visuals were an homage to the host country. Switzerland is part of historical achievements like Dadaism and Constructivism, which are both related to the workers' revolution, turning 100 years during the PSI Congress. He presented the Congress draft website including the electronic registration form, the documents pages, the timeline, information about hotels, Geneva, logos, various news, public sector videos, and press information.

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- **NOTED the progress report about the Congress website and ongoing preparations related to Congress communications work.**

Before closing Day 1, Dave Prentis announced that Lakshmi Vaidhiyanathan, an important PSI staff member for many years, was attending her last EB, because she would soon retire. He took the opportunity to express warm thanks to her on behalf of the affiliates, the EB and PSI secretariat for many years of excellent service to PSI in the AP region and globally. This announcement was received with strong applause.

DAY 2: Opening by Adeniyi Peters Adeyemi, NASU, Nigeria, in the absence of the President

3e) Regional nominations for sponsorship

David Boys: sponsorship nominations in all regions are well under way. PSI criteria are being respected in general, with special attention to gender parity and young workers. Thanks to (sub)regional staff for all their good work.

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- **NOTED the progress report about sponsorship nominations to attend Congress.**

Other issues related to Congress

Budget

David Boys: Out of the total of 1,600,000€, we allocated 250,000€ for sponsorships and 300,000€ for translation/interpretation cost. A potential cost overrun of 5-6% has been built in. Pre-meetings require additional interpretation and documents. Congress facilities in Geneva are free for PSI, which represents a saving of 250,000€.

Rosa added that PSI is growing in professionalism, so that all videos, logos and posters could be produced in house. There would be no registration fee for Congress participants, but affiliates' donations for Congress expenditure were very welcome. See here the PSI Congress Funding Appeal: <http://congress.world-psi.org/pop-documents/>

Order of business (SOC)

Daniel Bertossa explained that Congress opening had been changed to 30 October, the night before the initial starting date, to offer more time to the political debate. Nine panel sessions including five sector panels were being refined, each panel lining up with the relevant section of the PoA and

affiliates' resolutions and amendments. The selection of speakers would ensure gender and regional balance as far as possible. He announced an appeal against violence against women, which was prepared by WOC. It would be a broad political pledge, dealing with the systemic aspects of the problem.

Side events and social programme

Sandra Vermuyten, Head of Campaigns, presented the Congress side meetings and social events:

- Whistleblowers' symposium at the ILO
- LGBTQI Forum (with EI)
- Young workers' event
- Reception at the Geneva Bâtiment des Forces Motrices (BFM), with Emir Kusturica and his *No Smoking Orchestra*
- Opening with Violonissimo, a Geneva-based children's orchestra
- During Congress, musical entertainment with a Geneva-based brass orchestra
- On Wednesday and Thursday night, movies will be projected
- Visits at the Red Cross Museum and/or CERN will be organised

Participants expressed their appreciation for these choices and asked about an exhibition space for national or regional trade union materials. The availability of such a space was confirmed.

EB-150

- **NOTED the remarks on the situation of the Congress budget;**
- **NOTED the SOC work on the draft order of business;**
- **NOTED the plans for side events and the social programme.**

3c) Draft Programme of Action: results of regional consultations

Peters Adeyemi reminded the meeting that the draft PoA had been circulated in all (sub)regions and endorsed by the RECs: the objective was to finalise the draft as an EB resolution for release to all affiliates before Congress.

Rosa added that PSI political officers had participated in all RECs and many subregional meetings, in order to get an understanding of affiliates' needs. She highlighted that there had been strong support for the PoA content in general. Affiliates' proposals were in line with the spirit and the objectives of the document. The major changes which were introduced after the consultations at (sub)regional level were:

- change in title;
- move the chapter on global economy up to make it the 2nd chapter in order to introduce the global context and all factors that determine it; this relates to funding of public services – taxation, tax evasion, debt, corruption - all these issues are connected;
- improve the section on digitalisation;
- clearer reference to precarious work and challenges posed by flexibilisation of the labour market;
- include re-municipalisation as a proactive approach in the fight against privatisation;
- WOC proposals (see under Item 2, WOC report back).

Daniel then guided the meeting through all the amendments, section by section.

Sections 1, 2, 3, 4 and 5 were endorsed without any comments.

Section 6 was endorsed including the changes proposed by the German-speaking constituency.

Discussion on Section 7

Subsection 7.2

John Leirvaag referred to Resolution #40 (Minimum staffing for healthcare workers), which is linked to 7.2.12d). There are clearly concerns about staff-patient ratios – this could be a race to the bottom if considered as a minimum. The Nordic constituency proposes to change the wording to say: “and for safe staffing levels appropriate to national circumstances.”

Herbert Beck, ver.di, Germany, disagreed and was supported by Cyrille Duch, Fédération Santé-Sociaux, France, Candice Owley and Ritta Thandeka, DENOSA, South Africa: in many countries, health care staff would be helped by a minimum staffing level, set by the legislator. Ver.di has launched a broad campaign for minimum staffing levels in health care. The recent ComHEEG recommendations also recommended this approach. When hospitals do not have to abide by the same rules, privately-owned hospitals reduce staffing levels in order to make more profit. If there were a statutory requirement fixed by law, private and public hospitals would function on the same footing. Care levels must not be reduced at the cost of staff. Minimum staffing simply means one cannot go below; of course, one can go above, if it is possible to do so.

Rosa agreed with this view and added: In the health sector, we have high workers’ mobility, and therefore a high number of migrants. One of the priorities for a road map for the application of SDGs for health should be to gain an international standard on minimum staffing levels.

John noted that his constituency would evaluate the arguments presented, and would expect to receive a proposal for a compromise wording.

Subsection 7.3

Larry stated that the workers his union represented did not correspond exactly to these categories, because Canada is very federalised. Daniel explained that PSI represents national, regional, state, province, local and municipal levels and that some workers may fall into more than one PSI sector. Unlike in other Global Union Federations, PSI affiliates can be active in multiple PSI sectors, as PSI governance is composed of regional structures.

Subsection 7.4

Stélios asked if water was included in the notion of energy provision and this was confirmed by David Boys who said that even waste etc. might be included.

Section 7.6

Candice reminded the secretariat that she had given some additional wording relating to global bodies to Daniel, and she was assured that these amendments would be made.

<http://congress.world-psi.org/pop-documents/>

EB-150

- **ENDORSED the draft Programme of Action (PoA) for circulation to all affiliates, including amendments as discussed.**

ITEM 4: PSI Health for all campaign

Baba Aye, PSI Health and Social Services Officer, presented a PowerPoint on the PSI Human Right to Health global campaign. He outlined the role of the HSSTF in formulating the campaign platform, the campaign objectives, its message, its political and organisational rationale, its time-frame, format of (sub)regional and global activities, and expected outcomes.

Full version of the PPT:

<http://www.world-psi.org/sites/default/files/documents/research/publichealth4all.pdf>

Baba also referred to the new Right to Health Newsletter (1st issue April 2017):

<http://www.world-psi.org/en/right-health-newsletter-all-issues>

EB-150

- **NOTED the progress report on the implementation of the global campaign “Human Right to Health”.**

ITEM 5: Trade Union Rights

Camilo Rubiano, PSI Officer in charge of Trade Union Rights and National Administration, introduced the three main subjects: ILO Conference 2017, Turkey and Liberia.

ILO Conference 2017

PSI will be represented at all ILC commissions:

- general discussion on labour migration;
- Committee on Employment and Decent Work for the Transition to Peace – amendment of Recommendation #71;
- Committee on Fundamental Principles and Rights at Work;
- Committee on the Application of Standards (CAS) – 35 countries are on the final list, and we will provide a list of those that are relevant for PSI. Ecuador, Turkey, Kazakhstan, Portugal, Greece, Spain **might** be included, but there was no agreement so far; countries included relevant for PSI: Guatemala, Colombia, Paraguay, Brazil, Philippines, Bangladesh, Cambodia, Botswana, Algeria, Egypt.

A new agreement between ILO Workers’ and Employers’ groups had resulted in the proposal of a monitoring system, if ILO does not solve the right to strike issue. This debate is to continue and will be closely monitored as well. ILO NORMS will discuss cases that encompass the right to strike. But the Conclusions will not take into account the right to strike. If there is no agreement, this will not be included in the document. The Workers’ Group should pave the way for enhancing monitoring mechanisms. PSI would compile a document and submit it to ILO, showing how this will affect public sector workers in practice.

Turkey

Jan Willem informed the meeting about the planned ITUC/EPSU May mission to Turkey and about a fundraising initiative coordinated by ITUC and EPSU to assist EPSU-PSI Turkish affiliates to cover their legal expenses. More than 100,000 workers had been sacked, most of these dismissals leading to legal cases¹⁰.

Liberia

Camilo reported about good feedback to the resolution adopted by EB-149, “Trade Union Rights in Liberia”, and following the PSI submission to ILO; PSI and its affiliates were putting pressure on the Liberian government, including through diplomatic missions. George Poe Williams, General Secretary of the National Health Workers Association of Liberia, had recently informed PSI that the government was finally giving in: a code of conduct on public sector workers and trade union organising should be drafted.

Atsushi Kawamoto and Tomio Ishihara reported that the Liberian embassy in Japan to which the Japanese affiliates had written to request a meeting with the ambassador, had challenged the

¹⁰ <http://www.epsu.org/article/epsu-call-contribute-solidarity-fund-turkish-unions>

correctness and completeness of PSI information. Affiliates had asked PSI for more information but not received any reply.

Camilo replied that the questions had been received and that appropriate answers would be provided based on direct information from Liberia. Such incidents were no coincidence, and not unexpected.

EB-150

- **NOTED the report on PSI work in the area of trade union rights, and especially the ongoing preparations for ILC 2017.**

ITEM 6: PSI-EPSU Cooperation Agreement

Rosa reported that the last joint meeting had taken place on 29/03/2017, to look at the work done by the two organisations, analysing the situation in terms of resources available, in order to strengthen cooperation. It was decided to keep the remaining funds transferred in 2016 for activities in 2018 and 2019, to enhance joint work on migration, and/or PSI work on international trade. This is an important step forward towards synergy consolidation instead of sporadic common activities. The next meeting on 22/09/2017 would develop the details. Extensive discussions on political challenges were being held, especially in the EU, and about the new geo-political situation affecting Europe.

EB-150

- **NOTED the report.**

ITEM 7: Human Resources

Rosa highlighted that since last EB, employment contracts had been signed with Leo Hyde for the Communications Department and with Edith Rojas to support the General Services Team during Congress preparations. The succession of Alexandre Kamarotos had required mandating a specialised agency which would present a first shortlist of candidates at the beginning of June.

In the regions, major changes were ahead: Sani Baba Mohammed had been appointed Acting Regional Secretary since 01/01/2017. Lakshmi would retire at the end of April 2017 and an appeal for applications had been circulated to all AP affiliates.

As part of PSI's financial sustainability measures, working time and staff in certain subregions had been reduced at the beginning of the present Congress period. Now the situation was more stable, and therefore, working time for Sandra Massiah, Subregional Secretary for the Caribbean, could be increased from 75% to 100% and for Nayareth Quevedo Millán, Subregional Secretary for Southern Cone since 01/01/2017, from 80% to 100%.

Rosa then acknowledged the commitment of all staff in preparation for Congress.

EB-150

- **NOTED the staffing changes that had occurred at HO and in the regions.**

ITEM 8: Relocation

David Boys gave an update on the situation:

Following previous EB decisions, we hired a specialised firm to assist with the analysis, including terms and conditions of employment for staff. The information they will deliver will allow us to open discussions with staff representatives and bring a clearer picture back to the EB. We are still working closely with Stefan Giger, whose support and insights are invaluable to us.

Stélíos Tsiakkaros expressed dissatisfaction on behalf of the French affiliates, mentioning two points: 1) The November 2016 EB had made no decision, but only stated the principle, because Dave Prentis did not want to make an irreversible decision. If we do not decide today – when shall we decide? 2) Which is the procedure exactly for consultation of staff and the dissolution of the operational secretariat in France?

Rosa explained all PSI staff was dedicated to Congress preparations, this is why she had mandated an agency: Moving the HO of PSI to Switzerland is a change we need to make, she said, it doesn't matter if we move the operational secretariat or not. According to Swiss law, for any organisation registered in Switzerland the country in which the organisation is based must be specified; otherwise, in case of a legal dispute, it will be the country of residence of the President. With the new Article 21 in the PSI Constitution, we will make sure that Switzerland will be the country for any legal dispute.

Another element was that the move to Switzerland would solve contradictions in the General Secretary's contract, which is presently very fragile under French law.

David suggested to put together an information pack for an EB decision, which ensures clarity in the decision-making process, so to enable the EB to look at the immediate and long-term impact and take an informed decision.

EB-150

- **NOTED the progress report on the relocation plans and the mandate given to a specialised agency;**
- **RE-CONFIRMED the need for the secretariat to prepare an “information pack” for EB, containing all details about the impact of a move of the PSI HO and the operational secretariat to Switzerland.**

ITEM 9: Finance

Peters Adeyemi presented the items for decision:

- a) Finance Report 2016
- b) Budget 2017
- c) Level of affiliation fees 2018

Malika Ourtioulous, member of the PSI Finance Team, presented the PSI Finance Report 2016.

Daniel Bertossa explained the updates to the 2017 budget in the area of Strategic Activities.

John Leirvaag expressed concern about reduction of members and lack of affiliation fee payments: We need to reverse this trend. We cannot continue raising the fees level to compensate for affiliation fees arrears.

Rosa introduced the draft EB Resolution #55 on affiliation fees and the necessity to increase the fees about 1 Eurocent for each year of the next Congress period, in order to ensure adequate financing for the implementation of the new PoA. She reiterated that RECs meeting prior to Congress would need to consider this issue, so to enable the post-Congress EB-152 to take the appropriate decision.

EB-150

- **APPROVED the PSI Finance Report 2016;**
- **APPROVED the updates to the PSI Budget 2017;**
- **APPROVED the EB affiliation fees resolution #55 with Option A (as per the discussion under Item 3a), SOC report back;**
- **NOTED that a decision on affiliation fees would have to be made at EB-152.**

ITEM 10: Membership

David Boys presented the membership document as a snapshot of political and economic difficulties, but also of growth. Most of the decisions had been discussed and recommended by the RECs.

Asia-Pacific:

- All applications for reduction and exemption were APPROVED *en bloc*.
- The application for affiliation from Pakistan was ACCEPTED.
- Increases were NOTED with congratulations.

Africa and Arab Countries:

- All applications for reduction, exemption and payment in instalments were APPROVED *en bloc*.
- All applications for affiliation were APPROVED *en bloc*.
- HOSPERSA's (South Africa) withdrawal was NOTED.
- The proposed expulsions were APPROVED.

Europe:

- All applications for affiliation were APPROVED *en bloc*.
- All applications for reduction and exemption were APPROVED *en bloc*.
- The application for reduction by French CGT Services Publics was APPROVED.
- The withdrawals were NOTED.
- All applications for reduction, exemption and payment in instalments were APPROVED *en bloc*.
- The Albanian Federation of Health Employees was NOTED as no longer existing.

Interamerica:

- All applications for affiliation were APPROVED *en bloc*.
- All applications for reduction, exemption and payment in instalments were APPROVED *en bloc*.
- Increases were NOTED with congratulations.
- The withdrawal was NOTED.
- The proposed expulsion was APPROVED.

All decisions in detail are to be found in **Appendix 4**.

EB-150

- **APPROVED all applications as per the (sub-)regional recommendations.**

ITEM 11: Miscellaneous

- Edvaldo Andrade Pitanga, CONDSEF, Brazil, read out a draft motion of support for the Brazilian general strike which was APPROVED (**Appendix 5**).
- Rosa read out a draft solidarity statement for 6,500 Palestinian detainees (among whom 300 children). 14/04/2017 is the World Prisoner Day which the detainees commemorated with a hunger strike. She asked EB to mandate the secretariat to prepare a solidarity message, as requested by the General Trade Union of Workers in Health Services - Gaza. This was APPROVED (**Appendix 6**).

EB-150

- **ENDORSED the motion of support for the Brazilian general strike;**
- **APPROVED the draft solidarity statement for Palestinian detainees' hunger strike.**

Dates of constitutional meetings around Congress were confirmed as per the EB main document, with the addition of the 3rd SOC meeting on 19-20/07/2017, and the now confirmed Symposium on the Protection of Whistleblowers on 30/10/2017 at the ILO, not in the CIGG.

List of appendices:

1. Participants list and obituaries (EN)
2. Updated list of EB members (EN)
3. Report from WOC meeting 19/04/2017 (ES)
4. All membership decisions (EN)
5. EB motion of support for general strike in Brazil (EN-FR-ES-SV-DE-JP-Port)
6. EB Solidarity Statement with Palestinian detainees' hunger strike (EN-FR-ES-SV-DE-JP)

**Appendix 1: Executive Board EB-150 (20-21 April 2017), Geneva,
Participants list**

Africa & Arab Countries				
Nassira Ghozlane	F	ALGERIA	Syndicat National Autonome des Personnels de l'Administration Publique	Titular
Jean-Marie Ndi	M	CAMEROON	Féd. Synd. Employés Santé, Pharmacies & Assimilés du Cameroun	Titular
Adeniyi Peters Adeyemi	M	NIGERIA	Non-Academic Staff Union of Education and Associated Institutions	Titular
Ritta Thandeka Msibi	F	SOUTH AFRICA	Democratic Nursing Organisation of South Africa	Titular
Nawfel Rhayem	M	TUNISIA	Fédération Générale de la Santé	Titular (sub. acting as)
Marie Mbayabu Nianga	F	DEMOCRATIC REPUBLIC OF CONGO	Solidarité Syndicale Infirmiers du Congo	Observer
Mirna Mneimneh	F	LEBANON	Syndicat des Employés et Ouvriers de la Régie Libanaise des Tabacs et Tombacs	Observer
Asia & Pacific				
Srinivasan Ramachandra Naidu	M	INDIA	Indian National Defence Workers Federation	Titular
Mariko Aoki	F	JAPAN	All Japan Prefectural and Municipal Workers Union	Titular
Atsushi Kawamoto	M	JAPAN	All Japan Prefectural and Municipal Workers Union	Titular
Sarojini Devi Jagarou	F	MALAYSIA	Amalgamated Union of Tenaga Nasional Berhad Employees	Titular (sub. acting as)
Annie Enriquez Geron	F	PHILIPPINES	Public Services Labor Independent Confederation	Titular
Mele Teusivi Amanaki	F	TONGA	Tonga Public Service Association	Titular (sub. acting as)
Makiko Kishi	F	JAPAN	All Japan Prefectural and Municipal Workers Union	Observer
Setsuko Kubota	F	JAPAN	All Japan Prefectural and Municipal Workers Union	Observer
Tomio Ishihara	M	JAPAN	Japan Public Sector Union	Observer
Atsuko Niki	F	JAPAN	PSI-Japan Council	Observer
Noor Shyma Abdul Latiff	F	SINGAPORE	Amalgamated Union of Public Employees	Observer
Europe				
Gayane Armaghanova	F	ARMENIA	Republican Branch Trade Union of Health Workers of Armenia	Titular (sub. acting as)
Thomas Kattnig	M	AUSTRIA	Younion_Die Daseinsgewerkschaft	Titular
Ivan Angelov Kokalov	M	BULGARIA	Federation of Trade Unions - Health Services	Titular
Boris Pleša	M	CROATIA	Trade Union of State and Local Government Employees of Croatia	Titular
Dennis Kristensen	M	DENMARK	Trade and Labour	Titular
Didier Bernus	M	FRANCE	Fédération FO des Personnels des Services Publics et des Services de Santé	Titular
Herbert Karl Beck	M	GERMANY	Vereinte Dienstleistungsgewerkschaft	Titular
Hannelore Reiner	F	GERMANY	Vereinte Dienstleistungsgewerkschaft	Titular
Marieke Manschot	F	NETHERLANDS	Federatie Nederlandse Vakbeweging	Titular
John Leirvaag	M	NORWAY	Norwegian Civil Service Union	Titular
Odd-Haldgeir Larsen	M	NORWAY	Norwegian Union of Municipal and General Employees	Titular (sub. acting as)
Mikhail M. Kuzmenko	M	RUSSIAN FEDERATION	Health Workers Union of the Russian Federation	Titular
Julio Lacuerda Castelló	M	SPAIN	Federación de Empleadas y Empleados de los Servicios Públicos de UGT	Titular

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Tobias Baudin	M	SWEDEN	Swedish Municipal Workers Union	Titular
Lisa Bengtsson	F	SWEDEN	Swedish Municipal Workers Union	Titular
Veronica Magnusson	F	SWEDEN	VISION	Titular
Gaynelle Samuel	F	UNITED KINGDOM	Public and Commercial Services Union	Titular
Nick Crook	M	UNITED KINGDOM	UNISON	Titular (sub. acting as)
Gloria Mills	F	UNITED KINGDOM	UNISON	Titular (sub. acting as)
Hannes Gruber	M	AUSTRIA	Gewerkschaft Öffentlicher Dienst	Observer
Christian Meidlinger	M	AUSTRIA	Younion_Die Daseinsgewerkschaft	Observer
Monika Wipplinger	F	AUSTRIA	Younion_Die Daseinsgewerkschaft	Observer
Gilbert Lieben	M	BELGIUM	CGSP - Administrations Locales et Régionales	Observer
Niko Simola	M	FINLAND	The Federation of Salaried Employees	Observer
Sari Koivuniemi	F	FINLAND	The Union of Health and Social Care Professionals	Observer
Eveliina Petälä	F	FINLAND	Trade Union for the Public and Welfare Sectors	Observer
Frédérique Landas	F	FRANCE	Fédération CGT des Services Publics	Observer
Arnaud Mellaerts	M	FRANCE	Fédération CGT des Services Publics	Observer
Yves Letourneux	M	FRANCE	Fédération INTERCO	Observer
Stélios Tsiakkaros	M	FRANCE	Fédération INTERCO	Observer
Cyrille Duch	M	FRANCE	Fédération Santé-Sociaux	Observer
Maryvonne Nicole	F	FRANCE	Fédération Santé-Sociaux	Observer
Kjartan Lund	M	NORWAY	Nordic Public Service Unions	Observer
Julie Lødrup	F	NORWAY	Norwegian Confederation of Trade Unions	Observer
Tore Trygve Dahlstrøm	M	NORWAY	Norwegian Nurses Organisation	Observer
Anita Rabben Asbjørnsen	F	NORWAY	Norwegian Nurses Organisation	Observer
Hanna-Mari Anttila-Kivä	F	NORWAY	Norwegian Union of Municipal and General Employees	Observer
Ola Harald Svenning	M	NORWAY	Norwegian Union of Municipal and General Employees	Observer
Olga Zhankevich	F	RUSSIAN FEDERATION	Health Workers Union of the Russian Federation	Observer
Ángeles Villaverde Ruibal	F	SPAIN	Federación de Empleadas y Empleados de los Servicios Públicos de UGT	Observer
Heike Erkers	F	SWEDEN	Akademikerförbundet SSR	Observer
Maria Östberg-Svanelind	F	SWEDEN	Akademikerförbundet SSR	Observer
Karin Brunzell	F	SWEDEN	Fackförbundet ST	Observer
Britta Lejon	F	SWEDEN	Fackförbundet ST	Observer
Nina Bergman	F	SWEDEN	Swedish Association of Health Professionals	Observer
Anders Jonsson	M	SWEDEN	Swedish Municipal Workers Union	Observer
Anneli Jonsson	F	SWEDEN	The Union of Service and Communication Employees	Observer
Åsa Törnlund	F	SWEDEN	The Union of Service and Communication Employees	Observer
Mikael Ruukel	M	SWEDEN	VISION	Observer
Inter-America				
Omar Autón	M	ARGENTINA	Unión del Personal Civil de la Nación	Titular
Edvaldo Andrade Pitanga	M	BRAZIL	Confederação dos Trabalhadores no Serviço Público Federal	Titular (sub. acting as)
Larry Brown	M	CANADA	National Union of Public and General Employees	Titular (sub. acting as)
Ivonne Del Carmen Iturriaga Brito	F	CHILE	Asociación Nacional de Empleados del Poder Judicial	Titular
Juan Ayala Rivero	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Titular
Jillian Joy Bartlett	F	TRINIDAD AND TOBAGO	National Union of Government and Federated Workers	Titular (sub. acting as)
Candice Owley	F	USA	American Federation of Teachers	Titular

Morna Ballantyne	F	CANADA	Public Service Alliance of Canada/Alliance de la Fonction publique du Canada	Observer
Hugo Benito Álvarez Pérez	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Eladio Arellanes Varela	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Rosa Laura Beristain Sánchez	F	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Maria De Los Ángeles Gaviño Rodríguez	F	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Roberto Hernández Vázquez	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Yolanda Montijo Herrera	F	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
José Carlos Mora Navarro	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Guadalupe Ortiz Castro	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Cesar Piña Rodríguez	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Oscar Velasco Estrada	M	MEXICO	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Observer
Steve Porter	M	USA	American Federation of Teachers	Observer
Ismael Cortazzo Brysk	M	URUGUAY	Federación de Funcionarios de Obras Sanitarias del Estado	Observer
Ex Officio				
Jan Willem Goudriaan	M	BELGIUM	European Federation of Public Service Unions	Ex officio
Juneia Batista	F	BRAZIL	Federação dos Trabalhadores da Admin. e do Serviço Púb. Munic. do Estado de São Paulo	Ex officio
Rosa Pavanelli	F	FRANCE	Public Services International	Ex officio
Dave Prentis	M	UNITED KINGDOM	UNISON	Ex officio

Apologies				
Isolde Kunkel-Weber	F	GERMANY	Vereinte Dienstleistungsgewerkschaft	Ex officio
João Domingos Gomes dos Santos	M	BRAZIL	Confederação dos Servidores Públicos do Brasil	Titular
Robyn Benson	F	CANADA	Public Service Alliance of Canada/Alliance de la Fonction publique du Canada	Titular
Tanja Buzek	F	GERMANY	Vereinte Dienstleistungsgewerkschaft	Titular (sub. acting as)
Fandi Setia Sutondo	M	INDONESIA	Persatuan Pegawai PT. Indonesia Power Tingkat Pusat	Titular (sub. acting as)
Ji-Hyun Yoo	F	KOREA	Korean Health & Medical Workers' Union	Titular
Rasa Sidlauskaitė	F	LITHUANIA	Lithuanian Trade Union of State, Budget and Public Service Employees	Titular (sub. acting as)
Altantsetseg Magvan	F	MONGOLIA	Federation of Public Employees Trade Union	Titular (sub. acting as)
Joseph Chiaka Ajaero	M	NIGERIA	National Union of Electricity Employees of Nigeria	Titular (sub. acting as)
Eli Gunhild By	F	NORWAY	Norwegian Nurses Organisation	Titular (sub. acting as)
Mette Nord	F	NORWAY	Norwegian Union of Municipal and General Employees	Titular
Fatou Diouf	F	SENEGAL	Syndicat Autonome des Travailleurs de la Sénégalaise des Eaux	Titular
Chun Fing Yeo	M	SINGAPORE	Amalgamated Union of Public Employees	Titular
Olexii Romanyuk	M	UKRAINE	TU of Workers of Municipal Economy, Local Industry, Population Services of Ukraine	Titular

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PSI HO			
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Daniel Bertossa	M	FRANCE	Public Services International
David Boys	M	FRANCE	Public Services International
Pauline Chase	F	FRANCE	Public Services International
Daria Cibrario	F	FRANCE	Public Services International
Cédric Depollier	M	FRANCE	Public Services International
Jasper Goss	M	UNITED KINGDOM	Public Services International
Leo Hyde	M	FRANCE	Public Services International
Nobuko Mitsui	F	FRANCE	Public Services International
Alejandro Morales Fernandez	M	FRANCE	Public Services International
Marcelo Netto Rodrigues	M	FRANCE	Public Services International
Malika Ourtioualous	F	FRANCE	Public Services International
Sonia Regelbrugge	F	FRANCE	Public Services International
Hazel Ripoll	F	FRANCE	Public Services International
Edith Rojas	F	FRANCE	Public Services International
Camilo Rubiano	M	FRANCE	Public Services International
Veronika Tober	F	FRANCE	Public Services International
Cissie Veniou	F	FRANCE	Public Services International
Sandra Vermuyten	F	FRANCE	Public Services International
<i>Audrey Ferdinand (intern)</i>	<i>F</i>	<i>FRANCE</i>	<i>Grenoble Faculty of Law</i>
Interamerica			
Jocelio Drummond	M	BRAZIL	Public Services International
Verónica Montúfar	F	ECUADOR	Public Services International

OBITUARIES

- Rudney Veras Carvalho, Director of CSPB, Brazil, died on 27 May 2016.
- Golelwang Nazi Matoteng, International Secretary of the Botswana Land Boards, Local Authorities and Health Workers Union, died on 6 July 2016.
- Eric Roberts, President of UNISON, UK, died on 24 November 2016.
- Clement Ajayi, AUPCTRE, Nigeria, died on 1st December 2016.
- Philips Aigbokonkon, AUPCTRE, Nigeria, died on 19 January 2017.

Appendix 2: Executive Board members as at 10 October 2017

Position	Name	Union	Country
AFRICA & ARAB COUNTRIES			
Arab Countries 1			
Titular	Ms Nassira Ghozlane	Syndicat National Autonome des Personnels de l'Administration Publique	Algeria
1st Substitute	Mr Ali Falah Al Hadid	General Trade Union for Workers in Electricity	Jordan
English-speaking Central, East and West Africa 1			
Titular	Mr Adeniyi Peters Adeyemi	Non-Academic Staff Union of Education and Associated Institutions	Nigeria
English-speaking Central, East and West Africa 2			
1st Substitute	Mr Joseph Chiaka Ajaero	National Union of Electricity Employees of Nigeria	Nigeria
French-speaking Africa 1			
Titular	Mr Jean-Marie Ndi	Féd. Synd. Employés Santé, Pharmacies & Assimilés du Cameroun	Cameroon
1st Substitute	Ms Dadoré Anne Koïta	Fédération des Syndicats du Secteur Public	Mali
Southern Africa 1			
Titular	Ms Ritta Thandeka Msibi	Democratic Nursing Organisation of South Africa	South Africa
1st Substitute	Mr Ernst Frederick Pienaar	Namibia Public Workers Union	Namibia
Young Workers Representative			
Titular	Ms Fatou Diouf	Syndicat Autonome des Travailleurs de la Sénégalaise des Eaux	Senegal
1st Substitute	Mr Nawfel Rhayem	Fédération Générale de la Santé	Tunisia
ASIA & PACIFIC			
East Asia 1			
Titular	Ms Ji-Hyun Yoo	Korean Health & Medical Workers' Union	Korea
1st Substitute	Ms Yang Soon Bae	Federation of Korean Public Industry Trade Unions	Korea
2nd Substitute	Ms Altantsetseg Magvan	Federation of Public Employees Trade Union	Mongolia
Oceania 1			
1st Substitute	Ms Mele Teusivi Amanaki	Tonga Public Service Association	Tonga
2nd Substitute	Mr Anthony Turua	Cook Islands Workers Association	Cook Islands
South Asia 1			
Titular	Mr Srinivasan Ramachandra Naidu	Indian National Defence Workers Federation	India
1st Substitute	Mr Subodh Kumar Devkota	Nepal Civil Service Employees' Union	Nepal
2nd Substitute	Ms Ashoka Abeynayaka	Public Services United Nurses' Union	Sri Lanka
South East Asia 1			
Titular	Mr Chun Fing Yeo	Amalgamated Union of Public Employees	Singapore
1st Substitute	Ms Sarojini Devi Jagarou	Amalgamated Union of Tenaga Nasional Berhad Employees	Malaysia
2nd Substitute	Ms Noor Shyma Abdul Latiff	Amalgamated Union of Public Employees	Singapore
AP 1			

Titular	Mr Atsushi Kawamoto	All Japan Prefectural and Municipal Workers Union	Japan
1st Substitute	Mr Tomio Ishihara	Japan Public Sector Union	Japan
AP 2			
Titular	Ms Annie Enriquez Geron	Public Services Labor Independent Confederation	Philippines
1st Substitute	Ms Esperanza Ocampo	Philippine Government Employees' Association	Philippines
JICHIRO 1			
Titular	Ms Mariko Aoki	All Japan Prefectural and Municipal Workers Union	Japan
1st Substitute	Ms Makiko Kishi	All Japan Prefectural and Municipal Workers Union	Japan
Young Workers Representative			
1st Substitute	Mr Fandi Setia Sutondo	Persatuan Pegawai PT. Indonesia Power Tingkat Pusat	Indonesia
EUROPE			
Benelux and France 1			
Titular	Mr Didier Bernus	Fédération FO des Personnels des Services Publics et des Services de Santé	France
1st Substitute	Mr Yves Letourneux	Fédération INTERCO	France
2nd Substitute	Ms Frédérique Landas	Fédération CGT des Services Publics	France
Benelux and France 2			
Titular	Ms Marieke Manschot	Federatie Nederlandse Vakbeweging	Netherlands
1st Substitute	Mr Gilbert Lieben	CGSP - Administrations Locales et Régionales	Belgium
2nd Substitute	Mr Olivier Nyssen	CGSP - Administrations Locales et Régionales	Belgium
Central Europe 1			
Titular	Mr Boris Pleša	Trade Union of State and Local Government Employees of Croatia	Croatia
1st Substitute	Ms Ivana Brenková	Trade Union of the Health Service and Social Care of the Czech Republic	Czech Republic
2nd Substitute	Ms Anica Prašnjak	Croatian Trade Union of Nurses and Medical Technicians	Croatia
German-speaking 1			
Titular	Mr Thomas Kattinig	Younion_Die Daseinsgewerkschaft	Austria
1st Substitute	Mr Hannes Gruber	Gewerkschaft Öffentlicher Dienst	Austria
2nd Substitute	Mr Stefan Giger	Schweizerischer Verband des Personals öffentlicher Dienste	Switzerland
German-speaking 2			
Titular	Ms Isolde Kunkel-Weber	Vereinte Dienstleistungsgewerkschaft	Germany
1st Substitute	Ms Tanja Buzek	Vereinte Dienstleistungsgewerkschaft	Germany
2nd Substitute	Ms Alexa Wolfstädter	Vereinte Dienstleistungsgewerkschaft	Germany
German-speaking 3			
Titular	Mr Herbert Karl Beck	Vereinte Dienstleistungsgewerkschaft	Germany
1st Substitute	Mr Andreas Scheidt	Vereinte Dienstleistungsgewerkschaft	Germany
Mediterranean Europe 1			

Titular	Mr Julio Lacuerda Castelló	Federación de Empleadas y Empleados de los Servicios Públicos de UGT	Spain
Nordic 1			
Titular	Mr Tobias Baudin	Swedish Municipal Workers Union	Sweden
1st Substitute	Mr Jan Rudén	The Union of Service and Communication Employees	Sweden
Nordic 2			
Titular	Ms Mette Nord	Norwegian Union of Municipal and General Employees	Norway
1st Substitute	Mr Odd-Haldgeir Larsen	Norwegian Union of Municipal and General Employees	Norway
2nd Substitute	Ms Eli Gunhild By	Norwegian Nurses Organisation	Norway
Nordic 3			
Titular	Ms Päivi Niemi-Laine	Trade Union for the Public and Welfare Sectors	Finland
1st Substitute	Ms Marjut McLean	The Union of Health and Social Care Professionals	Finland
Nordic 4			
Titular	Mr Dennis Kristensen	Trade and Labour	Denmark
1st Substitute	Ms Rita Bundgaard	Government and public employees in Denmark	Denmark
Nordic 5			
Titular	Ms Veronica Magnusson	VISION	Sweden
1st Substitute	Ms Britta Lejon	Fackförbundet ST	Sweden
Nordic 6			
Titular	Mr John Leirvaag	Norwegian Civil Service Union	Norway
1st Substitute	Mr Niko Simola	The Federation of Salaried Employees	Finland
2nd Substitute	Ms Heike Erkers	Akademikerförbundet SSR	Sweden
North East Europe 1			
Titular	Mr Olexii Romanyuk	TU of Workers of Municipal Economy, Local Industry, Population Services of Ukraine	Ukraine
1st Substitute	Ms Gayane Armaghanova	Republican Branch Trade Union of Health Workers of Armenia	Armenia
2nd Substitute	Ms Irena Petraitiene	Lithuanian Trade Union of State, Budget and Public Service Employees	Lithuania
Russia and Central Asia 1			
Titular	Mr Mikhail M. Kuzmenko	Health Workers Union of the Russian Federation	Russian Federation
1st Substitute	Ms Mereke Butina	Trade Union of Health Workers of Kazakhstan	Kazakhstan
2nd Substitute	Ms Olga Klimova	All-Russian Life-Support Workers' Union	Russian Federation
South East Europe 1			
Titular	Dr Ivan Angelov Kokalov	Federation of Trade Unions - Health Services	Bulgaria
1st Substitute	Ms Valeria Zaharia	Fédération Nationale des Syndicats de l'Électricité UNIVERS	Romania
UK and Ireland 1			
Titular	Ms Jean Butcher	UNISON	United Kingdom
1st Substitute	Mr Shay Cody	IMPACT	Ireland
UK and Ireland 2			

2nd Substitute	Ms Gloria Mills	UNISON	United Kingdom
UK and Ireland 3			
Titular	Ms Gaynelle Samuel	Public and Commercial Services Union	United Kingdom
1st Substitute	Ms Gail Cartmail	Unitetheunion	United Kingdom
UK and Ireland 4			
Titular	Ms Mary Turner	GMB	United Kingdom
1st Substitute	Mr Nick Crook	UNISON	United Kingdom
Kommunal 1			
Titular	Ms Lisa Bengtsson	Swedish Municipal Workers Union	Sweden
1st Substitute	Mr Anders Jonsson	Swedish Municipal Workers Union	Sweden
ver.di 1			
Titular	Ms Hannelore Reiner	Vereinte Dienstleistungsgewerkschaft	Germany
1st Substitute	Ms Delphine Pommier	Vereinte Dienstleistungsgewerkschaft	Germany
2nd Substitute	Ms Ulrike Manthau	Vereinte Dienstleistungsgewerkschaft	Germany
Young Workers Representative			
1st Substitute	Ms Rasa Sidlauskaitė	Lithuanian Trade Union of State, Budget and Public Service Employees	Lithuania
2nd Substitute	Ms Adriana Bozzi	Federazione Lavoratori Funzione Pubblica	Italy
INTER-AMERICA			
Brazil 1			
Titular	Mr João Domingos Gomes dos Santos	Confederação dos Servidores Públicos do Brasil	Brazil
1st Substitute	Mr Edvaldo Gomes de Souza	Federação Nacional dos Urbanitários da CUT	Brazil
2nd Substitute	Mr Edvaldo Andrade Pitanga	Confederação dos Trabalhadores no Serviço Público Federal	Brazil
Canada 1			
Titular	Ms Robyn Benson	Public Service Alliance of Canada/Alliance de la Fonction publique du Canada	Canada
1st Substitute	Mr Larry Brown	National Union of Public and General Employees	Canada
Caribbean 1			
Titular	Mr Wayne Jones	Jamaica Civil Service Association	Jamaica
1st Substitute	Ms Jillian Joy Bartlett	National Union of Government and Federated Workers	Trinidad And Tobago
Central America & Mexico 1 / Andean			
Titular	Mr Juan Ayala Rivero	Sindicato Único de Trabajadores del Gobierno del Distrito Federal	Mexico
1st Substitute	Mr Domingo Francisco Pérez	Confederación General Unión Nacional de Empleados	Nicaragua
2nd Substitute	Mr Luis Isarra Delgado	Federación de Trabajadores del Agua Potable y Alcantarillado	Peru
Southern Cone 1			
Titular	Dr Omar Autón	Unión del Personal Civil de la Nación	Argentina
1st Substitute	Mr Raúl Andrés Araya Castillo	Asociación Nacional de Empleados del Poder Judicial	Chile

2nd Substitute	Mr Marcelo Carlos Di Stefano	Asociación del Personal de la Universidad de Buenos Aires	Argentina
USA 1			
Titular	Ms Candice Owley	American Federation of Teachers	USA
1st Substitute	Ms Eileen Kirlin	Service Employees International Union	USA
2nd Substitute	Ms Deborah Burger	National Nurses United	USA
2nd Substitute	Ms Karen Higgins	National Nurses United	USA
2nd Substitute	Ms Jean Ross	National Nurses United	USA
Young Workers Representative			
Titular	Ms Ivonne Del Carmen Iturriaga Brito	Asociación Nacional de Empleados del Poder Judicial	Chile
1st Substitute	Ms Arelis Cecilia López Salinas	Confederación General Unión Nacional de Empleados	Nicaragua
OTHER			
Ex Officio			
PSI: President	Mr Dave Prentis	UNISON	United Kingdom
PSI: GS	Ms Rosa Pavanelli	Public Services International	France
PSI: WOC Chair	Ms Juneia Batista	Federação dos Trabalhadores da Admin. e do Serviço Púb. Munic. do Estado de São Paulo	Brazil
EPSU: President	Ms Isolde Kunkel-Weber	Vereinte Dienstleistungsgewerkschaft	Germany
EPSU: GS	Mr Jan Willem Goudriaan	European Federation of Public Service Unions	Belgium
EPSU: GS Substitute	Ms Penny Clarke	European Federation of Public Service Unions	Belgium

Appendix 3: Informe presentado al Consejo Ejecutivo Mundial por Juneia Bastista, presidenta del Comité Mundial de Mujeres-WOC

El día 19 de abril de 2017, el Comité Mundial de Mujeres-WOC, presidido por Juneia Batista y con la participación de Rosa Pavanelli-Secretaria General, 15 delegadas titulares, 2 hombres y 7 mujeres observadoras de las regiones de Asia-Pacífico; África y Países Árabes; Interaméricas; y Europa, se reunió en Ginebra, en la sede de la OIT, con el acompañamiento del personal de la ISP, para debatir y acordar los siguientes puntos de agenda:

| Congreso Mundial de la ISP 2017

- Programa de Acción: una vez valorado el importante logro de la transversalización de género en la nueva versión; analizado los aportes y observaciones realizadas por los Comités Regionales de Mujeres durante sus reuniones de principios de año, se destacó que será fundamental una vez que el programa se apruebe contar con los instrumentos necesarios para el monitoreo del progreso y rendición de cuentas. Para ello el WOC, encarga a la Secretaría realizar un levantamiento de todos los materiales existentes tanto al interior de la ISP como externamente, acerca de metodologías de transversalización de género, auditorías de género, materiales educativos, formulación de indicadores de género e información estadística para ser presentadas en la primera reunión del nuevo Comité Mundial de Mujeres como insumo para la formulación de una hoja de ruta en 2018.
- Enmiendas a los Estatutos: el tema fundamental de análisis estuvo en relación a la institucionalización de los comités subregionales y nacionales de mujeres, ante lo cual el planteamiento de que estas instancias se mantendrán como opcionales y serán decisión política de los Comités Ejecutivos Regionales.
- Orden del día del Congreso: una vez conocida la primera propuesta de orden del día y la idea de contar con un enfoque de género en los paneles temáticos y sectoriales, el WOC toma nota y valora la sesión especial sobre igualdad en la diversidad, indica la necesidad de tener una específica visibilización de las distintas diversidades, entre ellas la racial; así como también la sesión referente a el PACTO/Compromiso para terminar con la violencia contra las mujeres, ante lo cual conforma un grupo de trabajo para el desarrollo de la propuesta, la de incluir un enfoque estructural de la violencia así como humano.
- Propuestas de Resoluciones: luego de conocer la propuesta de resolución que han presentado las afiliadas suecas, titulada “igualdad para las personas cuando están menstruando, medidas encaminadas a que todas puedan acceder en igualdad de condiciones a la educación, y a la vida laboral y social”, el WOC valora la propuesta y mira la pertinencia e importancia de la misma para el futuro trabajo de género.

| Seguimiento a las prioridades del WOC

- UNCSW61: el WOC dio un importante reconocimiento a los resultados obtenidos, que son fruto de un trabajo arduo de varios años; así como también de haber contado por primera vez con una reunión preparatoria. Ratificó la importancia de continuar con la CSW y de elevar el perfil de la ISP y su efectividad. Para lo cual señaló varios puntos en los que perfeccionar el trabajo, como son:
 - El seguimiento a las prioridades de los gobiernos, a las delegaciones oficiales y la implementación nacional de las Conclusiones Acordadas.
 - El proceso de selección de participantes
 - La adecuada organización del trabajo durante las dos semanas en las que la CSW se desarrolla
 - Mejorar las comunicaciones
 - Desarrollar investigaciones pertinentes a los temas prioritarios de cada año.

- Profundizar el trabajo sobre mujeres y el derecho humano a la paz en colaboración con el movimiento internacional de derechos humanos hacia el proceso de modificación de la Declaración de la ONU que se dará en 2018.
- Convenio de OIT sobre violencia en el mundo de trabajo y sector salud: el WOC tomó nota de todo el proceso de adopción de un nuevo estándar al interior de la OIT. Identificó como prioritaria, la siguiente fase que comprende de abril a septiembre de 2017, cuando se llevará adelante la consulta a los Estados miembros sobre la forma y contenido del nuevo instrumento sobre violencia. Ratificó su voluntad política de luchar por un Convenio, en donde la violencia de género sea abordada de manera fundamental y continuar la campaña conjunta con la CSI y los Sindicatos Globales. La ISP elaborará una circular específica para sus afiliadas orientando este proceso de consulta. Así mismo el WOC validó la propuesta de profundizar el trabajo sobre violencia y el sector salud e identificó como tema para el 25 de noviembre de 2017, la violencia de terceros.
- Justicia fiscal y sector agua: posterior a un valioso debate sobre la importancia de cada uno de estos temas para las mujeres y su enfoque de género creciente; así como también los vínculos entre la justicia fiscal y el financiamiento de todos los servicios públicos, el WOC ratificó su voluntad de continuar vinculando justicia fiscal con agua, a la vez que abrir ejes temáticos en relación a otros servicios públicos esenciales para la realización de los derechos de las mujeres. Validó la importancia de contar con estudios, tales como las investigaciones ya programadas con el programa de fiscalidad que financia la FES y explorar un enfoque de género en la propuesta de la ISP sobre las alianzas público-públicas, como temas a ser presentados en la CSW62, que tiene como tema prioritario a las mujeres y niñas del sector rural.
- Paro Internacional de Mujeres-8 de Marzo: posterior a la socialización de las acciones que se desarrollaron fundamentalmente en algunos países de Europa, Estados Unidos y el Cono Sur; los temas que se levantaron tanto para el 8M como los recientes hechos que alimentaron este momento (Islandia, Polonia y 21 de enero en EE.UU); así como la composición de base del movimiento convocante, más allá de los sindicatos y en fuerte posicionamiento de las mujeres individual y colectivamente, el WOC convalidó que el 8M, ha cobrado una fuerza de movilización importante, así como el tema de la equidad salarial, que se convirtió en una de las demandas más altas del movimiento de mujeres y que es una de las áreas de trabajo en la que la ISP y varios de sus sindicatos afiliados tienen mucha capacidad de acción y voluntad política de trabajo. Por tanto, el WOC, decidió como tema del 8M en 2018, la equidad salarial.
- Sector de Trabajadores de los Gobiernos Regionales/Municipales: el WOC tomó nota de las varias actividades emprendidas por este sector y valoró el potencial que tiene en cuanto a la transversalización del enfoque de género.

Dado en Ginebra, el 19 de abril de 2017.

Appendix 4: Membership Decisions

ASIA-PACIFIC: Recommendations from APREC meeting, 6-7 March 2017, Singapore**REQUESTS FOR EXEMPTION AND REDUCTION / PAYMENT OF AFFILIATION FEES IN INSTALMENTS / DEFERRALS**

Country	Union	Membership Index	Details of Application and Comments	SUBRAC, SRS, APREC Comments and Recommendations	EB-150 Decision
Cambodia	Cambodia's Independent Civil Servants Association (CICA) TU15400	1,500 10%	The Association is facing political pressure and restrictions in the exercise of the right for freedom of association. Financial hardship is caused by a decrease of members, and difficulties are experienced in recruiting new members. The Association is requesting exemption of payment of 2017 affiliation fees. -500€	Supported by SEASRAC and recommended by APREC	APPROVED
Hong Kong	Government Electrical & Mechanical Works Supervisors, Craftsmen & Workmen Assoc. (GEMWSCWA) TU00131	120 100%	The union collects only HK\$ 30 per member as annual fees. The union's expenses take much of the fees collected. The union therefore requests to pay a reduced amount of HK\$1000 (approximately 121€) for 2017 . -379€	SRS recommended approving the request. Recommended by APREC	APPROVED
Hong Kong	Hong Kong Nurses General Union (HKNUGU) TU00133	200 100%	The union collects only US\$14 per member per year. They cannot pay the invoiced fees. The union therefore requests to pay a reduced amount of 191€ for 2017 , corresponding to their real membership. -309€	SRS recommended approving the request. Recommended by APREC	APPROVED
Indonesia	Serikat Pekerja Perusahaan Daerah Air Minum Jakarta (SP PDAM Jakarta) TU12946	572 10%	The union is facing financial hardship and a complicated situation in the workplace that affects their membership. Therefore, the union requests exemption of affiliation fees for 2016 and 2017 . -1,000€	Recommended by SEASRAC and by APREC	APPROVED
Indonesia	Serikat Pekerja Perjuangan PLN (SPP PLN) TU09935	6,000 10%	The union is facing financial difficulties, as they are forced to bear the legal cost following fights against privatization and the rights for recognition and collective bargaining. Therefore, the union requests exemption of affiliation fees payment 2017 . -573€	Recommended by SEASRAC and by APREC	APPROVED

EB-150, 20-21 April 2017, Item 10: Membership ASIA & PACIFIC

Country	Union	Membership Index	Details of Application and Comments	SUBRAC, SRS, APREC Comments and Recommendations	EB-150 Decision
Philippines	Public Services Labor Independent Confederation (PSLINK) TU00191	11,100 25%	The affiliated unions to PSLINK are experiencing financial constraints; therefore, the Confederation requests deferral of 2017 payment of affiliation to August 2017.	Recommended by SEASRAC and by APREC	APPROVED
Philippines	Confederation of Independent Unions in the Public Sector (CIU) TU00194	2,000 25%	The affiliated unions are still recovering from the split and had difficulties in stabilizing the dues collection, but they managed to pay some of their arrears last year. CIU requests payment deferral to 28 April 2017 of the remaining outstanding dues of 1,476€.	Recommended by SEASRAC and by APREC	APPROVED
Sri Lanka	Srilanka Nidahas Rajaye Vurtheeya Samithi Sammelanhaya (SL NRVSS) TU08350	4,910 10%	The union has been reorganized after the demise of General Secretary Bro. Weeraekara. The International Secretary specified in writing: 1. They would make the payment for the year 2017 as soon as possible. 2. For the years 2015 and 2016 , they ask for deferral and would make the payment by August 2017. 3. They also request reduction of the membership to the amount actually paid for 2013 , which is 282€ 4. Request exemption of 2014 payment of fees -718€	SASRAC recommended provided that the union respects the committed payments as per items 1 and 2 APREC recommended	APPROVED
Thailand	Labour Union of Metropolitan Electricity Authority (LUMEA) TU00208	1,500	New leadership is trying its best to put the union's PSI membership on a sustainable base again. It therefore requests exemption from outstanding affiliation fees for 2014, 2015, 2016 , and commits to full payment of fees for 2017 in May 2017. -1,500€	Regional Secretary and Subregional Secretary recommend accepting	APPROVED
Vanuatu	Vanuatu National Workers Union TU08503	203 50%	The union, who has been exempted for 2014 and 2015, did not manage its fees payment for 2013 and is requesting exemption . Fees for 2016 are paid. The exemption for 2013 will help the union to pay its 2017 fees. -500€	Supported by OSRAC and recommended by APREC	APPROVED
TOTAL FINANCIAL IMPACT			-5,479€		

PSI EB-150 NOTED THE FOLLOWING INCREASES IN MEMBERSHIP AS OF 2017

Country	Union	Membership Index	Details	SUBRAC, SRS and APREC Comments
India	Tamilnadu Electricity Board Workers Progressive Union TU16559	5,530 10%	Increased membership from 5,530 to 6,000	SASRAC notified to APREC. APREC noted with appreciation
Korea	Korean Health & Medical Workers' Union TU00164	11,520 75%	Increased membership from 11,520 to 13,300	Union notified to PSI HO and SRO. APREC noted with appreciation.
Philippines	Public Services Labor Independent Confederation (PSLINK) TU00191	10,100 25%	In line with their commitment to grow and develop, the Confederation enrolls 1,000 new members to the current 10,100 members. New membership: 11,100.	SEASRAC notified to APREC. APREC noted with appreciation
TOTAL FINANCIAL IMPACT			1,558€	

APPLICATIONS FOR AFFILIATION

Country	Union	Membership Index	Details of Application and Comments	SUBRAC, SRS, APREC Comments and Recommendations	EB-150 decision
Pakistan	All Pakistan United Irrigation Employees Federation (APUIEF)	4,500 10%	The Federation is organizing workers in the utilities sector, irrigation, with a total membership of 8,000 (3% female workers). The Federation is affiliated to the Pakistan Workers Federation (PWF) which is the national centre. The federation has been registered under Pakistan's Industrial Relations Ordinance 2002 on 27 May 2008 with 10 affiliated unions.	SASRAC recommended affiliation. APREC recommended accepting	APPROVED
Solomon Islands	Solomon Islands Public Employees Union (SIPEU) (TU00201)	1,500 25%	Membership application deferred by EB-149 pending receipt of full documentation. Till OSRAC in February 2017, the documentation was not received.	APREC / OSRAC recommended deferral	DEFERRED

PROPOSED EXPULSIONS and NOTIFICATION of WITHDRAWALS

Country	Union	Membership Index	Details of Application and Comments	SUBRAC, SRS, APREC Comments and Recommendations	EB-150 decision
Bangladesh	Dhaka Biddyt Sharabaraha Kartipakha Sramik Karmachari Union TU00117	2,035 10%	The organization in electricity distribution has been dismantled and fragmented into small private companies. There is no possibility to have a functional union. The union has not paid its affiliation fees since 2011 and accumulated 3,500€ of arrears.	SASRAC / APREC recommended expulsion	EXPULSION APPROVED
Bangladesh	Bangladesh Audit and Accounts Karmachary Parishad TU11856	5,000 10%	The changed leadership is not interested to continue PSI affiliation. The union has not paid its affiliation fees since 2012 and accumulated 3,000€ of arrears.	SASRAC / APREC recommended expulsion	EXPULSION APPROVED
Bangladesh	Bangladesh Diploma Health Technologist Association TU08359	3,000 10%	The union has not paid its affiliation fees for 2011 and 2014-2017 , thus accumulating 2,483€ of arrears. The new leadership does not seem to be interested in continuing with PSI membership.	SASRAC / APREC recommended expulsion	EXPULSION APPROVED
Philippines	NAPOCOR Employees Consolidated Union (NECU) TU12948	1,671 25%	NECU affiliated to PSI on 29 April 2005. The restructuring and privatization of the state-run National Power Corporation (NPC), have resulted in important job losses, and NECU lost thousands of members. NECU filed a labour case against the NPC for the termination of employment contracts, but it took a long time to resolve, and this has totally depleted the union's resources. Due to these circumstances, the union has no established structure anymore and almost no members; it has become dysfunctional.	SEASRAC / APREC recommended expulsion	EXPULSION APPROVED
Sri Lanka	Podu Sewaka Sangamaya, National Water Supply and Drainage Board (PSS) TU09059	1,500 10%	The union has cumulated 4 years of arrears (2014[partly], 2015, 2016, 2017, 1,792€). It has been contacted several times by the SRS wishing to discuss a settlement agreement, but there has been no feedback.	Regional Secretary and Subregional Secretary recommend expulsion	EXPULSION APPROVED
Sri Lanka	Public Service National Trade Union Federation (PSNTUF) TU13450	450 10%	The union has cumulated 4 years of arrears (2014-2017, 2,000€). It has been contacted several times by the SRS wishing to discuss a settlement agreement, but finally the leadership decided to withdraw from PSI.	Regional Secretary and Subregional Secretary recommend to note withdrawal	WITHDRAWAL NOTED

AFRICA AND ARAB COUNTRIES: Recommendations from AFREC meeting, 16-17 March 2017, Abuja, Nigeria**APPLICATIONS FOR AFFILIATION**

Country	Union	Membership & Index	Areas of organisation	Trade Union Centre	Comments & Details	Recommendation of SUBRAC & AFREC 2017	EB-150 Decision
Sénégal	Syndicat National des Travailleurs de l'électricité du Sénégal (SYNSTES)	1,324 25%	Energy	CNTS	All documents have been submitted at the SUBRAC	Recommend	APPROVED
	Syndicat National des Travailleurs de la Caisse de Sécurité Sociale (SNTCSS)	1,213 25%	Public services	CNTS	All documents have been submitted at the SUBRAC	Recommend	APPROVED
	Fédération des Syndicats Autonomes du Sénégal (FSAS)	1,100 25%	Public services	CSAC	All documents have been submitted at the SUBRAC	Recommend	APPROVED
Egypt	Special Education Union	1,000 25%	Health	Independent union	All documents have been submitted at the SUBRAC	Recommend	APPROVED
	Health Sciences Union	1,000 25%	Health	Independent union	All documents have been submitted at the SUBRAC	Recommend	APPROVED
Mauritius	Federation of Civil Service and other unions	4,500	Public services	NTUC	Document has been received	Recommend	APPROVED
Mauritius	Government Employees Association of Rodrigues	400 50%	Public services		Application form received after the last SUBRAC	Recommend	APPROVED
Ghana	Union of Industry Commerce and Finance Workers	12,000 15%	Public services	Trades Union Congress (TUC)	All documents received	Recommend	APPROVED
Nigeria	National Association of Academic Technologists (NAAT)	4,514 15%	Public services	Nigeria Labour Congress (NLC)	All documents received	Recommend	APPROVED
Uganda	Ugandan Local Government Workers' Union	2,500 10%	Public services	COFTU	Application form received after the last SUBRAC	Recommend	APPROVED
Tanzania	Zanzibar Public and Allied Workers Union (ZAPSU)	2,458 10%	Public services		Application form received	Recommend	APPROVED

REQUESTS FOR EXEMPTION OF AFFILIATION FEES AND FOR PAYMENT IN INSTALMENTS

Country	Union	No. of Members Index	Status of Affiliation Fee Payments	Details of Request	Comments	Recommendation of SUBRAC, AFREC 2017 and/or (S)RS	EB-150 Decision
Egypt	Real Estate Taxes Authority (RETA) TU16179	5,100 25%	Non-payment from 2015 - 2017	Exemption from payment of affiliation fees 2015-2016 -2,434€	Union is no more able to collect affiliation fees	Recommend	APPROVED
Lebanon	Syndicat des Employés de la Caisse Nationale de la Sécurité Sociale au Liban (CNSS) TU08051	1,500 50%	Non-payment from 2011, 2012, 2014 to 2017	Exemption from payment of affiliation fees 2011, 2012 and 2014 -2,635€	Absence of Executive Board due to internal problems	Recommend	APPROVED
Malawi	National Organisation of Nurses and Midwives of Malawi (NONM) TU16438	6,724 10%	Non-payment of affiliation fees 2016 and 2017	Exemption from payment of affiliation fees 2016-2017 -1,284€	The union embarked on a new check-off system of membership subscription in 2016 which had a heavy impact on its finances. It is presently organising an intensive recruitment campaign.	Regional and Subregional Secretary recommend accepting	APPROVED
Mali	Fédération des Syndicats du Secteur Public (FNSSP) TU14634	14,630 10%	Non-payment of affiliation fees 2016 and 2017	Exemption from affiliation fees payment for 2017 -1,397€	The Federation is confronted with economic difficulties. It commits to pay 2016 fees swiftly.	Regional and Subregional Secretary recommend accepting	APPROVED
Rwanda	Syndicat du Personnel de l'Électricité, Eau, Sanitation et Gaz (SYPELGAS) TU16515	309 10%	Non-payment of affiliation fees 2017	Exemption from 2017 affiliation fees payment -500€	This small union is confronted with the privatisation of energy, water and sanitation services. Most of their resources are dedicated to assisting dismissed workers in court.	Recommend	APPROVED

EB-150, 20-21 April 2017, Item 10: Membership AFRICA AND ARAB COUNTRIES

Country	Union	No. of Members Index	Status of Affiliation Fee Payments	Details of Request	Comments	Recommendation of SUBRAC, AFREC 2017 and/or (S)RS	EB-150 Decision
Togo	Fédération Nationale des Syndicats des Services Publics TU13556	6,337 10%	Affiliation fees 2017 outstanding	Payment of 2017 affiliation fees in 3 instalments (May, July, September 2017)	The Federation has no other outstanding fees.	Regional and Subregional Secretary recommend accepting	APPROVED
Zambia	Zambia National Union of Health and Allied Workers TU00101	2,100 10%	Non-payment from 2015 - 2016	Exemption from payment of affiliation fees 2015-2016 -1,000€	Multiplicity of unions in the public sector, especially in the health sector. Union has lost a lot of its members.	Recommend	APPROVED
TOTAL FINANCIAL IMPACT				-9,250€			

PROPOSAL FOR EXPULSIONS and NOTIFICATION OF WITHDRAWAL

Country	Union	Actual Membership Index	Details	Comments	Recommendation of SUBRAC, AFREC and/or (S)RS	EB-150 Decision
Central African Republic	Fédération Syndicale des Sociétés Industrielles d'Etat TU08107	2,000 10%	No payment of affiliation fees since 2014 (2,000€)	Despite numerous attempts by the SRS to find a settlement, the union has not been able to come to terms with its fees.	Regional and Subregional Secretary recommend expulsion	EXPULSION APPROVED
South Africa	Health and Other Service Personnel Trade Union (HOSPERSA) TU03994	50,178 50%	The union decided in 2015 to withdraw from PSI. The affiliation fees payments were up to date until 2014 incl.	High-level discussions are presently under way to get the union back on board.	PSI Secretariat recommends noting withdrawal , as well as PSI efforts to reverse the union's decision.	WITHDRAWAL NOTED
Uganda	Uganda Nurses and Midwives Union (UNMU) TU16514	1,400 25%	The union has paid only half of 2013 affiliation fees; 2014, 2015, 2016, 2017 are entirely outstanding. 2,235€	The SRS has been in contact with the union, but it has been impossible to find a payment agreement. Therefore, expulsion is proposed.	Regional and Subregional Secretary recommend expulsion	EXPULSION APPROVED

EUROPE: Recommendations from EPSU EC Meeting, 6-7 April 2017 in Brussels, Belgium**APPLICATIONS FOR AFFILIATION**

Country & Index	Union	Members	Areas	Affiliations	Details/Comments	EPSU recommendation	EB-150 Decision
Azerbaijan 10%	Baku Subway Workers Trade Union	3,260	Urban transport	AZ Trade Union Confederation AND Eurasian Metalworkers	An informal consultation of other PSI affiliates in the country has taken place. NB: All PSI members belong to the same TUC. There is no opposition to accept this new union into PSI/EPSU membership.	The application could not be considered by the EPSU EC, because the documentation arrived too late. The EPSU Secretariat recommends affiliation.	APPROVED
Serbia 10 %	Nezavisnost Trade Union of Administration, Judiciary and Police (Neza GSUPIP) (TU11279)	2,453	Legal service/Justice; police; police – civil staff; armed forces; armed forces – civil staff and prisons	Trade Union Confederation Nezavisnost	This union was suspended in 2013 for non-payment of affiliation fees (they did not pay since 2007). Their internal situation is now improved and they would like to re-apply for membership in PSI and EPSU. EPSU has consulted the Serbian affiliated unions during the EPSU/PSI Constituency meeting on 14-15 February 2017 and by email on 24 March 2017. No negative opinion was expressed.	The EPSU Secretariat recommends affiliation.	APPROVED

REQUEST FOR REDUCTION OF AFFILIATION FEES

Country	Union	No. of Members	Details of Request	Comments	Recommendation	EB-150 Decision
France 100%	Fédération CGT des Services Publics TU07751	65,000	As per letter received 13/04/2017, request for reduction as follows: 2015 fees 31,075€ instead of 62,075€ 2016 fees 30,000€ instead of 62,075€ 2017 fees 22,075€ instead of 62,075€	A major part of the union's resources is used for trade union action to fight against undermining of public services and uphold the union's claims. Total impact: -103,075€	This request was not examined by the recent EPSU EC, because it arrived too late. PSI management recommends accepting.	APPROVED

EPSU EC RECOMMENDATIONS: APPLICATIONS FOR REDUCTION AND EXEMPTION

REQUEST FOR EXEMPTION TO PSI									
Item	Affiliate number			Union + <i>Remarks</i>	Country	INDEX	Number of invoiced members in 2017	Total billed by PSI (2017)	EPSU recommendation PSI DECISION
1	05	43	06	Trade Union Wood, Forests, Water (OZDLV) TU00471	SLOVAKIA	50%	2,000	955.00	To approve this request for exemption of 2017 fees APPROVED
				Because of a dramatic decrease in their membership over several years, the union requests an exemption of payment for 2017. This does not apply to EPSU since they paid (for 2.000 members) in January 2017. As of 2018, the union will pay for their actual number of members, i.e. 2.000 members (instead of 4.000).					
REQUESTS FOR REDUCTION TO PSI									
Item	Affiliate number			Union + <i>Remarks</i>	Country	INDEX	Number of invoiced members in 2017	Total billed by PSI (2017)	EPSU recommendation PSI DECISION
2	05	33	01	TU of Workers of Municipal Economy, Local Industry, Population Services of Ukraine (CCWMEIIPS) TU00454	UKRAINE	25%	5,400	1,289.00	To approve these requests for reduction of 2017 fees APPROVED
				The union is still facing serious financial difficulties due to an important loss of income caused by economic processes in the country. Due to this persistent difficult situation in Ukraine, the union requests a reduction of its PSI affiliation fees for 2017 to the minimum fee, i.e. 500 EUR.					
3	05	33	02	Health Workers' Union of Ukraine (CCHWU) TU00455	UKRAINE	25%	20,000	4,775.00	
				For the same reasons mentioned in item 2, the union requests to pay 1.800 EUR to the PSI. They did not make the same request to EPSU, since their EPSU affiliation fee is lower than the minimum fee to the PSI.					
REQUEST FOR REDUCTION TO PSI AND EPSU									
Item	Affiliate number			Union + <i>Remarks</i>	Country	INDEX	Number of invoiced members in 2017	Total billed by PSI (2017)	EPSU recommendation PSI DECISION
4	05	41	03	All-Russia Life-Support Workers' Union (ALSWU) TU06870	RUSSIA	25%	35,001	8,356.00	

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				This union requests a reduction of their affiliation fees to 50% due to the important currency fluctuations Euro-Rouble and to the situation that remains difficult because of the "housing and utilities reform".					To approve request for reduction of 2017 fees APPROVED
	REQUEST FOR WITHDRAWAL FROM PSI / DISAFFILIATION FROM EPSU								
Item	Affiliate number			Union + <i>Remarks</i>	Country	INDEX	Number of invoiced members in 2017	Total billed by PSI (2017)	EPSU recommendation PSI DECISION
6	05	40	02	Autonomous Trade Union in Health Service & Social Protection Service of Croatia (SSZSSH) TU03416	CROATIA	50%	9,500	4,536.00	To enact withdrawal/ disaffiliation as of 1 January 2017 WITHDRAWAL NOTED
7	05	08	09	Union of Professional Social Workers (TALENTIA) TU00361	FINLAND	100%	9,000	8,595.00	
8	05	43	01	Odborový zväz KOVO TU00466	SLOVAKIA	50%	3,500	1,671.00	
				These unions decided to withdraw from both EPSU and PSI.					
	REQUEST FOR WITHDRAWAL FROM PSI								
Item	Affiliate number			Union + <i>Remarks</i>	Country	INDEX	Number of invoiced members in 2017	Total amount due to PSI (2017)	EPSU recommendation PSI DECISION
10	05	26	04	Sindicato Nacional dos Trabalhadores da Administração Local (STAL) TU06970	PORTUGAL	100%	20,000	57,300.00	To enact withdrawal as of 1 January 2017 WITHDRAWAL NOTED
				This union decided to withdraw from PSI from 1st January 2017 (see agenda item 10.b of the Executive Committee of 08-09/11/2016).					
	FOR INFORMATION								
Item	Affiliate number			Union	Country	INDEX	Number of invoiced members in 2017	Total amount due to PSI	EPSU recommendation PSI DECISION
11	05	01	04	Trade Union Federation of Health Employees of Albania (TUFHEA)	ALBANIA	10%	2,400	1000.00	To note that this union no longer exists. NOTED

TOTAL FINANCIAL IMPACT: -81,999€

INTERAMERICA: Recommendations from IAMREC meeting, 23-24 March 2017, Rio de Janeiro, Brazil

Applications for affiliation, increase of membership, reduction, exemption, payment in instalments, withdrawals and proposed expulsions

Solicitudes de afiliación, aumento de membresía, reducción, exención de pagos de cuotas, suspensión y propuestas de expulsión.

APPLICATIONS FOR AFFILIATION / SOLICITUDES DE AFILIACIÓN

Country Index	UNION	No. of members	Areas of Organisation	Trade Union Center	SUBRAC Recommendation	IAMREC Recommendation	EB-150 DECISION
Bolivia 25%	Federación Nacional de Trabajadores Universitarios de Bolivia	1,000 (45% women, <i>mujeres</i>) Requests to affiliate all their members. <i>Pide afiliación con toda su membresía.</i>	Education <i>Educación</i>	Central Obrera Boliviana (COB)	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Canada 100%	Local 2228 International Brotherhood of Electrical Workers (IBEW 2228)	1,000	Central Administration <i>Administración Central</i>	Canadian Labour Congress (CLC) International Transport Workers' Federation (ITF)	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Colombia 50%	Unión de Empleados Públicos de los Concejos Municipales, Distritales, y Asambleas Departamentales de Colombia (UNEPCA)	120 (70% women, <i>mujeres</i> ; 10% young workers, <i>jóvenes</i>) Requests to affiliate all their members. <i>Pide afiliación con toda su membresía.</i>	Legislative bodies <i>Órganos legislativos</i>	CGT	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Colombia 50%	Asociación Nacional de Empleados de las Personerías de Colombia (ASOPERSONERIAS)	600 (60% women, <i>mujeres</i> ; 10% young workers, <i>jóvenes</i>) Requests to affiliate all their members. <i>Pide afiliación con toda su membresía.</i>	State control bodies <i>Órganos de control</i>	UTRADEC-CGT	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO

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Country Index	UNION	No. of members	Areas of Organisation	Trade Union Center	SUBRAC Recommendation	IAMREC Recommendation	EB-150 DECISION
Ecuador 50%	Federación Regional Norte de Servidores Municipales (FERENSEM)	1,000	Municipal workers <i>Municipales</i>	No	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Perú 50%	Sindicato de Trabajadores del Ministerio de Agricultura Lima (SITMA)	350 (45% women, <i>mujeres</i> ; 15% <i>young workers</i> , jóvenes) Requests to affiliate all their members. <i>Piden afiliación con toda la membresía.</i>	National administration <i>Administración nacional</i>	Confederación UNASSE-CGTP	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Perú 50%	Sindicato de Trabajadores del Sector Público Agrario, Instituto Nacional del Innovación Agraria (SUTSA INIA Nacional)	340 (30% women, <i>mujeres</i>) Requests to affiliate all their members. <i>Piden afiliación con toda su membresía.</i>	National administration <i>Administración nacional</i>	Confederación UNASSE-CGTP	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO
Perú 50%	Sindicato de Trabajadores del Servicio Nacional de Sanidad Agraria SENASA - Perú	800 (30% women, <i>mujeres</i> ; 10% <i>young workers</i> , jóvenes)	National administration <i>Administración nacional</i>	Confederación UNASSE-CGTP	Approval <i>Aprobar</i>	Approval <i>Aprobar</i>	APPROVED APROBADO

PSI EB-150 NOTED THE FOLLOWING INCREASES OF MEMBERSHIP / AUMENTO DE MEMBRESÍA

Country & Index	Union	No. of members Index	AREAS of Organisation	IAMREC Comments
Argentina 50%	Asociación del Personal Jerárquico de Agua y Energía (APJAE) - TU00228	From 1,593 to 2,100 as of 2017	Electricity <i>Electricidad</i>	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
Brazil 50%	Confederação dos Trabalhadores no Serviço Público Federal (CONDSEF) - TU15478	From 30,000 to 70,000 as of 2018	Central Administration <i>Administración Central</i>	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	Federação dos Trabalhadores em Adm. Pública do Rio Grande do Norte (FETAM/RN) - TU08648	From 2,000 to 5,050 as of 2018	Municipal	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	Federação dos Trabalhadores da Adm. E do Serviço Público Municipal de São Paulo (FETAM/SP) - TU04824	From 5,001 to 10,001 as of 2017	Municipal	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	Sindicato dos Trabalhadores Públicos de Saúde no Estado de São Paulo (SINDSAUDE/SP) - TU16419	From 10,000 to 20,001 as of 2017	Health <i>Salud</i>	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	Sindicato dos Trabalhadores na Adm. Pública do Município de São Paulo (SINDSEP/SP) - TU16422	From 15,000 to 20,000 as of 2017	Municipal	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
Chile 50%	Asociación Nacional Empleados Fiscales (ANEF) - TU00244	From 37,152 to 45,000 as of 2017	Central Administration <i>Administración Central</i>	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	Federación Nacional de Profesionales Universitarios de los Servicios de Salud (FENPRUSS) - TU09473	From 10,408 to 13,000 as of 2017	Health <i>Salud</i>	IAMREC noted with appreciation <i>IAMREC tomó nota con satisfacción</i>
	TOTAL FINANCIAL IMPACT	+35,334€		

APPLICATIONS FOR REDUCTION, EXEMPTION AND PAYMENT IN INSTALMENTS

APLICACIONES PARA REDUCCIÓN, EXENCION Y PAGO EN CUOTAS

Country	Union	No. of members Index	Details of Request and Financial Impact for PSI	Comments	SUBRAC/IAMREC Recommendation	EB-150 Decision
BOLIVIA	Federación Nacional de Trabajadores Municipales de Bolivia (FNTMB) — TU00589	1,500 50%	<p>Exemption of 2012, 2013, 2014, 2015 and 2016 fees. Payment of the 2017 fee within a maximum 120-day period as of the approval date</p> <p><i>Exención de deuda de cuotas de afiliación 2012, 2013, 2014, 2015 y 2016 por un valor de EUR 2.000 y pago de cuotas de afiliación 2017, en un plazo máximo de 120 días, empezando a partir de la aprobación de la exención. -2,3633€</i></p>	<p>FNTB is partially integrated in the Labour General Law, due to the support of PSI. However, FNTB is still unable to normalize the contributions of its affiliated unions which are necessary for paying its financial obligations.</p> <p><i>Aunque, con el apoyo de la ISP, se logró la inserción, de manera parcial, en la Ley General del Trabajo, aún no logran regularizar los aportes de los sindicatos filiales, para responder a las obligaciones financieras.</i></p>	Approval <i>Aprobar</i>	<p>APPROVED</p> <p>APROBADO</p>
CHILE	Confederación Nacional de Funcionarios Municipales de Chile (ASEMUCH) — TU04828	11,000 50%	<p>Exemption of payment of fees 2013 to 2016.</p> <p><i>Exención de la deuda de los años 2013 a 2016.</i></p> <p>2017 fee: Reduction to 7,000 members and payment in 2 instalments (in April and June 2017)</p> <p><i>Reducción a 7,000 miembros y pago en 2 cuotas, el año 2017 (en abril y en junio de 2017)</i></p> <p><i>-18,944€</i></p>	<p>Financial problems and indebtedness of the union.</p> <p><i>Problemas económicos y endeudamiento del sindicato.</i></p>	Approval <i>Aprobar</i>	<p>APPROVED</p> <p>APROBADO</p>
CHILE	Asociación Nacional de Funcionarios de la Junta Nacional de Jardines	8,500 50%	<p>Exemption of affiliation fees 2014 to 2016.</p>	The union's former executive board informed the complete payment of fees to PSI, but such information does	Aprobar	<p>APPROVED</p> <p>APROBADO</p>

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Country	Union	No. of members Index	Details of Request and Financial Impact for PSI	Comments	SUBRAC/IAMREC Recommendation	EB-150 Decision
	Infantiles (AJUNJI) -- TU08375		<p><i>Exención de la deuda de los años 2014 a 2016.</i></p> <p>Payment of outstanding debt of 2013 in May 2017. <i>Pago del saldo de 2013 en mayo de 2017.</i></p> <p>2017 fees payment in June 2017 <i>Pago 2017 en junio de 2017</i></p> <p><i>-12,047€</i></p>	<p>not coincide with PSI's financing records.</p> <p><i>Pago completo de las cuotas que informa directiva saliente del sindicato, no coincide con la contabilidad de la ISP sobre el pago de cuotas.</i></p>		
ECUADOR	Federación Médica Ecuatoriana (FME) TU16544	2,000 50%	<p>Exemption of 2014 and 2015 fees (EUR 1.880). 2016 and 2017 fees in 2 instalments (February and June 2017).</p> <p><i>Exención de cuotas de afiliación 2014 y 2015, por un valor de EUR 1.880, Pago de cuotas de afiliación 2016 y 2017 en dos cuotas; una en febrero 2017 y otra en junio 2017.</i></p> <p><i>-1,880€</i></p>	<p>Since 2008, the obligation of belonging to a union has been suppressed and therefore, membership and income decreased. The current executive board started office with outstanding affiliation fees for 2014 and 2015. However, they are only able to commit themselves to the payment of 2016 and 2017 debts.</p> <p><i>Desde 2008 se eliminó la obligación de pertenecer a los gremios, lo que disminuyó la membresía y los ingresos. La actual Junta Directiva recibió gestión con las deudas de 2014 y 2015, pero solo está en capacidad de asumir compromiso de pago para deuda de 2016 y 2017.</i></p>	Approval <i>Aprobar</i>	APPROVED APROBADO
ECUADOR	Federación Nacional de Sindicatos de Obreros de las Universidades y Escuelas Politécnicas del Ecuador (FENASOUPE) TU16260	1,000 50%	<p>Exemption of affiliation fees 2011, 2014, 2015 and 2016.</p> <p><i>Exención de toda la deuda de cuotas de afiliación</i></p>	<p>The union went through a dispersion crisis and not compliance of obligations from its affiliates. That situation is still being resolved.</p> <p><i>La organización atravesó una crisis de dispersión e inobservancia de</i></p>	Approval <i>Aprobar</i>	APPROVED APROBADO

EB-150, 20-21 April 2017, Item 10: Membership INTERAMERICA

Country	Union	No. of members Index	Details of Request and Financial Impact for PSI	Comments	SUBRAC/IAMREC Recommendation	EB-150 Decision
			2011, 2014, 2015 y 2016, por un valor EUR 1.500 -2,000€	obligaciones por parte de los sindicatos filiales de la Federación. La situación viene siendo superada.		
GUATEMALA	Federación Nacional de Transporte en Guatemala (FETRANSUGUA) TU16619	6,000 50%	2015 fee: payment in April-May 2017. Exemption: 2016. Pagan 2015 en abril-mayo 2017. Exención 2016. -955€	Problems due to the retention of the trade union fee. Problemas por retención de la cuota sindical.	Approval Aprobar	APPROVED APROBADO
GUATEMALA	Sindicato del Empleado Municipal de la Antigua (SINEMUNANTIGUA) TU16620	300 50%	2015 fee: payment in April-May 2017. Exemption: 2016. Pagan 2015 en abril-mayo 2017. Exención 2016. -500€	Problems due to the retention of the trade union fee. Problemas por retención de la cuota sindical.	Approval Aprobar	APPROVED APROBADO
GUYANA	General and Local Government Workers' Union (formerly Guyana Local Government Officers' Union) GLGWU — TU00275	209 50%	Payment of affiliation fees 2016 and 2017 in instalments. Pago en cuotas: 2016 y 2017	SRS recommends payment in instalments. Terms to be discussed and agreed with the affiliate. Secretaria Subregional recomienda el pago en cuotas. Condiciones por discutir y acordar con la afiliada.	Approval Aprobar	APPROVED APROBADO
PARAGUAY	Sindicato de Empleados y Obreros del Instituto de Previsión Social (SEODIPS) TU14790	2,800 25%	Exemption of affiliation fee 2016. Exención de la deuda del año 2016. Reduction from 2,800 to 1,500 members as of 2017 Reducción de socios de 2,800 a 1,500 -668€	Dismissal of the president, trade union persecution and retention of the trade union fee by the employer. Despido de la presidenta, persecución sindical y retención de la cuota del sindicato por parte del empleador.	Approval Aprobar	APPROVED APROBADO
TOTAL FINANCIAL IMPACT			-39,3997€			

EXPULSION / EXPULSIÓN and/y WITHDRAWAL / RETIRO VOLUNTARIO

UNION & COUNTRY Affiliate no.	No. of members Index	Comments / Details	SUBRAC & IAMREC Recommendation	EB-150 DECISION
Federação Nacional dos Servidores e Empregados Públicos Estaduais e do Distrito Federal (FENASEPE) – BRAZIL (TU16501)	10,100 50%	Outstanding fees: <i>Cuotas en retraso:</i> 2014, 2015 y 2016. 19,137€	Approve expulsion <i>Aprobar</i>	APPROVED <i>APROBADO</i>
União Nacional dos Servidores Públicos Civis do Brasil (UNSP) BRAZIL (TU16588)	1,200 50%	Withdrawal for financial reasons. Outstanding fees: 2016 and 2017 <i>Retiro voluntario por motivos financieros.</i> <i>Cuotas en retraso: 2016 y 2017.</i> 1,146€	Note <i>Tomar nota</i>	NOTED <i>SE TOMO NOTA</i>
Sindicato Democrático de Bomberos de Jalisco (SIDEBOJA) MÉXICO (TU16594)	350 75%	Outstanding fees: 2015 and 2016 <i>Cuotas en retraso: 2015 y 2016.</i> 1,250€	Affiliation cancelled (no 1 st payment received) <i>Tomar nota</i>	NOTED <i>SE TOMO NOTA</i>

Appendix 5: PSI motion of support to the workers of Brazil

SUPPORT TO THE GENERAL STRIKE ON 28 APRIL

The Executive Board of Public Services International (PSI), meeting in Geneva on 20th and 21st April 2017, expresses its support for the general strike in Brazil called for by the trade union centres on 28th April.

In response to the attacks on democracy and on trade union and labour rights by the illegitimate government of Michel Temer, this general strike clearly shows strong opposition from the working class to the backward steps taken by the Brazilian government.

“Not a single right less” is the slogan that has mobilised all workers for the strike. The PSI Executive Board expresses its total support and will publicise the Brazilian struggle across the world.

On 28th April, PSI stands together with its Brazilian affiliates which are participating in this struggle.

PSI, which represents 20 million workers in 162 countries, sends its support to the trade union centres and the many organisations representing workers, students, women, black people, rural workers and others.

The general strike is one more significant stage in this struggle. As history shows, it will be in the streets and with the strength of the people that the Coup will be defeated.

**PSI EXECUTIVE BOARD SUPPORTS BRAZIL ON ITS WAY
BACK TO DEMOCRACY,
IN ITS CLAIM FOR FULL TRADE UNION AND LABOUR RIGHTS.**

VIVA THE STRUGGLE OF THE BRAZILIAN PEOPLE!

Rosa Pavanelli, PSI General Secretary

On behalf of the PSI Executive Board (EB-150), meeting 20-21 April 2017



Appendix 6: EB Solidarity Statement with Palestinian detainees' hunger strike

Mr Salama Mahmoud Abu Zaiter
General Secretary
General Trade Union of Workers in Health Services
Al Jala'a Street Almadhoun Building 4th floor
Gaza
PALESTINE

By email only: salamapgftu2005@yahoo.com;
pstu_gaza@yahoo.com; e-guhsw_pg@yahoo.com

File Reference: RP/CR-TU14636
Contact Name: Camilo.Rubiano@world-psi.org
Cc: PSI Lebanon, PSI RO, LS
26 April 2017

Dear Colleagues,

PSI SOLIDARITY WITH PALESTINIAN DETAINEES

I am writing on behalf of Public Services International (PSI) and its more than 20 million members in the public sector around the world, to express our support and solidarity to the Palestinian detainees' hunger strike, that started on 17th April 2017.

PSI states its concern on the conditions surrounding the incarceration of more than 6,500 female and male detainees, including 300 children, in Israeli prisons, and joins other voices in support of better conditions and respect for their dignity.

These demands include:

- Establishment of public telephone lines in the prisons to allow detainees to communicate with their families;
- Increasing the time for family visits;
- Improvement of the accommodation and health care conditions;
- Improvement of food;
- Access to books, newspapers, clothes and personal belongings;
- Ending the solitary confinement;
- Guarantee the right and access to education.

PSI supports these demands, which are in line with internationally recognized human rights, and calls for all the parties to find a mutually agreed solution to this delicate issue.

PSI will be monitoring closely the situation and will support and advocate for initiatives aimed at improving the situation of the detainees and their families.

In solidarity,

ROSA PAVANELLI, PSI General Secretary