



Proceedings of 30<sup>th</sup> PSI World Congress  
30 October to 3 November 2017  
Geneva, Switzerland

## Resolutions adopted by Congress

Volume 3



# RESOLUTIONS ADOPTED BY CONGRESS

Please note: The Proceedings of Congress 2017 appear in three volumes:  
Volume 1 contains Resolution No. 1, Programme of Action;  
Volume 2 contains Resolution No. 2, PSI Constitution; and  
Volume 3 contains Resolutions adopted by Congress.

“No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

- NELSON MANDELA, *Long Walk to Freedom*

Public Services International  
2017



## PSI World Congress 2017

### VOLUME 3: RESOLUTIONS ADOPTED BY CONGRESS

*Note: Any resolutions not adopted by Congress are listed in the Appendix at the end of this document.*

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**RESOLUTION No. 4) DEMOCRATIC GOVERNANCE UNHINGED**

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

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

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

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

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

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

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

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

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

**RESOLUTION No. 6) THE MORE TRADE UNIONISTS,  
THE BETTER THE WORLD**

**The 30<sup>th</sup> World Congress of Public Services International (PSI),  
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**NOTES THAT** the international community faces enormous challenges in the twenty-first century. The world’s population is increasing; globalisation and digitalisation offer increased mobility and demographics are changing rapidly. The growth in information and knowledge is increasingly providing us with more answers, illnesses are disappearing, new solutions are being applied and people are moving about at a greater degree than ever before;

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

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

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

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

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

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

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

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

**CALLS UPON** PSI affiliates to establish, maintain and monitor organizing committees throughout their organization, to set goals for building greater union density and extending union rights and representation to more workers. In order to facilitate this effort, PSI will create an on-line Organizing Network to exchange best practices, techniques and success stories. The objective of the Organizing Network is to provide a tactical knowledge base.

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

**The 30<sup>th</sup> World Congress of Public Services International (PSI),  
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**NOTES** that even though 800 million people menstruate every day around the world, this is often a taboo area filled with prejudices, which we neither speak of nor spread knowledge of. Stigmatisation and lack of knowledge mean that old customs live on and prevent people from fully enjoying their human rights, such as knowledge, schooling and participation in the life of the community. Public administration, its employees and their trade unions have a great responsibility to dare to carry the message.

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

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

Thus, there is no comprehensive knowledge of the incidence of absence and other problems related to menstruation at workplaces in PSI's sectors, but there is no reason to believe that the

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

The members of PSI's affiliated organisations have a double role to play in this context. We want in part to achieve improved opportunities for gender equality in working life – to improve members' own work situation. But public sector employees also have an important role to play in spreading knowledge and promoting change in the rest of society. As regards issues concerning menstruation, gender equality and the right to sexual and reproductive health, the members of PSI affiliated organisations, for example in healthcare, education and social work, can help to spread knowledge and change attitudes. But they also often have the opportunity, both as trade union members and in their occupational roles, to influence decisions made by authorities and other bodies: these decisions may concern anything from access to sanitary pads to how toilets and sanitary facilities in public premises are designed.

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

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

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

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

**WHEREAS** no one is illegal and solidarity knows no borders;

Therefore, Congress

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

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

**FURTHER RESOLVES** that PSI will host web-based material that local affiliates may draw from to inform workers, particularly those serving immigrant communities, about local resources available to help defend families and communities from aggressive or illegal immigration law enforcement tactics; and

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



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

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

**RECOGNISING** that:

- PSI, together with Education International, has been active in promoting LGBTQI rights and has established a tradition of encouraging affiliates to take up the fight against discrimination based on sexual orientation or gender identity and inviting members to work on this issue;
- Recently, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has published its annual report showing that in 2016, 75 countries in the world criminalise same-sex relationships and 13 of them even use the death penalty to enforce this;
- Although no exact figures are published, many countries have insufficient or inadequate legislation to recognise the situation of transgender people or people with an intersex status;
- Even in those countries that have introduced anti-discrimination legislation and policies protecting LGBTQI people, cases of social exclusion, harassment and bullying, unfair dismissals and other LGBTQI-phobic incidents occur on a regular basis;
- The principle still stands that trade unions have a role to play in protecting people on the labour market and at the workplace against discrimination on whatever base;

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

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

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

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

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

**FURTHER NOTES** that international civil servants share many of the same concerns as all other public service employees worldwide in relation to career-affecting conditions of employment, including choice of assignment, mobility, family security, and travel and safety. Yet, none of the fundamental principles enshrined in the Universal Declaration of Human Rights and ILO Conventions 87, 98, 151, 154 exist at global level within the UN or European international organizations;

**TAKES NOTE** of the adoption of a resolution on a formal collective bargaining mechanism in the UN, adopted by the CCISUA (UN Coordinating Committee for International Staff Unions and Associations) General Assembly at its 32<sup>th</sup> session, the 8<sup>th</sup> of June 2017;

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

1. Employees based at UN Headquarters in New York are now on the frontline of reforms and restructuring of the UN in response to mandates by the UN General Assembly and to cuts in the UN budget: UNHQ staff members are asked to do more with less while facing increasing uncertainty with regards to contractual status, benefits, and job loss related to outsourcing;



2. The absence of a genuine collective bargaining mechanism in the whole UN system, which results in multiple negative consequences on the conditions of work and employment of all field and HQ UN staff, including but not limited to pay decreases, erosion of conditions of work, and attempts to limit freedom of association;
3. That for the staff of EULEX and other EU missions, which include more than 5,000 people deployed, their employment and legal situation is far from ideal. Contracts are always back-to-back, of short duration (maximum one year), and sometimes for periods up to 20 years or more. Except for private sickness insurance, they have no pension rights and no unemployment allowance;

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

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

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

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

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

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

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

**URGES** the UN Secretary-General to initiate discussions with UN federations CCISUA and FICSA and other UN staff unions and associations in order to obtain the effective recognition and implementation of formal collective bargaining mechanisms, and to pursue the following principles:

1. Respect for basic human and trade union rights within the UN and all specialized agencies of the United Nations common system;
2. Safeguard and promotion of the values of the international civil service, notably its independence, relating to conditions of work and employment - including security and safety-, employment stability, and career development;
3. Establishment of an effective social dialogue process, based on principles of fairness, transparency, and good faith.

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

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

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

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

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

#### **RESOLUTION No. 16) PRECARIOUS WORK**

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

**WHEREAS** precarious work is characterized by employment insecurity, irregular hours, low wages, little access to employment benefits;

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

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

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

Therefore, Congress

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

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

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

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

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

**RECOGNISES** that civil servants in Japan are not given basic labour rights despite the ten recommendations made in the past by the ILO Committee on Freedom of Association and above all, firefighters continue to lack the right to organize;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **RESOLUTION No. 22) SUPPORT FOR WORKERS WITH MENTAL INJURIES**

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

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

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

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

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

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

Therefore, Congress

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

#### **RESOLUTION No. 23) LIVING WAGE**

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

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

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

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

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

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

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

**RECOGNISING** that the GOG has stated that the negotiations are not deadlocked;

**RESULTING** in the GPSU calling on the GOG to resume the negotiations;

**OBSERVING** that there is no movement to resume the negotiations;

**CALLS UPON** the GOG to observe ILO Conventions 98 & 151, honouring its obligation under legally-binding collective agreements for the Avoidance and Settlement of Disputes with the GPSU and return to the bargaining table; and

**MANDATES** the General Secretary of PSI to urge the GOG to respect the ILO Conventions and the Lima Declaration and meet with the GPSU to complete the process.

**RESOLUTION No. 25) VIOLATION OF TRADE UNION RIGHTS**

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

**WHEREAS** the Guyana Public Service Union (GPSU) had submitted resolution No. 20 (PSI Congress 2012) mandating the General Secretary to request the ILO to continue and conclude its examination of case No. 2187 taking into consideration developments to the current period;

**OBSERVING** that the violations and abuses by the government of Guyana (GOG) continue, where the government refuses to continue the wages, salaries, and allowances negotiations and has imposed salary increases in a way that is unconstitutional and unlawful by not appointing the Public Service Appellate Tribunal, a constitutional body, and has refused to recognize binding agreements;

**OBSERVING** that the ILO Committee's examination appears to be dormant;

**CALLS** on the GOG to honour its obligations under ILO Convention 151, the laws of Guyana and legally binding collective labour agreements; and

**MANDATES** the General Secretary to urge the ILO to bring Case 2187 to a conclusion.

**RESOLUTION No. 26) DECENT WORK**

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

**WHEREAS** the Cooperative Republic of Guyana has signed on to the Decent Work Agenda;

**WHEREAS** this enjoins the government of Guyana to respect the rights of the workers as outlined in the various laws and conventions;

**RECOGNISES** that there is a category of workers who are contracted to work for four hours per day in the school system;

**OBSERVES** that these workers work throughout the full working hours and more (normal eight hours and more);

**OBSERVES** these workers are not properly compensated for the hours worked, nor do they enjoy the other benefits of annual leave, social security, vacation allowance as other employees;

**WHEREAS** after representation by the GPSU in 2013, Cabinet decided to pay these workers in keeping with the minimum wage order and not the public service minimum wage, even though these workers fall within the public sector and not the private sector;

**RECOGNISES** even though this decision was made, it was not implemented;

**NOTING** that this situation continues, even though representation is being made and the government's refusal to address the situation;

**URGES** the affiliates of PSI to condemn this and call on government to respect the various laws and conventions which form part of the decent working agenda;

**MANDATES** the General Secretary of PSI to condemn this state of affairs and request the government to respect the decent working agenda; and

**ALSO MANDATES** the General Secretary to call on the government of Guyana to recognise these workers as full-time workers and bestow upon them the benefits that accrue to full time workers.

**RESOLUTION No. 27) SOLIDARITY**

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

**NOTES** that the attempted coup on 15 July 2016 in Turkey was suppressed one day later. However, with the excuse of the coup threat, the AKP (Justice and Development Party) government declared a state of emergency for three months and after it was extended for another nine months. The AKP Government has implemented unjust practices without fulfilling many requirements of the rule of law in this period. Within the scope of these unlawful practices; elected members of parliament, elected mayors, dissentient journalists, lawyers, academics, civil servants are being taken into custody, arrested or intimidated and threatened. The application of state of emergency has transformed Turkey into a dictatorship governed by decree laws since the Turkish Grand National Assembly, which was formed by popular will, was disabled. The statements issued on decree laws have mostly affected public service workers. 110,971 public service workers have been dismissed to date. Thousands of public service workers have been taken into custody and hundreds have been arrested. These numbers will probably increase with the newly-published decree laws. The pension processes of those who deserve retirement are extended as much as possible and the severance pay is being arbitrarily seized. The possibilities for public service workers to find new jobs and earn a livelihood are limited due to the pressure exerted on employers.

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

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

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

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

**RESOLVES**, in this context, to:

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



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

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

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

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

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

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

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

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

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

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

**REPUDIATES** these violations of the Constitution; and

**RESOLVES TO CONTACT** national and international organisations to communicate this resolution.

**RESOLUTION No. 30) GLOBAL ACTION ON SOCIAL SECURITY**

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

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

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

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

And being present at situations:

**CONDEMNS** neoliberal policy, which was and continues to be responsible for the virtual bankruptcy of public social security systems, caused by the massive transfer of public resources to

the private sector of the economy, favouring foreign capital through fiscal adjustments that reduce the size of the state, deregulate labour laws and destroy social security systems;

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

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

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

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

**ALARMED** at the speed with which privatisation, structural reforms and PPPs are being pushed in the countries of the Asia-Pacific (AP) region, driven by the mammoth development banks such as the Asian Development Bank (ADB) and Asian Infrastructure Investment Bank (AIIB) which are holding innumerable financial resources;

**NOTES THAT** PSI affiliates appreciate the role of PSI-APREC in engaging the above institutions and pressurising them to listen to the voices of the workers and their concerns and bringing social values to the discussions;

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

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

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

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

**RESOLUTION No. 32) TAX HAVENS**

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

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

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

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

**CONSIDERING** that the Independent Commission for the Reform of International Corporate Taxation (ICRICT), of which PSI was one of the main instigators, has made a significant

contribution to the development and dissemination of innovative and equitable solutions to the problem of international corporate taxation, notably the proposal to treat multinational companies as unitary entities for tax purposes;

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

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

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

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

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

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

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

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

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

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

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

Therefore, this Congress

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

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

**RESOLUTION No. 35) EMPLOYMENT TRANSITION**

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

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

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

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

**SUPPORTS** climate change strategies which:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

**RECOGNIZES** that countries around the world frequently experience natural disasters, including earthquakes, tsunami, flooding and typhoons, hurricanes, cyclones; and face danger of pandemics and epidemics; and that their severity is increasing greatly;

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

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

**URGES** PSI and its affiliates to remain strong advocates and press their national and local governments for the funding, material, staffing, and training that first-responders need to improve preparedness for natural and man-made disasters and health pandemics; and

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

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

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

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

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

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

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

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

**NOTES** that in conflict zones worldwide there have been violent assaults on hospitals, ambulances, patients, and medical personnel. Military forces, militia and combatants have denied wounded civilians impartial medical care; they have invaded, attacked, and misused medical facilities; they have attacked or blocked medical transport; and they have detained or punished doctors for treating wounded civilians. These incidents are targeted and deliberate acts that violate human rights norms and standards, medical ethics, and the Geneva Convention which established medical neutrality as a humanitarian principle;



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

**URGES** that PSI condemns attacks on hospitals, health clinics, and medical personnel whenever these outrages occur, and that PSI will be a leader in the demand calling for all to respect the principle of medical neutrality.

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

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

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

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

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

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

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

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

**RESOLVES THAT**

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

**RESOLUTION No. 43) ENERGY**

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

**NOTING THAT** energy is a crucial factor in social and economic development;

**FURTHER NOTING THAT** deregulation and privatisation, in any shape or form, lead to a deterioration in living and working conditions, undermine the social rights of workers, reduce wages and eliminate jobs;

**REAFFIRMS** the need to recognise access to energy as vital for all people, and that energy should be clean, renewable and source of good jobs, and **REJECTS** all attempts to treat energy as a commodity;

**COMMITTS** to the fight for the Right to Energy as a member of the Association DAE – SOS Futur;

**REAFFIRMS** the need for PSI to increase its international action to fight “energy poverty” and for the right to energy for all by intervening in as many international organisations as possible and working with other social movements; and

**CALLS ON** PSI and its affiliates to pursue the following objectives:

- Work for the recognition of the right to energy as a basic human right;
- Take action to combat extreme energy deprivation in the world,

By using the following means:

- joining an international campaign for recognition of the right to energy, in the same way as has been done for water,
- developing practical and constructive proposals, in partnership with major international institutions, governments and key civil society actors, and
- promoting a World Energy Day and UN recognition of the right to energy.

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

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

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

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

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

**ACKNOWLEDGES** that PSI has coverage of workers in the public energy sector and is committed to ensuring workers and their families have access to affordable and quality training;

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

**SUPPORTS:**

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

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

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

**REGRETS** that the uprisings known as the “Arab Spring” have mostly failed and been followed by a nightmare of repression, civil wars, coups, etc.;

**REJOICES** that Tunisia has escaped this disaster and has succeeded in avoiding the trap of obscurantism and decline, thanks to the prominent role played by our colleagues in the UGTT;

**NOTES** that “Spring” became a “Siberian Winter” and forced millions of people (men, women and children) to flee over land and sea from war, persecution and death;

**DEPLORES** that debate about how to deal with these refugees in member states of the European Union (EU) has exacerbated nationalism, leading them to turn their back on the values and ideas on which the EU is based;

**AFFIRMS** that the trade union movement, as set out in the Programme of Action submitted to Congress in Geneva, has an important role to play, not only in the debate on the reception of refugees but also on their living conditions in host countries;

**AFFIRMS** that trade unions on the northern and southern shores of the Mediterranean therefore have a common interest in issues such as migration, democratisation, public services, etc.;

**NOTES** that governments in the Western Mediterranean region have formed a cooperation network, commonly referred to as 5+5 Dialogue, that includes five countries in the Arab Maghreb Union (Morocco, Mauritania, Algeria, Tunisia, Libya) and five countries on the northern shores (Portugal, Spain, France, Italy and Malta) and that, in addition to holding annual meetings of the foreign affairs ministers of these countries, it has formed groups to promote dialogue and cooperation on issues such as youth, sustainable development, education, tourism, etc.;

**AFFIRMS** that it seems appropriate that the trade unions, especially public service unions, should follow this precedent and organise along regional lines to deal with the challenges they face on issues such as migration and decentralisation initiatives in some countries, and bearing in mind the essential role of public services for public welfare and “living together”;

**AFFIRMS** that the creation of a public service trade union network along the lines of 5+5 Dialogue would be a positive step in bringing people on the two shores closer together and that such an asset would be of prime importance for developing cooperation in the future. This network could expand as and when necessary, notably to include the Greek trade unions;

**IS AWARE** that to ensure the viability and permanence of such a network, it must be based on a solid international structure such as PSI, more so as the trade unions potentially interested in the creation of this network are members of PSI;

**URGES** Congress to mandate the PSI Secretariat to assist the creation of this network and identify and discuss the necessary funding for its operation.

**RESOLUTION No. 46) MENA REGION**

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

**NOTES THAT:**

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

**FURTHER NOTES THAT:**

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

Therefore, **RESOLVES:**

1. To develop a new strategy for the region that should:
  - Prioritise assistance to independent trade unions, and workers who wish to establish independent trade unions, to withstand and survive the current situation, and to develop their capacities to resist pressures and defend the interests of their members; dealing, in this context, with the phenomenon of independent trade unions as a progressive phenomenon that must be not only protected, but reinforced and encouraged across the region;

- Support affiliates, particularly those working towards the development of their own organizations' democracy, independence and effectiveness;
  - Pay special attention to the gender equality issue, internally within trade unions and more broadly within employment and society, and build on the success of the previous years, as women face the increased threat of fundamentalist thought on their lives and rights;
  - Developing programmes within the framework of international solidarity, involving North and South unions in joint activities, away from the old concept based on the equation of “funds from the North and training for the South”, which means organizing meetings and events in the North and in the Arab region, to exchange experiences and plan joint actions.
2. Call upon the United Nations and the UN Security Council to endeavour towards political solutions for the crises in the region, by implementing its resolutions or adopting new resolutions to be implemented, and by prohibiting the flow of weapons to the belligerent parties;
  3. Call on affiliates in countries embroiled in conflicts in the region, notably, but not limited to, the United States, the Russian Federation and the former colonial powers, to exercise pressure on their governments to halt their harmful interference in the security and interests of the peoples of the region;
  4. Call upon the Arab regimes to stop putting pressure on trade unions, to respect the trade union freedoms and to implement social economic policies that ensure social justice and secure quality public services for their peoples; and
  5. Reiterate the position of the previous Congress demanding “maximum support for the PSI Sub-Regional Office for the Arab region”, and its efforts for establishing independent and democratic trade unions, especially considering the aggravated crisis and the increasing challenges facing the Arab trade union movement.

**RESOLUTION No. 47) BUILDING ON THE KOREAN PEOPLE'S CANDLELIGHT UPRISING**

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

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

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

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

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

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

**IS AWARE** that important issues such as the imprisonment of the KCTU president, the Korean government's continued denial of legal status to the Korean Government Employees' Union and



the Korean Teachers' Union and association rights to firefighters, as well other restrictions on trade union rights, particularly in the public sector, remain;

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

Therefore, Congress

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

**CALLS** on the PSI Secretariat and affiliates to continue to support and provide solidarity to the on-going struggle of the PSI Korean affiliates to secure full trade unions rights, extend union protection to precarious workers in the public sector, fight privatization and liberalization and expand quality public services;

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

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

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

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

**NOTES that:**

- In addition to the on-going occupation, the biggest threat to peace in the Middle East today is that Israel and the US administration have declined the Two-State solution, as it appeared in the first meeting between the US President, Donald Trump, and the Israeli Prime Minister, Benjamin Netanyahu.
- This US-Israeli trend has emerged after the important resolution that was adopted by the UN Security Council on December 23, 2016, under number 2334, which called for an immediate cessation of all settlement activities and considered that all settlements established after 1967 are not legal. It also reiterated its vision of a Two-State solution, where two democratic States, Israel and Palestine, live side by side in peace within secure and recognized borders.
- Despite the UN Security Council resolution, the Israeli government continues its settlement policy at an escalating pace, including in East Jerusalem, to make the occupied Palestinian territories unviable.
- Gaza is still under blockade and, thus, its people suffer from social distress at various levels, particularly at the health level, where the Israeli government has even prevented Palestinians from crossing the borders to receive medical treatment.

**ALSO NOTES that:**

- PSI has already affirmed in previous decisions its conviction that lasting peace in the Middle East can only be based on justice and self-determination of the Palestinians, and must culminate in a sovereign, independent and viable Palestinian State that lives side by side with a secure Israeli State.
- PSI does not see the applicability of its main slogan “for quality public services” in a country such as Palestine, without the establishment of an independent and democratic Palestinian State. No quality public services are possible without a state capable of taking its own decisions through democratic mechanisms and independently from any foreign power.



Therefore, Congress **RESOLVES**:

- 1) To **RAISE** the slogan “for a democratic and independent Palestinian State that provides quality public services to its citizens”;
- 2) To **CALL** on the affiliates to work with their governments to make them exercise pressure on Israel to implement the UN Security Council Resolution No 2334, in addition to resolutions 338 and 242, as well as to put pressure to break the blockade over the Gaza Strip;
- 3) To **IMPLEMENT** a specific project for Palestine, under the above-mentioned slogan, that should include a PSI international conference, resulting in an international campaign. The international conference to be held will focus on the following issues:
  - a) The occupation and its impact on public services and on the conditions of the Palestinians;
  - b) The social economic policy of the Palestinian Authority, and the development of policies leading to quality public services;
  - c) Quality public services and their role in establishing democracy;
  - d) The domestic and international trade union role in building the democratic and independent Palestinian State;
  - e) Labour standards and trade union rights in law and practice; and
- 4) **FURTHER CALLS UPON** the leadership of the PSI to establish a mission to Palestine and Israel for the purpose of exploring these issues and to make recommendations for programmes to strengthen public employee trade unionism throughout the region.

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

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

**WHEREAS:**

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

**RESOLVES to:**

- Support all efforts of the labour movement in Canada to oppose Bill C-51, the Anti-Terrorism Act, 2015, in its entirety, by responding to urgent calls for letters, e-mails and exposure through social media networks;

- Register strong opposition to the government of Canada when this legislation inevitably violates freedom of speech and of assembly, human rights, and democracy; and
- Actively support the labour movement in Canada to connect and engage with trade unions and civil society groups globally who share our concern that anti-terror legislation is being used as a tool to silence legitimate dissent to right-wing government policy, disproportionately targets minority and marginalized communities, and threatens to undermine our solidarity as workers.

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

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

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

**RECOGNIZING** this historic breakthrough, Congress pledges its support and urges its affiliates worldwide to also support Colombia's trade unions in the crucial role they will play in bringing the peace accord to life, defending social justice, and keeping a peaceful and democratic society;

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

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

**RESOLUTION No. 55) AFFILIATION FEES**

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

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

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

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

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

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

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

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

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

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

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

**EMERGENCY RESOLUTIONS**

**EMERGENCY RESOLUTION No. 1) TRANSITIONAL ARRANGEMENTS**

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

**CLARIFIES** that the composition of the regional executive committees, at the closure of Congress, will remain in force until the first meeting of their respective Regional Conference;

**DIRECTS** the Executive Board to establish a working group to determine the necessary election procedures, to ensure that the new election process required under the new Constitution is carried out in an orderly manner and to report sufficiently in advance of the first Regional Conference to allow elections to take place; and

**DELEGATES** to the Executive Board the power to elect all eight (8) young workers' representatives to fill the new positions on the EB that will be created at the closure of Congress.

**EMERGENCY RESOLUTION No. 2) PSI STANDS UP AND SPEAKS OUT:  
DIPLOMACY, NOT WAR**

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

**WHEREAS** tensions between the United States of America and North Korea have risen in recent months, with both nations locked in a dangerous standoff of growing mistrust and provocative threats, PSI is profoundly concerned about the threats and insults that could lead to the brink of a nuclear war. PSI needs to stand up and speak out, now;

**WHEREAS** world powers have a common interest and a responsibility to work together in the effort to stop the United States and North Korea from triggering a crisis that threatens the world order, the search for a resolution to this conflict requires engagement and diplomacy of the highest order leading to negotiations with all parties in the region and with the cooperation of the entire international community;

**WHEREAS** the North Korean government has escalated its nuclear weapon and missile capabilities, and United States President Donald Trump has responded with threats to “totally destroy” North Korea, and the United States and South Korea are engaging in joint military exercises rehearsing military options against North Korea;

**WHEREAS** the International Campaign to Abolish Nuclear Weapons (ICAN) has pointed to the nuclear standoff between Washington and Pyongyang as “a wake-up call,” highlighting the urgent need to disarm the world’s 15,000 nuclear weapons;

**WHEREAS** the prospect of nuclear conflict is a threat to every country, at a time when the world faces a host of important political, economic, and social challenges;

**WHEREAS** sanctions, isolation and threats against North Korea have not worked, this vicious cycle must be broken. Diplomacy with North Korea, however, is possible, as we saw in 1994 with the Framework Agreement, and again with the Six-Party Talks from 2003 to 2007. As recently as June of 2017, North Korean diplomats have expressed willingness to consider exchanging a freeze in nuclear weapons and missile testing for a freeze in the United States-South Korea joint military exercises;

Congress stands with PSI member organizations in the region – South Korea, Japan, Guam and the Philippines – in seeking a diplomatic approach that is consistent and predictable to ensure stability in the region; and

Congress therefore:

**CALLS** on North Korea and the United States to stop the threatening actions, reckless language, and dangerous weapons-testing and begin negotiating immediately;

**CALLS** on Donald Trump to stop tweeting and start talking;

**CALLS** on the regional powers – North Korea, South Korea, China, Japan, Russia, and the United States – to pursue a diplomatic course of action based on multilateral dialogue;

**CALLS** for all parties to work towards establishing a permanent peace through a peace treaty to end the Korean War, and the peaceful, complete and verifiable denuclearization of the Korean Peninsula, including elimination of the threat of nuclear pre-emptive strike by the United States;

**SUPPORTS** initiatives to improve inter-Korean relations through economic, cultural and worker-to-worker exchanges between North and South Korea;

**AFFIRMS** the vital importance of the framework for peace established by the many United Nations treaties addressing nuclear proliferation, including the Treaty on Non-Proliferation of Nuclear Weapons and the Treaty on Prohibition of Nuclear Weapons;

**CALLS** on PSI to work with affiliates in South Korea, the United States and other concerned countries to educate PSI affiliates and members about the current conflict, its background and what it means for workers;

**CALLS** on PSI affiliates in South Korea, the United States and other concerned countries to exchange views on the current conflict, with the goal of coming to a collective understanding and building an international workers' strategy to achieve peace on the Korean Peninsula and East Asian region; and

**STANDS RESOLUTE** that diplomacy and negotiation, not brinkmanship and war, must be the way forward.

**EMERGENCY RESOLUTION No. 3) JUSTICE FOR SANTIAGO MALDONADO AND HIS FAMILY**

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

**EXPRESSES** its solidarity, support and sympathies for Santiago Maldonado's family and calls on the judiciary to conduct a clear and transparent investigation to discover the truth about the circumstances that led to the death of this young Argentinian.

The Republic of Argentina has had a fully democratic system of government since 1983, and this is the only system of governance recognized by the people and by any other country in the world. Argentina lives under the Rule of Law, which is supported by citizens, workers and union leaders.

Therefore, Congress also:

**PROTESTS AND CONDEMNS** the situation in other countries, such as Mexico, where 43 students were abducted and killed in the town of Ayotzinapa, and Honduras, Guatemala, Venezuela and Colombia, where trade union leaders are routinely threatened and killed;

**DEMANDS** an investigation to identify who participated in the repression of the demonstration on 1<sup>st</sup> August 2017 in Argentina, whilst repudiating and rejecting all attempts to introduce policies that lead Argentina back to the past and to the most infamous period of this country's history;

**OBSERVES** that the Argentinian people are sad, dismayed and united in a bond of deep solidarity; and

**URGES** the judiciary to identify and convict the guilty in all these countries. No more disappearances or assassinations in our democracy.

PSI and its affiliates are all united in the same cry: JUSTICE FOR SANTIAGO MALDONADO.

**EMERGENCY RESOLUTION No. 4) MR LAMI OZGEN (TURKEY)**

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

**RECOGNISES** that Mr Lami Özgen, who served as the Co-President of the national confederation KESK from 2011 to 2017, had to leave Turkey after being sentenced to

imprisonment for his trade union activities. The court decision violates fundamental rights and freedoms that are under the protection of international conventions;

**DECLARES** that this sentence against him aims to criminalise Mr Lami Özgen and all other trade union members who struggle for labour rights and democracy;

**ACKNOWLEDGES** that Mr Lami Özgen is now in exile in Switzerland. He has health problems and faces many difficulties;

In the light of these facts, Congress

**EXPRESSES SOLIDARITY** to Mr Lami Özgen and asks the Secretariat to provide further assistance to him, in line with PSI Executive Board guidance.

**EMERGENCY RESOLUTION No. 5) CONDEMNATION OF PRESIDENT TEMER**

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

**CONDEMNS** the Brazilian President Michel Temer, who on 2 November 2017 issued a Provisional Measure which is detrimental to all federal public sector workers and to the Brazilian nation as a whole.

The Provisional Measure, which derives from Constitutional Amendment 95 that froze investments for 20 years, cancels the hardly-negotiated rights of federal public servants provided for in the law, by deferring the salary readjustments already negotiated and by increasing the social contributions from 11 to 14 percent.

**REJECTS** this governmental initiative, which will be applied to all Brazilian public sector workers, as part of the neoliberal guidelines for the plundering of public services, the annihilation of the welfare state, and the death of the rule of law.

**EMERGENCY RESOLUTION No. 6) TRADE UNION RIGHTS IN EGYPT**

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

**NOTES WITH CONCERN that:**

PSI affiliated independent trade unions in Egypt are facing a continuous repression from the Egyptian government, with the aim of suppressing them.

Trade unionists were arrested and jailed for calling for protests on 19 September 2017, to improve their living conditions.

The trade unionists were released on 16 October 2017, after paying a bail, and the trial is still in process.

At the same time, a draft law on trade unions will be discussed in parliament during the month of November 2017, containing articles which in practice will prevent independent unions from existing.

Due to this political atmosphere, Egyptian affiliates were not able to attend the Congress.

Therefore, Congress

**RESOLVES** to express its solidarity and support for the Egyptian independent unions and their right for freedom of association and urgently asks the Egyptian authorities to respect the ILO conventions, especially Convention no. 87, ratified by Egypt; and

**CALLS ON** the Egyptian authorities to amend the Egyptian trade union draft law accordingly.



**EMERGENCY RESOLUTION No. 7) NON-PAYMENT OF PUBLIC SECTOR  
WORKERS' SALARIES IN NIGERIA**

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

**ALARMED** by the fact that workers in the public sectors in Nigeria, across more than half of the 36 states, are currently owed their monthly salaries for a period of between 3 and 18 months;

**CONSIDERING** the fundamental importance of ensuring that a worker is paid for her/his labour on a weekly or monthly basis, but no later than 30 days afterwards, as enshrined in the Constitution of the Federal Republic of Nigeria, the Nigerian government is duty-bound to ensure that this obligation is upheld;

**REALIZING** that this is in line with the spirit and letters of the fundamental principles and rights at work of the ILO, the Nigerian State as a signatory is obliged to uphold these principles and rights;

**NOTES** that the government of Nigeria announced in October 2017 its intention to make another tranche of bailout funds available, which would occur in the very near future;

**FURTHER NOTES** that previous funds released have not been used to ensure that workers receive their full entitlements and pay for work done, and that if this occurs again, it will become even harder to ensure further funds be made available for workers in the future;

**THEREFORE RESOLVES** to put pressure on the Nigerian government to:

1. Ensure that the bailout funds, once released, are fully disbursed for the payment of outstanding salaries to public sector workers, with no part thereof being diverted or otherwise appropriated by the state governments;
2. Fully involve the trade unions in the process of implementing the immediate and full payment of the backlog of salaries; and
3. Stop, from now on, the illegal situation of non-payment or delayed payment of monthly salaries to public sector workers.

**APPENDIX**

**DRAFT RESOLUTION REFERRED TO 2018 EXECUTIVE BOARD**

DRAFT RESOLUTION No. 48) SOLIDARITY WITH THE KURDISH PEOPLE

**DRAFT RESOLUTIONS WITHDRAWN IN FAVOUR OF INCORPORATION INTO THE PROGRAMME OF ACTION**

DRAFT RESOLUTION No. 3) INDEPENDENT CIVIL SERVANTS

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

DRAFT RESOLUTION No. 7) EQUAL PAY

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

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

DRAFT RESOLUTION No. 34) FREE TRADE TREATIES

DRAFT RESOLUTION No. 39) HEALTH AND WELFARE

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

**DRAFT RESOLUTIONS AND AMENDMENTS WITHDRAWN BY THE MOVER(S)**

DRAFT AMENDMENT No. 34) to Resolution No. 10

DRAFT RESOLUTION No. 14) URGENT UPGRADE OF THE PROTECTION AVAILABLE TO INTERNATIONAL CIVIL SERVANTS  
*(withdrawn in favour of compositing with Resolution Nos. 13 and 15)*

DRAFT RESOLUTION No. 15) ADEQUATE EMPLOYMENT CONDITIONS AND LEGAL PROTECTION FOR STAFF WORKING IN CSDP MISSION  
*(withdrawn in favour of compositing with Resolution Nos. 13 & No 14)*

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

DRAFT RESOLUTION No. 19) GUARANTEE FIREFIGHTERS TRADE UNION RIGHTS IN SOUTH KOREA *(withdrawn in favour of compositing with Resolution No. 17)*

DRAFT RESOLUTION No. 38) CREATING A DISASTER-RESILIENT SOCIETY BY REINFORCING PUBLIC SERVICES  
*(withdrawn in favour of compositing with Resolution No. 37)*

DRAFT RESOLUTION No. 49) ISRAEL AND PALESTINE  
*(withdrawn in favour of Amendment No. 43 to Resolution No. 51)*

DRAFT RESOLUTION No. 51) THE RIGHTS OF PALESTINIAN WORKERS IN ISRAEL  
*(withdrawn in favour of Amendment No. 42 to Resolution No. 50)*  
*(Note: DRAFT AMENDMENT No. 43) to Resolution No. 51 lapsed, as Resolution No. 51 was withdrawn)*

Public Services International is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organisations.



Resolutions adopted by Congress 2017

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