



**PUBLIC SERVICES
INTERNATIONAL**

The global union federation of workers in public services

ENGLISH



2021

Annual Report

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More than any moment in living memory, the vital role of public services workers is at the forefront of the public imagination. In 2021, through the emerging challenges of the pandemic, PSI worked tirelessly to turn these workers, who are enduring needlessly brutal conditions generated by years of austerity, into political action: to rebuild our public services, to ditch the austerity policies which fueled this crisis and to grow union power to ensure workers have the conditions needed to keep them safe on the job.

Our union federation has played a crucial role in shaping the global response to the pandemic, defending the rights of frontline workers, and highlighting the urgent need for new investment in public services worldwide. As the pandemic deepened across the world, our union federation mobilized to defend the rights of frontline workers and to promote policies that would address the stark inequalities that the pandemic



INTRODUCTION



has exposed and the devastating impact on vulnerable communities. We have becoming a leading partner of the global campaign for a TRIPS waiver, working alongside MSF, Amnesty International, and allies in the Peoples Vaccine Alliance to rally over one hundred governments in support of waiving vaccines on vital pandemic response equipment and supplies.

One of our key achievements in 2021 was the launch of our State of Tax Justice Report, which highlighted the brutal cost of tax avoidance in real terms: we now know how many nurses every country loses and which countries are fueling this trend. This report has already become a crucial tool in our ongoing efforts to promote tax justice and better investment in the public sector - especially when coupled with the series of reports released by CICTAR which expose how privatised care chains are dodging taxes and hurting workers and residents. We also developed a three-year training program on digitalization-related changes to support our members in adapting to the changing landscape of work which the Pandemic is accelerating.

In addition, we worked to influence global policies on health worker migration and mobility, refugees and migrants, and climate change. Our advocacy efforts in these areas were aimed at ensuring that the rights of workers were protected, and that public services remained accessible to all through the pandemic, regardless of their background or status. Our partnership with Action Aid helped reveal that IMF austerity slashes 3 million frontline workers from the world's most fragile health systems.

We continued to engage in online advocacy, policy analysis, research and innovative communications through a series of projects with new funding partners, specifically built around influencing national and global Covid-19 response plans.

Moreover, we worked in solidarity with our LGBT+ members and allies, leading the Council of Global Unions in creating a cohesive campaign for LGBT+ rights globally. We also continued to mobilize young workers on their specific issues, such as digitalisation, organizing, new forms of work, and climate change.

These are just some of the highlights of our work which have shaped this year. In conclusion, I would like to express my deep gratitude to all of our affiliated members; their tireless work and dedication in the face of the unprecedented challenges posed by the Covid-19 pandemic has kept millions of people alive - and too many of them have paid the ultimate sacrifice for their work. Our job now must be working together to ensure that the lessons are learned and public service workers finally win the improved safety and better conditions they deserve on the job.

Solidarity forever,

Rosa PAVANELLI, PSI General Secretary
Public Services International

FIGHTING PRIVATISATION &

Promoting Quality

Public Services

In 2021, there was a strong push to fight against privatisation and promote quality public services (QPS). The Jakarta water situation was a major focus, with both the national corruption commission and national audit agency recommending against renewing private concessions due to potential corruption issues. The World Bank's "Maximizing Finance for Development" policy, which promotes public subsidies for private investors, was also a concern as it continues to encourage privatisation. The Doing Business Report, which rates countries based on how friendly they are to private companies, was discontinued due to allegations of political interference. The IMF continued to insist on austerity and public wage cuts, while the G20 did not propose significant solutions to reduce developing countries' debt.

To promote QPS, PSI worked with NGOs to develop a Manifesto and held a panel of UN Special Rapporteurs on the role of public services in implementing human rights. The Privatization Watch newsletter and website were renewed, and affiliates were encouraged to support it by providing updates and information. PSI also continued supporting affiliates' campaigns by connecting them to allies and developing digital components of campaigns.

PSI carried out various activities to implement its tax justice strategy, including virtual strategy meetings and tax justice workshops in different regions. In addition, CICTAR – established by PSI in 2018 to assist unions in producing credible evidence about corporate tax avoidance – provided evidence to an Australian parliamentary enquiry outlining the problems with public sector labour hire. CICTAR also collaborated with FNV to conduct

research on Uber, Taken for a Ride, which was published in over 20 countries in May.

The State of Tax Justice Report, which estimates the economic and social costs of international tax abuse for over 190 countries, was launched and will be produced annually. PSI continued to follow the OECD-G20 Base Erosion and Profit Shifting negotiations and set out its demands for more ambition. The EU agreed to establish public Country-by-Country Reporting, a partial step forward for tax transparency. PSI also worked with ActionAid to reveal the damaging impact of public sector wage bill constraints promoted by the IMF, releasing new research showing that IMF austerity slashes 3 million frontline workers from the world's most fragile health systems. Overall, PSI continued to implement its Tax Justice Strategy and promote QPS through various initiatives and campaigns in 2021.

INFLUENCING

Global Policies

In 2021, PSI engaged in global advocacy, networking, and alliance building to influence policies related to health worker migration and mobility, refugees and migrants, and climate change. We also worked on communication campaigns and partnerships with other organizations to promote universal access to vaccines, support frontline workers, and fight against privatization. PSI implemented several projects supporting affiliates, and aimed to stabilize and consolidate the existing project portfolio while exploring the use of digital technologies to reach broader objectives.

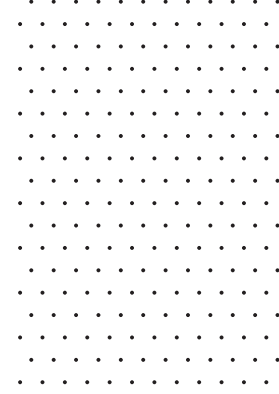
TAX

In the past, PSI has been a strong advocate for public country-by-country reporting (CBCR) to ensure transparency in multinational corporations' tax practices. PSI has worked to ensure that voluntary standards like Global Reporting Initiative (GRI) with its Country-by-Country Reporting (CbCR) standards are strong and effective. PSI has also lobbied the OECD to support public accountability measures in its current reviews of its own standard. After years of campaigning, on 3rd March 2021, EU Ministers voted in favour of finalising negotiations on a directive to establish public CBCR in the EU. However, the proposal currently contains several loopholes, and PSI has employed a campaigner to work with us and EPSU to help affiliates pressure their governments to make the standard as strong as possible. PSI has produced a briefing for affiliates explaining why this is an important measure for workers and unions.

In 2018, PSI established the Centre for International Corporate Tax Accountability and Research (CICTAR) to assist unions in producing simple and credible evidence about corporate

tax avoidance for use in their union campaigns. CICTAR is currently focusing on exposing the tax practices and financial unaccountability of for-profit aged care. These companies have been exposed as providing low levels of care and are responsible for many avoidable deaths under COVID-19. They also received large amounts of unaccountable public funding and often pay little tax on their profits. In January 2020, CICTAR released a report exposing the tax practices of Canada's second-largest long-term care operator Revera, attracting media coverage in Canada and the UK. CICTAR and PSI will shortly release a brief on the most effective ways to tax large digital firms. In March, CICTAR worked with FNV, Netherlands, to look at Uber's tax arrangements in the Netherlands. Twelve unions across three continents now support CICTAR, as well as FES, Joffe foundation and the Alex Perry Trust. In late 2020, the board voted to establish CICTAR as a permanent entity and several affiliates increased their contributions.

PSI continues to chair the Steering Committee of ICRICT and supports its advocacy on global corporate tax issues in the



OECD and UN. PSI has monitored and lobbied the OECD BEPS 2.0 process, but it appears unlikely to produce a satisfactory outcome on digital taxation. Recent statements by Joe Biden and Janet Yellen that the US will increase its corporate tax rate to 28% and support a global minimum tax rate are encouraging. A failure to reach an agreement on digital taxation will likely lead to many governments introducing digital services taxes. However, many are poorly designed, will be regressive and will likely be passed onto consumers. In October, PSI and CICTAR produced a brief for affiliates on principles for taxing digital corporations.

On 25 February, FACTI released its final report that made it clear that the problems with the current system are systemic and require systemic solutions that are inclusive and foster cooperation, not tax competition and a race to the bottom. It provided a scathing critique of the OECD's current reforms and identified major gaps in the current global architecture. The report outlined fourteen recommendations for change – almost all of which support PSI's long-standing policy positions including unitary taxation, public country-by-country reporting, global minimum corporate tax rate and automatic exchange of tax information.

PSI has been following the OECD-G20 Base Erosion and Profit Shifting (BEPS) negotiations for almost 10 years. In the last three years, the focus has been on concluding the negotiations to tax digital giants and introduce a global corporate minimum tax rate. PSI set out its demands in 2020 and has since worked with affiliates to call for more ambition. On 8 October, the OECD negotiation forum announced it had reached an agreement. While the negotiations have finally put an end to the official support for tax competition and will raise an estimated 150 billion more from the largest global companies, PSI has stated that it falls short of stopping corporate tax abuse.

PSI and its partners launched the inaugural State of Tax Justice Report in November 2020, the first-ever report on the economic and social costs of international tax abuse with comprehensive estimates for over 190 countries. In 2020, the report estimates that over 427 billion USD is lost to international tax abuse each year. PSI estimated that this is the equivalent of 34 million nurses' salaries each year - or one nurse's salary each second. The report will be produced annually with a new theme each year. The 2021 edition focused on the theme of using the lost tax revenue to fund vaccine access. The figures show that we could vaccinate the world three times over with the annual

lost revenue – equivalent to a rate of 1,000 people vaccinated every second.

CICTAR provided evidence to an Australian parliamentary enquiry outlining the problems with public sector labour hire. CICTAR and PSI have previously released a brief on the most effective ways to tax large digital firms via a Digital Profits Tax. In May 2021, CICTAR's research on Uber, Taken for a Ride, in collaboration with FNV, was reported in over 20 countries.

PSI has been continuing to develop its work with ActionAid revealing the damaging impact of public sector wage bill constraints, promoted by the IMF, with new research released in October showing that IMF austerity slashes 3 million frontline workers from the world's most fragile health systems. This included the production of short videos across three regions featuring frontline workers who outline the damages caused by public employment funding cuts. The COVID pandemic has increased pressure on public budgets, as emergency expenditure has risen and revenue has fallen due to the economic downturn, renewing focus on tax policy. If governments are unable to raise further revenue through taxation, then we are likely to see a rise in sovereign debt and the introduction of crippling austerity measures.

TRADE

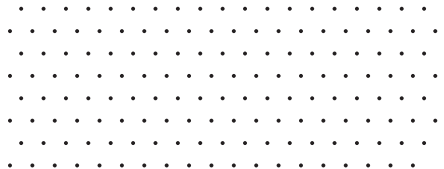
In the past, PSI has been actively involved in promoting fair trade practices across the world. PSI has worked towards opposing harmful provisions in neoliberal trade agreements that restrict the ability of governments to provide public services. This has been done through lobbying at the WTO, in regional trade agreements, and by opposing Investor State Dispute Resolution Mechanisms (ISDS).

PSI has also been involved in campaigns to stop the EU-Mercosur trade agreement and to oppose e-commerce trade rules that commodify data and stop governments from using data to provide public services and regulate its private use in the public interest. The Energy Charter Treaty (ECT) is another area of concern where PSI has been opposing its expansion, especially in Africa. The ECT grants corporations in the energy sector the power to sue states at international arbitration tribunals for billions of dollars through one of the worst remaining investor ISDS clauses.

The pandemic has highlighted the importance of global trade practices and the need to

ensure that they are fair and equitable. COVID has provoked renewed interest in Trade-Related Aspects of Intellectual Property Rights (TRIPS), which provide multinational pharmaceutical and private medical companies with monopoly patent rights. These monopolies enable companies to restrict supply of vital goods and services, drive up prices, and increase profits. PSI has been campaigning for a TRIPS waiver, which would suspend monopoly rights in global health emergencies. In October 2020, South Africa and India submitted a proposal to the WTO to trigger the temporary waiver, supported by over 100 countries. PSI has been actively involved in the campaign for the waiver, along with MSF, Amnesty International, and allies in the Peoples Vaccine Alliance. PSI has produced resources for its affiliates, including policy briefings, talking points, myths' analysis, responses, and model letters, and mapped the political positions of national governments to help affiliates lobby.

PSI has been working with its affiliates in different regions to raise awareness of the harmful aspects of trade agreements and pressure governments to not sign



them. In May, PSI held a forum in Nigeria to discuss action to oppose Investor State Dispute Settlement (ISDS) clauses in trade agreements. PSI has worked towards opposing the Energy Charter Treaty, which has strong ISDS rules and has mechanisms that risk locking us into policies that will make it harder to achieve climate justice. PSI has planned actions with affiliates in Morocco, where the government is in accession talks. However, due to COVID, this has been cancelled. PSI has also been involved in campaigns to stop or put pressure on countries to not sign the CPTPP, a mega-trade agreement originally instigated by the US.

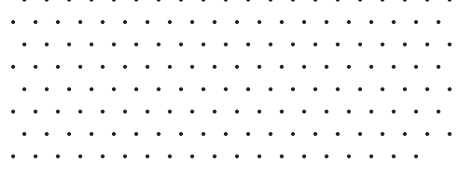
The TRIPS waiver campaign has been a major focus of PSI work since October. The campaign has been successful in increasing the number of governments sponsoring and supporting the waiver, shifting the language of some governments away from opposition, and putting pressure on governments to do more to ensure all countries have access to the vaccine. The Waiver has been publicly supported by the Director-General of the World Health Organisation (WHO), UN Humans Rights experts, UNITAID, UNAIDS, and 175 Nobel Laureates and former Heads of State, including Gordon Brown, François Hollande, and Juan Manuel Santos. Across the EU, 400 members of the European

Parliament and of national parliaments signed a joint appeal expressing their unequivocal support for the Waiver.

Despite several meetings of the TRIPS Council, an agreement has not been possible, as it is opposed by a handful of countries from the Global North, notably the European Union, United Kingdom, Japan, Canada, the USA, and Australia, who have large domestic pharmaceutical lobbies. PSI and its affiliates have actively engaged in a joint civil society and union national campaign to amend the national law to limit the use of patents at the advantage of public health, giving the support to the TRIPS Waiver campaign a grounding in national political debates. The negotiations have fallen back into a deadlock, and a concession on the TRIPS Waiver is likely to come at the cost of developing countries' concessions in other areas, such as the lack of regulation of the digital economy or the deregulation of services provision.

PSI has been part of the fifteenth session of the United Nations Conference on Trade and Development (UNCTAD 15) held in Barbados. PSI work was coordinated by the subregion with the subregional secretary for the Caribbean representing PSI on the International Civil Society Facilitation Group (ICSFG). PSI

worked closely with Our World Is Not For Sale (OWINFS) in coordinating civil society action and had a delegation of 8 people. PSI focused its work on TRIPS Waiver proposal, trade issues and role of UNCTAD, climate crisis and climate finance, financing for development (FfD) including debt, global reform of corporate taxation, valuing care and social re-organisation of care and gender justice, digitalisation and governance of data. PSI participated in the Civil Society Forum, where PSI representatives spoke at the three panels, and the Trade and Development Forum, where Helene Davis-Whyte (JALGO) was a panellist on the Gender and Development Forum titled "Underwriting economic exploitation: unpaid labour, care work, and social reproduction". PSI wrote to all negotiators noting that the text fails to critique the ways in which the current multilateral trade system inhibits, rather than facilitates, countries' ability to regulate in the public interest, to create jobs, to ensure food security, and to protect environmental sustainability.



DIGITALISATION

Not so long ago, PSI began to discuss the impact of digitalisation on public services and public service workers, and the need for unions to adapt to these changes. PSI produced a report, *Digitalisation of Public Services, Work and Workers: A Union Guide*, to help affiliates understand the ways in which digitalisation affects public services and public service unions. The report outlines the shapes digitalisation is taking in different public service sectors, how it affects delivery, quality and access to services, employment, working conditions and labour rights.

PSI research indicates that most affiliates have not negotiated digital safeguards in their collective agreements. PSI is currently compiling a compendium of best practices from collective bargaining agreements in the public sector to help affiliates with collective bargaining. The compendium will provide best practice clauses and its findings will be integrated into a training package for affiliates.

PSI is also working with partners to promote community control of data and algorithms that affect public services and public service workers' lives. PSI commissioned

a paper, *Public Sector Workers in a Data-based Society*, to better understand these trends and the role for the state and public sector workers.

In addition, PSI developed a three-year training program to build affiliates' capacity to understand and act on digitalisation-related changes in public service delivery and at the workplace. The program provides concrete tools and actionable recommendations to defend workers' rights and public services, including through collective bargaining. It trains three distinct groups in each region: self-sustaining regional hubs of digital ambassadors, union leaders, and shop stewards and union secretariat staff.

Each PSI region mapped the digital landscape relevant to the affiliates, including the capacity of affiliates, the state of digital technology, and the extent of digitalisation of public services. The information is used to adapt the training and resources for each region.

PSI produced a range of research that outlines the risks and opportunities for trade unions and workers in public services. In May, PSI launched the report,

Digitalisation: A Union Action Guide For Public Services, Work and Workers, which synthesises previous work and outlines resources and actions unions can take to support their members in dealing with the challenges of digitalisation. PSI is also finalising an online database and compendium of digital collective bargaining clauses for affiliates to use in their collective bargaining.

PSI launched the project, *Our Digital Future*, which builds the capacity of staff and activists in affiliates to understand and act on digitalisation-related changes in public service delivery and at the workplace. The project is a three-year training program delivered in each region in 2021-2023 to build affiliates' capacity. The project trains three distinct groups in each region: self-sustaining regional hubs of digital ambassadors, union leaders, and shop stewards and union secretariat staff.

PSI is integrating digitalisation into other areas of work, including examining digitalisation in the health sector, digitalisation and young workers, and digitalisation and future of work in public services.

MIGRATION & REFUGEES

In the past year, the COVID-19 pandemic has caused socio-economic hardships, exacerbating the gap between rich and poor within and among countries. The struggle for vaccine equity has become a key concern, with many vulnerable groups such as migrants, refugees, and internally displaced persons (IDPs) being excluded from national vaccine deployment and vaccination programs. Despite the pandemic, PSI has continued its work virtually, engaging in global advocacy, policy analysis and research, and empowering national activities through projects.

PSI has been actively engaged in the online regional review processes of the UN Global Compact on Migration, highlighting key issues such as decent work, fair and ethical recruitment, and labor rights for migrant workers. We have underscored the importance of migrants' access to social protection and quality public services, including access to vaccines. PSI has also cooperated with the UN Migration Network through its working groups on decent work and bilateral labor migration agreements and

on migrants' access to basic services. In the beginning of the year, PSI engaged in the online Global Forum on Migration and Development, where it led the advocacy on skills partnerships.

PSI has commemorated International Migrants Day by highlighting the plight of migrant health and care workers, a majority of whom are women. We launched a new policy brief on health worker migration, produced a statement and video to go along with the brief, and worked with EPSU on a joint statement underscoring the rights-based approach to migration anchored in solidarity, human rights, and addressing root causes. PSI has also been implementing flagship projects on refugees in the MENA region and on IDPs in Nigeria.

PSI has engaged in global advocacy, networking, and alliance-building on the UN Global Compact on Migration, continuing to promote universal and non-discriminatory access to vaccines for refugees and migrants. We have also collaborated with a new partner, the Open University in the UK, on work related to health migration governance, launching a survey on the impact of COVID-19

on migrant health workers and organising an interactive webinar training for health sector affiliates.

PSI unions have been building the capacity of their affiliates on the issue of internal displacement, with conflicts and climate disasters being the major cause of forced displacement globally. PSI has continued to expand its work on health worker migration and mobility in both global policy and capacity building for affiliates at the national level. We have also amplified their work on climate migration, beginning with a webinar and presentation of the PSI Climate Migration Paper in connection with PSI's climate policy and projects. Finally, PSI has engaged with the UN Migration Network on monitoring the implementation of the Global Compact on Migration, including engagement in the first global review, the International Migration Review Forum.



CLIMATE CRISIS

PSI expanded tools for awareness raising among affiliates, contributed to global and regional lobbying for the policies people and planet urgently needed, and examined various climate finance mechanisms to ensure there was no hidden privatisation or other prejudicial policies. The International Energy Agency released its Global Energy Review 2021 which showed the impending growth of coal, oil and natural gas, leading inevitably to more greenhouse gases and a worsening climate crisis. The UN's annual climate summit – COP26, held in November 2021 in Glasgow, Scotland – was organised as a hybrid meeting, which limited civil society participation. PSI unions, with the help of the solidarity support organisations UtoU, Sweden, and SASK, Finland, worked to influence the content of the Nationally Determined Commitments (NDCs) submitted by all 197 parties to the UN climate body UNFCCC.

Some governments were open to including unions in the formulation of national commitments, while others worked through their national confederations or by sectors, including with the national ministries. Unions needed better analysis and more member education and mobilisation,

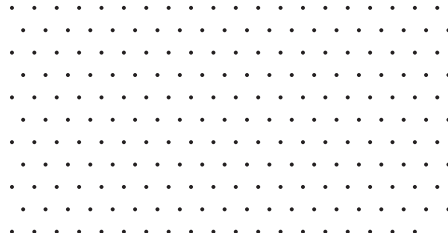
and also built coalitions in their countries with other groups working on climate, such that labour issues were integrated in broader climate demands.

A number of CSOs created the People's Glasgow Agreement wherein they assessed the more than 25-year failure to resolve the climate crisis and, given the short window to avoid global calamity, required dramatic action. The pandemic, which gripped the planet for more than a year, paralysed countries and killed millions, highlighted the dangers of disregarding natural limits in humanity's constant expansion. However, it also showed that governments were capable of swift, far-reaching actions, dedicating huge budgets, setting production targets for industry, developing social protection funds for workers and employers, and addressing serious social issues.

As countries came out of pandemic lockdowns and restarted their economies, governments needed to set stronger emission standards. The big negotiating challenge at COP26 was Article 6, the last section of the Paris Accord to be resolved. PSI examined the various climate finance mechanisms to ensure that there

was no hidden privatisation or other prejudicial policies. Climate finance remained a serious problem, in that promised funds had not materialised, climate finance schemes were imposing more privatisation and financialisation, and climate finance did not recognise 'loss and damage' issues whereby rich countries paid for historical wealth generated from emitting greenhouse gases. Further unsolved finance issues included the amount and type of funding (loans or grants) available for mitigation (emissions reductions) or adaptation. Many southern countries emitted few greenhouse gases but needed lots of investment to adapt their countries to the more frequent and intense climate events. Relying on commercial insurance mechanisms was insufficient.

The basis of the Paris agreement was the voluntary non-binding Nationally Determined Commitments (NDCs) submitted by all 197 parties to the UN climate body UNFCCC. Current NDCs would see global temperatures rise by about 3C. Some countries had made ambitious commitments, but with few details as to how. Short-term actions were lacking. Corporations were not included in this process, but they should be.



Trade Union Rights

INCLUDING ILC AND SOLIDARITY MISSIONS & CAMPAIGNS

The negative impact of the COVID-19 crisis on workers' rights and trade union rights continued to be observed. Many countries implemented measures without proper consultation or with no consultation at all, which led to a clear pattern of restrictions that violated civil liberties and trade union rights.

PSI participated in the virtual 341st Session of the ILO GB in March, where several issues were discussed. The GB decided on the format of the forthcoming ILC, the calendar of actions to be taken regarding the election of the Director-General, and the calendar of sectoral meetings for both the remaining of the biennium 2020-2021 and the biennium 2022-2023. PSI also participated in the Technical Meeting on the future of work in the education sector in the context of lifelong learning for all, skills, and the Decent Work Agenda.

In January, PSI and other GUFs held a small rally in support of the Belarusian Independent Trade Union, as many trade unionists and activists had been repressed and detained for participating in peaceful demonstrations against the government since the presidential election last year.

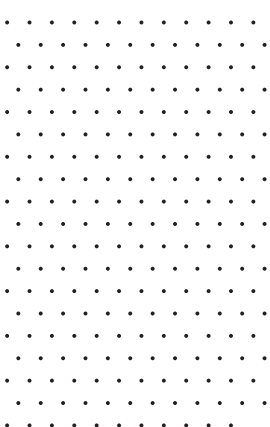
Thanks to an international campaign initiated by PSI, trade unions from all over the world called on the Algerian government to release Dalila Touat and Namia Abdelkader and to stop the persecution of women trade unionists and activists. The two activists were released and placed under judicial supervision – Dalila Touat's trial was postponed, while Namia Abdelkader was acquitted at her retrial.

PSI and affiliates filed on behalf of the Shuar Arutam people a complaint with the ILO for the non-compliance of Convention

No. 169 in relation to the implementation of the San Carlos-Panantza and Warintza mining projects. PSI sent a letter to the new government requesting them to address the observations made by ILO CEACR and other long-standing issues regarding labor violations in the public sector. The ILO CFA issued recommendations on Case No. 3347 and No. 3367, concerning anti-union discrimination against members of ANERCIC and ASPAE.

George Poe Williams, Secretary General of NAHWAL, was forced to prolong his stay in Germany, while other leaders in Liberia stayed in hiding. The situation remained tense, and George relocated to Ghana with the support of PSI and affiliates, waiting for more favorable conditions before returning to Liberia.

PSI participated in the first part of the 109th ILC in June, which took place online, with



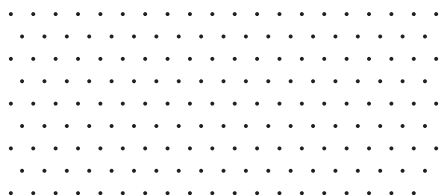
restrictions for reasons of connectivity, schedules, and due to the design of its agenda. The workers suffered once again the onslaught of employers, who force the weakening of the ILO's supervisory bodies and disagree with each of the debates in a strategy of pressure to reach statements and conclusions of little content, uncritical, and innocuous.

In October, PSI participated in the 7th session of the Open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights, which discussed the Third revised draft of a legally binding instrument. In September, PSI joined the discussions of the TUAC Working Group on Multinational Enterprises on the implementation of the OECD Guidelines on MNEs.

PSI and affiliates submitted a written opinion to the Inter-American Court of Human Rights (ICHR) with regard to the advisory opinion to interpret and determine the "Scope of States obligations

under the Inter-American System concerning the guarantees of trade union freedom, its relation to other rights and its application from a gender perspective". Also in October, the ITUC held its Global Legal Meeting, which reviewed the Third Draft of the legally binding instrument, ahead of the 7th session of the OEIGWG, and discussed progress regarding human rights due diligence legislation at the EU level and among EU member States.

In coordination with IndustriALL and IUF, PSI requested the urgent intervention of the ILO and filed a complaint with the CFA with regard to the arrest of Ramzi Derder, a member of the national bureau of the National Federation of Informal Workers. In November, PSI was invited to participate in the panel on "Due Diligence and National Action Plans", during the 8th International Seminar on Business and Human Rights, organised by the Human Rights and Business Centre at the Faculty of Law of the Federal University of Juiz de Fora.



UTILITIES

The pandemic has highlighted the importance of public services, but also led to a renewed focus on austerity policies. Despite the IMF's encouragement for rich countries to invest more in public infrastructure, borrowing countries are being forced to sell public assets to access IMF loans. President Biden's infrastructure proposal expands the definition of infrastructure to include social infrastructure such as affordable housing and health services, and moves towards a green economy. However, the expansion of the definition of public infrastructure must not lead to further privatization of essential services.

In the energy sector, the conversion to low-carbon renewable energies is still stymied by the power of for-profit corporations. Private investments in renewable energies are too low to meet the targets of the Paris Climate Accord. PSI supports Trade Unions for Energy Democracy and is working with affiliated NGOs to build a political base for public low-carbon energy systems. PSI is also involved in the energy policy awareness and mobilization and is gathering narratives from countries on the expansion of renewables by public utilities.

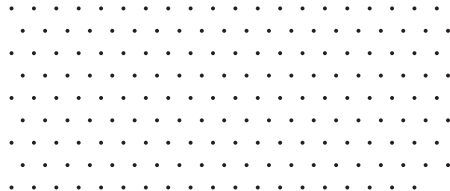
In the water and sanitation sector, public funds remain insufficient to ensure universal access under the SDGs. Innovative financing where public funds are used to attract private investments remains wishful thinking. PSI is supporting anti-privatization campaigns in Africa and Brazil's water and energy union against Bolsonaro's massive privatization campaign. PSI is also part of the Global Water Operator Partnership Alliance and has two seats on the steering committee.

Puerto Rico's electricity infrastructure was devastated by Hurricane Maria in 2017, and the US government imposed privatization, which further weakened the utility. PSI is supporting campaign efforts by UTIER, the union representing energy workers. Indonesia's energy unions have united under the auspices of PSI's SASK project to rebuild strength and counter a new round of privatizations. The World Bank-supported energy privatization in Nigeria has proven to be a major failure. Trade unions are mobilizing to stop unwarranted price hikes and to reverse privatization.

Unions and allies in Africa held a week of activities in October against water privatization. PSI

was part of the opening panel at the 4th Global Water Operators Partnerships Congress, and affiliates participated in specific sessions. The UN will hold its 2nd-ever global summit on water in March 2023 to assess progress midway to the 2030 deadline of Sustainable Development Goal 6. PSI is preparing for the UN Water Summit, supporting African affiliates in building a continental water network and campaigns, and supporting energy unions in campaigns for public renewable energy.

PSI is aware of the challenges and opportunities in the utilities sector, especially in light of the pandemic's impact on public services and the urgent need for a green transition. PSI is actively working with affiliated NGOs, energy and water unions, and allies to build political bases for public low-carbon energy systems and to counter privatization campaigns.



MULTINATIONAL ENTERPRISES

PSI currently has three Global Framework Agreements (GFAs) with multinational enterprises (MNEs). GFAs are an instrument for PSI and affiliates around the world with membership in multinational enterprises to increase their membership, defend their members' rights and improve working conditions.

- 1. EDF Group** – The current restructuring plan known as 'Hercule' was postponed indefinitely. All representative French unions continuously opposed this plan to unbundle and privatise energy generation and distribution in France, including with briefings in communities, to local elected officials and intensive campaigning in social media in favour of energy [remaining a public service](#) and [declared a win in August as the Hercule project was abandoned](#). In March, EDF responded to Rosa Pavanelli's letter requesting clarification of business activities in Myanmar in the context of the military coup. The letter confirmed that EDF's current activities in Myanmar were suspended. PSI participated in the plenary meetings of the Monitoring Committee of the EDF GFA in July, where it was confirmed that we would sign an agreement to extend the GFA for 2 years.
- 2. ENGIE** – PSI affiliates continued to actively fight Engie's restructuring plan, which could involve selling off units with a total of 60,000 workers around the world. The 6th negotiation meeting to renew the GFA was held in June. We are close to finalising this GFA. A high-level social dialogue meeting with Engie's new CEO was held in July.
- 3. ENEL** – A meeting was held with Italian affiliates to define proposals for a renewed GFA. The proposals were subsequently sent to management, and we awaited a response. Brazilian affiliates informed PSI [about ENEL cutting off the energy supply to approximately 2,500 families that lived in an occupation/squat in São Paulo, Brazil](#). PSI wrote a [solidarity letter](#) jointly with Italian affiliates and IndustriALL. PSI did not receive a response.
- 4. Fresenius** - PSI continued to work to strengthen the Fresenius Global Union Alliance. PSI participated in meetings with global management, supported shareholder interventions at Fresenius' Annual General Meeting and co-organised the meeting of the Global Alliance in October. Management continued to refuse to enter into negotiations for a GFA.

LOCAL AND REGIONAL GOVERNMENT / MUNICIPAL WORKERS

PSI organized the “[LRGNext2021 Series](#)” a cycle of online thematic consultations with our Local and Regional Government (LRG) membership and allies. The consultations provided an inclusive policy space for all LRG affiliates across regions to discuss burning policy issues in the sector, taking advantage of the new digital tools available, since the convening of Global LRG Conference 2021 was not possible due to Covid. This process also took stock of the [LRG work carried out by PSI since 2016](#) and represented an opportunity to engage the PSI global LRG membership over shared policy priorities ahead of the PSI Congress. The LRGNext2021 Series ran from September 15, 2021, to December 3, 2021. Each session focussed on two key LRG topics, accompanied by [10 discussion policy papers](#) (megatrends, financing, digitalisation, remunicipalisation, democratic governance, trade union rights, gender and intersectionality, territorial care services, climate and the environment), resource [videos](#), and a [gallery of portraits of LRG workers' professions](#). The process resulted into the [PSI LRG](#)

[Global Network Action Plan 2022-2027 “Building the Future of Local Public Services”](#).

In 2021 PSI substantially advanced global and regional social dialogue with LRG employer organizations. The UCLG GS Emilia Saiz addressed for the first time the May EB on the LRG dimension of care. PSI's Africa and the Arab Countries Region and UCLG Africa signed and [launched in a public online debate](#) a [Memorandum of Understanding for dialogue and cooperation around Quality Local Public Services and Decent Work](#), a first [regional social dialogue agreement in the LRG sector](#) beyond the EPSU-CEMR agreement for the European region. PSI was also invited to write a [working paper on the connection between public services and equality](#) for the VI edition of the UCLG Flagship bi-annual publication “GOLD VI” to input the 2022 UCLG World Congress. In the paper PSI promotes remunicipalisation/ in-sourcing as a powerful policy option for local authorities to fight territorial inequalities.

On World Cities Day 2022 PSI disseminated an [editorial](#)

[and posters](#) pointing to the inestimable value of the vital LRG workers deliver every day, in contrast with their systemic underfunding.

PSI also pushed for stronger visibility and acknowledgement of LRG workers in the ILO. PSI and the ITF took part in the Workers' Delegation and Secretariat to the [ILO Tripartite Technical Meeting on the Future of Decent and Sustainable Work in Urban Transport Services](#), where PSI pushed for a pro-public approach and wording to urban transport, including a comprehensive and whole-of-government approach to the service, integral to access employment and other vital public services and to ensure the rural-urban continuum. The tripartite conclusions reflect this approach, but the reference to remunicipalisation was lost due to intransigent Employers' Group opposition. The [first regional ILO Study on the working conditions of sub-national government workers](#) was completed for Latin America.

REMUNICIPALISATION

PSI joined the University of Glasgow and the Transnational Institute (TNI) in the launch of [Public Futures](#), the only existing global remunicipalisation/de-privatisation database.

PSI also published a remunicipalisation guide for workers and trade unions "[Taking our public Services back in-house. A remunicipalisation guide for workers and trade unions](#)". Within the framework of the [ILO Tripartite Technical Meeting on the Future of Decent and Sustainable Work in Urban Transport Services](#) PSI and the ITF got an official reference to "remunicipalisation" in the [ILO background report](#) for the meeting, one of the first in an official UN document (pp.9-10). However, the reference was lost in the tripartite conclusions due to intransigent employers' group opposition.

PSI wrote two contributions for the 2021 Spotlight on Sustainable Development Report under the titles "[Challenging decades of privatization and de-funding of public services](#)" and "[Now is the time to reclaim public services](#)" looking at experiences of de-privatisation processes emboldened by the Covid crisis.

PSI launched a "[Trade Union Task Force for a Public Energy Future](#)" together with [Trade Unions for Energy Democracy \(TUED\)](#) and French affiliate FMNE-CGT. The Task Force includes many PSI and TUED pro-public energy affiliates to produce a policy programme to implement a public-led decarbonization of the whole economy, tackle the climate crisis and reclaim energy as a public service.

NATIONAL ADMINISTRATION & INTERNATIONAL CIVIL SERVANTS

In April 2021, the Committee of Experts on Public Administration (CEPA) held its 20th session on the theme of “Building inclusive, effective and resilient institutions for sustainable recovery from COVID-19 and implementation of the SDGs”. The session distanced itself from the business model of governance and acknowledged that efficiency and cost are not the only measures of performance.

PSI participated in the OECD Global Anti-Corruption and Integrity Forum in March 2021, where participants discussed new public integrity indicators, illicit financial flows, state involvement in the business sector, and other issues. In October 2021, PSI attended the OECD Conference “Government Beyond Recovery: Towards a Future-Fit Public Sector” (online), which dealt with a number of issues with regard to the future of the public sector, including regulation and innovation.

PSI also participated in the 55th and 56th meetings of the EPSU Standing Committee on National and European Administration (NEA). PSI sent a letter to the UN Secretary General with regard to the “Future of the United Nations System Workforce”, a report prepared under the guidance of the ILO Director-General. PSI’s General Secretary was interviewed by the UN Department of Economic and Social Affairs on the role of public servants during the past year of the pandemic. Also, in its June issue, the UN Magazine UN Today published an article by PSI’s National Administration Officer on the UN reform.

Looking forward, the 21st Session of the UN Committee of Experts on Public Administration (CEPA) is set to be held in April 2022.

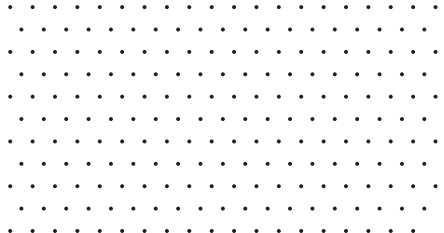
FIGHTING CORRUPTION & PROTECTING WHISTLEBLOWERS

During 2021, the International Labour Organization's Sectoral Advisory Bodies met to discuss a proposal for a tripartite meeting of experts, including a "Technical meeting on the protection of whistleblowers in the public service sector" in early 2022. In support of whistleblowers, PSI joined a campaign calling for the nullification of the flawed legal process against Mr. Navy Malela and Mr. Gradi Koko, who were sentenced to death in absentia in the Democratic Republic of Congo for exposing corruption they witnessed while working at Afriland Bank. PSI also organized a 2-day seminar on the protection of whistleblowers in the Caribbean subregion, with the support of the Whistleblowing International Network and financial backing from FÓRSA, Ireland.

In June 2021, the United Nations held its first-ever special session of the General

Assembly against corruption, where member states of the UN Convention Against Corruption adopted a Political Declaration committing to measures to tackle corruption, such as prevention, criminalization, asset recovery, and cooperation. Additionally, the Organisation for Economic Co-operation and Development (OECD) is set to hold the 2022 Global Anti-Corruption & Integrity Forum in April 2022.

Overall, during 2021, there was a strong focus on protecting whistleblowers and combating corruption through various events and campaigns. These efforts aimed to nullify flawed legal processes, commend whistleblowers for their actions, and take steps to protect them and their families from any further retaliation.



HEALTH & SOCIAL CARE SERVICES

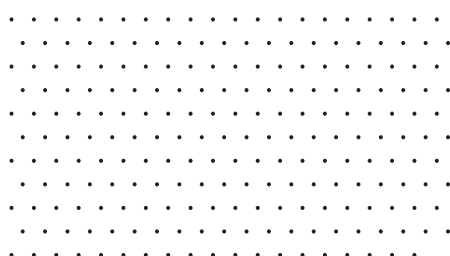
In the health sector, the COVID-19 pandemic remained a central concern. Funding of public health services and vaccine equity were contentious issues. PSI contributed to the review of the WHO Working for Health: Five-Year Action Plan for Health Employment and Inclusive Economic Growth (2017-2021). The inadequate uptake of the Plan's vision and recommendations of the earlier United Nations High-Level Commission on Health Employment and Economic Growth was a cause for concern. PSI canvassed for the 74 World Health Assembly (74 WHA) in May to extend the duration of the Plan and for political commitment by governments. PSI participated in the 148th World Health Organization Executive Board (WHO EB) session and called for a waiver of Intellectual Property Rights to enable upscaling of COVID-19 vaccines, therapeutics, and other

technologies production. PSI also called for strengthened and adequately funded public health and care to ensure patient safety and universal health care; and measures to safeguard the lives and wellbeing of health workers in public emergencies.

In 2021, the Year of the Health and Care Worker (YHCW), PSI collaborated in a study on the state of employment and working conditions in the sector. PSI contributed to the WHO COVID-19 Occupational health and safety for health workers Interim guidance development group, which issued an update of the WHO Interim guidance issued in March 2020. The guidance included clauses on workload management, violence and harassment, and expanded items on employer and national authorities' responsibilities. PSI engaged with the process for a resolution for a pandemic preparedness treaty, tabled

before the 74th World Health Assembly. PSI called for inclusion of adequate funding of the public health system, improved health employment, and clearly putting health before wealth in pandemics (including suspension of intellectual property rights on vaccines, medicines, and technologies).

Under the framework of the Italian Presidency of the G20, a Global Health Summit was held on 21/05/2021. The PSI General Secretary represented the global trade union movement at the Health Working Group meeting in preparation for the Summit. PSI called for funding of universal public health systems, filling the global health staff shortages, waiver of patents, and integration of social care services in well-resourced health and care systems. PSI developed a brief that outlined and analyzed the ILO General Survey 2021-2022



as concerns the Nursing Personnel Convention, 1977 (No. 149) and Nursing Personnel Recommendation (No. 157). An online consultation with affiliates in the sector was organized via regional webinars in March and April, enriching PSI affiliates' responses to the survey. PSI participated in the planning of the Global Day of Action for Care Workers. The Health and Social Sector Task Force (HSSTF) met in July to provide insight on issues for affiliates in the sector and strategize on intervention.

PSI participated actively in the 74th World Health Assembly and argued for the TRIPS waiver as a pivotal means of ensuring vaccine equity, adequate protection of health and care workers, and caution against the increasing influence of philanthropic foundations in driving policy and investment agenda in health. PSI contributed to policy discourse on health financing and the "One Health" approach at the Civil 20 (C20) webinar. PSI also contributed to the mental health performance

benchmarking process of the OECD, calling for more weighted consideration of psychosocial risks in the workplace and job precarity in the integrated multi-sectoral approach of the benchmarking. PSI responded to the ILO General Survey on Nursing Personnel Convention (C149) and Nursing Personnel Recommendation (R157) with recommendations prepared with affiliates. PSI contributed to the health and social services sector mapping with the Transnational Institute and several other CSOs in mapping the incursion of multistakeholder bodies in global governance.

PSI participated in the planning of the Global Day of Action on Care, to project its hegemonic place in the sector. PSI's work within the People's Vaccine Alliance deepened during this period. The Research and Action Group against health privatization, as reported to EB-156, has been transformed into the Consortium Against Commercialisation of Health (CACH). Working with CSOs in CACH, PSI has taken up

the WHO on the private sector engagement strategy report of a WHO advisory group.

The WHO Work for Health Action Plan (WfH) made little headway. PSI is calling for the WHA Special Session to extend the duration of the Plan. PSI's work in the WHO COVID-19 Infection Prevention and Control Guidance Development Group resulted in a revision of recommendations of guidance on the use of masks and respirators for health care workers. PSI contributed to developing a Global Guide for Occupational Health and Safety Programmes, which operationalizes the Interim Guidance "WHO COVID-19 Occupational Health and Safety for Health Workers." PSI contributed to policy discourse on health financing and the "One Health" approach at the Civil 20 (C20) webinar. PSI responded to the ILO General Survey on Nursing Personnel Convention (C149) and Nursing Personnel Recommendation (R157) with recommendations prepared with affiliates.

EDUCATION,

CULTURE & MEDIA

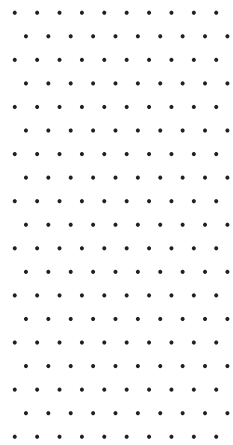
In 2021, the Education Support and Cultural Workers Network focused on the challenges faced by workers in the education and cultural sectors due to the pandemic. The network presented a workers' manifesto for the education support sector to ILO Director of Sectors, Ms Alette van Leur, and a manifesto for cultural workers to UNESCO Assistant Director-General for Culture, Ernesto Ottone. The network's work was summarized at two of its three meetings for the year.

During the first meeting in April, the network discussed universal vaccine access and support for the TRIPS waiver. The highlight of the meeting was the presentation and adoption of the Cultural Workers Manifesto, which was presented to UNESCO Assistant General-Secretary for Culture, Ernesto Ottone. The meeting also discussed digitalisation projects, fighting privatisation, and rebuilding the social organization of care.

The second meeting in September saw a presentation by Marcelo di Stefano on the need

to prepare for the UNESCO World Higher Education Conference. Guest speakers Ana Lucia Gazzola and Telemaco Talavera called for unity to highlight the critical issues facing education support workers in higher education. Rebeca Logan from Education International explained EI's planned participation in the COP26 climate summit, and Lauren Samet, Director of AFT's Paraprofessional and School Related Personnel Department, presented the union's Tool Kit on Dignity and Respect. Rob Weil, AFT, highlighted the potential impact of artificial intelligence on education workers and called for greater union involvement in decisions related to AI.

The last meeting of the ESCW network took place in December. The agenda included preparation for the UNESCO World Higher Education Conference, work with Education International, discussion on climate justice issues, and a report on the continuing effort to gain universal vaccine access.





COMMUNICATIONS

& CAMPAIGNS SUPPORT

In the Comms department, we coordinated with various partners and allies to promote a recovery that benefits workers. We collaborated with Action Aid to release research exposing the IMF's recommendation to cut public employment funding in countries with health worker shortages. With Tax Justice Network, we created an online Museum of Missing Nurses to highlight the health costs of corporate tax avoidance. We joined the MakeAmazonPay campaign with Progressive International and worked with Amnesty International to map health workers who died or are fighting COVID-19 on the front line.

In addition, we worked on an Interactive Online Documentary called "Behind The Mask" with the support of Union2Union, Sweden. The documentary features the experiences of frontline COVID workers around the world and aims to link

personal struggles with the public policy changes needed to build more resilient public services. We completed filming in Zimbabwe and are developing the worker stories in Brazil, Pakistan and Tunisia. We also revamped our campaign platform, People Over Profit, and updated the newsletter Privatization Watch.

We released a series of videos featuring frontline workers discussing issues such as the WTO Vaccine Patent Waiver, revaluing care work, the right to water, and solidarity with affiliates after the Beirut explosion. Additionally, we contributed to the visual identity of PSI's online LRG Network Series, LRGNext. We also contributed to the Global Day of Action for Care by assisting in the launch of a publication, a video series, and a podcast.

We contributed to the Global Unions' participation in the UN Commission on the Status of

Women, including setting up and running a joint blog. We plan to continue contributing to the Global Unions' participation in UNCSW66.

We also began redesigning Comms reporting on PSI Union Development projects, creating a new section dedicated to UD projects on the website. We also initiated a partnership with ROAR magazine in the production of a series of articles that will situate selected projects within the global context of the trade union struggle.

Overall, we worked on coordinating with partners and allies, creating content such as online documentaries and videos, and contributing to various projects and events to promote public services and workers' rights.

PROMOTING

EQUALITY & EQUITY

In March 2021, the United Nations Commission on the Status of Women (UNCSW65) held its annual meeting with the theme “Women’s full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls”. Due to the virtual nature of the event, civil society participation was limited, and only UN Governmental Country delegations based in New York were allowed to attend the official meetings. Despite this, PSI was represented by a delegation of 60 members from its affiliated unions in all four regions, who actively participated and reported back to the CSW Blog.

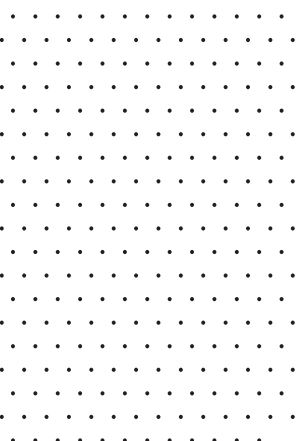
PSI proposed that it was time for a gender equal “new normal” to accelerate progress on achieving the promises enshrined in the Beijing Declaration and Platform of Action, and in the

2030 Agenda on Sustainable Development. Global Unions called on UN Member States to urgently prioritize and invest in a gender equal new social contract, the human right to care and building a caring economy, a world of work free from violence and harassment, and equality and equity in decision-making and leadership. PSI organized a parallel event on “Rebuilding the Social Organization for Care”, in which the organizers called globally to join a Manifesto that aimed at crafting a global movement to rebuild the social organization of care, joining forces to make real 5Rs.

The CSW65 Agreed Conclusions had important references to the crisis of care, starting with the acknowledgement that affordable and quality care services, as well as the reduction, recognition, and redistribution of unpaid care and domestic work, are enabling factors for gender equality.

There were operative paragraphs on appropriate measures to recognize, reduce and redistribute women’s and girls’ proportionate share of unpaid care and domestic work, equitable sharing of responsibilities with respect to care and household work, implementation and promotion of affordable and quality social services, including childcare and care facilities for children and other dependents, and steps to measure the value of this work to determine its contribution to the national economy.

PSI worked with a group of progressive feminists, human rights, and tax justice organizations who jointly launched the Manifesto: Rebuilding the social organization of care. The core group, which includes DAWN, CESR, ActionAid, WomanKind, GATJ, GI-ESCR, FEMNET, and PSI, developed further political and action lines around each of the 5Rs. PSI decided to be part



of the Global Alliance for Care, which is now discussing internally with its members (governments, philanthropic organizations, and CSOs) on how to organize a space of participation and a plan for action. The Global Study on Care, commissioned by WOC, offered a theoretical background and an analytical approach for understanding the concept of the social organization of care and developed an analysis on how the social organization of care has functioned during the pandemic in selected countries of all four PSI regions.

PSI condemned Turkey's withdrawal from the Istanbul Convention and organized a Twitter action aimed at President Erdoğan and Turkish embassies worldwide, urging them to reconsider this decision. PSI's campaign on violence and harassment in the world of work was reinforced by four (sub-)

regional projects with two main objectives: the ratification/ implementation of C190 and the fight for ending GBV in the world of work in public services.

As the ILO Convention 190 on violence and harassment in the world of work came into force on June 25, 2021, PSI jointly with the Global Unions launched a toolkit composed of a Facilitator's Guide and an Activities Workbook to support the Convention 190 and its Recommendation 206. The material is intended to provide unions around the world with tools for the fight to eradicate violence and harassment in the world of work.

PSI's focused efforts in changing the course and the discourse on care are now more pertinent than ever. An integrated approach of care is therefore key to any agenda for social justice and transformation.

LGBT+

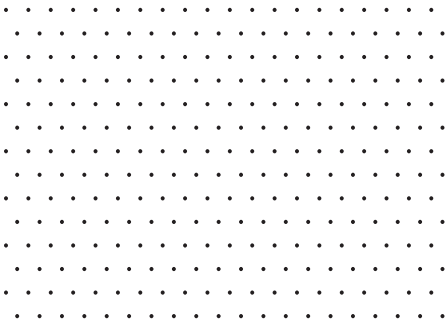
PSI has been leading the Council of Global Unions in creating a cohesive campaign for LGBT+ rights globally. The Global Unions LGBT+ working group, with a representative from each Global Union, carried out activities on a global level to improve LGBT+ rights. For the first time, the Global Unions' contingent at the United Nations Commission on the Status of Women had an LGBT+ group consisting of activists from many Global Unions.

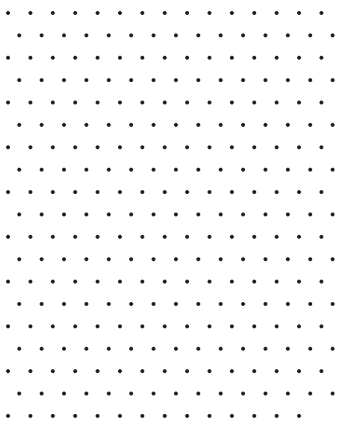
PSI's LGBT+ officer in charge of the project resigned, and a new person was hired. The LGBTI Global Unions brochure was released in English, Spanish, and French, sharing the work of Global Union affiliates in promoting

LGBT+ rights. A new phase of the "Global Unions for LGBTI Worker Rights" project was approved by FNV for the period of September 15, 2021, to September 14, 2023.

The PSI LGBT+ working group was a huge success, with over 70 people from 50 affiliates participating in three regional meetings that took place virtually in May and June.

However, more work on bargaining standards will need to be done to reach that objective. With the change of LGBT+ officer, this might take more time than expected. The next step is to finalize the recruitment process for the new LGBT+ officer.





YOUNG WORKERS

The labor market for young people was already challenging before the COVID-19 pandemic. The pandemic exacerbated the situation and caused many young workers to lose their jobs. According to an ILO report, one in six young people aged 18-29 stopped working since the onset of the COVID crisis.

The pandemic caused a shortage of jobs and led to the termination of numerous precarious contracts, hitting young workers first and foremost. Economic recovery is expected to be fragile, with the energy crisis further destabilizing employment.

The pressure at work increased for those who remained employed, with the fear of being the next to leave. This led to workers, particularly young ones, delivering more with less, sometimes at the expense of their mental health, safety, or rights.

Lockdowns and social distancing disrupted traditional ways of organizing workers but opened up new solutions to network,

socialize, and communicate online. The labor movement had to adapt to these new forms of work and adopt new solutions to remain organized, maintain solidarity, and defend decent work in the new context that might be the new normal for years to come.

PSI focused on building the capacities of its young workers' leaders and promoting the multiplication of discussions among the existing youth committees on global issues such as digitalization, gender equality, climate change, tax justice, new forms of work, etc. PSI also explored new ways and strategies to organize workers online and find out how young workers could make a significant contribution in this effort.

Employers demanded more precarity and flexibility due to the lack of visibility about the future post-pandemic world and unstable and pessimistic forecasts for economic activity. This aggravated the challenges faced by young workers to get

decent job opportunities and forced them to accept whatever job offers were available, even if it was non-standard employment, leaving them extremely vulnerable despite working.

Through three regional projects, PSI continued to mobilize young workers on their specific issues, such as digitalization, organizing, new forms of work, and main PSI issues seen as high priority for youth, such as climate change and tax justice. The planning process started for Africa and Arab Countries to redefine regional priorities for young workers and adopt a new plan of action up until Congress.

PSI continued to promote the creation of young workers' structures and the development of young leaders in Asia-Pacific and Interamerica to build a stronger, more inclusive labor movement. With the support of FÓRSA, Ireland, PSI worked to raise awareness and mobilize young workers on key issues in Africa.

SUPPORTING

Trade Union Development

PSI's union development and project work was very active in 2021. Due to the limitations imposed by COVID-19, many of the project-supported activities were postponed until the last months of the year. PSI staff in the regions, together with affiliates, was able to implement revised plans, find innovative ways forward, and adjust exceptionally well to the new online demands and political priorities. The discussions with Solidarity Support Organizations (SSOs) continued actively, in order to negotiate the use of balances in 2021, redefine project targets, and prepare new program phases where needed. Overall, despite the challenges during 2020, a broad majority of projects were able to reach positive results in support of PSI affiliates and their struggles in the regions.

In January 2021, UD welcomed a new Project Officer, Luis Miguel Monje, to make the team full again. He started working full-time in April 2021, which made it possible to give closer support to the staff in the regions, better

focus on internal capacity-building, especially in the area of digital work, and balance the global project portfolio in a more sustainable way within the team and towards the SSOs.

In 2021, PSI started a new two-year program phase with FNV Mondiaal (Netherlands), continuing the pilots of 2020, especially in the areas of gender and health. Union to Union (Sweden) and SASK (Finland) work continued within the ongoing program. DGB BW (Germany) approved a new three-year phase on equalities work in Latin America. FES (Germany) approved a significant new three-year global program in the areas of digitalization, tax, trade, and QPS. In 2021, PSI started an 18-month project with the Open Society Foundations (OSF) to amplify the voice of public service workers, and their stories on the COVID frontline, to promote investment in QPS. PSI also had active engagement and solidarity support from several affiliates that supported the project work and also more ad hoc initiatives for frontline workers. Overall, the project portfolio in 2021 contains 50+ projects.

The UD team supported closely the staff in the regions, gave more focus on internal capacity-building, especially in the area of digital work, and balanced the global project portfolio in a more sustainable way within the team and towards the SSOs.

New projects with DTDA and UtoU started in Latin America, focusing on topics related to labor rights or just transition. The continuation of projects about social dialogue and GBV was approved in the MENA region, funded by FNV Mondiaal, and the global project on LGBTI+ Rights was approved for a continuation with a pool of funders including FNV Network and several PSI affiliates. A new 4-year program phase with SASK starting as of 2022 was under planning. Finally, the organization welcomed new projects on tax justice and COVID responses, promoting Quality Public Services and campaigning for vaccines supported by Luminate, Wellspring, and OSF. Overall, the project portfolio in 2021-2022 contained 50+ projects.

Europe (EPSU)

C OVID-19 was again the main challenge facing public services and public service workers across Europe. While the pandemic had serious implications for all public services, much of the focus for EPSU was on the health and social care workers at the centre of the fight against the disease, risking their own lives and well-being to treat and support the sick and vulnerable. It is now worrying that almost two years after the pandemic took hold many are suffering from Long-Covid, which is yet to be widely recognised as an occupational disease.

Two major activities during the year – [Public Services Day](#) on 23 June and the [Global Day of](#)

[Action for Care Workers](#) on 29 October – were used to highlight the efforts made by health and care workers in response to the pandemic. EPSU used the latter day to publish [new research](#) revealing the massive impact of the pandemic on the long-term care sector.

The roll out of vaccinations provided some hope that the pandemic would be brought under control and EPSU worked alongside PSI to continue to push for a waiver of intellectual property rights to allow for an increase in vaccine production. That fight has continued into 2022.

TOWARDS A SECTOR SOCIAL DIALOGUE IN SOCIAL SERVICES

With the pandemic exposing the vulnerability of the social care sector and the problems of understaffing and poor working conditions, the EPSU Executive Committee agreed to submit a formal application to the European Commission to set up a social dialogue committee for social services. EPSU had been working closely with the Social Employers, the European federation of social employer organisations, for several years and the two organisations co-operated further on a number of important initiatives during the year.

LEGAL CASE AGAINST THE EUROPEAN COMMISSION

September saw the end of EPSU's legal challenge to the European Commission over its refusal to submit the 2015 agreement on information and consultation rights in central government administrations to the European Council for transposition as a directive. It was very disappointing that the European Court of Justice rejected EPSU's appeal against the negative ruling of the General Court in 2020. The judgement leaves open some major questions about the co-legislative role and autonomy of EU social partners and was a key factor in the Commission's launch, at the end of 2020, of a review of social dialogue. EPSU has been at centre of this process which has continued to be a major focus of EPSU work into 2022.

CLIMATE CHANGE

The COP26 conference in Scotland in November was an important focus of activity, with EPSU working closely with PSI, the International Trade Union Confederation and UK affiliates to ensure that just transition and the role of public services were addressed during the events and debates.

EUROPEAN LEGISLATION

With the European Commission active on a number of social and occupational health and safety (OSH) issues, EPSU closely followed the progress of key directives, including those on cancer at work (Revision of the Carcinogens and Mutagens Directive [CMD]), gender pay transparency and adequate minimum wages. By the end of the year, all three had progressed into trialogue negotiations between the Commission, Council and Parliament.

The negotiations on the CMD took on board [EPSU demands](#) by extending the scope to repro-toxins as well as including references to hazardous medical products and cytotoxic drugs. EPSU was also actively involved in consultations on the new occupational safety and health strategy, which was published in June and which included proposals for improving the working conditions of health and social care workers.

BREXIT

The President, General Secretary and Deputy General Secretary met with UK unions in [February](#) to discuss the Trade and Co-operation Agreement (TCA) and the impact of Brexit on workers' rights and public services. In [April](#) the Executive Committee agreed a resolution on the TCA and other issues, underlining that EPSU and its affiliates would re-double efforts to prevent all forms of social, environmental or tax dumping that may arise in the new configuration between the EU, its Member States and the UK. Digitalisation was an important theme with a special discussion at the EPSU Executive Committee in June and during the year EPSU was involved in the launch of both PSI's Our Digital Future project and a new project (DIGIQUALPUB) investigating the impact of digitalisation on public services and public service workers.

EPSU sent solidarity messages to many affiliates taking action during the course of the year both within and beyond Europe, including the unions taking action against the government in Brazil, workers resisting the coup in Myanmar and our colleagues in CGIL in Italy who saw their offices attacked by the far right.

FINANCE REPORT

Consolidated Statement of Activities @ 31/12/2022

	Balance 2020	Balance 2021
REVENUE		
Affiliation fees	€ 7,670,564	€ 7,712,464
Reimbursements	€ 60,706	€ 22,271
Interest and investment income	€ 40,504	€ 39,532
Extraordinary income	€ 21,648	€ 202,001
Total Core Revenue	€ 7,793,422	€ 7,976,267
Contributions to Aid Fund and Regional Solidarity Funds	€ 143,961	€ 176,908
Sponsors' funding of project activities	€ 2,528,915	€ 4,670,731
Other contributions to projects		
TOTAL REVENUE	€ 10,466,298	€ 12,823,906
EXPENDITURE		
Strategic Activities		
Priority Areas		
Fighting Privatisation	€ 38,342	€ 63,731
Influencing Global Policy	€ 59,665	€ 62,075
Organising and Growth	€ 957	€ 25,000
Trade Union Rights	€ 32,336	€ 37,518
Gender Equality, Equity and Diversity	€ 16,306	€ 30,637
Total Priority Areas	€ 147,606	€ 218,961
Sectoral Activities		
National Administration	€ 8,935	€ 132
Local and Regional Government	€ 14,883	€ 44,464
Health and Social Services	€ 54,841	€ 63,333
Utilities	€ 13,423	€ 15,956
Education Support and Culture Workers	€ 3,958	€ 1,140
Total Sectoral Activities	€ 96,040	€ 125,025
Generic Activities		
Migration	€ 4,493	€ 13,203
Capacity Building	€ 0	€ 0
Union Development Projects (UD)	€ 36,645	€ 36,189
Research	€ 58,984	€ 59,210
Emergency Workers and Climate Change	€ 6,499	€ 3,060
Total Generic Activities	€ 106,622	€ 111,662
Communications	€ 132,412	€ 122,029
Special Activities	€ 20,000	€ 100,000
(Sub) Regional Activities	€ 24,750	€ 125,486
Total Strategic Activities	€ 527,430	€ 803,163
Constitutional Bodies		
Congress	€ 181	€ 0
Executive Board (EB)	€ 29,841	€ 65,428

World Women's Committee (WOC)	€ 7,463	€ 4,402
Steering Committee (SC)	€ 27,423	€ 20,667
Regional Conferences	€ 0	€ 0
Regional Executive Committees (RECs)	€ 16,151	€ 12,398
Regional Women's Committees	€ 4,925	€ 554
Subregional Advisory Committees (SUBRACs)	€ 107,847	€ 11,575
Constitutional Review	€ 1,902	€ 25,266
Total Constitutional Bodies	€ 195,732	€ 140,289
Meetings and Events		
Management Representation/Co-ordination	€ 14,881	€ 11,302
Head Office Controlling/Co-ordination	€ 158	€ 1,797
Total Meetings and Events	€ 15,040	€ 13,099
(Sub) Regional Representation	€ 24,547	€ 17,774
PSI-EPSU Co-operation Agreement	€ 740,000	€ 750,000
Kluncker Wurf Award	€ 15,000	€ 15,000
Contributions	€ 7,956	€ 9,958
Staff Costs		
Head Office Staff Costs	€ 3,478,179	€ 3,482,824
(Sub) Regional Staff Costs	€ 1,219,471	€ 995,224
Total Staff Costs	€ 4,697,650	€ 4,478,049
Office Costs		
Head Office Costs	€ 286,915	€ 299,246
(Sub) Regional Office Costs	€ 255,980	€ 172,322
Total Office Costs	€ 542,895	€ 471,568
Staff/Office costs allocated to projects	-€ 408,265	
Net Staff/Office Costs	€ 4,832,280	€ 4,949,617
Audit	€ 112,826	€ 81,694
Extraordinary expenditure	€ 158,676	€ 111,597
COVID-19 extraordinary expenditure	€ 55,486	€ 32,848
Depreciations	€ 56,312	€ 62,035
Provisions	€ 597,718	€ 749,239
Drawn down from provisions	-€ 25,000	-€ 46,500
Total Core Expenditure	€ 7,314,001	€ 7,689,814
Aid Fund and Regional Solidarity Funds		
Donations from Funds	€ 80,234	€ 54,357
Balance of Funds	€ 63,727	€ 122,551
Total Funds Expenditure	€ 143,961	€ 176,908
Projects		
Activities	€ 2,528,915	€ 3,325,416
Project Balances		€ 1,345,315
Total Project Expenditure	€ 2,528,915	€ 4,670,731
TOTAL EXPENDITURE	€ 9,986,877	€ 12,537,453
Change in Net Assets	€ 479,421	€ 286,453



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