



EUROPEAN PUBLIC SERVICE UNION

EPSU Report of Activities

January - December 2021



CONTENTS

Introduction.....	2
COVID-19 – supporting workers in health and social services.....	4
Climate change – unions make their mark at COP26.....	4
Digitalisation – training, negotiating and research	5
Solidarity – supporting trade union struggles.....	6
Gender equality – pay gaps, transparency and human rights	7
Recruitment and organising – getting the strategy right.....	9
Trade – demanding the waiver to boost vaccine output.....	10
Privatisation – monitoring trends in health and social care	11
Migration – grim realities on EU borders.....	12
Collective bargaining – directive promises new rights	12
Health and safety – tackling cancer at work	13
Social dialogue – the end of the legal case and next steps.....	14
Tax justice – small step forward on transparency	15
SECTOR: National and European administrations.....	15
SECTOR: Health and social services.....	16
SECTOR: Local and regional government	20
SECTOR: Utilities.....	21
Women & Gender Equality Committee – gender mainstreaming.....	24
Youth network – the organising challenge	24
Central and Eastern Europe	25
Communications	26
Executive Committee	26
Working with other organisations	28
Organisational matters.....	28

INTRODUCTION

COVID-19 was again the main challenge facing public services and public service workers across Europe. EPSU's sympathy and support goes out to the millions of workers and citizens affected and those who have lost their lives to the virus. While the pandemic has had serious implications for all public services, much of the focus for EPSU has been 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 also 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.



WORLD PUBLIC SERVICE DAY
23 JUNE 2021



Picture 1

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. The joint request to the European Commission was submitted in July 2021.

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

Key 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 and EPSU published [new research](#) revealing the impact of the pandemic in 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 continued into 2022.

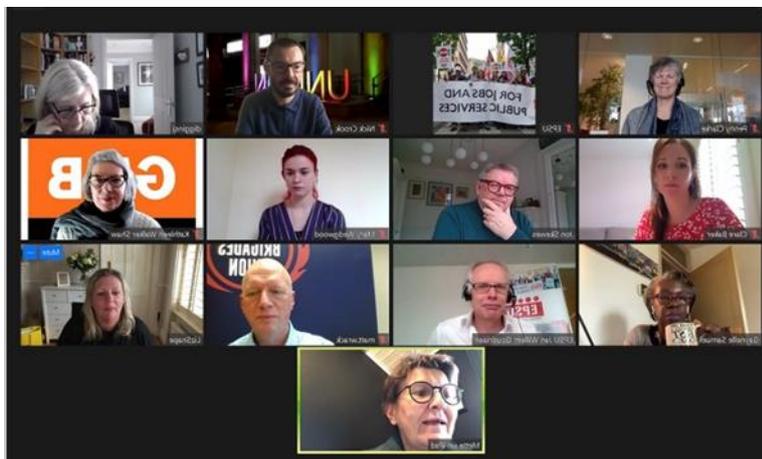
TOWARDS A SECTOR SOCIAL DIALOGUE IN SOCIAL SERVICES With the pandemic exposing the vulnerability of the social care sector and the problems of understaffing and poor working conditions, the EPSU Executive Committee agreed to submit a formal application to the European Commission to set up a social dialogue committee for social services. EPSU

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 is set to continue throughout 2022.

CLIMATE CHANGE The COP26 conference in Scotland in November was a key focus of activity, with EPSU working closely with its global sister organisation 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 approved [EPSU demands](#) by extending the scope to reprotoxins 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.



Picture 2

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.

In May the Health and Social Services Committee was briefed by the Commission on the impact of Brexit on the regulations covering the qualifications of health professionals. In the same month the Firefighters’ Network welcomed the [statement](#) from the FBU firefighters’ union in the UK underlining the need to maintain and building solidarity across Europe.

COVID-19 – SUPPORTING WORKERS IN HEALTH AND SOCIAL SERVICES

In the second year of the pandemic, EPSU and its affiliates were again extremely active in a range of initiatives to support health and social care workers. The key event was in October with a major contribution to the [Global Day of Action for Care Workers](#), including the launch of a [report](#) on ‘*Resilience of the Long-Term Care Sector – early key lessons learned from the Covid-19 pandemic*’. Along with a symbolic demonstration in front of the European Commission and the Council, an important part of the action involved coordination of meetings between carers and Members of the European Parliament.

In May the Health and Social Services Committee adopted [a position](#) on lessons learned so far from the pandemic and during the year discussed research carried out on COVID-19 bonuses and national policies on compulsory vaccination.

The Committee was actively involved in the [WHO European Region conference](#) in September and with PSI submitted a statement on safe staffing levels in both health and social services which was co-signed by 10 other organisations including those representing doctors and nurses.

The conclusion of the two-year [project](#) with hospital employers to strengthen social dialogue in the hospital sector in East, South and Central Europe was important for addressing challenges such as the ageing workforce and health staff shortages, which would make the sector more resilient and better prepared for future pandemics.

Finally, as part of the consultation for the European Care Strategy we issued a joint [position paper](#) with the Social Employers calling for a strategy that addresses and anticipates the workforce needs and challenges of the social services sector.

CLIMATE CHANGE – UNIONS MAKE THEIR MARK AT COP26



Picture 3

The key event of the year was the COP26 conference that took place in Glasgow in November. EPSU was present along with affiliates from Austria, France, Ireland and the United Kingdom and joined the 100,000-strong demonstration on 6 November. The EPSU delegation participated in various events run by the [International Trade Union Confederation](#) and contributed to a meeting organised by UK public services

union [UNISON](#) that highlighted the need for increased spending to get public services across the net zero line.

During the conference, the Trade Unions for Energy Democracy campaign and research group, strongly supported by both EPSU and PSI, promoted its ['Trade Union Program for a Public, Low-Carbon, Energy Future'](#) paper that outlines an alternative to current climate and energy policies and offers a blueprint for future public and democratic energy systems in the interest of people and planet.

To coincide with the COP conference, EPSU published a [briefing](#) that criticises the European



Union's adaptation strategy for failing to take account of the role and needs of firefighters and other emergency service workers as they deal with the extreme weather events generated by climate change. Earlier in the year EPSU had also [reacted](#) to the EU strategy with strong criticism of its failure to address social and gender issues.

Picture 4

Following the COP conference, EPSU was part of a trade union delegation that met with Commission Vice-President Frans Timmermans to discuss the European Green Deal and Fit for 55 strategy. The unions underlined the need for funding for the social measures needed to ensure a [just transition](#) and adequate funding for public services. EPSU had also been part of the [social partner consultation](#) on the Fit for 55 package in June, where the ETUC delegation emphasised the need for decent jobs.

In July, EPSU took part in a conference on [climate and welfare](#) organised by the European Trade Union Institute and the European Climate Foundation. The conclusions of a key debate underlined how essential public services were to ensure a just transition.

CIRCULAR ECONOMY In October, EPSU took part in a conference on the [circular economy](#) where the European cross-sectoral social partners presented the results of a joint project that looked at employment, skills, the competitive position of the sector, health and safety and organisation of work. Many of the findings echoed EPSU research in the area.

DIGITALISATION – TRAINING, NEGOTIATING AND RESEARCH

The prominence of digitalisation on EPSU's agenda was highlighted in a dedicated session at the [Executive Committee](#) in November with contributions from digitalisation expert Christina Colclough ([The Why Not Lab](#)) and Annette Mühlberg-Knarr, head of the digitalisation project

group at EPSU German affiliate ver.di. Earlier in the month EPSU had provided support for the [launch](#) of ver.di’s new series of online talks on digitalisation issues, enabling many trade unionists from outside Germany to join the debate which focused on platforms as public services.

By the end of the year there had been progress in the negotiations on an agreement on digitalisation in [central government](#). Meanwhile, in the local and regional government social dialogue, EPSU and the CEMR employers’ organisation submitted a joint project aiming to provide the background for the negotiation of sectoral guidelines on digitalisation. Throughout the year EPSU followed developments in relation to [EU legislation](#) on digitalisation and [platform work](#).



Picture 5

EPSU was involved in PSI’s [Our Digital Future](#) project which was due to run until the end of 2023 and was launched in May, with a focus on training. The federation is also working with a number of research organisations in a two-year project, [DIGIQU@LPUB](#), on the impact of digitalisation on public services that had its kick-off meeting in October.

EPSU supported a number of initiatives in response to the increasing power and influence of [big tech](#) companies and growing concerns about [surveillance](#). In January, EPSU joined a high-level [panel](#) discussion, including three European Commissioners, to discuss digital skills in health and social care.

SOLIDARITY – SUPPORTING TRADE UNION STRUGGLES



Picture 6

Over the course of the year, EPSU sent many messages of support and solidarity to affiliates and other trade union organisations as they took action to improve pay and conditions and/or defend trade union rights. These included health workers in [Kosovo](#) and [Germany](#), childcare workers in [Austria](#) and the [Netherlands](#), waste workers in [Italy](#) and the [UK](#), public service workers in

[Turkey](#), workers involved in a general strike in [Belgium](#), prison workers in [Greece](#), energy workers in the [UK](#) and [France](#) and health and social security workers in [Greece](#). Messages of support were also sent to local government workers in Portugal, private social care workers in Spain, public service workers in Greece, energy workers in Italy, municipal transport workers in Lithuania, energy workers in Bulgaria and industrial workers in Albania.



Picture 7

EPSU continued its protests at anti-union labour reforms in [Ukraine](#) and expressed support for workers mobilising against attacks on social dialogue in [Slovenia](#). It also linked up with the ETUC and the ETF transport workers' federation over the situation in [Romania](#). [Turkey](#) remains a country of concern for trade union rights and EPSU supported campaigns for the release of imprisoned trade unionists.

Extreme weather events pose an increasing threat and EPSU sent solidarity greetings to



Picture 8

[firefighters](#) and other public service workers dealing with a spate of fires across Europe.

EPSU also sent support to trade unions outside Europe, including affiliates of PSI in [Brazil](#) for the general strike in August and to workers and citizens in [Myanmar](#) following the military coup in February.

The offices of the CGIL trade union confederation in Italy were [attacked by far-right organisations](#) in October and EPSU joined many other trade union organisations in sending messages of support, while staff joined solidarity [demonstrations](#) in Brussels and Kiev.

The offices of the CGIL trade union confederation in Italy

GENDER EQUALITY – PAY GAPS, TRANSPARENCY AND HUMAN RIGHTS

Pay transparency and the need to close the gender pay gap was a major issue for EPSU in 2021. An [EPSU report](#) on the gender pay gap in public services identified a positive trend

between 2010 and 2016. The project found that the gender pay gap fell in the areas of education; health and social work; and public administration (central and local government).



Picture 9

forward to uncovering key structural causes of unequal pay in public services. The need for a gender-responsive COVID-19 recovery was also emphasised; warning that the absence of such a response would only widen the already existing gender pay gap.

In April, the EPSU Executive Committee issued a [statement](#) condemning attempts by Turkey, Poland and other leaders and governments to restrict women's rights during the pandemic. The statement criticised the degradation of human rights under pandemic conditions, denouncing Turkey's exit from the Istanbul Convention and Poland's movements towards withdrawal in favour of a limited national instrument.

The United Nations' Day for the Elimination of Violence Against Women marked the urgent



Picture 10

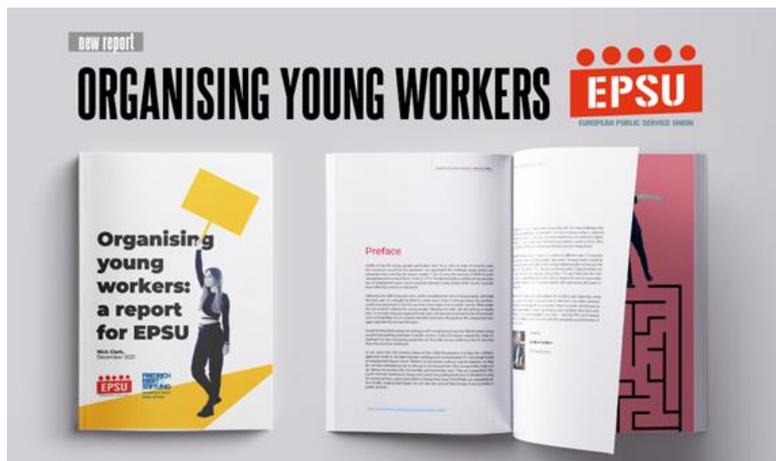
need to address gender-based violence in all its forms and manifestations. EPSU and EU sectoral social partners issued a [statement](#) calling for better policy responses to this serious violation of human rights in sectors which employ a large number of women.

WOMEN'S PARTICIPATION IN EPSU COMMITTEES The table below shows the percentage of women committee participants since 2013.

Committee	2021	2020	2019	2018	2017	2016	2015	2014	2013
WGEC	82	92	91	95	95	100	100	63	83
NEA	24	40	40	46	46	41	36	32	42
LRG	40	48	43	44	47	32	39	20	40
HSS	58	55	60	62	51	51	54	64	68
SSWG	50	49	55	61	54	51	56	58	58
UTIL	30	33	31	21	18	14	12	16	10
EC	51	49	40	49	43	44	41	35	39

RECRUITMENT AND ORGANISING – GETTING THE STRATEGY RIGHT

Significant progress was made during the year in helping and encouraging many affiliates to draft recruitment and organising [strategies](#). With the financial support of the European



Picture 11

Trade Union Institute EPSU organised four online meetings that were attended by 44 trade unions across the region, with 113 participants. A further workshop was organised towards the end of the year to begin a follow-up process with affiliates that had already taken part in earlier meetings to discuss strategy.

A pilot project was launched in Hungary in March with EPSU providing financial support so that the childcare union BDDSz and the trade union confederation SZEF could jointly employ an experienced organiser. Initial results were encouraging with BDDSz seeing a net gain in membership after several years of stagnation.

The organiser also helped with an initiative in clinics owned by the Fresenius healthcare multinational in Hungary one result of which was the decision of the ATESZ trade union to affiliate to EPSU. Fresenius was also the focus of a recruitment and organising campaign in Poland with some clinics seeing rapid membership growth.

The R&O team aims to provide basic training for activists, but proposed courses were delayed for some time because of the pandemic. The [first courses](#) were run in the autumn for affiliates in Poland, Romania and Croatia.

In May and June more than 100 participants from EPSU trade unions in Eastern Europe participated in the ‘Organizing for Power’ programme run by the Rosa Luxembourg Foundation. It was aimed at building organizing skills and was attended by several thousand participants from across the world.



Picture 12

The R&O team continued to organise webinars on key topics that were widely publicised and generated interest among many EPSU affiliates and beyond. There were five webinars during the year covering a range of issues including running a successful [recruitment campaign](#), addressing [organisational change](#) and [recruiting students](#).

The other webinars looked at organising in the private sector and the impact of campaigning and industrial action on recruitment. The recruitment and organising network continued to grow with more local and national organisers and officials responsible for recruitment from across all countries in the EPSU region signing up.

The team made contact with a number of organising experts in EPSU affiliates across Europe and also published additional translations of the R&O [guide](#) published in 2020.

EPSU is once again very grateful for the contributions of Greg Thomson, former head of strategic organising at UNISON in the UK and Orlagh Fawl, head of organising at Fórsa in Ireland.

TRADE – DEMANDING THE WAIVER TO BOOST VACCINE OUTPUT



Picture 13

The campaign calling for a waiver on intellectual property rights to boost production of COVID 19 vaccines continued to be a priority with a [webinar](#) organised jointly with PSI in January, highlighting the main arguments. EPSU wrote to Trade Commissioner Valdis Dombrovskis calling for action from the EU and, in February, joined the many other organisations [lobbying the G20](#)

to support the waiver. In July, the focus of the campaign turned to the [German government](#) and in November, EPSU supported the call for action issued by the [Council of Global Unions](#).

Other trade issues arising during the year included continuing opposition to the [trade agreement](#) between the EU and the Mercosur South American trade block and calls on [Ukraine](#) to stop its attacks on trade union rights and respect the commitments of its Deep and Comprehensive Free Trade Agreement with the EU.



Picture 14

In November, EPSU and the Labour Chamber (AK) in Vienna jointly published a paper, *'Trading away public policy space?'*, that assesses the risks to public services of enhanced domestic regulation disciplines in trade and investment agreements. The ÖGB Austrian trade union confederation joined EPSU and AK in organising a [webinar](#) to discuss the report.

PRIVATISATION – MONITORING TRENDS IN HEALTH AND SOCIAL CARE

EPSU continued to support and commission new research highlighting the impact of privatisation on public services, particularly health and social care. It contributed to a report on [healthcare](#) privatisation published by the Corporate Observatory early in the year and commissioned a review of trends in [social services](#) privatisation by the Public Services International Research Unit (PSIRU) at the University of Greenwich.



Picture 15

EPSU provided financial support for research by the European Network of Corporate Observatories monitoring the growth and impact of [private providers of health and social care](#). A wide

range of articles and company profiles were published online in October and would continue to be added to and updated.

April saw the publication of a report on [outsourcing](#) that was the result of a two-year project involving EPSU and other European trade union federations looking at the need to improve the protection of workers affected by the process.

In May EPSU contributed to an [exchange](#) on privatisation organised by Dutch and Turkish trade unions and jointly organised a [webinar](#) on health care privatisation with the Swiss public service union, Vpod/SSP.

EPSU commissioned a report on trends in privatisation in central government administrations from PSIRU that was discussed in the NEA Committee and is due for publication in 2022.

MIGRATION – GRIM REALITIES ON EU BORDERS

The year ended with a humanitarian crisis on the Belarus/Poland border and the EPSU Executive Committee issue a [statement](#) condemning the instrumentalization of refugees and calling for solidarity action. The statement also criticised the military response and illegal pushbacks that have characterised the migration policies of Poland and other EU countries. A letter was sent to Commissioner Ylva Johansson charged with migration and asylum to raise concerns on the lack of progress with upholding the right to seek asylum in the EU.

In April, EPSU joined the ETUC and other European trade union federations in calling for the European Commission to launch the European Social Security Pass to improve the portability of [social security rights](#). Earlier in the month EPSU sent a [letter](#) to European Commission representatives expressing concerns about the termination of employment contracts of workers at the European Asylum Support Office operations in Italy.

COLLECTIVE BARGAINING – DIRECTIVE PROMISES NEW RIGHTS



Picture 16

The draft directive on Adequate Minimum Wages again dominated the collective bargaining agenda and EPSU took part in the fortnightly ETUC working groups and more than eight meetings of the ETUC collective bargaining committee that monitored and discussed progress on the directive. EPSU organised two working groups for affiliates – one in [January](#) and one in May – to keep them fully informed about developments.

Both were attended by 36 participants from 17 countries. ETUC Deputy General Secretary Esther Lynch contributed to both while Anton Leppik of the Pan-European Regional Council of the ITUC provided an update on minimum wage trends in Eastern Europe to the working group in May.

By the end of the year both the European Council and Parliament were in a position to start triilogue negotiations with the Commission and the [ETUC](#) was pleased with the report adopted by the Parliament in November. Concerns remained about how the possible impact of the directive on certain collective bargaining systems that do not have a legal minimum wage.

A joint project on trade union rights in collaboration with the EuroCOP and EUROMIL European federations for police and military personnel was launched with an online conference in [May](#) and the first two of five regional webinars in [September](#) and [November](#). The project runs until the end of 2022 and while addressing general rights to organise, negotiate and take industrial action also focuses on the transposition of the Transparent and Predictable Working Conditions Directive and the risk that some EU member states might use an exclusion clause to deny rights to some public service workers.

Twenty-five issues of the Collective Bargaining [Newsletter](#) were published providing updates on key negotiations across the public services.

HEALTH AND SAFETY – TACKLING CANCER AT WORK

EPSU played an active role in the [campaign](#) around the revision of the Carcinogens and Mutagens Directive and in December welcomed the political agreement to include, for the first time, references to reprotoxic substances and hazardous medicinal products (HMPs). The directive was particularly important for the health sector and EPSU worked with the hospital employers' organisation HOSPEEM on the [HMPs](#) issue.



Picture 17

EPSU was active on the European Parliament legislative [report](#) on ‘Protecting workers from asbestos’ where it managed to include firefighters as a specific group at risk. Firefighters are now recognised within the resolution, setting a milestone for the upcoming revision of the legislation.

EPSU was the lead organisation in a multi-sector, two-year social dialogue [project](#) on violence and harassment that

was launched in June and was set to continue into 2022. It involves employer counterparts in central government, hospitals and local and regional government, along with the social partners in education, urban transport and telecommunications. The project examines the implementation at national level of the 2010 multisectoral guidelines on prevention of third-party violence and harassment at work, with a view to identify areas for improvement. A survey was launched covering hospitals, secondary schools, prison services, urban local transport and administrative functions in local and regional government. Following the launch webinar there were three further webinars covering gender-based violence and harassment, risk assessment and digitalisation and third-party violence and harassment at work.

SOCIAL DIALOGUE – THE END OF THE LEGAL CASE AND NEXT STEPS

EPSU’s legal case against the Commission came to an end in September when the European Court of Justice [rejected EPSU’s appeal](#), submitted in October 2020, against the judgement of the General Court. EPSU launched the original case in May 2018 following the refusal of the European Commission to submit the 2015 agreement on information and consultation in the Central Government Administrations to the European Council for implementation as a directive as requested by EPSU and the EUPAE employer’s organisation in February 2016.



Picture 18

The [ETUC](#) said the ruling was deeply disappointing and destabilising and called on the Commission to sort out the mess of its own making. The ETUC’s [resolution on the follow up to the case](#) calls upon the Commission to take a legal initiative on new rules and procedure on legislative implementation of social partner agreements.

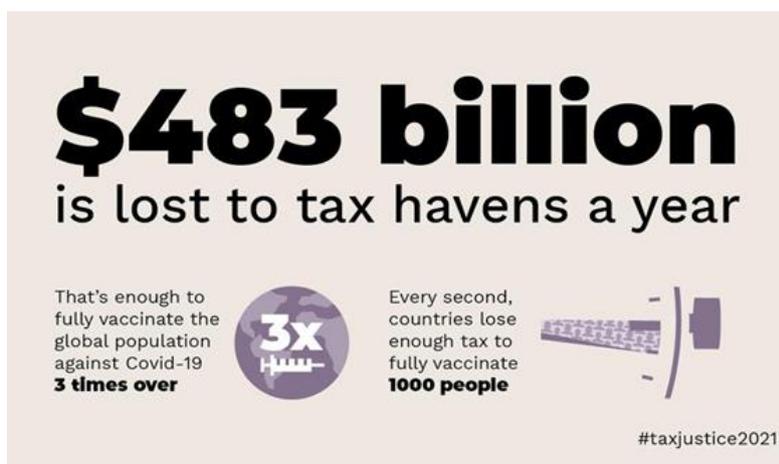
The Commission had already recognised, implicitly, in its Pillar of Social Rights’ Action Plan published in May that the rules on social partner agreements need to be clarified as it announced a new “frame” on social partner agreements. EPSU was active in the consultation reviewing the sectoral social dialogue, which started at the end of 2020 and led to the publication of the [Nahles report](#) in February 2021. Further informal consultations followed

during the year with a questionnaire in July, to which EPSU responded, and a series of technical meetings in the autumn.

TAX JUSTICE – SMALL STEP FORWARD ON TRANSPARENCY

EPSU worked closely with PSI in campaigning and lobbying in support of a strong directive on country-by-country reporting after years of delay within the EU institutions. The draft directive was endorsed by the European Council in March and in April EPSU and PSI joined a large group of international campaigning and research organisations calling on the [Parliament](#) to support amendments to ensure full global geographical transparency. This was further underlined in a strong [statement](#) aimed at legislators who were due to meet for the first triologue discussions in early June. In the end EPSU found the outcome [disappointing](#) because it failed to guarantee full geographical transparency and limited the measure to very large multinationals.

The Portuguese Presidency of the EU gave some impetus to the stalled discussions around a [financial transactions tax](#) and EPSU joined many other trade unions and campaigning groups urging the Portuguese government's efforts.



Picture 19

In November, EPSU promoted a new [report](#) from PSI, the Tax Justice Network and the Global Tax Alliance that exposed how \$483 billion in tax is lost each year to global tax abuse committed by multinational corporations and wealthy individuals. The report pointed out that this would be enough to fully vaccinate the global population against COVID-19 more than three times over.

EPSU supports the work of the Centre for International Corporate Tax Accountability and Research (CICTAR) which published reports during the year exposing the tax dodging activities of companies involved in social care. The report on [HC-One](#) had high-profile media coverage in the UK and this followed two reports published earlier in the year on the Canadian company [Revera](#) and its [UK operations](#).

SECTOR: NATIONAL AND EUROPEAN ADMINISTRATIONS

The court case against the European Commission was again the main issue of concern for the Committee when it met in March and [October](#) along with progress on the social dialogue negotiations on digitalisation. The Committee discussed the Whistleblowers' Directive which

was due for transposition at national level by the end of 2021. EPSU contributed to preparation of a [guide](#) on the obligation to establish internal reporting channels in consultation of social partners, published by the Eurocadres organisation representing managerial staff. The Committee was also briefed on the OECD's agreement on corporate tax rules, which, among others, was set to introduce a minimum corporate tax rate of 15% for untaxed profits of very large multinational companies (with the exception of the financial and investment sector). In May the NEA and LRG Committees issued a [joint statement](#) on arts and culture, calling for urgent action to support the sector to recover from the impacts of the pandemic.

CENTRAL GOVERNMENT ADMINISTRATIONS SOCIAL DIALOGUE Despite some challenges in the negotiations, particularly with regard to the online platform, considerable progress was made on the agreement on digitalisation. The agreement was negotiated in view of becoming legally binding. Many essential elements were finalised including those on rights to consultation and/or negotiation; the right to disconnect; occupational health and safety; the voluntary and reversible nature of telework; the right to training during working time; protection against job losses; and the need to invest in IT-skilled staff to reduce the reliance on private companies. It is expected that the agreement will be signed off in spring 2022.

PRISON SERVICES NETWORK In June the network teamed up with the Gender and Women's Equality Committee to organise a webinar on gender and prisons which discussed an internal survey and a presentation on gender-based violence in the sector. In a separate meeting the network exchanged information on vaccination policy across Europe.

Later in the month, EPSU contributed to a [meeting](#) organised by the European Parliament's Committee on Civil Liberties, Justice and Home Affairs and involving Didier Reynders, Commissioner for Justice Affairs. The exchanges covered the impact of the pandemic, overcrowding, lack of investment and understaffing. EPSU's application to be an observer on the Council of Europe's Committee on Crime Problems was rejected, but there is a possibility to relodge the application.

SECTOR: HEALTH AND SOCIAL SERVICES

It was another extremely busy year in health and social services and the standing committee



Picture 20

met three times to address the many challenges facing the sector. The main event of the year was [Global Day of Action for Care Workers](#) in October, with EPSU organising a symbolic action in front of the European Parliament to highlight the pressure on services. These pressures were exposed in a [report](#) revealing

that over 400,000 workers had left the sector.

The March meeting of the committee recommended that EPSU join the European Citizens' Initiative [Right to Cure](#) with its key demand: no profit from the pandemic.

At the additional meeting in [May](#) members adopted a position paper on '[Lessons learnt so far from the pandemic and resilience of European health and social care systems](#)' and agreed to set up a Health Care Assistants' Network as well as an expert group on occupational safety and health. It also discussed the consequences of Brexit for the recognition of qualifications of health professionals.



Picture 21

[In October](#) the committee elected a new president, Kirsi Sillanpää (Tehy, Finland), a former vice-president, to replace Maryvonne Nicolle (CFDT, France) who retired and was thanked for the many contributions she had made to the work of EPSU and PSI. The committee also discussed EU policies and its increasing competences in health; compulsory vaccination and COVID bonuses; industrial action across the sector; priorities for 2022 (safe staffing levels, long-COVID and privatisation); and the sector social dialogue with HOSPEEM.

In September, EPSU published a [report on COVID-19](#) with the key demand that COVID-19 be classified as an occupational disease at European level.

EPSU issued a statement on [Global Health Day](#) in April which included demands to protect



Picture 22

health as a public good; ensure vaccines for all; and increase investment in health and social care systems, as well as to ensure adequate staffing levels and better safety and working conditions. The statement on [International Nurses' Day](#) in May focused on decreasing health workers' stress by addressing staff shortages in order to reduce workloads.

EPSU participated in consultations on the budget and priorities of the EU4Health programme and on the [European Health Data Space](#), raising issues about the latter over the lack of



Picture 23

transparency and excessive involvement of the private sector. EPSU also made comments on the Parliament’s [pharmaceutical strategy](#), arguing for the need to strengthen public research and public companies to deliver quality, affordable and accessible medicines available for all.

With the pandemic continuing to take its toll on health workers, EPSU contributed to updated research by [Amnesty International](#) on COVID-19 related deaths and vaccination of health and social service workers and organised a [webinar](#) with the ETUI in September on the impact of the pandemic on health and care workers.

With the pandemic continuing to take its toll on health



Picture 24

In February, EPSU participated in the [‘Pact for Skills’ roundtable](#) on the health ecosystem alongside Commissioners for Industrial Policy; Employment; and Health. EPSU stressed the need to tackle the issues of achieving higher pay and improved working conditions to solve staff shortages.

HOSPITAL AND HEALTH SERVICES SECTOR SOCIAL DIALOGUE The plenary meeting with HOSPEEM in June focused on updating the Framework of Actions on Recruitment and Retention (with relevant meetings of the negotiation group taking place). This was further discussed in [November](#) and the updated document should be adopted at the spring meeting in 2022. EPSU initiated a discussion on creating a resilient hospital sector, but HOSPEEM contested the ambition and binding recommendations of the draft proposals.

The meeting in March discussed the impact of Brexit, with both EPSU and HOSPEEM arguing strongly for the continuing participation of UK social partners in the sector social dialogue.

The joint project on strengthening social dialogue in the hospital sector in East, South and Central Europe reached its final phase. A regional meeting was held on 20 April and a [dissemination workshop](#) on 16 June.

In February around 80 participants joined EPSU and HOSPEEM’s joint seminar on musculo-skeletal disorders in the health sector with affiliates from Finland and Spain presenting their experiences with prevention.

HEALTHCARE ASSISTANTS’ NETWORK The meeting in April, attended by 42 participants, identified the main areas of work as recognition; regulation; training; pay and conditions; and organising. It was agreed to collect job descriptions of HCAs (healthcare assistants) from different countries to get an idea of the scope of duties. The follow-up meeting in December discussed understanding the role of HCAs; recruiting and organising HCAs; registration; national regulation; and education and training.

SOCIAL SERVICES The March meetings of the Health and Social Services and Local and Regional Government committees agreed to recommend to the Executive Committee that EPSU submit a formal request to the European Commission to set up a sector social dialogue committee in social services. This was approved by the April Executive Committee meeting and the [request](#) was submitted in July.

The Social Services Working Group met in [March](#) to discuss its work plan along with the COVID-19 vaccination campaign; research into privatisation of social services; and social dialogue in social services.



Picture 25

EPSU continued to call on the Parliament to launch an investigation into the shortcomings that led to excess deaths in care homes across Europe during the COVID-19 pandemic. In March EPSU collaborated with the Age Platform and the European Disability Forum to organise an event in the Parliament to bring this topic back on the agenda.

In cooperation with the Swedish municipal services union Kommunal and Friedrich Ebert Foundation (FES), EPSU organised an [event](#) in May. The event launched a report on the experience of workers in long-term care during COVID-19, emphasising deficiencies in service provision and addressing the need for a change in models of care.

Together with the Federation of Social Employers and other employer groups EPSU launched the FORESEE project to increase the attractiveness of the social services sector through

social dialogue and to strengthen the capacity of social partners in social services at national and EU level. In October, a project [seminar](#) addressed the impact of the pandemic and the response of employers and trade unions.



Picture 26

In [July](#) EPSU participated in a conference organised by the Commission to debate the findings of two major reports on long-term care and pension adequacy in an ageing society.

CHILDCARE A report on the professionalisation and attractiveness of the Early Childhood Education and Care (ECEC) sector by a Commission-led Working

Group, of which EPSU was a member, was published in March. This was one of the main topics discussed at EPSU's ECEC Network meeting in [May](#). The network provided input to working groups and consultations on the Commission's planned Child Guarantee, stressing the need for professionalisation and a concrete improvement of working conditions for ECEC workers.

SECTOR: LOCAL AND REGIONAL GOVERNMENT

The Local and Regional Government Standing Committee met twice in 2021, in March and October. Discussions covered proposed projects on remunicipalisation and working time, digitalisation and the establishment of an EU Sectoral Social Dialogue Committee on Social Services (see above).

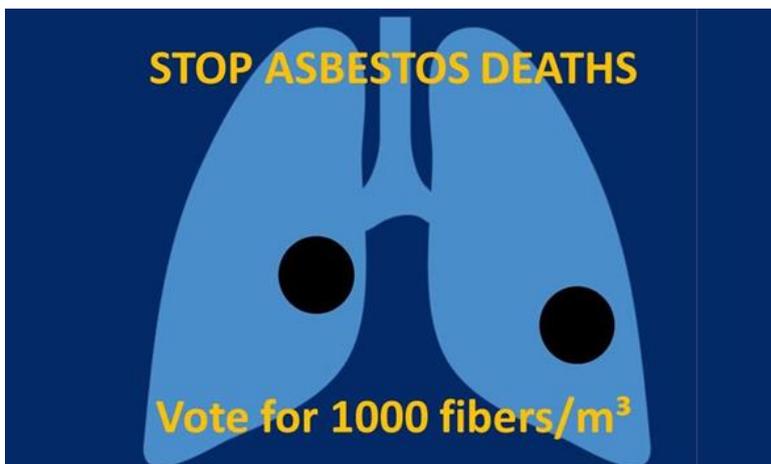
LOCAL AND REGIONAL GOVERNMENT SOCIAL DIALOGUE During its plenary meeting in October 2021, the committee discussed the ongoing review of the social dialogue and the intention of the Commission to reduce the number of social dialogue meetings as of 2022. The committee [replied jointly to the Commission](#) to outline their concerns at this reduction. Anna Karjalainen, chair of the Committee of the Region's Commission for Social Policy, Education, Employment, Research and Culture also joined this meeting, expressing the wish for a more structured collaboration with the LRG social dialogue committee.

In 2021, two webinars were held as part of an EPSU-CEMR joint project, "EU Dialogue, Local Solutions". The project marked a decade and a half of the social dialogue committee and aimed to raise grassroots awareness about the resources provided by European social dialogue and promote work in three key areas: third-party violence and harassment at work, gender equality and migration. The first webinar saw Swedish LRG social partners discuss their negotiation of gender equality guidelines and the second was co-organised with French

affiliates and examined third-party violence in local and regional government. A third webinar was under preparation, as well as a final event to be organised jointly with the Committee of the Regions.

FIREFIGHTERS' NETWORK The Firefighters' Network met in February and discussed climate change and adaptation policies for emergency service workers. In response to this discussion, a policy brief on adaptation to climate change was launched, *'Has the EU forgotten about firefighters and emergency services.'* This was later distributed at the COP26 conference in Glasgow.

The network also held an online [debate](#) with members of the European Parliament on protecting firefighters from occupational cancer. The event was hosted by the Socialists and Democrats (S&D) group and saw the participation of rapporteurs from both the S&D and European People's Party who heard firsthand from EPSU members and the ETUI the main concerns for firefighters in the Carcinogens and Mutagens Directive.



Picture 27

The network saw a major win in the form of the European Parliament's *'Protecting workers from asbestos'* report. Amendments covering firefighters were presented to rapporteurs, all of which were tabled. In close liaison with EFBWW building and woodworkers' federation, EPSU and the firefighters' network mobilised to ensure inclusion of the point on the 'limit value of exposure without protective

equipment'. Thanks to this strong mobilisation, [the vote was won](#) in both committee and in plenary. The report's final text was in line with EPSU demands and, for the first time, included references to firefighters and recognised them as a specific group at risk.

SECTOR: UTILITIES

The Utilities Standing Committee meeting in October discussed the findings from the cross-sector social partners' project on the circular economy, the Fit for 55 package and preparations for the COP26 conference, which was also a key topic at the March meeting. The meeting also covered a number of issues around European Works Councils (EWCs) and company policy, including the ETUC's plans for its democracy at work campaign.

ENERGY PRICE CRISIS The spike of energy prices across the continent in the winter of 2021 exposed the failings of an energy system built around profit maximisation. EPSU took a firm [position](#) against the extension of the emissions trading system to housing. Together with the

European Anti-Poverty Network, EPSU commissioned a [briefing](#) on the ‘*Right to affordable, clean energy for all Europeans*’ that outlines alternative ways towards carbon neutrality that work in the interest of energy poor households.



Picture 28

Observatory for Just Transition; and a European strategy for the electricity sector and the transition of its workforce.

The final conference of the [Skills2Power](#) project took place in September, bringing to an end to a four-year joint project. Its main goal was to develop concrete joint strategies for anticipating and monitoring the needs for skilling, up- and re-skilling of workers in the electricity sector in France, Italy, Spain, Hungary and Sweden.

GAS SECTOR SOCIAL DIALOGUE EPSU, industriAll and the Eurogas employers’ organisation began work on a new project titled ‘Challenges and opportunities for employment in the gas sector in the context of the European Energy Transition: ensuring a Just Transition for workers.’ First results will be presented at a mid-term conference in spring 2022.

RIGHT TO ENERGY EPSU continued its active membership of the Right to Energy coalition; uniting trade unions, anti-poverty groups and other energy and campaigning groups. In October, the coalition reacted to the European Commission proposals to address [soaring energy prices](#); calling for a ban on disconnections, the retention of regulated pricing, and more public sector ownership and control. Earlier in the year the Coalition published a [briefing](#) during European energy poverty week which reported how policies that many countries applied to tackle energy poverty during the COVID-19 pandemic were inadequate and failed to provide a minimum level of protection.

EPSU also participated in the drafting of the [report](#) on ‘*Trade union program for a public, low-carbon, energy future*,’ together with Trade Unions for Energy Democracy, which was adopted in the Standing Committee in October and presented at COP26.

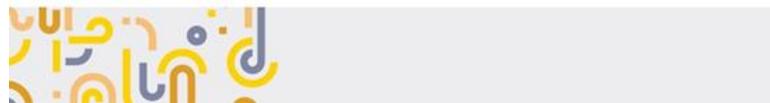
ELECTRICITY SECTOR SOCIAL DIALOGUE In December, the electricity industry social partners – EPSU, industriAll and the Eurelectric employers’ organisation – issued a joint call for a [just energy transition](#). The statement included a comprehensive list of concrete measures including setting up just transition frameworks; the establishment of a European

In November EPSU joined many other trade unions, NGOs and social justice groups in sending an [open letter](#) to the EU Commission, urging it to address energy poverty by delivering on its commitment to renovate over 35 million homes.

RIGHT TO WATER In January EPSU [met](#) the new leadership of Acqua Publica Europa, representing public water operators to discuss responses to the European Pillar of Social Rights action plan and its implications for the right to water.



To mark World Water Day on 22 March, EPSU published ['The fight for the human right to water in Europe'](#), which sets out the federation's campaigning on the issue over many years (see also ['The struggle for public water in Europe'](#)) and the challenges still to be addressed.



Picture 29

[European Water Movement](#) in its first meeting since the successful European Citizens' Initiative on the right to water.

In early October EPSU joined over 30 representatives from 11 countries in Barcelona to re-launch the [European Water](#)

EUROPEAN WORKS COUNCILS A two-year project on building trade union networks in European companies involved in health and social services came to an end in December in a final conference involving trade union representatives from across Europe organising in the Norlandia and Colisée transnationals.

COMPANY DEVELOPMENTS In October, EPSU joined other European trade union federations and the ETUC in a meeting with Thierry Breton, Commissioner for the Internal Market, to underline their support for the Commission to take action on [sustainable corporate governance](#) and human rights due diligence. There was increasing concern about delays in publishing draft legislation. Earlier in the year EPSU had taken part in a [social partners' hearing](#) on the same issue.

EPSU also continues its involvement in waste companies. In October, it brought together unions in Veolia and Suez to exchange and discuss union strategy related to the merger of the two companies. A similar meeting was held in September with unions organising workers in Prezero, which had previously acquired large parts of Suez in Central, Eastern and Northern Europe. This work is set to continue in 2022, with a waste sector report by PSIRU and an ETUI seminar aimed at union reps aiming to help strengthen EPSU's presence in the sector.

WOMEN & GENDER EQUALITY COMMITTEE – GENDER MAINSTREAMING

Beyond the specific work done on the gender pay gap, pay transparency, the celebration of International Women’s Day (8 March) and the International Day to end violence against women (25 November), the Women and Gender Equality Committee (WGEC) continued its work to mainstream equality across EPSU’s sectors.

UTILITIES – GENDER AND CLIMATE A policy brief was finalised on gender equality and climate change, intended for background policy work to ensure inclusion of the gender perspective in work on the Green Deal and for the 2022 United Nations Conference on the Status of Women, which will have climate change as its theme.

HEALTH AND SOCIAL SERVICES A policy brief for lobbying work was commissioned on gender sensitive health services in the continuation of work on gender and health carried out in 2019 and 2020.

NATIONAL AND EUROPEAN ADMINISTRATION A second WGEC meeting was organised in June with half the day dedicated to a webinar on gender equality and prisons services.

Plans were made for more work on prison services and on mainstreaming in local and regional government (digitalisation) to be undertaken in 2022-23.

YOUTH NETWORK – THE ORGANISING CHALLENGE

In November, with the support of the Friedrich Ebert Foundation, EPSU published a report on [‘Organising young workers’](#) that was discussed at two workshops at the end of the month. The report highlights the challenges facing trade unions in increasing membership among young workers, with examples of initiatives from across Europe.

Earlier in the month, members of the Network took part in an [ETUC youth event](#) to coincide with the ETUC mid-term conference. It focused on youth as the future of the trade union movement. At the conference, EPSU supported a change in the ETUC constitution to provide for youth quota on its Executive Committee.



Picture 30

In the latest in a series of seminars on relevant issues for young workers, the Network began the year with a discussion on the challenges and opportunities of [telework](#).

The Network’s [Facebook page](#) was developed to highlight key campaigning issues and during the year Youth Network members were mobilised for a

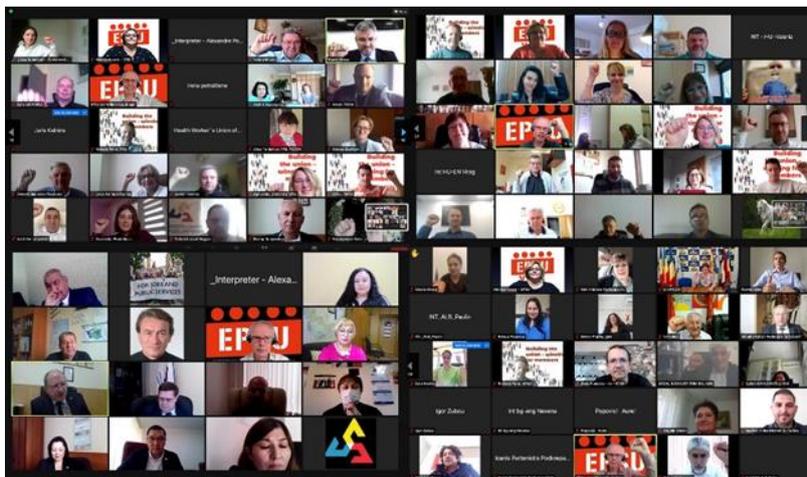
video message on the international day of Human Rights and a photo collage on international women's day.

The Network also used [International Youth Day](#) in August to call for a youth-centred approach to the economic recovery.

During the year, the Youth Network was actively represented in the ETUC Youth Committee Bureau by Plamena Parteniotis (FCIW-Podkrepa, Bulgaria).

CENTRAL AND EASTERN EUROPE

The four constituencies met online three times during the year with the first series of meetings taking place in [January and February](#). The discussions focused on the impact of the pandemic and roll-out of vaccination campaigns; recruitment and organising; the activities of anti-union governments (including in particular Ukraine and Romania); and specific challenges such as the impact of the armed conflict between Armenia and Azerbaijan.



Picture 31

At its [second meeting](#) in March, the **Russia and Central Asia** constituency continued the exchange on trade union initiatives in response to the pandemic, including direct support for union members' health and safety, and had a debate on the implications of the spread of telework. The [third meeting](#) in September covered vaccination trends and policies, staff shortages in healthcare and also raised the issue of climate change in relation to forest fires in Russia.

The [March meeting](#) of the **North East Europe** constituency discussed the pandemic but also focused on worrying developments in a number of countries including the role of the military in Armenia, the continuing repression in Belarus, the volatile situation in Georgia and the anti-union measures being pushed through in Ukraine. The [September meeting](#) covered recruitment and organising, collective bargaining developments and minimum wages.

The **South East Europe** constituency meetings in March and September covered the impact of the pandemic and vaccination issues along with debates on minimum wages and collective bargaining. The situation in Romania was monitored closely with the government taking an aggressive approach towards public sector trade unions.

The **Central Europe and Western Balkans** constituency meeting in [March](#) debated the vaccination roll-out and vaccination policy along with discussions on minimum wages and climate change. The September meeting focused on the recovery and the continuing challenges of tackling the pandemic.

COMMUNICATIONS

EPSU continued to adapt its communications to the changing times in 2021. The pandemic prompted a sharp shift of activities to the online sphere, a trend which has only continued with time. EPSU used this digital shift to further develop our visual output, with a marked increase in the production of in-house videos and branded visual content – a selection of which can be seen here.

EPSU also implemented a series of innovative tools to further our external communications. A news channel was launched on [Telegram](#) in May, which should give us access to audiences who may not be reached by traditional social media and is arguably a safer medium to reach workers. EPSU also launched a [podcast series](#) in 2021, a popular storytelling tool that emphasises the human dimension of our work with a conversational, accessible tone. Seven podcasts had been published by the end of the year on a range of themes, from energy poverty to precarious workers.

Social media followings continued to grow over 2021, supported by the improvements in visual content. Audience growth was significant across all platforms: Twitter followers increased to 7250, representing a 17% growth on 2020; Facebook followers increased to 7350, up 11.5%; Instagram followers were up by 735, a 25.5% increase and LinkedIn followers grew to 755, up 68.9%.

The EPSU website saw similar audience growth, with 270,558 visits by 111,640 users – this represents 19% more visits and 31% more users compared to 2020. We published 366 articles, including meeting documents articles but not including newsletter editorials. Twenty-two EPSU newsletters and 25 collective bargaining newsletters were sent in 2021.

EPSU continued to receive good press coverage throughout the year. To mark the first ‘anniversary’ of the COVID pandemic, a range of articles were published in Brussels based media as well as in Spain and Italy. Op-eds were also published on Public Services Day (23 June) as well as the Global Action Day for Care Workers (28 October) in outlets such as Social Europe, Público.es and Brussels Times.

EXECUTIVE COMMITTEE

In [November](#) the Executive Committee took the opportunity to send out a clear message on the world day to stop violence against women, underlining EPSU support for the [position](#) adopted with other trade union federations and employers. The Committee agreed to make 23 June 2022 an action day for public services workers and had discussions on

digitalisation with expert Christina Colclough and Annette Mühlberg-Knarr, of EPSU German affiliate ver.di.

Updates on key areas of work include a debate on recruitment and organising. The meeting agreed the midterm finance report, the budget for 2022 and the mandate and members of the Finance Working Group which was due to meet in January 2022.



Anatoliy Domnikov, the President of the Russian Health Workers' Trade Union, was supported by acclamation to become vice-president of EPSU, to replace his predecessor Mikail Kuzmenko.

Picture 32

The Executive sent a message of [solidarity to the Kosovo health workers trade union](#) and agreed on an emergency [statement](#) on the humanitarian crisis on the Poland/Belarus border.

In [April](#) the Executive Committee issued a [statement](#) condemning the attempts of Turkey, Poland and other leaders and governments that had exploited the pandemic to restrict women's rights. It agreed to increase efforts to secure the waiver of intellectual property rights to boost production of anti-COVID-19 vaccines and to join the European Citizens' Initiative – Right2Cure and a discussion on climate change included Ludovic Voet, confederal secretary at the ETUC, as keynote speaker.

The meeting also adopted the 2020 Report of Activities and the Finance report; a resolution on EU-UK relations; agreed on the EPSU position on amendments to the ETUC constitution; endorsed the request to the Commission to set up a European sector social dialogue committee for social service; approved working with the independent Belarus trade union confederation and its health affiliate SPB (Panacea); and agreed on members for the Swedish and German language groups for the PSI Standing Orders Committee that will start preparing the PSI Congress.

WORKING WITH OTHER ORGANISATIONS



Picture 33

There were several areas where EPSU collaborated closely with PSI – around the campaign to secure waivers on intellectual property rights to boost vaccine production; the launch and rollout of PSI’s Our Digital Future project and corporate tax research; lobbying and campaigning; and in activities around COP26.

As usual, EPSU was very active across many of the ETUC’s committees and its Executive Committee and in the [mid-term conference](#) that took place in November. In addition, EPSU participated in a number of working groups that met regularly to discuss draft EU directives including on Adequate Minimum Wages, Gender Pay Transparency and Artificial Intelligence.



Picture 34

EPSU works regularly with other European trade union federations, not least co-operating closely with industriAll Europe in the gas and electricity social dialogue committees. EPSU began work with Eurocop and EUROMIL, the European trade union federations for police and military workers, on a two-year project on trade union rights. EPSU also led a multisectoral social dialogue project with seven social partners on prevention of third-party violence and harassment at work which will end in early 2023.

ORGANISATIONAL MATTERS

FINANCE The context of the pandemic influenced our finances this year as well. Restrictions to travel and lack of physical meetings meant less expenditure. The expectation was that we would end the year with a surplus.

MEMBERSHIP The Executive Committee approved three new affiliations: the independent trade union of employees at university clinics, centres, clinical hospitals and other public health institutions (SSKC) (North Macedonia, 1152 members); Autonóm Területi Szakszervezet (ATESZ – health, social services, water) (Hungary, 567 members); Związek Zawodowy Pracowników Zakładu Ubezpieczeń Społecznych (ZZP ZUS – social insurance) (Poland, 1000 members) and one re-affiliation: the Health Workers’ Union of Turkey (Türkiye Sağlık-İs, 1500 members).

The Executive Committee endorsed three disaffiliations: the Trade Union of Workers in Cultural Facilities (Czech Republic, 1728 members), the Danish Association of Biomedical Scientists (Denmark, 4862 members) and UNIO (Finland, 3883 members) all of which were due to take effect as of 1 January 2022. One union was suspended: OME-EYDAP (Greece, 1100 members).

STAFF In January, Adam Rogalewski started work as Policy Staff responsible for HSS and Social Services. After five and a half years with EPSU, Guillaume Durivaux (Policy Staff, Utilities) left in June and was replaced by Jakob Embacher who had been a Policy Assistant since January 2020. Tuscany Bell, Communications Assistant since October 2019, was appointed to take over Jakob’s position and Chloe Kenny was recruited to replace Tuscany on 1 September. On 1 October, Can Kaya joined EPSU on a six-month contract to support communications work while Pablo Sanchez Centellas (Policy Staff, Communications and Campaigns) was on parental leave (November 2021-March 2022). Can was a stagiaire at EPSU in early 2021.

As usual several stagiaires contributed to EPSU’s work as part of their studies: Johanne Klindworth (Freie Universität Berlin), Leonardo Menichini (Université Libre de Bruxelles), Nadja Couratte-Arnaude (Sciences Po Paris School of International Affairs), Gemma Gasseau (Faculty of Political & Social Sciences of Pisa), Viola Baldeschi (University of Groningen), Ludovico Fiorucci (University Sorbonne Nouvelle), Coline Maignan, Delight Enyonam Tornyozuki and Can Kaya (Global Labour University).

Photos captions

1. World Public Service Day 23 June 2021 – actions from EPSU affiliates
2. Meeting with UK affiliates, 25 February 2021, online
3. Launch report UNISON “Getting to Net Zero in Public Services: The Road to Decarbonisation”, 8 November 2021, Glasgow
4. Has the EU forgotten about Firefighters and Emergency services – EPSU Report November 2021
5. Panel discussion with European Commissioners Breton, Schmit and Kyriakides to underline the role of the social partners regarding skills in health and care, 16 February 2021
6. Health Services strike of FSSHK, Kosovo, 25 November 2021
7. SES press conference on Turkish Trade Unionists arrested, 28 May 2021
8. Protest against the Ukrainian Labour law reform, 8 September 2021
9. EPSU Report on pay transparency and the role of gender-neutral job evaluation and classification in public services, June 2021
10. Women’s March (KESK) in support of Istanbul convention, 22 March 2021
11. Organising Young Workers, EPSU Report, December 2021
12. EPSU Recruitment and Organising network 4th webinar , 14 April 2021
13. EPSU-PSI Statement appeal to Angela Merkel for TRIPS Waiver, July 2021
14. EPSU/AK/ÖGB webinar “Public interest at the crossroads”, 22 November 2021
15. Health Care privatisation “Caring for Profit” logo
16. World Day for Decent Work, Brussels, 7 October 2021
17. Stop Cancer at Work campaign
18. Slovenian Confederation KSJS action for social dialogue and collective bargaining issues, 14 September 2021
19. Joint Report from PSI, the Tax Justice Network and the Global Tax Alliance, November 2021
20. Global Day of Action for Care Workers with a symbolic action in front of the European Parliament, 29 October 2021
21. Global Day of Action for Care Workers with a symbolic action in front of the European Parliament, 29 October 2021
22. EPSU Executive Committee supports the European Citizens’ Initiative – Right2Cure on World Health Day, 7 April 2021
23. STAL support for 7 April World Health Day, Portugal
24. FSC CCOO support for 7 April for World Health Day, Spain
25. VPOD SSP Health & Care workers action Switzerland, 28 November 2021
26. EPSU and the Social Employers webinar on the impact of the Covid-19 pandemic on the social services sector and the role of social dialogue in handling the crisis, 6 October 2021
27. Stop Asbestos Deaths campaign
28. Climate march, Brussels, 10 October 2021
29. Briefing Right to Energy in the EU in times of Pandemic, February 2021
30. ETUC youth event in Lisbon, 8 November 2021, Lisbon
31. EPSU Constituency meetings, from top right to bottom left: North East Europe CM 16 September, Central Europe & Western Balkan CM 30 September, Russian and Central Asia CM 16 September and South East Europe CM 30 September
32. EPSU Executive Committee solidarity for the international day for the elimination of violence against women, 25 November 2021
33. EPSU General Secretary speaking at ETUC Mid-Term Conference, 9 November 2021, Lisbon
34. PSI Executive Board, 30 November-1st December 2021

Cover page, from left to right and from top to bottom:

- Health Care privatisation “Caring for Profit” logo
- Stop Cancer at work campaign logo
- International Day for elimination violence against women, photo action, Executive Committee November 2021
- No Profit from the Pandemic – World Health Day 7 April 2021
- ETUC Youth event, Lisbon, 8 November 2021
- Public Service Day, 23 June 2021
- Global Day of Action for Investment and Decent Work in Care, 29 October 2021, EPSU Report release “Resilience of the Long-Term Care sector”, October 2021
- Global Day of Action for Care, Brussels, 29 October 2021
- Support for CGIL and Italian unions – Never again fascism #Maipuifascismi, Brussels, 16 October 2021
- Tripartite Social Summit, 21 October 2021



EPSU is the **European Federation of Public Service Unions**. It is the largest federation of the ETUC and comprises 8 million public service workers from over 260 trade unions across Europe. EPSU organises workers in the energy, water and waste sectors, health and social services and local, regional and central government, in all European countries including the EU's Eastern Neighbourhood. In our sectors we organise workers in the public, the non-profit, mixed and private sector including in multinational companies. It is the recognised regional organisation of Public Services International (PSI).

For more information please go to: www.epsu.org.

EPSU Secretariat 40 rue Joseph II, box 5 - 1000 Brussels, Belgium
Phone: +32 2 250 10 80 Fax: +32 2 520 10 99 Mail: epsu@epsu.org www.epsu.org

European
Federation
of Public
Service
Unions

Federación
Sindical
Europea
de Servicios
Públicos

Fédération
Syndicale
Européenne
des Services
Publics

Europeiska
Federationen
för Offentlig-
anställdas
Förbund

Europäischer
Gewerkschafts-
verband für den
Öffentlichen
Dienst

Европейская
Федерация
Профсоюзев
Ощественного
Оьспуживания

SYNDICAT
EUROPÉEN
TRADE UNION



EPSU is a member
federation of the ETUC
and represents
PSI in Europe