



IAMREC – Interamericas Regional Executive Committee
Panama City, August 3, 2018

CONCLUSIONS – IAMREC 2018

This document includes the main conclusions of the Regional Executive Committee (IAMREC) meeting that was held in Panama City on August 3, 2018. Throughout this document, all black text is taken directly from the preparatory document made available to IAMREC members prior to the meeting. **Conclusions are highlighted in blue.**

The topics discussed during the meeting were:

- 1) The Inter-American Regional Conference (IAMRECON) to be held in 2019
- 2) The report of the Regional Women's Committee
- 3) The report of the Regional Youth Committee
- 4) The central themes of the ILO for the next period
- 5) Final conclusions

The conclusions for each of these points follows:

1) IAMRECON

➤ CENTRAL THEME AND SLOGAN

The slogan "People over Profit" was adopted for PSI World Congress. Do we use this same slogan or something different? One alternative is to maintain and complement this slogan. For example: "The role of the State in the fight against poverty", or "The struggle against corporate power", or "Defending the State against corporate power".

There was no consensus on this. Some of the participants suggested including the word "State", "Welfare State" and "Democratic State of Law". The idea of "A state that services those that most need it" also emerged.

It was agreed that a person specialized in communication would be consulted to think about two or three slogans that would be put to a vote among the IAMREC titular members and substitutes.

➤ **PLAN OF ACTION**

It is expected that IAMREC will decide and approve the main points of the Plan of Action and regional adaptations that follow resolutions approved by Congress.

Logically, we will follow the World Plan of Action which was very well received by the delegates participating in the World Congress, particularly as related to the themes of global governance, trade union rights and equal opportunities. These elements should be included in the regional Action Plan, with the suggestion that the following points be strengthened:

- **Corporate power:** Various ongoing struggles can be directly linked to this theme including tax justice, free trade agreements, human rights, dispute resolution mechanisms, capture of democracy etc.
- **The future of work in the public service:** Technological innovations, computerization, decentralization, impact of precarization on women. We must define what kind of work we want in the future.
- **Climate Change:** global warming and its regional impacts including natural disasters. In recent years there has been a volcanic eruption in Guatemala, an earthquake in Ecuador, an earthquake in Mexico, hurricanes in the Caribbean and Florida and floods in Brazil. How to better defend first-responders and emergency workers and how to face the issue of global warming in the region?
- **Sectoral organization in the region**

1- The advancement of organization has been a success in recent years, especially in Latin America, but now we need to make a more critical evaluation of the sectoral integration throughout the region and of the relationship between confederative organizations and PSI. How to reconcile this articulation with PSI structures?

2- There is an existing proposal to create a consultative council for the sectors.

3- We emphasize that in the composition of the Regional Executive Committee the differences between the different sectors will be considered.

Would these be good measures to improve integration?

- **Other points beyond what was presented in the Global Plan of Action?**

It is important to remember that the base text of the regional action plan will be prepared based on the global action plan defined at the last World Congress in 2017. The specific and relevant points for our region will be included in said document.

The central ideas present in the preparatory document were approved during IAMREC. In relation to the resolutions of 2017 World Congress, the following were added as fundamental topics:

- . Sustainable Development Goals (SDG);
- . Definition of the model of what kind of state we want;
- . Public debt and the financial system;
- . The future of work in public services: The need to discuss the capital-labour relationship and the kind of work we want in the future was highlighted;
- . Recovery of the role of the ILO;
- . Corporate attacks on the trade union movement;
- . The need to optimize the use of communication media (including virtual media);
- . Immigration and attacks on democracy in countries that receive immigrants.

➤ **Main speakers**

We want to get closer to CEPAL-ECLAC (UN Economic Commission for Latin America and the Caribbean) due to the role this body has taken in the debate on Sustainable Development and in the analysis of growing conservatism in the region. We also want to strengthen relations with feminist organizations, considering the growth of the struggle of women throughout the region. Many of the organizations that are driving current struggles are not trade union organizations. With respect to the platforms of struggles against free trade agreements and for Tax Justice with whom we already have consolidated alliances, we need to improve consultation mechanisms and the coordination of joint actions.

Other possible speakers and presenters: intellectuals who criticize the growing conservatism in the region and how this relates to the interests of a national elites and the interests of international capital? Suggestions are always welcome.

Suggestions offered in the preparatory document were approved. As highlighted in the text, Alicia Bárcena, executive secretary of ECLAC, will be one of the guests. It was decided that the model of PSI World Congress that mixes expert panels and trade unionists would be maintained. The panels should not be too long, so that they do not become monotonous, but at the same time they must guarantee good participation. It would also be interesting to have some participation in the panels of experts or trade unionists from the other regions of PSI: Africa, Asia and Europe.

➤ **Activities prior to IAMRECON**

In the complex variety of activities that lead up to IAMRECON, we would like to highlight and suggest the following:

- SUBRACs: Duration of up to one day - to be established in each case
- Transversal and committee meetings – up to one day.
- Sectoral meetings: The regional PSI groupings will have meeting and coordination space (health, municipal/CONTRAM, water/CONTAGUAS, electricity sector, judicial/CLTPJ, legislative/CONTLAC, central government, universities and education administrative sector/CONTUA ; State control/UITOC and others)
- Regional Women’s Committee: a morning
- IAMREC: an afternoon
- Other possible activities connected to projects

SUBRACs, cross-sectoral and sectoral meetings could be held previously or during the conference.

It was decided to hold a public demonstration during the IAMRECON period.

A proposal was presented that training and education activities be organized during IAMRECON if possible.

➤ **Calendar leading up to IAMRECON**

It is suggested that IAMREC adopt the following calendar:

- The Conference would take place in the second half of June in Buenos Aires. Expected participation is from 300 to 350 people
- First version of the Action Plan: end of October 2018
- Presentation of amendments and other resolutions: end of November 2018
- Second version of the Action Plan and sharing of all resolutions: end of January 2019

- Second version of amendments and other resolutions: end of February 2019
- Final version of the Action Plan, including resolutions and amendments to resolutions: end of March 2019
- After March 2019, exclusively emergency resolutions
- Registration of conference participants: up until the end of February 2019, with the disclosure of dates and criteria for participation in October 2018 (together with the first proposal of the Action Plan)

end of October 2018	<ul style="list-style-type: none"> - First version of the Action Plan - Disclosure of dates and statutory criteria for participation
end of November 2018	<ul style="list-style-type: none"> - Presentation of amendments and other resolutions
end of January 2019	<ul style="list-style-type: none"> - Second version of the Action Plan - Sharing of all resolutions
end of February 2019	<ul style="list-style-type: none"> - Second version of the amendments - Other resolutions - Conference registration deadline
End of March 2019	<ul style="list-style-type: none"> - Final version of the Action Plan, including resolutions and amendments
After March 2019	<ul style="list-style-type: none"> - Exclusively emergency resolutions
Second half of June/2019	<ul style="list-style-type: none"> - IAMRECON (Buenos Aires, Argentina)

The calendar proposed in the preparatory document was approved. It was decided that IAMRECON and its previous activities will take place in Buenos Aires between June 25 and 30, 2019.

It should be noted that in addition to the emergency resolutions, there is also the possibility to propose motions (following the model of PSI World Congress, resolutions and motions are the same).

➤ **Constitutional changes**

The main issue that remains to be defined is the electoral process for IAMREC members, with emphasis on the issue of co-presidents who will also be members of the Board of Directors. We are clear that the Regional Conference will elect the members of the Regional Executive Council (IAMREC) but it is not clear what impact this will have on representation at the World Executive Council and the Board of Directors. We must also consider the representations of different sectors: presence beyond geography alone, by SUBRAC - also consider representation by sectors.

With regard to the number of youth representatives: following the World Executive Council doubling the number, would it be appropriate to do the same in the region?

In November 2018, the Executive Council will complete the clarification of points related to PSI statutes. In sequence, we will have clearer procedures for IAMRECON.

It is necessary to wait for the meeting of the Executive Council in November 2018 to clarify points related to the statutes of the PSI. The process will be clearer. As is the case for the Inter-America region, Asia and Africa will hold their conferences in 2019 under the new statute.

➤ **SPONSORSHIPS AND OTHER BUDGETARY ISSUES**

The conference budget is 140,000 euros. If we do IAMREC together with IAMRECON, we would have an additional 40,000 euros. In addition, there is the possibility of organizing some seminars with resources from the FES or the DGB. The subregions that organize their SUBRACs in Buenos Aires will add corresponding resources. That will allow us to sponsor around 100 or more participants. It is important to consider the difficult situation in the region. We will have to wait for the finalization of the 2019 PSI budget which will happen at the World Executive Council in November 2018. If we are clear about which projects may add meetings and activities to IAMRECON by February, the number of sponsorships will be clear.

Members will be sponsored by IAMREC, and according to possibilities, other sponsorships will be divided among the five subregions with emphasis on the participation of young people, always with a gender balance, guaranteeing sectoral presence among those sponsored in each subregion. By the end of February, the entire sponsorship proposal can be assembled based on budget proposals.

With respect to the organization of the conference, we will delegate it to a working group of Argentinian affiliates that will work in close cooperation with the regional office, keeping the members of IAMREC and the subregional offices informed which in turn will keep affiliates informed. This working group will be responsible for organizing rooms for meetings, hotel, local transportation, food, equipment for interpretation, materials, etc.

After this IAMREC, any remaining questions or decisions will be taken by the conference working group together with the regional office and in consultation with the co-chairs and other members of IAMREC as necessary.

The idea offered in the preparatory document was approved, thus highlighting the importance of gender and youth balance as a priority.

2) WOMEN'S COMMITTEE REPORT

The conclusions of the Regional Women's Committee meeting that was held in Panama City on August 1 were presented to IAMREC. These conclusions are being sent in a separate file together with this document. The report is also available here: http://world-psi.org/sites/default/files/ia-iamwoc_report_2018_en.pdf

3) YOUTH COMMITTEE REPORT

The Regional Youth Committee highlighted the importance of maintaining the participation quotas in all the activities organized by PSI. The committee recalled the importance of the projects that guarantee this participation.

In the case of the Southern Cone, the Committee asked about the continuity of the Impact project.

The need to hold youth meetings at all levels of PSI in the Inter-Americas region was reaffirmed. It was clarified that the DGB project enables annual meetings to be held at two of these levels: regional and sub-regional:

- At the regional level, young people can plan actions and prepare proposals for IAMREC;
- At the sub-regional level, annual meetings are made possible for each of the five sub-regions included in the project (Central America, Brazil, Caribbean, Southern Cone and Andean). In addition, these meetings allow the direct intervention of young people in the respective SUBRACs.

IAMREC members affirmed that local unions should be responsible for meetings and committee structures at the national level.

IAMREC members affirmed that LGBT and Anti-racist committees should have space in the SUBRACs through their representatives in order to carry out training and regional planning activities.

Representatives from Andean countries commented on the strong insertion of young people in local struggles for water as a human right. Representatives from Central America and the Caribbean highlighted discussions about climate change.

All representatives warned that the discussion about the future of work must highlight young people, since job insecurity particularly affects young people as they are entering labour market and unions are not always engaged in the fight against insecurity.

The committee requested more prominence in projects in order to affect their content. The need to share ILO documents with young workers was also highlighted.

The committee reaffirmed the commitment to integrate youth from the sub-regions of the United States and Canada into the work of PSI youth and highlighted that this must be included in the regional action plan for the next period.

The Youth Committee defends that work with youth should be a generalized practice in all PSI activities in order to avoid past practices whereby Youth Committees were like islands apart from PSI, functioning as small NGOs.

The importance of training on international instruments that can support national struggles was also highlighted. It is essential that the knowledge acquired in concrete cases be put into practice.

The Youth Committee recalled the possibility of expanding the number of young representatives in the IAMREC.

4) CENTRAL ISSUES RELATED TO THE ILO

➤ THE ILC / ILO 2019 AGENDA, THE FUTURE OF THE WORLD OF WORK: MAIN THEMES AND OPPORTUNITIES

A report on the ILO was offered and the importance of PSI preparations for the 2019 ILO conference were highlighted, including the ongoing discussion on the future of work in the public service with the aim of analyzing the documents from the perspective of public services.

The need to discuss the capital-labour relationship and the kind of work we want in the future was also highlighted.

The proposal to organize two coordinated seminars in Chile on the 6th, 7th and 8th of November was supported. The proposal included a day and a half on the ILO Convention on violence in the world of work (which while led by women, should include the participation of men) and a day and a half on the future of the world of

work. The proposal is that on the morning of the second (middle) day an attempt be made to hold a joint session of the two seminars, where the topics will be connected and points of intersection highlighted.

➤ **WHISTLEBLOWERS CONVENTION**

A brief history of the discussion was presented and the importance of continuing this struggle until the convention is approved was reinforced.

➤ **ILO – 19th AMERICAN REGIONAL MEETING (Panama, 2-5 October 2018)**

The delegation that will attend the Regional ILO Conference was formed. Five representatives that have extensive experience in the work related to the ILO were chosen.

5) FINAL CONCLUSIONS

Membership issues were discussed and the table demonstrating changes submitted by the regional assistant was approved. This table is being sent with this document and is also available here:

http://world-psi.org/sites/default/files/iamrec_2018_membership.pdf

New applications for affiliation were received; 3 from Brazil, 2 each from Peru and Colombia and one from Chile, Argentina, Ecuador, Venezuela, Honduras, Dominica Republic and Guatemala. Two Chilean and one Mexican affiliate each requested to increase their membership numbers. Seven applications for membership fee reductions were received from Brazilian affiliates where changes to the union financing system that have generated losses of up to 90% of the amount collected by unions. Agreements will be sought with the affected Brazilian affiliates to reduce the quotas to viable values, the conclusions of which will be presented at the World Executive Council in November in Geneva. One Chilean affiliate requested a reduction due to the impacts of extensive outsourcing and Venezuelan affiliates collectively requested an exemption due to the ongoing economic crisis. One Chilean affiliate requested withdrawal from PSI and two have been expelled; one each from Trinidad and Tobago and Guyana.

Se recibieron nuevas solicitudes de afiliación; 3 de Brasil, 2 de Perú y Colombia y uno de Chile, Argentina, Ecuador, Venezuela, Honduras, República Dominicana y Guatemala. Dos afiliados chilenos y uno mexicano solicitaron aumentar sus

números de membresía. Se recibieron siete solicitudes de reducción de la cuota de membresía de las afiliadas brasileñas donde los cambios en el sistema de financiamiento sindical generaron pérdidas de hasta el 90% del monto recaudado por los sindicatos. Se buscarán acuerdos con los afiliados brasileños afectados para reducir las cuotas a valores viables, cuyas conclusiones se presentarán en el Consejo Ejecutivo Mundial en noviembre en Ginebra. Un afiliado chileno solicitó una reducción debido a los impactos de una extensa contratación externa y los afiliados venezolanos solicitaron colectivamente una exención debido a la actual crisis económica. Un afiliado chileno solicitó la retirada de PSI y dos fueron expulsados; uno de Trinidad y Tobago y uno de Guyana.

The threat of significant dismissals in the public sector in Chile was highlighted. Some delegates were invited to record a solidarity video The fight against the dismissal of union leader Carlos Castañeda, a member of IAMREC, was also highlighted.

Regarding the American Regional Meeting of the ILO, our Panamanian affiliate FENASEP suggested organizing a public activity with the objective of providing more visibility for PSI in the country. Finally, the importance of participation of affiliates at the meeting was highlighted.