



PSI INTER-AMERICAS REGIONAL WOMEN'S COMMITTEE

Panama City, 1st August 2018

CONCLUSIONS

Women titular members of Andean, Caribbean, Central America, Mexico and Dominican Republic, North America, Southern Cone and Brazil sub regions, as well as invited members of PSI affiliated unions of the region participated in the Inter-American Women's Committee in Panama City on 1st August 2018. Rosa Pavanelli, PSI General Secretary, and PSI regional and sub-regional staff were also in attendance.

Candice Owley (AFT) chaired the meeting. At the opening session, she welcomed all participants, noting the presence of some new members. She highlighted the importance of this first IAMWOC meeting held since Congress, noting that the organization was in a transition period with the challenge of forging a path to make gender mainstreaming a reality.

Rosa Pavanelli emphasized the relevance and fundamental importance for PSI to have a gender mainstreamed Programme of Action (PoA). This is a concrete result of women's work, as well as the political will of the organization.

Rosa referred to three major issues that constituted milestones for PSI in its approach and actions to realise gender equality and gender equity:

1. UNCSW63 (2019), which will have as its priority theme "social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls";
2. the High Level Political Forum (HLPF) that will assess the realisation of the SDGs; and,
3. the 108th International Labour Conference (ILC) during which there will be the second discussion for a new Convention, supported by a Recommendation on Eliminating Violence and Harassment in the World of Work. It will also be the ILO Centenary, with implications for the discussions and deliberations of the role of public services in the future of work.

UN Commission on the Status of Women 2018 and preparations for 2019

The Committee acknowledged the results of UNCSW62 and recognized that the continuing challenge for unions is to influence governments' decisions and policies. Preparations for 2019 have begun and there is already a good situation resulting from many efforts over time, reinforced with the establishment of PSI's permanent presence in the United Nations system through our New York Office. In September, PSI will participate in an Experts Group Meeting. PSI has started the process of developing/drafting a document that details and highlights PSI's position on Gender Responsive Public Services (GPRS) and the linkages with front-line services and women workers. Our primary aim is to influence the conclusions of this meeting with the objective of having our views included in the UN Secretary General Report's and the Zero Draft of the Agreed Conclusions.



The IAMWOC recommended that:

- *PSI produces guidelines for Women's Committees and unions that will assist them in lobbying governments and civil society organizations on our priorities before and during the CSW;*
- *PSI circulates its political document for CSW63, incorporating an intersectional approach;*
- *There be a strong and robust participation and representation of PSI at CSW63;*
- *Efforts be made to ensure the full integration of Spanish speaking affiliates/members at CSW.*

Tax Justice, Trade Agreements and Gender Justice: Regional activities, outcomes and future work

The IAMWOC noted that, in the region, people are taking much more notice of the gender dimensions of the campaign for tax justice. Starting with the Bogota Declaration, and followed by the PSI case study in Peru, there is growing evidence in the region that shows how tax evasion and tax avoidance drain resources for public investment in public services that should be contributing to women and girls' full enjoyment of their human rights. The seminar in Buenos Aires added to the body of knowledge and interest on the topic.

The Committee also recognised that Free Trade Agreements (FTAs) have perverse impacts on women's lives and the collecting and documenting evidence that will strengthen its positions and arguments.

The Committee then proposed to:

- *Extend the research studies on tax and gender in the countries where it is possible to use internal resources and budgets;*
- *Link the 25th November 2018 theme with Tax Justice-Gender Justice and Gender-Based Violence;*
- *Create a regional working group on Tax and Gender;*
- *Organize a PSI Global Women's Conference for 2020 or 2021 to address Tax Justice;*
- *Select Chile for a pilot study on the impacts of trade agreements in gender justice.*

Ending Violence and Harassment in the World of Work: ILC 2018 and preparations for 2019 – A regional view of the PSI global campaign on GBV

The Committee recognized and acknowledged the hard work by PSI and other Global Union Federations that led to the historic moment of the first tripartite decision to have a Convention supplemented by a Recommendation. For this decision to become binding, it has to be confirmed after a second discussion in 2019, which is the ILO's Centenary year. The IAMWOC also noted and applauded the successful participation of Angela Rifo (ANEF Chile) in the Workers' Group of the Standard Setting Committee on Eliminating Violence and Harassment in the World of Work. The IAMWOC also noted the positive political assessment of our work and acknowledged the challenges for the future. Members of the Committee welcomed the various sub-regional initiatives and the opportunities provided through regional project activities. IAMWOC reaffirmed that ending violence against women is a fundamental objective for PSI and its affiliate unions.



The Committee agreed on the following priorities:

- *Circulate PSI's report on the Standard Setting Committee and its political assessment of the adopted document that will be the basis for the follow-up discussions on a Convention, supplemented by a Recommendation;*
- *Organize a PSI women delegation to the ILO Regional Conference that will take place in Panama on 2-5 October 2018, to take advantage of the opportunity and to maintain the work and lobbying efforts and support the participation of Aracely de Gracia (from FENASEP) at this Conference;*
- *Identify and access any available resources to ensure the participation of Angela Rifo (from ANEF) in the ITUC Global Coordination Meeting that will take place in Panama on 10-11 September 2018, and coordinate with the participation of Juneia Batista and Verónica Montúfar as PSI representatives;*
- *Organize a regional conference in Chile in November 2018 as another step-in strategizing for ILC 2019;*
- *Stand in defence of women's full sexual and reproductive rights in the Inter-Americas, as a fundamental step in ending gender-based violence in the world of work and in society. PSI in the region reaffirms the struggle to provide free public health services that guarantee the sexual and reproductive rights of women. This will protect them from death from "backyard abortions" and "promotes the right to Legal, Safe and Free Abortion". It also supports sex education including access to contraceptives.*

Equal Pay and Collective Bargaining (EPIC): ANEF experience and new ILO projects in the Americas

Equal Pay and Equal Pay for Work of Equal Value is high on the agenda in the international arena. Our work as trade unions, and especially within PSI, has contributed to this increased visibility.

PSI has a long history of activism and campaigning on this issue. In recent years, we have seen a new wave that has allowed us to grow in our influence and with valuable interventions, such as the pilot project between ANEF, the Government of Chile and the ILO. This work has transcended national dimensions and has contributed to an international movement through the Equal Pay International Coalition (EPIC). The Regional ACTRAV-ILO Office based in Lima has confirmed its political will to keep on supporting these efforts and is now starting two new projects with PSI affiliates in Panama and Barbados, in close coordination with the PSI's sub-regional and global offices.

The Committee:

- *Welcomed the ANEF-Chile experience and congratulated the relevant contributions for the PSI Pay Equity Campaign and future bipartite initiatives;*
- *Applauded the new initiatives in Panama (Environment Ministry) and Barbados (Health and Social Services Ministry) and will closely follow-up and support them;*
- *Proposed that PSI organises (in the near future) a meeting to exchange experiences on equal pay at regional/global levels.*

WOC Gender Indicators Working Group and next WOC meeting

The IAMWOC took note of the composition and Terms of Reference of the Gender Indicators Working Group, as well as the tasks they will be performing until November 2018. The conclusions and recommendations from the Working Group will be presented to the World



Women's Committee (WOC) for discussion. The WOC will then put forward the conclusions and recommendations to the Executive Board (EB) for its approval of a first draft of gender indicators, based on PSI priorities 2018-2022.

The Committee:

- *Acknowledged the work that will be done and offered its support to the group members in completing the task;*
- *Congratulated the participation of Luisa Soto, as global young women workers' representative, and offered her its entire support.*

3rd August 2018