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WFTU: TUI PS&A

Directive Committee Meeting - Mexico

BULLETIN

DEFEND COLLECTIVE BARGAINING AND FIGHT PRIVATISATION TO REINFORCE INTERNATIONAL SOLIDARITY AGAINST CAPITALISM AND IMPERIALISM

DIRECTIVE COMMITTEE BULLETIN (MEXICO 16-17 MARCH 2024)

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1. EDITORIAL

Chief Editor:

Comrade Zola Saphetha

We take this opportunity to greet and salute member affiliates, public service and allied workers, workers and the working class in general amidst the difficult conditions dictated by imperialism and capitalism, while on other hand inspired by vigour and commitment of workers brought about these conditions are subjected to fight for their interests in order to venture into a real revolution of the working class.

This bulletin covers the proceeding of the first Directive Committee meeting of the XIV International Congress held on the 16th and 17th March 2024 in San Cristobal de Las Chiapas, Mexico. The main focus of the Directive Committee was to process the adopted outcomes and resolutions into concrete and comprehensive Program of Action (POA) for the next five years as a guide to the work of the leadership and structures in the period of their term of office.

It is important to note that for the first time in the history of our TUI this Directive Committee meeting was preceded by a two-day induction workshop (14th and 15th March 2024) as an ideological, political and organisational grounding and orientating the newly elected leadership on the tasks to be carried-out towards the material changes favourable to the interest of members, public service workers and workers in general derived from our class character as a sectoral arm in public service and allied of a class oriented World Federation of Trade Unions, the WFTU.

Indeed, the current leadership has been elected amidst major developments in the world which presented both challenges and opportunities for workers, the broader working class and its organisations, as capitalism had not fully recovered from the 2008 financial crisis when it was hit by the 2020 COVID-19 pandemic that exposed its inability both at systematic and structural level to sustain itself including the limitations of the neoliberal policies. It is our argument that the policy of austerity completely undermines the important role of the State in the provisioning of quality service to the people instead it weakens the ability of the State to improve quality of life of the most vulnerable component of world societies, the working class and the poor.

Going to the XIV International Congress in Colombia last year, November 2023, we were in the midst of an-ongoing Israeli genocide against Palestinians in Gaza and NATO instigated imperialist proxy war in Ukraine as well as the ongoing geopolitical conflicts in Sudan, Libya, Syria and Myanmar.

At this international congress, we recognised and characterised the on-going tensions, conflicts and wars in every continent of the world as an on-going crisis of US imperialism that increasingly has to use political violence, economic coercion and war to preserve its status as a leading imperialist power in the world. Indeed, the growing influence of countries such as China, Russia and Iran – including economic blocs such as BRICS, Eurasian Economic Union (EAEU) and ASEAN free trade area all plays a critical role in eroding the political, military and economic reach and effectiveness of US imperialism. So, the US and its allies find it increasingly difficult to exploit or intimidate countries of the South to enrich the North as they have historically done. In essence, these conflicts and tensions are about influence, markets and profits between the US and other rising imperialist powers.

The growing crisis of US capitalist imperialism does not only manifest itself in growing interstate tensions and violence but also through the growing hardships that ordinary people are subjected to in all corners of the world. The growing costs of living crisis that is no longer limited to the working class, but also affects even the middle-strata in the developed countries, rising unemployment, growing poverty and even the struggle faced by small and medium enterprises in many countries betrays the lie about capitalism being a system that ensures 'prosperity for all'. Increasingly, wealth is concentrated in the hands of a fewer and fewer elites who dictate government policy and the direction of society to advance their own narrow economic interests – even the semblance of democracy that has become a mirage – capitalism can no longer hide its ugly face.

Everywhere, the working class is being made to shoulder the cost of the capitalist crisis and its many unending wars of conquest and violent expansion of markets. Because the working class is being made to pay to bail out capitalism, monopolies, bankers, and business elite are able to continue to rake in huge profits and accumulate more wealth even in the midst of the crises. However, the hardships experienced by the working class are equally able to raise the levels of discontent and mobilisation among working people as can be seen by the growing protest movements in many parts of the world. This growing hardships and discontent experienced by ordinary people needs to be channelled into revolutionary energy in pursuit of revolutionary change and trade union movements such as our TUI have a vital role to play in this regard.

Capitalism is a dynamic system that cannot collapse on its own as it is able to bail itself out of the crises by making the working class shoulder the cost. However, it cannot do so freely in the face of strong, militant and vigilant working-class organisations capable to mobilise the broadest spectrum of the working class behind their programs. Therefore, building a strong class-oriented trade union movement working with all working class organisations is one of the major priorities the current leadership of the TUI has set for itself. We are fully cognisant that trade unions are not political parties and cannot play the role of political parties by virtue of their location in society, however we strongly believe though that progressive trade unions in every country must closely work with and collaborate with Social movements, Communist and Socialist Parties to influence and strengthen the broader class struggle against capitalism - capitalism cannot be defeated through workplace struggles alone, as workers are the most organised contingent of the working class.

Given many challenges and responsibilities confronting us, our TUI had adopted a five year programme focusing much on socio-economic and geopolitical struggles located largely on workplace struggles. What this means in practice is that out TUI will continue to fight for better livelihoods for workers, safer working conditions, protection of their pensions and all other social benefits due to them. This requires a dedicated struggle against the neoliberal policy of austerity resulting into outsourcing, privatisation, casualization, underfunding and understaffing in the public service.

Equally, we will continue to condemn the imperialist wars that subject ordinary people to suffering and subjugate weaker sovereign countries. The working class internationalism compels us as a red and progressive trade union movement to stand with the people of Palestine in the face of the US backed Israeli occupation that is currently playing itself out as a genocide. So too, our class instincts and international responsibilities compels us to join the people of Cuba against the illegal US economic blockade of their country. Solidarity and working class internationalism is the principle that guide our work as TUI. The Ukraine war for us remains an example of how US imperialism instigates wars and deliberately destabilises regions of the world with the aim of destabilising its economic, political and military competitors with the aim of retaining its world dominance – such belligerence does not serve the working class agenda of world peace in anyway.

At this point, we all upon member affiliates, public service and allied workers, workers across all economic sectors and the entire working class to find time to read this important bulletin and also invite them to make comments aimed at taking our TUI and struggles of workers forward.

2. ADDRESSES

2.1 Opening Address by President, Cde. Artur Sequeira

President Artur expressed his delight with the fact that the last meeting of the Directive Committee for the new committee was being held Latin America in Mexico in particular.

This happens a few months after the holding of a successful 14th International Congress in Colombia Bogota November 2023. The President expressed his gratitude to the local unions especially the Independent Union for a warm reception and a friendly welcome to all the Directive Committee members.

It was important that this meeting was held here with two main objectives i.e. to induct new members and secondly to adopt program of action for the next five years and finalise the leadership issues for those positions that were not yet filled. He further extended a word of appreciation to the office of the general Secretary in preparing all documentation required for this meeting.

The President also made a brief overview of the world politics including the elections in Portugal as well as the barbaric killing of thousands of innocent civilians in Gaza majority of which are women and children. He edged the meeting to come up with a strong resolution condemning the war in Gaza.

The President humbly requested the leadership of our TUI to do everything it could to ensure that the meeting becomes a success and that all the issues and tasks of the directive committee will be achieved.

2.2 Welcoming Address by General Secretary of Independent Union, Cde. Elia Vázquez Herrera

President Artur Sequeirra, General Secretary, Cde Zola Saphetha, members of the Directive committee of TUI-PS&A, good morning to all. I am Elia Vázquez Herrera, General Secretary of the Independent Union of Workers at the Service of the Municipality of San Cristóbal de Las Casas, Chiapas, Mexico, I give you the most cordial welcome to our country, Mexico, from San Cristóbal de Las Casas, Chiapas, our beautiful Jovel, as our native, indigenous peoples, our first brothers and sisters, know it.

We celebrate the arrival of the Steering Committee of the International Union of Public and Allied Services Unions, of the World Federation of Trade Unions, which will bring strength to our working base to continue fighting. In Colombia we denounce all violations of this union and what our people suffer, in solidarity we offered to help with who we are, that is why your presence motivates and encourages us.

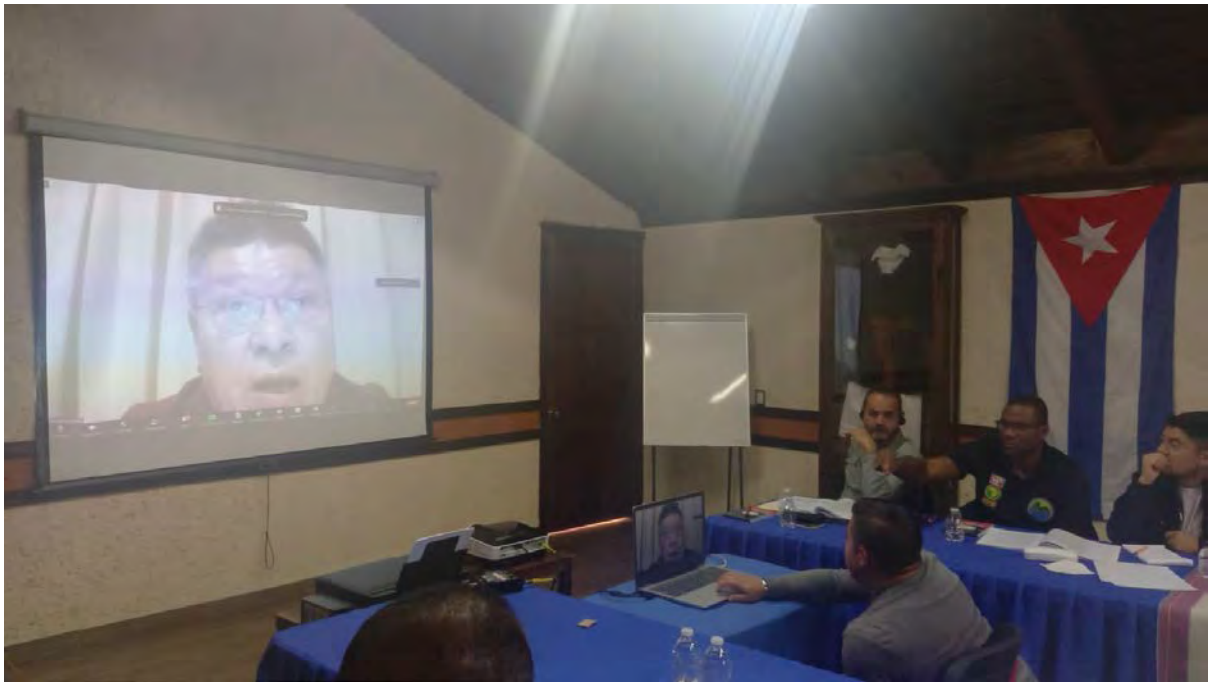
I also request that it be taken into account in this meeting, I am a victim of discrimination and machismo, for being a woman who represents more than 350 union workers. All the violations of human and labour rights, all the barbarities of workplace harassment, machismo, misogyny, discrimination, attacks that have occurred, such as on July 29, 2022 where we were attacked with tear gas, putting people at risk. The health and life of all working citizens and the media. Unjustified dismissals and tear gas were the responses to our request for dialogue with our

employer. The most important thing for the benefit of the worker base and the source of work is to have new General Working Conditions, a document that regulates our labor relations, which have biases of discrimination and single unionization, ignoring our movement, they have not been reviewed for more than 10 years. Therefore, we request your valuable and prompt intervention and solidarity.

We seek peace, we want dialogue, legality and social progress. May the work of this world meeting have results that workers can appreciate. The fighting continues.

“Let everything be by reason and justice, nothing by force”

2.3 Address by Cde. Pambis Kyritsis, General Secretary of WFTU



Dear Comrades,

First of all, allow me to transfer to all of you, on behalf of the WFTU leadership, militant greeting and to congratulate you for your successful congress that you had in Bogotá Colombia few weeks ago.

In this period the nature of imperialism is once again revealed in all its hypocrisy, cynicism, and inhumanity. The massacre and genocide of the Palestinians of Gaza continue unabated, and this heinous crime is being shamefully attempted to be presented as Israel's right of self-defence.

Right of self-defence of whom? A state that for decades has illegally occupied Palestinian and other Arab territories by the force of arms, that has uprooted and displaced millions of people out of their homes and land, that denies the Palestinians the right to have their own independent state and continues the settlements, murders, and arrests, establishing in practice an Apartheid regime.

We are proud because the WFTU from the very first moment, stood by the Palestinian people and highlighted the real cause of instability, violence, and unrest in Palestine and the wider Middle East, which is none other than the Israeli

occupation and settlements, the usurpation of the rights of the Palestinian people that has been going on for decades.

We are proud that millions of workers in tens of countries around the world are mobilizing, with the WFTU flags, in solidarity with the Palestinian people.

I regret to say that within the International Trade Union Movement, not everyone can feel proud. Unfortunately, some have lost their voice and remain silent in the face of this crime. They insist on an equal distance stance and they are lost in their 'yes, but' positions, equating the perpetrators with the victims.

We demand justice and freedom for Palestine, immediate ceasefire, and the creation of an independent Palestinian state on the 1967 borders with East Jerusalem as its capital.

We demand an end to NATO's war with Russia in Ukraine, which they maintain by all means, and to replace weapons with diplomacy.

The struggle for peace is inherent and integrated with the broader struggles of the labor movement for a better world, but this struggle for us has a specific content. It means first and foremost a struggle for the dismantling of NATO and all military coalitions, a struggle to defend the right of every people to choose the path of their economic and social development without interventions, sanctions, blockades, and economic wars. Against the double-standards policy where international law ends up being in practice the law of the strong.

The high cost of living and inflation are brutally undermining workers' and pensioners' living standards. The right to organize and collective bargaining are under attack.

The high cost of living and inflation are brutally undermining workers' and pensioners living standards. The right to organize and collective bargaining are under attack.

Individual contracts, privatizations, outsourcing, teleworking and "service leasing" are just some of the forms taken by this harsh neoliberal attack.

Major social achievements such as social security and public health care are being privatized, while the authoritarian and arbitrary increase of the retirement age continues methodically.

The workers do not passively accept the neoliberal capitalist, anti-grassroots, and anti-worker attacks.

With militant mobilizations in all corners of the globe, they demand the satisfaction of their contemporary needs. Social security, health and safety conditions at work, free and universal public education, dignified life for pensioners and the elderly, and possibilities of creative and quality leisure.

The sharpening of state repression and authoritarianism is the response of the bourgeois governments to the just popular demands; unfortunately, very often under the cooperation or tolerance of surrendered trade union leaders along with yellow unions.

Dear Comrades

In 2023 we had implemented a ambitious action plan after a fairly long period of mandatory restrictions on our activities due to the COVID pandemic.

Our ambition is of course for the 2024 action to be even rich and more multilayered and to develop dynamically and in a balanced way on all the axes of WFTU's action.

The coordination and guidance of the struggles, the expression of solidarity and internationalism, the dissemination of information, the intervention in international organizations and especially in the ILO, the continuous upgrading of the educational work within the workers and of course the organizational development and the expansion of the prestige and influence of the WFTU.

TUI's action must remain at the center of our attention. Through this action we come closer to the contemporary needs and daily struggles of the workers in the sectors they work in. Closer to the demands for work regulated by collective agreements and for guaranteed labor rights and trade union freedoms. In May we are recommending a meeting of the Secretariat with the TUI leaders to address existing problems and to strengthen the role and presence of the TUIs of the WFTU in the sectors they represent.

It is important at this time to pay attention to the realization of our regional congresses, as well as the TUI congresses that are delayed. Already the regional meetings in Europe, Latin America and the Arab World have been scheduled. We

should also launch congresses for the committees we have set up within the WFTU. The World Congress for Young Workers is already scheduled for June.

Significant work is also planned in the field of trade union and ideological education, as well as in the field of information dissemination, information exchange and monitoring of developments on issues concerning workers. An important development in the field of education is also the initiative of creating the International Labor Institute by old, distinguished WFTU cadres as well as scientists and academics linked to the class-oriented trade union movement. With this Institute the WFTU Secretariat decided that we should have a close cooperation and use its presence to upgrade the WFTU's educational activity.

Finishing my address I want to assure you that WFTU leadership will be always beside of you helping and supporting your action and your struggles.

I wish every success to your meeting. I am sure that your estimations and your decisions will be very important for your future action for the benefit of the workers not only of your sector, but for the working class in general

For the class-oriented Trade Union movement, for the workers who resist, who do not compromise with oppression, discrimination and exploitation, there is only one path of dignity: the path of the struggles.

The weapon of the working class is Solidarity and Internationalism.

The system that generates crisis and reproduces exploitation can be defeated. With our united and organized struggles a world free of wars and imperialist interventions, free of exploitation and discrimination; a world where work will be permanent and stable, regulated and safe, is achievable.

- Long live the Trade Union Class Struggles
- Long live solidarity and internationalism

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2.4 Political Overview by General Secretary, Cde. Zola Saphetha

Comrade, compatriots, friends, brothers and sisters

I take this opportunity to convey warm and profound greetings to you all as we meet in the New Year after our resounding and successful XIV International Congress that was held in Bogota, Colombia.

This Directive Committee has a number of very important organizational and political tasks to fulfil flowing directly from the deliberations and resolutions of our congress.

The congress mandate dictates that we meet here as demanded of us to discuss as a leadership collective elected in order to come up with clear way forward and strategies on how we are going to fulfil the organizational and political mandate in a precise, practical and effective manner.

The success of our congress and the overwhelming positive feedback by delegates on the work of the leadership of the previous term is an indication of the good work and right decisions of our TUI over the last few years.

This also puts pressure on all of us not only to maintain that good work and spirit of collaboration but to deepen it so that we can achieve even more milestones in building strong, fighting and campaigning Trade Union International of public service and allied workers capable of advancing its programs to better the working conditions and livelihoods of our members and public servants in general.

The plight of workers and the state of their organizations through which they affiliate to our TUI should always be at the centre of our deliberations and actions as a collective – for it is their collective mandate that we were elected to carry out.

Comrade, as successful as it was, our congress at the same time took place under a difficult international political environment.

Following the COVID-19 pandemic and the economic disruptions which some of the measures that were aimed at controlling it resulted in, such as the disruption of the global supply chains, retrenchments and restructuring of work by many employers – many workers still feel the negative impact of the pandemic to this day. As with all crises under capitalism, workers have been made to bear the cost of the pandemic.

Equally, our congress sat during a period when the international atmosphere was rife with tensions, rivalries and conflicts stemming from intra and inter imperialist competition among the various fractions of monopoly capital from and within various imperialist countries.

The conflicts in Syria, Libya, Palestine, the DRC, Sudan and the war in Ukraine are all part of the geopolitical chess game of the major economic powers for world dominance and supremacy.

At the centre of this conflicts and instability they spawn is the quest for new markets and new raw materials for capital – the incessant drive for profit of monopoly capital.

These political machinations have negative consequences on the lives of ordinary people living in the affected countries.

The reality of capitalism and imperialism equally calls upon this leadership collective and the TUI as a whole to devote considerable time towards the political and ideological work that will position itself and her affiliates to be ready to defend the political principles and advance the interests of our class – the working class.

Therefore, ours is not just a narrow trade union struggle about the economic demands of workers but remains a component of the working class that is engaged in an irreconcilable and antagonistic class struggle with the bourgeois and monopoly capital.

Political Remarks on XIV International Congress

Just to make a few political observations on our recent congress, I should first give a brief outline of our character as TUI.

Notwithstanding the class character of our TUI that we derive from our mother body – the WFTU, our policy of accepting affiliates is not guided by politics, ideology, religion or race.

As a TUI, we seek to mobilize and politicize the broadest spectrum of public sector workers and unions by bringing them under the influence of the WFTU.

Just as the WFTU is not a political party or socialist organization, the TUI too is not a political party or a socialist organization. However, what distinguishes us from the other collaborationist trade union traditions is our view of the world and trade union struggles.

The TUI understands the suffering and struggles of workers as resulting directly from the capitalist nature of our society. We understand that society is divided into two antagonistic classes with irreconcilable differences.

Class oriented trade unions don't see how the workers' plight can change for the better under conditions of capitalism hence workers are regarded as an integral part of the broader working class family engaged in struggles against capitalism.

Understanding the principles of our TUI will help us understand the political success and potential represented by the political consensus in our recently held congress.

Notwithstanding the different political background and ideological positions of our affiliates and workers who attended the recent congress, there were virtually no objections or disagreements on the political positions and posture as reflected in its reports, draft resolutions and policy positions that were all unanimously adopted by congress.

This reflects the level of growing political consciousness among our affiliates.

The growing political convergence among the broad political spectrum of unions affiliated to our TUI is indicative of the efforts the TUI has undertaken to grow and strengthen the class oriented trade union movement as a component of the broader working class movement.

However, the challenge lies in translating this congress floor consensus into actual political campaigns and programs on the ground where workers are – currently, not all our affiliates, and even some regions, dedicate enough time to political and ideological work or fuse their daily trade union work with political and ideological work.

It should be our priority as a TUI to always show workers the link between class struggle and trade union struggles.

Challenges Confronting Workers in the World Today

The imperialist instigated wars currently going on in every continent and the economic hardships they bring to marginal economies in the developing world and ordinary working people of all countries, confirms that the bourgeois wars only bring suffering to the working class of countries involved and surroundings, while the lives of their local elites remain almost untouched by such wars.

It is the working class that bleeds, dies and experiences an even more reduced quality of life in bourgeois wars. The ongoing wars in Sudan, Libya, Syria and Ukraine demonstrate this reality.

This reality also vindicates our condemnation of all imperialist wars, and calls for international working class solidarity against capitalist imperialism.

The ongoing occupation of Palestine and genocide committed by Israel, the struggle in Western Sahara of the Sahrawi people and other colonial and neo-colonial occupations in the world, reminds us all that none of us can be free until the whole of humanity is free.

Equally the economic attacks on countries such as Cuba and Venezuela show the extent to which the US led imperialist powers are willing to go to maintain the current unequal and oppressive status quo in the world.

As a TUI, we have no choice but to forge ahead with our solidarity campaigns and international action in support of all peoples at the receiving end of US imperialism.

Equally, workers and the working class are not only at the mercy of imperialist instigated wars and other forms of open conflicts, all political decisions and policies under capitalism are geared toward pursuing an anti-working class capitalist agenda.

Monopoly capital and the political elites also advance the interest of the bourgeoisies against the working class through insidious policies that are wrapped in obscure bourgeois economic language.

This onslaught presents itself as austerity, economic rationalization and privatization, lean state and private public partnerships (PPP's)

These policies have done nothing but to pauperize the working class, destroy jobs and livelihoods while enriching the elite thus increasing inequality.

These challenges are behind our political campaigns to defend the role of the state in the provision of public services without which the majority of the working class finds itself unable to access healthcare, education, transport etc. including the meagre wages that further gets eroded as they are forced to buy a service the state should be providing.

For those who cannot afford private services, the alternative becomes poor quality state provided services that have been stripped to the bone through understaffing, austerity, outsourcing etc.

In all of these, the working class and its organizations face constant attacks, attempts to weaken it and a reversal of its historic gains.

Conclusion

While there are a lot of positive political developments in the world and good progress made by our TUI, there are also many challenges and battles that need to be confronted.

We still live in a predominantly capitalist world which translates into the hegemony of the bourgeoisie.

For as long as the bourgeoisie rules, the world will be ruled in the interest of monopoly capital against the interest of the working class.

The political task of the international working class movement is to change this reality.

The contribution of the international progressive labour movement to the working class is to organize as the most organized and critical component of the working class movement into a political school for organic working class intellectuals and activists.

The political responsibility of this Directive Committee is to drive a trade union agenda that improves the conditions of workers under the present circumstance while at the same time laying the foundation for the radical reconstitution of society in favor of the working class.

Thus the unity of the working class and the principle of international working class solidarity should be at the centre of whatever we do as a Directive Committee and that the spirit of working class unity and solidarity must always find expression within the leadership structures of our organization if we are to execute our mandate effective and successful.

Long Live WFTU

Long Live TUI-PS&A

3. Organisational Assessment Report by General Secretary, Cde. Zola Saphetha

Introduction

3.1 XIV Congress Brief Synopsis Account

Allow me to summarily give a brief synopsis account about our international congress attendance, expected were 104 public service trade unions unfortunately 26 trade unions had to apologies due to financial constraints and visa challenges. This means that present at the congress were 78 trade unions drawn from 18 countries with the total of 159 delegates out of 254 expected, so 95 delegates coming from 10 countries could not attend. These numbers show a significant growth from delegates, affiliates and countries of the XIII International Congress held in 2019.

Our international congress was grounded on the theme: **'Defend Collective Bargaining and Fight Privatisation to Reinforce International Solidarity against Capitalism and Imperialism'** and also received and deliberated on five presentations (1) Political Overview, (2) Organisational Assessment, (3) Strategic Perspective and Priorities, (4) Resource Documents – with specific ideological perspective on imperialism as a theoretical grounding of our TUI. Later, it elected 28 members of its Directive Committee and adopted a comprehensive declaration as congress commitment to resolutions taken.

Breaking our theme into thematic components, 2024 is a year to: **defend collective bargaining** against the imperialist offensive through the policy of austerity by implication eroding worker's rights and undermining collective bargaining. In 2024 as well our TUI will be celebrating 75th Anniversary of its

existence inspired congress resolution to grow our international trade union by establishing functional structures such as working committees and continental/regional committees capacitated to drive vigorous campaigns concretely on the ground for growth in the public service and intensify class conscious through ideological training and massive education program for all its structures.

In addition, TUI must fight tirelessly for the establishment of bargaining structures and ensure recognition to all already existing bargaining structures in different countries by taking the fight direct to the doors of employers and governments using all relevant and necessary International Labour Organisations (ILO) Conventions in all countries where we exist and shall forge strong relations with all structures of the World Federation of Trade Unions (WFTU) from Headquarters, Continents and Regions to ensure the implementation of both TUI Strategic Perspective and Priorities and Theses and Action Plan of WFTU.

Currently, we are meeting in our first Directive Committee post the congress in Las Casas, Chiapas, Mexico from the 16th to 17th March 2024 to process the outcomes of the 14th International Congress and adopt a comprehensive plan for the year plan 2024. This meeting has been preceded by the induction workshop grounding the newly elected leadership about trade unionism, key policies and functioning of our TUI in order to meet the expectations of the political and organisational leadership role befitting an international trade union of a class oriented trade union linked to the mother body, the WFTU.

Immediately after the congress an informal meeting of the directive committee was convened to agree on the immediate task between the congress and the first meeting of the directive committee in March 2024. As a result, the following in summary was agreed to:

1. Adopted the political overview and organisational assessment, Strategic Perspective and Priorities, Statute Amendments, Resolutions and Declaration including electing leadership for the next five year.
2. The Central Office should clean-up the outcomes of the congress by the 30th November 2023 and circulate to all members of the Directive Committee by the 1st December 2023. All members are requested not to circulate as they remain embargoed.
3. The Central Office should develop congress bulletin by the 11th December 2023 and circulate to all members of the Directive Committee by the 12th December 2023. In this regard, all members will be permitted to circulate the bulleting all members, friends and trade unions in the Public Service for information.
4. All elected leaders must submit their individual photos wearing black and red T-shirt (congress first day t-shirt) with brief synopsis about their leadership role and participation in the trade union by the 29th November 2023 including paying the subscription fees by the 15th February 2024.
5. The Central Office should update the TUI Website by loading congress activities and individual are encouraged to share pictures and videos wishing to be loaded but befitting appearing to the TUI Website by the 29th November 2023.

6. SINTRAEMSDED should forward congress videos and information deem necessary to be loaded in the Website to the attention of the Central Office by the 29th November 2023.
7. Europe Vice President should submit the two outstanding names for Vice-President – Women and Continental Secretary while the Central Office should finalise the name of the Secretary for International Solidarity and Kuwait representative before the first directive committee in 2024.
8. The Directive Committee will be convened on the 16th and 17th March 2023 focusing on the five year programme of action guided by the Strategic Perspective and Priorities, Congress resolutions and the theme broken down yearly.
9. Mexico will host the two activities and will prepare accommodation, local transport and meals and other necessary items deem fit for events.

3.2 XIV Elected Leadership Collective

International Congress unanimously elected the leadership as follows:

Office Bearers
General Secretary – Zola Saphetha (South Africa); President – Artur Sequeira (Portugal) and Deputy General Secretary – A Sreekumar (India)

Vice Presidents
Africa Arabic – Hesham Fouad (Egypt); Africa English – Marurung Masemola (South Africa); Africa Francophone – Emmanuel Mvembe (Gabon); Asia Pacific –

Bholanath Nath Pokhrel (Nepal); Europe – Petropoulos Vasileios (Greece); Latin America – Perpetua Echevarria (Peru); President Finance Controls Committee – Michalis Archontidis (Cyprus); Vice President for Women – Europe; Vice President for Youth – Laboni Islam Moon (Bangladesh); Vice President for Informational and Publications – Cinzia Della Porta (Italy) and Vice President for International Solidarity – Humberto Polo (Colombia).

Working Committees Secretaries

Finance Controls Commission - Jose Prakash (India); Information and Publications – Liuz Andre Ferreira Costa (Brazil); International Solidarity; Women – Martha Monica (Colombia) and Youth - Modestos Argyrou (Cyprus)

Secretaries for Continental/Regional Coordinating Committees
Africa Arabic & Middle East – Rafaek El-Alouni (Syria); Africa English - Katlhalefile Motsengwa (Botswana); Africa Francophone – Chaubo Tanikari (Niger); Asia Pacific – Gintota Daya Tilakasari (Sri Lanka); Europe and Latin America – Ignacio Campola (Argentina)

Financial Controls Commission
Hari Bahadar Rawal – (Nepal); Diego Carpio – (Mexico) and Kuwait.

Leadership challenges though

We are still to fill the vacant positions of the Vice – President for Women, the Secretary for International Relations and the Secretary for Europe as the Vice-President of Europe had indicated difficulties in finding names for the three positions.

We further report the challenge on the lack of co-operation and support from the newly elected Deputy General Secretary and Secretary for Financial Controls Commission who are both coming from India, as the office of the General Secretary did everything it could in communicating and inviting these two comrades even to this first meeting of the Directive Committee hence this meeting should discuss the matter and devise mechanism to resolve it without delay.

It is important to mention that the Vice President of African Arabic and Middle East has submitted the name of the Secretary of the region as mentioned above and also that the name of Cde. Modestos Argyrou has replaced the name of Cde. Stavros Andreou from Cyprus as the Secretary for Youth.

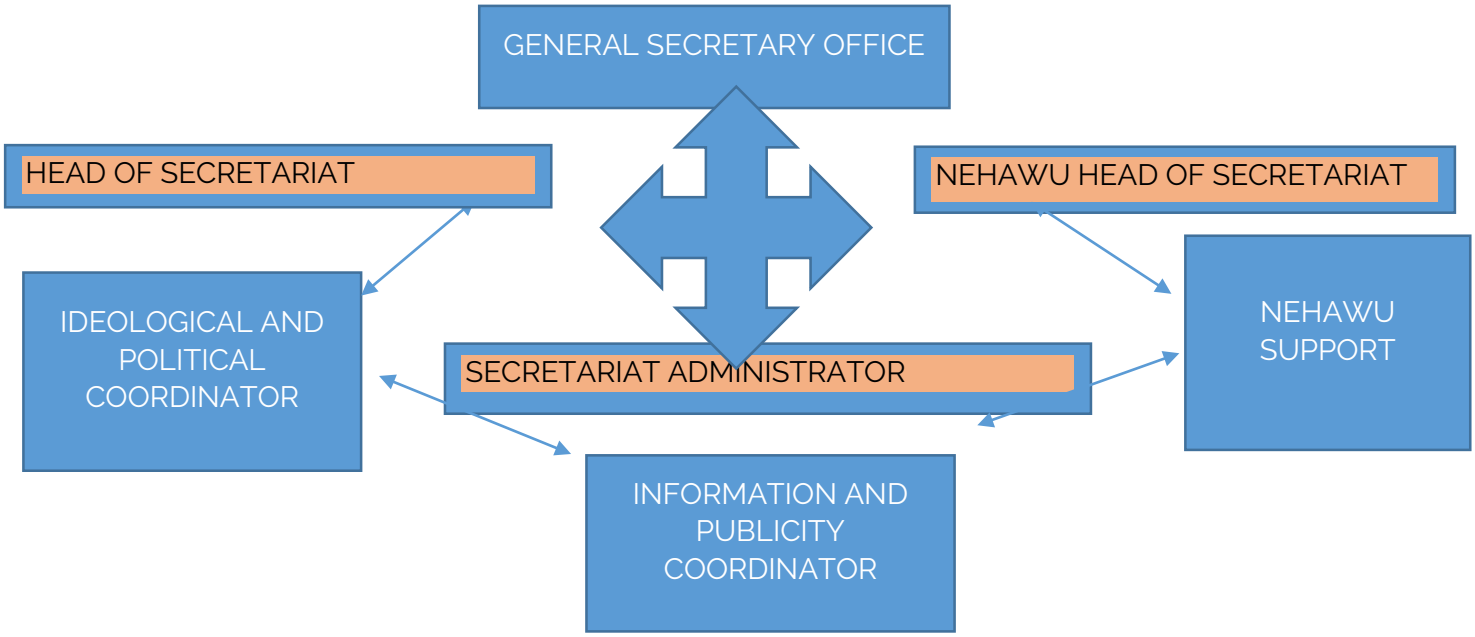
3.3 Affiliation Fee

Post the XIV international congress, an informal meeting of the newly elected leadership took place to agree on the immediate tasks up until the first sitting of the Directive Committee in Mexico which among others agreed on the payment of the subscription fees as per the amended Statute by the 15th February 2024. Till to date no one paid the affiliation fee except NEON $1500, NEGEO $1500 and PAME 200 Euro.

In this regard, we strongly suggest that an urgent finance controls commission meeting be convened to develop finance policy which will include strategies to aggressively fundraise for TUI in order to ensure smooth running of day to day activities including devising strategies to ensure affiliation fees are paid on time and according to the Statute by all. The proposed date is made on the draft plan for 2024.

3.4 Processing XIV International Congress Outcomes

TUI PS&A Central Office Organogram



3.5 Description of Office Support System

- The office is structured to support the overall work of the General Secretary as follows:

(a) Head of TUI PS & A Secretariat – Cde. Mbuyiseni Mathonsi
(b) Secretariat Administrator – Cde. Lebogang Pule
(c) Ideology and Political Coordinator **-** Cde Desmond Mlatha
(d) Information and Publicity Coordinator – Cde. Clever Banganayi
(e) Receptionist – Cde. Philasande Mute

Office Related Matters

The new TUI PS&A office has been secured and located at 33 Hoofd Street in Braampark Johannesburg South Africa. The office space is leased from Sanlam Properties with beneficial occupation which started from 01 March 2020 until NEHAWU move into a new property.

The offices had to be reconstructed to meet the standard operation befitting a Trade Union International of our calibre. The office has a reception, 8 offices, 1 boardroom accommodating 20 people, a kitchen, storeroom, and an open space.

Information and publicity plan

The international situation is characterized by capitalist deep-seated crisis and require a creation of an alternative through a class-oriented trade union movement deeply committed to the struggle of the working people to defend their rights and struggle for the just world. TUI-Public Services & Allied is a sectoral component of the World Federation of Trade Unions (WFTU) that remains an important mechanism to carry-out the task at hand through public service and allied as well as the broader overall struggle to be waged by WFTU.

Central to waging the struggles against the advancement of capitalism, the TUI-PS&A in the terrain of information and publicity will robustly drive the battle of ideas project against the unjust and brutal system of capitalism. Information and publicity is critical and strategic in advancing the struggle of a class-oriented trade movement to defend and protect the interest of workers in general and public servants in particular.

The TUI-Public Services & Allied will create platforms (communications, media and publicity) to inform workers and publicise its day to day work in the struggle of defending its gains in the public service and allied sectors.

Our publication will be produced on a regular basis and workers in the public service will be our target so as to inform workers about the struggle in the public service and also the work of the TUI-PS&A. The publication will be a platform to provide workers with more detailed information behind the current developments and will also be used to empower workers in the fight against capitalism.
The publications will be streamlined according to pillars focusing on the following areas:

- **Political & Ideological:** We will produces regular publications which focus on the ideological and political work that the TUI-Public Service & Allied will be doing as guided by the four-year program of action. Ideological & Political publications will be instrumental in deepening our class consciousness as we fight the capitalist system of exploitation.

- **International Work:** We will produce regular publications on the International Solidarity work that will be conducted by the TUI-Public Service & Allied across the different continents.

- **Organisational & Campaigns:** We will have regular publications that primarily focuses on TUI-Public Service & Allied campaigns to be undertaken in the course of four-year program of action which include amongst others anti-privatisation campaign.

The publications will be distributed and published online and also be made available on our website for purposes of a wider reach and dissemination of information to members and workers in the public service.

The advent of Social Media as a means of communication has drastically changed on how information and publicity is disseminated to society and as such the TUI-Public Service and Allied must be found in that terrain of social media in order to be able to disseminate information quickly and more effectively with a broader reach to workers and society as a whole to communicate our programs of action in defending the interest of workers.

In that regard, we will strengthen our social media tools such as Facebook, Twitter and Instagram to communicate more effectively on the work of TUI-Public Service and Allied.

Website

TUI-PS already has a website, face book account, Twitter, Youtube channel. All of which are great social platforms, however they are not consistently updated with recent activities of TUI.

4. INTERVENTIONS FROM VICE PRESIDENTS AND SECRETARIRES FROM CONTINENTS

4.1 AFRICA ENGLISH SPEAKING REGION, SECRETARY, Cde. Katlhalefile Motsengwa (Botswana)

Let me preface my assertion on the state of industrial relations in Botswana, by outlining the context of the political economy and history which have bearing on the state of industrial relations thereof. I tried to be systematic and methodological in the approach, and to that effect this report touches on:

- History of Botswana's political economy
- State of Industrial Relations in Botswana
- State of Collective Bargaining in Botswana
- Challenges within Labour movement
- Character of BLLAHWU
- Way forward

HISTORY OF BOTSWANA POLITICAL ECONOMY

- The system of free market economy that Botswana adopted at independence has

  reached its maximum impact on what it can achieve in terms of employment creation and sustainability of decent jobs.

- With rapid economic growth in the 1990s and early 2000s Botswana's economy was able to create a total combined public and private sector jobs of up to 500,000 jobs. This was the highest ever total working force.
- Currently the economy is growing at less than 5% per annum. Any growth is jobless. The economy is not creating new, sustainable, and decent jobs.
- The public and parastatal sectors are shrinking and shedding off jobs. A creating only cheap labour employment of interns, tirelo sechaba, temporary teachers, police constabulary and the likes. This trend is seeing extreme exploitation of even skilled labour such university graduates and teachers and junior doctors.
- The so-called private sector is growing low skills and poor paying jobs in cashiers, security guards, drivers, and messengers. This why we are faced with "the working poor" phenomenon in this country.
- The Botswana is rapidly transforming into an "informal sector" economy where the majority are street vendors and hawkers of mainly imported items.
- This capitalist neo-colonial economy is now parating physical infrastructure dev. In roads, schools, and hospitals as if these can create sustainable jobs. This strategy is an election strategy and is only going to create temporary jobs up to early next year.
- In short, this economic system is destined to grow the more poverty, inequality, and unemployment.
- Nationally, extended unemployment rate is about 33 percent which has been increasing for the last decade. Most of those unemployed are female, female-headed households and the youth.
- The most affected in unemployment are the youth aged between 15 and 35 years.
- With these facts, it means high unemployment translates into loss of dignity, income, status, failure to participate fully in the economy, loss of investment opportunities, failure to contribute to the welfare and income security of family members and relatives, etc.
- Other impacts include failure to diversify the economy.
- High unemployment further worsens the already disturbing income inequalities which disproportionately affect women and the youth. While

not fully researched, it is possible that high unemployment rate could be responsible for increasing mental health challenges, family instability, violence, and high crime rate.

STATE OF INDUSTRIAL RELATIONS

The following are challenges facing workers.

- There are toxic industrial relations in public service which poses danger to democracy and economic prosperity because industrial democracy is a subset of broader democracy. •This is largely attributed to unilateralism by the employer and poor comprehension of contemporary industrial relations by the employer.
- Casualization of labour and precarious jobs which is triggered by privatization and all its manifestation. So many of the officers on contracts should be on permanent basis.

STATE OF COLLECTIVE BARGAINING

- The bargaining council was deregistered by the Government. The employer is refusing to re-register it. All sorts of negotiations are done under informal structures in terms of recognition agreements.

CHALLENGE WITH IDEOLOGICAL ORIENTATION OF SOME UNIONS WHO COLLABORATE WITH EMPLOYER

- Proliferation and fragmentation of public sector unions.
- Lack of ideological clarity by some unions which collaborate with Govt, some claiming to be neutral.

WAYFORWARD

- Push for labour law reforms and strengthening of social dialogue institutions.
- Campaign for collective bargaining of which we will rope in TUI-PS&A
- Capacity building on collective bargaining (skills enhancement).
- Worker or Trade union education for ideological clarity
- More workplace campaigns, picketing and strikes to orientate workers practically.
- Adoption of labour law review to accommodate findings and recommendations by ILO.
- Establishment of public service bargaining council and its sectoral councils

- Establishment of independent dispute resolution system with enhanced powers.
- Enhancement of labour inspection for compliance with labour laws and policies.
- Parliament to adopt convention 190 -violence and harassment convention.

CHARACTER OF BLLAHWU

- BLLAHWU believes that the role of a union transcends beyond bread-and-butter issues to include socio-economic issues that is public policy. Workers are affected by education system, health system, financial system, and many other matters pertaining to public policy, and therefore they must have interest and role in such matters.
- It is also important to have worker education for working class conciseness to pursue the working-class agenda. So, this seminal presentation is part of efforts by BLLAHWU to pursue worker education. Lenin said they won't any revolution without revolutionary theory. So, in that context there is need to capacitate and empower workers with tools to analyses, understand material conditions of the world and generate solutions thereof.

4.2 AFRICA ENGLISH SPEAKING REGION, VICE PRESIDENT, Cde. Marurung Masemola (South Africa)

Government 's response to the challenges as presented to it by COVID-19 pandemic introduced Austerity measures across the entire Public Service which resulted in it (government) being unable to replace or fill vacant funded posts and not employing new employees in order to keep with the challenges of ever-growing population.

This has resulted with the reduced head count across the entire Public Service Departments.

The reduced head count in the public service meant that public servants found themselves face with a difficult situation of having to cover for the fewer public servants whilst the demand for public service remained ever increasing.

Public Service Unions waged a serious campaign against the introduction of austerity measures in the Public Service.

After a relentless struggle by the Public Service Unions, we have seen the Government back tracking and lifting the austerity measures in some Departments viz Public Health, Education and Security Services.

In Public Health previously we have seen laying off of doctors who have just completed their Community Service contracts being re-employed.

In Education the process of employing new teachers is also unfolding.

In the Security Services a decision to employ 10000 new officers per year for three years has entered its second year.

All these efforts to resolve this challenge however remains not enough as the reality of the matter is that the numbers coming in is fewer than those going out.

The position of the Public Sector Unions is that this austerity measures need to be done away with from the entire Public Service as they continue to create

opportunities for corrupt activities in that when this measures get implemented those in the position of power only reduces the Compensation budged whilst the Goods and Services Budget remains untouched as such open to Tender Corruption.

4.3 VICE PRESIDENT ASIA PACIFIC REGION, Cde. Bholanath Nath Pokhrel

Overall political structure of Asia as well as South Asian region is very fragile and complex. India is one of the leading countries for all political scenario. Narendra Modi, Prime Minister of India is leading India as one of the crony capitalisms in the shadow of which most of the multinational companies are performing similar task and the overall predicament is facing by all nations.

The trade union movement in Asia is diverse and complex, encompassing a wide range of organizations and activities across the continent. The trade union movement in Asia has deep historical roots, often dating back to colonial periods when workers began organizing to improve their working conditions and rights. In many countries, trade unions played significant roles in the struggle for independence and social justice. It is varied widely in their structures, ideologies, and affiliations. Some are independent, while others have close ties to political parties or governments. Some unions operate at the national level, while others are regional or industry specific.

Public Service International (PSI) and ICFTU are protecting the market of Neoliberalism and Imperialism with the support of International Labor Organization (ILO), Government entities and it is encouraging yellow trade as well as unification of capitalist action. It is being too late to unite our organizations to fight against the action carried out by PSI and ICFTU. We have to face a range of challenges, including repression by authoritarian regimes, anti-union policies, globalization, informal labor sectors, and rapid economic changes. However, they also have opportunities for growth and influence as the region's economies continue to develop and workers become more organized.

Now our key issues are we have to engage in various campaigns and advocacy efforts on issues such as labor rights, decent work, social protection, gender equality, migrant workers' rights, and environmental sustainability. They often collaborate with other civil society groups to advance their agendas. We are being major hubs in global supply chains, trade unions in the region also focus on ensuring fair labor standards and worker rights within these supply chains. This involves advocacy for better working conditions, fair wages, and the right to

organize among workers in industries such as manufacturing, textiles, and electronics.

The trade union movement in Asia-Pacific region is vibrant and dynamic, playing a crucial role in advancing workers' rights, collective bargaining, Anti Privatizing and Anti-Imperialism movement, social justice, and economic equality across the region. However, it continues to face numerous challenges in an ever-changing economic and political landscape.

Trade Union and Political Status of Nepal

In Nepal, trade unions and political activities have intersected significantly over the years, with trade unions often playing a prominent role in shaping the country's political Structure. Trade union organization played crucial role in the people movement and political change. Constitution and the policy of government has provided the freedom of trade union movement and Nepal has a long history of trade unionism, dating back to the early 20th century when workers began organizing to advocate for better working conditions, wages, and labor rights. Trade unions in Nepal represent a diverse range of workers, including those in agriculture, industry, services, and the informal sector. Recently, Nepal government has tabulated civil service bill in parliament which provides the shape of federal bureaucratic structure which guides the public service system of Nepal.

Nepal has majority of communist people. As communist parties are fragmented, its impact is facing by brother and sister trade union organization of respective party. Recently, a new coalition government has formed by the communist parties of Nepal. Now most great challenge is to make it prolonged engagement in governmental activities. India is one of the actors which tries to make political instability in Nepal. Similarly, European Union and United States of America (USA) are also major actors and players for the micro management of governmental activities. Millennium Challenge Corporation (MCC) provided by American government is binding the small nations and the impact of American policy is observing in the governmental procedure.

Our Plans for Further Activities

TUI PS & A Asia Pacific region has its office at Nepal. As guided by TUI PS&A we are raising our voice with proper trade union education. Many more seminar in real as well as virtual means are organized by our side. Even during the pandemic of Covid-19 we performed various trade union education and advocacy program by virtual means. Now it is planned to conduct seminar or conference regarding about political thought and actions in Asia Pacific level. During this time some of the conducted activities are as follows:

- Website design and inauguration for Asia Pacific Region.
- Publication of Wall calendar of Asia pacific region
- Publication of training reference book for Trade Union Movement.
- Quartile Bulletin publication regarding Trade union movement in Asia Pacific region.

- Opening of Bank Account of Asia Pacific Region with affiliation of TUI PS & A.
- Regional Workshop and Seminar on various topics like climate change, Gender mainstreaming,
- Training program for Regional/National level on the topic Stop Privatization and Imperialism.
- Training program for Trade Union Rights for trade union workers in National level.

Further Actions to be taken.

In coming future, a vibrant action has to be taken in order to establish the age for working class people. WFTU and TUI PS& A has to take front line leadership for this purpose.

- ✓ Countries like Indonesia, Vietnam etc. has got affiliation in WFTU but they are not affiliated in TUI PS&A. We should try much for their proper affiliation and strengthen our organizational value.
- ✓ Affiliation fee should be collected well by all affiliated organization.
- ✓ Asia level conference and trade union education and more supportive program should be conducted by headquarters.
- Stop the Privatization
- Struggle for quality job and descent wages each a struggle against profiter.

Defend Collective Bargaining and Fight Privatization to enforce international working-class solidarity against capitalism and imperialism.

4.4 Vice President Latin America & Caribbean, Cde. Perpetua Dionicia Mejia Echevarria

My fraternal greetings to President Artur Sequeira, General Secretary Zola Saphetha, all members of the Directive Committee present here. Present this political union report as vice-president of the TUI-PS&A of WFTU for Latin America and the Caribbean, region where US imperialism carries out an interventionist offensive against the policies of progressive and left-wing governments, as is the case with the governments of Cuba and Venezuela which are subject to a policy of interference and criminal economic blockade for several decades and also the imperial policy of destabilization against progressive and leftist governments in the Latin American region and the Caribbean as they are in cases:

In Argentina , the government of Javier Milei, an ultra-right fascist anti-communist, has been implementing a totalitarian privatizing economic policy and ignoring labor and trade union rights, conquered by the workers in many years of struggle against the governments in office, the Congress has been mediating the application of the omnibus law privatizing the economy which in its text includes profound reforms in all aspects of the economy in tax matters, At the beginning, 600 reforms brought it down to more than 300 and have been discussed in the Congress of the Republic.

In the state sector there are more than 10,000 workers dismissed in different state entities and the state is threatened to be reduced to only 6 ministries and privatized, workers have been responding and resisting this ultra-reactionary fascist onslaught and thousands of workers have been mobilized in the streets to stop the biggest ultra-reactionary onslaught in Argentina in 20 years, despite the repression and criminalization of protests.

In Chile after the failure of the modification of the constitution conquered by the workers and the people in the streets, despite the harsh repression with more than 350 young people with loss and impairment of sight product of bullets shot in the face and eyes in the protests by the repressive Chilean gendarmerie of the previous government of Sebastián Piñera recently died in plane crash.

The current government of Gabriel Boric has been mediating its government policy measures under pressure from business sectors that are very strong, the last important thing for the workers is the reduction of working hours imposed by the government of the murderous dictator Pinochet who gave the fascist coup to the socialist government of Salvador Allende murdered in the government palace of the currency.

In Brasil the return of Lula da Silva to the government, has been rejected by the business class and the fascist right of Jair Bolsonaro Trump's emulo is creating a series of obstacles, at first with a mob take sought to take certain entities of the state, Lately Jair Bolsonaro has been denounced by a high military command of being promoting a military coup with the support of the American CIA.

Workers have been recommending and strengthening their trade union organizations and raising their labour economic claims with the government through their unions and trade union centres.

In Colombia the presidency of Gustavo Petro has been suffering an onslaught by the ultra-right and the business sector and the US embassy that do not allow a progressive and left government, They have falsely accused him of having been financed by drug trafficking and being linked to armed groups and seeking to use the judiciary to get him out of government.

The workers and the people mobilise and support the government of Gustavo Petro and his authorities who have been talking with the workers and the people in response to their demands.

We must emphasize that the successful XIV congress of the UIS SP FSM was held in Colombia with the valuable support of the SITRAEMNDES unions.

In Ecuador, the 36-year-old right-winger Daniel Novoa, linked to business groups, has been governing since November 2023 and is emerging from a crisis of generalized violence by criminal mafias linked to drug trafficking that put the government in check by forcing him to remove the It has been used to silence any protest of the working class and the people and to apply its neoliberal anti-labour and anti-union government policy.

In Bolivia there is a crisis of government of the MAS divided by Evo Morales who by judicial decision is prevented from running for the presidency of the republic in the next elections and that is aggravated in the last congress of the MAS with an open confrontation that favours the right-wing extremists who intend to return to government in the upcoming elections.

The working class reflects this same situation of crisis of unity and the country is facing an economic situation also difficult by the action of the Yankee Empire and the business right that seeks the MAS government to fail.

In my country Peru is accentuated the control of the parliamentary mafia dictatorship of Fujimorism and the Cerronismo-Movadef-bloc magisterial allies of the government of Dina Boluarte-Otárola, aligned with the neoliberal capitalist exploiting ultra-right, corrupted , supported by a congress of mafia-majority and corrupt that to get rid of the fiscal denunciations of corruption of more than 70 congressmen mocha salaries, abuses outrages, etc, and stay until 2026, use the congress to control the different institutions of the state and put them to their interests corrupt lobbyists and mafiosi , one case is the freedom Alberto Fujimori imprisoned for crimes against humanity for the crimes of Barrios Altos and the university la Cantuta, carried out by the constitutional court in opposition to the recommendation of the IACHR to keep him in prison, also to free from jail the mafia of Keiko Fujimori by laying down prosecutors who investigate them and others.

Today my country Peru is struggling in a deep economic crisis with an economic recession that has led the working class to lose more than 10% of its purchasing power condemning more than 30% of the people to poverty.

The Minister of Economy and Labour aligned with the Corporate CONFIEP has been refusing any increase to workers including the minimum living wage until the economic recession is overcome, Likewise, the Minister of Economy has been refusing to install the collective bargaining table of the 2024 state claims sheet with the argument of the economic recession.

Recently the government with powers given by the congress within the framework of the law 30057 SERVE anti-labor and anti-union has approved the DL 1602 for state workers that seeks to impose it to manu militari, vertically and apply rigged exams for mass layoffs of Fujimori-style workers in 1990. State workers through the central unit have been mobilizing and rejecting such draconian measures calling for the annulment of DL 1602 and demanding the collective bargaining of the state's 2024 complaint sheet.

The working class through the CGTP and the people demand the annulment of DL 1602 of dismissal of state workers, salary increases and pensions, against corruption, national security in the face of a wave of theft, extortion, crimes, all government and congressmen leave, disapproved by the people at more than 90%, immediate elections, sanctioning the political leaders of the more than 60 murders by bullets in the popular protests of December 2022 and January 2023, solution to the 2024 claims of state workers, consultation to new constitution and others.

For this new union period in UIS SP WSF 2024 will be sought the state union strengthening with the implementation at the level of governments in the defence of union negotiation of the state claims sheets, also against the privatization policies of the main services for workers and people such as the defence of education and public health as basic human rights for decent living conditions for workers and people and the development of a society with justice and well-being, the celebration of trade union holidays WSF case as days of struggle and awareness of workers of the importance of organization and international solidarity among the working class, solidarity with the government and people of Cuba, Venezuelans criminally blocked by the US empire and European allies, the importance of working with women and youth and others.

International solidarity with the Palestinian people, rejection of Israel's genocide and respect for humanitarian aid.

Thank you very much.

4.5 PRESIDENT FOR INTERNATIONAL SOLIDARITY, Cde. Humberto Polo (Colombia)

SINTRAEMSDES, headed by its President Humberto Polo Cabrera, fraternally greets our comrades Artur Sequeira, President, Zola Saphetha, Secretary General, the other members of the Steering Committee of the TUI-PS&A and all its operational and administrative team that supports the organization. Likewise, he expresses once again his gratitude for the important and honourable representation that has been recognized to our union.

This report is made up of two components, the first to report on the actions that SINTRAEMSDES has been carrying out and the second to report on the political and social situation that Colombia is facing at the moment:

Situation and Actions carried out by SINTRAEMSDES:

After the 14th International Trade Union Congress of the UIS/SP&A, held in November 2022 in the city of Bogotá, SINTRAEMSDES was strengthened and with a dazzling internationalist spirit, which has put the trade union organization in another perspective. In this sense, the members of the Steering Committee of SINTRAEMSDES in the UIS/SP&A have been guided to strive and collaborate effectively in the strengthening of the World Federation of Trade Unions and the International Union of Public and Allied Services Trade Unions.

The trade union organization is structuring its policy of loyalty, consisting of rooting its class principles, providing well-being through social programs to its members, so that they find a level of satisfaction, and are comfortable in SINTRAEMSDES, reducing as much as possible the desertion of our members, in the face of the proliferation of parallel unions in many cases promoted by the employers. The union's policy of GROWTH in the number of members is also carried out, bearing in mind that to date it has 11,700 members, present in 16 of the country's 32 departmental capital cities, and in 37 of Colombia's 1,101 municipalities. In other words, in Colombia, SINTRAEMSDES can grow in the 16 capital cities and in the 1,064 municipalities where it does not have a presence; bearing in mind that the potential of workers associated with the public services of aqueduct, sewerage, sanitation, energy, gas, information technologies and telecommunications of approximately 500 thousand workers, of which we only represent 2.34%.

The Strategy for Loyalty and Growth is based on the development of social programs, such as the Recreational, Sports and Cultural Olympics, which are held every 4 years, the National and International Forum on Water, Environment and Public Services, union education and training through the SINTRAEMSDES ESS Trade Union School. Likewise, with an extensive advertising campaign through institutional videos, chapolas, t-shirt kits, caps, pens, with institutional emblems, among others.

SINTRAEMSDES, is the most representative trade union organization in the public services sector, very active in the field of collective bargaining, since annually with its leadership it carries out an average of eighteen (18) collective bargaining processes, having signed sixty-four (64) collective agreements, which cover the rights of workers in seventy (70) public service companies, both state and private, where it has a presence. In this sense, it is the trade union that most promotes collective bargaining in Colombia.

SINTRAEMSDES continues to participate in and support the social reforms proposed by the National Government of President GUSTAVO PETRO ORREGO, including the labor, pension, health and public services reforms:

LABOR REFORM**:** It is supported because it proposes to restore the rights of workers that were taken away from them by neoliberal governments, because it proposes to move from collective bargaining by company to bargaining by

industry, sectoral and multispectral branch, which enhances the possibility of growth of the union, since the rights of union association are strengthened and because this reform limits the proliferation of union parallelism. Since it unifies a single convention per company and sector and the composition of the negotiating commissions is limited and they are integrated proportionally to the number of members of the intervening unions.

PENSION REFORM: It is supported because it seeks to grant a subsistence pension worth two hundred and thirty-three thousand pesos ($233,000) to the population over seventy (70) years of age, who did not contribute or who never became entitled to a pension; likewise, because it gives effect to the order of the Constitutional Court to gradually reduce the number of weeks that women must contribute, going from one thousand three hundred (1,300) weeks to one thousand (1,000) weeks in 2027, but also, guaranteeing that women who have contributed and do not have the total number of weeks contributed, can receive their pensions and allowances to complete the missing number of weeks. Likewise, the reform seeks to strengthen COLPENSIONES, which is the State entity, which today pays pensions to one million six hundred and nineteen thousand zero thirty-nine (1,619,039) pensioners and the one that collects the least from contributions, while private funds only recognize pensions to about two hundred and fifty thousand (250,000) pensioners and collect about seventy percent (70%) of contributions. That is why it is sought that all workers who earn up to three (3) legal minimum wages in force contribute to Colpensiones and those who exceed this limit do so in a shared way with private funds.

HEALTH REFORM: This is an important reform for SINTRAEMSDES since many conventions have agreed on additional, complementary plans and health policies, which cover aspects of medicine and dentistry that are not covered by the system that governs the country today; this reform seeks to improve coverage and prevention by strengthening direct provision by the State. with primary health care centers throughout the country; Likewise, it seeks to put an end to the intermediation made by the private sector in the management of health resources, which has provided corruption with a deficient attention to users.

REFORM OF THE PUBLIC SERVICES LAW: This reform is aimed at modifying the tariff systems to alleviate the cost of life, strengthen the public management of the State and put an end to the framework that the private sector has built to limit the regulation and control of the State through the National Government, it is a reform that so far the first draft is under analysis.

This is an outline of the same that is presented in this report, making it clear that some of the figures are approximate and unofficial. Also within the framework of the 14th Congress, these documents were delivered to the central office of our UIS/SP&A.

The National Board and the Sub-Directives of SINTRAEMSDES have actively joined the mobilizations and the dissemination of the social reforms of the Government of Change that we support under the leadership of our president GUSTAVO PETRO URREGO.

Social and Political Situation in Colombia

The political and social situation in Colombia is very complex for the National Government, insecurity is overflowing, the assassination of social leaders and peace signatories continues unchecked, political polarization is accentuated even more, social conditions will not improve, despite the fact that the National Government with its economic measures managed to curb inflation and recover the strength of the Colombian peso.

The social reforms and those designed for agrarian reform, the reindustrialization of the countryside and those that seek to return power to the State, are truncated in the Congress of the Republic, due to the strong opposition of the traditional parties to the Government of Change; Initially, the government coalition had one hundred and two (102) representatives out of one hundred and eighty-seven (187) in the House of Representatives and forty-eight (48) out of one hundred and six (106) senators in the Senate of the Republic, Health, among others.

At the time this report is presented, the correlation of political forces has changed and the opposition has managed to organize the benches in a majority way to sabotage the approval of the reforms and the management of the Government of Change headed by President Gustavo Petro Urrego, a situation that is making the country ungovernable, profoundly weakening the credibility of the Colombian people in the alternative government that Colombia has today.

Nothing has been easy for President Petro, the big media, driven by its owners, gives him no margin for error. This has influenced public opinion. Despite this, and the fact that it does not have majorities in Congress or in public opinion, the government has rolled up its sleeves and has been able to fulfill part of what it promised:

He was able to implement more taxation for the rich, although the collection increased in income from individuals, it is not being charged to the 4,000 richest Colombians in the country as he had promised.

1. Inflation came down thanks to support for food production.
2. A plan was approved to save ICETEX debtors.
3. Progress is being made in reforming the countryside.
4. He was able to create the Ministry of Equality.
5. He carried out the restructuring of the ESMAD, at least partially.
6. Progress has been made in two of the pillars of this government, Total Peace and care for the environment, by ratifying the Escazú agreement, making a roadmap for the energy transition, and prohibiting fracking. Meanwhile, the dialogue with the ELN has entered its sixth cycle, and a path has been opened with the Central General Staff.

What hurts the national government the most is that the assassination of social leaders continues. In all of 2022, Iván Duque's last year, one hundred and eighty-nine (189) social leaders were murdered. In 2023, with Petro as president, one hundred and eighty-eight (188) social leaders and peace signatories have been murdered.

In contrast, inflation and unemployment fell, although in some parts of the country, such as Quibdó, it can exceed 25%. The historical gap between women and men in terms of employment opportunities remains. Between January 2023 and October 2023, the average employment rate for men was seventy point three percent (70.3%), in contrast to that of women at forty-five point eight percent (45.8%).

The Total Peace Policy has advanced positively with the ELN, a process that is under development with a bilateral ceasefire agreement, with itinerant roundtables in the different regions of the country where this insurgent group is present; the process with the FARC dissidents is currently suspended due to the non-compliance of the agreements by this insurgent group; Groups such as the Clan del Golfo and others linked to crime and drug trafficking have not taken off for different reasons, including the lack of a clear legal framework to advance dialogues with these groups that are not politically motivated. In general, the Policy of Total Peace has had many setbacks, but it continues to be insisted upon.

Finally, we would like to inform you that SINTRAEMSDES, with all its branches, has been supporting the mobilizations and actions in support of the Government of Change, because we believe that a positive change has been taking place for the workers and the most marginalized popular classes in the country; Likewise, the change has been noticed because the bourgeoisie and traditional politicians today organize and go out to mobilize in the streets against the policies of the Government of Change, which clearly indicates that the actions of President Gustavo Petro Urrego are well on the way in favor of the people discriminated against for centuries by the Colombian oligarchy.

Conclusion

The governance of the government of change is very complex for various reasons, among them because at the level of the Congress of the Republic there are no majorities to govern and President Petro maintains his anti-corruption policy and since there is no offer of bureaucracy to the traditional parties or congressmen, it makes them not interested in processing the reform proposed by the National Government.

Faced with this situation, President Gustavo Petro has launched the proposal to hold a Constituent Assembly, which will allow the establishment of a governance mechanism, generate a legal framework for total peace, as a priority to comply with the government plan.

SINTRAEMSDES will continue to work within the country for the growth of memberships to the trade union organization, the World Federation of Trade Unions and the UIS/SP&A; endorse the UIS/SP&A program for its strengthening in Latin America and the Caribbean.

4.6 SECRETARY FOR INFORMATION AND PUBLICITY, Cde. Liuz Andre Ferreira Costa (Brazil)

President Artur Sequeira, General Secretary Zola Saphetha, and all Directive committee members present here, the General Secretary of the Independent Unions Cde. Elia de Jesus, I greet you all on behalf of public service workers in Brazil and from our union. Allow me to start by making a short contextualization about the scenario of the world of work in Brazil. In 2015, a legal-parliamentary coup against President Dilma Rousseff took place. After that, there was a very strong

advance in the implementation of neoliberal policies in Brazil, based on privatizations, tertiaries and austerity laws that prevented the state from providing universal constitutional services such as health and education to the Brazilian population.

In a second moment, a labour reform attacked the rights of workers and private sector workers, creating forms of hiring that make labour relations precarious and reduce rights or workers.

In a second moment, already in the Bolsonaro government, there was a pension reform that will be hard felt in the next generations. And finally, they tried an administrative reform that definitely ended public service in Brazil. Fortunately, due to much struggle and union of public servants in Brazil, we managed to prevent it.

Now, with the progressive government of President Lula, the doors were opened for the advance on the main tool of struggle for public servants in Brazil. The ILO Resolution 151 that was ratified in 2014 and therefore has constitutional weight in Brazil, only exists in theory because in practice never had a regulation that effectively made its implementation feasible. And this is being corrected by a specific working group led by representatives of the Trade Unions and the Ministry of Labour and Employment. The text is at the final stage of preparation and will soon be sent to Congress.

So, I think this is the most important thing that is happening in Brazil about the world of work for the public service at the moment. We need to make the TUI grow and be more present in Latin America and Brazil. I am willing to seek new entities in my country and support in every way the work of comrade Perpetua, Vice-President of Latin America. As a suggestion from my portfolio, Information and Advertising, I would like to help in building a fast communication network to distribute material translated into all the languages that TUI has affiliated about what the TUI is and what it does, as well as keeping them updated on the actions of this executive committee.

For the issue of payments of membership fees, I suggest that the vice presidents have the list of their regional affiliates, as well as the contribution amounts to support the financial committee in collecting fees. I think language makes a big difference in this case.

I also suggest that an ideological political training program be formed with an official calendar that allows us to know the world realities and take advantage of the experiences of each place to improve our daily struggle.

Finally, I want to say that I am very honoured to be part of this select group of colleagues who are dedicated to working for a better quality of life for workers and for society in general.

I thank you.

4.7 SECRETARY FOR INTERNATIONAL SOLIDARITY, Cde. Diego Carpio (Mexico)

Trade unionism in Mexico is going through a critical stage due to the implementation of the labor reform, at the constitutional level in 2017 and the legal

level in 2019, which contemplates different structures of Labor Law and Labor Procedure, coins necessary topics such as conciliation . , teleworking, domestic workers, subcontracting and the different union concepts.

Democracy and union freedom, direct and secret free voting, collective bargaining, are long-term objectives, since unionism in Mexico is advancing, at a slow pace, but it is advancing, capitalism also lives off of unions, in them, they are a resistance to movement, have disguised themselves and taken control of people, who have lost control of their lives and left it to the discretion of the leaders who pursue and defend the employers' interests, reducing to the extreme the possibility of improvement and integral development of the workers and their families. They give little food to the poor, so that they remain poor, instead of creating conditions so that with effort and mutualism we can combat poverty and hunger in the world.

In Mexico, informality in employment exceeds 40 percent of the population, at least these are figures that the National Institute of Statistics and Geography (INEGI) has observed, however, reality always exceeds sampling and statistics, which represents informality. in the economy and specifically in labor relations. Considering that the current minimum wage is 248.93 pesos, about 15 dollars, so no one can earn less than 7,468 Mexican pesos, 451.75 dollars per month. In 2019, the minimum wage was 102 pesos, 6 dollars as a currency reference.

The current Government of the Republic, chaired by Comrade Andrés Manuel López Obrador and his policies, have allowed us to continue with a series of actions from the unions, generating class consciousness, collective commitment and reciprocity. It has happened in the private sector, private companies, but not in the public sector due to the lack of ratification of Convention 151 on labor relations in public administration and Convention 154 on collective bargaining, both of the International Labor Organization, Our constitutional and legal framework has broad protection for the worker, but not for the public servant in his or her nature as a working person. Human rights such as collective bargaining and freedom of association are denied and violated, anti-union practices and single unionization are a disease in my country, which is why we must work with the ILO and each government of each country and its legislators to reform fair and equitable laws that they adhere to the greatest protection of people, that laws do not impede their human freedom. Let's build a world where many worlds fit, all the worlds.

Talking about Collective Bargaining is not only about economic issues, but also about working conditions that allow employees and employers to establish criteria for mutual development and stability of the source of work, union democracy, is practiced every day, listening to people, their feelings, their needs and solving them. If we think that work is a right and a social duty, we must organize so that our people can move forward. Defending our natural resources, wetlands, water sources, forests, that is our priority. Good Public Administration is our right, but organizing and improving is our duty. Social progress through unionism, from the people to the people.

With the UIS SP&A of the FSM, we are going to achieve it.

The future is built every day, the change is within ourselves.

The Earth just wants peace, a little peace to have freedom!

4.8 VICE PRESIDENT AFRICA ARAB & MIDDLE EAST, Cde. Hesham Fouad (Egypt)

I would like to greet you all who are participating in this important meeting our TUI and would like to express our gratitude to the comrades who hosted the event for the good reception and kind hospitality. As we gather here the world is still suffering from economic problems even after end of the COVID-19 pandemic due to the Russian-Ukrainian war and capitalists neoliberal policies forced on workers around the world. The current destabilisation of the Middle East by the imperialist including the genocide taking place in Gaza has resulted in Egypt hosting more

than 9 million refugees, from different countries especially from the Nabour countries like Sudan, Syria and Libya and Palestine.

We are therefore pleading for the more solidarity with our country and all the displaced in our region. As a result of this our state is facing challenges in implementing programs and providing support to the poor as well as to the seasonal workers that come to our country including workers from Egypt.

5. CONCLUSIONS AND WAY FORWARD OF THE DIRECTIVE COMMITTEE MEETING

After the presentation of political overview by the General Secretary of our TUI, Cde. Zola Saphetha receiving the address from the General Secretary of the World Federation of Trade Unions, Cde. Pambis Kyritsis and comments made by members of the committee, the meeting agrees on conclusions and way forward as follows:

1. Grateful and thankful to the hosting trade unions, the Independent Union of Workers and Confederation of Workers and Union of Mexico for their warm welcome, great reception and hospitality which made us (as members of the Directive Committee) to feel home. With this, members of the Directive Committee on behalf of its more than 38 million members conveys word of appreciate and vote of thanks to all workers of Mexico and in Latin America and Caribbean Continent.

2. Appreciates the valuable ideological and revolution messages received from both General Secretaries – TUI and WFTU which grounded the discussions of the meeting and inspired the Committee to forge ahead with workers struggles and the working class revolution.

3. Once again, the first sitting of the Directive Committee post the XIV International Congress affirms the resounding and successful international congress and thank the SINTREAMEDSE, workers and the working class of Colombia and people of Bogota in particular for such a milestone in the history of our TUI.

4. Generally, it appreciates the work done thus far from international congress held in November 2023 and regarded the preparations to this first sitting of the directive committee taking place on the 16th to 17th March 2024 in Chiapas as work in progress.

5. Immediately rejects and condemns the abuse of our General Secretary and headquarters staff by the Deputy General Secretary with all contempt it deserves. In this regard, the President, General Secretary and Vice-President Asia-Pacific should urgently convene a meeting with the DGS and Secretary of Finance Controls Committee in order to ascertain their willingness and availability to serve the International Trade Union – Public Service and Allied and provide a detail report in the first Secretariat meeting for discussion and guidance.

6. Cde. Diego Carpio who was elected as a member of the Finance Controls Commission is shifted into the working committee of the International Solidarity as the Secretary given motivation and reasons provided in the meeting.

7. Cde. Martha Monica who was elected as Secretary for the Working Committee of Women is shifted into the position of the Vice-President of the Working Committee of Women. With the vacancy created, Brazil is given a responsibility of providing a name to fill the position of Secretary for the Working Committee of Women before the first sitting of the Secretariat of 2024 for confirmation.

8. President Artur is tasked to consult with trade unions of public service and allied in Portugal for the position of Secretary for Europe Coordinating Committee. If all fails, Cyprus should assist by providing a name befitting to fill the position. A report in this regard should be summited in the first meeting of the Secretariat for confirmation.

9. The General Secretary is mandated to visit Africa Francophone with the view to establish challenges facing the region and where necessary intervene or

support the region. A full report should be tabled in the Secretariat meeting for discussions and decision.

10. Africa English is requested to submit a befitting name preferable a female to replace Cde. Diego in the Finance Controls Commission before the sitting of the Secretariat of 2024.

11. After presentation of the cleaned-up amendments to the Statute, the meeting signs-off the Statute and call on the General Secretary and President to immediately sign and circulate as the latest Statute for implementation and guidance to the overall work of our TUI. The approved Statute is attached to this document as annexure A.

12. After cleaning the addendum to the Statute, the meeting signs-off the policy on functioning of committees for implementation and guidance in operationalizing committees as engines of our TUI. It further accepts the clarification on power relations of structures or committees including the organogram as attached as annexure B of this document.

13. After presentation of the cleaned-up Strategic Perspective and Priorities document, the meeting signs-off the document as a living organism as a guide to action as annexure C of this document.

14. The five year programme of action as adopted by the XIV International Congress is signed-off for implementation as annexure D of this document.

15. The Plan of Action anchored by the thematic theme for the year 2024 accepted with amendment particularly on the dates. The approved 2024 Plan of Action is attached on the way forward as annexure E of this document.

6. DECLARATION OF THE DIRECTIVE COMMITTEE MEETING

Held In San Cristobal de las Casas, Chiapas, Mexico

(16-17 March 2024)

The Directive Committee held a successful hybrid meeting in San Cristobal, Mexico on the 16th to 17th of March 2024 attended by seventeen members of the Directive, fourteen (14) of whom were physically present and three (3) connected through zoom with two (2) observers (Mexico and Brazil); preceded by a two day induction meant to ground the newly elected members of the Directive Committee on theoretical understanding as the most organized contingent of the working class – workers in order to appreciate the world outlook as basis to help discussions in the meeting of the Directive Committee.

On the international front, the meeting recognise the outlook of the global capitalist economy remains shaky and the world capitalist economic crisis continues to slow down growth rates in every country but a handful.

Even the marginal post-pandemic recovery is hamstrung by the global economic crisis. It further argued that the last decade undoubtedly was an expression of neo-liberalism's complete ideological capitulation.

However, its bankruptcy has been expressed by utter failure in providing any solution to the global capitalist crisis. Neoliberalism has only succeeded in its relentless maximisation of profits, concentrating and centralising it amongst a tiny global elites, at the expense of the rest of working people.

As such, global wealth and income inequalities continue to widen, with shameful consequences and burdens on the people. In the present circumstances, the façade of rising exploitation of working people has unravelled.

More workers have to work longer hours with an erosion of their incomes. Thus the people are burdened with greater miseries. None of the superstructure of capitalist states can resolve the crisis without a simultaneous exacerbation of its tendency to depress profits.

As a result, capitalists have increased working hours in spite of the introduction of new technologies and increased productivity of labour. This is an issue of the material clash between capitalist forces and the class-oriented trade union movement globally, around which the trade unions are advancing widespread demand for a 35-hour working week.

In recognising these ideological, economic and socio-economic challenges, we are inspired by both the resolutions and declaration of our TUI XIV International Congress Colombia which serve as a guide to all our activities and programs for the next five year.

Equally, we draw strength and revolutionary hope from the commitment and dedication expressed in concrete terms by the outcomes of this meeting and affirms the need to undertake a revolutionary fight for the new world order based on the abolishment of exploitation of man by man, mutual beneficial relations between states and peoples, peace, sustainable development for the satisfaction of social needs, justice and solidarity.

It is for this reason that class oriented trade unions like ours must always know that capitalism feeds into human misery and exploitation and survives by leaping from one crisis to another – worsening the plight of the working people at all material times.

The Directive Committee therefore re-emphasise the point that the current dominance of imperialism poses an unjust and unsustainable international order, intensifies exploitation and worsens the conditions of the working people and the working class as a whole.

Hence the Directive Committee in its sitting processed the XIV International outcomes, deliberated on building a strong, fighting and campaigning Trade Union International of Public Service and Allied Workers.

Make a political assessment of the International situation and the plight of public service workers and the working class globally.

- Deliberate on building a strong TUI-PS&A in all continents and increase its presence in countries.
- Interact with the Confederation of Mexican Workers and Trade Unions, and the Independent Union of Workers at the Service of the Municipality of San Cristóbal de las Casas on the plight of public service workers in Mexico.
- Rectify and adopt the TUI program of action that will be implemented over the next five year term of office of the newly elected leadership.

After receiving extensive reports on the issues tabled above and in debt deliberations, the meeting made the following observations and commitments in relation to its work:

1. **On the recently held congress in Colombia**

   The Directive Committee noted that its meeting is convened just three months since the successful congress in Colombia that defied all expectations. That congress tasked the elected collective with producing a post congress bulletin, in December 2023, reporting on the congress deliberations and outcomes. The new Directive Committee was also tasked with formalizing and streamlining the congress decision to establish the following committees;

   a) Working committee on information and publicity
   b) Working committee on international solidarity
   c) Working committee on women
   d) Working committee on youth and
   e) Regional/continental committees

The Directive Committee has managed to accomplish all of the above tasks, and it is expected that these committees will greatly increase the reach of our TUI while also involving more members of our affiliates into the work of our TUI. The committee resolved to ensure that these committees function as efficiently as possible and understand their tasks.

2. **Assessment of the International Situation**

   On the international situation, the Directive Committee noted the increasing tensions and conflicts on the global stage, and the deteriorating working conditions and living standards of workers in many parts of the world. The meeting was in no doubt that the US led imperialist camp is the main instigator of these tensions, conflicts and deteriorating living and working conditions of the working class in the world.

   The TUI is of the firm view that the NATO instigated war in Ukraine, the US sponsored genocide against Palestinians in Gaza, and the illegal and inhumane US economic blockade of Cuba, the destabilization in Libya and Syria are an indicator of the extent of the US involvement in destabilizing the world and sowing misery in every corner of the globe.

The meeting also noted the attacks on public sector workers' wages, working conditions, job security and living standards brought about the policy of neoliberalism and economic austerity pursued by many governments. This anti-working class policies are aimed at making the working class pay for the shortcomings of the capitalist system which benefit the rich.

The meeting believes that this calls for an intensification of workplace and community struggles to defeat the demon of neoliberalism and capitalism. The Directive Committee is believes that the working class needs to wage determined struggles against the privatisation of healthcare, education, transport, water provision and neoliberal pension reforms aimed at further depleting the already meagre livelihoods of working people.

3. Building the TUI in all continents

The Directive Committee also noted the need to intensify the work of the TUI in all continents and spread its presence to more countries. The TUI plays an important role in advocating for workers' rights and advancing the broader class struggle in the public sector as a component of the larger international working class movement. In this regard; the Directive Committee believes that it should fight for the defence and extension of public sector workers' rights in all countries.

The meeting encouraged its affiliates, regional and continental structure to cooperate and establish joint campaigns and closer working relations with communist parties, socialist formations and other relevant working class organizations in different countries. This is informed by the believe in the centrality of working class unity and solidarity as an important perquisite for waging working class struggles and growing the organizations of workers and the working class.

4. The situation in Mexico

The meeting was also briefed on the situation in Mexico and the conditions confronting workers. What was clear, is that the conditions confronting worker in Mexico are not unique to Mexico. Workers in the world face a common enemy and struggle everywhere; which is the attempt to weaken their ability to resists neoliberalism, capitalist barbarity and to organize themselves.

The worker representative from the Confederation of Mexican Workers and Trade Unions, and the Independent Union of Workers at the Service of the Municipality of San Cristóbal de las Casas raised the following demands, which the committee agreed with:

- For the Mexican government to respect the right to freedom of association and to respect the rights of trade unions in accordance with Convention 151 of the International Labor Organization (ILO).
- That under Conventions 151 and 154 of the International Labor Organization, Mexican trade unions must enjoy the rights to unionization and collective bargaining.
- That the Mexican government engage in meaningful consultation with all trade union organisations on labour legislation reform and promulgation.

- Compliance of all government authorities with all rulings issued by judicial bodies, in favor workers, in labor matters.
- Respect for the autonomy of trade union and their protection from violence, repression, harassment and unjustified unfair dismissals.
- Provide decent wages and social security for the workers and the people.
- Effectively combat crime in San Cristobal to prevent the destabilization of the lives of ordinary people.
- Respect and care for all the aquifers, wetlands and ecosystems that give life to local communities, and
- Respect the communal rights of indigenous communities of Chiapas, so that they can live a dignified life, in accordance with their culture, free of violence, threats of displacement and discrimination.

The Directive Committee, through the office of the General Secretary, commit to work closely with the relevant unions in Mexico while monitoring the progress on these issues raised above.

5. Five year programme of action of the TUI

Guide by the deliberations, policy positions and resolutions of its recently concluded congress, the Directive Committee identified the following issues and activities as the primary focus areas of its work in the next five years:

- WFTU International Day of Action
- Cuba solidarity campaign
- Palestine solidarity campaign
- Defending Venezuela against the imperialist onslaught
- Support the struggle of Western Sahara
- Work to strengthen the TUI in Africa French speaking regions.
- Conduct anti-privatisation campaigns.
- Demand free quality public services from governments.
- Defend secured quality jobs in the public service and
- Defend collective bargaining.

The above issues will constitute the content of the five-year programme of action of the TUI. The Directive Committee will ensure that these issues are adapted into weekly, monthly and yearly programs that are to be adopted and implemented at the different levels of the TUI.

Conclusion

The Directive Committee members are unanimous in their view that their first meeting was a resounding success in clarifying their responsibilities and tasks in executing and monitoring the work of the TUI. What remains is for the structures of the TUI to effectively implement the program of the TUI in the next five years in a manner that will make a material difference in the lives of public sector workers and those who rely on state provided public services to meet their basic needs.