

CREATION OF THE AMERICAN INTERSECTORIAL COMMITTEE OF PUBLIC SERVICES INTERNATIONAL

The success of the sectorial growth strategy of PSI

Throughout the last five years, Public Services International in world level and, especially in the Inter-Americas region has successfully advanced in its sectorial strategy growth. The statutory meetings - IAMRECs, SUBRACs, and the Regional Conferences - following the guidelines of the Work Plans adopted at the World Congresses of Vienna and Durban - endorsed the development of working spaces, networks and Confederations through which the affiliates were grouped according to the belonging to some specific sector within the ample representation space of our organization.

As a result of this policy, in Latin America, important organizations were constituted in the field of the control bodies - ULATOC -, the personnel of the Universities - CONTUA -, the judiciary - CLTJ -, the Customs Federation - FRASUR - joined PSI, the work of the Central Administration sector was strengthened, the Municipal Confederation was created - CONTRAM -, the Water and Sanitation sector was enhanced re-boosting the CONTAGUA, the Legislative Sector was constituted - CONTLAC -, and the final shape of the health sector is pending.

This experience, very positively assessed by the trade unions and the PSI bodies, began spreading towards North America and the global level. In the last Regional Conference held in Mexico, the affiliates from North America actively participated in the sectorial meetings and some of them are already becoming integrated organically to them. At the same time, two regional experiences begin a globalizing route, as the case of the university workers who joined the recent World Network of Educational Support Workers, and the Control trade unions which aspire to the constitution of a world level working space.

A higher level of representation and membership, more workload, generation of identification of the grassroots trade unions with the international trade union tasks, more active and direct solidarity, affiliates dedicating more resources to their international tasks, more interest in PSI, quality improvement in the debates: these are some of the results that the actors identify in this process and, at the same time, they foresee the possibility of greater growth for the next years.

These Networks and Confederations have designed their own sectorial work plans. Taking the main points of the Regional and Global Action Plan of the PSI as a basis, the sectors have prioritized some points over others and designed strategies for growth. Statutory organization has been given and the sectors chose their own

authorities. The sectors develop their meetings with high levels of autonomy and they interact with the structures of the PSI staff.

The need to incorporate the sectors to the decision-making structures.

Currently, the structure of PSI is fundamentally sustained on the territorial representation, spreading out towards gender and youth representation, but also based upon the territorial aspect. Both in the IAMREC and in the SUBRACs, in synchrony with the organization at world level, the structure of PSI is sustained in the regional and sub-regional representation spaces. Those who participate in these spaces do so according to their sub-regions, and the work agenda revolves around the general issues. It is fine but undoubtedly, some issues remain untreated and the lack of coordination in many areas is already beginning to be noticed.

In recent years, regional and sub-regional agendas have tried to open spaces for sectorial issues. This was very important, especially in the workshops and meetings that were carried out in the Conference in Mexico. However, we have not advanced in the definition of a common sphere of the sectors that generate synergy among them and enhance the activities of PSI yet.

Since the sectors have their own organization dynamics, and authorities elected by them, their dynamics exceed the sub-regional space and agendas overlap. In truth, not all affiliates, due to budget reasons, participate in the SUBRACs; on the other hand, the participation is more important in the statutory meetings of the sectors. Many times, sectorial spaces are projected in the SUBRACs in which, due to financial issues, the affiliates cannot participate, becoming "weak" in participation and without operational capacity. At the same time, due to the effect of lack of coordination, spaces are proposed in the SUBRACs for debates "without agenda", and the conjunctural debates already took place in their own meetings sector.

At the same time, sectors have become organized regionally and their meetings and their work agendas, although accepting some sub-regional issues, fundamentally have focused, due to scale reasons, on economy and rationality in the employment of resources, to the regional sphere.

For this reason we sustain that the growth of the sectors obliges us to reflect about the need of upgrading the regional structure of PSI for it to adapt to this new reality, incorporating a new space to allow the inter sectorial dialogue, the joint adoption of subjects in the Work Plans of the sectors, the economy of financial resources avoiding the overlapping of meetings, the full knowledge of the sectorial authorities on the strategy defined in the IAMRECs and, reciprocally, that of the territorial structures in relation to the sectorial activity.

It is also important to have a space within PSI where the sectorial representation can express itself as it cannot be left out of the decision-making scheme. The authorities of the sectors arise from an internal democratic process that

does not involve sub-regional schemes by "territorial quota". The men and women that lead the sectors in representation of their trade unions must be able to have an influence, due to the representation they exercise, at the highest levels of decision-making. And not always, naturally, the sub-regional representation coincides with the sectorial one. One of the keys of success of the democratic organizations is to sit everyone involved around the table, both male and female, who have an incidence on the strategic processes. For this to be so in PSI, it is necessary to broaden the participation levels, including the voice of the sectors.

Creation of the American Inter-sectorial Committee of Public Services International - CINTERAM.

The adoption of statute changes requires, logically, of time and previous mechanisms that must cast a look at regional and global levels. The development of the sectors has grown a lot in the inter-Americas region and it expands at a global level but, logically, the building of world structures necessarily takes place at a slower pace and with shorter steps. It is for this reason that we propose the creation at the American level, with the due support of the IAMREC and of our General Secretary, of an "Advisory Committee" called "*American Inter-sectorial Committee of Public Services International - CINTERAM*".

The CINTERAM will meet once a year, within the framework of the IAMREC meeting, and its work will be structured in the following way:

1 - The CINTERAM will be coordinated "*pro-tempore*" by the man or woman responsible for a sector, according to a schedule that will be appointed in their first meeting.

2 - Of the CINTERAM annual meeting will also participate the Co-chairman and Co-chairwoman, the Regional Secretary and those members of the PSI Staff who coordinate sectorial activities. Since this is an open meeting, all the IAMREC members will be invited to attend.

3 - The CINTERAM agenda will be made up by the Coordinator in agreement with the Regional Secretary and the Co-chairman and Co-chairwoman, addressing the following general themes, beyond the conjunctural ones to be defined conjuncturally:

- Analysis of the Action Plan of each of the sectors, development of the previous year and perspectives for the following year.
- Articulation of a common matrix in the sectors agenda, linked with the PSI agenda.
- Adoption and enforcement of policy sectors to promote the gender equality that drives PSI. Advances and Strategies.
- Setting of an agenda of meetings, articulated among the sectors that will allow enhancing the use of the financial resources.
- Analysis of the IAMREC agenda.

Methodology for the debate of this proposal.

We propose that our Co-chairman and Co-chairwoman and the Regional Secretariat that, in case of counting with their agreement, send out copies of the present proposal to the affiliates for its analysis in the SUBRACs, as well as to the sectorial instances, taking note of the considerations, for their debate on the occasion of the IAMREC that will be held in Puerto Rico at the end of March.