



## **Declaration of Young Workers of the Inter-American Region**

*Mexico, April 21st, 2015*

PSI World Congress in Vienna, in 2007, adopted resolution no. 20, which covered succession planning through a more intensive and constructive participation of young workers. PSI considers young workers as the foundation of union organization, and has in mind that often among them we will find future leaders, with the abilities required by the union movement. Therefore, not only resources were committed to conduct training programs, but also measures were adopted to ensure the participation of young representatives in the statutory international meetings - at sub-regional, regional and Executive Board levels.

This confirms PSI's commitment to encouraging youth participation in the structures of this organization, but it is still necessary that unions lead the way and understand the importance of young workers as strategic actors in the strengthening of the organizations. We are not only the future of the labor movement, we are the present and we want to be the driving force in the PSI and trade union's strengthening processes.

While young workers gathered at the Regional Meeting on April 21st, 2015, recognized that progress has been made in recent years in terms of youth organization, education and capacity training to empower them in decision-making positions, they also considered that the trade union advocacy developed by the committees on the respective organizations, which means, ultimately, to lift struggle platforms under a youth perspective improving work conditions as a whole, is still insufficient. This is probably due to the lack of coordination in the region to jointly cope with the negative effects of structural reforms in the public sector and the

privatization of many services, which end up impacting the quality of employment, especially for young workers, with regard to the entry conditions (precarious contracts) and career development (lack of training and promotion).

## **Operating Plan (2015-2020)**

### **Structure and advocacy**

- To pursue the priorities defined by the Regional Youth Committee (Decent Work, Communication Channels and Structure) and operationalize these themes at sub-regional and country levels. In the short term, forge ahead the Communications Plan developed by the Youth Committee of Mexico, Central America and Dominican Republic, which proposes the improvement of communication channels in the region.
- To develop a proposal for PSI's statutes reform to incorporate the Youth Committee in the global, regional, sub-regional and national structures, in the same way as the Women's Committee (WOC).

### **Strategic alliances**

- To develop strategic partnerships with other youth organizations working in the region, engage PSI Youth in the TUCA campaign "Give me those five" and coordinate joint actions to be carried out during 2015.

### **Education and training**

- To bring back Youth projects to the sub-regions and create a regional project to strengthen the coordination and work developed by the young workers of Inter-America. Projects that, in any case, should be gender, LGBT and race mainstreaming.
- To search for international cooperation within trade union organizations for the development of training modules and the union school project.
- To promote an annual Inter-America Region Young Workers meeting and that this activity is considered within PSI's budget in the region.
- To creation of a trade union school for each subregion, with well-developed content and a curriculum that could be replicated in each country with special training modules on trade union matters.

### **Advocacy**

- Getting young people to participate and influence the discussion of international organizations relating to the labor market (ILO, UN, COSATE).
- To influence youth related political and institutional government structures requesting the creation of spaces for young trade unionists to participate in the analysis and decision making processes and in the construction of proposals involving young workers
- To conduct political advocacy the reporting of precarious work conditions and flexible working arrangements, TISA and decent work,
- The elaboration of joint declarations and actions among youth organizations on any action that seeks the privatization of any public service, discrimination based on sexual orientation, gender, among others.

### **Communication channels**

- The elaboration of a monthly online newsletter to share information on activities, project development and good labor practices related to youth.
- Maximum use of ICT's and social media to generate information platforms and experiences.