



## Resolution

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The future of  
work in  
**democracy:**  
with **strong**  
**unions** and  
more rights

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Updated 4th CSA Congress  
Period 2021-2025



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**Trade Union Confederation of  
Workers of the Americas - TUCA**

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# 4<sup>th</sup> TUCA

CONGRESS

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The future of work in **democracy**:  
with **strong unions** and more rights





# RESOLUTION



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# **I. ANALYSIS OF THE CURRENT SITUATION**





# I. ANALYSIS OF THE CURRENT SITUATION

- 1.** The crisis of employment and democracies began before the outbreak of the SARS-CoV-2 (COVID-19) pandemic. The prior tensions in our region and the world have now been compounded by the situation generated by the pandemic that is swiftly installing, deepening and exacerbating previous trends of deterioration of the living conditions and decent work for the majority of the population. Above all, the pandemic exposed many negative consequences in terms of inequality, social protection and social justice caused by the recent decades of neoliberal politics.
- 2.** Government measures and the response of companies to contain the spread of COVID-19 and address the crisis have not mitigated the situation and have actually made it worse. In most countries, government measures have been designed to favor the business financial sector, disregarding their obligation to defend the population. Once again, the business sector responded with anti-labor policies, taking advantage of the health crisis to declare bankruptcy, suspend the employment relationship and/or dismiss their workers.
- 3.** The magnitude and speed of the pandemic, as well as the depth and generalization of the crisis throughout the planet are described as the most significant event in the first twenty years of the 21st century. The economic, social, political and cultural impacts of the greatest crisis in recent decades are still incalculable. In this regard, the determination of the international trade union movement has been clear, demanding that the decision that governments and international organizations must make, and continue to make, to address the crisis is to make available all the resources required to resolve workers' health, nutrition and life.
- 4.** Before the pandemic, we also witnessed the complex international situation whose most important aspects and characteristics focus on the confrontation between the United States, Russia and China, the internal tensions in the European Union and the ongoing crisis in the Middle East. Each of these stakeholders has assembled strong groups of political, military and commercial allies. The confrontation between the superpowers is closely linked to the decision of the governments of these countries to protect their businesses, their markets and their actions.

**5.** In the period prior to the pandemic, reactionary and fascist political forces seeking to manipulate people's fears, foster individualism, destroy the collective organization of peoples and encourage the hegemony of neoliberal and conservative policies were already present and active.

**6.** We highlight some of these events due to their imprint and international projection. First, the victory of Brexit, which determined Great Britain's withdrawal from the agreement with the European Union. Second, the election of Donald Trump to the presidency of the United States and then the defeat of the peace proposal in the Colombian plebiscite, both events occurring in 2016. Later, the victory of Jair Bolsonaro in the Brazilian presidential election in 2018. In 2020, denialism and manipulation of the origin and consequences of the COVID-19 virus, which has generated hundreds of thousands of deaths and strained democratic systems in several countries. Lastly, the attempted coup in the United States by rightist elements and white supremacists on January 6, 2021.

**7.** In the region, we observe the reinstatement of right-wing governments with their discourse proclaiming the end of the progressive cycle and imposing an agenda that exacerbates hatred and class-biased revenge. Discriminatory discourses, that legitimize violence generate "anti-politics" and manipulate people's feelings, are a means to achieve the true objectives of such political projects. Extreme concentration of wealth and the advance of economic power over politics are on the rise. Democracies are captured by the interests of transnational corporations and in alliance with political elites, national oligarchies and concentrated mass media.



**8.** Regressive policies prior to the pandemic are the result of pressure from international financial institutions, especially the International Monetary Fund (IMF), the Inter-American Development Bank (IADB), the World Bank (WB), the Organization for Economic Cooperation & Development (OECD) and the World Trade Organization (WTO). Once the pandemic began, these institutions continued to operate as instruments of action for international finance capital, representing their interests in the territories. These organizations renewed their presence on the continent hand-in-hand with those who impose and support conservative economic programs that are already being implemented. In 2020 the new cycle of external indebtedness grows stronger in the countries of the region, strongly conditioning the sovereign decisions of democratic governments as may be observed in the destination of the funds received that were used mainly to bailout the business sector, without necessarily meeting the real needs of the population. These agendas collide and contradict the agendas of gender equality, human rights and labor rights of the International Labour Organization (ILO) and the Sustainable Development Goals (SDGs) promoted by the United Nations global governance.

**9.** Globally, Latin America and the Caribbean is the region most affected by the economic and social impact of the pandemic. A recession of unprecedented magnitude. For 2020, the IMF estimates a drop of -9.4% in the regional GDP. According to data published by the ILO, during the first three quarters of 2020, hours worked decreased 20.9%, work-based income shrank 19.3%. Thirty-four million workers lost their jobs, some temporarily (due to suspensions or reduced working hours) and others permanently. Women and youth up to 24 years of age are the most affected by the employment crisis and pre-existing gaps have widened. Subsequently, in their joint report on Labor Situation in Latin America and the Caribbean dated November 2020, ECLAC and the ILO estimate a loss of approximately 47 million jobs in the region with respect to the previous year in the second quarter of the year. Most people who lost their jobs did not find opportunities for early reinstatement or, due to mobility restrictions, they withdrew from the workforce.

**10.** The vaccination process that represents an end to the health emergency has occurred unevenly, following the asymmetries and inequalities between countries and regions in the world. It is important to underscore and recognize the success of science to provide effective vaccines against the COVID-19 virus to the world. However, this issue is traversed by the power of the world's big pharma, stimulated by public resources and State support from the countries of origin. Despite this, the price of vaccines becomes an actual impediment to the access of poor and developing countries. In addition, the vaccines produced were quickly monopolized by the 10 most powerful economies, leaving most of the world's countries in precarious conditions to access them. Our countries have largely been subjected to dependence on the COVAX mechanism for their purchase. Protected by the use

of patents, intellectual property and confidentiality clauses, pharmaceutical corporations have subjected countries to undignified conditions to access the vaccines. In Latin America, this becomes even more important given the fragile healthcare systems, privatized and put at the service of business and profit. Business sectors press to purchase the vaccines directly, compounding the privatization of access to health. Therefore, it is essential to insist on the elimination of patents, for the vaccine to be for all.

**11.** One of the unprecedented characteristics of this crisis is the massive departure of the labor force, which is not reflected in the unemployment rates. A significant percentage of this new “inactive” population declares that they are available to return to work, revealing the transitory and forced nature of their situation. The second unprecedented characteristic is that it affected more informal self-employed workers than wage earners. We are referring to a highly significant and broad stratum of the regional labor market without access to social protection, public services, healthcare, education, decent housing, and excluded from labor rights, collective bargaining and union organizing. This sector of the working class is undergoing this crisis with even greater deprivations that affect the right to life and food.

**12.** According to ECLAC, Afrodescendants account for 21% in the territory and are lagging behind in most socioeconomic indicators; they are the most persistent segment of the region’s population living in poverty as a result of their history of structural and endemic marginalization and subjugation, discrimination and racism. Inequality is historic and has been compounded by the COVID-19 pandemic.

**13.** Hunger has once again become a leading feature in our societies. According to UN agencies in 2019, 47.7 million people in Latin America and the Caribbean went hungry and, with the COVID-19 crisis, estimations indicate that more than 67 million Latin Americans will go hungry in 2030. In other words, if hunger currently affects 7.4% of the Latin American and Caribbean population, the forecast is that hunger will affect almost 10% in 2030. These data impact and compromise the fulfillment of the SDGs in the region, especially of SDG 2, which envisages zero hunger in 2030. The rise of hunger in the region and its social consequences should be a priority of the trade union movement’s actions.



**14.** A key feature of the current transformations is the presence of profound technological changes that impact labor processes and conditions, the organization of production and the ways of life of people in general. Technological instruments are conditioning the forms of sociability and the factual economic and political powers by manipulating them. Since the first industrial revolution in the late 18th century, technologies were never “the problem” of the working class. Their problem used to be the social norms with which capital pushed their use. It’s the same now. The novelty now is the imaginary transformation of precarized workers into ‘entrepreneurs’.

**15.** The imaginary of entrepreneurship, once reserved for business management, today has become part of the common sense of the population and permeates culture through the media, social networks and it is even the narrative used by government authorities. Ultimately, it is a matter of separating workers from their class collective, fragmenting their organizing capacity and weakening their historical instrument, i.e. trade unions. The outbreak of the pandemic has exacerbated the magnitude and impact of some of the abovementioned trends. The measures to restrict the mobility of people have made teleworking partially and/or totally mandatory. A sort of planetary test globe that involved the abrupt transition, without guarantee of labor rights such as respect for the work hours, the right to disconnect, the right to rest and to reconcile work and private/family life.

**16.** The suspension of in-person activities in educational institutions also exacerbated the crisis, as well as the unequal distribution of care to the detriment mainly of women workers, who have been most affected by unemployment and loss of income. In order to achieve family survival at home, women, mostly, developed strategies to sustain life and food that have involved more time assigned to household and extra-household tasks.

**17.** In addition, in most cases, workers themselves have to cover the costs of the means to work, the equipment and connectivity. This has generated serious breaches of collective bargaining agreements and labor law in almost all countries, generating conditions for the permanent installation of this labor modality in countless companies in all economic sectors, especially in services and commerce, which have proven its advantages in terms of cost reduction, greater control offered by digital technologies, fragmentation of labor collectives and neutralization of the historical tools of trade unions to make demands and champion workers’ rights.

**18.** The debate on the work of the future is deeply political and with consequences on the design of the future society, we cannot let the market determine its configuration.

Digitization, automation, artificial intelligence, the internet of things, among other associated innovations, mostly affect the working class as a whole. As they now stand, they reinforce pre-existing class and racial biases, as well as tendencies towards precarity and deterioration of living and working conditions. The business model with digital platforms (apps) as novelty enhances corporate tools to increase their profit margin and evade their tax obligations and responsibilities as employers. Today this model proposes precarity 4.0. a job without social security, without minimum wage or collective bargaining, without defined working hours, in short, without trade unions.

**19.** One of the main challenges for trade union organizations is to represent this new reality in the world of work. Organizing strategies are required to overcome the fractures and fragmentation imposed by the labor market, summon the new subjectivities and labor collectives, and guarantee rights for all workers.

**20.** Another sign observed prior to the pandemic and that characterizes these times of multiple crises, comes hand-in-hand with the rise in migratory and refugee flows. The causes are multidimensional and respond fundamentally to political and economic reasons: the failure of neoliberal policies, asymmetries in the development of regions and countries, armed conflicts in the territories, the impacts of the environmental crisis and climate change, among others. The political responses to this phenomenon are different in the countries of the north and countries of the south. Alarmingly, conservative political projects have incorporated anti-migrant and openly xenophobic political programs, in many cases feeding fear of “the other”. The scenario created by the pandemic will further harm migrant workers.

**21.** We are also experiencing a deepening environmental crisis and its structural causes continue unrecognized, although they pertain to the capitalist system itself and the mode of accumulation, production, distribution and consumption it imposes. The climate negotiations taking place in the framework of the United Nations Framework Convention on Climate Change (UNFCCC) do not suffice to reach the goal of limiting the rise of global average temperature to less than 2°C based on the reduction of Greenhouse Gas emissions. The obligation of industrialized countries to assume their responsibility for the climate crisis and the policies to address it, is not recognized. A group of governments has started to question and ignore the reports of the Intergovernmental Panel on Climate Change (IPCC) detailing the scientific grounds of the climate crisis, which are the backbone of UNFCCC negotiations.



**22.** The capture of climate negotiations by the interests of transnational corporations, the financial market and central governments is growing. As a result, the structural causes of this crisis are not addressed and false solutions continue to be proposed. This was demonstrated with the signing of the Paris Agreement in 2015, which, although it could have been a key instrument for the parties to adopt binding commitments regarding mitigation, adaptation, financing and technology transfer, was reduced to a tool that, in addition to not incorporating binding commitments to achieve the goal of stabilizing the climate system, is diluting the principle of common, but differentiated, responsibilities.

**23.** In several countries, social movements and grassroots communities are attacked and murdered every day. The democratic rule of law presupposes the right to life and to security. Increasingly, the police are used to kill the poor and protect private property. A system of corruption, collusion and impunity with organized crime is generating generalized instability; however, black people are the most affected in the continent. For example, in Brazil, every 23 minutes a young black man is murdered. In the United States, the police also repress African-Americans and Latinos.

**24.** Another characteristic aggravated in recent years, and of particular concern, is the growing influence of the different conservative churches and sects rolling out in the territories. In some countries of the Americas, the influence of these churches has reached politics by directing the vote of broad sectors using a gamut of mechanisms of cultural impact (sports, music and publishing labels, mutual services, movies and TV channels). Thus, some ultra-conservative figures have shielded themselves in these churches, and with speeches inciting hatred, male chauvinism, misogyny and homophobia are now part of the Legislative Branch and have accessed high level government positions. These religious collectives that are now an integral part of the right-wing social movement have also been identified as promoters and active architects of the coup d'états in Brazil and Bolivia.

**25.** Some extremely serious situations are rehabilitating a war scenario in the south of the Americas and threaten the preservation of peace and human rights throughout the region. After seven years of Peace negotiations and more than three years after the Havana agreement, Colombia is experiencing a serious setback. In 2019, the stagnation of the process escalated into the policy of “zero tolerance” of the ultra-right government of Iván Duque, which combines a package of neoliberal measures with repressive actions of enormous magnitude that intensified the scenario of extermination, violence, assassinations and criminalization of indigenous people, peasants and trade unionists, a situation that deepened in 2020 amid the pandemic The TUCA has denounced and will continue to denounce



the other pandemic that is not talked about: threats and attacks against trade union leaders, massacres of grassroots leaders and activists defending human rights, indigenous peoples and the environment.

**26.** In the case of Venezuela, this is linked to the deterioration of the country's political, social and economic situation. In addition to the inability of the government to address the serious problems of the population, the sanctions and economic blockade imposed by the United States and the European Union (EU) are also causing serious problems in terms of health, nutrition, electricity, communication and other basic services. The deterioration and loss of the value of wages in an informally dollarized economy make the economic survival of working families almost impossible. The migratory crisis, internationally stimulated and exploited, is an indicator of the country's dramatic situation.

**27.** The conflict is becoming regional with the complicity of a group of governments, led by the United States, that are promoting different agendas of destabilization and attacks. In 2019, this group of countries supported the self-proclamation of the president of the National Assembly as alleged president in charge of the republic and responsible for an attempted coup, as well as the radicalization of sanctions and the economic blockade. The role of the Secretary General of the Organization of American States (OAS), Luis Almagro, has been especially detrimental to the Venezuelan crisis, constantly encouraging political and military interventions in the region seeking to overthrow the government. In the midst of the pandemic, there was even a mercenary incursion staged from Colombia, supported and financed by violent opposition factors, resulting in several deaths and detainees. The election of the new National Assembly of Venezuela in December 2020, with a large majority in favor of the ruling party and with the presence of a part of the democratic opposition, opened a new chapter in the country's political dynamics. The United States has not modified its policy towards Venezuela.





**28.** Similarly, we are extremely concerned about the interruption of democratic processes with the coups d'état in Brazil in 2016 and Bolivia in 2019, the most recent antecedents of which are the coups d'état in Honduras in 2009 and Paraguay in 2012. The coup in Brazil was the result of an articulation between conservative sectors of parliament and the judiciary, as well as representatives of the dominant elites and mainstream media seeking to interrupt the cycle of social and geopolitical advances in Brazil. The coup had two phases: first, the ousting of President Dilma Rousseff and then the illegal detention of Luiz Inácio Lula da Silva to prevent his presidential candidacy. The coup was also expressed in an aggressive policy of freezing social investment, privatization in strategic sectors, and labor and social security reforms between 2016 and 2018, culminating with the presidential election of Bolsonaro.

**29.** The Plurinational State of Bolivia was experiencing a process of transformation and progress seeking to benefit the popular sectors. It was the country that had most advanced in terms of economic stability and social inclusion in the region. And as part of a destabilization agenda, internal and external conditions were deliberately staged for a coup. Trade unionism of the Americas condemned the 2019 coup, the human rights violations and the interruption of democratic life, as well as the complicity of the OAS General Secretariat, the US government, and the US Department of State. The TUCA welcomes the return to democratic institutions and the overwhelming triumph of the MAS in the presidential elections of October 2020. Bolivia's social, economic and political recovery will require international support to avoid the isolation that conservative governments and other reactionary forces will seek to publicize in the mass media the lead role of a people that knew how to quickly overcome a violent coup d'état that defeated the agenda of the business sector and of the governments representing it.

**30.** The cycle of full-fledged struggle and mobilization of the peoples calls into question the current conservative neoliberal offensive. From the worker's perspective, the mobilizations triggered in Puerto Rico, Honduras, Ecuador, Haiti, Chile, Colombia, Argentina and the United States in 2019 have common denominators. All these countries are experiencing widespread demonstrations that are becoming mass movements, led by trade unions, students, feminist and indigenous organizations, with strong participation of women and youth. Widely diverse and multisectoral in composition and expression, these massive mobilizations oppose neoliberal policies, the commodification of life, the concentration of wealth, discrimination and racial violence, and neo-fascism. Their main demands are the distribution of wealth, rejection of the privatization of social protection and public services, human and labor rights, racial equality, the expansion of participation and democratization of political systems, and the recognition of sexual and reproductive rights. Their power has been deployed against, and despite, the disproportionate escalation of repression.

**31.** In 2020 another important phenomenon shows the advancement of the peoples linked to a surge in citizen participation in electoral processes, even in countries where voting is not mandatory. The case of the plebiscite for the constitutional reform in Chile held in October 2020 is emblematic both due to the unprecedented electoral participation, and due to the landslide in favor of a reform that terminates that country's National Constitution inherited from the dictatorial regime of Augusto Pinochet.

**32.** Special mention should be made of the resistance mobilizations developed in Argentina throughout the period against the regressive policy package promoted by the government of Mauricio Macri. These mobilizations were not only an expression of said resistance. Indeed, they also demonstrated the anti-popular essence of the agenda of conservative governments and were decisive in the electoral defeat of Macri and the coming into office of Alberto Fernández, with an agenda to overcome such regressive policy. The COVID-19 pandemic has been challenging the Argentinian government and people, due to the serious impact on the health of the population and the urgency of adopting health containment measures that have further weakened Argentina's fragile economy, after four years of neoliberal experience that drove the economy into a deep recession during 2018 and 2019, and a foreign debt maturing in 100 years. The dispute is open between the government and most of the social and political sectors supporting it, against the legacy of Macri and their powerful economic, judicial and media lobbies that maintain an agenda of destabilization and chaos.

**33.** The political changes in the region are an expression of the ongoing dispute between conservative projects and projects seeking to overturn the conservative logic. The electoral result of Ecuador aggravates the situation of this country that is subjected to neoliberal



guidelines and geopolitical dependence on the United States. The political situation of Peru is still uncertain in the face of contrary political projects that do not necessarily provide certainty about the country's capacity to ensure human rights and democracy.

**34.** Undoubtedly, women and the feminist movement have been the most active political subjects of the last four years. Their demands and challenges for political, sexual and reproductive rights, against violence, the patriarchal culture and inequality in all its forms, not only multiplied and replicated in all social strata and generations, they also expanded regionally and globally, energized by social networks and cyber-activism. Historic milestones illustrated by the movement 'Not one (woman) less', women's international shutdown on March 8, the campaign for the legalization of abortion, the 'Me Too' movement in the United States, the viralized performance of 'Las tesis' in Chile, among others. So much so that important achievements have been made in Argentina, even during the pandemic, such as the approval of the legalization of the voluntary interruption of pregnancy in late 2020 in the historic days of parliamentary deliberation characterized by massive social mobilizations overseeing the process. The Alberto Fernández administration kept their campaign promise and enacted a law to fulfill the historic demand of the feminist movement. The enthusiasm for these historic gains for women is spreading to other countries that are starting to consider similar processes to expand women's right to choose. Chile is an example in this regard.

**35.** During the pandemic, the agenda of women's lead role and their main demands has become more urgent as the surge of domestic violence and femicides is becoming evident, the surge in informality and precarious conditions for women workers, as well as the multiplication of problems associated with the lack of public policies to improve the conditions in which care is provided to the elderly population, children, people with disabilities and the sick, usually provided by women.

**36.** Also noteworthy is the impact of mobilizations in the United States against the racial violence of the police, driven by the Black Lives Matter movement, especially as of the murder of George Floyd in Minneapolis, Minnesota. This event became emblematic of anti-racist mobilizations, not only in the US, but across the world, especially impacting the 2020 US elections, with the widespread participation of the African-American population and the election of an important representation in the Executive and Legislative Branches.

**37.** We look forward to the emergence of multiple mobilizations for climate change, led by young people with their widespread summoning power. We commit to a trade union movement of the Americas that approaches youth and develops actions for environmental justice, also a trade union struggle. Therefore, we need to work to impact these mobilizations

so they increasingly become mobilizations of the working class. The political interpretation of the pandemic and its impacts should also serve to prioritize the great threats to life caused by the environmental crisis and reinforce the crosscutting nature of the fight for the sustainable production and consumption model.

**38.** This new crisis situation and of governments with anti-worker agendas does not deconstruct the accrual of the programmatic proposals we made in the previous period. The peoples of the Americas have realized that underdeveloped countries are able to progress in terms of social and labor rights. That income distribution can be the basis for economic growth, much more so than the neoliberal “trickle down” ideology from the rich to the poor. That public services can be increasingly universal provided they are less and less merchandized. That regional integration of our countries can be a way to structure regional production chains, overcoming the perverse effects of the free trade agreements imposed by politicians as proxies of transnational corporations.

**39.** This is the backdrop against which the TUCA holds its 4th Congress. We are convinced that it is possible to correctly interpret the times experienced in the region and the world; guiding a trade union policy of the Americas that stands for our historic struggles, is part of a response to the agenda of setbacks and attacks on democracy, and offers a platform for socio-political action with increasingly representative, inclusive and democratic trade unions, as reflection of the diversity of the current working class. This response must be accompanied with the strengthening and transformation of trade unionism in the region, supported by a training proposal adapted to the times and based on a cultural political project with class identity and an intelligent and receptive communication strategy, using all its instruments and formats to support the struggle, mobilization and organization of workers and their different realities, conditions and aspirations as a class.

An abstract, stylized illustration of a rooster, composed of various geometric shapes like triangles and polygons in shades of gray and black. The rooster is depicted in profile, facing right, with its head tilted upwards. The background is white, and the overall style is modern and minimalist.

## **II. PILLARS OF ACTION**



# PILLAR 1

SUSTAINABLE DEVELOPMENT, WITH SOCIAL  
JUSTICE AND DECENT WORK THE CENTER OF AN  
ALTERNATIVE AGENDA FOR THE AMERICAS.



**40.** The dominant perspective of development, based on the recommodification of the economy, places profit and the interests of transnational companies and local oligarchies above the needs of the people. In this way, they reduce the range of development policies to instruments focused primarily on economic growth or attracting foreign investment. They impose the liberalization and commercialization of all aspects of societal life, exacerbating the exploitation of workers and compounding the environmental crisis, without questioning the international division of labor.

**41.** The trade union movement of the Americas is committed to comprehensive, counter-hegemonic and truly sustainable development. Development as a concept and program of the peoples is based on the principles of social, economic and environmental justice, gender equality and equity, democracy and human rights. Therefore, it promotes decent work, freedom of association, universal social protection, grassroots empowerment with effective presence of the State and the implementation of public policies to regulate economic and social activities, in order to guarantee the satisfaction of the population's needs. The United Nations 2030 Agenda can never be achieved without involving workers, taking their demands into account and changing the power structures.

**42.** The TUCA reaffirms its commitment to get involved and support its affiliated organizations, to promote union priorities in the framework of the SDGs, while denouncing the corporate capture of the multilateral system, the financialization of development and, in turn, the displacement of the concept of development for that of poverty, promoting individualizing monetary transfer policies.

**43.** The ITUC points out that a new social contract between governments, workers and companies is necessary to address mistrust in democracies and the impacts of climate change. Unfortunately, today we see that capital is interested in a tripartism where States and governments are subject to the interests of large transnational corporations, limiting their sovereignty. The TUCA will commit to the construction of a new social contract where the prioritized principles and pillars are based on the proposal for the development of the trade union movement of the Americas: the Development Platform of the Americas (PLADA) drawn up in 2014 and updated in 2019, to respond to political changes in the region and the new challenges for the world of work and trade unions. The PLADA consolidates positions and principles that respond to the aspirations of all the peoples of the Americas and is the political and fighting tool to strengthen and champion all the rights of the working class. To build a shared strategy between different sectors and movements in order to unite social, ecological, feminist, local, regional, national struggles in a new alternative to promote social changes. A democratic social contract that modifies the structure of the State and makes its social transformation possible.

## Sustainable Development

**44.** The perspective of sustainable development cannot be dissociated from fundamental premises for the working class such as social justice, decent work, respect for human rights and freedom of association. These premises are carried out together with the historical rights gained and championed by the trade union movement: the right to strike, the minimum wage, social dialogue and collective bargaining.

**45.** Reflecting on sustainable development involves challenging the current economic order, the commercialization and financialization of the commons and the inequalities that cement the patriarchal and discriminatory system. We are committed to a model that places care and the sustainability of life at the center, based on a profound change in social metabolism and a new relationship with the environment. Territorial conflicts are gaining prominence in the region underscoring the need to once again discuss the meaning of sustainable development in close coordination with social movements and the leadership of women.

**46.** The TUCA seeks to include the critical perspective of environmental racism, considering that pollution and environmental degradation affect Afro-descendant and indigenous communities more frequently and to a greater extent, in addition to suffering the impacts of other inequalities, including the lack of access to drinking water, sanitation and waste disposal. The TUCA will crosscut this analysis in its approach to sustainable development with social justice.

**47.** As a short-term challenge, the TUCA has decided to advance in the formulation of a just and comprehensive transition from local and regional diversity, and from and for the working class, based on social justice, with decent work at the center, to respond to the immediate needs of workers of the region, such as the anti-union culture, the absence of social dialogue, authoritarian and anti-democratic tendencies, increasing precariousness and informality, the digitized economy, the climate crisis, Global Production Chains, among others.

**48.** The meaning of the just transition for the region's working class must vindicate the legacy of the struggle for public services, including calling into question and demanding their property. The approach to the commons opens the discussion on access, control and use of energy, water, land, and seeds as human rights. Social and democratic control, accountability or public ownership of all sources of energy is an essential condition for the construction of a popular just transition for the working class. For this purpose, any commitment to just





transition must necessarily incorporate social dialogue and allow core discussions on energy ownership, the role of the State and human rights. A just transition cannot ignore the need for energy democracy as an integral component of a sustainable development model with social justice.

## Trade and Investment Agendas

**49.** Trade and investment agendas are part of a medium-term offensive of transnational capital that materialized in the attempt to propose the Free Trade Area of the Americas (FTAA) late last century. But they establish a twist of the screw that perfects and deepens the deregulating mechanisms promoted in that period. The negotiation on the deregulation of services, as well as the clauses of intellectual property and patents, for example, is much more ambitious than the proposal of the General Agreement on Trade in Services (GATS) of the World Trade Organization (WTO) in their efforts to impose the business paradigm on public services and state-run enterprises. The commitment to go beyond WTO objectives is noticeable in all the chapters of the trade and investment instruments negotiated and under negotiation.

**50.** This homogenization of deregulation standards can be clearly observed in all trade and investment instruments of the last five years. The objectives are to exacerbate the conditions of liberalization, privatization and deregulation, even in new issues such as Electronic Commerce or National Regulations. These changes require that we think more in terms of “trade agendas” and less in terms of the “containers” (TiSA, TLC, TPP or other trade instruments negotiated or under negotiation) that make these agendas viable.

**51.** Increasingly and notoriously, these geopolitical trade and investment agendas are reproducing commitments that serve the interests of transnational corporations, particularly of their shareholders, leaving aside and neglecting essential matters for the approach to development of the trade union movement of the Americas: labor rights, human rights, environmental justice or the right to development. They have not responded to the issues of development they promised to solve, nor did they modify the terms of trade for developing countries. These geopolitical trade agendas are prominently expressed in the recently signed agreement between the EU and MERCOSUR, the NAFTA renegotiation, and numerous agreements that various countries in the region negotiate or renegotiate with the United States and the European Union.

**52.** There is a direct link between the objectives sought by these agendas and consumer data. Data is the new gold of the foreseeable future and are captured every time we use an electronic service, a device or surf the web. One of the main points of the new trade agreements is the commercialization of this information, without any clear rules or controls by people and States.

**53.** Trade union action and pressure in the renegotiation of the NAFTA has made it possible to prioritize labor rights. The latest changes to the renegotiated agreement improved the compulsory mechanisms for the application of labor rights that can be used against specific companies that do not respect freedom of association and collective bargaining. The agreement also greatly reduces the rights of transnational corporations to sue governments (ISDS). This is just one step forward. The global trade union movement must demand many more changes in future agreements, including defining the leeway to denounce or withdraw from agreements that include clauses that condition the intervention of the State in favor of the population's rights and the sovereignty of governments to adopt public policies in favor of national development.

**54.** The lack of protection of workers and the instrumentalization and financialization of the environmental agenda, human rights or gender equality are becoming core characteristics of the different chapters of trade and investment instruments. The inclusion of chapters on National Transparency or Regulations chapters impose filters on public policies and institutionalize lobbying practices. Intellectual property continues advancing the commodification of nature and life, not only through WTO rules, but also through the promotion of different multilateral instruments that consolidate the domain of patents. The common denominator of these changes continues to be the strong secrecy that seals and protects these agendas and their neoliberal drive. Given the COVID-19 pandemic and the geopolitical struggle of the laboratories and States of developed countries, we are doubling our demand for the universalization of access to health and vaccines, as defined in the PLADA.

**55.** In previous periods, the trade union movement of the Americas committed to dialogue and participation in the negotiation of trade and investment agreements. In this way, we secured the inclusion of labor clauses to counter the liberalizing pursuit of the typical FTAs. Today, the tendency prioritizes anti-democratic mechanisms, not only in governments, but also in the logic of negotiation and imposition of trade and investment agreements (non-participation, secrecy, lack of transparency). These instruments and the form they are adopting during this period run counter to the perspective of sustainable development and the role that trade unionism of the Americas gives to trade and investment. The TUCA



opposes the advancement of these neoliberal and deregulatory trade and investment agendas and proposes a profound reflection on this scenario, especially given the political and technical developments that these agendas are imposing. The TUCA will continue supporting its affiliates in the Southern Cone, in coordination with the Coordinator of Trade Union Federations of the Southern Cone (CCSCS) and the European Trade Union Confederation (ETUC) for joint action against the EU-MERCOSUR agreement and its consequences for the workers of the region.

**56.** Regarding the Andean region and the current agreement with the EU, trade unions of this subregion have also challenged these agendas and speak out whenever possible to influence and modify their most regressive elements.

**57.** The investment promotion and protection policies of the countries of the region continue to not respond to the needs of the peoples. The architecture of impunity on which transnational corporations are based has served to increase the benefits and protection of their investments, leading to massive impacts on our societies. An increasingly visible effect of this logic are the demands of transnational corporations that most countries of the region must face. In 2019, the number of lawsuits against Latin American and Caribbean countries increased again, currently reaching 282. The pandemic has not stopped these actions of transnational corporations, quite the opposite, their depredation has continued with threats and lawsuits against countries in the region in international arbitrations, due to policies implemented as response to the pandemic.

**58.** Suing investors are predominantly from developed countries, together with important legal firms that constitute a legal industry of exploitation, and the most affected productive sectors are strategic areas for any country's development, such as mining, gas and oil. It is also necessary to raise awareness on the effects of these investment policies and the architecture of impunity on discussions on climate change as they impede energy and production transition policies.

**59.** The TUCA firmly rejects this architecture that promotes and protects investments, ensures impunity for transnational corporations and their shareholders, and deprives communities and workers, limiting the leeway for governments to establish public policies focused on sustainable development and achieving a just transition. It is necessary to pay close attention to national, regional and international policies that foster a relationship of indiscriminate openness to the needs of transnational corporations and their investments, to the detriment of human rights, especially labor rights. This impunity in the actions of

companies runs counter to the perspective of sustainable development fostered by the trade union of the Americas and, therefore, it needs to be dismantled and to call into question all the instruments that promote it.

## **Transnational Corporations and Global Production Chains**

**60.** The capitalist system built an architecture around transnational corporations to secure the instruments, institutions and mechanisms that ensure their power. This architecture of impunity allows transnational corporations to organize global production through Global Production Chains (GPCs). GPCs allow transnational corporations to relocate and outsource stages and links of production to other companies and other regions of the world characterized by low labor or environmental protection standards. Numerous factors give transnational corporations this power and its consequent impunity. A fundamental factor is how these companies avoid their taxes and how they exploit legal loopholes to evade their tax responsibilities. The impact of tax avoidance and evasion by transnational corporations, on the budgets of countries, is huge. The taxes evaded could be invested in quality public services and lower taxes for citizens. Therefore, it is necessary to promote a tax policy specifically for these corporations based on the principle of tax justice and redistribution of wealth.

**61.** This production model organized into GPC fragments, dilutes and hides the responsibility for the well-being and respect for workers' rights, intensifies precarity, undermines inclusion, gender equality and equity and social justice, encourages the massive use of labor in informal or unregistered conditions, as well as the spread of new forms of forced labor or modern slavery, the lack of health and safety conditions, child labor and its worst forms, violence and sexual harassment, among others. This reality has particularly affected our region, which occupies a subordinate place in the GPCs, i.e. the links dedicated to manufacturing, where informality and precarity prevail. The maquilas (especially clothing that has developed strongly in Central America and the Caribbean and other branches of production) are one of the worst examples of the most backward links, subordinated to the asymmetric logic of the GPCs and where the obstacles to unionization are huge.

**62.** The TUCA will continue consolidating training and investigation strategies, as well as denouncing the impacts of the GPC modality and the promotion of forms of action and union organizing that allow the recognition of workers' rights. The TUCA considers that coordination and joint action with Global Unions Americas is essential, in order to discuss



fragmentation of production and through cross-border tripartite dialogue to redirect the generation of added value to the region, in line with environmental limits, so as to define trade union action strategies that improve workers' living conditions.

**63.** The TUCA will promote and encourage affiliated organizations to prepare the regional report envisaged in Annex III of the ILO “Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy”. This action will allow the coordination of regional cases of the practices of transnational corporations.

**64.** International unionism is determined to increase union power and organizing of workers and to become involved in, and prioritize, the regulation of GPCs. Trade union strategies to confront this power have been diverse ranging from the construction of transnational networks, the promotion of “Global or International Framework Agreements” to the denouncing of violations in different spaces of global governance and the exchange of good practices and information sharing among the trade unions of the TUCA. However, all the spaces and instruments to account for the violation of human rights in GPCs are voluntary and are not binding on transnational corporations, hindering actual access to justice. In coordination with other allied movements, the TUCA and its affiliates will collaborate to support the incorporation of innovations in the GPC agreements negotiated by workers and employers to ensure they are mandatory and binding, and strengthen the instrument of collective bargaining. Similarly, trade unions will continue to demand binding labor standards in the different mechanisms, agreements and spaces of action, including the safeguards established for the loans of multilateral development banks.

**65.** Aware of the limitations of all the voluntary instruments created so far, trade unionism in the Americas considers it is necessary to advance towards the formulation of more ambitious proposals regarding the regulation of the relationship between companies and human rights, one of which is the negotiation in the United Nations Human Rights Council where governments draw up a Binding Treaty on Transnational Corporations and Human Rights. Beyond the circumstances that define the political conduct of governments and the pressure of the interests of transnational corporations to reduce the scope and content of the binding treaty, the TUCA, together with the International Trade Union Confederation (ITUC), Global Unions and other organizations and social movements, will continue to participate in this process in order to secure control over transnational corporations and workers' protection.

## Cooperation for Sustainable Development

**66.** Private interests and profit cannot prevail over peoples' demands and the sovereignty of the States. International development cooperation aims at social well-being. The State must be the protagonist and guarantor of the design, implementation and evaluation of development policies, based on the priorities democratically expressed by its population. We reject the privatization and financialization of cooperation, and its focus on private profit instead of the development of the population. We question the need for private investment to achieve the SDGs. There is money, but it needs to be redistributed through a progressive global tax reform.

**67.** All cooperation - whether North-South, South-South or Triangular - must promote the human rights approach and respect the trade union principles on cooperation adopted by the ITUC General Council, including democratic ownership. Respecting these principles, South-South and Triangular cooperation has the potential to reshape the historical asymmetries between North and South and broaden the global governance framework of cooperation. We question the classification of priority countries for cooperation based exclusively on the measurement of GDP per capita as this criterion does not show the internal inequality of the countries. We demand classification criteria that take into account a broad-based set of indicators, such as multidimensional poverty, the structural gaps approach or the evaluation of the human development index.



**68.** Trade union participation in the implementation of the SDGs of the United Nations 2030 Agenda has been developed in international frameworks, focusing on advocacy in the execution of national policies that promote and reinforce opportunities to foster compliance with the following SDGs: SDG 1 on combating and reducing poverty in all its forms; SDG 5 on the empowerment of women; SDG 8 on economic growth and promotion of decent work; SDG 10 on reducing inequalities; SDG 13 on environmental sustainability; and SDG 16 on promoting just and peaceful societies. Now into the third decade of the 21st century, we are increasingly moving away from meeting the goals of the 2030 Agenda, mainly due to the lack of commitment to that agenda of the central countries and the impotence of the guiding organizations in relation to international governance. The 2030 Agenda represents the International Framework for Sustainable Development and will not become a reality without the involvement of trade unions. Development cooperation spaces and the effective application of these goals in national programs are relevant to the extent that there is adequate synergy with the negotiations of the peoples and the working class of the Americas. The TUCA seeks a crosscutting impact on the 2030 Agenda, concentrating its efforts on monitoring compliance with all the SDGs in relation to the PLADA's proposal.

**69.** Based on the PLADA, trade unionism of the region is a proactive stakeholder in the implementation of the SDGs and in development projects different to the neoliberal model, which seek to reverse the historical asymmetries between North and South. In this context, South-South cooperation emerges as a fundamental solution to avoid political and territorial influences at the continental level.

**70.** The trade union movement of the Americas reaffirms the importance of their participation in international cooperation processes, given that trade unions are fundamental organizations for the promotion of democracy, sustainable development, human, labor and union rights.

## **The Work of the Future for the present and future working class**

**71.** Workers have always faced the dilemma of technological changes and the need to control these changes so as not to be controlled by them. At present, we note that the transition between these technological changes is becoming shorter, ranging from a century between the first and second industrial revolutions, to just 35 years between the third and fourth industrial revolutions that we are experiencing.



**72.** Today's worldwide trade union model is fundamentally based on professional categories of large vertical business structures acting at the national level, together with the creation of trade unions and their institutional recognition, in addition to the adoption of laws favorable to the workers. This model was key to achieving mass representation and gave way to mobilization, and even political influence, upon adopting a class-based ideology in defense of workers' rights. However, this model failed to adapt to the transformations introduced by the third industrial revolution when companies decentralized their production chain, subcontracting suppliers who adopt precarious, informal or slave-like labor relations.

**73.** Today this trade union model is insufficient to organize and represent the working class that works in GPCs or in informal or precarious conditions, in the public and private sectors, in the city or in rural areas. We demand the trade union model per sector of activity as the most adequate instrument for the unity of action of the trade union movement. However, in the current phase of capitalism, creative strategies are required to represent all workers regardless of their employment status.

**74.** Fragmentation dismantles the very foundations of trade unions. Outsourcing, hiring of legal entities or freelancers, causes fissures in the forms of hiring the workforce, where rights are negotiated individually, processes that also contribute to undermining the role of trade unions. In the crisis generated by the pandemic, these segments became even more fragile: simply by suspending service contracts, companies completely suspend workers' income (non-dependent).

**75.** These challenges call for actions to update the style and traditional orientation of trade unionism and to open new options of strategic choice for stakeholders to respond to the changes of neoliberal capitalism in the first decades of the 21st century. Therefore, trade union must be open to this capacity of the trade union agenda to respond, as was stated in the Base Document of the Continental Conference "Transforming and Strengthening the Labor/Trade Union to Represent and Organize the Entire Working Class".





**76.** The fundamental element of 4D technological innovation is the digitization of the production of goods and services in three different areas: in the assembly phase of products carried out by workers with computer support; in the area commonly called “the internet of things” that creates “smart factories” where machines are interconnected in a network allowing external interventions; and in the area of artificial intelligence that would be the most sophisticated as it also involves services, in addition to manufacturing. The amount of data that can be accumulated with digitization allows the analysis of consumer profiles and the processing of big data.

**77.** We cannot accept the concept of “technological determinism” because the introduction of new technologies is the result of business and political decisions. Therefore, workers must be part of these decisions: what will be done, how, when and under which conditions. Similarly, it is essential to transfer the discussion on these terms to the most natural spaces for trade union action, such as the ILO. Otherwise, the synthesis of technological change will operate exclusively in the interests of employers and transnational corporations.

**78.** The debate on the work of the future must consider the sexual division of labor as it determines that women are primarily in charge of reproductive activities. The introduction of new technologies reproduces the same biases and value judgments affecting social and racial relations, further deepening situations of violence and harassment against women. Special mention should be made of the relationship of the entrepreneurship paradigm for women. We are witnessing the promotion of entrepreneurship as an opportunity for the labor insertion and economic autonomy of women. However, this vision does not question the overload of reproductive work or provide answers to situations of violence.

**79.** Trade unionism of the Americas must be on the offensive in relation to these issues, demanding rights and denouncing the ways in which such rights are being reduced and undermined, while it is also necessary to place the fight for the reduction of working hours at the center of job preservation and the discussion for the distribution of surplus technological revenues.

**80.** It is essential to discuss the role of the States in the regulation of new technologies and their impacts on society and the environment, including training policies so that workers are part of the construction of the work of the future and effective fiscal policies enabling tax collection and compliance with the obligations by these companies. Ultimately, the problem is not the incorporation of technological incorporation, but rather the appropriation of the higher production returns generated by this incorporation exclusively through capital,

which obviously is transformed into further exploitation of the workforce. In this regard, the higher job qualifications need to be considered as work time it be paid by companies and to propose the reduction of working hours while maintaining income. Regarding the privacy of people and their data, regulations are urgently required, as well as the need to consider the emergence of new occupational diseases linked to technologies, particularly stress related to hyperconnectivity, to which we must respond with the right to disconnect, among other regulatory mechanisms.

**81.** The trade union movement must respond to these challenges by proposing and actively participating in all existing or created national, regional and international bodies to reflect on these realities and/or guide the adoption of public policies. Trade unionism of the Americas must be specially prepared to participate with its own voice in the discussions of organizations, mainly of the ILO, on these issues.

**82.** To preempt upcoming changes requires lines and work spaces so that the trade union movement of the Americas can discuss and monitor the impacts of technology on workers in all sectors of activity, as well as in trade union structures, prospective studies and technological surveillance to have information on the present with a future outlook. The proposal for a new model of union organizing in the Americas is part of the urgent discussions to expand union density and representation, in the framework of protecting jobs and workers.

## **Decent Work, Freedom of Association and Collective Bargaining**

**83.** The legal norms regulating freedom of association and collective bargaining in our hemisphere are currently insufficient. The data on union density and coverage of collective bargaining show a decline since the late 1970s. In most Latin American countries union organizing is per company.

**84.** Historically, in the countries of the Americas, the enactment of the laws enshrining workers' right to organize in unions and collectively bargain their employment contracts with companies occurred between 1930 and 1940. Not always under the same conditions and rules, but with the same intention of promoting more peaceful labor relations for the development of an industrialization and urbanization process that was occurring in an accelerated manner. These rights were internationalized as of 1948 when the ILO approved the main Core Conventions (Freedom of Association and Collective Bargaining). Subsequently, other agreements and recommendations were approved that reinforced their application



and implementation for all workers, whether urban or rural, of the private or public sector, per company, professional category or sector of economic activity.

**85.** We also note that these Conventions were formulated to assist workers in the post-WWII period. However, the shift in the production paradigm to the new GPC model, as well as the conditions that limit its exercise in an increasingly undemocratic environment, are conditioning the effectiveness of these 20th century regulations. In the Americas, normally these conventions and national laws do not protect informal workers' organizations, which are not covered by collective bargaining. At the same time, outsourced or subcontracted workers are not represented by the main unions of companies or professional categories, and are frequently left out of the employment contracts they negotiate.

**86.** As mentioned in the Base Document of the Continental Conference "Transforming and Strengthening the Labor/Trade Union to Represent and Organize the Entire Working Class", these challenges require actions to update the style and traditional positions of trade unionism and provide new options for strategic choices for stakeholders to respond to the changes of capitalism at the end of the 20th century. Therefore, trade unions need to be open to this response capacity of the trade union agenda. In addition to analyzing the current transformations of contemporary capitalism and their impacts on the regulation of labor relations and, mainly, on the capacity of collective stakeholders to respond to this scenario, they must show the capacity to renew their repertoires of action, seeking new strategies without losing their identity and the purposes and characteristics inherited from its own track-record of fighting and resisting.

**87.** In this regional and global context, the ILO Centennial Declaration for the Future of Work was prepared and approved in the framework of the 108th ILO Conference in 2019, which largely describes the characterizations and reflections set forth in the paragraphs above. This Declaration recalls and reaffirms the aims, objectives, principles and mandates established in the ILO Constitution and the Declaration of Philadelphia, renews the firm commitment and revitalizes the efforts for social justice and universal and permanent peace agreed in 1919 and 1944, fundamentally the reaffirmation that "work is not a commodity". These agreements should characterize the work of the ILO for decades to come. The trade union movement of the Americas must incorporate the definitions of the Centennial Declaration into its strategic plans and defend whatever is fundamental to advance in guaranteeing decent work for all workers, regardless of their sector of activity, their employment situation and relationship of dependency, in order to ensure a dignified life for the entire working class.

**88.** The modernization of labor relations, based on a rights perspective, guarantees that all workers will access a collective contract negotiated by a trade union representing them. To achieve this, first we need to develop specific strategies as part of the decent work agenda and compliance with core ILO standards. Second, equally important, we need to change the political concept of trade unions representing workers per company or professional category, for class representation in the production chains and to all those in other areas of economic activity, working formally or informally, in the public or private sector, in the city or in rural areas.

**89.** For the TUCA and its affiliated organizations, the promotion of strategies to organize and affiliate currently excluded workers will be a central task of the period. This will involve the promotion of different organizing modalities, affiliation strategies and new ways of incorporating these groups into the coverage of collective bargaining. For this period, the TUCA has prioritized the debate on the transformation and strengthening of trade unions to represent and organize the diversity of the working class, for which it organized the Continental Conference “Transforming and Strengthening the Labor/Trade Union to Represent and Organize to the Entire Working Class”. In the midst of this extremely adverse situation, this strategic commitment will include the region’s trade unionism in the construction of its own future, adopting a roadmap towards the new model of union organizing that the TUCA is proposing to respond to the needs of the current working class.

## Social Protection

**90.** The TUCA reaffirms its commitment to defend social security and occupational health as human rights and strategic elements of decent work. We revalidate the content of the Continental Platform on Social Security (PLACOSS), the Trade Union Occupational Health Strategy for the Americas (ESSLA) and the Development Platform of the Americas (PLADA), as tools for socio-political trade union action. We champion a model of universal, solidary, public, non-discriminatory, inclusive, comprehensive and redistributive social security under the responsibility of the State as guarantee of protection for all people and binding workers’ participation in the design, implementation, monitoring, control and management.

**91.** The TUCA rejects any proposal to privatize social security in the region. Social security and pension systems based on individual capitalization reproduce and enhance existing inequalities in the labor market, and have shown to impoverish workers of retirement age. Today, informal, temporary or discontinuous workers are not able to integrate and maintain themselves in these systems. In addition to this, the work trajectories of women affected by



non-shared care responsibilities, unemployment or salary gaps, have a significant impact on the density of their contributions. Distribution systems based on solidarity and redistributive, contributory and non-contributory mechanisms are an instrument to reduce such inequalities.

**92.** Social security for all must be sustained on a basic public pillar financed by progressive taxes to generate a universal pension and a public contributory pillar of tripartite financing, based on the principles of universality, inclusion and solidarity of fringe benefits, integrated with social justice. Care systems for all those requiring them (children, the elderly, people with disabilities), and the policies to reconciling work and personal-family life, should be included as another element of social security. To achieve this, we need to banish social security models based on private profit; execute progressive tax reforms that levy taxes on profit and wealth, particularly rentier and speculative financial capital, which in turn reduces the weight of regressive taxes on consumption, basic goods and services; and demand the de-commodification of health and education.

**93.** We demand the ratification of ILO Convention 102 as the minimum standard of social security. We demand its effective compliance with clear criteria and rules for the coverage of basic contingencies: healthcare, illness, unemployment, old age, work accidents and occupational diseases, family, maternity, disability and widowhood allowances.

**94.** We draw attention to the need to incorporate new contingencies related to the recognition of unpaid care work based on an equitable and respectful approach to diversity, which promotes the redistribution of these tasks between genders, recognizes the new household configurations and LGBTI families.

**95.** The trade union movement of the Americas will continue to work for public, universal and inclusive social security models. This is one of the main rights attacked all over the world. The response of the trade union movement of the Americas to this setback requires the prioritization of this issue in the upcoming period.

**96.** Unsafe and unhealthy conditions have been a constant negative in the region, workplace accidents and occupational diseases continue to cause more than two million deaths worldwide according to ILO estimates. In the Americas, approximate ILO figures are 11.1 fatal accidents per 100,000 industrial workers, 10.7 in agriculture, and 6.9 in the services sector, despite underreporting in all countries. Safe and healthy working conditions are essential for decent work. In the context of the COVID-19 pandemic, it became more evident

that an essential priority to manage the pandemic and reactivate work is to guarantee safety and health at work.

**97.** The TUCA understands that tripartism and social dialogue on occupational health as well as the participation of union delegates in work centers, are necessary to improve working conditions and environment. Similarly, the establishment of adequate inspection and control, with a gender perspective, making the invisible visible. Strong and effective national public inspection and control institutions for prevention, compliance with obligations and penalization of companies. Strengthen the technical bodies of occupational health. Creation of reliable information systems, registration and notification of accidents and illnesses by governments, with union participation, respecting the right of confidentiality.

**98.** The COVID-19 pandemic demonstrated the need to define, implement and monitor a comprehensive system of occupational hazards and occupational diseases based on a comprehensive approach to physical and mental health, universally prioritizing prevention. A national strategy to champion workers' health and safety must take into account the influence and impact of climate change. Special emphasis on the contexts in which extractive, mining-energy, chemical industries and their derivatives, as well as agricultural activities are carried out, where workers and the communities living in those territories are overexposed to health deteriorating conditions. Environmental health is a basic condition to guarantee the human right to health.

**99.** The occupational health promotion strategy must cover all the links of the GPCs and include women workers and outsourced, subcontracted, informal or temporary workers, as well as the implementation of a comprehensive risk system.

## **Sexual Division of Labor, Organization of Care and Feminist Economics**

**100.** Historically, work was sexually divided into production work (public space - salaried - visible) carried out by men, and reproductive work (private space - non-salaried - invisible) carried out by women. Consequently, domestic work is not visible and, therefore, is not recognized. Our vision is that of a society whose aim is the reproduction of life, not the exploitation of labor. This struggle for the visibility of reproductive or domestic work began in the post-war period. However, after the COVID-19 pandemic, women, who had somehow gained so many public, salaried and visible spaces, are on the verge of losing these spaces as they have been, and are, the first to be in the front line ( doctors, nurses, cleaning, etc.),



in addition to being the first to leave the paid positions because if they do not, they must perform multiple tasks (as workers, caregivers, healers, etc.)

**101.** To the extent that current adjustment policies, reduction of wages and public spending shift the responsibility of the crisis to the population, women's work intensifies dramatically, due to both the increase in precarious paid work, as well as the reproductive work that ensures living conditions. This situation is reinforced by a scenario of privatization and dispossession of rights that hinder access to basic health, education, water or energy services. Thus, in crises, women's time continues to be used as the main adjustment variable.

**102.** Care work needs to be recognized as part of social protection and ensure the right to care and to be cared of with equity. Public investments in infrastructure, social protection and care services are essential to close gender gaps in the labor market. Therefore, and in accordance with Resolution 4 of the 4th ITUC Congress (2018), the TUCA is committed to supporting affiliated organizations to improve the situation of women in the workplace, calling for investment in quality public services for child care, the elderly, people with disabilities or dependents.

**103.** The combination of population growth and rapidly aging societies is increasing the demand for care jobs. Significant coverage deficits are expected, due to the limited scope of social security systems (pensions) and care systems, particularly in the Latin American and Caribbean region. In order to achieve the SDGs of the 2030 Agenda, the ILO envisages the creation of 120 million more jobs in the care economy and 149 million indirect jobs by 2030. Regarding the quality of these new jobs, we reaffirm the ILO "5 R Framework for Decent Care Work": Recognize, Reduce and Redistribute unpaid care work, Reward and Represent care workers. In addition, we urge the ratification of ILO Convention 189, the approval and enforcement of labor standards for this sector in the countries.





# PILLAR 2

DEFENDING DEMOCRACY AND FREEDOM OF  
ASSOCIATION TO EXPAND OUR RIGHTS.





**104.** In recent years, as a system of government and model of political and social coexistence, democracy has been under attack. Based on the different modalities of coups d'état, to the disqualification and demoralization of the forms of citizen participation and their instruments, we are witnessing an offensive of conservative and reactionary sectors, intensively used in the recent electoral campaigns in several countries of the region, to distancing citizens from politics and undermining the possibilities of exercising controls over matters involving State policies, the economy, and the destiny of nations.

**105.** For unionism of the Americas, even recognizing the limitations of existing democracies, there is no doubt as to the need to defend democracy against the campaign of discredit that sectors of economic and political power are fostering to ensure their control over societies and countries. For trade unions, the existence of democratic systems is essential where their free operation is ensured, freedom of association and collective bargaining coverage are guaranteed. Now more than ever trade unions must act as stakeholders of democracy, defender of the rights of citizenship and be involved in socio-political actions in the face of the depoliticization and anti-politics promoted by the sectors of power.

**106.** The TUCA calls on affiliated organizations to be at the forefront of the initiatives to defend and expand democracy in the continent and to denounce the attack of the conservative sectors. Demand the rights to freedom of association, collective bargaining and to strike as guarantees for the full effectiveness of democracy and to confront political projects seeking to circumvent it. We also aim at revitalizing the frequent formal expressions of democracy with institutions and mechanisms that expand and surpass the voting mechanism as form of grassroots participation, such as repeals of mandate, plebiscites, grassroots consultations and participatory budgets. The issues of democracy are solved with more democracy.

## Social Alliances

**107.** The trade union movement of the Americas develops strategic alliances with social and political movements to champion the interests of the working class, strengthen democracy and sovereignty, seek more and better social achievements and an alternative development agenda for the Americas. By supporting and building these alliances, among its priorities, the TUCA addresses the challenge of combining, in an articulated and harmonious manner, trade union struggles for human, social, racial, ethnic, feminist and environmental rights.

**108.** The alliance of the TUCA with the other social movements will prioritize: influencing and participating substantially in regional integration processes and institutions; promoting integration by the peoples; defending and expanding democracy and the social and political gains achieved and currently compromised, against the conservative and backward agenda; confronting the free trade agenda and the impunity of transnational corporations; and countering corporate greed in detriment of the peoples. Therefore, we need to discuss the construction of counter-hegemonic regional institutions based on social movements and their principles of political participation.

**109.** The possibility of a change in the positioning of the governments of the region towards more progressive options is an opportunity for the recovery of institutional integration bodies and processes, such as UNASUR and CELAC. However, trade unionism of the region needs governments to rectify the limitations and conditionings to social participation in these processes, which have led to, among others, the actions of conservative governments that paralyzed, and practically destroyed, regional integration as sovereignty project and collective geopolitical action of Latin America and the Caribbean.

**110.** The TUCA is committed to strengthening the Continental Day for Democracy & against Neoliberalism as the core front of the fight against authoritarian, racist, patriarchal, privatizing, neoconservative and militarist policies in the region. It is a space under permanent construction and updating of the unitary agenda of social movements and organizations, which are expression of the diversity of their political, national and sectoral origins, but which coincide on the need to accumulate forces, act in solidarity and build references for grassroots responses to the debacle of the neoliberal capitalist model. The Continental Day is also a space to experience integration based on the peoples, to promote social, environmental and feminist initiatives and based on the sovereignty of peoples and nations. The Continental Day is a space that needs innovation, to be open to its reconfiguration and to the construction of spaces for unity of action and fight of the grassroots movements of the continent.

## Peace, Democracy and Sovereignty

**111.** As of the founding of the TUCA, its Declaration of Principles established the organization as representing “a movement that unites and reinvents itself to empower its fight for human dignity and its development in a democratic, pacifist, equalitarian society that is free of labor and social exploitation and of the violence that is inherent in any form of disruption of the free determination of the people and in the lack of recognition and



appreciation of human diversity”. These principles are even more valid today and should serve as guidance in times of authoritarian projects, hate speech and interference policies, which disrespect democracy and sovereignty in the region.

**112.** Peace is not only the absence of conflict. Peace will be especially the consequence of fair economic and social conditions for the majority of the population. Where there is poverty, destitution and unemployment, violence and conflict are latent. Peace will also be the outcome of democratic political relations, where the market does not define the rulers, and companies do not impose their business agenda at the expense of the best interests of the peoples and nations.

**113.** The disqualification of the political parties, the hyper-manipulation of the anti-corruption discourse, the use of justice to express the interests of powerful sectors, have led to citizen disbelief in democracy. The use of the media and social networks with fake news has also contributed to the manipulation of realities, stimulating hate speech and imposing anti-democratic projects.

**114.** In line with socio-political trade unionism, the TUCA will counter the attacks on democracy in the region directly in the political clashes, while fulfilling its role of protecting the living and working conditions of the working class. Trade unions can be independent of political parties and governments, but never indifferent to political and government projects that respond to the interests of the ruling classes. Socio-political unionism is biased and its bias is for political projects that reinforce democracy, social justice, fight against inequality and the concentration of wealth, against patriarchy, male chauvinism, discrimination and violence in all its forms.

**115.** Trade unions cannot exist, organize and act without economic, political and social democracy. Combating projects based on economic and political authoritarianism is a priority of trade union actions for this period. The Americas must be a territory of peace, free of military conflicts and disputes that jeopardize the peaceful coexistence of peoples and nations. Trade unions must join the peace initiatives of the region and demand economic and social policies that resolve conflicts and disputes in the territories. Respect for the sovereignty and self-determination of the countries of the region must be upheld as a guiding principle of the trade union movement of the Americas. The interference of governments or groups of governments in the domestic affairs of any nation in the region is inadmissible.

**116.** The TUCA reaffirms its solidarity with the people of Venezuela and demands all the governments of the region and the world, as well as international organizations, to reject the agenda of violence and attempts to intervene and ignore national sovereignty. The TUCA will continue to support the Venezuelan trade union movement, denouncing the disregard for trade union freedoms and demanding their participation as democratic and peaceful stakeholder. The TUCA calls on all the political, economic and social forces in Venezuela to national unity and to prioritize a peaceful and democratic solution in favor of the Venezuelan people. The TUCA condemns the aggressive policy of the United States administration and its international partners, and of other countries, as well as the escalation of economic, diplomatic and military measures and threats against Venezuela. We defend the end of economic sanctions and immediate action by UN agencies and other multilateral organizations, in coordination with the Venezuelan government, to support the people by meeting their socioeconomic needs.

**117.** Our commitment to peace, democracy and the sovereignty of the peoples forces us to continue demanding an end to the blockade against Cuba and to condemn all the sanctions adopted by the different US administrations.

**118.** Among its priorities, the TUCA will defend regional institutions promoting integration, cooperation and solidarity among the countries of the region as their democracies are under attack.

**119.** Given the magnitude of the current health emergency, it is tempting to adopt measures to restrict individual and collective freedoms, to implement regressive, anti-popular reforms and new structures without the respective public deliberation. We observe too many measures adopted in this circumstance in the region and we reaffirm our energetic rejection. These actions undermine and violate democracy, and intensify distrust in politics.

## **Trade unions as stakeholders of national and international democracy**

**120.** Trade unions fight for full, participatory democracies rooted in the will of the people, citizen participation from their living space, their workplace, and even for the architecture of the international system. These are the requirements of a true democracy, the free exercise of trade union activities, respect for the physical and moral integrity of trade unionists, the existence of strong trade unions and effective collective bargaining, covering all workers.



We reaffirm our deep concern about the judicialization of politics, the criminalization of demonstrations and the reinforcement of stigmatization of the grassroots classes.

**121.** The structural issues of discrimination, persecution, criminalization and violence against trade unionists have now been compounded by neoliberal economic policies and labor counter-reforms in several countries that are dismantling the rights and instruments gained by the trade union movement over decades. On many occasions, under the guise of “labor modernization”, governments propose labor reforms which, in actual fact, violate workers’ rights, as evidenced in the labor reform implemented in Brazil. The trade union movement must fight against the neoliberal terminology that characterizes worker’s contributions to social security as labor cost and/or labor taxes. We are well-aware that the lower the costs the better for capital, and that capital repels taxes. In solidarity, contributory distribution systems, we must reinforce the criterion of deferred salary given its protection of workers’ future living conditions.

**122.** Trade unions have a historical accumulation of struggles to gain trade union and labor rights, as enshrined in national and international rules and regulations. This capacity to fight and to mobilize needs boosting and to respond to the new economic and political realities.

**123.** The TUCA prioritizes trade unions actively championing democracy and their role as subjects of rights, instrument for the exercise of such rights and as union representatives before State institutions. Championing democracy and citizen participation reinforces our strategy and the importance of being part of political and social initiatives. This must be part of trade union training and organizing activities, in conjunction with the defense of the guidelines for democratic inclusion and expansion.

## Solidarity and Human Rights

**124.** Peace, Democracy and Human Rights are core values of the working class. Trade unions are prominent actors in their regard. We condemn all forms of domination and violence of governments and other spheres of power, external interference and intervention, and all forms of corruption. We condemn terrorist acts and the limitation of democratic rights, and especially the criminalization or judicialization of social protests.

**125.** We will maintain pressure and mobilization against governments, so that they act to cease the violence and impunity of the crimes against social and union leaders, and we will support other criminalized and judicialized social movements of the region, with solidarity.

**126.** The trade union movement is mobilized against threats to democratic systems, against the permanence and installation of military bases, and against other forms of militarism in the countries of the region.

**127.** The TUCA must continue to strongly denounce human rights violations at the international organizations in which it participates, especially in regional spaces such as the Inter-American Commission on Human Rights (IACHR), as well as other spaces such as ECLAC, the MERCOSUR Parliament, among other bodies where the trade union movement advocates or participates formally. Seeking to strengthen the role of these institutions defending and respecting democracy and human rights, and demanding the need for trade union participation in discussions of importance for the region. Regional spaces cannot serve as mechanisms to legitimize attacks on democracy and rights.

## **Production for food sovereignty and security, defense of the territories and the commons.**

**128.** The hegemony of agribusiness in the region is characterized by the foreignization and concentration of immense extensions of the territory. Another significant characteristic is the financialization applied to nature and the control of the entire production chain by transnational corporations: from seeds - generally transgenic - and the technological package, to the industrialization and distribution of agricultural products for human food, animal feed or as fuel. This model generates the exclusion of peasants, of family agriculture, of the social and solidarity economy of indigenous peoples and Afro-descendants, entailing work tantamount to slavery, expropriation and commodification of the commons, in addition to an unacceptable attack on the environment and nature. Consequently, the TUCA continues to demand an agrarian reform and the defense of the food sovereignty of nations.

**129.** Peoples and communities need autonomy to define their own agricultural, cattle ranching and food policies, for such policies to be ecologically, socially, economically and culturally appropriate to their unique circumstances. This includes the right to decide on the production of healthy foods and the capacity to access them. The TUCA defends the production and food sovereignty and self-sufficiency of the region. Grassroots control over the commons is fundamental, therefore, we insist on defending water as a human right, rejecting its privatization and appropriation by transnational corporations and other companies in the territories.



**130.** We consider that environmentally sustainable agriculture is only possible if it is based on a diversity of producers and a diversity of products. This urgently calls for the redefinition of the profile of export-oriented activities, the end of the overexploitation of resources and damage to the commons and family and peasant farming. It is also imperative to recognize agroecology as an ethical, economic, political principle and as a way of life. Peasant agriculture has the necessary conditions to address the double challenge of the climate and food crises. It also a powerful catalyzer of the local economy, especially when included in an organized manner in State procurement and in food supply policies for public institutions.

**131.** We continue stating that the problem of hunger is directly related to food distribution and the current high concentration throughout the agri-food system. The problem of hunger cannot be solved by increasing food production, but by distributing resources, including land.

**132.** The defense of family and peasant agriculture, and the demand for an agrarian reform, are still very present in our region. The trade union movement of the Americas emphasizes the demand for Agrarian Reform as indispensable instrument to guarantee access to the land as a right, a new land ownership structure, the discussion on land production. It is also a matter of justice for hundreds of thousands who have been expelled and displaced from their territories.

**133.** In line with our development proposal, we support the grassroots and solidarity economy as an alternative to the prevailing economic relations of domination in our societies. We consider that public policies aimed at initiatives of the grassroots and solidarity economy, as well as incentives for cooperativism, are necessary. These policies are especially important to achieve food sovereignty and security.

**134.** We recognize our allies in rural organizations and social movements and we will continue working with them to strengthen our impact on these issues.

## Democratization of Communication

**135.** The democratization of communication, freedom of expression and access to plural information are human rights, and it is the duty of the States to ensure the legal, technological and communication circumstances for each and every stakeholder and sector of society to participate and exercise their role in the public debate, as well as their right to access free information. Although the advances in the democratization of communication achieved by progressive governments were timid and differed from country to country, they



were significant elements of the idea of communication as public asset. It is no coincidence that the first actions undertaken by governments in recent years (legally or illegally) were to attack and overturn laws and policies that emphasized communication as a public asset and its democratization.

**136.** We reject the formation of monopolies and oligopolies to control the mass media and their political interference in the continent. We reaffirm that the support of the trade union movement is indispensable for the creation of public, community and independent communication media that contribute with a democratic, inclusive and diverse space.

**137.** States must create laws and regulations on mass media, administration, proportional and equal distribution of electromagnetic spectra and of national digital telecommunications among commercial media, the public State sphere, and trade union and social organizations, in order to facilitate fair, transparent and democratic relations. Along these lines, public policies are critical so as to guarantee access to the instruments required for the creation, functioning and maintenance of new mass media by grassroots movements and trade union organizations. It is particularly relevant to consider the increasing use of algorithms to influence communications, especially through social networks, which poses challenges to fight against the manipulation of information, hate speech, fake news and the privacy of personal and institutional data. In crises such as the current one, the harmful effects of these forms of manipulating and misinforming the population are exacerbated, further deepening the uncertainty and discredit of politics.

**138.** Without trade union policy, there is no communication. The role of trade unionism in the democratization of communication is vital in today's scenario. The trade union movement has been stigmatized by the powers that be and the hegemonic mass media, and now organized workers are also stigmatized by the new neoliberal wave that ultimately seeks the extinction of trade union actions. The attack on trade unionism is also based on the need to obliterate union rights. This forces the trade union movement to prepare workers to organize workers and to plan our communications strategically.





# PILLAR 3

TRADE UNION ORGANIZING & SELF-REFORM.  
ORGANIZING THE DIVERSITY OF THE CURRENT  
AND FUTURE WORKING CLASS.

**139.** We observe the harsh attack of capital and certain governments on the role of the ILO and trade unions. We are also witnessing the deterioration of the living and working conditions of the majority of the population, the rise in unemployment, subsistence self-employment, and precarious and informal salaried employment. To a large extent these tendencies are linked to profound transformations occurring in the world of work. It is important to underscore the rapid expansion of digital platforms (a new model of business and labor organization) and the increasing control of transnational corporations over Global Production Chains.

**140.** The working class is undergoing major changes linked to the transformation of processes and forms of labor organization and production. These transformations have a direct negative impact on working conditions in terms of hiring modalities, working hours, salaries, access to healthcare and social security. We are witnessing a rise in informality and a decline in freedom of association and collective bargaining as collective mechanism to determine wages and working conditions.

**141.** To address this complex scenario with an effective and objective vision of the future of work, above all we need to reflect and act on the model of trade unionism that we want. For this process, organizations need to act based on the pillars of democracy, participation, inclusion of diversity, effective representation and unhampered defense of the interests of the working class.

**142.** Organizing is the fundamental method for trade unions to gain political power and become financially independent. At present, only 7% of workers worldwide are members of trade unions represented by the ITUC. In this way, it is necessary to advance especially where there is currently little or no union representation so that trade unions have freedom of action and the conditions required for their existence and the full exercise of their rights. Historically, the countries with most trade union gains are precisely the countries with highest membership and organizing capacity.

**143.** The priority ideas and actions in this new stage are to increase the number of workers affiliated to trade unions so that their organizations become powerful and economically independent, and organize platform workers and workers linked to the GPCs.

**144.** At the Continental Conference “Transforming and Strengthening the Labor/Trade Union to Organize and Represent the Entire Working Class”, the TUCA approved the 2021-2025 Roadmap, as tool for all federations to plan, implement and follow up on this decisive



process for the future of workers' organizations in the Americas. We need to implement this Roadmap to transform trade unions, base our discussions on this new reality and be able to respond to the threats and challenges involved. The trade union self-reform needs a strengthened trade union movement, with presence as stakeholder to improve workers' living and employment conditions.

**145.** Transforming and strengthening trade union organizations of the region is one of the priority lines of action of the TUCA as of its creation and develops eight lines of action approved by consensus at the Continental Conference “Transforming and Strengthening the Labor/Trade Union to Represent and Organize the Entire Working Class” held in November 2020. Below, a summary of these lines of action for trade union self-reform in the 2021-2025 period.

## **Strengthening current trade union organizations**

**146.** Trade union autonomy is a key dimension to further strengthen workers' organizations, which now need to formulate more effective strategies to shatter regulatory constraints, governments, and anti-union policies. Genuine representation of workers' interests, through the best form of organizing, is of utmost importance for trade unions of the region. Self-financing is crucial to consolidate the autonomy of corporations and governments, prioritizing planning and sustainability of resource management.

**147.** The democratic dynamics of trade unions, the regular election and renewal of their leaders, transparent decision-making and the development of permanent information and consultation mechanisms (through assemblies, plebiscites and other forms of participation) are inevitable aspects of this process. Regular accountability should be strengthened in union practices, accounting for decisions, actions and results of negotiations and conflicts, and presenting the funding sources and resource management. Transparency and democracy strengthen trade union organizations internally and enhances their legitimacy and political and social positioning.

**148.** We need to expand the forms of organizing, the structure and representation that best understand men and women workers, with more participation of women and youth. In many cases, this requires statutory reforms to expand the power of representation of trade unions. Trade union political training must be permanent and crosscutting, hence the TUCA prioritizes the Roadmap to strengthen and expand trade unionism in the continent.

## Growth encompassing the diversity of the working class

**149.** This process of strengthening and transforming trade union organizations prioritizes integration and participation of the entire diversity and plurality of workers. We need to advance with broad-based trade unions and grassroots organizations that provide new spaces and different forms of participation. The enormous challenge is to grow and strengthen trade unions by incorporating those in precarious situations, the result of the conditions imposed by corporations and the dominant neoliberal capitalist economic system. Informality is widespread in the continent and means working without rights and without social protection, where both wages and working conditions are arbitrarily imposed, with no space for dialogue and collective bargaining.

**150.** Trade unions and grassroots organizations know their territories and industries, and can best identify how to incorporate informal, outsourced, temporary, and self-employed workers (without employees). It is important to strengthen the coordination and unity between trade unions in related industries and/or that are part of the same production chains, to incorporate the different realities into union priorities. Similarly, we need to strengthen the territorial bodies and the crosscutting (thematic) areas of union organizations.

**151.** We need to consider rural workers as their rights have always been left aside and their organizations have been constantly weakened. Migrant workers, particularly those who must leave their lands of origin as a result of economic, social, environmental and/or political crises, often persecuted and running significant risks, need workers' organizations that are truly open spaces with which to build citizenship and gain rights. LGTBI+ people are another tremendously penalized and unprotected group, whose recognition as workers and the mainstreaming of their realities and demands need to be prioritized by trade union organizations.

## Towards gender parity

**152.** Gender equity is a major challenge for trade unions and federations of the TUCA. Reversing the historical inequalities between women and men, which are particularly explicit in the world of work, also requires moving towards parity in the leadership and representation of trade union organizations.



**153.** EAs part of the agreements reached at TUCA Congresses, the results of the 2019 Women's Conference and what was approved at the Continental Conference on Self-Reform, gender parity (50% women) needs to be promoted in the different bodies of trade union structures and, in particular leadership structures, and to promote self-reform through grassroots bodies and levels. This measure must be reflected in a general strategy that promotes joint responsibility in caregiving to facilitate women's participation in trade unions, to combat discrimination, harassment and gender violence in trade unions and federations.

## **Increasing the participation of young workers**

**154.** We underscore the importance and value of intergenerational equity, in work, education and social protection, as well as the participation of youth associated with the lead role of young people at different trade union levels and spaces.

**155.** We must prioritize the participation of young people in the political leadership, promoting knowledge and sharing of experiences of struggles and organizing, building the capacities of organizations to capture the realities and interests of workers from different generations. We need to progressively incorporate more young people into spaces of social dialogue and collective bargaining. The forms of participation of young people differ from those prevailing in trade unions, as well as in other areas made up mostly of non-young adults, whereby it is essential to create spaces for youth to develop their own dynamics.

**156.** Notoriously, permanent union training, which provides political and technical tools for union activity, including the new trends and global and local challenges faced by workers, is an essential line of action to transform union organizations and further their representation of the entire working class.

## **Redesigning communication and strengthening the identity of the working class**

**157.** Communication is a strategic tool for the trade union movement. Mass media are vital to shape public opinion and play an important role in the confrontation of ideas. In the context of the trade union self-reform, it is essential to mainstream trade union communications in the Americas for information sharing to become more efficient and dynamic. It is also necessary to optimize and energize the interaction with affiliated trade union federations and with trade union communication networks, as important instruments for continental integration.

**158.** It is crucial to recover and strengthen the identity of the working class. Articulating the communications of the entire union structure of the Americas is a powerful tool to achieve this goal, to dispute the hegemonic model with its speeches and actions that undermine the working class and attack their organizations.

**159.** Among specific actions, the development, improvement and maintenance of webpages is noteworthy, for them to become broad, simple and transparent gateways to all the relevant and updated information on the organizations, ranging from their Statutes, structure and financing, to their demands, conflicts and negotiations. This directly contributes to enhancing the image and legitimacy, as well as the political positioning, of trade unions.

**160.** Social media is a particular challenge for organizations today as they are relatively easy to access and entail both opportunities and threats. Promoting socio-political unionism in these times calls for adequate and responsible use of social media, to combat fake news and hate speech, and always generate clear and appealing messages from and to the working class.

**161.** The TUCA proposes discussions and planning for the medium and long term, taking into account the abovementioned needs and challenges: encompassing the new realities of the work of work, the collectives of isolated workers without awareness of the union tool, and counteracting anti-union actions and campaigns, and the dismantling of all labor rights.

**162.** Professionalizing and expanding the communication teams of our trade union organizations will be fundamental to understand our role and act accordingly. Fostering and strengthening our own communication initiatives to convey the vision and action of trade unionism in the Americas, such as TUCATV.

## **Expanding and reinforcing trade union training**

**163.** Education is a lifelong fundamental human right. States must allocate a budget in accordance with the standards established by the United Nations to guarantee compliance with the law and the quality of the educational system. The TUCA is committed to a comprehensive approach to basic and professional education and union training aimed at class awareness and related to values of peace, solidarity and defense of democracy and social justice. The concept of comprehensive education that we advocate involves an intrinsic understanding between the cultural, social, economic and political dimensions in both trade union training, vocational training and basic education. Lifelong learning must incorporate workers at any time, at any



age, with the recognition of their formal and non-formal educational trajectories, in training itineraries that contribute to the improvement of living and working conditions.

**164.** An essential part of the strategy to strengthen and transform union organizations of the continent is to permanently provide political training to more organized workers and whoever wishes to become part of and participate in our organizations. Training is a process that requires planning, with development in stages and different options, to reach and appeal to new unionists, as well as to our brothers and sisters. It requires developing a methodology, updating and adapting the tools and materials so that workers already integrated into trade unions participate, as well as those furthest from the union organizations and in highly vulnerable working conditions.

**165.** Socio-political training for union organizing and actions must be consistent with the times. We cannot ignore the current tendencies and forms of labor deregulation, the transformation of production and the world of work, the effects of successive crises, authoritarian or reactionary regimes. Nor can we ignore, and not take advantage of, the opportunities for global action, broad-based alliances with other social movements, communication facilities and greater knowledge of the different realities.

**166.** Following these guidelines to update the trade union training and education policy, in March 2021 the TUCA will hold the Conference: “Trade union education and training in the face of the new context and new model of union organization”. It is a process to formulate a policy for trade union education and training in the Americas that presupposes inclusive and democratic Comprehensive Education. In both in-person and virtual environments, training of trainers and workers should be promoted with methodologies inspired by Grassroots Education in a regional network system and per level contributing to cultural change, deepening the identity of class and fostering the capacity to formulate proposals to the current model of trade unionism and training based on competencies to drive sustainable development and the effectiveness of union education and training programs and actions with insertion and/or permanence of workers in the world of work ensuring dignified conditions recognized as decent work. The conclusions of the Conference will nourish the approach of the 4th TUCA Congress.

## Work supported by trade union unity

**167.** The TUCA prioritizes the quest for unity with organizations that represent the genuine interests of the working class. We propose advancing in a few priority and relevant concrete issues, leading to victories for the working class. The number of members of trade unions and federations grows to the extent in which the unity of the trade union movement is visible at the national and international level.

**168.** Trade union unity also involves organizational challenges, it requires spaces to be generated and strengthened to coordinate and articulate the different levels of union organizations and their various lines of action and thematic pillars. In some cases, permanent spaces are required for: coordination between national leaderships (plenary sessions of the National Councils, or similar); coordination and unification at the sector level (industry, macro sector or production chain); articulation between territorial management bodies (states, provinces, localities); and regular development of inter-union (and inter-social) activities with widespread summoning power and unified demands and proposals.

**169.** At the international, regional or global levels, unity also facilitates actions with greater impact and transformational capacity in order to challenge the dominant model in global production chains and their transnational corporations; address the reality of vulnerable migrant workers, including combatting human trafficking and forced labor and eliminating child labor, among other lines action of utmost relevance for the countries of the region. Regarding national and international sectoral actions, the TUCA continues to work in coordination with regional Global Unions, consolidating actions in priority countries and areas, always seeking dialogue and coordination with national federations.

**170.** It is in this strengthening and transformation that the socio-political unionism promoted by the TUCA must be reinforced through alliances with progressive and democratic social movements and stakeholders of the region. Broad-based alliances between trade unions, popular, urban and rural movements, student, youth, women, blacks, LGBTI+ and human rights movements, as well as other civil society organizations, intellectuals and activists, are real opportunities to strengthen the demands of the diversity of the working class.





## The role of the TUCA and the roadmap for trade union strengthening and transformation

**171.** The TUCA promotes socio-political unionism that represents the diversity of the current working class, promotes organizing per sector of activity, direct affiliation, organizing per territory, thus giving true power to the working class in each context, in each reality. The TUCA targets its actions towards a modern open, plural, democratic and participatory model with equal treatment and equal opportunity for men and women.

**172.** We propose and prioritize stimulating and accompanying all trade union unity processes at the national level, in particular, the construction of TUCA National Task Forces. Similarly, a space of particular relevance for the TUCA is international, regional and global representation, which contributes to the legitimization, strengthening and more gains for affiliates and all workers.

**173.** Part of the TUCA's lines of work is to support strategic formulation and planning. To develop analyses, studies and technical assistance for national task forces, federations and trade unions, as well as to contribute and accompany the monitoring and evaluation of the actions undertaken. Strengthening the “Labor Observatory of the Americas” to increasingly represent the political vision and analysis of trade unions will be a challenge for the TUCA.

**174.** The TUCA will foster international solidarity with workers and the trade union movement of countries suffering repression and persecution. We will promote labor reforms conducive to collective autonomy and the free exercise of trade union rights. We will denounce the strategy of judicializing labor conflicts, the purpose of which is to block the collective action of trade unions.

**175.** The TUCA reaffirms its commitment to defend and promote ILO's tripartite system and multilateralism as principle of integration, peace and cooperation among nations of the world. The TUCA continues to demand and promote the ratification of ILO conventions, recommendations and basic instruments to fight for social justice and against inequality.



# PILLAR 4

ADDRESSING INEQUALITIES, PROMOTING  
INCLUSION. GENDER EQUITY & EQUALITY.



**176.** Gender equality and equity are mainstreamed into all TUCA policies. The gender perspective and women's participation in workers' organizations and movements are core objectives of our organizational policy. At the end of the 4th Continental Congress, the TUCA faces the challenge of correctly interpreting the present and the development of its various facets in the short, medium and long term, with a precise strategic plan to defend the rights of women workers of the Americas.

## **Women's Physical and Economic Autonomy: Exercise of Rights**

**177.** For women, autonomy refers to the capacity to make free and informed decisions about their lives, so that they are able to act according to their own aspirations and desires, in the historical context of the three dimensions that make this possible: physical, economic and political.

**178.** The TUCA commits all its affiliates to fight for the defense of the physical autonomy of women: sexual and reproductive rights, as well as the right of women to choose. As agreed in the 2nd Women's TUCA Conference (2019), health, a full life, comprehensive sexual information and education, universal access to contraception and prevention of sexually transmitted diseases, legal, safe and free abortion are rights of all people that must be ensured in all spaces.

**179.** Economic autonomy is the capacity of women to provide for their own livelihood and for those who depend on them, including access to social security, public services, land, production resources, technologies, information and the commons. Achieving these is a fundamental pillar to exercise the right to make decisions freely. The minimum wage, freedom of association, the right to strike and collective bargaining are essential elements for the exercise of these rights.

## **Right to a violence and harassment-free life**

**180.** Achieving full physical, physical and economic autonomy is required in order to guarantee the right to a life free of all forms of violence and discrimination. The barriers to the mainstreaming of women into the world of work are the excessive burden of care, the income gaps and the limitations to their participation in public, social and political spheres. These are factors of crucial importance in the configuration of inequality, violence and discrimination. Violence is a relationship of power and domination of men and patriarchal institutions over

women and LGBTI persons. Violence against women has multiple manifestations in the public and private spheres, which can be institutional, political, economic, obstetric, physical, moral, symbolic or cybernetic.

**181.** Violence and harassment have a negative impact on the participation of women in the world of work. Cyber-harassment and cyberbullying exacerbate the risk of violence and persecution. As determined at the 4th ITUC World Congress (2018), the trade union movement prioritizes organizing and strengthening trade union actions to eradicate violence against men and women in the world of work. Therefore, we welcome the adoption of ILO Convention 190 and Recommendation 206 on Violence and Harassment in the World of Work in 2019 and call for their prompt ratification and implementation by all stakeholders.

**182.** The growing global phenomenon of femicide is an extreme violation of human rights that endangers half of the global population. Therefore, the TUCA demands that States promote policies to prevent, punish and eradicate all types of violence against women, in the same way as we fight for our trade union organizations to join the fight to eliminate violence against women.

**183.** Concurrently with women participating in social and political movements and channels for their public life are opening up, the criminalization of women leaders and activists in scenarios of conflict and protest has been exacerbated. The ascent of the conservative right in the region has led to the resurgence of discriminatory and violent discourses and practices that reinforce patriarchal cultural patterns, limit the exercise of sexual and reproductive rights, reject the multicultural and multilingual nature of our societies, increase the exclusion and invisibility of the identities and expertise of rural, indigenous, Afro-descendant and migrant women; and also limit the recognition of the diversity of forms of family and household composition, sexual diversity and gender identity. In a context of total impunity, feminist and LGBTI, Afro-descendant, indigenous, peasant, environmentalist and trade union movements are attacked directly. The contribution of these movements and their leaders to strengthen democracy, produce cultural change, equality and peace in the continent must be recognized.

**184.** Combatting the different forms of harassment, even at the level of trade unions, defining and implementing policies that discourage and/or penalize this type of practice contrary to the principles of the TUCA.



## Trade Union Strengthening and the Participation of Women in Decision Making

**185.** Despite the measures adopted by the different trade union congresses, there are still shortfalls in women's participation at all levels of trade unions, collective bargaining and social dialogue mechanisms. According to the ILO, in 2018 the representation of women in national social dialogue institutions only reached 20 to 35%.

**186.** Positive actions need reinforcing and we need to move towards the notion of parity democracy as criterion for the construction of more egalitarian societies. We understand parity in terms of representation and participation. It refers to fostering a change in the concept of trade union policy that strengthens the workers' movement, reflected in the goals of our self-reform. The democratization of trade union organizations and women's participation are a necessary condition to exercise freedom of association.

**187.** To ensure participation and representation in tripartite spaces, a stronger presence of women in trade unions is required. The statutes of organizations are an instrument to promote participation and parity representation in the leadership bodies of trade unions, guaranteeing trade unions free of violence and harassment, as well as strategies to unionize men and women workers who are not organized. The progressive incorporation of women's quotas in the governing bodies of trade unions is the result of measures that favor equity and expansion of democracy and the power of trade unions.

**188.** Similarly, it is of the utmost importance to motivate and stimulate women's participation in union activities, promoting gender clauses in collective agreements, as well as in trade union statutes, for women to work with timetables in accordance with shared care work, which ultimately women have to carry out.

## Gender Gaps

**189.** Women are over-represented in the most precarious and informal occupations and with the lowest incomes, such as rural workers, peasants, the popular economy and cooperativism, informal self-employed women workers or women salaried workers, women workers of duty-free zones and maquilas, domestic and/or migrant women workers, and those that perform care-related tasks. Trade union organization of women faces enormous obstacles in these sectors.

**190.** The fight against informal work, precarity, human trafficking and modern slavery to close the gender gaps in the labor market and in terms of income requires an in-depth self-reform process. Trade union organizations must restructure, expand their grassroots, call upon groups of still unorganized workers, and support their organizing and struggles. Rethinking the trade union movement in a context of accelerated and profound transformations in the world of work also requires understanding the current tendencies in the forms of organizing labor and production.

**191.** The minimum wage is a priority demand for women workers and trade union organizations, because it is an instrument to achieve economic autonomy and close the wage gaps between men and women, hand-in-hand with the principle of equal pay for work of equal value and collective reduction of work hours. In addition, the participation of women in tripartite arenas and collective bargaining facilitates the mainstreaming of conventional rules and clauses for equal treatment and equal opportunity.

## **Inclusion and Defense of Excluded Groups**

**192.** We face a structural system with large gaps and inequities leading to the exclusion of important sectors because of their socioeconomic (class), ethnic-racial, gender identity and migratory status, disability, among others. Segmentation, segregation and inequality in the world of work and the new labor collectives intensify the challenges and increase the complexity of the responses required and that trade unions must build for their inclusion.

**193.** Women workers contribute less to social security, therefore, many will not have an adequate pension. We must fight for the mixed system, where governments provide a minimum floor for all women workers, including unpaid care workers, to be paid a minimum pension, ensuring a dignified life.

**194.** As with other conditions, disability continues to be a source of discrimination in access to work, in the work environment itself and, in general, in the full exercise of the rights of people with disabilities. Therefore, it is essential that the trade union movement of the Americas incorporate the demands of workers with disabilities, especially considering the ways in which the structural inequalities, characteristic of the system in which we live, affect vulnerable populations. This entails improving accessibility to trade unions and providing adequate union training for people with disabilities.



**195.** Socio-labor inclusion requires that we all recognize each other as workers. The working class is not homogeneous or static. We represent the multiplicity of realities, diverse and heterogeneous materials and identities: women, men, migrants, youth, older adults, peasants, Afrodescendants, indigenous people, LGBTI persons, people with disabilities, from the public or private sector, from urban or rural areas. It is indispensable to recognize the specific conditions and inequalities of these different realities at the time of working in pursuit of the inclusion of the entire diversity of the working class.

**196.** Our role is to represent each and every one and to promote unity among peoples with extremely diverse realities. We must work for the recognition, respect, understanding and mutual support between workers and ensure that trade unions champion the rights of the working class as a whole.

## **Eradication of All Forms of Child Labor**

**197.** The reality of major setbacks that we are experiencing in the region, especially promoted by neoliberal policies, impacts the persistence of all forms child labor, including the worst forms. The solutions to this reality continue to be the struggle for decent work, quality, public, free, accessible and universal education, distributive policies, the fight against hunger and informality, and the guarantee of labor rights.

**198.** As of its creation, the TUCA has worked actively union actions at the national and regional levels and coordinates its advocacy at the international level in tripartite areas, contributing and encouraging social dialogue spaces through its affiliates. The population of children and adolescents at risk or in a situation of child labor must be at the center of economic recovery strategies to strive to reach target 8.7 of the Sustainable Development Goals and “put an end to child labor in all its forms by 2025”.

**199.** The TUCA reaffirms its commitment to the fight against child labor and forced labor. With the support of the Continental Network Against Child Labor we will accompany initiatives to eradicate child labor, especially its worst forms, harnessing actions with allied stakeholders and participating in the Initiative Latin America and Caribbean Free of Child Labor. In coordination with the ITUC, we will harness actions against contemporary forms of slavery such as human trafficking, forced labor, sexual exploitation and the worst forms of child labor.

## Migrant Workers

**200.** The climate crisis, armed conflicts, democratic disruption and political persecution, as well as large infrastructure ventures, agribusiness, extractivism or neoliberal policies that produce unemployment and impoverish the population, are causing global displacement of peoples, generating ever-growing migratory flows. Migrants are exposed to all types of exploitation, violence and violation of human rights. The ascent of right-wing and conservative governments is disseminating a xenophobic logic of hatred, violence, criminalization and intolerance towards migrants.

**201.** In this scenario of persecution and social exclusion, migrants easily become a reserve army to provide cheap labor. Exploitation, sabotage, precarity and forms of modern slavery prevail, especially in GPCs. The result is more inequality and more concentration of wealth.

**202.** The TUCA prioritizes the right to free movement of people, the right to migrate and not to migrate, to remain or return with dignity. The trade union movement of the Americas demands States to provide specific public services for migrants, which must be part of a continental migration policy based on human rights, equal opportunity and equal treatment. Therefore, a continental migration policy must establish rigorous legal frameworks to combat human trafficking, especially of girls and women for sexual exploitation, while recognizing the contribution of migrants to the economic, social and cultural development of the country of destination and the country of origin.

**203.** The task of the trade union movement of the Americas is to work for the recognition of migrants' rights, promote their organization, participation, affiliation and representation in trade unions, as well as to combat xenophobia. It is essential to guarantee migrants' right to decent work regardless of their migratory status, from the perspective of respect for human rights and equal treatment.

**204.** The TUCA, supported by the development of regulations and rights at the international level, will promote the ratification and effective application of ILO conventions and recommendations, and other international instruments protecting the rights of migrants. It is important to underscore the recognition of contributions to social security, the skills and expertise acquired formally or non-formally.





## Young Workers

**205.** The difficult and complicated situation of exclusion, lack of protection and lack of opportunities that young people of the region are experiencing has worsened in the last two decades and continues with few expectations of improvement. One of the most worrying indicators in the last 10 years is a youth unemployment rate that triples the rate of adults. In addition, young people access employment that lacks some kind of social or labor protection. Young people, together with women, have been a population subject to violence, discrimination, stigmatization and abuse, and are the main victims used in armed conflicts and organized crime networks.

**206.** It is vitally important for the TUCA to promote spaces for action and social dialogue, not only tripartite but with all stakeholders of society, to promote public policies that contribute to the improvement of the current situation of youth, especially in relation to work. The TUCA prioritizes the generation of quality employment and as per the interests and social, economic, political, environmental and cultural needs of this population group.

**207.** The ILO, ECLAC and other UN agencies have recognized the importance of supporting youth in their quest and the formalization of their first employment and transition from studying to working, to ensure a balanced and sound development of future societies. It is also important to pay special attention to the public and private systems of training, job placement, guidance and social protection. The TUCA commits to defend and guard the right of present and future generations to aspirations, hopes, and stable and decent employment, for which we need to ensure ongoing lifelong education.

**208.** Youth represent more than a third of the current working class in the region, therefore, this generational group is a very important sector of organization within the union movement. The TUCA and its affiliates are committed to overcoming the challenges that organized youth will have to face. It is necessary to guarantee the participation and involvement of youth in organizing structures and activities, as well as in their leadership and in the generation of political-ideological thinking of the trade union movement of the Americas.

**209.** Youth require support and investment of time and different resources to train and foster capacity building in all aspects and activities that concern trade union organization and its sound performance. This includes not only the minimum fulfillment of representation and participation quotas, and the possibility of exercising in spaces of internal, national and international representation, but also their prior and subsequent preparation, among others.

**210.** The modality of constant change and immediacy of society and the world of work requires the effort and commitment of all trade union organizations to respond to current and future needs. In this way we will attract more youth and workers in new, unfamiliar and unconventional work spaces. This involves investing and embracing new forms and methods of organizing that have not been used much by trade unionism such as alliances, decentralization of the organization and use of technological, cultural and creative means.

**211.** To achieve optimal youth participation in trade unions, the TUCA and its affiliates are committed to promoting and maintaining intergenerational and multisectoral dialogue as pillar of organization, among all groups that are part of the trade union movement, so that ideas and diversity are fully respected as the fundamentals of all proposals and processes of a trade union movement that is participatory, representative and increasingly necessary. Trade unionism of the Americas also recognizes the need to foster the construction of scenarios of greater participation, renewal of cadres, the promotion of youth as important stakeholders of the quest for equity, social justice, and the transformation of the world of work. Other aspects that are just as necessary to address these challenges and the needs of the diversity of the young working class are the indispensable reduction of persistent inequalities and unemployment, the incentive to create and apply public policies for inclusion and participation of young people, access to their first employment in conditions of equality, in a framework of social protection and fundamental rights, the surge of union training programs that develop youth for advocacy in different spaces, including decision-making.

## Retired Workers

**212.** The increase in life expectancy means that the percentage of older adults in Latin America and the Caribbean has increased; but job precarity, unemployment and the lack of public policies guaranteeing pension coverage, health coverage, etc. have led to the reduction of social security guarantees in most of our countries. The adjustments demanded by the powers that be “always” include pension reforms to the detriment of retirements and pensions.

**213.** In these times, we have also noted the loss of income from work/salary and retirement in relation to capital, a situation that is mutating every day, with workers and retirees losing their standard of living. Hence the need for in-depth discussions on the transformation measures required in this context of crisis and its solution, to guarantee dignified living conditions for all workers.



**214.** The older adults of today were the workers of yesterday, who defended jobs, wages and sliding and dignified pensions against all the neoliberal reforms and onslaught. Consequently, organizing this highly vulnerable sector, together with women, children and youth, is a core policy of the TUCA. Organizing older adults as a sector includes an important group of workers to defend and fight for guarantees of the rights of current and future retirees and pensioners; in addition to recognizing their contribution as working class during their working life. Only the convergence of all workers in unity will set the foundations of a society based on the active participation of workers in decision-making, in social justice and the equalization of starting points, guaranteeing opportunities of a dignified life for all.

## Rural and Peasant Workers

**215.** There is a large sector of peasant workers with or without land, small farm laborers, large farm laborers, indigenous, Afro-descendant and/or migrant laborers. Each of these identities preserves practices and a very specific relationship with the land and rural culture.

**216.** Rural workers and peasants are agents of preservation and defense of the commons: they protect biodiversity, culture, agricultural practices and ancestral knowledge. They are also primarily responsible for food, water and firewood collection, and they take care of the vegetable garden and animals. Consequently, they suffer the effects of the environmental and climate crisis on their daily lives, and develop family and community strategies to address it. Their participation is crucial to guarantee food and energy sovereignty. However, their contributions are made in a context of extreme fragility and exploitation, with minor access and control of the land and production resources.

**217.** An equally important sector is incorporated into the formal labor of agro-industrial production (bananas, coffee, sugarcane, tobacco, palm oil, soybean) or mining companies, among others, and suffer negative effects on their health due to the conditions of production and absence of safety, health and hygiene policies in the workplace, exposed to agrochemicals -often times with irreversible sequels.

**218.** In view of the current hegemony of the agribusiness model, the TUCA reaffirms its commitment to the agrarian reform. Redistribution, de-concentration and democratization of access to land are necessary, as well as the generation of employment, promotion of a more balanced occupation of the territories, ensuring a more rational use of resources and access to the commons, based on the social and community function of property, aiming at social justice.

**219.** We will uphold freedom of association and collective bargaining as indispensable elements at the time of designing our strategy for the inclusion of rural workers.

## Indigenous and Tribal Peoples

**220.** Historically, indigenous and tribal peoples are among the most economically, politically and culturally disadvantaged collectives. For over 500 years, persistent discriminatory discourses and practices have been consolidated and naturalized, causing and justifying genocide, expropriation and the systematic dispossession of their territories. In a globalized and multicultural world, considering the lead role of indigenous peoples and their rights is a recognition of their struggles and their dignity, as well as the beginning of a path of necessary reparation given the attacks they have suffered. The United Nations Declaration on the Rights of Indigenous Peoples is the culmination of the prolonged struggles of these peoples and synthesizes the international mandatory standard for States, an unambiguous regulatory framework for public policies.

**221.** One of the most important challenges of the quest for equality in the region is the inclusion of the rights of indigenous people in policy priorities. We recognize that the economic growth of the region depends greatly on natural resources and their international prices, while the governance of these resources is weak due to the recommodification of the economy. This has caused major pressure on the territories of the indigenous peoples and has triggered numerous unresolved socio-environmental conflicts, even leading to the murder and systematic violence against the leaders and representatives of these populations.

**222.** The TUCA stands for the cultural self-determination of indigenous and Afro-descendant peoples and respect for multinationality. Our development strategy will encourage the adoption of laws and policies to foster respect for multinationality, cultural diversity and interculturality under just and mutually respectful conditions, especially in relation to their languages, tongues and dialects, and their ancestral territories. For this purpose, the TUCA will promote intercultural education at all levels.

**223.** It is essential to expand and strengthen the alliances of the trade union movement with indigenous peoples, where we find a legacy of fundamental knowledge and practices to achieve their own alternative development, in order to harness actions to protect their culture, territories and ancestral knowledge, currently under the pressure of the advance of the culture of occupation and the imposition of extractive economic models.



**224.** We must promote the application of the UN Declaration on the rights of indigenous peoples, and the cultural and ethnic self-determination of peoples and nations. The Americas needs to impose specific measures to protect and preserve the cultures and rights of indigenous peoples and Afrodescendants. Creation of tripartite subregional spaces to promote anti-discriminatory public policies and follow-up on their results.

**225.** The application of Convention 169 on Indigenous and Tribal Peoples, where trade unions act in the regulatory system to express the demands of indigenous peoples against the abuse committed in their territories, needs to be stimulated and expanded, given the employer-business offensive that seeks to undermine the importance of this ILO Convention. We are awaiting the approval and adoption of the Regional Agreement on Access to Information, Public Participation and Justice in Environmental Matters in Latin America and the Caribbean (ESCAZÚ Agreement), mainly due to its implications for indigenous peoples.

## **Afro-descendant Workers**

**226.** According to ECLAC, there are 134 million Afro-descendants in the Americas, accounting for 21% of the continent's population. It is essential to recognize that racism and deep structural inequalities continue to characterize their situation.

**227.** The TUCA recognizes that the racism affecting Afro-descendants has deep historical roots, and is propagated and perpetuated through the work of State and non-State institutions, and also includes cultural, economic and social aspects. Therefore, Afro-descendants are disproportionately impacted by poverty, unemployment, the absence of public investment in social health, housing and education programs.

**228.** The “iron fist” and “zero tolerance” policies promoted by right-wing governments of the region exacerbate the violence and criminalization of Afro-descendant workers and have failed to combat crime. We also call for an end to all State violence and criminalization of Afro-descendant workers resulting from reactionary policies to combat crime. White supremacist ideology is a threat, not only to the lives and livelihoods of Afro-descendant workers, but to the organization, the unity of the working class, and the possibility of creating a democratic political space. Trade unions of the Americas are committed to fight against this poisonous ideology, within their union organizations and within society.

**229.** The TUCA is committed to combating all forms of racism, and recognizes its colonial origins and the various forms in which racial violence and discrimination violate the capacity of Afro-descendant workers to exercise their rights. Racism has only served to violate the rights of Afro-descendants and impede their insertion, with rights, in the labor market.

**230.** Our continent has undergone more than 4 centuries of slavery. Afro-descendants of the diaspora have not received actual redress and have not become citizens with rights. The black movement still fights for justice, recognition and development. The task of the labor movement is to promote and respect the contributions of Afro-descendants to the economic, social, and cultural development of the Americas. Racism is a crucial aspect of the culture of privilege that perpetuates the continued subordination of Afro-descendants. We need to redouble efforts to implement the Montevideo Consensus on Population & Development, a regional instrument that enshrines crucial commitments to reaching the Sustainable Development Goals of the 2030 Agenda and leave no one behind.

## Gender Diversities and Identities (LGTBI)

**231.** According to reports from the Inter-American Commission on Human Rights, LGBTBI collectives live in contexts of frequent physical, psychological and sexual violence, their political impact is low, they face an agenda of impunity and barriers to proper access to health, employment, justice and political participation. The trade union movement of the Americas also recognizes the discriminatory barriers faced by the LGBTBI population, the violence to which they are subjected, and which affect their opportunities to develop and fully exercise their rights.

**232.** Our commitment to social justice includes the commitment of the working class with the most vulnerable groups of our societies. As working class, we recognize solidarity and empathy to champion the most excluded and the most affected by all forms of violence and discrimination. The TUCA commits to promoting, in all States, the enactment of laws and the implementation of specific anti-discrimination policies to protect LGBTBI people, addressing their particularities and the overlapping of violence, harassment, intimidation, arbitrary dismissals and other incidents that they face in the workspace.



## Trade Unionism to Mobilize, Build and Act

**233.** The TUCA is preparing for a period of intense political, social and economic complexity in the Americas, rooted on the mobilization and combatting capacity and of our affiliates, with a trade union political formula bolstered by the actualization of the Development Platform of the Americas and fortified by the deliberations and determinations of its 4th Congress. We rely on the organization's capacity to formulate a strategic plan for the period in which trade union participate in the definition of national policies of the times, responding to this complex environment and adapting to national and regional realities for the trade union movement of the Americas to champion a sustainable, inclusive development program, with social and environmental justice, guaranteeing decent work and assigning a central place to the sustainability of present and future life, as well as the persistence and intensification of democracy and the sovereignty of the peoples: With strong unions and more rights!!!



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