



**AFTER THE SECOND CONGRESS**

**FIRST MEETING OF THE MANAGEMENT CHOSEN BY THE CONGRESS**

**PROPOSAL FOR A SUMMARY OF THE SECOND POINT OF THE AGENDA**

**Topic:**

**WORK PLAN TO APPLY THE AGREEMENTS**

Comrades.

In the first point of the meeting we approved the evaluation of the Congress, whose summary has been written by comrade Dimos Koumpouris, president of our TUI. It serves as the basis for this second point.

Here we are gathered a good part of the members of the 3 governing bodies elected by the Second Congress, and for that reason we are going to draw valid conclusions for the 3 management groups.

First we have to congratulate ourselves that we have fulfilled one of the main objectives that this Congress had. We have endowed with real management teams, with comrades who make them up who have expressed their willingness to dedicate their time and effort to this very important task of collective decision-making, in one of the most important TUI of the WFTU.

We can therefore pass the stage at which many of the decisions were taken only by the President and the Secretary General, jointly, or by the latter in an individual manner. It was not good for a good job and it has led to more than one mistake.

Each of the 3 new management groups should seek how to operate autonomously from the other two.

The face-to-face meetings will be expensive and for the moment we set ourselves to make one every two years.

Between these face-to-face meetings we will have to use the new possibilities that the technique allows us. For example, video conferences, either of all at once, or by groups.

We will start using the free program Skype, with exchanges between two people located in different countries (with the presence of a person acting as interpreter when necessary).

Later we will make video conferences with 3 or more attendees located in different countries.

Each person in charge of a task must see how he / she achieves to do the work in the most collective way possible.

The first to make an effort toward this is the Secretary General, since his main function is to make the entire management team act and function.

The first step to publicize our management groups will be that each of the people that compose them write our union and political CV (Curriculum Vitae), which will facilitate us to know each other, so those who help use to enhance our work in the WFTU, know us.

I contribute, as ANNEX-1, my personal CV.

Going step by step:

Starting with the **Finance Control Commission**, it is made up of 3 comrades, chaired by the Cypriot Kostas Skarparis, who is assisted by two members, one from Mexico and the other from India. We have already commissioned Comrade Skarparis to present, within 15 days, a work plan that will be approved collectively by the 3 members of this Commission. As the guideline of your work there is the text of the Statutes of our TUI.

Following, the **Commission of Studies and Research**, consisting of 6 comrades, chaired by the Spanish Paco Tendero. It is also the Statutes of our TUI that fix the tasks that correspond to them. In this case we already have the advantage or advance that Comrade Tendero distributed on paper (and in the 3 languages), see in **ANNEX-2**, a first proposal of Work Plan for this group. In the established deadlines of 15 days we must collect the contributions of its members to be able to publish the final text of the work plan for the Commission of Studies and Research.

The truth is that our class enemy, that is, capitalism, attacks the rights of the P&Rs in the same way in all the countries of the planet. The data collected and updated in this Second Congress

just ratify this. Therefore, this Commission will play a fundamental role in fighting against the proposals of the IMF, the World Bank, the OECD and the EU.

The P&Rs are becoming a more and more important part of the people that inhabit the planet and, working in an organized and coordinated manner, we will increasingly influence the decisions of governments. We are going to convince the majority of the P&Rs that they cannot and should not vote against their own interests, that is to say that it is not coherent to vote for political options that defend capitalism as an economic system.

Finally, we have the **Executive Council**, whose functions are also well specified in the Statutes of our TUI (which we can recall by reading them on the official website: <http://www.pensionistas.info/web/en/node/164>). It is made up of 30 people, experienced veterans and trade unionists who will contribute (they are already doing so) with their knowledge to make our TUI grow.

We are, as the Second Congress has shown, in a new stage, that of the growth of our presence in new countries, and at the same time that of improving the coordination of all our work.

In the Congress it has been shown that it does not matter the name of the organization, country by country, that integrates our TUI. Call it union or association (in some countries the P&Rs cannot organize in unions), the important thing is the class content of their objectives. The important thing is that its members consider themselves as part of the working class until the last day of their lives, and that they fight (as much as they can) to defend the majoritarian class on the planet.

What's more, we are proving that P&Rs associations that were born as simple coordinators of the most basic claims (sometimes just to improve leisure and coexistence) of people of the so-called third age (older adults, or other adjectives, depending on the country), are evolving to assume that they must claim, for the P&Rs, the same objectives that class unions claim.

Remember these objectives that are summarized with the phrase, which is our motto (now approved by Congress): **"LONG AND DIGNIFIED LIFE FOR THE P&Rs OF THE WHOLE PLANET"**.

This means that the P&Rs of any country of the 5 continents should have the right to:

- 1) Drinking water in your house.
- 2) Habitable housing (with electricity, ventilation, heating, cooling, etc., according to the climate reality).
- 3) Healthy and sufficient local food.
- 4) Health, Culture, Leisure and local Transportation, public, free and with quality, to live with dignity.
- 5) Right to a pension from 60 years or less, this ensures the enjoyment of the 4 rights aforementioned. This includes the obligation of the governments to cover with their budgets the needs and pensions that cannot be covered in another way, including paying young people their Social Security contributions if the capitalist state is not able to provide them with a decent and permanent job.

We have to know how to incorporate every day new groups of P&Rs to our work as TUI, parting from the previous claims.

This is what we did in our Second Congress, and we will continue to do so, if we correctly operate the 6 secretariats that we have equipped ourselves with (as our Statutes state) and the tasks of Coordination from continent to continent.

Beginning with the tasks of Coordination, see in **ANNEX-3** the work plan that we designed in February of 2,018. As a whole, it is still valid, although each Coordinator must update it according to their working environment. We will wait 15 days for each of them to send it updated.

In this way we will strengthen our TUI and make it one of the strongest of the WFTU, achieving, for sure, to substantially improve the living conditions of the P&Rs, this means, the living conditions of the working class in the final stage of our lives.

We have to celebrate that in the days of the Second Congress, in addition to many interviews and bilateral meetings, we were able to hold two important meetings per territory:

- 1) That of America, from which Comrade Marcos Wolman, who presided over it, have send us a summary, see in **ANNEX-4**. It is good to note that it was agreed that on May 4th in Guatemala will be held the first meeting of delegates from Central American countries to prepare the Regional action for spring.
- 2) That of Europe, from which Dimos Koumpouris, who presided over it, will send a summary.

To conclude this section we must remember that on October 1<sup>st</sup> (or on a close date), there will be a Day of Fight in each country. The Secretariat of Propaganda must prepare, in order to discuss it at the end of June, a brief call to this Day and a poster announcing it.

Going to the Secretariats and responsibilities that we have endowed ourselves with:

We agreed at the March the 1<sup>st</sup> meeting that each person responsible for each Secretariat would send us their own work plan.

At the meeting itself we received the first proposal, that of the Secretariat for Women, or of Gender, which is attached as **ANNEX-5**.

The proposal of the Secretariat of Propaganda, written by Comrade Lisímaco Velasco, has come to me, which I attach as **ANNEX-6**.

We agreed that in 15 days all the Secretariats would send (in all 3 languages) their work plan.

Finally, we note, and wish the greatest success, the action that the P&Rs of India will do for next March the 15<sup>th</sup>. We will be awaiting your results, which will be reported to us by the comrades of India.

Barcelona, March 10<sup>th</sup>, 2,019.

Quim Boix

## **ANNEX-1**

### **CV of the Secretary General of the TUI P & R WFTU**

Quim Boix i Lluch, born in 1945, I obtained the degree of Doctorate of Industrial Engineer in 1970, awarded by the Technical College of Industrial Engineers of Barcelona.

I am the son of 2 primary school teachers. My father was punished by Francoism for having defended the Second Republic.

I joined in 1963 the student struggle and in 1964 the policy.

In 1963 I was elected representative of the students of my class at the school of engineers in opposition to Franco student unionism, and in 1965 I was elected delegate of all the students (thousands) of industrial engineering to create the " Student Democratic Union of the University of Barcelona "(SDEUB).

We realized the act of founding this antifranquist union in a Catholic convent in Barcelona (taking advantage of the right of assembly that the Christians had, due to the Concordat passed between the Catholic Church and the Franquist State). Following the student union act, I stopped and brutally tortured by the fascist Franco police, tortures that will mark the 1<sup>st</sup> manifestation of progressive priests (12.5.1966) in Barcelona. I am dismissed from the University for 3 years, 3 years that I will pass between the prison and the Sahara desert (in semi-prison conditions, without being able to leave the zone) where I was sent to start again Time of military service while I had been dismissed from that of student of which I had done a good part.

After this 3-year sanction, I return to the University, studying, working (giving courses, doing computer science and carrying out investigations), already married with a first son (abnormal, following the tortures I endured while my wife 1<sup>st</sup> Michèle Le Falchier, died in 2007, was pregnant).

When I finished my studies, I started working as an engineer and computer scientist. I graduated in 1970 and lose my hearing before Franco's courts (while 1<sup>st</sup> engineer graduate than go before a labor court under the dictatorship). Subsequently, I work in textiles, of which I am again licensed for trade union activities. Then I move to a job in a multinational metallurgy, Brown-Boveri-Oerlikon (BBO) where I assume the task of Head of the Department of Informatics in Spain, until I am democratically elected, Spokesmen of the employees in the negotiation of the collective agreement. Once again, because

the company considered that the two previous tasks were incompatible, the employees to support me, went on a general strike on the day of my trial before the Labor Court and sang the International before the judge's door. The award was only partially favorable to my application for reinstatement as an engineer, so I had to appeal to the Supreme Court in Madrid, which placed me unemployed during the 4 years that the procedure lasted.

During these 4 years, I worked for the Workers' Commissions (CC.OO) on a voluntary basis and without receiving a salary (paid as unemployed because the CCOO had not yet signed the acceptance of a reduction in the Unemployment, or the number of months compensated). In <sup>Part</sup> 1 of those 4 years, I am the second in charge of the Organization of CCOO in Catalonia (CONC), and the second time I go to the Secretariat of the union as head of TPC (Professional Technicians and Managers), And I am elected both as a member (at the time when Camacho was the Secretary General) of the Confederal Council of CCOOs (the main body at the national level) and secondly responsible at national level for TPCs in the CCOOs. Consequences of these responsibilities, I travel on several occasions in France, Italy, Portugal, for exchanges with the leaders of the then class unions of these countries (CGT, CGIL and CGTP-IN). Having lost my appeal to the Supreme Court, (it was in 1980 and the political changes in Spain, after the dictator's death by sickness, had in no way changed the total domination of the bourgeoisie in the courts) The private enterprise to the public company and overcomes some oppositions for the position of municipal engineer in an industrial municipality in the vicinity of Barcelona (Montcada i Reixac).

During my working life, I was dismissed on 8 occasions, suffered 11 arrests, tortured in several of them. Judged twice by the Franco-Supreme Court which succeeded the War Councils of Fascism, called the Tribunal of the Public Order (TOP), which condemned me twice to 6 months in prison, which I carried out in different prisons and in the quasi- All.

I joined communist militancy in 1964, occupying all kinds of responsibilities. In 1981, I am the spokesman for the position of NO to the democratically eurocommunisme who had won (despite the intervention of Santiago Carrillo to avoid) in the 5<sup>th</sup> Congress <sup>(1)</sup> held in the Legality) of the Catalan Communists (PSUC). My current political task is that of Chairman of the Guarantees and Control Commission of the PCPC (Catalan sister organization of the PCPE). Previously, I was a member of the PCPE Guarantee Committee and the international head of the PCPE (Communist Party of the Peoples of Spain), a responsibility I had for 18 years and left in 2009 to give Continuity in my work of helping the development of the WFTU in Spain.

Arrived at the age of 61, being the main union representative in my workplace, I went on retirement and have founded the CSU (Central Unitary Union) Pensioners and Retirees (P & R) (as in CCOO, the P & R merely recreational activities), I am now the Secretary General.

I was in charge of the Commission of Solidarity with the Political Prisoners of the Francoism (at that time, 1.969, I contacted the WFTU, since we were receiving enormous solidarity with the workers' repression). I have created 4 neighboring associations in my city of Barcelona, I am also the founder of the "Civic Committee for Social Rights" as well as other unitary platforms such as the "Committee Against Closures, Unemployment and Precariousness" (First

steps in Catalonia to coordinate class unionism, an alternative to the present reformist syndicalism of the CCOO and the UGT).

I participated (in 2005 in Havana) in the 15<sup>th</sup> Congress of the WFTU as an observer in representation of Spanish city class unionism, alternative to union CCOO conciliation (these, forgetting all the help that She had brought them during the Franco dictatorship, abandoned the WFTU in the latter part of the 20th century).

I represented the WFTU in various international solidarity activities with the Sahara (EUCOCO, 3 consecutive years), presence at the UGTSARIO Congress in the liberated territories of Tinduf, and the RANSA 2009 International Conference (High Level Meeting for the Food Security) held in Madrid. I have participated in various meetings of the WFTU in Europe and various international trade union seminars.

At the XVI Congress of the WFTU (in April 2011) I am elected member of the Presidential Council. During this conference, I proposed the idea on behalf of the CSU P & R of the Spanish State, it was necessary to create the TUI (International Union of Trade Unions), number 10 of the WFTU, Pensioners and Retirees. George Mavrikos said this proposal in the conclusions that the 16<sup>th</sup> Congress approved.

For this, I was summoned in full 16<sup>th</sup> congress at the 1<sup>st</sup> International Meeting of P & R, which we found all P & R delegates to the congress. Subsequently, I was elected as Chairman of the Preparatory Committee of the 1<sup>st</sup> World Congress of Pensioners and Retired related to the WFTU.

For 2 years, we have prepared this great event, which was realized in Barcelona in February 2014 and at this Congress I unanimously elected as General Secretary of the new TUI P & R WFTU (

see: [www.pensionistas.info](http://www.pensionistas.info)). In recent years, I have directed the work of this TUI, promoting and chairing the Regional Conferences of America (September 2015), Europe (July 2016), Africa (November 2016); And I stimulated that of Asia (December 2016) and that of the Arab countries (October 2017).

Since the 17<sup>th</sup> Congress of the WFTU, I ceased to be a member of the Presidential Council to focus on my trade union work in TUI P & R.

At the Second Congress of the UIS of PYJ, held in Bogotá (Colombia), I was re-elected, also unanimously, Secretary General of our UIS.

Barcelona, March 2019

## **ANNEX-2**

### **PROPOSED WORK PLAN FOR TECHNICAL COMMISSION AND RESEARCH**

The statutes of the Tui of PyJ of the WSF define what is the Commission Técnica and of Investigation and which are its attributions and functions:

Article 31-The Technical and Research Commission depends on the presidency and General secretariat. Their leaders will propose to the people taking into account, especially their capacities of collaboration. Its location will be in the headquarters of the Tui of PyJ. And in the regions, the technical and Research Commission must also be established, which will depend on the Vice-Presidency and the secretariat of their respective regions, informing the Presidency and the GENERAL secretariat.

Article 3.2 -The powers and functions of the commissions are as follows:

Article 32-2-for the Technical and Research Commission: a) to give, after listening to the secretariat of propaganda, opinion concerning the press, propaganda and publications; b) To preserve the historical archives and the documentation of the Tui of PyJ; c) To promote and concretize collaborations at the international level; To propose topics for study and dissemination, in close collaboration with the training secretariat. To comply with this, this proposal for a work Plan for the CTI is presented, based on the one presented in June 2015.

1) Each regional conference will create a regional CTI in its field of action. Its operation will be promoted by the Regional Vice president with the help of the management team who chooses each conference.

2) These 5 teams will work with the same criteria as the central CTI, which are detailed in the following points.

3) Each of the members of the CTI will seek in their environment (country and region) a group of up to four people who help, as specialists in the CTI's own subjects, as defined by the bylaws of the TUI.

4) In each region or continent of the planet a study concerning the reality of the PyJ, if possible in detail of the analyzed countries, will be written. This study has to allow us to write the list of claims that as class unions we will claim in each country and in each region.

5) For the studies indicated in the previous point, we will use, among other materials, the surveys that were distributed in the process of preparation of the Congress of our TUI. These surveys are contained in several languages on the UIS website and must be completed with the corresponding replies to the countries from which we do not yet have the data.

6) The implementation and synthesis of the five studies indicated in the preceding paragraph should be used to draft the world-wide claim document of the PyJ class trade unions.

7) The CTI will seek the help of the secretariat of formation of our TUI to propose new topics of study and dissemination, also collecting the suggestions of any of the members that compose the world direction of the Tui of PyJ of the WSF.

8) CTI will collaborate with the secretariat of Propaganda of our TUI to analyze the publications and materials that we disseminate as TUI (at the central level, with the web included, and at regional level), to be able as CTI to give opinion on them.

9) Approximately every six months, the CTI Eleborará a report with the most significant information and news on the reality of the PyJ in different parts of the world, from the

information received from the regional CTI and the one that may appear in Publications on the subject

10) The CTI will compile the historical archive of our collective work, to be located in the city where the TUI has its world headquarters. At the moment in Barcelona, Spain.

## **ANNEX-3**

### **LIST OF TASKS TO ORIENT THE WORK OF THE COORDINATORS OF OUR UIS**

They are about contributing to the success of the work meeting that we are about to organize in Athens on February 13, 2018, where we have been invited by the P&Rs of the PAME, to prepare the Second Congress of our UIS.

There we will discuss the next proposal, which states:

The Objectives of the Second Congress after having fulfilled the fundamental objective set out in the First Congress (to create the entire structure of the UIS of P&Rs) are: 1) To increase the awareness that the struggle of the P & J is global (against capitalism and its management center, the IMF, which wants to privatize pensions, in order to manage this money -which is greater than that managed by banks-, and to suppress this solidary right, transforming it into an unsupportive and individual one). 2) To succeed in defining the proposals that facilitate a joint regional and global struggle. 3) To ensure that the members of the leadership elected in the 2nd Congress assume their global responsibility as the most important one of their union responsibilities, and dedicate their capacities and time fully to this. 4) To provide ourselves with economic means that allow us to act as UIS.

In order to contribute to the success of the meeting I propose that each coordinator should contact the countries of its territorial area and should collect, during January of 2008, the following information (if only in one language) of the organizations with criteria of class (anti capitalists and anti-imperialists), whether they are unions or associations of P&Rs:

1. Name of P&Rs organizations existing in each country.
2. List of the previous ones that are affiliated with the WFTU.
3. List of the previous ones which befriend or may befriend the WFTU.
4. Approximate number of members of each organization.
5. List of activities developed by each of the organizations aforementioned.

6. List of their main claims for the P&Rs of their country.
7. Name and electronic address of the main leaders of each organization.

The collected information will be sent to the General Secretariat of our UIS, when available.

Thanks a lot!

Quim Boix

**ADDED:**

**LIST OF TASKS TO ORIENT THE WORK OF THE COORDINATORS OF OUR UIS**

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1. Name of P&Rs organizations existing in each country.
2. List of the previous ones that are affiliated with the WFTU.
3. List of the previous ones which befriend or may befriend the WFTU.
4. Approximate number of members of each organization.
5. List of activities developed by each of the organizations aforementioned.

6. List of their main claims for the P&Rs of their country.
7. Name and electronic address of the main leaders of each organization.
8. Name of all class unions in each country, whether or not they have a P&R organization, to plan how to convince them to organize the P&R.

The collected information will be sent to the General Secretariat of our UIS, when available.

Thanks a lot!

Quim Boix

## **ANNEX-4**

### **Second Congress of the Trade Union Internationals (TUI) and Pensioned and Retired (P&G), of the World Federation of Trade Unions (WTFU): Meeting of American delegates and proposals for the Continental Coordination of America.**

On February 27<sup>th</sup> 2019, during the first day of the Congress, the meeting of American delegates took place. It was coordinated by the American vice-president of the TUI Marcos Wolman, and with the participation of Secretary General Quim Boix.

During the opening, reference was made to the importance of the meeting, as a continuity of the American Regional Conference held in Quito, Ecuador, on September 2015, as well as the leadership meeting held in Sao Paulo, Brazil, on August 2017, together with the adopted resolutions.

It was stated that in this Second Congress, there was an enormous advance in the participation and content in the speeches of the international delegates, highlighting the work of the TUI's leadership ever since the First Congress held in Barcelona, on February 2014. All of the delegate's speeches and interventions during the Congress express the fact that we are witnessing an advance of the capitalist system's policies, in its deep structural crisis. Such crisis expresses itself in the actions of the IMF, the multilateral international agencies and the great economic clusters; in

the subjugation of the conquests achieved by the working class in each country; and in the labor and provisional reforms, which include the Social Security system. The proletarian internationalism and its quest for solidarity and for the coordination of the struggles at a continental and international level, sheds light on the dialectic relationship of each country's struggles.

During the American delegate meeting, it was resolved to ratify the resolutions adopted in the previous continental meetings held, specifically those resolutions regarding the continental coordination through sub-regions, each one with its own undersecretaries:

Undersecretary of North America: United States and Canada.

Undersecretary of Central America and the Caribbean: Cuba, Mexico, Honduras, Panama, Costa Rica, Nicaragua, El Salvador, Guatemala, Dominican Republic.

Undersecretary of South America: Argentina, Bolivia, Brazil, Colombia, Chile, Ecuador, Paraguay, Peru, Uruguay, Venezuela, Guyana, French Guyana and Suriname.

In the American delegate meeting, it was resolved to ratify, once the new leadership of the TUI-P&G of the WTFU is chosen, that the US leader shall coordinate the North American undersecretary; and that Honduras's and Mexico's leaders shall coordinate the Undersecretary of Central America and the Caribbean. As regards the coordination of the South American undersecretary, it shall be adopted by Colombia's leader, together with another leader which still needs to be settled due to Brazil's absence, which had assumed such task in the Sao Paulo meeting.

It is important to emphasize the call for the meeting of Central America and the Caribbean in Guatemala on May 4<sup>th</sup>, as well as the creation of the Central American TUI chat, for the exchange of information and activities within the region.

#### Proposals for the development of responsibility within America's continental coordination

- Constitute a Secretariat between the American coordinator and the authorities of the undersecretaries, with the aim of establishing a permanent linkage.
- The spokespersons that form part of the leadership chosen in the Congress, must participate actively in their respective regions.
- The American comrades of the secretariats shall participate in the coordination, providing their knowledge and building experience for their international tasks.
- For the coordination activities at a continental level, we should constitute a collaborating team in order to speed communication, to elaborate a webpage containing the continental experiences, and for it to be sent to the General Secretary and to the leadership of the WTFU

- To prepare in spring a Day of Coordinated Action in Central America, with a list of the claims that summarize the local P&Gs' aims.
- The International Day of October 1<sup>st</sup> - which was approved in the Congress - and whichever meetings we may establish in the following months must be carried out with the emblem, contents and resolution of our TUI – P&G of the WFTU.
- Comrade Frank Goldsmith from USA, designated coordinator of the North American undersecretary, counts with the support of the comrades from Mexico for the organization of the P&G of the main cities of his country, and for contacting the delegates from Canada.
- With an understanding of the provisional, health and housing system regarding our sector in each country, and with the help of the Health, Woman, and Technical and Investigation Commissions, we shall advance towards establishing common grounds for the elaboration of a continental programme.

Marcos Wolman

## **ANNEX-5**

### **STRATEGIC PLAN of the SECRETARIAT OF WOMEN of the UIS PP and JJ of the WFTU for the period 2019-2024**

#### **GOAL**

Overcome existing gender inequality in pensions and get decent pensions for all people around the world, particularly for women.

#### **DIAGNOSIS and RECOMMENDATIONS**

We do not miss the great diversity that exists between the regions of the world in the aspects related to gender equality and, consequently, to the issue that concerns us, that is, the gaps in women's pensions all over the world, which they go, from 100% in countries where women have not yet acquired that right, up to almost 40% in European countries such as Spain.

The UIS of PP and JJ has as its central objective the fight for decent pensions for all the people of the world. The Women's Secretariat of the UIS of PP and JJ also has that objective but insists on the specific objective of fighting for the elimination of gender inequalities in pensions for all women in the world.

In this work to achieve equality, the Secretariat of Women of the UIS of PP and JJ, intends to get it, first within the own UIS of PP and JJ, for which it considers:

#### Aspects to be corrected:

Non-inclusive language; organization, projects and asymmetric speeches, with scarce presence of women and in a position always secondary, subordinate and with little or no decision power, which prevents an effective struggle for decent pensions for all people, in particular for women. The Statutes of the "UIS of PP and JJ" allow to work with an ascending tendency in the joint composition of the governing bodies. However, the current reality is far from that composition.

#### Strategies to modify:

To achieve the first, the solution is not to make non-inclusive documents, as has always been done, and to entrust the "translation" to the Women's Committee. It is necessary to conceive the document of good principle as an inclusive document. Otherwise, incongruities such as defending the inclusion of women in the discourse and excluding them in the language used are entered into. In addition, this is the only way to achieve a coherent structure with the message of equality that is defended, as well as a balance in the contents that will manifest the firm will of this equality.

Once the document, project, memory, etc. have been obtained It will be necessary to prepare a Gender Impact Study (EIG), which must be approved by a committee formed to carry out this task. In this way, all the work and all the people involved in it will go through the need to become aware of the unavoidable equality.

Decision-making in the absence of women is at the root of the deficiencies mentioned above. It will be an objective of this Secretariat to modify this decision-making strategy.

If the action of the UIS of PP and JJ is to be inclusive, first the UIS of PP and JJ will have to be inclusive, and thus fulfil the mandate that emanates from 51% of the world population.

Action plan for 2019-2024:

#### STRATEGIC OBJECTIVES

1. Get a woman in each region as a contact with this secretariat.
2. Disseminate the rules of inclusive language, and demand that it be respected in all documents of the UIS of PP and JJ.
3. Prepare all the documents and projects of the UIS of PP and JJ considering the framework of a gender impact study.
4. Increase the presence of women in events and in the management bodies.
5. To clarify the androcentrism of the different levels in which the inequality of women's pensions is resolved, patented from the National Economic Balances and consequently in the NAS<sup>i</sup>, SGB<sup>ii</sup>, SSS<sup>iii</sup> to the PS<sup>iv</sup>. And this in any of the past and present economic systems

## ACTIONS

1. Expose to the secretaries of the regions, the need for a woman pensioner in her region, willing to be the virtual contact with this secretariat
2. Participate in the events organized by the UIS of PP and JJ
3. Establish contact with the Women's Committee of the WFTU to coordinate tasks that may overlap.
4. Go with the Women's Secretariat of the WFTU in Europe
5. Participate in the events of the Women's Committee of the WFTU.
6. Transfer to the Women's Committee of the WFTU the need and interest to be involved in the struggle for decent and equal pensions for women, since they are future pensions, their own, the riskiest.
7. Organize conferences, seminars, group work sessions, etc., of a formative nature, to facilitate the attainment of the proposed strategic objectives. (inclusiveness, national accounting systems, virtual meetings, text and voice translators)
8. Create web nested in the one of the UIS of PP and JJ and linked with the one of the women's committee of the WFTU and with each female voice of each regional secretary
9. To approve the realization, with the cooperation of the leadership of the WFTU and its women's committee, of a major Campaign for Gender Equality in the area of the rights of the P & J around the world. Preceded by an internal campaign in Pro for Gender Equality in our cadres, our structure, our projects and our speeches

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<sup>i</sup> National Accounting Systems

<sup>ii</sup> State's General Budgets

<sup>iii</sup> Social Security Systems

<sup>iv</sup> Pensión Systems

## **ANNEX-6**