



Resolutions:
LGBT Regional Committee Meeting
PSI Inter-America
Rio de Janeiro, Brazil
17 – 18 November 2016

Support: FNV, Netherlands



General situation

- Orchestrated attacks on rights in the region, especially on LGBT rights in Argentina and Brazil.
- Donald Trump's election as US President means an even more negative outlook for the fight against discrimination.
- However, there have been advances in rights and in the LGBT movement's visibility in Colombia.
- The absence of the Caribbean, USA and Canada in the PSI Inter-America's Regional LGBT Committee makes regional planning difficult.



PSI World Congress 2017

- Support for and participation in the reviewed LGBT world manual.
- Support the signature of the manual by union leaders of several countries, as a commitment charter with the integration of LGBT policies in the trade unions.
- The PSI Inter-America's Regional LGBT Committee will actively participate in building a resolution regarding LGBT rights and actions at PSI.
- The PSI Inter-America's Regional LGBT Committee adopts the proposal of including LGBT clauses and general anti-discrimination clauses in the collective agreements to be adopted by the trade unions; and the Committee is willing to build those clauses.



PSI World Congress 2017

- To fight for the inclusion of discrimination due to sexual orientation and gender identity in the ILO Convention 111.
- To work in parallel with the World Health Organization (WHO) on all LGBT issues, particularly on the LGBT population health survey.
- To debate the trans and bisexual issue, and the inclusion of the letter I (Intersex) in the LGBT acronym.
- To debate the gender / women/ LGBT issue.
- To see the Congress as a great OPPORTUNITY for exchanges and visibility for the PSI Inter-America's Regional LGBT Committee.



PSI and ILGA LAC cooperation agreement

- To take part in the ILGA LAC Conference in Guatemala in 2017 and to get in touch with ILGA North America.
- To work jointly on the World Health Organization's (WHO) LGBT population health survey.
- ILGA LAC will reproduce and periodically update the booklets on LGBT workers' rights and public policies in Latin America, with the trade unions' support.
- To work together for ILO Convention 111 to include discrimination due to sexual orientation and gender identity.
- To divulge and implement the Organization of American States (OAS) conventions on discrimination: Conventions A-68 and A-69.
- To work together on the issue of medications versus patents / intellectual property, in particular in relation to Free Trade Agreements such as the TiSA (Trade in Services Agreement) and TPP (Trans-Pacific Partnership).



Examples of public policies and best practices in LGBT issues

- To divulge the actions of the program Rio without Homophobia, as well as other LGBT affirmative action programs.
- To become aware of and take part in the gender issues and LGBT rights Training Platform organized by APUBA, Argentina.
- To promote gender training for the PSI committees and sectors, particularly for the young workers, in order to increase knowledge and understanding of LGBT issues.



PSI Inter-America's Regional LGBT Committee

- To carry on with the Committee's activities with the support of the DGB Project in the 3 years following the PSI World Congress (2018-2020).
- Representatives from each sub-region should participate in SUBRACs with the support of the DGB Project, and establish connections between the LGBT struggles and PSI affiliates.
- To ask each affiliate or at least each country, to have a reference person for the LGBT Committee.
- To create the Committee's fan page in Facebook (Chucho Saavedra, SUNET Colombia).
- To manage resources for Committee representatives to travel within the PSI sub-regions.
- National actions on May 17: International Day against Homophobia in all countries, with the organization of the Committee's video for added visibility (APUBA, Argentina) and a letter to the trade unions.



PSI Inter-America's Regional LGBT Committee

- PSI Brazil's LGBT Committee will contact and network to integrate USA and Canada into the Regional Committee.
- To try to specify functions and tasks of the representatives in the Regional Committee (dissemination, training, etc.)
- To write the history of PSI Brazil's and Regional Committees as a historical record.
- To give more visibility to transgender people in the Regional Committee by integrating at least 1 transgender person in the Regional Committee's next period.



PSI Brazil LGBT Committee

- Advocacy: coordinated action in the National Congress and the Supreme Federal Court (Solange Caetano, FNE).
- To produce a video on sexual identity for empowering LGBT workers in the trade unions (Karla Oliveira, CSPB).
- To produce short videos to be sent through WhatsApp about the impending backward steps in LGBT rights and the struggles for increasing social achievements (Rafael Ferreira, FETAMCE and Vivian Makia, PSI).



PSI Brazil LGBT Committee

- To disseminate a letter regarding threats to LGBT rights among trade unionists, incorporating the issue into the trade union agenda (Elaine Leoni and Péricles Flores, SEESP).
- To integrate the key dates of the LGBT struggle into the calendars of several organizations (Carlos Henrique da Costa, CONDSEF).



PSI Inter-America's Regional LGBT Committee: proposal of composition as from 2017

- Andean Countries
 - Brazil
 - Canada
 - Caribbean
 - Central America
 - Southern Cone
 - USA
 - Transgender person
- 1 titular and 1 substitute for each sub-region with gender balance.
- Until the Regional Committee is complete with all sub-regions included, Brazil will have 2 titular representatives and their 2 substitutes in the Regional Committee.



PSI Inter-America, PSI Brazil's LGBT Committee and PSI Inter-America's Regional LGBT Committee are grateful for the support of FNV Netherlands which was carried out through the Project Promoting Equal Opportunities for LGBT Public Sector Workers – Brazil and Inter-America's Countries (October 2012 – December 2016).

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