

PREVIOUS NOTE: The text in Spanish will always be the reference in case of doubts of interpretation due to translation defects.

CHARTER

International Union of Pensioners' and Pensioners' Unions (P&J), of the World Federation of Trade Unions (WFTU).

THIRD WORLD TRADE UNION CONGRESS OF PENSIONERS' AND PENSIONERS' UNIONS

PROPOSAL FOR AMENDMENT of the STATUTES

EXPLANATORY MEMORANDUM

The International Trade Union Unions (UIS) of professional branches or sectors are organizations that are part of the organizational structure of the World Federation of Trade Unions (WFTU) and have a long history. For the WFTU, the UIS have a high value and constitute one of its basic pillars of trade union intervention.

Strengthening the UIS is a task of first importance for the WFTU. Any trade union organization of the respective branch or sector can enter each UIS, regardless of whether or not it belongs to a national organization adhered to the WFTU. Also, those organizations affiliated to the WFTU and those that, without being affiliated to any UIS, are invited or request their participation can participate in each UIS.

The UIS formulates its policy with wide freedom within the framework of class unity with the WFTU and without contradiction with it. The UIS participate in the activities of the WFTU and in its representative bodies. Likewise, they co-participate with the WFTU for the implementation of the agreements taken by the World Trade Union Congresses carried out by the WFTU.

The International Trade Union Unions (UIS) were created in the various branches of industry, and sectors, by agreement of the World Trade Union Conference.

held in 1945 in London and Paris, which gave rise to the World Federation of Trade Unions (WFTU). The Second World Trade Union Congress, held in 1949, in Milan, Italy, determined the modalities for the functioning of the UIS. Over time, these became international organizations with their own personality for trade union action, for unity and solidarity among the trade union organizations that are members of each UIS, and, together and in solidarity (with unity of objectives), for unity with the WFTU.

From 1949 to date there are nine UIS of the following branches: Construction, Energy, Metallurgy and Mining, Agri-food and similar, Public Services and similar, Transport and Communications, Tourism and Hotels, Financial and Banking Sector, as well as the sector of teachers (teachers) FISE. All of them have developed important struggles, some more than others, although they have had to overcome many difficulties in the hardest stages of the class union struggle, but today they are in full overcoming and expansion.

With the aim of articulating a common struggle at the international level, the proposals formulated in these statutes are aimed at strengthening internationalist unity to live up to the resistance of the working class and the peoples, to articulate the forms of struggle that will lead us to new conquests of rights and freedoms, In the same way that they have been increasing in several continents, against capitalist policies, neoliberal or not, and against imperialist aggression.

The meetings of the G-20 group, have only been concerned with how to save the banks and how to safeguard the interests of big capital, have preferred to direct their decisions to increase with greater funds the IMF (guilty of social disasters in the countries of Latin America, Asia, and other regions), but they intentionally forget, because of their position as an exploiting class. of the millions of victims of the crisis who have lost their jobs.

The G-20 wants to sell the idea that the crisis, which they describe as financial without accepting that it is a real systemic and structural crisis of all capitalism, is due to the individualized dishonesty of some financial actors. They refuse to recognize that the crisis is structural, reality is showing that we are facing a deep and internal crisis of the capitalist system. They want to deny reality: markets will not regulate or solve the crisis.

The crisis in the European Union continues to worsen. The governments of the European Union are intensifying the application of neoliberal policies, with privatizations of strategic sectors, tax increases, decreasing social spending. And, in order to improve their rates of profit obtained from the exploitation of wage earners, they have chosen, to the extent that the struggle of the peoples and their working class allows it, to: 1) impose labor reforms, eliminating labor rights won with years and decades of struggle; 2) make radical changes to social security rules; 3) implement drastic cuts in pensions; 4) impose mass layoffs of workers, with the consequent accelerated increase in unemployment; 5) practice privatization of public education and health, other public services, and strategic and financial sectors.

According to the same data that the IMF publicly handles, only in the three

In recent years, there have been more than 30 million layoffs of salaried persons in the world. To these dismissals are added early retirements and retirements under unfavourable conditions for the persons concerned.

That is why it is increasingly important to strengthen the organization of workers who become pensioners. In many countries they exceed 20 % of the population (reaching more than 30% of citizens with the right to vote). They are people who have the state as an "entrepreneur", who cannot be fired but who can find themselves with a progressive loss of purchasing power of what they receive as a pension, of the money that serves to continue living, and with it with a final stage of their life of great uncertainty and precariousness (which has even led to numerous suicides). The right to a fair pension must also be recognized for all women who have worked all their lives at "home" and who continue to be denied their "working" status, concealing the economic value of such work and exacerbating their situation of precariousness, dependency and poverty.

In addition, the final stage of anyone's life can be a difficult period due to health issues, loneliness, decreased ability to move and solve everyday problems, etc. Trade unions can, and must, intervene in all the diversity of these issues as shown by the P&J platform of demands.

If as active workers, which we have been, we have suffered the exploitation, repression and theft of our work, wages and working conditions, political or social, by capitalism, both that led by liberal-conservatives and that led by social democracy in its different forms, all the people who make up this new and young U.I.S of Trade Unions and Associations of P and J, From the WFTU, we understand that the sole and general objective of capitalism, on a planetary scale, is to obtain the maximum profit at the expense of anything, stealing from us both when we were active and now that we are pensioners and retirees.

The expansion of the amount of P&J on a world scale, which absorbs a large public budget and immobilizes huge amounts of money, could not be a closed preserve to the voracity of the capitalists in this phase of crisis. That is why the privatization of this enormous amount of money is a strategic objective of the first magnitude for the capitalists, and hence it follows that the strategic tendency of capitalism is the non-extension of social rights, where they lack them or are truly insufficient, and the reduction of existing public pensions through: (1) increases in direct and indirect taxes; 2) the modification, not negotiated or consensual, of the criteria for calculating the Consumer Price Index; 3) the freezing of all pensions or simply the implementation of new laws that lead to their disappearance.

All this, promoted by international capitalism and its managers to advance in what is fundamental for them, to accumulate more capital in a few hands. They want to move in the main direction of privatizing, now and in the future, as much of this huge pension money supply as possible. The current conditions create fear in people, who still receive a more or less decent salary, and encourages them to seek the individualistic way out of subscribing to a Private Pension Fund.

The privatization will of capital and its agents is not limited to the issue of pensions, it covers everything that is public and that can be transformed into a business for a few. Social services relating to the care and assistance of dependent persons (childhood, illness, old age ...), health, education, transport, telecommunications, audiovisual media, culture, energy, etc., everything that allows the enrichment at the expense of sacrifices of the majority of the population.

The public pensions for which we have fought and will continue to fight at all times and in all forms, if we do not stop the current trend with the fight, will be merely welfare and will barely allow survival, which will force very broad layers of the population to contract, if they can, health and life insurance that will always grow annually below the CPI. and that the vast majority of people will not be able to subscribe, which could lead to a very critical general situation in which, faced with the right to live through a decent pension, the society of charity would appear.

But, if we do not organize and fight, not only will pensions be affected, the entire social services sector will be affected in a decisive way (special attention deserves people with physical or mental problems; constant increase in prices of all food, socio-cultural services, transport, communications and medicines), because, like pensions, The rest of the services associated with pensioners and retirees are the object of "preferential attention", that is, subject to the will of plunder, by capitalist companies.

Therefore, in the framework described above, these Statutes set forth *the Principles* and *Program* of the P&A UIS. The first are framed in the context of the class struggle and, in the second, some of the common demands of workers around the world are expressed in their post-exploitation stage, in the retirement stage.

The statutory provisions comprise 10 chapters and 51 articles, plus two transitional provisions.

First, the UIS of P&J, which is part of the WFTU, is defined, indicating its purposes and who constitutes it. Then the structure and representation that will facilitate the functioning of the P&P UIS is established, with the World Trade Union Congress being the highest authority. The Executive Council is chaired by the President of the UIS, and the Secretariat by the Secretary General. Within the Secretariat, several secretariats are established, one per function, with the aim of providing the best responses to specific sectoral policy problems, coordinating more effectively and dynamically meeting the needs of the management structure and the organization as a whole. Thus, the Secretariats of organization are initially established, of

finance, health and social security, propaganda, gender, and trade union training.

They also belong to the Executive Council, the Regional Secretaries, and the Financial Control Commission and the Technical and Research Commission.

The Vice Presidents of each continent, elected at the congress, will be responsible, in their respective regions, for the activities of the regional Secretariat whose members will be elected in their corresponding regional events, with a minimum of 3 members.

This proposal establishes the powers and functions of each of the responsibilities of the UIS of P&J, as well as those of the members of the Commissions.

With regard to the forms of integration or membership, the following are proposed: a) affiliated unions, and b) fraternal or friendly unions. The UIS of P&J accepts the affiliation of organizations without any discrimination, as long as they are class and accept the agreements of the WFTU.

The collaboration of the member unions is established from the moral, economic and intellectual cooperation, to achieve (in coherence with the challenges and purposes of the WFTU) the objectives of the UIS of P&J. For the unions affiliated to the UIS we propose an economic contribution counted based on the number of P&J members that each organization has. Fraternal or friendly organizations will also make financial contributions.

It is a right of affiliated persons to elect and be elected. All responsibilities will be elected by the World Trade Union Congress, with the exception of the Regional Secretariats which will be elected by the organizations of the corresponding region.

Matters not considered or detailed in these Statutes and the amendment thereof are the exclusive responsibility of the World Trade Union Congress.

PRINCIPLES

Individuals and peoples live in a world determined by class struggle and defend our immediate and historic rights. It is our aspiration to achieve social transformation and participate in the construction of a society without classes or hierarchy based on sex or race.

The unity that we require to conquer the historical objectives, which we have as a class, is a means to concretize our own program. The class struggle has a global scope and the struggle we propose is developed at the national, regional and international levels, within the aforementioned framework of world struggle.

Formulating the programme, building the organisation and practising international solidarity are our trade union tasks in the present era.

Trade unions are fundamental organizations for resistance and struggle against capitalism, adapting to the reality, class consciousness and possibilities of each country.

We demand the need to make the trade unions true instruments of democratic struggle. Independence as a class is an indispensable condition for developing a trade union policy of its own.

The struggle of wage earners is not alien to the struggle of peoples in defense of their resources, territories, their sovereignty and independence, and their social rights. Together with other social sectors, the workers are part of the same struggle that, with alliances, allows us to establish a new society of solidarity, another better world, the one that exploited people and peoples yearn for today, that is, socialist society.

Natural resources constitute a collective heritage of the world. We defend the natural resources, and the physical infrastructure of nations, as a social right of peoples.

In this struggle, we propose international solidarity as a political action to share experiences, support and proposals.

PROGRAM

The UIS of P&J is an organization that fights for:

- The unity, under the principles of class, of the members of the UIS of P&J and other pensioners and retirees in the world.
- The practice of democracy and independence as a class to free us from the exploitation of capital and the oppression of patriarchy, intrinsically indissoluble.
- The exercise of the right of political and trade union self-determination as a working class.
- The defense of natural resources as a concrete expression of the struggle of peoples and nations for their national sovereignty.
- The defence and nationalisation of strategic public enterprises, such as banking, finance and insurance, and other strategic sectors (transport, energy, latifundia, etc.), and the consequent struggle against privatisation; always guided by a policy against the oligarchs, the monopolies and the imperialists.
- The generalized right to decent and secure employment (which can only exist when we end capitalism, imperialism and patriarchy), to wages and pensions

- dignified, and to a solidary social security, with decent benefits and universal coverage, in all countries of the world.
- For full respect for the labour and social rights of immigrant workers and the frontal fight against all discrimination.
 - For full respect for human rights and the preservation of life in conditions appropriate to human development.
 - The recognition of the work of production and reproduction of people (biological reproduction, care and assistance of people, domestic work ...), accounting for its economic value (in GNP) and assigning it the social value that corresponds to it.
 - The right for production and reproduction work to be considered "work", to be remunerated and to generate labor rights, the right to a decent pension, among others.
 - The right that the work of production and reproduction is not "naturally" awarded to women, but considered socially necessary work, shared and covered by the corresponding social services.
 - The right to collective bargaining, respect for the rights of pensioners and retirees, together with the defense and expansion of the social conquests of peoples. P&Js, through their trade union organizations, must also participate in the negotiation of their rights in each country.
 - The right to free trade union and democratic political exercise (exercising real proletarian democracy, as opposed to false bourgeois democracy).
 - The right to independent social organization, as a class, in all countries.
 - The practice of class unity and solidarity with all trade union organizations and peoples. Solidarity with Cuba, with the countries of Latin America today harassed by imperialism, and with all those peoples who need it.
 - The constant increase of democracy to build a more just and more humane society, without economic exploitation or political, ideological or patriarchal oppression, whatever the forms in which they manifest themselves. It is our political aspiration to suppress the capitalist system, imperialism and patriarchy in the world, in order to participate in the construction of socialism.
 - The promotion of international solidarity by demanding a new just international order, which necessarily involves the fundamental modification of the United Nations Organization and other international organizations, such as the International Labor Organization (today monopolized by governments, employers and a single World Trade Union Confederation, which defends capitalism as a system, the ITUC).
 - The peaceful and rational use, at the service of all humanity, of scientific and technological advances, as well as the promotion of production and consumption models based on respect for and protection of the environment.
 - Against all forms of racism, xenophobia and discrimination in society based on sex, marital status, illness, age, language, religion, political opinion, sexual choice, ethnic, national or cultural origin.

ARTICLES OF THE STATUTES

Chapter I - Constitution and Purposes.

Article 1- The unions and associations, with class position, of Pensioners and Retirees constitute the International Union of Unions of Pensioners and Retirees (UIS of P&J) in order to defend our class rights and interests.

Article 2- The UIS of P&J is an international sectoral organization that is part of the structure of the World Federation of Trade Unions (WFTU), that is, it accepts, defends and applies the agreements of the WFTU Congresses.

Article 3- The trade union organizations and associations of P&J with class conception, voluntarily affiliated to it, that undertake to accept and comply with these statutes, belong to the UIS of P&J. In addition, it constitutes another form of belonging to the UIS of P&J, collective and/or individual cooperation.

Article 4- The seat of the P&A UIS shall be decided by the World Trade Union Congress.

Chapter II - Structure and Representation.

Article 5- The direction and representation of the UIS of P&J is exercised through the following bodies: World Trade Union Congress, Executive Council, Secretariat and Regional Secretariats.

Chapter III - World Trade Union Congress.

Article 6- The highest authority of the P&P UIS is the World Trade Union Congress.

Article 7- All affiliated and friendly organizations of the UIS of P&J are part of the World Trade Union Congress, through the delegates provided for in the convocation document.

Article 8- The UIS of P&J will hold ordinary and extraordinary Congresses. Ordinary Congresses will be those held every five (5) years. Extraordinary Congresses may be held at any time convened by the Executive Council. They are the Ordinary Congresses elect the Executive Council and the Financial Control Commission.

Article 9 - Regional Conferences shall be held every five (5) years with the same procedure and rules as are articulated for the World Trade Union Congress, except that their powers and functions are limited to the respective field.

Article 10 - The World Trade Union Congress shall decide on the matters proposed in the respective call.

Article 11: The World Trade Union Congress shall approve and amend the Statutes by a vote of at least two-thirds of the attendees.

Article 12 - The World Trade Union Congress shall be convened by the Executive Council of the UIS of P&J, at least one (1) year in advance, for the ordinary Congress. If the Congress is extraordinary, the deadlines and contents will be defined at the time of its convocation.

Article 13: At each Congress the report of the management of the Executive Council, including the economic report, shall invariably be presented.

Article 14 - The quorum of the World Trade Union Congress is constituted with the delegates representing the majority of the affiliated organizations.

Article 15 – The World Trade Union Congress will be chaired by a "Temporary Presidential Bureau" since during the Congress the bodies and managerial functions have ceased to function, until the new ones are elected, at the end of the Congress.

Chapter IV - Executive Council.

Article 16 - The Executive Board represents the general interest of the UIS of P&J in accordance with its Statutes and the agreements of the World Trade Union Congress.

Article 17 – The Executive Council of the UIS of P&J shall be made up of the persons responsible for each and every one of the seven Secretariats and each and every one of the six Regionals. Additionally, the possibility of integrating members called vocals, representing specific territories, will be considered.

Article 18.- The Executive Council shall have the following powers and functions: a) To assume the representation of the UIS of P&J before international trade union organizations of all kinds in the corresponding sector; (b) To implement the agreements of the World Trade Union Congress; c) Coordinate the action of the Secretariat, the Regional Secretaries and the Commissions that it deems appropriate to create; (d) To convene World Trade Union Congresses by statute; e) Submit a management report and the economic balance to the Congresses; f) To meet annually to evaluate the activities of the UIS; (g) To approve trade union action programmes; h) To elect the Technical and Research Commission on the proposal of the Secretary General.

Article 19- The President of the UIS of P&J presides over the Executive Council.

Chapter V - Secretariat.

Article 20- The Secretariat of the UIS of P&J is constituted with President, Vice President and the following responsible: General Secretariat, Deputy General Secretariat, Organization Secretariat, Finance Secretariat, Health and Social Security Secretariat, Gender Secretariat, and Ideological Secretariat.

Article 21- The Secretariat shall have the following attributions and functions: a) To be the executive body of the UIS of P&J; b) Implement the P&P UIS program; (c) To implement the resolutions of the World Trade Union Congress and the agreements of the Executive Board; d) Maintain permanent contact with the various member organizations of the UIS of P&J, with the WFTU and with the other UIS; e) Be responsible for international relations.

Article 22- The Secretary General presides over and directs the work of the Secretariat of the UIS of P&J.

Chapter VI – The Directors.

Presidency and Vice Presidency

Article 23.- The President shall have the following powers and functions: a) To preside over the meetings of the Executive Council; b) Represent, together with the secretary or general secretary, the UIS of P&J before the WFTU and before the corresponding international organizations; c) Participate in the various events organized or convened by the UIS of P&J, and by the WFTU.

A person shall be elected by the Congress or by the Executive Council, as appropriate, to assume the Vice-Presidency, as a guarantee of replacement of the President when necessary.

This guarantee of replacement should be considered and progressively extended to other management responsibilities.

The Secretariats.

Article 24.- The following are the duties and powers of the Secretary **General**: a) To represent the UIS of P&J; (b) Chairing the meetings of the Secretariat; (c) Coordinating the activities of the Secretariat; d) Sign or authorize official documents on behalf of the UIS of P&J; (e) Authorizing documentation relating to the movement of funds; f) To submit to Congress the written report of the management of the Executive Council; g) Coordinate with the Secretary of Organization the activities of the Regional Secretaries.

Article 25.- The Secretary or **Deputy Secretary General shall** collaborate with the Secretary General and shall replace him in his absence by agreement of the Executive Council.

Article 26- The Secretary of **Organization**: a) Develop the organizational and affiliation program of the UIS of P&J; (b) To report on applications for membership and withdrawal from membership and on the monitoring of the various structures; c) Coordinate the activities of the Regional Secretaries.

It will elaborate a directory of the organizations, collectives and affiliated and friends of the UIS of PyJ.

Article 27- Vice-secretariats of organization: 1 for each region, will be elected within each of them, have the responsibility of the functioning of the regional secretariats in their respective territories, collaborate and act jointly with the Secretary of Organization, who may delegate some of their functions to the Vice-Secretaries, and will form together with the Secretariats the Executive Council.

Article 28- The Secretary of **Finance**: a) Be responsible for the economic functioning of the UIS of P&J; b) Promote initiatives to raise economic funds for the P&M UIS; c) Authorize, jointly with the Secretary
(a) General, the movement of funds; d) Inform the Secretariat of the activities carried out; e) To inform the World Trade Union Congress of the economic balance of the P&A UIS;

Article 29.- The Secretary of **Health and Social Security**: a) Conduct studies on health and other issues affecting pensioners and retirees, taking into account the variable "sex";

(b) To carry out studies related to the protection of the environment; (c) To conduct studies and promote actions in defence of social security; d) Inform the Secretariat of the activities carried out; e) Coordinate work in these matters with regional managers.

Article 30: The Gender Secretariat: (a) To ensure the rights to equal opportunities for pensioners and retirees, against discrimination in their rights in their daily reality and dignity, as well as to promote initiatives for the elimination of the division of labour based on sex; (b) To promote initiatives to promote awareness for the definitive eradication of machismo, for women's rights and for gender equality; (c) To promote actions to combat and combat all forms of discrimination and violence against women; (d) Develop solidarity campaigns with women's rights struggles; e) Promote initiatives to promote relations of solidarity and collaboration between the sexes, in the face of current relations of oppression and hierarchy.

Article 31- The Ideological Secretariat will gather the tasks of Training and Propaganda: a) Organize and disseminate the campaigns agreed by the governing bodies of our UIS; (b) To promote and disseminate the class solidarity of the trade union organizations in struggle; c) Explain and document the confrontation of the ideological struggle against the class enemy; (d) Organizing training activities; e) Coordinate the activities of the Regional Secretariats.

IV1 - Regional Secretariats made up of at least three people and chaired by the Vice Presidency of the corresponding region.

Article 32.- The structuring of the regional spaces will be done according to the structure of the World Trade Union Congress, the Executive Council and the Secretariat of the UIS of P&J, although changes may be proposed according to the needs of each region. In this case, the proposal shall be made to the Secretariat which shall submit it to the Executive Council for final approval. The territorial scope of each region will correspond to each of the regional regions that the WFTU has.

Article 33.- Its duties and functions shall be the following: a) To represent by implicit delegation the UIS of P&J in matters that specifically correspond to the region; b) Promote and coordinate the development of the activities of the UIS of P&J in the region, agreed by the Congresses, Regional Conferences or plenary sessions of the Executive Council; (c) To promote organizational, unity and solidarity activities among affiliates in the region; (d) To promote communication, information and solidarity among affiliates in the region; e) Inform and coordinate with the General Secretariat and the Secretariat or the Secretary of Organization of the UIS of P&J the activities in their respective regions.

IV2 - Commissions.

Article 34.- The Commissions of the UIS P&J are created with specific objectives and functions and are of a permanent nature.

Article 35.- The Financial Control Committee is composed of a President and two Secretaries.

The powers and functions of the Financial Control Committee are: (a) To monitor the proper performance of the Finance Secretariat; b) Supervise the economic and financial

functioning of the UIS of P&J; (c) To approve, in the first instance, periodic financial reports; (d) To report on its activities to the Executive Board and the World Trade Union Congress.

Article 36.- The Technical Commission on Translation and Informatics shall aim to ensure proper collective functioning in two areas: translations and computer science.

This Commission will have a person in charge designated by the Secretariat, will carry out its tasks in a militant manner, as do the other dignities of our UIS, and as far as possible will have at least two translators for each of the languages most used in our meetings, in addition to the official languages.

Companies will be hired only for cases of simultaneous translation in congresses or face-to-face conferences.

Article 37: The Studies and Research Commission shall have a person appointed by the Congress or by the Executive Council.

Its objective will be to contribute to the knowledge of the world reality, particularly in the related issues are the activities, rights and claims of the elderly, pensioners and retirees.

It will be the Commission in charge of having the data archive worldwide.

It will promote and concretize collaborations at the international level, trying to have a person to help its operation from each country of the Planet, starting with a person responsible for each of the 6 Regions.

It will coordinate its activities with the Ideological Secretariat, constituting a support, for the elaboration of proposals, documents and training.

Chapter V - Members of the UIS of P&J.

Article 38.- The organizations of the UIS of P&J are of two kinds: affiliated and friendly.

Article 39- Organizations of pensioners and retirees of unions affiliated to the WFTU are affiliated, as well as organizations (whether unions or associations) that having a class conception may not be affiliated to the WFTU, but have decided to join the UIS of P&J, having been accepted by it.

Article 40: Fraternal (individually or collectively), organizations of pensioners and retirees, or of a social character or individuals, who, with a clear anti-capitalist, **anti-imperialist and** anti-patriarchal class commitment, participate in their activities, with opinions, works and proposals in accordance with the terms of these Statutes.

Article 41.- To join the UIS of P&J it is required: a) Submit the written request addressed to the Secretary General of the UIS of P&J, declaring his willingness to abide by the Statutes, who will issue an opinion and submit the request to the consideration of the Executive Council of the UIS of P&J; b) To be ratified by the majority of the members of the Executive Council of the UIS of P&J, subsequently reporting to the World Trade Union Congress.

Article 42.- Those that voluntarily disaffiliate, and those that for serious reasons (breach of these statutes) are expelled by the Executive Council (decision to be ratified by the next Ordinary Congress) will cease to be member organizations of the UIS.

Chapter VI - Rights and Obligations.

Article 43- The rights of affiliated unions are: a) To deliberate, elect and be elected at the Congresses of the UIS of P&J; b) Count on the support of the P&J UIS to fight for the rights of P&J; c) Have broad freedom of initiative in favor of the objectives of the P&P UIS; d) Participate in all activities agreed by the P&P UIS.

Article 44.- The obligations of the affiliated unions are: a) To provide their moral, intellectual and material cooperation so that the UIS of P&J fulfills its purposes; b) Participate in the activities that the UIS of P&J carries out; c) Perform the responsibilities or participate in the commissions that correspond to them according to the decisions of the UIS of P&J; (d) Timely payment of agreed assessed contributions; e) Comply with the majority agreements decided by the UIS bodies.

Article 45.- The rights of friendly unions are: a) To participate with voice in all activities convened by the UIS of P&J; b) Collaborate in activities on their own initiative or at the initiative of the P&A UIS, make proposals to the Secretariat, and appear in the directory of the Technical Commission to receive the material prepared by the P&J UIS; c) Count on the support and solidarity of the UIS of P&J.

Article 46: The obligations of friendly trade unions are: a) To provide their moral, intellectual and material cooperation so that the UIS fulfils its purposes; b) Invite the UIS of P&J to its activities to participate with its own voice, and demand its collaboration from it; c) To send to the Technical Commission of the UIS of P&J its work and publications in the manner agreed.

Chapter VII – Elections, Voting and Recallability.

Article 47.- All the responsibilities of the Executive Council of the UIS of P&J shall be given to persons from affiliated and friendly organizations that are representative of a grassroots organization.

Article 48.- Voting to elect the Executive Council of the UIS of P&J shall be held at the World Trade Union Congress, in a direct, universal and secret manner, or by show of hands if the congress so decides, with the participation of at least half plus one of the total number of affiliated organizations.

Article 49.- The Regional Secretariats shall be elected at the respective Regional Congress of the UIS of P&J.

Article 50.- All responsibilities may be revoked at any time by the same body that elected them if the majority of its members decides that the person elected did not fulfill, in a serious way, his statutory obligations.

Chapter VIII - Heritage.

Article 51.- The patrimony of the UIS of P&J is constituted with its current assets, donations and legacies, as well as those acquired in the future in the performance of its functions. Likewise, the funds collected by way of fees contributed by affiliated and friendly organizations, and also those from legal donations made in their favor, as well as archives and working and research documents, are part of the patrimony.

Article 52.- The organizations affiliated to the UIS of P&J shall contribute, for each member they have, by way of ordinary dues, in a flexible manner and adapted to the

reality of each union, an amount equivalent to two dollars per year for the economically strongest unions (from the countries of North America, Western Europe, Australia, Persian Gulf, and Japan), one dollar per year for unions with less financial strength (from Eastern Europe, the Middle East, Asia and Pacific), and half a dollar for the rest of the unions (from the countries of Latin America, the Caribbean, and Africa).

Chapter IX - Unity and Solidarity.

Article 53: The P&J UIS, in order to contribute to the advancement of the workers' movement, will promote class unity and solidarity, in the perspective of reaching the political unity and struggle of the whole international trade union movement against capitalism, imperialism, and patriarchy.

Chapter X - General Provisions.

Article 54.- The P&A UIS may only be dissolved or transformed when three quarters of the trade unions represented at the World Trade Union Congress so agree. If the UIS of P&J is dissolved, all its material and economic assets and documentation files will become the property of the World Federation of Trade Unions (WFTU).

Article 55- The UIS of P&J approves with its Statutes, the anagram of its image that identifies it. Its possible modifications will be made at the World Trade Union Congress.

TRANSITIONAL PROVISIONS.

A.- These Statutes and their amendments shall enter into force after being approved by the UIS World Trade Union Congress.

TWO.- The persons elected to the Executive Council shall present their respective work plans at the first meeting of this body. Plans will include the holding of regional conferences, at which their respective leaderships will be elected.

Approved at the Third Congress of the UIS held in Athens (Greece), on of April 2.024.