

**REGIONAL MEMORANDUM OF UNDERSTANDING FOR AMERICAS  
BETWEEN THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS'  
ASSOCIATIONS (FICSA) AND  
PUBLIC SERVICES INTERNATIONAL (PSI)**

The present agreement is made between the **FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS**, herein represented by Jesús García Jiménez, with registered office in Palais des Nations, Office VB 03/04, CH-1211 Geneva 10, SWITZERLAND, hereafter **FICSA**, and **PUBLIC SERVICES INTERNATIONAL (PSI)**, represented by its Regional Secretary, Mr. Jocelio H. Drummond, with office in São Paulo SP, Rua Barão de Itapetininga, 163, 2nd floor, Room 2 – CEP 01042-001, Federal Republic of Brazil, hereafter **PSI**, to be governed by the following clauses:

Both organizations champion human rights, advocate for social justice and promote universal access to quality public services.

**THE PARTIES agree to conclude the present memorandum of understanding, subject to the clauses set out below:**

**FIRST:** The object of the present memorandum is to formalize the potential collaboration and assistance between FICSA and PSI, for the purposes of promoting forums for interchange and cooperation in the promotion of labour and trade union rights in the Latin America and Caribbean region.

**SECOND:** THE PARTIES express their particular interest in the development of the following activities, without implying the exclusion of others:

- Promoting the 2030 Agenda for Sustainable Development with a rights-based approach, paying particular attention to the promotion of decent work for all;
- Fostering the development of the international civil service, in accordance with the principles set forth in the United Nations Charter and the constitutions of the specialized agencies;
- Coordinating activities at the local level and exchanging information on trade union organizing;

- Organizing training seminars, workshops and working groups on specific aspects of freedom of association, collective bargaining and organizing;
- Producing position papers on the aspects of freedom of association, collective bargaining and organizing;
- Sharing strategies to prevent violations of trade union rights;
- Providing guidelines on how staff associations and staff unions should deal with organizational reform;
- Publicize the alliance between the two organizations for the promotion of labour and trade union rights and of decent work.

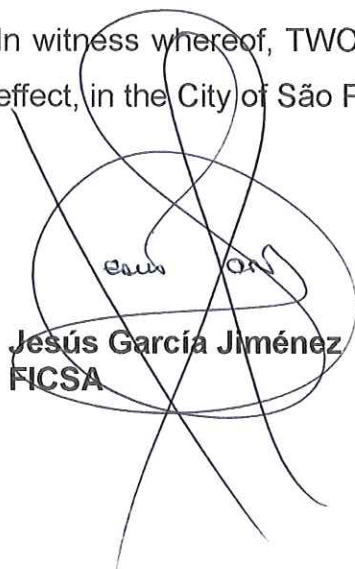
**THIRD:** THE PARTIES commit to providing reciprocal assistance in accordance with the possibilities as determined in each case, as well as to publicize the existence of this alliance between the two organizations.

**FOURTH:** THE PARTIES commit to appointing representatives to constitute a Work Team for the purpose of taking forward the various activities of collaboration and dissemination as defined above.

**FIFTH:** This memorandum has a duration of ONE (1) year counting as of the present date, and is considered automatically renewed for periods of the same duration, unless either of THE PARTIES faithfully expresses its wish not less than THIRTY (30) days prior to expiration of the term, to cease to be subject to the present agreement, without this constituting non-fulfilment.

**SIXTH:** For all purposes of the present memorandum, THE PARTIES set their domiciles as those indicated above, at which all of the communications arising from this instrument will be undertaken.

In witness whereof, TWO (2) original copies are signed of the same content and effect, in the City of São Paulo, on 16 October 2017.



**Jesús García Jiménez**  
FICSA



**Jocelio H Drummond**  
PSI