



PSI in the Caribbean

Summary Report

2024 Sub-regional Advisory Committee (SUBRAC) Meeting

Monday June 4 and 5 | ABWU Headquarters, St John's, ANTIGUA

Introduction

Forty Women and men representing 15 of PSI's 21 affiliates in the Caribbean attended the two-day meeting.

Sis Tifonie Powell-Williams (JCSA), 1st substitute and Bro Steve Joseph (DPSU) titular, co-chaired the meeting. She Tifonie extended greetings on behalf of Sis Jillian Bartlett (NUGFW), Women's Titular. The meeting also noted excuses from Anguilla CSA, CTSP Haiti and WICSU-PSU.

In her remarks the sub-regional secretary highlighted the fact that this was a critical time for the organisation – affiliates and secretariat). The key areas of action in the early months of 2024 are the implementation of the **Programme of Action** [PSI's PoA 2024 to 2028](#) as mandated by the 2023 Congress and the ways in which Caribbean priorities align with that mandate.

The SRS emphasised the importance of the **Organising for Power** ([O4P course](#)) as affiliates and the PSI Secretariat explored issues that Caribbean public services unions face. Important questions to be answered include: How will affiliates face the challenges? What is their theory of change? Where do the power dynamics lie? Caribbean affiliates need to **do more of these analyses** in order to **deepen their strategic approach** to the various challenges they face

Changing the Narrative ...The Future is Public

The meeting recognised that there is a loud reverberated narrative from the private sector in many Caribbean countries where public services and public services workers are berated for inefficiencies and increased references to the “**implementation deficit**”. Affiliates agreed that there must be a more fervent response and defence of public services. Affiliates will need to pay more attention to promoting public services especially using key points from existing resource material such as [The Future of Public Services: A Global Manifesto for Public Services](#).

Equality, Equity and Diversity

Titulars and substitutes as well as the co-chairs of the sub-region's sectoral and thematic Steering Groups reaffirmed that Health and Social Care Services (HSS), Local & Regional Government (LRG), Emergencies, Disasters and Climate Crisis (EDCC) and Financing for Sustainable Development (Corporate Tax Justice) remain priorities for the sub-region.

The meeting also recognised that PSI's women's committees have taken on and have accepted their role in overseeing gender mainstreaming in their respective unions and that there must be a **recommitment to that role**.

SUBRAC **noted and endorsed** the following requests for trade union education and training, exchange of experiences, organising support and technical assistance as following:

- **Saint Lucia CSA – Digitalisation, Tax Justice**
- **JALGO – Tax Justice, Health and Cre Services, Public Emergency Services**
- **PSUB – LRG, Tax Justice, Digitalisation, Organising for Power, Transitions of government departments to State Owned Enterprises/new agencies**
- **GPSU – Digitalisation, Organising**
- **JCSA – Care, Tax Justice, Digitalisation**

SUBRAC also **endorsed** the general call for technical assistance in the following areas:

- **Using the ILO's Supervisory Mechanism**
- **Universal Social Protection Systems**
- **Ratification and Implementation of ILO Conventions 151 and 154**

Report from SUBWOC

The meeting also **endorsed** the [requests and recommendations](#) from the Sub-regional Women's Advisory Committee (SUBWOC) meeting.

Emerging critical issues

The committee noted and reaffirmed that the following issues required further exploration in the sub-region. Moreover, SUBRAC embers indicated the need for more focused trade union education and training on:

- Principles surrounding investment of public pension funds
- Worker participation (Trade union representation on Public Sector Boards)

Young Worker Integration, Trade Union Renewal

SUBRAC **expressed concern** regarding young worker engagement. Affiliates noted that young members are not showing interest in or commitment to the trade union movement. Committee members **identified and emphasised** an urgent need to **attract, recruit and involve more young workers**.