



**FRAMEWORK AGREEMENT FOR COOPERATION BETWEEN THE INTERNATIONAL
LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION
REGION FOR LATIN AMERICA AND THE CARIBBEAN (ILGALAC)
AND
PUBLIC SERVICES INTERNATIONAL**

The INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION – REGION FOR LATIN AMERICA AND THE CARIBBEAN (ILGALAC) , represented in this protocol by its Executive Director, Mr. Pedro Paradiso Sottile, who resides at Avenida Córdoba 4123, in the Autonomous City of Buenos Aires, República Argentina, heretofore ILGALAC, and Public Services International (PSI), represented by its Regional Secretary, Mr. Jocelio H. Drummond, with offices in Sao Paulo, Rua Sete de Abril 105 - 5, República Federative de Brasil, heretofore PSI, agree to the agreement herein to adhere to the following articles:

Both institutions stand committed to the fight for equality and non-discrimination for LGTBI persons in every respect. Among objectives they share are promotion of human rights, the effective enjoyment and fulfillment of all those rights and recognition of the full and complete citizenship of LGTBI people without discrimination based on sexual orientation and gender identity, and their manifestations.

That it is necessary to address the problems of LGTBI persons in relation to the right to work and employment without obstacle, in accordance with a human rights and non-discrimination perspective.

Therefore, the parties agree to cause to be initiated this same Agreement, subject to the articles established as follows:

FIRST: The purpose of this agreement is to formalize collaboration and technical assistance between ILGALAC and PSI, in order to provide a place for interchange and cooperation in the fight against discrimination based on sexual orientation and gender identity, and their manifestations, as well as promote equality for LGTBI citizens in the region of Latin America and the Caribbean.

SECOND: The parties state their special interest in the realization of the following objectives, without excluding any others by implication:

- a. Provide visibility, document and implement policies that combat discrimination based on sexual orientation and gender identity, and their manifestations.
- b. Provide the impetus for collaboration through development of programs and projects of cooperation between both organizations.
- c. Promote and support courses, seminars, research and activities on issues relevant to incorporating the perspective of the fight against discrimination against LGBTBI persons in areas within the scope of operations of the parties.
- d. Exchange information on the review of and development of research and statistics undertaken in relation to issues of share interest.
- e. Coordinate joint action to design and elaborate strategies and content of training and outreach that accord with the purpose herein of this Agreement.
- f. Bring together working committees to carry out studies and analysis of cases to make it possible to put forward specific guidelines for the protection of human rights.
- g. Strengthen regional milieus to actively create, promote and defend equity, promoting affirmative action for vulnerable groups, especially in the working environment.
- h. Prepare and promote the development of instruction and training courses of interest to the parties in each and every area where both parties develop activities in common.
- i. Produce materials for sensitivity, awareness and outreach on issues directed at reaching LGBTBI citizens and the population in general.

THIRD: Projects and/or programs that may be formulated within the framework of the Agreement herein referenced will be implemented through Additional Protocols which, once agreed to by the PARTIES, will become part of same.

There to, said Additional Protocols should include:

- Objectives to achieve
- Activities to develop and related studies
- Human, economic and material resources needed for completion
- Estimated timeline for activities
- Specific responsibilities assigned to each of the participating PARTIES

FOURTH: The PARTIES commit to lending reciprocal technical assistance as determined to be possible in each case.

FIFTH: The PARTIES commit to designate representatives to form a Working Group with the goal of carrying forward the different collaborative and outreach actions defined in the additional protocols, as well as to draw up specific additional protocols to agree to. These protocols, having the character of annexes to this agreement, should be approved by mutual agreement of the parties.

SIXTH: This agreement will be in effect for THREE (3) years counting from this date, to be considered automatically renewed for equivalent periods except when the PARTIES in good faith express their desire not to continue to be subject to the agreement, with at least THIRTY (30) days' notice prior to its effect, with no consequence with respect to the provisions in this agreement.

SEVENTH: With respect to all elements of the Agreement herein, the PARTIES establish their addresses as indicated in the foregoing, where they will effectuate all communications indicated in this instrument.

In attestation of their agreement, TWO (2) copies with the same phrasing and one result, in Mexico City, on the occasion of the World Conference of ILGA, on the 28th day of October, 2014.

... Signatures