

# ***DIVIDE ET IMPERA - DIVIDE AND RULE***



# THE FUTURE OF (BOTH) UNIONS DEPENDS ON SOLIDARITY AND COORDINATED STRATEGY



## CONQUEST OF DECENT WORK DURING TIMES OF CRISIS: THE EXPERIENCE OF AIR TRAFFIC CONTROL WORKERS IN URUGUAY AND ARGENTINA

### Executive summary

- Trade union revitalization: Power Resources Approach and participatory action research
- The beginning of the change (Uruguay)
- Improved methodology in Covid Crisis (Argentina)
- Achievements and Projection



# THE POWER RESOURCES APPROACH

## Air Traffic Controllers building power across national boundaries

Structural power - the power to ~Strike~

Associative power - Unions

Institutional power - laws, technical manuals, technical requirements, collective bargain agreement

Popular power - allies



<https://www.fes.de/themenportal-gewerkschaften-und-gute-arbeit/gewerkschaften-international/toolkit>

<https://www.youtube.com/watch?v=B3zRCVs7tXM&t=13s>

8th Regulating for Decent Work Conference



## THE POWER RESOURCES APPROACH

### Air Traffic Controllers building power across national boundaries

The two unions increased their institutional, societal, structural and associational power.

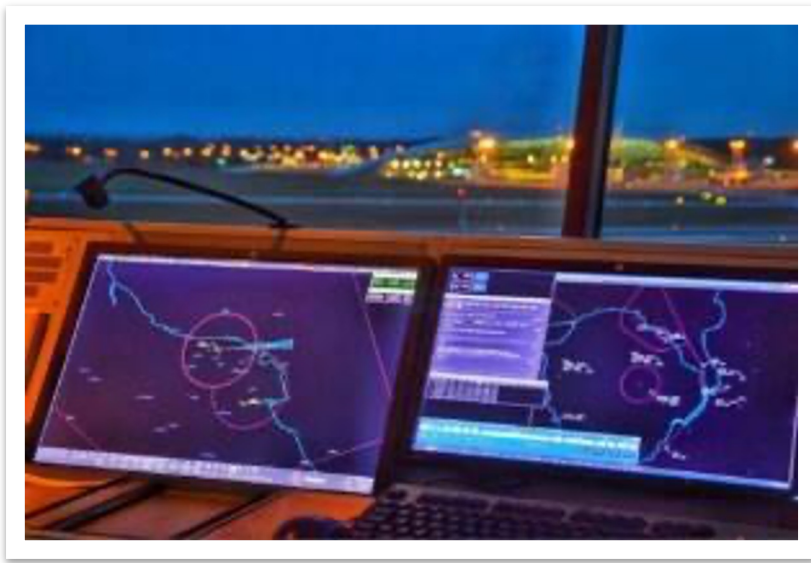
Associational power, the ability of workers to organise and act collectively, was the most important.

The importance of the connection amongst unions through an international network of aviation unions in the region.

The insertion of international work into the daily life of the union is of critical importance.



## ▶ 2017-2018 ACTAU OPENS TO THE OTHER UNIONS IN THE REGION



- *After trying to dissolve ACTAU with no results, we started to rebuild union power*



## ATEPSA learnt lessons from ACTAU

In 2020 and 2021 ATEPSA was able to redesign and implement the “Ground Stop” methodology

- 18 days of conflict between 2020 – 2021.
- 20 freighters were affected, carrying 800 of cargo tons valued for a million dollars
- 1,600 executive flights delayed or canceled
- 74 rescheduled flights of regular carriers.

To be successful, the strategy requires extensive education, coordination and participation of the union members.



## ACHIEVEMENTS AND PROJECTION

- ❑ **Creation of effective mechanisms of internal democracy under extreme pressure.**
- ❑ **Improved communication and education in both organizations**
- ❑ **Increased workers participation in union**
- ❑ **Next steps: commitment towards strengthening a regional network of air traffic controllers in the region.**





## Final Summary

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- Achievements and Projection

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- *“A method of effective industrial pressure outside the traditional strike”*

## Strengthening a regional network of air traffic controllers, is our only sustainable future

**Safe travels back home!**

**@mariolibran**

**<https://actau.uy/actau-oit/>**

- **[www.actau.uy](http://www.actau.uy)**

