



**INTER-AMERICAN FEDERATION OF
PEOPLE MANAGEMENT ASSOCIATIONS (FIDAGH)
REPORT FOR THE WFPMA BOARD
London – October 2016**

1. **FIDAGH UPDATE.** Fidagh`s recently signed an agreement of cooperation with CINTERFOR – ILO. We had a General Assembly at Guatemala and several important decisions were made. Next general assembly will be held in Peru. Our President, Leyla Nascimiento, was invited to the HR Congress at Ecuador. Also at Uruguay our President met with the team organizing our next Cigeh 2017.
2. **GENERAL OVERVIEW.** ANMS are working really hard. South America is experiencing several political, economic and social issues and this is affecting our membership. In general retaining talent, CSR, unions and a work environment are key concerns.
3. **COUNTRIES REPORT.**

Country	1. Outstanding facts or significant national changes (governmental, political, economical, and social)	2. Outstanding facts or significant changes in the labor field (legislation, procedures, etc.)	3. Main topics concerning and currently in Human Management professionals' agenda in your country?	4. Relevant changes or outstanding facts occurred in the National Association (ANM)?	5 Any other important or relevant data in your region which you would like to share?
Argentina (ADRHA)	<ul style="list-style-type: none"> • First half of the new presidency of Mauricio Macri with high expectations of all sectors in the economy. • High inflation continues. • Stable exchange rate despite the release access to foreign currency. • Conflicts for the rate adjustments done to utilities electricity, water and gas. 	<ul style="list-style-type: none"> • Union tension based on sectoral wage agreements with the new government. • The government returns collected perceptions about buying dollars and tour packages to workers that did not reached the income tax. 	<ul style="list-style-type: none"> • Labor relations and union bargaining • Management Workclimate • Organizational restructuring and reduction of labor costs 	<ul style="list-style-type: none"> • Renewal of Adrha's executive committee and advisory council with a generational renewal and more women participation. • Cooperation and research agreement with the Ministry of Labor's Office. • Technology alliance with Wormhole for the development of a Virtual Campus for ADRHA distance learning. • Cooperation Agreement 	<ul style="list-style-type: none"> • XIII National Congress of Human Resource Management in September 2016 • 2nd Annual Program RRLA ADRHA ESEADE.



				with the Society of Occupational Medicine <ul style="list-style-type: none"> • Member of GAN Argentina (UIA OIE ILO). 	
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Brazil (ABRH)	<ul style="list-style-type: none"> • The most significant change politically speaking was the removal of Dilma Rouseff as President of The Republic of Brazil. • On the first semester of the year as well the removal of The President of the Chamber of Deputies, Mr. Eduardo Cunha. 	<ul style="list-style-type: none"> • On the labor law there is no significant changes. 	<ul style="list-style-type: none"> • In view of the political and economic crisis, the main HR challenge is unemployment. There is a lot of dismissals and organization are demanding to make more dismissals. 	<ul style="list-style-type: none"> • On April 2017 inauguration of the new ABRH-Brazil, Elaine Saad took place as well as all other Presidents of the ABRH. Leyla Nascimento takes over the Presidency of the Deliberative Counsel • The first semester ABRH-Brazil planned for CONARH 2016 and it took place on August 2016. • Planning and organizing a President's Forum. • Training for the new leaders of ABRH's of various states took place. This was an important training for new leaders to understand the obligations assumed by them. 	<ul style="list-style-type: none"> • N/A
Chile (CERH Chile)	<ul style="list-style-type: none"> • Low economic growth remains. Low price of copper, rising dollar and 	<ul style="list-style-type: none"> • Labor reform: the draft amending the Labour Code concerning collective rights 	<ul style="list-style-type: none"> • Concerns about labor reform and its implications for the labor market. 	<ul style="list-style-type: none"> • Due to the economic crisis of our only Sponsor, La Araucana, this ANM has 	<ul style="list-style-type: none"> • N/A



	<p>uncertainty about the implementation of the reforms have slowed investment and affect employment.</p> <ul style="list-style-type: none">• Unemployment rises. The unemployment rate continues to rise and reaches 6.9% in the quarter April-June 2016.• Constituent Assembly. The government has undertaken a process to gather views on a new constitution by popular assemblies.• No more AFP. It has emerged a movement against the AFPs (private pension system) with great popular support. Their leaders have met with the government who has been cautious about reforming the system. The system delivers low pensions, the result of low contributions in working life, the product of periods of unemployment and low savings culture.• Low approval to government and politics. Polls continue to show a sharp decline in adherence to the government, the	<p>giving more power to the unions was enacted. Prohibiting replacement in strikes and eliminating the extension of benefits to non-unionized. The law takes effect in March 2017.</p> <ul style="list-style-type: none">• Increase the minimum wage. In July 2016 CLP will increase from 250,000 to 257,500 CLP thousand monthly.• Elections in the CUT. In mid-August the election process will take place in the largest trade union in Chile.	<ul style="list-style-type: none">• Productivity. 2016 has been declared as the year of productivity and the government promotes initiatives for it.• Inclusion. Growing concern of companies to be more inclusive by incorporating disabled and elderly in the workforce.	<p>reformulated the strategic plan looking to expand our base of sponsors.</p>	
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	<p>president and political parties.</p> <ul style="list-style-type: none"> The issues most relevant concern is crime, health and corruption. 				
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Colombia (National ACRIP)	<ul style="list-style-type: none"> SOCIOPOLITICAL: End of the war in Colombia just started. After 50 years, the peace agreement between the FARC and the government will be placed in public consultation (plebiscite). Colombians will vote if they are in favor or not with the agreement signed. With peace a new job outlook, economic growth, and the return of the agricultural sector and foreign investment is forecast. 	<ul style="list-style-type: none"> New monitoring and control unit for tax purposes: The UGPP is a tax Pensions Unit that performs the audit of payments from social security contributions. They have powers of inspection, monitoring, control and have the power to impose fines. This is one of the issues that most concerns HR managers due to the high penalties for breaches or a misinterpretation of what constitutes "wages". 	<ul style="list-style-type: none"> Labor Inclusion post armed conflict in Colombia Retaining Talent New generations commitment 	<ul style="list-style-type: none"> ACRIP is developing strategic exercises that will allow affiliates growth through differentiated services. 	<ul style="list-style-type: none"> During 2016, the 60th ACRIP anniversary will take place and multiple activities will be held in various media to celebrate this important event. ACRIP celebrates its 60th anniversary along with the Philippines, world's oldest association. International Symposium on Human Management. We will have academic and social activities for this celebration as well as awards will be given to leaders in the history of ACRIP. The International Symposium on Human Resource Management will have as its theme "The company and the post-conflict". This will deliver the tools for companies to generate a culture of peace within organizations and



					prepare before the new labor scenario.
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Costa Rica (ACGRH)	•	•		•	
Country					5 Any other important or relevant data in your region which you would like to share?
Dominican Republic (ADOARH)	<ul style="list-style-type: none"> • Electoral Board is preparing for presidential and congressional elections which will be conducted in May 2016. • President Danilo Medina announced its intention of pursuing a second term. • 911 continue to positively impact the lives of citizens. • Public safety remains a matter of concern for the authorities. 	<ul style="list-style-type: none"> • Extension of two weeks of pre and post-natal, effective February 2017 period. • The Ministry of Labour banned the credit consultation of a person to access or continued been employed by Resolution No. 02/2015. • The work of tripartite commission designated for the revision of the Dominican Labor Code is virtually stopped. There is no agreement between the parties. 	<ul style="list-style-type: none"> • Growth of informal employment in the economy because of the lack of job creation. • The financial performance of the Dominican Social Security System (SDSS) and the Temporary Workers Registration. • Talent Retention • Labor inclusion of people with disabilities. 	<ul style="list-style-type: none"> • Resignation of Executive Director, Victor Jose Herrera. • Meeting with the Ministry of Labour for a possible agreement for the First Employment project • Renewal of all the agreements done with foundations, associations and universities. • Talk TRENDS change the world with the Facilitator Spanish Oscar Izquierdo, next to the Universidad Pontificia Madre y Maestra Breakfast Conference with Alejandro Dominguez HAY GROUP ... THE COMPENSATION AND ITS RELATIONSHIP WITH WORK ENVIRONMENT. • Call for participation in test WFPMA FOR WORLD CONGRESS IN ISTANBUL in October 2016. • ADOARH ANNIVERSARY OF MARCH 16. CELEBRATION ACTIVITIES IN TRAINING WITH 	<ul style="list-style-type: none"> • Participation of ADOARH in sessions of the Consultative Labour Council, a tripartite group of the Ministry of Labour of the Dominican Republic, on behalf of the employer Sector.



				<p>PAUL Heining Santo Domingo and Santiago.</p> <ul style="list-style-type: none">• MEETING WITH VICE PRESIDENCY ON CONVENTION.• MEETINGS WITH NATIONAL SOCIAL SECURITY COUNCIL.• ELECTIONS ASSEMBLY ADOARH 2016-2018.• LAUNCH OF NEW PENSUM MANAGEMENT OF POST DEGREE OF HUMAN INTEC.• Cineforum FILM THE INTERN WITH THE UNIVERSITY PONTIFICIA Mother and Teacher.• PRESENCE IN THE ASSEMBLY IN GUATEMALA FIDAGH MARCH 2016.• AWARDS OUTSTANDING PARTICIPATION IN CARIBBEAN BUSINESS IN PUERTO RICO AND GPTW renewal of the agreement with ADOARH.• AUDIT WORK before DELIVERY TO THE NEW BOARD OF DIRECTORS.• HR MANAGER CELEBRATION AND INAUGURATION OF THE NEW BOARD OF DIRECTORS 2016-2018.• PROPOSAL FOR SPEAKER CIGEH 2017 SALVADOR ESPINAL, SUBJECT TO APPROVAL OF THE NEW DIRECTIVE.• PARTICIPATION IN THE PRESENTATION OF THE BEST	
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Ecuador (ADGHE)	<ul style="list-style-type: none"> • High levels of economic recession, decline of economy by 1.7% (figures Central Bank), reduced exports by USD 1.9 billion in the first half of the year compared to the same period last year, excessive borrowing at high interest rates by public industry to cover fiscal deficits, low private sector investment to reactivate the product of legal uncertainty and increased taxes economy. • Approval of Tax Incentives Law granted an incentive return of capital, with modification to 5% at the exit of foreign currency values exceeding US \$ 1098, exempting returnees capital intended for productive activities and remain in the country tax at least two years. • High-political-economic-social conflict between government and business sectors, workers, indians, civil society, military, 	<ul style="list-style-type: none"> • LAW THAT PROMOTES YOUTH WORK, SPECIAL REGULATION OF WORKING DAY, THE OPTIMIZATION OF WORKING HOURS AND UNEMPLOYMENT INSURANCE (approved March 30, 2016). • Internships having no connection to 6 months stipend payment of not less than US \$ 122, affiliation to social security, on the basic salary. Companies with more than 100 workers will be required to link a number of interns not less than 2% of their workers with professional title. • youth contract hiring 18- to 26-year-old drives, applies only stable increase in employer payroll. The minimum number of workers required to link young people into companies will be at least 10% of the net increase in workers generated in each fiscal year. 	<p>PRIORITY AGENDA ITEMS OF DIRECTORS OF HUMAN MANAGEMENT</p> <ul style="list-style-type: none"> • Labor relations management, employability, product restructuring economic scenario • Positioning HR as a strategic business partner and generate productivity • Management commitment • Digital transformation • Development partners critical skills as HR, modeling Leadership on the front line • Management of occupational health and safety, preventing natural disasters • Management of social responsibility and volunteering 	<p>PLACES TO WORK IN DOMINICAN REPUBLIC MARKET ACCORDING TO THE MAGAZINE.</p> <ul style="list-style-type: none"> • IMPORTANT FACTS • Definition of Strategic Plan • Mission: To contribute to the integral development of human management community, adding value by providing leading-edge products and services. • Vision: To be a leader in the management and training of human talent, becoming the main reference in its scope, its prestige, credibility, quality and timeliness of products and services offered, as well as the integrity, transparency and social responsibility for their actions • New Board of Directors Elections for the period 2016-2018 was held • Advice on corporate social responsibility, occupational health and safety. 	<ul style="list-style-type: none"> • Organization and successful completion of VIII Certification Program in Human and Human Development Management Specialist based in competencies 2016, in the cities of Quito and Guayaquil (106 hours) • Organization of the XXIV International Congress of Human Management "Leading and managing commitment" 22-23 September 2016 • Permanent labor activities updates and other strategies • Free breakfast to share "Best Practices" with members with topics such as: diversity, inclusion, millennials, leadership development, corporate university • Biweekly newsletters in labor and academic content update • Support affiliates in their requirements for training and development programs in with



	<p>excessive demand reduction in public sector current expenditure.</p> <ul style="list-style-type: none"> Elections in February 2017 LEVEL ECONOMIC AND SOCIAL Vital to US \$ Minimum Wage 2016 366 5.3% Unemployment, Underemployment (inadequate employment) 53.33% Low oil price of US \$ 107.26 to US \$ 39 per barrel Oil industry, automotive, construction, public sector has laid off 35% of workers Ecuador unemployed rose from 282,967 to 448,990 between March 2015 and March 2016, an increase of 166,023 people per year. 40% of the state budget, intended for current expenditure (wages, benefits, transfers) 	<ul style="list-style-type: none"> Payment of contributions to social insurance will be covered by the government up to 2 basic wages unified by one year, provided that these contracts do not exceed 20% of the stable payroll of employees of the company, if it exceeds this percentage, the employer shall assume the total the contribution of those workers exceeding the same Decrease in working hours in exceptional cases, by agreement between worker and employer, for a period no longer than 6 months may be lower, prior authorization, the working day up to a limit of 30 hours per week Unpaid leave concluded the license or maternity or paternity leave, the worker (a) shall be entitled to an optional and voluntary unpaid leave, up to 9 additional months. 			<p>consultants associated with ADGHE</p> <ul style="list-style-type: none"> New Strategies to face the social and economic situation of the country.
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Guatemala (AGH)	<ul style="list-style-type: none"> Social and political crisis – Ghosts Positions and Arbitrary Procurement in the Congress of the Republic. The International Commission 	<ul style="list-style-type: none"> New Law Entitled Act to strengthen fiscal transparency and governance of the Superintendence of Tax Administration (SAT). The 	<ul style="list-style-type: none"> Amendments to the Labour Code will start in 2017. Trade unions call for a more flexible unionization and for employers that ILO Convention 175 is 	<ul style="list-style-type: none"> Among the new strategies decision was made to conduct a second diploma in management and human talent certified by ADEN. This will take place 	<ul style="list-style-type: none">



	<p>against Impunity in Guatemala (CICIG) informs that the presidents of Congress, Aristides Crespo and Luis Rabbe, were neglecting their duties as they facilitated and authorized the hiring of unnecessary personnel who do not meet the profile of the position and allotting excessive salaries.</p> <ul style="list-style-type: none"> The Tax Authority seeks to collect Q 3 billion of due taxes of private companies. The Head of the SAT revealed that they analyze various options, including more interventions, for taxpayers to catch up to this institution. The interventions have helped to clean up state revenue. After judicial measurements companies such as Steels Guatemala paid more than 700 million quetzales, Farmacias Galeno canceled 35 million 813 thousand 212.18 quetzales and Ajemaya, SA, the bottler of Big Cola, paid 27 million 800 thousand quetzales and Hotel Camino Real canceled 44 million quetzales. 	<p>project consists of 72 articles and amends the Organic Law of the SAT, the Tax Code, the Law on Banks and Financial Groups, and an article of the Law on the National Registry of Persons (Renap).</p>	<p>ratified. The Ministry of Labour (Labour Ministries) is in the midst of a dialogue with different sectors to introduce in 2017 a bill in Congress to amend the Labour Code</p>	<p>parallel to the first.</p>	
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	political, economical, and social)	(legislation, procedures, etc.)	professionals' agenda in your country?	Association (ANM)?	would like to share?
Nicaragua (AERHNIC)	•	•	•	•	•
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Panama (ANREH)	<ul style="list-style-type: none"> • Canal Expansion finished and the greatest fear is unemployment rate will increase. • Prosecution and imputations members of the former government, including former President remains. Still, the country holds a 6% growth in GDP during the year 	<ul style="list-style-type: none"> • The main change in labor field is given in December 2015 with an increase to the minimum wage by 8% (approx) bringing the minimum wage to an average of 565.10, making Panama the country with the highest minimum wage in the region. 	<ul style="list-style-type: none"> • The main concerns in talent management in Panama are: • 1. Recruitment: Qualified talent is scarce for market requirements. • 2. Retention: With the highest bid, it becomes increasingly difficult to retain talent. 	<ul style="list-style-type: none"> • In 2016, ANREH achieved: • An Executive Director was hired to lead the operations of the Association, raising the quality of services to members. • Perform 6 breakfasts for professional development topics aligned with trends and best HR practices • Alliances with universities were made in order to develop research, joint programs and influence on national policies and practices. • Organization of world-class congress in October 20th and 21rst. • ANREH Advisory Council started with representation of the private sector, Ministry of Education, Ministry of Labour and Associations and Chamber in orderto hace full perspective of HR matters in the country. • A CRM system for monitoring, maintenance and protection of the data of the Association was installed it will also help for the financial traceability. Database 	<ul style="list-style-type: none"> •



				<p>was cleaned because the base had members who were not active or no longer belonged to the Association.</p> <ul style="list-style-type: none"> In the month of October ANREH will change again its administrative offices, in this case the move is planned to be made to the building of the Association of Business Executives, which will enhance the synergy between the two associations to continue to grow the brand ANREH. 	
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Paraguay (APARH)	<ul style="list-style-type: none"> A trend to upward the products of the family basket is observed, which will undoubtedly impact family economy Paraguay rejects the pro tempore presidency of Venezuela in Mercosur. Economic studies indicate that "the current amount of the minimum wage (G 1,824,055) (US \$ 328.6) does not cover the poverty line. Given the need to locate youth in workplace, the Ministry of Labour undertakes campaigns to 	<ul style="list-style-type: none"> The General National Budget for 2017 does not include salary increase for public employees, but maintains the payment of up to two bonuses or extra bonuses for them. In order to promote the quality of citizen services, the Ministry of Public Administration (SPF) invites, through the National Institute of Public Administration of Paraguay (InApp), to training courses for civil servants of the different agencies and state entities. 	<ul style="list-style-type: none"> Low productivity of enterprises, linked to deficient preparation of human resources, is a growing concern. The value of money in the process of accelerated degradation and weak management of personal or family finances. Generational conflicts affecting the normal development of enterprises 	<ul style="list-style-type: none"> Hiring a new Operational Coordinator and obtaining a room for administrative offices. Active participation in the activities promoted by the Ministry of Labour and Social Security and meetings with the Ministry of Public Administration. Pronouncements on issues of bus drivers claims. The meeting with the Ministry of Public Service to identify areas for joint action to be discussed with the APARH. 	<ul style="list-style-type: none"> Election of new Board of Directors of APARH with an entrepreneurial vision and youthful spirit. Signature of Agreement with the Ministry of Public Service to carry out joint actions. Support for the Ministry of Labour Employment Fairs and the Technical Secretariat of Planning for the training of young people in vulnerable communities.



	do "Job Fairs" in conjunction with private companies.				
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Peru (APERHU)	<ul style="list-style-type: none"> 1. Change of president for the period 2016-2021. Pedro Pablo Kuczynski is the president. Approval by Congress of the proposed work of the new Cabinet. Run massive nationwide "Not one less" organized by social groups in defense of non-violence against women.. 	<ul style="list-style-type: none"> "Technical Standard for the design, implementation and execution of reasonable employment of people with disabilities in the private sector adjustments" was published. The Supreme Court upheld the labor protection for workers' representatives before committees Safety and Health at Work. Law that allows removing 25% of AFP funds, to finance a property is signed.. 	<ul style="list-style-type: none"> The stiffness of the country on issues of hiring and firing of personnel, according to the OECD Peru is at position 8 in the strictest countries. The union growth in five years has doubled the number of members. 	<ul style="list-style-type: none"> The formation of committees for Talent and Labor Relations. The development of the first forum in the countryside in the city of Trujillo. The creation of decentralized Talent committee in the city of Trujillo. 	<ul style="list-style-type: none"> .
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Uruguay (ADPUGH)	<ul style="list-style-type: none"> Economic blockage and loss of jobs. 	<ul style="list-style-type: none"> New decree regulating alcohol and drugs in workplace. Collective bargaining posed "innovative" ways to lessen the effects of stagnation. Training and productivity arise in contrast to salary increases. 	<ul style="list-style-type: none"> Collective negotiation. How to improve management with fewer economic resources and new generations. The IT sector has full employment and high turnover. Concerns come from loyalty policies. 	<ul style="list-style-type: none"> New Executive Coordinator. Increased number of partners. Association started selling to companies and not just individuals. Which means additional income. Monthly magazine was launched (Talents) and we are organizing a free month training partner. 	<ul style="list-style-type: none"> .
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Venezuela (AVGH)	<ul style="list-style-type: none"> • Deepening of political confrontation. • Migration of talent to other countries • Accelerating economic downturn. • Increased insecurity. 	<ul style="list-style-type: none"> • Government decree with a disproportionate wage increase and other supply benefits are affecting businesses. • Accelerating the closure of companies • The same labor standards do not apply in the private and the public sector 	<ul style="list-style-type: none"> • Retaining talent • Improve economic capacity of employees • Cover critical positions and key talent. Every day is more critical • Provide security to their executives • Design new strategies to help people 	<ul style="list-style-type: none"> • New Board of Directors started on February 2016 • Development of the Strategic Plan of the AVGH • Financial Stability of the Association 	<ul style="list-style-type: none"> • A lot of uncertainty in all areas due to the political - economic situation of the country.