



Organization of
American States

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for OAS Interns – 14th MOAS/PC
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FINAL RESOLUTIONS



**Department of International Affairs
Secretariat for External Relations**

PROMOTION AND STRENGTHENING OF REGIONAL COOPERATION PROGRAMS TO
GENERATE INCOME AND DECENT EMPLOYMENT IN THE AMERICAS

(Adopted at the second session, held on October 23, 2012)

THE MODEL OF THE PERMANENT COUNCIL OF THE ORGANIZATION OF AMERICAN
STATES,

RECALLING Article 34 of the Charter of the Organization of American States, in which Member States vowed “to devote their utmost efforts to accomplishing the following basic goals: fair wages, employment opportunities, and acceptable working conditions for all; rapid eradication of illiteracy and expansion of educational opportunities for all”;

ACKNOWLEDGING the work of the Executive Secretariat for Integral Development and its Department of Human Development, Education and Culture, particularly in their efforts to provide scholarships for the professional development of the Youth of the Americas, and recognizing the need to enlarge its mission in order to encompass the provision of work experience opportunities;

NOTING the emphasis placed by the Fourth Summit of the Americas on the creation of decent work opportunities, hemispheric cooperation, and social development, specifically Paragraph 14, which strives “to increase the proportion of the active population, both employed and unemployed, that participates in occupational training activities to acquire or update their skills, including those required in the knowledge based economy, making use of the best practices developed by the Inter-American Centre for Knowledge Development in Vocational Training at the International Labor Organization (CINTERFOR/ILO) in various countries in the region”;

RECALLING the Inter-American Democratic Charter, Chapter II, Article 10, which refers to the promotion and strengthening of democracy, and requires the full and effective exercise of workers’ rights and the application of core labor standards;

TAKING INTO ACCOUNT that one of the Inter-American Network for Labor Administration’s (RIAL) specific objective is to collect and systematize information regarding programs and projects on priority topics for labor administration by understanding that horizontal cooperation and technical assistance play key parts in building Ministry of Labor institutional capacities;

ACKNOWLEDGING Article 26 of the American Convention on Human Rights, which states that “(t)he States Parties undertake to adopt measures, both internally and through international cooperation, especially those of an economic and technical nature, with a view to achieving progressively, by legislation or other appropriate means, the full realization of the rights implicit in the economic, social standards”;¹

¹ The Governments of Belize, Guyana, Saint Kitts and Nevis, Saint Lucia, Saint Vincent & Grenadines and the United States place on record their reservation on the reference to the American Convention on Human Rights.

RECALLING The Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities, adopted in Guatemala on June 7, 1999²;

HAVING SEEN the report “Advancing gender equality in the context of decent work,” by the Inter-American Commission of Women of the OAS, issued on September 2011, and the 6th report of the International Labor Organization “Gender equality at the heart of decent work,” presented at the International Labor Conference of 2009;

NOTING the widespread discrimination against women in the workplace including low wages, limited access to quality jobs, and sexual harassment and violence, and the overall underemployment of women in the hemisphere;

CONSIDERING Article 16, of the Fifth Summit of the Americas, “Securing Our Citizen’s Future by Promoting Human Prosperity, Energy Security and Environmental Sustainability,” which urges the Member States to “adopt the necessary policies and regulations with the support of the International Labor Organization (ILO), Inter American Development Bank (IADB), World Bank (WB) and other regional bodies as appropriate to facilitate and promote the movement of enterprises and workers from the informal to the formal sector, without adversely affecting the rights of workers”;

TAKING INTO ACCOUNT Article 12 of the Inter-American Democratic Charter, in which Member States acknowledge their commitment to adopt and implement all required actions to generate productive employment, reduce poverty, and eradicate extreme poverty;

CONSIDERING that in the Declaration of San Salvador of 2011, the Ministers of Labor of the Organization of American States agreed that sustainable development is one of the keystones of public policies for maintaining and increasing the level and quality of employment³;

RESOLVES:

1. To encourage Member States to implement conditional cash transfer programs to ensure that children of low income families have access to quality primary and secondary education, in order to generate a skilled workforce.
2. To request the Department of Human Development, Education and Culture to study the possibility of implementing a program aimed at providing specialized training programs for the employed and unemployed, as well as internships for vocational and higher education students, in partnership with the private sector and educational institutions.

² The Governments of the United States and Saint Lucia place on record their reservation on the reference to the Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities.

³ The Governments of Belize, Jamaica, Saint Kitts and Nevis, Saint Lucia and the United States place on record their reservation on the reference to the Additional Protocol to the American Convention on Human Rights in the area of economic, social and cultural rights ‘Protocol of San Salvador’.

3. To invite Member States to further ensure that the OAS and other hemispheric and/ or regional organizations have the financial and institutional capacity to implement the commitments stipulated in the Fourth Summit of the Americas.

4. To urge Member States to promote integral development and creation of employment in our region through investments in innovation, in order to promote the creation of decent, productive and environmentally sustainable jobs (“green jobs”).

5. To encourage Member States to promote marketplace efficiency by reducing the time required to start-up medium and small businesses, as in the case of development finance corporations prevalent in many Member States.

6. To request the Permanent Council and the Inter-American Council for Integral Development (CIDI) to include a Corporate Social Responsibility (CSR) evaluation mechanism that will measure the impact of CSR and Public-Private Partnership (PPP) programs and projects in the Americas, considering them as tools of competitiveness building among the countries’ businesses.

7. To instruct the General Secretariat to collaborate, at the request of Member States, in the promotion of macroeconomic policies, fiscal incentives, public employment programs, and policies for the generation of “First Employment” programs, in order to decrease the high rate of youth unemployment that currently affects the Americas, and build a more qualified workforce for the future.

8. To call for the strengthening of the Inter-American Network for Labor Administration’s (RIAL) monitoring capabilities by:

- a. Formulating policies that each Member State would consider committing to.
- b. Providing more financial resources to RIAL’s monitoring system to improve the sharing of statistical information from Ministries of Labor.
- c. Requesting Brazil’s expertise on the implementation of monitoring systems, since the ILO recognizes that Brazil is well positioned to share best practices, such as the “Sur-Sur Cooperation Program”.

9. To encourage cooperation between the public and private sector in order to ensure decent work for the vulnerable groups of society, thus guaranteeing their fundamental human rights and their personal and social growth through:

- a. Positive discrimination when hiring a person of a vulnerable group by reducing taxes of his/her salary.
- b. Adapting employers' facilities to the needs of the aforementioned group, thus allowing both parties to reach their full potential.

10. To urge all Member States to strengthen their legal frameworks in order to promote equality and non-discrimination for women in the workplace through the creation or reinforcement of mechanisms such as Special Gender Units in Ministries of Labor and networks for the exchange of best practices.

11. To encourage all Member States to transfer workers from the informal to the formal sector, according to their respective capabilities, through the implementation of workers' identity cards; by promoting foreign and/or national direct investments to stimulate the transition from the informal to the formal sector; and by providing greater access to social programs for workers in the informal sector. These measures will be implemented in collaboration with the Ministries of Labor of the Member States.⁴

⁴ The Bolivarian Republic of Venezuela does not agree with the promotion of foreign direct investment in the Member States.

PROMOTION OF SOCIAL DEVELOPMENT, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION IN THE AMERICAS IN RELATION TO WOMEN, GENDER IDENTITY, SEXUAL ORIENTATION, INDIGENOUS PEOPLES, AFRO-DESCENDANTS, AND POVERTY

(Adopted at the second session, held on October 23, 2012)

THE MODEL OF THE PERMANENT COUNCIL OF THE ORGANIZATION OF AMERICAN STATES,

CONSIDERING that equal opportunities among women and men for access to employment, job security and wages are an ideal recognized by the Charter of the Organization of American States, the Convention on the Elimination of all forms of Discrimination against Women, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women "Convention of Belem do Para", and all previous conventions and resolutions on the subject;

BEARING IN MIND that human beings are free in their exercise of sexual orientation and gender identity, which is consistent with the principles stated in the Charter of the Organization of American States, the American Declaration of the Rights and Duties of Men, the American Convention on Human Rights, "The Pact of San Jose", the Inter-American Democratic Charter, and resolution AG/RES. 2435 (XXXVIII-O/08) "Human Rights, Sexual Orientation, and Gender Identity";

ACKNOWLEDGING the historical discrimination against collective identity and the self-determination of Indigenous peoples, Afro-descendant communities, and other racial and ethnic minorities, and reaffirming the commitment of the OAS Member States to the development of social consciousness and understanding of multicultural characteristics and values in the Americas;

RECALLING the advancements made towards the respect of ethnic, cultural and religious diversity, equal opportunities and non-discrimination, set forth in paragraphs 3, 4 and 9 of Resolution AG/RES.2708 (XLII-O/12) and the Social Charter of the American States;

RECOGNIZING that the diverse forms of intolerance can be reduced through the promotion and protection of the human rights of Indigenous peoples and of migrant persons, as well as through the respect for democracy and citizen participation set forth in Article 9 of the Inter-American Democratic Charter, which also calls for the elimination of all forms of discrimination; and

TAKING NOTE that Article 12 of the Inter-American Democratic Charter contemplates that poverty, illiteracy and low levels of human development are factors that adversely affect the consolidation of democracy.

RESOLVES:

1. To encourage Member States to review their national legislation and ensure its effectiveness in order to execute the principle of equity and non-discrimination between women and men.

2. To urge Member States to adopt positions which are consistent with their international commitments so as to ensure citizens' freedoms to express their sexual orientation and gender identity.⁵

3. To urge Member States to actively ensure the inclusion of disadvantaged and groups in situation of vulnerability, particularly Indigenous peoples, Afro-descendant communities, and other racial and ethnic minorities in all sectors of society in the Americas by taking into account:

- a. The special relation with territory, property and land use
- b. The diversity in languages
- c. Human dignity
- d. Religious rights and freedoms

4. To urge Member States to adopt policies that emphasize social and economic inclusion through the implementation of:

- a. Participatory and progressive economic policies based on equal access to basic services and opportunities for growth;
- b. Educational programs focused on equity and identity awareness among different ethnic, racial and cultural groups.

5. To request Member States to create a specialized mission on regional cooperation with private-public partnerships for the purpose of conducting research and analysis in the fields of infrastructure and security for the implementation of strategic actions in order to effectively eliminate poverty;⁶

6. To encourage the creation of general educational programs for groups in situation of vulnerability of all ages among Member States, as a complement to the states' education system for the purpose of promoting equal opportunities, social development and non-discrimination. These can include mobile education programs for rural communities, virtual education community initiatives and other innovative and progressive programs to provide access to education for all.⁷

⁵ Before recognizing sexual orientation and gender identity equity and the rights of these groups at the international level, Belize must align its domestic law and policy. Until a decision has been reached at the domestic level Belize will not comply with this clause

⁶ This clause is meant to be a call to Member States to work alongside public-private partnerships to establish through a commission of experts on these topics.

⁷ The Republic of Argentina, Barbados, Belize, the Commonwealth of Dominica, the Republic of Nicaragua, the Republic of Trinidad and Tobago, the Oriental Republic of Uruguay, and the Bolivarian Republic of Venezuela object this clause because it is a violation of the principles of sovereignty and non-intervention that upholds the public international legal system, concerning domestic education policies.