



ORGANIZATION OF AMERICAN STATES
Inter-American Council for Integral Development
(CIDI)



**XX INTER-AMERICAN CONFERENCE OF
MINISTERS OF LABOR (IACML)**

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Bridgetown, Barbados

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**JOINT DECLARATION OF THE TRADE UNION TECHNICAL ADVISORY COUNCIL
(COSATE) AND THE BUSINESS COMMISSION FOR TECHNICAL ADVICE ON LABOR
MATTERS (CEATAL) TO THE XX INTER-AMERICAN CONFERENCE OF
MINISTERS OF LABOR OF THE ORGANIZATION OF AMERICAN STATES (OAS)**

In the framework of the Organization of American States' (OAS) XX Inter-American Conference of Ministers of Labor, which takes place in Bridgetown, Barbados, on December 7 and 8, 2017, employers and employees of America, represented through the Business Commission for Technical Advice on Labor Matters (CEATAL) and the Trade Union Technical Advisory Council (COSATE) declare the following:

We are convinced, as reflected in the 2030 Agenda for Sustainable Development, that stable and sustained growth and decent productive work for all are fundamental pillars for our societies

We recognize that globalization and digitalization, together with technological change and innovation that brings up the future of work, have created and continue to create a great number of opportunities and challenges for the countries of the hemisphere; impacting each country of the hemisphere in different ways.

We also recognize that the new technologies have significantly modified the production and service delivery systems and, therefore, have also modified the workplace and the workforce by transforming the type and availability of jobs, as well as the way in which companies plan, design and organize work.

In this regard, we declare that to take full advantage of the opportunities offered by digitalization and, in particular, the digital economy, broader strategies are needed to generate growth and employment, while reinforcing social cohesion in the hemisphere.

Therefore, COSATE and CEATAL jointly call on the Governments of the Americas to renew their efforts to develop:

- 1) Comprehensive digitalization strategies that maximize opportunities for the creation of decent and quality employment and minimize adverse effects on employment and working conditions.
- 2) A new approach of education which emphasizes its universality and ensures learning and that preschool and school education provides the necessary foundations and provides children with necessary cognitive abilities as well as STEM knowledge, which will allow them to model and master digital technologies, adapt to technological change and develop capacities for innovation and problem solving.

- 3) Vocational education and training institutions (VET), as well as encouraging higher education institutions and policies to promote lifelong learning to take into account the needs of the labor market thus avoiding competency differences and aiming at the insertion of youth in the labour market
- 4) Agile business environments that provide opportunities for entrepreneurs and society to innovate, launch and finance new businesses in the formal economy.
- 5) Legal frameworks that promote formally registered companies that comply with the law and support the different forms of employment required by evolving business models based on fundamental principles and rights at work, as the pivot of public policies, such as freedom of association, collective bargaining, non-discrimination, the sustained eradication of child labour, and the abolition of forced labour .

In this regard, COSATE and CEATAL agree on the following:

- A. Request the Ministries of Labor of the Americas to consider designing public policies in dialogue with other relevant Ministries taking into account this Declaration and inform the next IACML of these policies and their impacts on the labor market.
- B. Request the OAS and the ILO in coordination and / or collaboration with other relevant international organizations, and taking advantage of the platform that has been established through the Inter-American Network for Labor Administration (RIAL), to support the Ministries of Labor and other Ministries and public institutions in the design and implementation of policies on the above mentioned topics.
- C. Request the OAS and the ILO to continue working with other organizations such as the OECD, the World Bank, and ECLAC and the IDB to deepen their understanding of:
 - the effects of technological change on growth, employment and skills in the Americas;
 - and the skills, talents and qualifications that will be necessary in the future in the hemisphere

Finally, we reaffirm our vocation for tripartite social dialogue and we thank the Executive Secretary for Integral Development (SEDI) of the OAS and especially the ILO for the support provided for the organization of this meeting of COSATE and CEATAL in the framework of this Conference.