

**Fourth Summit of the Americas
Draft Guidelines for the Plan of Action**

Mar del Plata, November 4 and 5, 2005

I. GUARANTEEING BASIC LABOR RIGHTS

1.1 Creating decent work

I.1.1. Fostering integration of economic, labor and social policies to achieve quality employment and productivity.

I.1.2. Promoting salary policies that improve income distribution and stimulate the recovery of demand and growth.

I.1.3. Increasing the coverage and effectiveness of collective bargaining and extending trade union right to all the workers of the hemisphere.

I.1.4. Promoting social protection and improving income and productivity in the informal urban and rural economy.

I.1.5. Promoting specific programs for micro and small enterprises, by providing technical assistance, micro-credit, training, and employment agency services.

I.1.6. Promoting high-quality skills development systems and services, that are coordinated with educational, employment and economic policies, with a view to enhancing corporate productivity and individual employability.

I.1.7. Narrowing the gender gap, by promoting a reduction of the disparities between men and women in the workplace.

I.1.8. Fostering State policies designed to eradicate child labor.

I.1.9. Encouraging an integrating social dialogue among Governments, employers, and workers, in order to strengthen employers' organizations and trade unions.

1.2 Combating all forms of discrimination in the workplace

I.2.1. Ensuring decent work for all, with no exceptions, and promoting a multilateral framework for the cross-border movement of workers.

I.2.2. Overcoming inequalities in the workplace and in employment, resulting from any form of discrimination.

1.3 Generating public policies to eradicate poverty

I.3.1. Promoting a social agenda that integrates health, education, housing and social development programs, and reduces the vulnerability of all households.

I.3.2. Ensuring sufficient and adequate social protection mechanisms, based on the principle of the universality of benefits.

I.3.3. Increasing the protection of unemployed workers, promoting their employability and establishing unemployment insurance or similar mechanisms with broad coverage.

I.3.4. Increasing efforts to enhance inputs of reliable financial statistics on our economies, so that the effects of the integration of economic and social policies on employment generation can be assessed.

I.3.5. Establishing a constructive international dialogue on international migration, with a view to adopting equitable regulations that protect the rights of migrants and provide them with decent work, as well as ensuring that migration is an orderly process that benefits all parties and stimulates global productivity, by establishing a multilateral framework for the cross-border movement of workers.

II. INSERTING THE NATIONAL ECONOMIES IN AN INCLUSIVE GLOBALIZATION

II.1 Promoting equitable trade regulations, in a framework of balanced relations between nations

II.1.1. Developing a predictable and non-discriminatory financial and marketing system that generates a context favoring investments and nationwide productive development.

II.1.2. Assessing the social dimension and quality employment goals of free trade agreements and regional integration processes.

II.1.3. Establishing mechanisms for sharing responsibilities and obligations equally between debtors and creditors, which are compatible with the goals of employment generation and poverty reduction.

II.2 Promoting the development of innovative capabilities, and the integration and dissemination of technological advances

II.2.1. Fostering policies that facilitate and disseminate corporate organizational and technological innovation.

II.2.2. Encouraging innovation policies for productive networks, linkages or conglomerates.

II.3 Encouraging corporate social responsibility so as to achieve a balance between financial goals and the social and environmental impact

II.3.1. Encouraging corporate strategies for developing and certifying codes of conduct in line with accepted international principles.

II.3.2. Promoting regional industrial associations that seek to eliminate abusive employment practices, especially child labor.

III. STRENGTHENING DEMOCRATIC GOVERNANCE

III.1 Improving the State's capability to promote its citizens

III.1.1. Generating State policies that underpin development strategies for quality employment.

III.1.2. Strengthening labor managements and enhance their linkages with the economic and social areas, in keeping with employment and social inclusion goals.

III.1.3. Improving Government institutional capacity at the local levels.

III.1.4. Ratifying and fully complying with the norms established in the relevant juridical instruments, such as the Inter-American Convention against Corruption (CICC) and the United Nations Convention against Corruption. Also, implementation of the recommendations of the Monitoring Mechanism for the Inter-American Convention against Corruption (MESICIC).

III.2 Promoting tripartite social dialogue that commits governmental and social actors to a development model with more and better employment

III.2.1. Promoting mutual acceptance among Governments and social actors in dialogue mechanisms that lead to formulating agreements.

III.2.2 Strengthening social actors with a view to their participation in institutions and mechanisms for social dialogue.

III.3 Consolidating mechanisms aimed at mitigating asymmetry in national levels of development, in keeping with the goal of strengthening democracy in the hemisphere.

III.3.1. Promoting the creation of structural funds for the hemisphere, designed to improve the competitiveness of the less developed countries and regions so as to further their economic restructuring through decent work.

III.3.2. Promoting the reformulation of national fiscal accounting methods and, particularly, those of international financial institutions, so that productive investments in infrastructure are not considered to be current expenditure when calculating the primary surplus.