

- the adoption of a Charter of Social and Labour Rights by the countries of the Americas.

With regards to Free Trade Zones, recommendations are as follows:

Once the concessions have been granted, the grantees must:

- guarantee proper working conditions, decent wages, and the rendering of basic and indispensable services to the labour force in conformity with regional, national and international practices;
- promote and develop training programs which will contribute to the technical and professional upgrading of the workers, whenever this is required;
- comply with the legal provisions on occupational health and safety.

Focus on Educational Issues

Participants unanimously recognize that education represents an important investment in human capital. It contributes to socioeconomic development by endowing individuals with the means to improve their skills, knowledge and capability for productive work.

Participants note, however, that the educational situation among the countries in the Americas is not homogeneous and that striking differences remain. Significant inequalities are found in the enrollment ratios and, consequently, in the degree of schooling of the populations in general. Gender and class disparities also exist in the internal distribution of fields of study.

It is recommended that:

- . access
- . equity
- . participation
- . relevance of curricula

be addressed throughout the Americas including Canada;

- a multidisciplinary approach involving universities, governments and the private sector be adopted in the Americas;
- programs to promote technology management, quality control and long distance teaching be developed;
- education be a two ways exchange whereby the North and the South share their knowledge;