



THE COFFEE COLLEGE COMMERCE (CO3)

Declaration of Fairness and Equality

The Coffee College Commerce (CO3) adopts the findings of the Declaration of Philadelphia, adjusts and completes them to the needs of today's educational and labor requirements. CO3 commits to the following: -

I

The fundamental principles on which CO3 is based and, in particular, that:

- (a) labour is not a commodity;
- (b) freedom of expression and of association are essential to sustained progress;
- (c) poverty anywhere constitutes a danger to prosperity everywhere;
- (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of students, workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.

II

Believing that experience has fully demonstrated the truth of the statement in the Constitution of the International Labour Organisation that lasting peace can be established only if it is based on social justice, CO3 affirms that:

- (a) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;
- (b) the attainment of the conditions in which this shall be possible must constitute the central aim of policy of this organization;
- (c) all organizational policies and measures, in particular those of an educational, economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective;
- (d) it is a responsibility of CO3 to examine and consider all educational, economic and financial policies and measures in the light of this fundamental objective;



(e) in discharging the tasks entrusted to CO3, having considered all relevant educational, economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate.

III

CO3 recognizes the obligation to achieve:

- (a) free education;
- (b) full employment and the raising of standards of living;
- (c) the employment of workers and staff in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being;
- (d) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement;
- (e) policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection;
- (f) the effective recognition of the right of collective bargaining, the cooperation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures;
- (g) the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care;
- (h) adequate protection for the life and health of workers in all occupations;
- (i) provision for child welfare and maternity protection;
- (j) the provision of adequate nutrition, housing and facilities for recreation and culture;
- (k) the assurance of equality of educational and vocational opportunity.



IV

Confident that the fuller and broader utilization of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a steady volume of international trade, CO3 recognizes the full responsibility for this great task and for the promotion of the health, education and well-being of all people.

V

CO3 affirms that the principles set forth in this Declaration are fully applicable to all people everywhere and that, while the manner of their application must be determined with due regard to the stage of educational, social and economic development reached by each people, their application to people who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to CO3 and the environment it is active in.

Reichersberg, 8th April, 2021