



INTERNATIONAL LABOUR ORGANIZATION

**Statements on Decent Work and the
Social Dimension of Globalization
in Multilateral Bodies**

**Delegations are invited to inform the Office of other statements
adopted by regional or subregional multilateral bodies.**

Statements on Decent Work and the Social Dimension of Globalization in Multilateral Bodies

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G8 Labour and Employment Ministers Meeting Niigata, Japan, 11-13 May 2008

Chair's Conclusions

1. Labour and Employment Ministers from the G8 countries and the European Union Commissioner for Employment, Social Affairs and Equal Opportunities met in Niigata from May 11 to 13, 2008, together with the Director-General of the ILO and Secretary-General of the OECD, to discuss the theme "Seeking the Best Balance for a Resilient and Sustainable Society". Labour Ministers from Indonesia and Thailand were invited as guests and were encouraged to share the results with their regional partner countries through the ASEAN and ASEM labour ministers' meetings, over which they preside this year. In preparation for the meeting, consultations with representatives of the social partners were held on May 11.

2. Based on proposals from the chair country, Japan, reflecting the achievements of the Dresden Meeting in 2007, and considering linkages with other ministerial meetings, we, the G8 Labour and Employment Ministers, held discussions on the following three themes. We trust that our conclusions will strengthen the social dimension of globalisation focusing on increasing society's resilience, sustainability and global balance.

- Enabling Well-Balanced Lives in Harmony with Increased Longevity (individual level)
- The Contribution of Labour Market and Employment Policies to Addressing the Needs of Vulnerable Workers and Areas (society level)
- The Contribution of the G8 Members to the Challenges to Global Sustainability (global society level)

3. During our discussions, we agreed that our countries share significant challenges.

Addressing the social dimension of globalisation

- Average income levels and living standards in the G8 countries remain high in this age of globalisation although the reduction of wages' participation in National Income in some countries needs to be addressed. Therefore, we must continue to sustain the environment that has made these achievements possible, while also addressing the income disparities and the situation of those regions within our economies that have been unable to take advantage of the benefits of globalisation and therefore need our support.

Current economic situation and its impact on employment

- Sound macroeconomic growth and sound functioning of financial markets have impacts on good labour market prospects. The current economic slowdown and financial instability are matters of concern with regard to the possible negative impact on employment. Our governments have the responsibility of working together to help restore conditions conducive to sustainable economic growth, strengthened labour market and employment policies, and social cohesion.

Ministers' role toward sustainable economic growth and employment

- As Labour and Employment Ministers we have a specific responsibility to ensure the development and growth of a skilled and resilient workforce in our countries that is responsive to the needs of the global economy. We also recognise the importance of facilitating an inclusive labour market, combining security and flexibility, that promotes employment opportunities for workers and is responsive to their individual needs and circumstances.

Addressing these challenges

- We should address these challenges by promoting a society where individuals have flexibility and choice in the way they balance their work with their lives, taking into account increasing longevity.
4. Social partners, government and labour institutions have important roles to play. Corporate Social Responsibility can also contribute.

Enabling Well-Balanced Lives in Harmony with Increased Longevity

5. Increased life expectancy, rising beyond age 80 in some countries is having a major impact on labour markets and workers' lives. In order to enable people to enjoy fulfilling lives and achieve their full human potential, employment and labour market policies should promote:

- Better work-life balance
- Safe and healthy working lives and secure post-working lives
- Lifelong learning and career development

These measures should take account of the needs of individuals, employers and society as a whole and reflect the differing attitudes and practices with regard to retirement in each country.

6. We agreed that a range of employment and labour market policies and programmes are needed to achieve a good lifelong balance between work and private commitments. These include measures to:

Better work-life balance

- promote appropriate diversity in forms of employment and in working arrangements in our respective countries appropriate to workers at each stage of life, through a package approach combining flexibility and adequate labour market security, as agreed in Dresden.
- help facilitate job mobility and transitions throughout the lifecycle.
- encourage family friendly policies and promote opportunities for voluntary flexible work arrangements, such as part-time work, flexible working hours, telecommuting as well as other alternative work arrangements, which may help to achieve a better work-life balance for both male and female workers at different stages of their careers.

Safe and healthy working lives and secure post-working lives

- improve compliance with occupational safety and health laws and regulations, and improve awareness and knowledge of job-related stress and other occupational health and safety issues. This is also beneficial for healthy post-working life.

Lifelong learning and career development

- in the context of a lifecycle approach, facilitate effective life-long employability and adaptability to change, including through career counselling opportunities, career development, skills upgrading and lifelong learning.

In developing the above measures particular attention should be paid to reducing barriers, especially gender-related, and providing equal opportunities for all workers.

The Contribution of Labour Market and Employment Policies to Addressing the Needs of Vulnerable Workers and Areas

7. We agree that labour market and employment policies should support vulnerable workers and economic development in depressed areas. They also should ensure that individuals can fully participate in the labour market and thereby realise a resilient and sustainable society.

8. Globalisation and technological change offer the world economy potential opportunities for more wealth, growth, employment and better lives for people. At the same time, they can entail disparities and adjustment difficulties in labour markets. This has resulted in dislocations and increased insecurity for a number of workers and slower or negative economic growth in some areas.

9. It is important to promote local development and job creation by facilitating the effective use of local resources and policies to respond to local needs and circumstances. In doing so, it is also important to obtain active participation by not only national governments but also by local governments, authorities, social partners and other stakeholders, research bodies, venture capital firms, human resources development agencies and non-profit organisations.

10. Governments working with the social partners and other stakeholders should create an environment and conditions that contribute to regional economic growth, high employment, and broadly-shared prosperity. Special efforts are needed to assist vulnerable groups to overcome obstacles in finding jobs.

11. We highlight that active labour market policies, well-designed unemployment benefits systems and public employment services, as well as effective lifelong learning policies contribute to promoting participation in the labour market and to the removal of impediments in job seeking to promote activation, as endorsed in Dresden (2007) as well as in the restated OECD Jobs Strategy.

12. In view of these considerations:

- it is important for governments to strengthen labour market supply and demand matching through well-coordinated job placement, unemployment benefits and active labour market services, and maintain the system nationwide.
- we agree to work with local authorities/governments, social partners and other stakeholders to support local job creation initiatives. We also agree that public employment services and training agencies should offer appropriate support to job seekers and contribute to the better matching of supply and demand locally.
- we reaffirm the importance of ensuring human resources development opportunities for all, including effective skills development and training programmes that meet labour market needs. These include programmes that (i) integrate vulnerable groups into skills development systems, (ii) improve assessment systems of occupational skills, and (iii) further upgrade career counselling functions and career education to support individual career development.

The Contribution of the G8 Members to the Challenges to Global Sustainability

13. Recognising our membership in the global society, we declare our intent to contribute to addressing employment and social challenges arising from environmental concerns and issues in order to realise a resilient and sustainable society. It is not only to enrich our own countries but also to promote a more harmonious global society. In view of this, the G8 countries should share experiences and promote dialogue on these challenges with developing countries and emerging economies inter alia through appropriate international fora.

14. We highlight that sustainable society is based on the three interdependent and mutually reinforcing pillars of economic development, social development, and environmental protection. We recognise the need to better analyse and address the global challenges. We are ready to contribute to this.

15. We agree that the following policies and programs can help address the employment and social challenges related to environmental concerns, in particular climate change:

- assessing possible impacts of environmental change and policy responses on labour markets.
- helping displaced workers from affected industries make a transition to new jobs.

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- encouraging skills development that responds to environmentally-friendly innovations and industrial changes.
 - promoting environmentally-friendly ways of working by adjusting to new patterns of natural resource use and conservation in workplaces. Our hosts set a good example by making significant efforts to hold this meeting in an environmentally-friendly manner.

Such policies and programs will benefit from cooperation with social partners and other stakeholders.

We note the interesting and potentially valuable work of the ILO in its Green Jobs Initiative, which proposes a coherent, tripartite way of addressing these challenges.

16. We confirm our intent to promote Decent Work for all and the social dimension of globalisation. We recall the importance of social protection in combating poverty and promoting economic and social development. In this context we confirm the agreements in Dresden and Heiligendamm on broadening and strengthening social protection and we take note of the ILO initiatives to promote basic social security systems in developing countries and emerging economies.

17. We recognise that Governments, employers and workers should work together to achieve a coherent balance of growth, employment, productivity and concern for the environment. Social dialogue and cooperation beginning at the workplace makes an important contribution to achieving this goal. Promoting these activities is our “Niigata Global-Balance Principle.”

United Nations Conference on Trade and Development Twelfth session, Accra, Ghana, 20–25 April 2008

Accra Accord : Addressing the opportunities and challenges of globalization for development

[...]

37. UNCTAD’s expertise should be used to explore how globalization can support inclusive and equitable development, sustainable growth and appropriate development strategies, including an enabling environment for the private sector. It should also contribute to the objective of promoting full and productive employment by examining, in cooperation with the International Labour Organization (ILO) and other relevant international organizations, the contribution of trade to growth, employment creation and poverty reduction.

144. Efforts to promote full and productive employment and decent work at the national level should be promoted, including through the use of the ILO Toolkit for Mainstreaming Employment and Decent Work, as approved by the United Nations system in May 2007.

56. Globalization and interdependence have resulted in increasing international migration flows. This phenomenon has served to underscore the important nexus between international migration and development. All migrants should be accorded the full protection of human rights and the full observance of labour laws applicable to them, including the principles and labour rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work.

XV Inter-American Conference of Ministers of Labor Port of Spain, Trinidad & Tobago 11-13 September 2007

Declaration of Port of Spain 2007: Making Decent Work Central to Social And Economic Development

1. We, the Ministers participating in the XV Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), met in Port of Spain, Trinidad and Tobago from September 11-13, 2007 to analyze and advance policies and measures centered on the promotion of decent work in the Americas and address issues related to labour and employment as key elements of social and economic development in the context of globalization.
2. We note that this IACML is the first one to follow up on the employment and labour aspects of the Declaration and Plan of Action of the Fourth Summit of the Americas held in Mar del Plata, Argentina in November 2005 which adopted as its theme “Creating jobs to fight poverty and strengthen democratic governance.” At the Fourth Summit of the Americas, Heads of State and Government recognized the vital contributions of Ministries of Labour to the achievement of the Summit objectives and mandated us to move forward the priorities, decisions and commitments that they considered urgent and necessary. In this framework we will continue working towards the implementation of the Summit objectives with the goal of improving the living conditions of all workers in the Americas. We welcome the offer by the Government of Trinidad and Tobago, and its subsequent acceptance, to host the Fifth Summit of the Americas in 2009.
3. We reaffirm our strong commitment to the principles of inter-American solidarity and cooperation enshrined in the Charter of the OAS. We recognize that equality of opportunity, the elimination of extreme poverty, equitable distribution of wealth and income and the full participation of their peoples in decisions relating to their own development are basic objectives of integral development.
4. We reaffirm our support for the Inter-American Democratic Charter, approved by the OAS in Lima, Peru, in September 2001. We support the Resolution adopted by the OAS General Assembly in June 2007 on “Promotion and Strengthening of Democracy: Follow-up to the Inter-American Democratic Charter”
5. We reaffirm our willingness to collaborate in the effort to elaborate the Social Charter of the Americas and its Plan of Action, being elaborated by the Joint Working Group of the Permanent Council and the Permanent Executive Committee of the Inter-American Council for Integral Development (CEPCIDI) pursuant to mandates received from the General Assembly of the OAS. In view of this, we will take into consideration the contributions of employers and workers representatives through the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labour Matters (CEATAL).
6. We recall the Declaration of Mexico of the XIV IACML of the OAS, held in Mexico City, Mexico in September 2005, in which we committed to advance a labour agenda in our region promoting dignified employment, placing the person at the center of all economic activities, and stressed that the future of our democracies depends in large measure upon their capacity to generate productive, high quality, decent and sustainable jobs. We also recognized the importance of implementing the labour commitments expressed by the Heads of State and Government in the Declaration of the Summits of the Americas, with special attention to the vital objectives of economic growth with equity for reducing poverty and enhancing social development and democratic governance.
7. We reaffirm our commitment to respect, promote and realize the principles in respect of the fundamental rights contained in the ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and its Follow-up covering the following areas: a) freedom of association and the effective recognition of the right to collective bargaining; b) the elimination of all forms of forced or compulsory labour; c) the effective abolition of child labour; and d) the elimination of discrimination in respect of employment and

occupation. We will promote the effective enforcement of our national labour laws, regulations and standards so as to uphold these principles. We recognize the vital role of democratic systems including labour justice systems in the promotion and application of labour laws. We support the strengthening of labour dispute mechanisms to provide for more expeditious, effective and transparent resolution of labour disputes.

8. We recognize the importance of ensuring that all children have access to education as a foundation for their development. We will continue to take measures to fulfill our governments' commitment in the Fourth Summit of the Americas to eradicate by 2020, at the latest, the worst forms of child labour and reduce the number of children that work in violation of national laws.

9. We will develop national policies and programmes to eliminate forced labour before 2010 in accordance with other initiatives established in the Plan of Action of the Fourth Summit of the Americas.

10. We recognise that full and productive employment and decent work are central to sustainable social and economic development. Therefore, we propose to make them main objectives in the planning and formulation of social and economic policies and, at the national level, to integrate government policies on labour, employment and income with economic, social, educational, financial, trade, and investment policies. Similarly, we commit to supporting the adoption of policies that promote job opportunities, competitiveness, productivity, trade and investment. We also encourage governments and other relevant institutions, where appropriate, to consider the impact of their policies on full employment and decent work for all, taking into account the challenges and opportunities of promoting decent work in the context of globalization.

11. We call for closer strategic alliances between Ministries of Labour and other Ministries. Likewise, we highlight the role of information and communication technologies (ICTs) as a tool for achieving a higher articulation among the same that would allow the implementation of integrated policies.

12. We note the significant role of labour policies, regulations and institutions in promoting decent work. We commit to promoting the revision and effective application of our labour legislation, and policies, as needed, through tripartite and other mechanisms of wide social dialogue with the relevant actors to contribute to the generation of decent work and the enhancement of productivity.

13. We will continue our efforts to strengthen the capacities of Ministries of Labour in formulating and implementing labour and employment policies and enforcing national labour laws and standards. We will focus special attention on strengthening our labour administration systems, in particular the labour inspection functions.

14. We reaffirm our commitment and support to the strengthening and modernization of Ministries of Labour through national actions complemented at the regional level that take into account the important role of horizontal cooperation and technical assistance. In this regard, we will continue strengthening the Inter-American Network for Labour Administration (RIAL) created to strengthen the institutional and human capacities of the Ministries of Labour and act as an integrating mechanism for dissemination of knowledge and experience among those Ministries.

15. We reaffirm our conviction of the role that decent work has in improving the living conditions of peoples of our Hemisphere and their participation in the benefits of development. We recommit to pursuing actions related to the four strategic objectives of the Decent Work Agenda: promotion of fundamental principles and rights at work, employment, social protection, and social dialogue.

16. We welcome the Decade of Promoting Decent Work which was declared at the ILO Sixteenth Americas Regional Meeting (May 2006). We consider the Hemispheric Agenda for generating decent work through the Decent Work Country Programmes to be an important and welcomed initiative, allowing each country to determine the goals it is in a position to reach, according to its own realities and national priorities, incorporating tripartite formulation, validation and follow-up mechanisms.

17. We also recognize the invaluable assistance provided by the ILO in promoting the Decent Work Agenda in the Caribbean through the hosting of the Tripartite Caribbean Employment Forum (TCEF) in October 2006 and to the High Level Group on Employment of MERCOSUR (GANEmple) to develop a MERCOSUR Strategy for Growth with Employment, among others. We support the development of Decent Work Country Programmes as provided, in general terms, by the Hemispheric Agenda and, in particular by the Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean.

18. We note and commend the high-level international support for the promotion of decent work as a development issue at: the OAS General Assembly (June 2005); the 2005 World Summit (September 2005); the IV European Union-Latin American and the Caribbean Summit (May 2006).

19. We recall and support the United Nations High Level Segment of the Substantive session of the Economic and Social Council held in Geneva, Switzerland in July, 2006 devoted to promoting the creation of an environment at the national and international levels conducive to generating full and productive employment and decent work for all.

20. We recognize that the future of our peoples rests in the hands of the youth and there is a window of opportunity for young people to contribute to the development of our societies. We watch with concern the magnitude of youth unemployment, the high number of youth that neither study nor work and their concentration in precarious jobs. Therefore we will promote programmes and projects that will enhance employability, equal opportunity, entrepreneurship and employment creation for youth including through education, integral human development, training and lifelong learning that meet labour market requirements. We will also redouble our efforts to achieve the Fourth Summit of the Americas commitment to reduce youth unemployment and significantly lower the percentage of young people that neither study nor work.

21. We recall the Declaration and Plan of Action of the Fourth Meeting of Ministers of Education of the hemisphere, held in Scarborough, Trinidad and Tobago, August, 2005 which noted that the greatest opportunity to create local and regional capacity for innovation, creativity and increased productivity is a well-educated, well-informed, and democratic workforce. We therefore reiterate our support for policies that promote lifelong learning, giving priority to the coordination of employment services, education and continuous professional training systems, using ICTs, with the goal of generating the necessary technical skills of workers that respond to the demands of the labour market, and support workers in their search for labour opportunities. Additionally, we support the Ministers of Education in their efforts to disseminate student assessment results and other useful information about our education systems. We commit to working closely with the Ministers of Education and in public-private partnerships to develop programmes and actions to achieve these goals.

22. We agree that equal access to employment opportunities is essential for the development of our countries. We recognize that gender is a cross-cutting issue and strive to incorporate a gender perspective into the development of all policies, programmes and projects aimed at creating decent work, considering the Inter-American Programme on the Promotion of Women's Human Rights and Gender Equity and Equality, adopted by the OAS General Assembly in Guatemala in June 1999. We will continue to promote gender equality at work and we note the Declaration of Mar del Plata of the Fourth Summit of the Americas which calls for combating gender-based discrimination and the promotion of equal opportunities to eliminate existing disparities between men and women in the working world. We note further the Resolution concerning the promotion of sustainable enterprises adopted at the 96th Session of the ILO International Labour Conference in 2007, which indicated that "women's economic empowerment is crucial for sustainable societies. It requires equal access to entrepreneurship opportunities, financial services and labour markets".

23. We will promote cross-cutting policies to fight all forms of discrimination in the workplace and ensure equal access to the labour market, including for vulnerable groups.

In this regard, we commit to promoting actions for prevention and raising awareness, in the area of our competencies, directed against violence and harassment in the workplace.

24. We recognize that the productive capacity of our workforce is hindered by HIV/AIDS and chronic non-communicable diseases including but not limited to cancer, diabetes, and heart disease. We commit to promoting the development and implementation of policies that will assist in reducing discrimination in the workplace against workers with HIV/AIDS. Further we support policies that reduce the incidence of HIV/AIDS and chronic non-communicable diseases.

25. We reaffirm our commitment to promote and protect human rights of migrant workers and their families noting, *inter alia*, the Resolution on “The Human Rights of all Migrant Workers and their Families” adopted by the OAS General Assembly in Panama in 2007 and the “Inter-American Program for the Promotion and Protection of the Human Rights of Migrants, including Migrant Workers and Their Families”, adopted by the OAS General Assembly in the United States in 2005. We note the convening of the United Nations High-level Dialogue on International Migration and Development in September, 2006 which sought to identify appropriate ways and means to maximize the developmental benefits of international migration and to reduce its negative impacts. We reaffirm that all migrants, regardless of their immigration status, should be accorded the full protection of human rights and the full observance of labour laws applicable to them, including the principles and labour rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work. In addition, we will promote decent work for migrant workers in the context of the Declaration of Nuevo Leon and will increase inter-American cooperation and dialogue in accordance with articles 26, 27 and 28 of the Declaration of Mar del Plata, approved at the Fourth Summit of the Americas.

26. We endorse the position expressed concerning the informal economy in the Declaration of Mexico of the XIV IACML of the OAS and the Fourth Summit of the Americas. The heterogeneous and multi-dimensional nature of the informal economy poses a challenge in the design and formulation of policies; therefore we consider it essential to promote research in this regard. We will renew our efforts to promote, in collaboration with the competent institutions, a regulatory framework that facilitates the establishment of new enterprises, the promotion of an entrepreneurial spirit, the creation of formal enterprises and the incorporation of informal enterprises into the formal economy, in order to reduce significantly the levels of unregistered work without social protection.

27. We acknowledge the need for social protection systems of broad coverage in our countries and the strengthening of the social security systems aimed to guarantee a comprehensive coverage of their benefits. In this regard, and in the area of our competencies, we will contribute to the development of policies that will enhance our social security systems with a view to balancing the need for an efficient labour market with effective protection and to providing for transparency, efficiency and accountability in the collection and distribution of social security benefits.

28. We will pursue programmes to promote decent work and facilitate the re-entry of workers into the world of work, in the wake of natural disasters.

29. Taking into account the Plan of Action of the Fourth Summit of the Americas and the conclusions of the Second Hemispheric Workshop on Occupational Health and Safety held in El Salvador in May, 2006, we commit to the promotion of regulations and codes as regards occupational safety and health to ensure the inclusion of measures to promote a culture of prevention and control of occupational hazards in the hemisphere.

30. We are committed to policies that facilitate the development of productive and competitive enterprises. In this regard, we will take into account the Resolution on the Promotion of Sustainable Enterprises, approved during the 96th Session of the ILO International Labour Conference in 2007. We recognize the contribution of sustainable enterprises including small and micro enterprises and other production units to poverty reduction, wealth creation and employment generation. We will contribute to the creation of an enabling environment for the establishment and growth of these and other enterprises

giving special attention to those involved in the production of traditional and indigenous products.

31. We follow with interest the development of the different processes of regional and sub-regional integration as well as bilateral and multilateral free trade agreements in the Hemisphere. We understand that it is important to cooperate, within the limits of our competencies, to improve the understanding of the labour dimension, the cooperation mechanisms contained therein and the impact on employment of these processes.

32. We recognize that social dialogue, collective bargaining and tripartism are essential elements for building and promoting democratic and inclusive societies. In this regard, we remain committed to strengthening them with the aim of effectively promoting decent work and consolidating a culture of compliance. In this regard, we encourage the strengthening of unions and employers' organizations for effective participation in these processes.

33. We commend the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labour Matters (CEATAL) for their continued support to the IACML. We value, as an important step forward, the participation of private sector and workers representatives in OAS activities, especially those related to the General Assembly and the Summit of the Americas, in accordance with Resolutions adopted by the General Assembly of the OAS in June 2006 and June 2007.

34. We agree to follow up on the implementation of this Declaration.

WE RESOLVE TO:

A. Implement a Plan of Action based on this Declaration, on the Declaration and Plan of Action of the Fourth Summit of the Americas, and on the work of the XIV IACML of the OAS, and to dedicate the necessary resources to this end.

B. Establish two Working Groups as follows:

Working Group 1: "Decent work as an instrument for development and democracy in the context of globalization"

Working Group 2: "Strengthening the capacities of Ministries of Labour to respond to the challenges of promoting decent work in the context of globalization"

C. Encourage countries of the hemisphere to intensify cooperation and to share knowledge, experiences and achievements in the area of employment and labour and to document best practices in promoting decent work for all.

D. Intensify the dialogue and cooperation with regional and international institutions that have a role to play in the promotion of decent work in the hemisphere, in particular members of the Joint Summit Working Group: the Organization of American States (OAS), the International Labour Organization (ILO), the Inter-American Commission of Women (CIM), the Inter-American Children's Institute (IIN), the United Nations Economic Commission for Latin America and the Caribbean (ECLAC), the Pan American Health Organization (PAHO), the Inter-American Development Bank (IDB), the Caribbean Development Bank (CDB), the Andean Development Corporation (CAF), the Central American Bank for Economic Integration (CABEI), the Inter-American Institute for Cooperation on Agriculture (IICA), the International Organization for Migration (IOM), the Institute for Connectivity in the Americas (ICA), and the World Bank, among others.

E. Organize the XVI Inter-American Conference of Ministers of Labour of the OAS in Argentina in 2009.

***Growth and Responsibility in the World Economy :
Summit Statement***

Heiligendamm, 7 June 2007

Investment and responsibility - the social dimension of globalization

21. Globalization and technological progress have resulted in rapid structural change in many regions and economic sectors. We acknowledge that structural change is the inevitable result of progress and that it brings dislocations along with opportunities. Open markets rest on political acceptance, social inclusion, gender equality and the integration of traditionally under-represented groups such as older workers, youth, immigrants and persons with disabilities. In order to address the social dimension of the globalization process, we identify the four following areas of action.

22. Promoting and further developing social standards: We are convinced that a globalisation that is complemented with social progress will bring sustainable benefits to both industrial and developing countries. We recognize our responsibility for an active contribution towards this objective. Therefore, we support the International Labour Organization's (ILO) Decent Work Agenda with its four pillars of equal importance: the effective implementation of labour standards, especially the ILO core labour standards, the creation of more productive employment, further development of inclusive social protection systems and the support of social dialogue between the different stakeholders.

23. While stressing that labour standards should not be used for protectionist purposes, we invite the WTO members and interested international organizations, in close collaboration with the ILO, to promote the observance of internationally recognized core labour standards as reflected in the ILO declaration on Fundamental Principles and Rights and its follow-up. We also commit to promoting decent work and respect for the fundamental principles in the ILO Declaration in bilateral trade agreements and multilateral fora.

24. Strengthening the principles of Corporate Social Responsibility: In this respect, we commit ourselves to promote actively internationally agreed corporate social responsibility and labour standards (such as the OECD Guidelines for Multinational Enterprises and the ILO Tripartite Declaration), high environmental standards and better governance through OECD Guidelines' National Contact Points. We call on private corporations and business organizations to adhere to the principles in the OECD Guidelines for Multinational Enterprises. We encourage the emerging economies as well as developing countries to associate themselves with the values and standards contained in these guidelines and we will invite major emerging economies to a High Level Dialogue on corporate social responsibility issues using the OECD as a platform.

25. We stress in particular the UN Global Compact as an important CSR initiative; we invite corporations from the G8 countries, emerging nations and developing countries to participate actively in the Global Compact and to support the worldwide dissemination of this initiative.

26. In order to strengthen the voluntary approach of CSR, we encourage the improvement of the transparency of private companies' performances with respect to CSR, and clarification of the numerous standards and principles issued in this area by many different public and private actors. We invite the companies listed on our Stock Markets to assess, in their annual reports, the way they comply with CSR standards and principles. We ask the OECD, in cooperation with the Global Compact and the ILO, to compile the most relevant CSR standards in order to give more visibility and more clarity to the various standards and principles.

27. Reinforcing Corporate Governance: Corporate governance is a key element in improving economic efficiency and growth as well as enhancing investor confidence. Good corporate governance provides proper incentives for the board and management to

pursue objectives that are in the interests of the company and its shareholders and facilitates effective monitoring and surveillance. While corporate governance challenges are present everywhere, they are particularly acute in emerging economies. We encourage the widest adherence to the OECD Corporate Governance Principles and support the continuation of the work of the OECD / World Bank Regional Corporate Governance Roundtables.

28. Investing in social protection systems: Social protection is an investment in a country's economic future and a cost-effective way of fighting poverty. It includes appropriate protection against life's major risks and appropriate coverage for everyone, aiming at improved education and health. Social protection has the capacity to contribute to individual employability and to ensure that those who can work obtain adequate support to find employment and to obtain skills demanded by the labour market.

29. Social protection systems contain some universal elements and should be based on values such as social equity, fairness, and justice in order to promote equal opportunities and participation. We believe that social security systems require further development and extension of coverage taking into account nations' abilities to provide such coverage given their varying states of economic growth and recognizing the fact that there can be no one size fits all model of social protection. We agree to keep this issue on our development policy agenda, encouraging relevant international organizations to work in close cooperation on this issue. We recognize that in conjunction with economic growth and active labour market policies, social security is an instrument for sustainable social and economic development.

G8 Labour Ministers

Shaping the Social Dimensions of Globalisation: Chair's Conclusions

Dresden, 6-8 May, 2007

1. Labour and Employment Ministers from the G8 countries and the European Commissioner for Employment, Social Affairs and Equal Opportunities met in Dresden from 6 to 8 May, together with representatives of the International Labour Organisation (ILO) and the Organisation for Economic Development and Cooperation (OECD) to discuss the theme "Shaping the Social Dimension of Globalisation". The Brazilian Minister for Social Provision and a representative of the World Bank were invited as guests. In preparation for the meeting, a consultation of ministers with representatives of the social partners was held on 6 May 2007.

2. Upon the proposal by the German Presidency we, G8 Labour and Employment Ministers, have discussed opportunities and challenges of the social dimension of globalisation with an eye to three areas of action. They relate to –

- strategies for more and better employment in our countries
- the broadening and strengthening of social protection in the developing countries and emerging economies and
- corporate social responsibility (CSR).

3. Against this background, we have agreed on the following fundamental positions:

- We underline that globalisation offers the world economy potential opportunities for more wealth, growth, employment and better lives for people. Government policies can and should help people to take advantage of these opportunities.
- Globalisation can also entail disparities and adjustment difficulties, therefore we firmly believe that it is necessary to have employment and social protection strategies for shaping the social dimension of globalisation.

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- We recognise the concerns of citizens about the adverse effects of change. Support is required to enable them to adapt and make successful work transitions without compromising social protection.
 - We also recognise that the need to develop social protection alongside with the effective promotion and implementation of international labour standards is most urgent in countries and regions where social protection is under-developed or does not exist at all.
 - National governments, international organisations and social partners have a role in addressing this challenge as do businesses.

4. As Labour and Employment Ministers we want the topics of our Conference also to capture the attention of the Heads of Government at the G8 Summit in Heiligendamm to the social dimension of globalisation and show them points of approach for shaping policy.

Strategies for More and Better Employment in the G8 Countries

5. We have reported on labour market developments and reforms in our countries. In this context the restated OECD Jobs Strategy plays an important role. We agree that Labour and Employment Ministers can actively contribute to the achievement of economic growth and more and better jobs in the framework of growth-oriented macroeconomic policies.

6. As stated in the new OECD Jobs Strategy, facilitating and building on policy interactions between macroeconomic, labour market and social policies can improve employment performance, growth and social inclusion. We believe that, in addition to the basic significance of economic, structural and technology policies for growth and employment, we can promote increased overall labour market participation, including underrepresented groups, efficient matching processes and employability.

7. To best adapt to changes in the era of globalisation, it is crucial to enhance flexibility and adequate labour market security for individuals. Experience shows that there is no single successful policy package to achieve this. Indeed, the way flexibility and security are combined depends on national circumstances – in a globally competitive world, individual countries need to be innovative. But every successful package requires well-designed employment regulations and contractual arrangements, adequate employment-oriented social protection, as well as effective active labour market and lifelong learning policies.

8. Successful labour market policies should ensure that work pays and that benefit recipients have an opportunity and incentive to get a job and have a career prospect through a mutual obligation approach, as appropriate. We encourage the creation of more training and skills development programmes and, following the Conclusions of the 2006 G8 Meeting in Moscow, support the development of programmes and mechanisms that facilitate employment transitions. Governments must ensure that there are efficient, well-functioning employment mechanisms that integrate job placement, unemployment benefits and active labour market policies.

9. Some of these measures require considerable public investment and ongoing evaluation to improve their effectiveness. These steps are necessary to ensure increased employment and growth and thereby achieve more sustainable public finance.

10. These policies would also help developed industrial countries meet the demographic challenge of shrinking working-age populations, by increasing participation of underrepresented groups. In many countries, special attention must be devoted to the older age groups to promote longer labour market attachment and ensure that they have the knowledge and tools they need to contribute to the workforce.

11. Governments, employers and trade unions should also consider ways to create, preserve and restore employability in all phases of working life. They should also consider policies that better address the balance between work and life and are family-friendly. The objective should be to promote gender equality and enhance labour force participation.

12. The issues of migrant workers and their productive participation in the labour market are important. Their integration into the labour market can constitute an important element of stabilisation and increasing labour force participation. In this regard we refer to the Conclusions of our G8 Meeting in Moscow in 2006.

13. In view of these considerations, and the impacts of globalisation and demographic change,

- we reinforce our commitment to promoting employment through well- designed labour market policies and social protection by ensuring a balanced combination of flexibility and security,
- we support continuing, and initiating new efforts to develop balances between work and life and to develop family-friendly employment policies with the aim to increase the labour force participation rate, especially the rate of women, people with disabilities and older workers,
- we should continue to exchange information about particularly successful strategies and measures (best practices) in the G8 framework, and
- we acknowledge the contribution of social dialogue to promote more and better employment in the G8 countries.

Broadening and Strengthening Social Protection in the Developing Countries and Emerging Economies

14. We recognise that social protection is very important, and many aspects are even crucial in combating poverty and promoting economic and social development. It is therefore part and parcel of the social dimension of globalisation. We note the findings of the ILO and the World Bank that adequate social protection is only available to roughly 20% of the world's population, whereas some 80% of all people have insufficient social protection. This situation is particularly acute for workers in the informal economy and is especially challenging with respect to health coverage, child benefits, old-age benefits, and the lack of safety and health measures in the workplace.

15. We point out that broadening and strengthening social protection is one of the four strategic objectives to which ILO's "Decent Work Agenda" is orientated alongside endorsing and observing the fundamental principles and rights at work (core labour standards), the promotion of freely chosen and productive employment and intensification of the social dialogue. This is a component of international development as underlined in the 2005 World Summit Outcomes and the Ministerial Declaration of the UN Economic and Social Council, held in 2006.

16. We thus consider the strengthening and broadening of social protection one of the most important tasks in the context of globalisation processes. The ILO has worked for several decades to develop a set of minimum standards in this field. However, implementation of some of these standards and social protection programmes has remained low. We ask the ILO to analyse the reasons and suggest solutions aiming at intensifying the efforts to observe and implement the principles of these standards. We also encourage the ILO to work with the World Bank, WTO and other international organisations to address these issues.

17. Our bilateral and multilateral development cooperation policies already contribute to promoting social protection. We need to build on this and intensify our efforts, in conjunction with national governments, to facilitate broader coverage of social protection which includes benefits and services aimed at improving effective health coverage, child benefit, old-age pensions and employment.

18. The G8 countries are convinced that every country must decide on its own how to institutionalise and finance its social protection systems. Nevertheless, we, the G8 countries believe that social protection systems should be based on universal elements and values such as social equity, fairness, and justice in order to promote equal opportunities and participation.

19. With this in mind

- while stressing that labour standards should not be used for protectionist purposes, we invite the WTO members and interested international organisations, in close collaboration with the ILO, to promote the observance and the implementation of internationally recognised core labour standards. We also commit to fully take into account decent work, notably the respect of ILO core labour standards, in bilateral trade agreements.
- we will consider ways in which we can help broaden, strengthen and implement effective social protection systems for those countries where these are insufficient including through bilateral and multilateral development cooperation,
- we will work with international organisations in their commitment to pursue their joint efforts to strengthen and broaden social protection as part of the Decent Work Agenda. We encourage greater cooperation and coherence between international organisations, and
- we will offer to share our expertise and our experiences with the developing countries and the emerging countries to help them develop and implement social protection systems, taking into account their effect on poverty reduction, as was pointed out, *inter alia*, by the international conference held in Paris in March 2007.

Corporate Social Responsibility (CSR)

20. As a complement to the responsibilities of governments, companies can make an important contribution to shaping the social dimension in a world economy of ongoing globalisation by voluntary assumption of their social responsibility. We have been shown impressive examples of corporate activities where sustainable economic success is achieved by equally taking into account economic, social and ecological factors and cooperation with the relevant stakeholders in society.

21. We are aware that CSR can be of interest for large companies as well as for small and medium-sized companies operating domestically and internationally, including, for example, supply chains and subcontractors in emerging and developing countries.

22. It is primarily the task of governments to implement and improve human rights and labour standards. Companies, by voluntary commitment, can go beyond compliance with legal obligations. Companies should recognise their responsibility to their workers through the promotion of the rule of law, transparency, good governance, and ending corruption and implementing sound industrial relations. In this context we note with interest the development of voluntary framework agreements between a number of companies and global unions.

23. The ILO Multinational Declaration, the OECD Guidelines for Multinational Enterprises and the UN Global Compact provide an international framework for CSR initiatives which must also function within the specific legal and political context of particular countries. To increase awareness, the G8 countries would welcome the establishment of an extensive compilation of the most relevant CSR principles.

24. In view of these considerations

- we recognise the potential of CSR to add value towards sustainable development while improving the quality of life of the employees as well as of the community in which companies operate,
- we call on the companies in the G8 countries to assume social responsibility, to reinforce their commitment and we encourage effective and transparent information sharing as an important component of improved CSR,
- we consider it an important task to promote the dissemination of CSR in small and medium-sized enterprises, with particular regard to the needs of these groups of enterprises,

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- we strongly encourage companies in the G8 countries and beyond to observe the OECD Guidelines for Multinational Enterprises and commit ourselves to actively supporting the dissemination of these guidelines and promoting a better governance through OECD Guidelines' National Contact Points,
 - we appeal to the governments of emerging and developing countries to associate themselves with the values and standards contained in these guidelines and we note with interest the proposal to include newly industrialised countries in a high level dialogue on social responsibility issues at the OECD,
 - we support the application of ILO's Tripartite Declaration concerning Multinational Enterprises and Social Policy and call upon the ILO to further develop this instrument, and
 - we note with interest the UN Global Compact as a further CSR initiative and invite corporations from the G8 countries, from emerging nations and developing countries to participate actively in its implementation and to support the worldwide expansion of this network.

G8 Summit and Next Steps

25. We ask the Heads of State and Government to endorse the stabilising and supportive role of the social shaping of globalisation processes at their Heiligendamm Summit. We attach special importance to –

- creating strategies for more and better employment in our countries, promoting and further developing social standards,
- broadening and strengthening social protection in the developing countries and emerging economies, and
- encouraging the implementation of Corporate Social Responsibility, and
- acknowledging the importance of international collaboration among all partners in order to achieve these objectives in a coherent manner.

Inter-Parliamentary Union

Resolution on job creation and employment security in the era of globalization

4 May 2007

The 116th Assembly of the Inter-Parliamentary Union,

1. Urges parliaments to promulgate laws that favour employment growth and to exert pressure on governments, employers, trade unions and other stakeholders to place job creation and decent work at the centre of national policy agendas and to pursue the creation of an environment conducive to the balanced development of both rural and urban areas;

2. Also urges governments, with trade unions, employers, other social partners and ILO, to pay closer attention to the social and gender-related impact of globalization, focusing in particular on job creation and improvement of work conditions, and to ensure that women and men receive equal pay for equal work;

3. Encourages the development of policies that serve to change cultural attitudes with regard to women's place in the labour market and within the management of enterprises;

4. Calls on States to establish systems that enable all persons to have the opportunity to receive an education and vocational training appropriate to their individual needs;

5. Calls on governments to fight against the precariousness of labour conditions and urges them to conclude bilateral, regional and multilateral agreements that provide legal protection and ensure better treatment for all workers;

6. Calls upon States that have not ratified the United Nations Convention on the Protection of All Migrant Workers and Members of Their Families to do so, and urges parliaments to establish regulations that provide better treatment and protection for all migrant workers, including women;

7. Urges governments and parliaments to combat discrimination based on sex, age, religion, ethnicity or health, including pregnancy, as well as all forms of exploitative work, such as bonded labour, forced labour, the worst forms of child labour, human trafficking and forced prostitution, and other slavery-like practices;

8. Urges governments not to enter into any precarious or informal labour contracts with their staff, and to support alternative modes of organization and collective bargaining, setting an example for the community;

9. Calls on the international community to ensure more equal access to the benefits of globalization for all countries and groups of population, removing discrimination based on age or sex and levelling out the enormous disparities and irregularities that exist in terms of access to means of livelihood and social protection;

10. Urges governments to collect and analyze employment data disaggregated by sex, age, ethnicity and religion, in order to assess the different impacts of the globalized labour market;

11. Draws the attention of parliaments and governments to the fact that, difficult as it may be, job security, safety and health at work should not suffer in the face of increasing labour market flexibility;

12. Encourages all social partners, including employers' and employees' organizations, to engage in effective and inclusive social dialogue aimed at identifying policy tools and operational procedures for creating more jobs, reducing unemployment, and improving employability through skills development;

13. Encourages governments to create a propitious environment for women's associations, so as to assist women in gaining skills to become entrepreneurs;

14. Encourages parliaments to support the entry into force of the United Nations Convention on the Rights of Persons with Disabilities and the implementation of its provisions relating to work and employment;

15. Calls on governments to enhance development, reduce poverty and inequality within and between countries, narrow the educational gap between countries and sustain the transformations resulting from new information and communication technologies (ICT);

16. Recommends that more training and skills development be provided, in particular to women, in the field of ICT, organizational skills in management and financial systems, and further recommends that training and educational curricula be better tailored to respond to labour market needs;

17. Recommends that priority in terms of public and foreign investment be given to labour-intensive infrastructure projects that provide massive employment for the poor and are located in poor areas;

18. Also recommends that a strict balance be observed between the interests of the private and the public sectors in terms of ensuring sustainable productivity growth and improved economic competitiveness, as well as social stability, equality for all, respect for workers' rights and equality of opportunities between men and women, and that unpaid work performed within the domestic sphere, primarily by women, be taken into account in policy-making;

19. Calls on corporations to follow the principles of corporate social responsibility;

20. Urges governments and financial institutions to support and promote self-employment and medium, small and micro enterprises in both urban and rural informal sectors; while giving particular attention to measures that promote women's self-employment and entrepreneurship, such as micro finance; and urges international

organizations to help the developing countries build the social and financial framework needed to enhance local entrepreneurship;

21. Urges governments and parliaments to see to it that labour legislation continuously provides opportunities for enterprise development and jobs expansion, and ensures adequate social protection for employees in an environment conducive to sustainable development;

22. Urges parliaments to review all relevant laws and regulations to ensure that they do not discriminate against women, including property rights laws to ensure that women enjoy the right to inherit land, capital and other assets, all of which constitute important sources of business financing as well as unemployment insurance;

23. Urges parliaments to legislate working conditions that enable men and women to balance work and family responsibilities, recommends that child-care services and paid maternity leave be provided for women in the workforce, and further encourages the introduction of paternity leave to help parents balance family and work-related obligations;

24. Calls on governments to implement the recommendations of the report, "A Fair Globalization: Creating Opportunities for All", drawn up by the World Commission on the Social Dimension of Globalization;

25. Calls on governments to bring the Doha Round of the WTO to a successful conclusion in order to facilitate fair trade as the motor for generating employment in the developing countries;

26. Invites the IPU to conduct a general study of how parliaments address the impact of globalization in their respective countries, including an assessment of the role of parliaments in promoting decent work for all, and recommends that the IPU facilitate the identification and exchange of best practices relating to parliamentary action in this area;

27. Proposes that governments draw up strategies and put together campaigns to prevent and eliminate the physical and psychological violence in the workplace that, as emphasized in the recommendations of the 114th IPU Assembly, has become a worldwide phenomenon affecting women in particular;

28. Calls for greater coherence between programmes and policies aimed at attaining the objective of decent work, and invites governments and the social partners to incorporate these recommendations into their national strategies with a view to bringing about a meaningful change in people's lives, in keeping with the priorities, policies and customs of every country.

European Union – European Commission

Petersberg Communiqué on European Development Policy

13 March 2007

1. Objectives and values

Based on the "European Consensus on Development" (2005) the primary and overarching objective of EU development cooperation is the eradication of poverty in the context of sustainable development, including pursuit of the Millennium Development Goals (MDGs).

In this endeavour, European development policy operates on the basis of democracy, the rule of law, the universality and indivisibility of human rights and fundamental freedoms, respect for human dignity, the principle of equality and the principle of solidarity. The EU reaffirms that development is a central goal in itself; and that sustainable development includes good governance, human rights and political, economic, social and environmental aspects.

With these objectives, European development policy, as a policy area in its own right, is one element of a wider set of EU external actions, all of which should be coherent and take account of the objectives of development cooperation. In many regions of the world, it has become a defining component of wider European external relations.

10. Decent work as the first step out of poverty

Decent work is the first step out of poverty. That is why European development policy supports the internationally agreed agenda on decent work for all, i.e. the worldwide implementation of core labour standards, the creation of more employment that generates an adequate income, the realisation of social protection and the facilitation of social dialogue between the main partners within a common strategic framework.

Arab Labour Organization: 34th Ministerial Meeting 10-17 March 2007

Resolution 10

The Arab Labour Organization [...] calls on member States to focus efforts on – [...]

Improving working conditions and identifying an environment conducive to Decent Work with the aim of protecting labour rights in the new labour patterns.

United Nations Economic and Social Council

Ministerial Declaration:

Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development

July 2006

We, the Ministers and Heads of Delegations participating in the high-level segment of the substantive session of 2006 of the Economic and Social Council, held in Geneva from 3 to 5 July 2006,

Having considered the theme “Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development”, as well as the report of the Secretary-General on the subject,

Recalling the internationally agreed development goals, including the Millennium Development Goals and the outcomes of the major United Nations conferences and summits in the economic, social and related fields,

Recalling the 2005 World Summit Outcome,

Having considered the World Economic and Social Survey 2006: Diverging Growth and Development,

Recognizing that the total number of people unemployed worldwide reached a new high in 2005, even though the global unemployment rate remained unchanged, and that half of the world’s workers, most of them women, are unable to earn enough to lift themselves and their family members out of poverty, and hence emphasizing the dual challenge of creating new productive jobs and improving the quality of existing ones,

Have adopted the following declaration:

1. We are convinced of the urgent need to create an environment at the national and international levels that is conducive to the attainment of full and productive employment and decent work for all as a foundation for sustainable development. An environment that supports investment, growth and entrepreneurship is essential to the creation of new job opportunities. Opportunities for men and women to obtain productive work in conditions of freedom, equity, security and human dignity are essential to ensuring the eradication of hunger and poverty, the improvement of the economic and social well-being for all, the achievement of sustained economic growth and sustainable development of all nations, and a fully inclusive and equitable globalization.

2. We recognize that full and productive employment and decent work for all, which encompass social protection, fundamental principles and rights at work and social dialogue are key elements of sustainable development for all countries, and therefore a priority objective of international cooperation.

3. We recognize the decent work agenda of the International Labour Organization as an important instrument to achieve the objective of full and productive employment and decent work for all.

4. We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies and our national development strategies, including poverty reduction strategies, as part of our efforts to achieve the internationally agreed development goals, including the Millennium Development Goals. These measures should also encompass the elimination of the worst forms of child labour, as defined in International Labour Organization Convention No. 182, and forced labour. We also resolve to ensure full respect for fundamental principles and rights at work.

5. We resolve to promote full and productive employment and decent work for all, inter alia, by:

(a) Respecting, promoting and realizing the principles contained in the International Labour Organization Declaration on Fundamental Principles and Rights at Work and its Follow-up, recognizing the central role of the International Labour Organization in this regard;

(b) Making continued efforts towards ratifying — where Member States have not done so — and fully implementing the International Labour Organization conventions concerning respect for fundamental principles and rights at work, namely, freedom of association and the effective recognition of the right to organize and bargain collectively, the elimination of all forms of forced or compulsory labour, as well as the effective elimination of child labour and discrimination in respect of employment and occupation;

(c) Considering the ratification and full implementation of other International Labour Organization conventions concerning the employment rights of women, youth, persons with disabilities, migrants and indigenous people.

6. We reaffirm that an employment strategy that aims to promote full, freely chosen and productive employment, as well as decent work for all, with full respect for fundamental principles and rights at work under conditions of equity, equality, security and dignity, should constitute a fundamental component of any development strategy. We further reaffirm that macroeconomic policies should, inter alia, support employment creation. The social impact and dimension of globalization should be taken fully into account.

7. We reaffirm our determination to promote gender equality and the empowerment of women and girls, recognizing that these are critical for achieving sustainable development and for efforts to combat hunger, poverty and disease. We are determined to implement our commitments to promote and protect all women's human rights by, inter alia, ensuring equal access to full and productive employment and decent work.

8. We recognize that violence against women and girls is a serious obstacle to the achievement of full and productive employment and decent work for all, and of sustainable development, and reaffirm our commitment to elaborate and implement strategies and policies, including targeted measures, in order to fulfil the obligation to exercise due diligence to prevent all forms of violence against women and girls, provide protection to victims, and investigate, prosecute and punish perpetrators of such violence.

9. We underline the need for the consistent use of a gender mainstreaming strategy for the creation of an enabling environment for women's participation in development that requires multisectoral, integrated approaches and a range of measures, including political commitment at the highest levels; institutional and organizational change; the adoption and implementation of sector-specific policies and programmes; the establishment and enforcement of legislative frameworks in line with any obligations undertaken under international human rights instruments, such as the Convention on the Elimination of All Forms of Discrimination against Women and International Labour Organization conventions; adequate resources and gender-responsive budget initiatives; accountability and monitoring mechanisms; and capacity-building and public awareness-raising.

10. We affirm our commitment to develop and implement strategies that give persons with disabilities everywhere equal opportunities to full access and productive employment and decent work on an equal basis with others and without any kind of discrimination, including by promoting a labour market and a work environment that are open, inclusive and accessible to all and by ensuring just and favourable conditions of work.

11. We reaffirm our commitment to develop and implement strategies that give youth everywhere a real and equal opportunity to find full and productive employment and decent work. In this respect, noting that almost half of the unemployed people in the world are young people, we are determined to mainstream youth employment into national development strategies and agendas; to develop policies and programmes for enhancing the employability of youth, including through education, training and lifelong learning that meet labour market requirements; and to promote access to work through integrated policies that enable the creation of new and quality jobs for young people and facilitate access to those jobs, including through information and training initiatives.

12. We recognize the importance of the work of the Youth Employment Network as a peer exchange, support and review mechanism, and invite Member States, the United Nations and partner organizations to strengthen and expand the Network at the national, regional and international levels.

13. We stress the important nexus between international migration and development and look forward to the General Assembly High-level Dialogue on international migration and development to be held on 13 and 14 September 2006 as an opportunity to discuss the multidimensional aspects of international migration and development in order to identify appropriate ways and means to maximize their development benefits and minimize their negative impacts.

14. We reaffirm the importance of promoting and attaining the goals of universal and equitable access to quality education, the highest attainable standards of physical and mental health and the access of all to primary health care as part of the effort to eradicate poverty, promote full and productive employment and foster social integration. We recognize the continued need to address the impact of HIV/AIDS, malaria and tuberculosis, and other major infectious diseases on social and economic development.

15. We emphasize that good governance at the international level is fundamental for achieving sustainable development. In order to ensure a dynamic and enabling international economic environment, it is important to promote global economic governance through addressing the international finance, trade, technology and investment patterns that have an impact on the development prospects of developing countries. To this effect, the international community should take all necessary and appropriate measures, including ensuring support for structural and macroeconomic reform, a comprehensive

solution to the external debt problem and increasing the market access of developing countries.

16. We call upon all countries to promote good governance, which is essential for sustainable development, and reaffirm that sound economic policies, solid democratic institutions that are responsive to the needs of the people and improved infrastructure are the basis for sustained economic growth, poverty eradication and employment creation, and that freedom, peace and security, domestic stability, respect for human rights, including the right to development, the rule of law, gender equality, market-oriented policies and an overall commitment to just and democratic societies are also essential and mutually reinforcing.

17. We recognize that appropriate institutions and regulation, including frameworks for social dialogue, are important elements for the effective and fair functioning of labour markets. This includes the adoption and implementation of labour laws that protect workers rights.

18. We encourage Governments and other relevant institutions, where appropriate, to consider the impact of their policies on employment and decent work for all, including ensuring coherence of policies.

19. We recognize that, in the context of globalization, countries need to devise policies that enable them to pursue both economic efficiency and social security and develop systems of social protection with broader and effective coverage, which should be guided by each country's needs and circumstances, and in this regard invite the international community, including the international financial institutions and the International Labour Organization, to work together to assist, as appropriate and upon request, the developing countries, in their efforts.

20. We reaffirm that, with three quarters of the world's poor living in rural and agricultural regions mostly in developing countries, rural and agricultural development should be an integral part of national and international development policies, and working out of poverty requires urgent efforts to improve productivity and raise incomes in rural farm and non-farm sectors given the importance of livelihood security for subsistence farmers in developing countries. This should include substantial improvement in market access; reductions of, with a view to phasing out, all forms of export subsidies; substantial reductions in trade-distorting domestic support; and increased investment, including foreign direct investment, in physical infrastructure and product diversification, as well as increasing the value-added content of exports. We call for enhanced support for agricultural development and trade capacity-building in the agricultural sector in developing countries, including by the international community and the United Nations system, and encourage support for commodity development projects, especially market-based projects, and for their preparation under the Second Account of the Common Fund for Commodities.

21. We re-emphasize that rural and urban areas are economically, socially and environmentally interdependent and that cities and towns are engines of growth that contribute to the development of both rural and urban human settlements. Integrated physical planning and balanced attention to rural and urban living conditions are of crucial importance for all nations. Full advantage must be taken of the complementary contributions and linkages between rural and urban areas by giving appropriate attention to their different economic, social and environmental requirements. While addressing urban poverty, it is also essential to eradicate rural poverty and to improve living conditions, as well as to create employment and educational opportunities in rural settlements and small and medium-sized cities and towns.

22. We reaffirm that the eradication of hunger and poverty, changing unsustainable patterns of production and consumption, and protecting and managing the natural resource base of economic and social development are overarching objectives of and essential requirements for sustainable development, and invite all countries to promote sustainable consumption and production patterns, with the developed countries taking the lead and all countries benefiting from the process, taking into account the Rio principles, including,

inter alia, the principle of common but differentiated responsibilities as set out in principle 7 of the Rio Declaration on Environment and Development, as called for in the Plan of Implementation of the World Summit on Sustainable Development (Johannesburg Plan of Implementation).

23. We recognize that the increasing interdependence of national economies in a globalizing world and the emergence of rule-based regimes for international economic relations have meant that the space for national economic policy, that is, the scope for domestic policies, especially in the areas of trade, investment and industrial development, is now often framed by international disciplines, commitments and global market considerations. It is for each Government to evaluate the trade-off between the benefits of accepting international rules and commitments and the constraints posed by the loss of policy space. It is particularly important for developing countries, bearing in mind development goals and objectives, that all countries take into account the need for appropriate balance between national policy space and international disciplines and commitments.

24. We resolve to encourage greater direct investment, including foreign direct investment, in developing countries and countries with economies in transition to support their development activities and to enhance the benefits they can derive from such investments.

25. We further resolve to continue to support efforts by developing countries and countries with economies in transition to create a domestic environment conducive to attracting investments through, inter alia, achieving a transparent, stable and predictable investment climate with proper contract enforcement and respect for property rights and the rule of law and pursuing appropriate policy and regulatory frameworks that encourage business formation.

26. We commit ourselves to promoting and facilitating, as appropriate, access to and the development, transfer and diffusion of technologies, including environmentally sound technologies and corresponding know-how, to developing countries and countries with economies in transition, on favourable terms, including on concessional and preferential terms, as mutually agreed.

27. We acknowledge the vital role the private sector can play in generating new investments, employment and financing for development.

28. We encourage Governments to continue to pursue the creation of a conducive environment for enterprise development in both rural and urban areas. Particular attention should be given to policies that promote micro, small and medium-sized enterprises and women's participation and entrepreneurship in formal and informal sectors through, inter alia, simplified and improved administrative regimes for the registration of small businesses access to microcredit, social security systems and information on markets and new technology, as well as better regulations. Such policies should contribute to the integration of informal economic activity into the mainstream economy.

29. We stress the importance of promoting corporate responsibility and accountability. We encourage responsible business practices such as those promoted by the Global Compact and call upon the private sector to take into account not only the economic and financial but also the developmental, social, human rights, gender and environmental implications of their undertakings. In this context, we underline the importance of the International Labour Organization tripartite declaration of principles concerning multinational enterprises and social policy.

30. We call for increased national investment and international development funding and investment flows to developing countries and countries with economies in transition that are targeted to sectors of the economy with greater potential to generate productive employment and decent work for all. Such development funding could include, as appropriate, debt-for-sustainable-development swaps aimed at creating employment and decent work for all, particularly for youth and women.

31. We also acknowledge the important role the public sector can play as an employer and in developing an environment that enables the effective generation of full and productive employment and decent work for all.

32. We underline the important contribution that employment generation can make to post-conflict reconstruction and development. We stress the urgency of generating employment opportunities for men and women whose livelihoods have been destroyed by the impact of conflict or disaster. We call on all international organizations, civil society groups and the private sector to complement national efforts towards employment generation when addressing the impact of such emergencies.

33. We strongly encourage multilateral and bilateral donor and inter-agency cooperation and coordination, in the pursuit of the goals of full and productive employment and decent work for all. To this end, we invite all the relevant international organizations, at the request of national Governments and relevant stakeholders, to contribute, through their programmes, policies and activities, to the goals of full and productive employment and decent work for all in accordance with national development strategies.

34. We request the United Nations funds, programmes and agencies and invite financial institutions to support efforts to mainstream the goals of full and productive employment and decent work for all in their policies, programmes and activities. In this regard, we invite stakeholders to duly take account of the International Labour Organization decent work country programmes in order to achieve a more coherent and pragmatic United Nations approach to development at the national level on a voluntary basis.

35. We also request the functional and regional commissions to consider how their activities contribute, or could contribute, to the goals of full employment and decent work for all.

36. We also encourage all relevant agencies to collaborate actively in the development of the toolkit to promote decent work that is currently being developed by the International Labour Organization at the request of the United Nations System Chief Executives Board for Coordination.

37. We call upon the International Labour Organization to focus on the implementation of commitments regarding the promotion of full and productive employment and decent work for all at the major United Nations conferences and summits, including those contained in the outcomes of the 2005 World Summit and the World Summit for Social Development, in order to achieve significant progress in both policy and operational programmes, and in this regard we request the International Labour Organization to consider developing time-bound action plans to 2015, in collaboration with all relevant parties, for the achievement of this goal.

38. We commit ourselves to the implementation of the present declaration and invite all relevant actors, including the Bretton Woods institutions and other multilateral banks, to join our efforts in this regard.

39. We decide to keep the implementation of the present declaration under review, including through the subsidiary bodies of the Economic and Social Council, and underline that the Council should ensure the coordination and coherence of the relevant programmes of United Nations entities.

40. We request the Secretary-General to include, in his annual report on the follow-up to the outcomes of the major United Nations conferences and summits, a review of the progress achieved in creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development, at both the policy and the operational levels.

European Commission Communication

Promoting Decent Work for All : The EU Contribution to the Implementation of the Decent Work Agenda in the World

24 May 2006

Combining economic competitiveness and social justice in this way is at the heart of the European model of development. Playing an active part in promoting decent work forms an integral part of the European Social Agenda and of the EU's efforts to promote its values and share its experience and its model of integrated economic and social development (p. 1).

In supporting the promotion of the decent work agenda the Commission takes the characteristics and diverse nature of the economic and social situations across the world fully into account. It recognises the importance of a step-by-step strategy which will help partner countries to take ownership and is geared to the circumstances and priorities at national and regional level (p. 1).

The EU is actively involved in implementing the Millennium Declaration. It helps to promote growth and sustainable development at global level, in particular through its trade policy and the action it takes regarding development and external assistance. The EU supports the ratification and genuine application by all countries worldwide of the conventions on core labour standards⁶. It could play a specific role in helping to promote decent work by sharing its experience and expertise with international organisations and developing a political dialogue with regions and countries outside the EU (p. 4).

The Commission will work with the ILO, the UN and other organisations to explore in greater depth the problem of decent work, improve the capacity of the partner countries and develop appropriate indicators...The Commission supports the ratification and application of core labour standards and the implementation of decent work country programmes as agreed in the ILO or an equivalent roadmap in particular in the context of national development strategies. The Commission will cooperate with the ILO, the UN and other international organisations to improve analysis and to develop indicators related to the implementation of the decent work agenda. The Commission will develop training and information on decent work through its delegations in third countries and will hold regional seminars in order to enhance the capacity of those involved (p. 5).

The decent work agenda is also of relevance to countries covered by the European neighbourhood policy... (p. 6).

The Commission recently redefined its strategic relations with Latin America, the Caribbean and Africa. It included elements associated with decent work in its proposals and will actively implement them (p. 6).

The Commission will implement cooperation with the African Union concerning the social dimension of regional integration and decent work...It will take decent work into account in the context of the Cotonou Agreement and regional strategies (Africa, Caribbean, Pacific).

The Commission will also address these issues in political discussions with Asian countries (p. 6).

The European Consensus on Development of 20.12.2005, concerning the EU's development policy, is the core document which for the first time focuses the efforts of the European institutions and the Member States on the improvement of the coordination, consistency and complementarity of the action they take. The document recognises social cohesion and employment as an area of Community action and stipulates that the Community and the Member States will promote decent work for all. The Commission will support the following measures as part of thematic programming and the country and regional programming:

-
- integrate decent work into national and regional strategies to promote development and reduce poverty;
 - gradual inclusion of the decent work objective in budget support measures;
 - improve the capacity of the competent authorities and civil society organisations;
 - development of small and medium-sized enterprises;
 - involvement of the social partners and civil society in development strategies and in poverty reduction strategies;
 - strengthening of external assistance for social adjustments in countries and regions outside the EU which are involved in trade liberalisation;
 - promotion of policy coherence and cooperation with relevant international and regional organisations (p. 7).

Trade liberalisation should help to achieve goals such as high growth, full employment, poverty reduction and the promotion of decent work (p. 7).

The Commission supports the dialogue recently launched between the international financial institutions (IFI), the ILO, the UN and the WTO concerning the complementarity and consistency of their policies and the interdependence of economic growth, investment, trade and decent work. It calls on these organisations and the G8 to help to promote decent work when devising and implementing their policies, strategies and instruments.

It will step up its cooperation with the ILO.

The Commission will contribute not only to the UN's work on the implementation of the conclusions of the 2005 Summit on productive employment and decent work but also, and in particular, to the work of the High-Level Segment of the UN's Economic and Social Council (ECOSOC) in July 2006 (p. 8).

The promotion of decent work forms part of the EU's efforts to promote and share its values and experience. The EU and its Member States have helped to endorse this objective in the conclusions of the United Nations Summit in 2005. The Commission plans to make a resolute contribution to the achievement of this objective, while cooperating closely with the parties concerned, partner countries and regions and international and regional organisations. It calls on the other EU institutions, the Member States, the social partners and all those involved to work together to promote decent work for all in the world.

It will harness its external policies, its development aid and its trade policy for this purpose. It calls not only for respect for core labour standards but also for the implementation in all countries of ambitious programmes to promote decent work. It will work with international organisations to establish indicators to follow up the action taken.

The Commission will produce a report on the follow-up to this Communication by the summer of 2008 (p. 9-10).

39th Session of the Conference of African Ministers of Finance, Planning and Economic Development

Ouagadougou

14-15 May 2006

3. We recall the Ministerial Statement of the Conference of African Ministers of Finance, Planning and Economic Development held in Abuja in 2005 underlining the need *“to develop strategies for generating decent and productive work for men and women as well as youth in Africa, and to explicitly address employment generation issues in national poverty reduction strategies.”*

8. While pleased with the strong overall growth performance on the continent, we recognise that more efforts are required to ensure that a majority of Africans will benefit from improved macroeconomic conditions. We note in particular the need to harness economic growth to generate more decent jobs for our people, reduce the number of working poor, maximise the potential of our labour force, and eliminate the barriers to the entry of women and youth into the labour market.

10. It is our firm belief that the way forward in creating decent jobs in Africa lies in mainstreaming employment in the development agenda. We therefore commit to explicitly incorporate employment objectives in national development strategies and policies.

11. Given the importance of poverty reduction strategies (PRSs) as the framework for national budget allocation and official development assistance, we acknowledge the necessity of aligning the various processes towards realizing economic and social objectives in our countries, especially the MDGs. We also note the need to integrate the goal of decent employment into the design, implementation and monitoring of the second generation PRSs.

23. We recognise that education and training are key stepping stones towards to the generation of decent employment. We encourage the adoption of an integrated human resource development programme, which also requires a regional approach in terms of: harmonising education policies; developing curricula; and establishing regional access to digital resources.

26. We welcome the focus of the next High-Level Segment Meeting of ECOSOC to be held in Geneva, 3-5 July 2006, on “*Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all and its impact on sustainable development*”, and we commit to a strong African partnership and support to the forthcoming discussion and international partnership.

IV Summit of Latin America, the Caribbean and the European Union Vienna, 11-13 May 2006

We reaffirm our commitment to promoting equitable and sustained economic growth to create more and better jobs and to fighting poverty and social exclusion. We also recognise the need to promote responsible public policies conducive to a better distribution of wealth and of the benefits of economic growth. We underline the importance of setting adequate social protection and fiscal policies to promote equitable economic growth with social justice conducive to quality and productive employment and to seek to incorporate the informal sector into the formal economy. We believe that the generation of decent work is a key element for sustaining economic and social development, paying special attention to the issue of youth employment, among others through creating technical capacity through education and vocational training policies. We commit ourselves to promote and facilitate dialogue in the context of labour relations at the national, sub-regional, and bi-regional levels (35).

**Fourth Ordinary Session of the Labour and Social Affairs
Commission of the African Union**

***Declaration on Financing Employment and Poverty
Alleviation in Africa***

Cairo, Egypt, 22-27 April 2006

Further recalling the recommendations of the Report of the World Commission on the Social Dimension of Globalization, A Fair Globalization: Creating Opportunities for All, and the ILO's Decent Work Agenda and its role in poverty alleviation and the global economy through the four strategic objectives – fundamental principles and rights at work; employment; social protection; and social dialogue;

Do hereby recommend as follows:

2. There is need for internal policy coherence on employment generation in Member States, which requires monitoring fiscal, trade and other macro-economic policies in order to align them with the policy imperative of creation of decent jobs. In this respect, Ministries of Finance, Planning and Development, in consultation with labour/employment ministries and social partners and other national stakeholders, should continue to integrate mainstream employment into national development programs, especially at the macroeconomic, social and political levels;

10. The Bretton-Woods Institutions should ensure that their policy advice to African countries is socially responsive, employment-friendly, and pro-poor;

11. Call on international organizations, particularly the IMF, World Bank, WTO, OECD and the UN system to align and harmonize their actions in line with the recommendations of the World Commission on the Social Dimensions of Globalization.

European Council, the European Parliament and the EU Commission

Joint statement on the EU Development policy

European Consensus on Development

24 February 2006

11.... Poverty relates to human capabilities such as consumption and food security, health, education, rights, the ability to be heard, human security especially for the poor, dignity and decent work. Therefore combating poverty will only be successful if equal importance is given to investing in people (first and foremost in health and education and HIV/AIDS, the protection of natural resources (like forests, water, marine resources and soil) to secure rural livelihoods, and investing in wealth creation (with emphasis on issues such as entrepreneurship, job creation, access to credits, property rights and infrastructure). The empowerment of women is the key to all development and gender equality should be a core part of all policy strategies.

99. Employment is a crucial factor to achieve a high level of social cohesion. The Community will promote investments that generate employment and that support human resources development. In this respect the Community will promote decent work for all in line with the International Labour Organisation (ILO) agenda.

IV Summit of the Americas

Mar del Plata Argentina

4-5 November 2005

20. Considering the widespread demand for dignified, decent and productive work in the Hemisphere, the great task of our societies and governments in combating poverty and social exclusion is to adopt policies for generating more and better jobs in rural and urban areas, to contribute effectively to social inclusion and cohesion, prosperity and democratic governance.

21. We commit to implementing active policies to generate decent work and create the conditions for quality employment that imbue economic policies and globalization with a strong ethical and human component, putting the individual at the centre of work, the company, and the economy. We will promote decent work, that is to say: fundamental rights at work, employment, social protection and social dialogue.

22. We reaffirm our respect for the rights set forth in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and undertake to promote these fundamental rights. We will develop and implement policies and programs that help labour markets to function efficiently and transparently and that help workers respond to the opportunities created by economic growth and new technologies.

23. We will combat gender-based discrimination in the work place, promoting equal opportunities to eliminate existing disparities between men and women in the working world through an integrated approach that incorporates gender perspective in labour policies, including by promoting more opportunities for ownership of businesses by women.

XV Ibero-American Summit

Salamanca Spain

14-15 October 2005

We reaffirm our commitment to generate proper conditions for the creation of more and better jobs. In this sense, we give decent work --as a human right-- a central place on the Ibero-American agenda for its important contribution to economic and social development and for being a way of giving impetus to more equity distribution of economic growth benefits, promoting social inclusion, the respect for workers' rights and the improvement of our people's living standards. (23)

EU Commission Communication

EU Strategy for Africa: Towards a Euro-African Pact to Accelerate Africa's Development

12 October 2005

Stimulate employment policies and decent work. Action to promote decent work for all in line with the ILO agenda is essential and should cover measures and initiatives on employment, social protection, rights at work, including core labour standards (CLSs), social dialogue and gender equality.... The EU should, in particular, contribute to strengthening labour market institutions and players, including employers' and workers' organisations and social dialogue between them. In this context, core labour standards

should be further promoted, as essential prerequisites for the effective functioning of the labour market (p. 32).

XIV Inter-American Conference of Ministers of Labour

Mexico City

26-27 September 2005

We reaffirm our conviction that decent work, as embodied in the four main topics that underscore the strategic objectives of the ILO—promotion of fundamental principles and rights at work, employment, social protection and social dialogue—is key for the improvement of living conditions for the peoples of our Hemisphere and their participation in the benefits of human and material progress, given that decent work is necessary for sustainable development in each of our countries and can contribute to successful hemispheric economic integration. (8)

UN World Summit Outcome Document:

September 2005

47. We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies as well as our national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals. These measures should also encompass the elimination of the worst forms of child labour, as defined in International Labour Organization Convention No. 182, and forced labour. We also resolve to ensure full respect for the fundamental principles and rights at work.

Second South Summit Doha Declaration

Doha, Qatar

12-16 June 2005

1. We, the Heads of State and Government of the Member Countries of the Group of 77 and China, gathered in Doha, Qatar for the Second South Summit, from 14 to 16 June 2005, fully convinced of the imperative to continue to act in solidarity and unity for a peaceful and prosperous world that responds to our aspirations, reaffirm our full commitment to the spirit and principles of the Group of 77 and China, and to the protection and promotion of our collective interests in genuine international cooperation for development.

23. Globalization presents opportunities, challenges and risks for developing countries. We note with deep concern that the processes of globalization and liberalization have produced uneven benefits among and within countries and that the world economy has been characterized by slow and lopsided growth and instability. The income gap between developed and developing countries has widened, and poverty has increased in many developing countries. We therefore believe that there is a need for global strategy to prioritize the development dimension into global processes in order for developing countries to benefit from the opportunities offered by globalization. An enabling external

economic environment for development requires greater coherence between the international trading, monetary and financial systems.

24. We welcome the report of the World Commission on Social Dimension of Globalization and urge the General Assembly and other organs and bodies of the UN system to give full consideration to the proposals and recommendations contained there in with a view to contributing to make globalization inclusive and equitable for all world's people bearing in mind the conditions of developing countries, national development needs, priorities and policies.

Ministerial Statement of African Ministers of Finance, Planning and Economic Development

Abuja, Nigeria

15 May 2005

6. It is clear that progress towards significantly reducing poverty and achieving the MDGs has been hampered by insufficient economic growth, and because the benefits of the growth achieved have not, for the most part, been shared broadly across society. Going forward, it will be important to expand growth in sectors that can generate greater employment, and to invest more intensively in sectors such as health and education that build human capacity to engage in productive economic activity.

8. It is our firm belief that the way forward lies in accelerating broadly-shared and sustained employment-generating economic growth in the context of improved governance, including increased transparency and reduced corruption, as well as strong investment in people, particularly Africa's women who have long been excluded from full economic participation in our societies. High levels of sustained growth will provide the resources and capacity for the social spending required to attack poverty directly while generating jobs required to help people improve their own situation.

9. Consistent with the 2004 AU Summit Declaration on Employment and Poverty Alleviation in Burkina Faso, we commit to developing strategies for generating decent and productive work for men and women as well as youth in Africa, and to explicitly address employment generation issues in national poverty reduction strategies.

EU Commission Communication

Speeding up Progress towards the MDGs: The EU Contribution

12 April 2005

Sustained growth is an essential condition for poverty eradication but not a sufficient one. Access to sustainable basic services and to full and productive employment and ensuring decent work for both men and women are a necessary condition for any long term sustainable development and is key in all strategies to reach the MDGs..... In addition to access to basic services, the EU will support the promotion of jobs and decent work for all as a global goal...It is also important to increase skills of young African workers to increase productive employment opportunities and to address the informal economy (p. 23).

Conclusions adopted by the Council of the European Union

Brussels

March 2005

The Council,

....

14. *Emphasizes* the need to improve efficiency and transparency of labour markets and to promote decent work for all across the world in line with the ILO Decent Work Strategy as a means for achieving equitable, inclusive and sustainable development and eradicating poverty in the interests of economic and social progress; *stresses* the need to address migration issues within this framework;

15. *Stresses* the need for increased efforts, by the EU and others, to ensure effective policy coherence between the international institutions; *encourages*, in particular, the dialogue and cooperation between the World Trade Organisation, the Bretton Woods institutions and the International Labour Organisation aimed at promoting decent work for all;

16. *Encourages* all other international organisations to cooperate towards promoting decent work for all as a useful means of ensuring that there is coherence with regard to fostering economic growth, employment and social governance in the context of globalisation;

17. *Underlines* the importance of promoting decent work for all in EU relations and co-operation programs with third countries and regions;

18. *Supports* the incorporation of the promotion of decent work as a global goal to be considered within the comprehensive review of the Millennium Declaration and the Millennium Development Goals to be undertaken in 2005;

....

20. *Invites* the Commission to report on a regular basis on the follow-up of such ongoing work.

Economic Report on Africa 2005 Meeting the Challenges of Unemployment and Poverty in Africa:

Economic Commission for Africa

A major route out of poverty in Africa is decent employment, a concept that encompasses the quality of employment—rooted in productive and secure jobs that provide adequate income and reasonable work conditions—and the quantity of employment. Decent employment strengthens the link between economic growth and aggregate poverty reduction (p.1).

Because decent employment is a major route out of poverty, it should be placed at the heart of the poverty battle in Africa. This means that employment needs to be effectively mainstreamed in Africa's development programmes, including poverty reduction strategies (p. 92).

Labor Markets in Asia: Promoting Full, Productive, and Decent Employment:

Asian Development Bank, 2005

“Poverty reduction requires helping people as workers. Indeed, of all the problems that beset (Asian countries) today, the employment problem is the central one.”

“Attaining full, productive and decent employment must be the priority for (Asian) policymakers in the march to a poverty-free Asia. Indeed, the surest means of fighting poverty is large-scale job creation.”

“It must be added that the objective of full employment is not enough in itself. Indeed, the employment created must be productive. This is to avoid governments succumbing to the temptation to solve the unemployment problem by creating hundreds (or even thousands) of unneeded jobs in, for example, state enterprises.... Governments also need to ensure that employment is decent. This means that employment provides workers with basic rights (such as freedom of association, protection from forced or compulsory labour, and the elimination of discrimination) and security. This is most critical in the informal sector.”

Intergovernmental Group of Twenty-Four on International Monetary Affairs And Development:

Communiqué

October 1, 2004

17. Ministers welcome the Report of the World Commission on the Social Dimensions of Globalization, which provides guidance for placing employment at the centre of the MDGs and the development agenda. They underscore the role of employment in poverty reduction and call for the Bretton Woods Institutions to stress employment creation in their programs and policy advice.

Declaration of the Extraordinary African Union Summit on Employment and Poverty Alleviation

Ouagadougou

September 2004

Supporting the continuing efforts made by our Governments, social partners and civil society organizations to promote the decent work development agenda of the International Labour Organization (ILO); (30)

Having undertaken a critical review of the employment and poverty situation in Africa with a view to finding ways and means of creating adequate productive and decent employment opportunities for all, as one of the effective means to alleviate poverty; (31)

Commit Ourselves To:

Achieve the objectives of the Constitutive Act of the African Union and its NEPAD programme, the Vision and Mission of the African Union, and all relevant Declarations, Decisions and Policy Guidelines within the framework of our Continental Organization as well as our other engagements within the framework of the United Nations in the area of poverty alleviation and employment creation;

Develop integrated economic and social policies and *effect* reforms at national, regional and continental levels to address structural constraints to investment and entrepreneurship, promote private-public partnerships, encourage corporate social responsibility, and create an enabling environment for increased production and decent employment opportunities to achieve socio-economic development;

Place employment creation as an explicit and central objective of our economic and social policies at national, regional and continental levels, for sustainable poverty alleviation and with a view to improving the living conditions of our people;

Support the continuing efforts made by our governments, social partners and civil society organizations to promote the decent work development agenda of the International Labour Organization (ILO) through achievement of the following related strategic objectives: i) promote and implement international labour standards and, fundamental principles and rights at work; ii) create greater opportunities for women and men to secure decent income; iii) enhance the coverage and effectiveness of social protection for all; and iv) strengthen tripartism and social dialogue;

Empower the poor and the vulnerable, particularly in the rural communities and the urban informal economy, the unemployed and the under-employed by enhancing their capacities through education, skills and vocational training and retraining of labour force, access to financial resources, in particular micro-financing, land, infrastructure, markets, technology and services in order to meaningfully integrate them into the labour market;

Intensify our fight against HIV/AIDS, Tuberculosis, Malaria and other related infectious diseases, and to develop and implement national legal and policy frameworks as well as preventive, affordable drugs, and care and support programmes to fight these diseases, thus providing a supportive workplace environment for all workers, and in particular, persons living with HIV/AIDS;

Support and implement the recommendations of the World Commission Report on the Social Dimension of Globalization entitled: “A Fair Globalization: Creating Opportunities For All”, presented by H.E. President Benjamin William Mkapa of Tanzania during the Third Ordinary Session of our Assembly, and as considered at this Extraordinary Summit;

Ensure equal opportunities for vulnerable and marginalized groups by:

Empowering African women through increased access to decent employment as well as innovative approaches to income generating activities, entrepreneurship, real business opportunities, productivity and access to resources and markets at the national, regional, continental and international levels;

Developing and Implementing strategies that give young people in Africa a real chance to find decent and productive work and encourage African Member States to support, and adopt the Youth Employment Network (YEN) Initiative and implement its recommendations therein with the support of the UN, ILO, the World Bank and other competent agencies as well as development partners;

Promote social dialogue and partnership among governments, social partners, civil society and the private sector, at the enterprise, sectoral, national, regional and continental levels and, to *support* the Economic, Social and Cultural Council (ECOSOCC) of the African Union and the Labour and Social Affairs Commission of the AU as principal fora for discussion, partnership, exchange of views between Governments, social partners and civil society for the promotion of productive employment and poverty alleviation.

Memorandum of African Finance Ministers to the Extraordinary Summit of Heads of State and Government on Employment and Poverty Reduction

Ouagadougou

2 August 2004

The Ministers of Finance stressed the decisive role of employment in poverty reduction. They welcomed recent progress in the African economies, but deplored the fact that the creation of decent work had not followed the same path. Experience has shown that although strong and sustainable economic growth, in the context of an integrated and globalized economy is essential, it is not sufficient in itself to reduce poverty. Growth has to be supported by a diversified economy and its benefits have to be equitably shared. Furthermore, it has been demonstrated that there is a close correlation between decent work creation and poverty reduction. However, the Ministers noted that employment issues had not been sufficiently taken into account in poverty reduction strategies and, more generally, in development policies and strategies. They recognized the need to correct this situation. (3)

Economic Commission for Latin America:

San Juan, Puerto Rico

June-July 2004

“Requests the secretariat to ensure the wide dissemination of the document “Productive development in open economies” and to encourage its consideration in the following areas: (...) ii) International organizations dealing with the various dimensions of economic development, with a view, in particular, to fostering an exchange of ideas regarding proposals for correcting asymmetries and gaps in the international agenda, especially with the International Labour Organization in relation to employment and social cohesion policies and the creation of decent jobs for a just form of globalization, (...)” (Resolution 612. p. 3)

Communication from the European Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions

18 May 2004

“In this communication, the European Commission sets out its initial views on some of the issues raised in the report of the World Commission on the Social Dimension of Globalization. Overall the report delivers balanced, critical but positive messages that can be the basis for future action. It recognises that some steps have already been taken at global, regional and national levels, but it makes it very clear that much more should be done at all levels in a complementary and mutually reinforcing way to extend the benefits of globalization to all. This is a challenge to both the EU and Member States. The effective follow-up of the Report, by all partners, will be of key importance.

The EU has already developed initiatives and policies to address the social dimension of globalization both in Europe and elsewhere. It is now important that the Union, at the highest political level, expresses its commitment to taking action to strengthen this

dimension in the light of the WCSDG's report and the initial proposals made in this Communication.”

Joint Communiqué of the Eighteenth ASEAN Labour Ministers Meeting

Brunei Darussalam

13-14 May 2004

“The Ministers welcomed the Report of the World Commission on the Social Dimension of Globalization. The Ministers instructed their Senior Officials and the ASEAN Secretariat to further study the implications of the Report and to propose appropriate follow-up actions on the recommendations which may have particular relevance to regional integration in ASEAN.”

G8 Labour and Employment Ministers Conference- Chair's Conclusions: Growth and Employment: The Future of the Working Society in a Changing World

Stuttgart, 14-16 December 2003

“We are convinced that the social dimension of globalization needs to be taken into consideration more strongly at the multilateral level. Growth and employment should be central political objectives across all policy fields. We call upon all stakeholders to actively promote the opportunities that may result from the globalization process by engaging in close and constructive cooperation. We look forward to the results of the work by the World Commission on the Social Dimension of Globalization established within the ILO. We recognize the need for increased collaboration by international institutions with respect to the impact of global policy issues on employment policy. In this context, consideration should be given to developing an inter-institutional dialogue forum consisting of ILO, UNCTAD, WTO, World Bank, and IMF.”

“The social dimension of globalization needs firm and reliable cornerstones in the form of good governance, responsible entrepreneurial action, functioning social partnership structures, the promotion of decent work, and the implementation and enforcement of globally recognized core labour standards. We declare our willingness for further cooperation between our countries and the developing regions in the form of institution and capacity building to achieve these objectives.”

“We support the ILO and other international organizations in their internal reforms aimed at enabling them to fulfil their important task in the context of the social dimension of globalization. We recognize the useful contributions to our discussions by the OECD and ILO and we encourage them to work together on the issues of growth and employment.”

OECD Meeting of Employment and Labour Ministers Communiqué – Towards More and Better Jobs

Paris

29-30 September 2003

19. In short, labour market policies must be inclusive. They must help a wide cross-section of the community, and not just those who are the most able-bodied or best educated, to participate in the world of work and to engage in a continuous renewal of job skills. Experience shows that policies which discourage labour force participation are ultimately unsustainable and end up promoting benefit dependency rather than a more inclusive society.

20. Although this is a reform agenda for OECD countries, we recognise that globalisation is shaping labour markets worldwide. We are committed to engage in a fruitful international dialogue with other international bodies and close co-operation with the ILO on these issues.

XIII Inter-American Conference Ministers of Labor

Salvador, Bahía, Brazil :

September 24-26, 2003

10. We reaffirm our conviction that decent work, as conceived by the ILO leadership, is the most effective instrument for the improvement of living conditions for the peoples of our Hemisphere and their participation in the benefits of material and human progress. We embrace the idea that decent work is necessary for sustainable development in each of our countries, and is a condition for the success of hemispheric economic integration. For that reason, the agenda for decent work should become the axis for national and regional development policies, together with investment in health, education, and culture. In addition, we reaffirm our commitment to integrate the gender perspective in the development and implementation of all labour policies.

17. We are convinced that economic growth and social progress are interdependent and inter-related aspects of the same project for building prosperous, united and equitable societies. Aware of the challenges associated with the creation of decent and productive employment in the context of globalization, we propose to combine the capacities and efforts of our Labor Ministries and other Ministries in the quest for ideas and practices capable of integrating the economic, social and labour dimensions of the regional and national policies of our Hemisphere.

20. Socioeconomic challenges cannot be faced exclusively through social policies, and adequate consideration must be given to the economic policies necessary to create the capacity to introduce and sustain the social agenda. A social and labour agenda is an integral part of economic growth and is a way of ensuring the equitable distribution of benefits. A diverse range of factors, such as political instability and conflict, poor policy and institutional frameworks, corruption, absence of overall health, education and social welfare programs, lack of infrastructure and access to technological changes, and poor investment climate are conducive to poverty and inequality. An integrated policy framework combining economic and social policies must take account of the economic realities countries face in implementing a comprehensive social agenda.

We resolve to:

...

D. To encourage countries of the hemisphere to intensify cooperation and to share knowledge, experiences, and achievements in the area of employment and labor, so that they may overcome the obstacles to development that can accompany the social, economic, and institutional asymmetries between our countries and regions. The deepening of hemispheric cooperation must involve the social and labor forums constituted in the various trade liberalization and integration experiences in the Americas, as well as the regional and international organizations that exercise a critical role in the promotion of employment and in the betterment of working conditions, particularly the Organization of American States (OAS), the International Labour Organization (ILO), the Inter-American Commission of Women (CIM), the Economic Commission for Latin America and the Caribbean (ECLAC), the Pan American Health Organization (PAHO), the Inter-American Development Bank (IDB), the Caribbean Development Bank (CDB), the Corporación Andina de Fomento (CAF), the Central American Bank of Economic Integration (CABEI), and the World Bank.

59th Session of the General Assembly:

Resolution A/RES/59/57:

Item 55: Follow-up to the Outcome of the Millennium Summit:

“ Fair Globalization, Creating Opportunities for All”, Report of the World Commission on the Social Dimension of Globalization

2 December 2004

1. *Takes note* of the report, entitled “A Fair Globalization, Creating Opportunities for All” of the WCSDG, as a contribution to the international dialogue towards a fully inclusive and equitable globalization;

2. *Decides* to consider the wider challenges and opportunities linked to the issue of globalization, including, *inter alia*, those in the Report within the framework of the comprehensive review of the implementation of the Millennium Declaration, under resolution 58/291, and the ten- year review of the further implementation of the World Summit for Social Development by the Commission on Social Development in 2005;

3. *Calls on* UN organs and bodies, and invites United Nations system organizations to consider within their mandates the report of the WCSDG, and also calls on member states to consider the Report;

4. *Invites* relevant organisations of the United Nations system and other relevant multilateral bodies to provide to the Secretary General information on their activities to promote an inclusive and equitable globalization;

General Assembly, Fifty-eighth session:

Resolution 58/225

Role of the United Nations in promoting development in the context of globalization and interdependence

23 December 2003

Operational Para 22:

Stresses the need for the United Nations system to continue to address the social dimension of globalization, encourages in that regard the work of the International Labour Organization on the social dimension of globalization, and takes note of the ongoing work of its World Commission on the Social Dimensions of Globalization.

Resolution adopted by the General Assembly

55/46. Implementation of the outcome of the World Summit for Social Development and of the special session of the General Assembly in this regard

29 November 2000

1. *Reaffirms* the commitments made by heads of State and Government at the World Summit for Social Development, contained in the Copenhagen Declaration on Social Development and the Programme of Action, which established a new consensus to place people at the centre of the concerns for sustainable development and pledged to eradicate poverty, promote full and productive employment and foster social integration so as to achieve stable, safe and just societies for all, and the decisions on further action and initiatives to accelerate social development for all, adopted at the twenty-fourth special session of the General Assembly and contained in the further initiatives for social development;

2. *Also reaffirms* that the Copenhagen Declaration and the Programme of Action and the further initiatives for social development adopted at the twenty-fourth special session will constitute the basic framework for the further promotion of social development in the forthcoming years;

3. *Emphasizes* the vital importance of placing the goals of social development, as contained in the Copenhagen Declaration and the Programme of Action and in the outcome document of the twenty-fourth special session, at the centre of economic policy-making, including in policies that influence domestic and global market forces and the global economy;

4. *Invites* the Secretary-General, the Economic and Social Council, the Commission for Social Development, the regional commissions, the relevant agencies, funds and programmes of the United Nations system and other relevant intergovernmental forums, within their respective mandates, to take on a priority basis all steps necessary to ensure the effective implementation of all commitments and undertakings contained in the Copenhagen Declaration and the Programme of Action and in the outcome document of the twenty-fourth special session.

Resolution S-24/2 adopted by the General Assembly: Further initiatives for social development

1 July 2000

Commitment 3

To promote the goal of full employment as a basic priority of economic and social policies, and to enable all men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work:

35. Support the comprehensive International Labour Organization programme on decent work, which includes promoting equal opportunities for all women and men, including persons with disabilities, to obtain decent and productive work, with full respect for the basic rights of workers as defined by relevant International Labour Organization and other international instruments, including prohibitions on forced labour and child labour, safeguarding of the rights of freedom of association and collective bargaining, equal remuneration for women and men for work of equal value, and non-discrimination in employment, and improving social protection and promoting social dialogue.

38. Improve the quality of work and level of employment, *inter alia*, by:

- a) Making continued efforts towards ratifying – where they have not done so – and fully implementing the International Labour Organization conventions concerning basic rights of workers, namely, freedom of association and the effective recognition of the right to organize and bargain collectively, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation;
- b) Strongly considering the ratification and full implementation of other International Labour Organization conventions concerning the employment rights of minors, women, youth, persons with disabilities, migrants and indigenous people;
- c) Respecting, promoting and realizing the principles contained in the International Labour Organization Declaration on Fundamental Principles and Rights at Work and its Follow-up;
- d) Supporting and participating in the global campaign for the immediate elimination of the worst forms of child labour, including by promoting universal ratification and implementation of International Labour Organization Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour;
- e) Promoting safe and healthy settings at work in order to improve working conditions and to reduce the impact on individuals and health-care systems of occupational accidents and diseases.