

The Global Jobs Pact

"Recovering from the Crisis: A Global Jobs Pact" was adopted at the 2009 International Labour Conference by the governments, employers and workers of the ILO's 183 Member States. It is the first global strategy proposed by the multilateral system to offset and repair the damage of the global financial and economic crisis.

What it is

The Global Jobs Pact is a set of policy options for navigating the challenges ahead and a resource of practical policies for governments, the multilateral system, workers and employers. These policies are intended to help shorten the usual time lag of several years between growth recovery and labour market recovery.

What's inside

Recovering from the crisis: A decent work response

The Pact calls for a coordinated global policy to strengthen national and international efforts on jobs, sustainable enterprises, public services and support for the most vulnerable. It also focuses on people – their rights, voice and participation in the recovery process.

Principles for promoting recovery and development: A framework

The policy recommendations cover long- and short- term action; support to vulnerable groups, including youth, women and migrant workers; encouraging State and market synergies; avoidance of protectionist solutions; and ILO collaboration with international agencies, financial institutions and Member States.

Policy options

The proposed policy options are built on the four pillars of the Decent Work Agenda: Employment, Social Protection, Labour Standards and Social Dialogue.

1. *Employment* – Recommendations include: implementing labour market policies, limiting and avoiding job losses, supporting job creation; investing in training and skills; maintaining wages and boosting effective demand; infrastructure development; encouraging small and medium businesses and cooperatives; investing in green jobs.
2. *Social protection systems* – Policy options include: instituting a social protection floor through cash transfer systems and institutionalizing health care, income security, child benefits, unemployment benefits, and coverage for temporary workers; investing in skills development; avoiding deflationary wage spirals; regular review and adoption of the minimum wage and narrowing the gender pay gap.
3. *International labour standards* – Focuses include: strengthening fundamental principles and rights at work; respecting and maintaining ILO Conventions and Recommendations; implementing the *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*.
4. *Social dialogue* – By working together, governments and social actors can design national priorities to overcome the crisis. Social dialogue also has the capacity to strengthen labour administration so as to ensure worker protection, improve social security, and formulate labour market policy.

The way forward

The ILO is strengthening its relations with sister UN agencies and developing joint initiatives to put the Global Jobs Pact into action. It is working with governments and with workers' and employers' organizations to mainstream the framework into national agendas. The ILO also welcomed the G20 Leaders' invitation to assess the actions taken and those required for the future on employment and social protection.

At the ILO Governing Body in November 2009, workers' and employer's groups and governments underlined the Pact's practical application, where governments can choose the policies that suit them and institute employment and social protection measures, as well as social dialogue. Many countries also emphasized that strong development potential lies in increased South-South cooperation.

Global endorsement of the Jobs Pact

The Global Jobs Pact has been the centre of discussion in both the multilateral and international arenas:

March 2009: The Global Jobs Pact was one of nine Joint Crisis Initiatives in a paper issued by the Chief Executives Board (CEB). The initiatives were proposed by the High Level Committee on Programmes (HLCP), which is currently chaired by ILO Director-General Juan Somavia.

June 2009: A Summit on the Global Jobs Crisis was held at the ILO. Ten Presidents and Prime Ministers, six Vice-Presidents and numerous ministers addressed the International Labour Conference and supported the GJP.

July 2009: In June, the UN Conference on the World Financial and Economic Crisis requested ILO Director-General Juan Somavia to present the Pact to the Economic and Social Council (ECOSOC). A resolution on the Global Jobs Pact was adopted by ECOSOC, with over 170 co-sponsors.

September 2009: The G20 Leaders' Statement at the Pittsburgh Summit endorsed the Global Jobs Pact and Leaders committed to bringing it home.

October 2009: The XVI Inter-American Conference of Ministers of Labour of the Organization of American States adopted a Declaration endorsing the GJP.

December 2009: The First African Decent Work Symposium in Ouagadougou was attended by heads of state, ministers of labour and finance, and representatives of workers' and employers' organizations, who called for prioritizing balanced economies, employment measures and social protection.

December 2009: The UN Ministerial Conference on the Social Impact of the Economic Crisis in Eastern Europe, Central Asia and Turkey (Almaty, Kazakhstan) adopted the "Almaty Ministerial Declaration", which is strongly driven by the Decent Work Agenda and the GJP.

Ms Helen Clark, the chair of the UN Development Group, has requested all Resident Coordinators to work with UN country teams to support governments interested in the CEB Joint Crisis Initiatives, including the Jobs Pact. In January 2010 the UNDP Executive Board requested that its policy and programmes integrate the GJP, especially at the country level. The OECD has underlined the importance of employment and decent work as key to development cooperation, and the G20 Summit in London pledged over US\$1 trillion to "restore credit, growth and jobs in the world economy".

Policies devised in the spirit of the GJP are already showing positive results: Australia has supported public infrastructure investment; Brazil helped increase household income, resulting in boosted domestic consumption; Germany has reduced working hours, encouraged work-sharing and provided partial unemployment benefits; Jordan has increased support to poor families and the most vulnerable; the Republic of Korea has encouraged job-sharing, negotiated wage restraint and targeted social assistant.