

Employment Recovery and Global Jobs Pact

ENGLISH

The Challenge

The financial crisis which began in the latter half of 2007 and quickly developed into a global economic crisis brought with it unprecedented labour market and social challenges. Advanced, emerging and developing countries worldwide were faced with the prospect of a prolonged global increase in unemployment, poverty and inequality and continued distress for enterprises. Policies to protect people and promote employment were needed as an integral and central part of countries' responses to the crisis.



The ILO Response

In June 2009 the International Labour Conference with the participation of government, employers' and workers' delegates from the ILO's member States, unanimously adopted a Global Jobs Pact – a set of balanced and realistic policy measures that countries, with the support of regional and multilateral institutions, can adopt to ease the impact of the crisis and accelerate recovery in employment. It addresses the social impact of the global crisis on employment and proposes job-centered policies for countries to adapt according to their national needs. The Global Jobs Pact is the primary vehicle for giving effect to the principles of the ILO Declaration on Social Justice for a Fair Globalization (2008); it is the application to the crisis of the full ILO Decent Work Agenda. It is about promoting decent jobs and protecting people. It has been strongly endorsed in both multilateral and regional arenas.

The Global Jobs Pact is a framework for action to design employment, social protection and labour standards compliance measures and policies, as well as promoting social dialogue processes. The ILO's work on employment promotion contributes to ILO's broader effort of supporting member States and social partners to design of employment and social protection policies that fit national priorities and circumstances.

The ILO supports its member States and social partners in their specific crisis-related and recovery promotion policy measures to give effect to the Pact, as prioritized in their Decent Work Country Programmes. In the area of employment, this work includes:

monitoring trends in labour markets and recovery paths: the Global Jobs Crisis Observatory website disseminates information on the impact of the crisis on labour markets, while reports such as *Global Employment Trends (2010)*, include assessment of the impact of the crisis and policy responses;

improving countries' capacity to produce and use labour market information: the ILO has accelerated a number of technical support activities and, in conjunction with its International Training Centre (ITC) in Turin, Italy, conducts training to support its constituents' capacity to collect and analyze labour statistics;

strengthening country-level diagnoses and providing employment policy advice. Employment impact assessments lay the foundation for the design of job-creation policies and programmes that limit the risk of long-term unemployment and increased informality. Such assessments were conducted in countries such as Bangladesh, Cambodia, China, India, Indonesia, Liberia, Pakistan, Philippines, Uganda and Viet Nam;

supporting the design and implementation of public employment programmes using infrastructure investments to address the crisis in countries such as Azerbaijan, Cambodia, El Salvador, India, Indonesia, Kenya, Liberia, Mozambique, Nepal, Pakistan, Paraguay and Zimbabwe. Often these are implemented in partnerships with, for instance, the Asian and African Development Banks and the World Bank;

supporting national public employment services in expanding their job-matching, counseling, and training services, for instance helping the World Association of Public Employment Services to focus their 2009 Congress on crisis response and to implement a membership survey to identify and disseminate good practices. The ILO has also facilitated the exchange of national experiences (e.g. in Chile, Viet Nam, and the Africa regional employment service conference in Cameroon);

developing an ILO-wide inventory of crisis response and recovery policy interventions, following a request from the G20. The inventory includes 54 countries, spanning all income levels and regions and involving 32 specific measures grouped broadly under the heading of the Global Jobs Pact. The ILO and the World Bank have agreed to collaborate on research and impact assessment of crisis responses, to update and expand the policy inventory and to make it more widely accessible to policy-makers and researchers.

Since the impacts of the financial and economic crisis deepened in the second half of 2009, more integrated forms of support are being requested by:

- countries that already have an integrated crisis response programme, to review and deepen their policy packages (e.g. Bulgaria and South Africa);
- countries that have expressed interest in developing their own national jobs pact or similar (e.g. El Salvador and Indonesia).

The overall approach to provide well-coordinated support to these countries is characterized by:

- solid tripartite social dialogue and commitment, including a commitment to capacity-building of constituents;
- an integrated review of crisis response and recovery measures based on the principles and framework of policy measures provided by the Global Jobs Pact; and
- the establishment of a well-prioritized road map for additional national policy responses.

Key Tools and Resources

ILO. 2009. ILO Global Job Crisis Observatory, at www.ilo.org/jobcrisis. Regular updates.

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http://www.ilo.org/public/libdoc/jobcrisis/download/protecting_people_promoting_jobs.pdf

ILO (2010) *Accelerating a Jobs-Rich Recovery in G20 Countries: Building on experience*, report to the Meeting of G20 Labour and Employment Ministers, April, 2010.
http://www.ilo.org/libdoc/jobcrisis/download/g20_report_accelerating.pdf

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ILO. International Institute of Labour Studies. 2010, *World of Work Report, The Global Jobs Crisis and Beyond*.

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