



International  
Labour  
Organization

# The Global Jobs Pact

Promoting Jobs,  
Protecting People

*“The world faces the prospect of a prolonged increase in unemployment, deepening poverty and inequality. Employment has usually only recovered several years after economic recovery. In some countries, the simple recovery of previous employment levels will not be enough to contribute effectively to strong economies, and to achieve decent work for women and men. Enterprises and employment are being lost. Addressing this situation must be part of any comprehensive response. The world must do better.”*

The ILO Global Jobs Pact

# THE GLOBAL JOBS PACT

## PROMOTING JOBS, PROTECTING PEOPLE

The financial and economic crisis has caused hardship to many working women and men, families and communities, and worsened poverty. It has threatened the achievement of the Millennium Development Goals, weakened middle classes, heightened risks to social cohesion and eroded the confidence of decision-makers. Recovery will not be sustainable unless jobs are created and maintained.

The Global Jobs Pact addresses the social and employment impact of the international financial and economic crisis. It promotes a productive recovery centred on investments, employment and social protection. Its fundamental objective is to provide an internationally agreed basis for policy-making designed to reduce the time lag between economic recovery and a recovery with decent work opportunities. It is a call for urgent worldwide action: national, regional and global.

The Global Jobs Pact is 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 calls on ILO member States to put decent work opportunities at the core of their crisis responses. It addresses the social impact of the global crisis on employment and proposes job-centred policies for countries to adapt according to their national needs.



Guided by the Decent Work Agenda and commitments made by the ILO constituents in the 2008 Declaration on Social Justice for a Fair Globalization, the Pact recalls that respecting fundamental principles and rights at work, strengthening social protection, promoting gender equality and encouraging voice, participation and social dialogue are critical to recovery and development.

In short, the Pact is about promoting jobs and protecting people.

# Origins of the Global Jobs Pact

*“Change is needed, combining broad opportunity, jobs, protection of working people with the type of investment and growth that will create a long-term solution to this crisis. This is our challenge for today, our mandate for the future.”*

Juan Somavia, Director-General of the ILO

It is now widely recognized that the model of growth prevailing before the crisis needs to change, that we cannot continue to overestimate the capacity of the market to self-regulate, undervalue the role of government, diminish the dignity of work and neglect the environment. Behind the grim unemployment statistics are people's lives and their diminished capacity to support their families. Even as signs of recovery begin to appear in some countries and industries, millions are still without work or continue to lose their jobs. For them, the crisis is far from over.

The Global Jobs Pact was adopted unanimously on 19 June 2009 at the International Labour Conference, where ILO constituents – govern-

ments, employers' and workers' organizations – meet yearly to discuss challenges facing the world of work. The adoption of the Pact followed strong support voiced during a three-day special session, the ILO Global Jobs Summit, attended by heads of state and government, vice-presidents and ministers of labour, worker and employer representatives and other leaders.



The Pact provides a crisis response framework designed

to guide national and international policies and stimulate economic recovery. The Pact and the tripartite global commitment it represents, offers a unique opportunity for countries and the multilateral system to apply its provisions, which are embedded in the ILO Decent Work Agenda.

# A portfolio of policies

*“There is a need for coordinated global policy options in order to strengthen national and international efforts centred around jobs, sustainable enterprises, quality public services, protecting people whilst safeguarding rights and promoting voice and participation. Our response should contribute to a fair globalization, a greener economy and development that more effectively creates jobs and sustainable enterprises, respects workers’ rights, promotes gender equality, protects vulnerable people, assists countries in the provision of quality public services and enables countries to achieve the Millennium Development Goals.”*

The Global Jobs Pact

## Generating employment

The governments and employers’ and workers’ organizations that adopted the Pact in June 2009 recognized the urgent need to reduce the risk of long-term unemployment and increased informal work, which are difficult to reverse. They agreed to put full and productive employment and decent work at the heart of the crisis response, suggesting a wide range of potential policy responses.



## Extending social protection

Countries that have strong social protection systems have a valuable inbuilt mechanism to stabilize their economies, address the social impact of the crisis and alleviate poverty. The Pact encourages countries to reinforce existing systems where appropriate or to put in place new measures to assist the most vulnerable, while building the foundation for more effective systems.

## Respecting labour standards

Respect for international labour standards enshrined in ILO Conventions and Recommendations contributes to a culture of social dialogue that can help build the recovery and prevent a downward spiral in labour conditions. The Pact also calls for vigilance that the fundamental principles and rights at work – elimination of forced labour, child labour and discrimination at work, and the right to freedom of association – not fall by the wayside during the crisis.



## Promoting social dialogue

Social dialogue, including collective bargaining, is an invaluable mechanism for reducing social tensions in times of crisis and designing policies to fit national priorities. It is a strong basis for building the commitment of employers and workers to joint action with governments to overcome



the crisis and sustain recovery. Labour administration and inspection are important elements of action in this regard.

## Shaping fair globalization

In the Global Jobs Pact, the ILO's tripartite membership encourages the Organization to promote effective and coherent social and economic recovery policies and shape a fair globalization. It calls for international cooperation on building a stronger, more globally consistent supervisory and regulatory framework for the financial sector so that it serves the real economy and promotes sustainable enterprises and decent work.

## Gender equality

The Global Jobs Pact also calls for recovery packages that integrate gender equality concerns in all measures. When governments design and implement fiscal stimulus packages, for example, it is important to recognize the labour market disadvantages that women may face. Women carry the heaviest burden when it comes to unpaid care work. This may expand as the crisis deepens and further limits women's access to labour markets if policies for sharing care responsibilities with men are not forthcoming.

## Global support

Support for the Pact continues to grow with backing from global and regional organizations. In a statement issued on its adoption, United Nations Secretary-General Ban Ki-Moon said, *"The Global Jobs Pact responds directly to the everyday worries of working women and men. It speaks to the concerns of enterprises large and small. It addresses the hopes of young people seeking opportunity as they enter this turbulent market ... This Pact is ours together. And we will work to maximize its potential throughout the UN system."*

In a G20 Leaders Statement adopted in September 2009, the leaders said they *"also welcome the recently-adopted ILO Resolution on Recovering from the Crisis: A Global Jobs Pact, and we commit our nations to adopt key elements of its general framework to advance the social dimension of globalization. The international institutions should consider ILO standards and the goals of the Jobs Pact in their crisis and post-crisis analysis and policy-making activities."*

The International Organisation of Employers called the Pact *"a roadmap for the period ahead for the multilateral system, governments, workers and employers, which will enable each country to formulate a policy package specific to its situation and priorities."*

The International Trade Union Confederation said the Global Jobs Pact *"provides a comprehensive set of measures that will result in distribution of resources to stimulate demand-led growth in the real economy, by creating decent jobs and ensuring social protection through genuine consultation with the social partners at the national level."*

For more statements of support, see [www.ilo.org/jobspact](http://www.ilo.org/jobspact)

## ILO support

Since the start of the crisis, the ILO has been supporting member States, at their request, in crisis response and recovery measures. This support has been organized around specific crisis-related policy measures requested by member States and prioritized in Decent Work Country Programmes. Support ranges from employment, social protection, labour standards and social dialogue to policy advice, capacity building, rapid impact assessments, specific projects and assessment of measures already taken.

As the impact of the crisis has deepened, a number of countries have been interested in a more integrated application of the Global Jobs Pact. The ILO has developed an overall approach to provide well-coordinated support for member States that want to set in motion or strengthen an integrated implementation of the Pact. Recent cases of ILO support include Bulgaria, El Salvador, Jordan, Indonesia and South Africa. In this approach the policy-portfolio of the Global Jobs Pact is used as a “lens” for assessing national policy responses and improving or defining a well-prioritized roadmap with strong tripartite commitment. The response not only reinforces ongoing Office cooperation initiatives at the country level, but is immediate, flexible and aimed at producing concrete results.

## TIMELINE

### 2009

ILO adopts Global Jobs Pact

UN Economic and Social Council (ECOSOC) resolution E/2009/L.24 encourages UN Member States to “promote and make full use of the Global Jobs Pact”

UN Chief Executives Board (CEB) puts job creation and social protection at the heart of its Joint Crisis Initiatives

G8 summit in Italy calls Global Jobs Pact “relevant to respond to the crisis at worldwide level and advance the social dimension of globalization”

G20 leaders welcome the Global Jobs Pact and the building of “an employment-oriented framework for future economic growth”

Arab Employment Forum agrees on an Agenda for Action to apply the Global Jobs Pact in the region

The First African Decent Work Symposium in Ouagadougou issues a Roadmap for the Implementation of the Global Jobs Pact in Africa

African trade unions and employers’ organizations agree to a joint declaration committing member federations to concerted mobilization for the Pact

At the Almaty UN Ministerial Conference, representatives of ministries of labour, finance, economy and agriculture, trade unions and employers’ organizations assess how the Pact can help governments and social partners address the social impact of the crisis

### 2010

The United Nations Development Programme endorses the implementation of the Global Jobs Pact globally

Pacific Island Labour Ministers and social partners affirm their commitment to the application of the Pact

The International Business Council at the World Economic Forum declares support for ‘a concerted effort to put decent jobs at the heart of the recovery’

For updated developments, see [www.ilo.org/jobspact](http://www.ilo.org/jobspact)

## RESOURCES, DOCUMENTS AND STATEMENTS

### *Publications*

Recovering from the crisis: A Global Jobs Pact  
ISBN 978-92-2-120671-2  
<http://www.ilo.org>

World of Work magazine, No. 66, August 2009: Global Jobs Pact; The many facets of the crisis; ILC, 2009: ILO Jobs Summit.  
<http://www.ilo.org/wow/PrintEditions>

World of Work Report 2009: The global jobs crisis and beyond  
<http://www.ilo.org>

ILO summit on the global jobs crisis, June 2009, Proceedings  
<http://www.ilo.org>

### *Webpages*

The Global Jobs Pact website: updates, information, background and links covering a broad range of issues related to the Pact and its implementation.  
See [www.ilo.org/jobspact](http://www.ilo.org/jobspact).

Subscribe to a news alert by email to [jobspact@ilo.org](mailto:jobspact@ilo.org)

ILO Global Job Crisis Observatory: Covers news and analysis on the global job crisis, latest labour market statistics, national policy responses to the crisis, and ILO good practices and policy recommendations for dealing with the crisis.  
<http://www.ilo.org>

Voices on Social Justice:  
<http://www.ilo.org/public/english/sjd/>  
Other video interviews on the Global Jobs Pact available at:  
<http://www.ilo.org/jobspact-videos>

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