

**Giving Effect to the Global Jobs Pact: Consolidation of
International Declarations (Rev1)
(July 2009 – February 2010)**

Geneva, March 2010.

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Introduction

Since its adoption by the 98th session of the International Labour Conference in June 2009 and endorsement by the UN Economic and Social Council in July 2009, the Global Jobs Pact has gained worldwide support at global, regional and national levels.

This document consolidates in chronological order the main declarations and joint statements released by global and regional groups of heads of state and governments and of ministers and high level representatives of workers and employers from July 2009 to February 2010.¹

After its recognition by the G-8 and by the G-20, the Global Jobs Pact was mentioned in a series of declarations adopted by high level representatives of governments, workers and employers.

The OECD Employment and Labour Ministers, together with counterparts from Chile, Estonia, Israel, Russian Federation, Slovenia and Brazil met in Paris, on 28-29 September 2009, and expressed their recognition to the outcome of the International Labour Conference's *Recovering from the Crisis: A Global Jobs Pact* and the ongoing OECD and ILO reviews of the impact of policies designed to address the jobs crisis.

On 29 September 2009, the African Union's Tripartite Labour and Social Affairs Commission recommended, in the conclusions of its Addis Ababa meeting, that the Global Jobs Pact should be translated into national action plans to address the worsening jobs and poverty situation on the continent.

The XVI Inter-American Conference of Ministers of Labour of the Organization of American States met in Buenos Aires, Argentina, on 6-8 October 2009 and adopted a Declaration entitled *Facing the Crisis with Development, Decent Work, and Social Protection* endorsing the Global Jobs Pact.

At the Arab Employment Forum (AEF), jointly convened by Arab Labour Organization (ALO) and the ILO, tripartite delegates from 22 Arabic speaking countries from the Middle East and Africa adopted on 21 October 2009, in Beirut, Lebanon, an agenda for action to give effect to the Global Jobs Pact in the region.

On 25 November 2009, representatives of Ibero-American social partners issued a declaration in Lisbon supporting the Global Jobs Pact, as a product of a global social dialogue process, roadmap to overcome the world economic crisis.

Representatives of African employers' and workers' organizations met in Ouagadougou, Burkina Faso, on 30 November 2009, to discuss how to enhance collective ownership of the Global Jobs Pact. The outcome declaration calls for the strengthening of the social dialogue to implement the policy options outlined in the Pact.

¹ Over the last year, references to Global Jobs Pact were also made in many resolutions and declarations issued by the United Nations system-wide bodies and agencies. The document GB. 307/4 (Rev.), under the item ILO and the Multilateral System, reports on the main UN decisions and events most relevant to the ILO priorities.

The Ministers and Heads of Delegations responsible for employment, labour market and social policies, as well as for agriculture development and food security of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Russian Federation, Tajikistan, Turkey and Ukraine, met in Almaty, Kazakhstan, on 8 December 2009, and adopted a ministerial declaration endorsing the Global Jobs Pact.

On 13 January 2010, the Ministers of Labour of Argentina, Brazil, Chile and Mexico issued in Santiago de Chile a declaration reiterating their commitment to place employment and social protection at the core of the recovery policies and to pursue economic growth policies centred on employment creation.

At the Davos World Economic Forum, on January 28 2010, the International Business Council, composed of 100 influential CEOs from all industries, issued a declaration calling on governments around the world to show commitment to a concerted effort to put decent jobs at the heart of the recovery.

In Barcelona, Spain, on 29 January 2010, as a follow up of the Informal Meeting of the European Union Ministers of Employment and Social Security, the Spanish Presidency of the EU released a document that calls on the Decent Work Agenda, the Social Protection Floor, and Global Jobs Pact frameworks in the build up of the external dimension to the EU 2020 Strategy.

On 9 February 2010, tripartite constituents, including Labour Ministers, Senior Labour Ministry officials, Presidents and National Secretaries of Workers' organizations and senior representatives of Employers' organizations, from Australia, Fiji, Kiribati, New Zealand, Papua New Guinea, Republic of Marshall Islands, Samoa, Solomon Islands, Tuvalu and Vanuatu issued the Port Villa Declaration that reaffirms the commitment to the application of the Global Jobs Pact.

On 24 February 2010, the Ministers of Labour and Social Affairs of the Portuguese Speaking Countries Community, including Angola, Brazil, Cap Vert, East Timor, Guinea Bissau, Mozambique, Portugal and Santo Tome e Principe, met in Fortaleza, Brazil, and stated their intention to promote cooperation to implement the Global Jobs Pact.

1. G8 Leaders Declaration: Responsible Leadership for a Sustainable Future, Extract on Employment and Social Dimension. L'Aquila, 8 July 2009.

1. We, the Leaders of the Group of Eight meeting in L'Aquila...

Employment and social dimension

36. We are committed to tackling the social dimension of the crisis, putting peoples' concerns first. The impact of the economic crisis on labour markets can undermine social stability. Therefore, good macroeconomic policies must be linked to employment and social policies that reduce unemployment, enable a quick re-entry into the labour market and prevent social exclusion. We support the conclusions of the G8 Social Summit in Rome and the London Jobs Conference to take further coherent actions to reduce the impact of the crisis on employment and maximise the potential for growth in jobs, in accordance with the following principles:

a) promotion of active labour market policies to reduce unemployment, enhance skills development and match jobs with labour market needs; maintain income support for the unemployed; sustain existing employment, including through partial unemployment schemes combined with training provisions and temporary flexible work or other arrangements, such as employment subsidies, in order to prevent lay-offs;

b) ensuring the sustainability and effectiveness of social protection systems as drivers of confidence and consequently of economic and employment recovery;

c) we invite international organisations, in particular the IMF, the OECD and the ILO, to take into account the labour and social impact of their advice and cooperation with governments.

37. Social and employment policies are a crucial pillar in the context of a new global framework. Measures should provide income relief for people and households and prevent long-term unemployment, with particular reference to the most vulnerable groups, taking into consideration gender issues. Advanced, emerging and developing countries as well as international institutions should work together to ensure employment oriented growth and promote social cohesion. Taking forward the ILO Decent Work Agenda, building on the ILO resolution on "Recovering from the crisis: A Global Jobs Pact", is relevant to respond to the crisis at worldwide level and advance the social dimension of globalisation. Governments and enterprises should not use the crisis as an excuse to diminish compliance with worker rights or to diminish worker protections. We commit to promote employment and social protection on a global level and the observance of internationally recognised labour rights as reflected in the ILO declaration on Fundamental Principles and Rights and its follow-up. We also commit to address the human dimension of the crisis and to restore growth on a stronger footing.

38. We support the decisions taken in London regarding the reinforcement of resources for social protection for the poorest countries through voluntary and bilateral contributions, including to the World Bank's Vulnerability Framework.

62/208 of 19 December 2007, 63/199 of 19 December 2008 and 63/239 of 24 December 2008,

Recalling the outcome document of the Conference on the World Financial and Economic Crisis and Its Impact on Development,⁵ in which the International Labour Organization was invited to present the Global Jobs Pact, which intends to promote a job-intensive recovery from the crisis and to shape a pattern for sustainable growth, to the Economic and Social Council at its substantive session of 2009,

Recalling that the Global Jobs Pact, which demonstrates linkages among social progress, economic development and response to the crisis, states that action must be guided by the Decent Work Agenda and commitments made by the International Labour Organization and its constituents in the 2008 Declaration on Social Justice for a Fair Globalization,⁶

1. *Welcomes* the adoption on 19 June 2009 of the resolution entitled "Recovering from the crisis: a Global Jobs Pact" by the General Conference of the International Labour Organization at its ninety-eighth session;

2. *Encourages* Member States to promote and make full use of the Global Jobs Pact as a general framework within which each country can formulate a policy package specific to its situation and priorities, through a portfolio of appropriate policy options, which may include, inter alia, multisectoral development policies, technical assistance and international cooperation, joined with the effort to promote sustainable recovery from the crisis when measures are being developed to promote and protect employment in recovery plans, according to its specific needs and circumstances;

3. *Requests* the United Nations funds and programmes and the specialized agencies to take into account, through their appropriate decision-making processes, the Global Jobs Pact in their policies and programmes, as well as to consider the integration of the policy contents of the Pact into the activities of the resident coordinator system and the United Nations country teams in the context of their assistance provided for national crisis response measures, in accordance with national plans and priorities, bearing in mind the importance of national ownership and capacity-building at all levels;

4. *Invites* international financial institutions and other relevant international organizations to integrate, in accordance with their mandates, the policy contents of the Global Jobs Pact in their activities;

5. *Recognizes* that giving effect to the recommendations and policy options of the Global Jobs Pact requires consideration of financing and capacity-building, and that least developed, developing and transition countries that lack the fiscal space to adopt response and recovery policies require particular support, and invites donor countries, multilateral organizations and other development partners to consider providing funding, including existing crisis resources, for the implementation of those recommendations and policy options;

⁵ General Assembly resolution 63/303, annex.

⁶ A/63/538-E/2009/4, annex.

6. *Requests* the Secretary-General to report to the Economic and Social Council at its substantive session of 2010 on progress made in implementing the present resolution.

3. Informal Meeting of the European Union Heads of State or Government. Agreed Language for the Pittsburgh G-20 Summit. Brussels, 17 September 2009.

Achieving a sustainable recovery

1. The G-20 should reaffirm its determination to continue implementing coordinated policy measures in order to develop the basis for sustainable growth and to avoid a repetition of the financial crisis. Efforts must be maintained until recovery is secured. Overall support to the EU economy in 2009 and 2010 is projected to amount to around 5 percent of GDP.
2. Fiscal policies must progressively be reoriented towards sustainability. Exit strategies need to be designed now and implemented in a coordinated manner as soon as recovery takes hold, taking into account the specific situations of individual countries.
3. EU Heads of State or Government heard details of the report to be submitted to the G-20 at its Pittsburgh meeting by the President of the G-20 on the future of international economic cooperation and coordination. They welcomed the presentation to be made at the G-20. It is important to strengthen global macroeconomic coordination. Such coordination should be based on a central role for the IMF. We should make progress in the work on a Charter for Sustainable Economic Activity in order to reaffirm principles of responsibility, sustainability and transparency; concrete steps should be agreed in Pittsburgh to that end.
4. The G-20 should reiterate its stance against protectionism and continue to press for progress in trade liberalisation, including with regard to a global, ambitious and balanced conclusion of the Doha negotiations in 2010, as agreed at the G-8 Summit in l'Aquila. In this respect, a realistic and ambitious road map should be agreed. We welcome the full implementation of the USD 250 billion trade finance agreed by the London Summit to support trade flows.

Prioritising jobs

5. Laying the basis for a sustainable recovery and sound public finances is the best way to ensure a rapid return to employment. Accelerating structural reforms is necessary in this process.
6. In order to avoid permanent exclusion from the labour market, particular attention must be paid to (i) maintaining employment, creating new jobs and promoting mobility; (ii) upgrading skills and matching labour market needs; (iii) increasing access to employment. There is also a need to strengthen the ability of workers to adapt to changing market demands and prepare workers to benefit from new investments in the areas of clean energy, health and infrastructure.
7. Employment and social cohesion must be at the centre. In this context, we welcome the recently adopted ILO Global Jobs Pact.

Swiftly implementing the commitments for financial market reform

8. Improving the functioning of financial markets is essential in order to avoid a repetition of the crisis. The commitments agreed at the London Summit must be implemented.

9. The G-20 should commit to a globally coordinated system of macro-prudential supervision, based on close cooperation of the IMF, the FSB and the supervisory authorities, with effective exchange of information.

10. The functioning of the banking system remains critical to restoring growth and re-establishing credit flows. In order to safeguard the long-term viability of banks, a restructuring of the banking sector must take place, in parallel with actions to improve the quality of bank balance sheets.

11. All G-20 countries must adopt the Basel II capital framework, in a consistent and coordinated way. Existing loopholes in the Basel framework must be closed.

12. We call upon accounting standards-setting bodies to accelerate their joint work on a single set of high-quality global accounting standards, with all G-20 countries committing to implement these new standards as soon as possible.

13. The G-20 must strengthen oversight of systemically important financial institutions, by enhancing their supervisory and regulatory requirements (i.a. through tailor-made stress tests, contingency plans and capital buffers). The quality of cross-border supervision needs to be improved and the G-20 should commit to work in a coordinated manner on this issue.

14. The approach to non-cooperative jurisdictions agreed at the London Summit must be fully implemented. The G-20 should agree on a programme of peer review (as has already been agreed in the field of tax transparency), capacity building and counter-measures that could be put in practice as of March 2010 for jurisdictions that have not effectively implemented standards.

Promoting responsible remuneration practices in the financial sector

15. The G-20 must fulfil the commitment subscribed to in London on pay and compensation to encourage sound risk management and a strong link between compensation and long-term performance, while ensuring a level playing-field.

16. In particular, the G-20 should commit to agreeing to binding rules for financial institutions on variable remunerations backed up by the threat of sanctions at the national level, covering the following principles:

a) enhanced governance to ensure appropriate board oversight of compensation and risk;

b) strengthened transparency and disclosure requirements;

c) variable remunerations including bonuses to be set at an appropriate level in relation to fixed remuneration and made dependent on the performances of the bank, the business unit and the individuals; taking due account of negative developments, so as to avoid guaranteed bonuses; the payment of a major part of significant variable compensations must be deferred over time for an appropriate

period and could be cancelled in case of a negative development in the bank's performance;

d) prevent stock options from being exercised, and stocks received from being sold, for an appropriate period of time;

e) prevent directors and officers from being completely sheltered from risk;

f) give supervisory boards the means to reduce compensations in case of deterioration of the performance of the bank;

g) explore ways to limit total variable remuneration in a bank to a certain proportion either of total compensation or of the bank's revenues and/or profits.

Strengthening IFIs

17. The commitment to reinforce the IMF's New Arrangements to Borrow by USD 500 billion has been followed by pledges by the EU and several other G-20 members, as well as non-G-20 countries. EU Member States stand ready to provide up to an additional EUR 50 billion, in total up to EUR 125 billion, representing 35% of the NAB increase and call on all G-20 members and other financially strong IMF members to contribute their fair share.

18. It is necessary to reform the governance systems of international financial institutions. All elements of reform should be dealt with together. In connection with the conclusion of the general quota review by January 2011, roadmaps for the reform of IMF governance should also be agreed. The current size of the IMF Executive Board reasonably well reflects the trade-off between inclusiveness/legitimacy and an effective functioning of the Fund. The reform in the World Bank should be completed by Spring 2010. The reforms of the Bretton Woods Institutions should increase the voice, quota and representation of underrepresented countries, based on objective criteria reflecting changes in the world economy.

19. The Multilateral Development Banks must be adequately capitalised in order to fulfil their core mandate and play a counter cyclical role.

Strengthening recovery in the world's poorest countries

20. The G-20 should state its commitment to strengthen recovery in the world's poorest countries. In particular it should signal its support for investing in long-term food security, reducing energy poverty and improving financial access, both for SMEs and poor households.

21. The commitments undertaken in the framework of the Millennium Development Goals must be implemented and donor countries must make good on their pledges to achieve international ODA targets. The G-20 should adopt the "Everything But Arms" initiative without delay in order to support people in developing countries suffering from the crisis.

Sharing the effort on climate finance: the road to Copenhagen

22. The climate is changing much faster than expected. The risks posed by climate change are real and can already be seen. This underlines the urgent need to reach a global, ambitious and comprehensive agreement in Copenhagen. The

G-20 should call on all parties to significantly step up the pace of negotiations in order to achieve a successful outcome in Copenhagen.

23. To manage to keep the increase in global mean temperature to below 2°C compared to pre-industrial levels, science tells us that global greenhouse gas emissions have to peak by 2020 and be reduced by at least 50% as compared with 1990 levels by 2050 and continue to decline thereafter. Developed countries should reduce their emissions by 80% or more by 2050, as agreed at the G-8 Summit in l'Aquila. Each country which has not yet done so should urgently make ambitious commitments to mid-term reductions and quantifiable actions.

24. Financial resources will need to be scaled up urgently and substantially to reduce global greenhouse gas emissions and to adapt to the unavoidable effects of global warming. All countries, except the least developed, should contribute to financing the fight against climate change in developing countries with finance allocated according to need so that developing countries receive more than they are contributing. Public funding commitment should be shared on the basis of a universal, comprehensive and specific contribution key reflecting ability to pay and responsibility for emissions.

25. The European Commission estimates that the total net incremental cost of mitigation and adaptation in developing countries could amount to about EUR 100 billion annually by 2020 to be shared between domestic finance, carbon market-based financing and international public support. This estimate presupposes i.e. appropriate mitigation actions by developing countries, especially those that are economically more advanced.

26. The international carbon market should be expanded and reformed through establishing and linking trading schemes in order to significantly increase financial flows to developing countries.

27. The EU supports the establishment of a coordinating mechanism to provide a consolidated overview of international sources for financing climate-related investments in developing countries.

28. The G-20 should recognise the need to fast-start international public support for addressing urgent climate financing needs in developing countries, in particular least developed countries. The Commission estimates the financial need during the period 2010-2012 to be about EUR 5-7 billion per year prior to the establishment of a financial architecture under a Copenhagen agreement.

Promoting energy security

29. The G-20 should commit to improving energy security by increasing oil and gas market transparency and containing speculation. Reporting comprehensive data on domestic oil markets and taking steps to oversee the OTC markets are important, so that regulators have a more complete view of the actions of market participants. Developing new energy-efficient technology is also important in order to ensure energy efficiency.

4. G-20 Leaders' Statement: Pittsburgh G-20 Summit. Pittsburgh, 25 September 2009.

PREAMBLE

1. We meet in the midst of a critical transition from crisis to recovery to turn the page on an era of irresponsibility and to adopt a set of policies, regulations and reforms to meet the needs of the 21st century global economy.
2. When we last gathered in April, we confronted the greatest challenge to the world economy in our generation.
3. Global output was contracting at pace not seen since the 1930s. Trade was plummeting. Jobs were disappearing rapidly. Our people worried that the world was on the edge of a depression.
4. At that time, our countries agreed to do everything necessary to ensure recovery, to repair our financial systems and to maintain the global flow of capital.
5. It worked.
6. Our forceful response helped stop the dangerous, sharp decline in global activity and stabilize financial markets. Industrial output is now rising in nearly all our economies. International trade is starting to recover. Our financial institutions are raising needed capital, financial markets are showing a willingness to invest and lend, and confidence has improved.
7. Today, we reviewed the progress we have made since the London Summit in April. Our national commitments to restore growth resulted in the largest and most coordinated fiscal and monetary stimulus ever undertaken. We acted together to increase dramatically the resources necessary to stop the crisis from spreading around the world. We took steps to fix the broken regulatory system and started to implement sweeping reforms to reduce the risk that financial excesses will again destabilize the global economy.
8. A sense of normalcy should not lead to complacency.
9. The process of recovery and repair remains incomplete. In many countries, unemployment remains unacceptably high. The conditions for a recovery of private demand are not yet fully in place. We cannot rest until the global economy is restored to full health, and hard-working families the world over can find decent jobs.
10. We pledge today to sustain our strong policy response until a durable recovery is secured. We will act to ensure that when growth returns, jobs do too. We will avoid any premature withdrawal of stimulus. At the same time, we will prepare our exit strategies and, when the time is right, withdraw our extraordinary policy support in a cooperative and coordinated way, maintaining our commitment to fiscal responsibility.

11. Even as the work of recovery continues, we pledge to adopt the policies needed to lay the foundation for strong, sustained and balanced growth in the 21st century. We recognize that we have to act forcefully to overcome the legacy of the recent, severe global economic crisis and to help people cope with the consequences of this crisis. We want growth without cycles of boom and bust and markets that foster responsibility not recklessness.

12. Today we agreed:

13. *To launch a framework that lays out the policies and the way we act together to generate strong, sustainable and balanced global growth.* We need a durable recovery that creates the good jobs our people need.

14. We need to shift from public to private sources of demand, establish a pattern of growth across countries that is more sustainable and balanced, and reduce development imbalances. We pledge to avoid destabilizing booms and busts in asset and credit prices and adopt macroeconomic policies, consistent with price stability, that promote adequate and balanced global demand. We will also make decisive progress on structural reforms that foster private demand and strengthen long-run growth potential.

15. Our Framework for Strong, Sustainable and Balanced Growth is a compact that commits us to work together to assess how our policies fit together, to evaluate whether they are collectively consistent with more sustainable and balanced growth, and to act as necessary to meet our common objectives.

16. *To make sure our regulatory system for banks and other financial firms reins in the excesses that led to the crisis.* Where reckless behavior and a lack of responsibility led to crisis, we will not allow a return to banking as usual.

17. We committed to act together to raise capital standards, to implement strong international compensation standards aimed at ending practices that lead to excessive risk-taking, to improve the over-the-counter derivatives market and to create more powerful tools to hold large global firms to account for the risks they take. Standards for large global financial firms should be commensurate with the cost of their failure. For all these reforms, we have set for ourselves strict and precise timetables.

18. *To reform the global architecture to meet the needs of the 21st century.* After this crisis, critical players need to be at the table and fully vested in our institutions to allow us to cooperate to lay the foundation for strong, sustainable and balanced growth.

19. We designated the G-20 to be the premier forum for our international economic cooperation. We established the Financial Stability Board (FSB) to include major emerging economies and welcome its efforts to coordinate and monitor progress in strengthening financial regulation.

20. We are committed to a shift in International Monetary Fund (IMF) quota share to dynamic emerging markets and developing countries of at least 5% from over-represented countries to under-represented countries using the current quota formula as the basis to work from. Today we have delivered on our promise to contribute over \$500 billion to a renewed and expanded IMF New Arrangements to Borrow (NAB).

21. We stressed the importance of adopting a dynamic formula at the World Bank which primarily reflects countries' evolving economic weight and the World Bank's development mission, and that generates an increase of at least 3% of voting power for developing and transition countries, to the benefit of under-represented countries. While recognizing that over-represented countries will make a contribution, it will be important to protect the voting power of the smallest poor countries. We called on the World Bank to play a leading role in responding to problems whose nature requires globally coordinated action, such as climate change and food security, and agreed that the World Bank and the regional development banks should have sufficient resources to address these challenges and fulfill their mandates.

22. *To take new steps to increase access to food, fuel and finance among the world's poorest while clamping down on illicit outflows.* Steps to reduce the development gap can be a potent driver of global growth.

23. Over four billion people remain undereducated, ill-equipped with capital and technology, and insufficiently integrated into the global economy. We need to work together to make the policy and institutional changes needed to accelerate the convergence of living standards and productivity in developing and emerging economies to the levels of the advanced economies. To start, we call on the World Bank to develop a new trust fund to support the new Food Security Initiative for low-income countries announced last summer. We will increase, on a voluntary basis, funding for programs to bring clean affordable energy to the poorest, such as the Scaling Up Renewable Energy Program.

24. *To phase out and rationalize over the medium term inefficient fossil fuel subsidies while providing targeted support for the poorest.* Inefficient fossil fuel subsidies encourage wasteful consumption, reduce our energy security, impede investment in clean energy sources and undermine efforts to deal with the threat of climate change.

25. We call on our Energy and Finance Ministers to report to us their implementation strategies and timeline for acting to meet this critical commitment at our next meeting.

26. We will promote energy market transparency and market stability as part of our broader effort to avoid excessive volatility.

27. *To maintain our openness and move toward greener, more sustainable growth.*

28. We will fight protectionism. We are committed to bringing the Doha Round to a successful conclusion in 2010.

29. We will spare no effort to reach agreement in Copenhagen through the United Nations Framework Convention on Climate Change (UNFCCC) negotiations.

30. We warmly welcome the report by the Chair of the London Summit commissioned at our last meeting and published today.

31. Finally, we agreed to meet in Canada in June 2010 and in Korea in November 2010. We expect to meet annually thereafter and will meet in France in 2011.

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1. We assessed the progress we have made together in addressing the global crisis and agreed to maintain our steps to support economic activity until recovery is assured. We further committed to additional steps to ensure strong, sustainable, and balanced growth, to build a stronger international financial system, to reduce development imbalances, and to modernize our architecture for international economic cooperation.

A Framework for Strong, Sustainable, and Balanced Growth

2. The growth of the global economy and the success of our coordinated effort to respond to the recent crisis have increased the case for more sustained and systematic international cooperation. In the short-run, we must continue to implement our stimulus programs to support economic activity until recovery clearly has taken hold. We also need to develop a transparent and credible process for withdrawing our extraordinary fiscal, monetary and financial sector support, to be implemented when recovery becomes fully secured. We task our Finance Ministers, working with input from the IMF and FSB, at their November meeting to continue developing cooperative and coordinated exit strategies recognizing that the scale, timing, and sequencing of this process will vary across countries or regions and across the type of policy measures. Credible exit strategies should be designed and communicated clearly to anchor expectations and reinforce confidence.

3. The IMF estimates that world growth will resume this year and rise by nearly 3% by the end of 2010. Subsequently, our objective is to return the world to high, sustainable, and balanced growth, while maintaining our commitment to fiscal responsibility and sustainability, with reforms to increase our growth potential and capacity to generate jobs and policies designed to avoid both the re-creation of asset bubbles and the re-emergence of unsustainable global financial flows. We commit to put in place the necessary policy measures to achieve these outcomes.

4. We will need to work together as we manage the transition to a more balanced pattern of global growth. The crisis and our initial policy responses have already produced significant shifts in the pattern and level of growth across countries. Many countries have already taken important steps to expand domestic demand, bolstering global activity and reducing imbalances. In some countries, the rise in private saving now underway will, in time, need to be augmented by a rise in public saving. Ensuring a strong recovery will necessitate adjustments across different parts of the global economy, while requiring macroeconomic policies that promote adequate and balanced global demand as well as decisive progress on structural reforms that foster private domestic demand, narrow the global development gap, and strengthen long-run growth potential. The IMF estimates that only with such adjustments and realignments, will global growth reach a strong, sustainable, and balanced pattern. While governments have started moving in the right direction, a shared understanding and deepened dialogue will help build a more stable, lasting, and sustainable pattern of growth. Raising living standards in the emerging markets and developing countries is also a critical element in achieving sustainable growth in the global economy.

5. Today we are launching a Framework for Strong, Sustainable, and Balanced Growth. To put in place this framework, we commit to develop a process whereby we set out our objectives, put forward policies to achieve these

objectives, and together assess our progress. We will ask the IMF to help us with its analysis of how our respective national or regional policy frameworks fit together. We will ask the World Bank to advise us on progress in promoting development and poverty reduction as part of the rebalancing of global growth. We will work together to ensure that our fiscal, monetary, trade, and structural policies are collectively consistent with more sustainable and balanced trajectories of growth. We will undertake macro prudential and regulatory policies to help prevent credit and asset price cycles from becoming forces of destabilization. As we commit to implement a new, sustainable growth model, we should encourage work on measurement methods so as to better take into account the social and environmental dimensions of economic development.

6. We call on our Finance Ministers and Central Bank Governors to launch the new Framework by November by initiating a cooperative process of mutual assessment of our policy frameworks and the implications of those frameworks for the pattern and sustainability of global growth. We believe that regular consultations, strengthened cooperation on macroeconomic policies, the exchange of experiences on structural policies, and ongoing assessment will promote the adoption of sound policies and secure a healthy global economy. Our compact is that:

- G-20 members will agree on shared policy objectives. These objectives should be updated as conditions evolve.
- G-20 members will set out our medium-term policy frameworks and will work together to assess the collective implications of our national policy frameworks for the level and pattern of global growth and to identify potential risks to financial stability.
- G-20 Leaders will consider, based on the results of the mutual assessment, and agree any actions to meet our common objectives.

7. This process will only be successful if it is supported by candid, even-handed, and balanced analysis of our policies. We ask the IMF to assist our Finance Ministers and Central Bank Governors in this process of mutual assessment by developing a forward-looking analysis of whether policies pursued by individual G-20 countries are collectively consistent with more sustainable and balanced trajectories for the global economy, and to report regularly to both the G-20 and the International Monetary and Financial Committee (IMFC), building on the IMF's existing bilateral and multilateral surveillance analysis, on global economic developments, patterns of growth and suggested policy adjustments. Our Finance Ministers and Central Bank Governors will elaborate this process at their November meeting and we will review the results of the first mutual assessment at our next summit.

8. These policies will help us to meet our responsibility to the community of nations to build a more resilient international financial system and to reduce development imbalances.

9. Building on Chancellor Merkel's proposed Charter, on which we will continue to work, we adopted today Core Values for Sustainable Economic Activity, which will include those of propriety, integrity, and transparency, and which will underpin the Framework.

Strengthening the International Financial Regulatory System

10. Major failures of regulation and supervision, plus reckless and irresponsible risk taking by banks and other financial institutions, created dangerous financial fragilities that contributed significantly to the current crisis. A return to the excessive risk taking prevalent in some countries before the crisis is not an option.

11. Since the onset of the global crisis, we have developed and begun implementing sweeping reforms to tackle the root causes of the crisis and transform the system for global financial regulation. Substantial progress has been made in strengthening prudential oversight, improving risk management, strengthening transparency, promoting market integrity, establishing supervisory colleges, and reinforcing international cooperation. We have enhanced and expanded the scope of regulation and oversight, with tougher regulation of over-the-counter (OTC) derivatives, securitization markets, credit rating agencies, and hedge funds. We endorse the institutional strengthening of the FSB through its Charter, following its establishment in London, and welcome its reports to Leaders and Ministers. The FSB's ongoing efforts to monitor progress will be essential to the full and consistent implementation of needed reforms. We call on the FSB to report on progress to the G-20 Finance Ministers and Central Bank Governors in advance of the next Leaders summit.

12. Yet our work is not done. Far more needs to be done to protect consumers, depositors, and investors against abusive market practices, promote high quality standards, and help ensure the world does not face a crisis of the scope we have seen. We are committed to take action at the national and international level to raise standards together so that our national authorities implement global standards consistently in a way that ensures a level playing field and avoids fragmentation of markets, protectionism, and regulatory arbitrage. Our efforts to deal with impaired assets and to encourage the raising of additional capital must continue, where needed. We commit to conduct robust, transparent stress tests as needed. We call on banks to retain a greater proportion of current profits to build capital, where needed, to support lending. Securitization sponsors or originators should retain a part of the risk of the underlying assets, thus encouraging them to act prudently. It is important to ensure an adequate balance between macroprudential and microprudential regulation to control risks, and to develop the tools necessary to monitor and assess the buildup of macroprudential risks in the financial system. In addition, we have agreed to improve the regulation, functioning, and transparency of financial and commodity markets to address excessive commodity price volatility.

13. As we encourage the resumption of lending to households and businesses, we must take care not to spur a return of the practices that led to the crisis. The steps we are taking here, when fully implemented, will result in a fundamentally stronger financial system than existed prior to the crisis. If we all act together, financial institutions will have stricter rules for risk-taking, governance that aligns compensation with long-term performance, and greater transparency in their operations. All firms whose failure could pose a risk to financial stability must be subject to consistent, consolidated supervision and regulation with high standards. Our reform is multi-faceted but at its core must be stronger capital standards, complemented by clear incentives to mitigate excessive risk-taking practices. Capital allows banks to withstand those losses that inevitably will come. It, together with more powerful tools for governments to wind down firms

that fail, helps us hold firms accountable for the risks that they take. Building on their Declaration on Further Steps to Strengthen the International Financial System, we call on our Finance Ministers and Central Bank Governors to reach agreement on an international framework of reform in the following critical areas:

- *Building high quality capital and mitigating pro-cyclicality:* We commit to developing by end-2010 internationally agreed rules to improve both the quantity and quality of bank capital and to discourage excessive leverage. These rules will be phased in as financial conditions improve and economic recovery is assured, with the aim of implementation by end-2012. The national implementation of higher level and better quality capital requirements, counter-cyclical capital buffers, higher capital requirements for risky products and off-balance sheet activities, as elements of the Basel II Capital Framework, together with strengthened liquidity risk requirements and forward-looking provisioning, will reduce incentives for banks to take excessive risks and create a financial system better prepared to withstand adverse shocks. We welcome the key measures recently agreed by the oversight body of the Basel Committee to strengthen the supervision and regulation of the banking sector. We support the introduction of a leverage ratio as a supplementary measure to the Basel II risk-based framework with a view to migrating to a Pillar 1 treatment based on appropriate review and calibration. To ensure comparability, the details of the leverage ratio will be harmonized internationally, fully adjusting for differences in accounting. All major G-20 financial centers commit to have adopted the Basel II Capital Framework by 2011.
- *Reforming compensation practices to support financial stability:* Excessive compensation in the financial sector has both reflected and encouraged excessive risk taking. Reforming compensation policies and practices is an essential part of our effort to increase financial stability. We fully endorse the implementation standards of the FSB aimed at aligning compensation with long-term value creation, not excessive risk-taking, including by (i) avoiding multi-year guaranteed bonuses; (ii) requiring a significant portion of variable compensation to be deferred, tied to performance and subject to appropriate clawback and to be vested in the form of stock or stock-like instruments, as long as these create incentives aligned with long-term value creation and the time horizon of risk; (iii) ensuring that compensation for senior executives and other employees having a material impact on the firm's risk exposure align with performance and risk; (iv) making firms' compensation policies and structures transparent through disclosure requirements; (v) limiting variable compensation as a percentage of total net revenues when it is inconsistent with the maintenance of a sound capital base; and (vi) ensuring that compensation committees overseeing compensation policies are able to act independently. Supervisors should have the responsibility to review firms' compensation policies and structures with institutional and systemic risk in mind and, if necessary to offset additional risks, apply corrective measures, such as higher capital requirements, to those firms that fail to implement sound compensation policies and practices. Supervisors should have the ability to modify compensation structures in the case of firms that fail or require extraordinary public intervention. We call on firms to implement these sound compensation practices immediately.

We task the FSB to monitor the implementation of FSB standards and propose additional measures as required by March 2010.

- *Improving over-the-counter derivatives markets:* All standardized OTC derivative contracts should be traded on exchanges or electronic trading platforms, where appropriate, and cleared through central counterparties by end-2012 at the latest. OTC derivative contracts should be reported to trade repositories. Non-centrally cleared contracts should be subject to higher capital requirements. We ask the FSB and its relevant members to assess regularly implementation and whether it is sufficient to improve transparency in the derivatives markets, mitigate systemic risk, and protect against market abuse.
- *Addressing cross-border resolutions and systemically important financial institutions by end-2010:* Systemically important financial firms should develop internationally-consistent firm-specific contingency and resolution plans. Our authorities should establish crisis management groups for the major cross-border firms and a legal framework for crisis intervention as well as improve information sharing in times of stress. We should develop resolution tools and frameworks for the effective resolution of financial groups to help mitigate the disruption of financial institution failures and reduce moral hazard in the future. Our prudential standards for systemically important institutions should be commensurate with the costs of their failure. The FSB should propose by the end of October 2010 possible measures including more intensive supervision and specific additional capital, liquidity, and other prudential requirements.

14. We call on our international accounting bodies to redouble their efforts to achieve a single set of high quality, global accounting standards within the context of their independent standard setting process, and complete their convergence project by June 2011. The International Accounting Standards Board's (IASB) institutional framework should further enhance the involvement of various stakeholders.

15. Our commitment to fight non-cooperative jurisdictions (NCJs) has produced impressive results. We are committed to maintain the momentum in dealing with tax havens, money laundering, proceeds of corruption, terrorist financing, and prudential standards. We welcome the expansion of the Global Forum on Transparency and Exchange of Information, including the participation of developing countries, and welcome the agreement to deliver an effective program of peer review. The main focus of the Forum's work will be to improve tax transparency and exchange of information so that countries can fully enforce their tax laws to protect their tax base. We stand ready to use countermeasures against tax havens from March 2010. We welcome the progress made by the Financial Action Task Force (FATF) in the fight against money laundering and terrorist financing and call upon the FATF to issue a public list of high risk jurisdictions by February 2010. We call on the FSB to report progress to address NCJs with regards to international cooperation and information exchange in November 2009 and to initiate a peer review process by February 2010.

16. We task the IMF to prepare a report for our next meeting with regard to the range of options countries have adopted or are considering as to how the financial sector could make a fair and substantial contribution toward paying for

any burdens associated with government interventions to repair the banking system.

Modernizing our Global Institutions to Reflect Today's Global Economy

17. Modernizing the international financial institutions and global development architecture is essential to our efforts to promote global financial stability, foster sustainable development, and lift the lives of the poorest. We warmly welcome Prime Minister Brown's report on his review of the responsiveness and adaptability of the international financial institutions (IFIs) and ask our Finance Ministers to consider its conclusions.

Reforming the Mandate, Mission and Governance of the IMF

18. Our commitment to increase the funds available to the IMF allowed it to stem the spread of the crisis to emerging markets and developing countries. This commitment and the innovative steps the IMF has taken to create the facilities needed for its resources to be used efficiently and flexibly have reduced global risks. Capital again is flowing to emerging economies.

19. We have delivered on our promise to treble the resources available to the IMF. We are contributing over \$500 billion to a renewed and expanded IMF New Arrangements to Borrow (NAB). The IMF has made Special Drawing Rights (SDR) allocations of \$283 billion in total, more than \$100 billion of which will supplement emerging market and developing countries' existing reserve assets. Resources from the agreed sale of IMF gold, consistent with the IMF's new income model, and funds from internal and other sources will more than double the Fund's medium-term concessional lending capacity.

20. Our collective response to the crisis has highlighted both the benefits of international cooperation and the need for a more legitimate and effective IMF. The Fund must play a critical role in promoting global financial stability and rebalancing growth. We welcome the reform of IMF's lending facilities, including the creation of the innovative Flexible Credit Line. The IMF should continue to strengthen its capacity to help its members cope with financial volatility, reducing the economic disruption from sudden swings in capital flows and the perceived need for excessive reserve accumulation. As recovery takes hold, we will work together to strengthen the Fund's ability to provide even-handed, candid and independent surveillance of the risks facing the global economy and the international financial system. We ask the IMF to support our effort under the Framework for Strong, Sustainable and Balanced Growth through its surveillance of our countries' policy frameworks and their collective implications for financial stability and the level and pattern of global growth.

21. Modernizing the IMF's governance is a core element of our effort to improve the IMF's credibility, legitimacy, and effectiveness. We recognize that the IMF should remain a quota-based organization and that the distribution of quotas should reflect the relative weights of its members in the world economy, which have changed substantially in view of the strong growth in dynamic emerging market and developing countries. To this end, we are committed to a shift in quota share to dynamic emerging market and developing countries of at least five percent from over-represented to under-represented countries using the current IMF quota formula as the basis to work from. We are also committed to protecting the voting share of the poorest in the IMF. On this basis and as part of the IMF's quota review, to be completed by January 2011, we urge an

acceleration of work toward bringing the review to a successful conclusion. As part of that review, we agree that a number of other critical issues will need to be addressed, including: the size of any increase in IMF quotas, which will have a bearing on the ability to facilitate change in quota shares; the size and composition of the Executive Board; ways of enhancing the Board's effectiveness; and the Fund Governors' involvement in the strategic oversight of the IMF. Staff diversity should be enhanced. As part of a comprehensive reform package, we agree that the heads and senior leadership of all international institutions should be appointed through an open, transparent and merit-based process. We must urgently implement the package of IMF quota and voice reforms agreed in April 2008.

Reforming the Mission, Mandate and Governance of Our Development Banks

22. The Multilateral Development Banks (MDBs) responded to our April call to accelerate and expand lending to mitigate the impact of the crisis on the world's poorest with streamlined facilities, new tools and facilities, and a rapid increase in their lending. They are on track to deliver the promised \$100 billion in additional lending. We welcome and encourage the MDBs to continue making full use of their balance sheets. We also welcome additional measures such as the temporary use of callable capital contributions from a select group of donors as was done at the InterAmerican Development Bank (IaDB). Our Finance Ministers should consider how mechanisms such as temporary callable and contingent capital could be used in the future to increase MDB lending at times of crisis. We reaffirm our commitment to ensure that the Multilateral Development Banks and their concessional lending facilities, especially the International Development Agency (IDA) and the African Development Fund, are appropriately funded.

23. Even as we work to mitigate the impact of the crisis, we must strengthen and reform the global development architecture for responding to the world's long-term challenges.

24. We agree that development and reducing global poverty are central to the development banks' core mission. The World Bank and other multilateral development banks are also critical to our ability to act together to address challenges, such as climate change and food security, which are global in nature and require globally coordinated action. The World Bank, working with the regional development banks and other international organizations, should strengthen:

- its focus on food security through enhancements in agricultural productivity and access to technology, and improving access to food, in close cooperation with relevant specialized agencies;
- its focus on human development and security in the poorest and most challenging environments;
- support for private-sector led growth and infrastructure to enhance opportunities for the poorest, social and economic inclusion, and economic growth; and
- contributions to financing the transition to a green economy through investment in sustainable clean energy generation and use, energy

efficiency and climate resilience; this includes responding to countries needs to integrate climate change concerns into their core development strategies, improved domestic policies, and to access new sources of climate finance.

25. To enhance their effectiveness, the World Bank and the regional development banks should strengthen their coordination, when appropriate, with other bilateral and multilateral institutions. They should also strengthen recipient country ownership of strategies and programs and allow adequate policy space.

26. We will help ensure the World Bank and the regional development banks have sufficient resources to fulfill these four challenges and their development mandate, including through a review of their general capital increase needs to be completed by the first half of 2010. Additional resources must be joined to key institutional reforms to ensure effectiveness: greater coordination and a clearer division of labor; an increased commitment to transparency, accountability, and good corporate governance; an increased capacity to innovate and achieve demonstrable results; and greater attention to the needs of the poorest populations.

27. We commit to pursue governance and operational effectiveness reform in conjunction with voting reform to ensure that the World Bank is relevant, effective, and legitimate. We stress the importance of moving towards equitable voting power in the World Bank over time through the adoption of a dynamic formula which primarily reflects countries' evolving economic weight and the World Bank's development mission, and that generates in the next shareholding review a significant increase of at least 3% of voting power for developing and transition countries, in addition to the 1.46% increase under the first phase of this important adjustment, to the benefit of under-represented countries. While recognizing that over-represented countries will make a contribution, it will be important to protect the voting power of the smallest poor countries. We recommit to reaching agreement by the 2010 Spring Meetings.

Energy Security and Climate Change

28. Access to diverse, reliable, affordable and clean energy is critical for sustainable growth. Inefficient markets and excessive volatility negatively affect both producers and consumers. Noting the St. Petersburg Principles on Global Energy Security, which recognize the shared interest of energy producing, consuming and transiting countries in promoting global energy security, we individually and collectively commit to:

- Increase energy market transparency and market stability by publishing complete, accurate, and timely data on oil production, consumption, refining and stock levels, as appropriate, on a regular basis, ideally monthly, beginning by January 2010. We note the Joint Oil Data Initiative as managed by the International Energy Forum (IEF) and welcome their efforts to examine the expansion of their data collection to natural gas. We will improve our domestic capabilities to collect energy data and improve energy demand and supply forecasting and ask the International Energy Agency (IEA) and the Organization of Petroleum Exporting Countries (OPEC) to ramp up their efforts to assist interested countries in developing those capabilities. We will strengthen the producer-consumer dialogue to improve our

understanding of market fundamentals, including supply and demand trends, and price volatility, and note the work of the IEF experts group.

- Improve regulatory oversight of energy markets by implementing the International Organization of Securities Commissions (IOSCO) recommendations on commodity futures markets and calling on relevant regulators to collect data on large concentrations of trader positions on oil in our national commodities futures markets. We ask our relevant regulators to report back at our next meeting on progress towards implementation. We will direct relevant regulators to also collect related data on over-the-counter oil markets and to take steps to combat market manipulation leading to excessive price volatility. We call for further refinement and improvement of commodity market information, including through the publication of more detailed and disaggregated data, coordinated as far as possible internationally. We ask IOSCO to help national governments design and implement these policies, conduct further analysis including with regard with to excessive volatility, make specific recommendations, and to report regularly on our progress.

29. Enhancing our energy efficiency can play an important, positive role in promoting energy security and fighting climate change. Inefficient fossil fuel subsidies encourage wasteful consumption, distort markets, impede investment in clean energy sources and undermine efforts to deal with climate change. The Organization for Economic Cooperation and Development (OECD) and the IEA have found that eliminating fossil fuel subsidies by 2020 would reduce global greenhouse gas emissions in 2050 by ten percent. Many countries are reducing fossil fuel subsidies while preventing adverse impact on the poorest. Building on these efforts and recognizing the challenges of populations suffering from energy poverty, we commit to:

- Rationalize and phase out over the medium term inefficient fossil fuel subsidies that encourage wasteful consumption. As we do that, we recognize the importance of providing those in need with essential energy services, including through the use of targeted cash transfers and other appropriate mechanisms. This reform will not apply to our support for clean energy, renewables, and technologies that dramatically reduce greenhouse gas emissions. We will have our Energy and Finance Ministers, based on their national circumstances, develop implementation strategies and timeframes, and report back to Leaders at the next Summit. We ask the international financial institutions to offer support to countries in this process. We call on all nations to adopt policies that will phase out such subsidies worldwide.

30. We request relevant institutions, such as the IEA, OPEC, OECD, and World Bank, provide an analysis of the scope of energy subsidies and suggestions for the implementation of this initiative and report back at the next summit.

31. Increasing clean and renewable energy supplies, improving energy efficiency, and promoting conservation are critical steps to protect our environment, promote sustainable growth and address the threat of climate change. Accelerated adoption of economically sound clean and renewable energy technology and energy efficiency measures diversifies our energy supplies and strengthens our energy security. We commit to:

- Stimulate investment in clean energy, renewables, and energy efficiency and provide financial and technical support for such projects in developing countries.
- Take steps to facilitate the diffusion or transfer of clean energy technology including by conducting joint research and building capacity. The reduction or elimination of barriers to trade and investment in this area are being discussed and should be pursued on a voluntary basis and in appropriate fora.

32. As leaders of the world's major economies, we are working for a resilient, sustainable, and green recovery. We underscore anew our resolve to take strong action to address the threat of dangerous climate change. We reaffirm the objective, provisions, and principles of the United Nations Framework Convention on Climate Change (UNFCCC), including common but differentiated responsibilities. We note the principles endorsed by Leaders at the Major Economies Forum in L'Aquila, Italy. We will intensify our efforts, in cooperation with other parties, to reach agreement in Copenhagen through the UNFCCC negotiation. An agreement must include mitigation, adaptation, technology, and financing.

33. We welcome the work of the Finance Ministers and direct them to report back at their next meeting with a range of possible options for climate change financing to be provided as a resource to be considered in the UNFCCC negotiations at Copenhagen.

Strengthening Support for the Most Vulnerable

34. Many emerging and developing economies have made great strides in raising living standards as their economies converge toward the productivity levels and living standards of advanced economies. This process was interrupted by the crisis and is still far from complete. The poorest countries have little economic cushion to protect vulnerable populations from calamity, particularly as the financial crisis followed close on the heels of a global spike in food prices. We note with concern the adverse impact of the global crisis on low income countries' (LICs) capacity to protect critical core spending in areas such as health, education, safety nets, and infrastructure. The UN's new Global Impact Vulnerability Alert System will help our efforts to monitor the impact of the crisis on the most vulnerable. We share a collective responsibility to mitigate the social impact of the crisis and to assure that all parts of the globe participate in the recovery.

35. The MDBs play a key role in the fight against poverty. We recognize the need for accelerated and additional concessional financial support to LICs to cushion the impact of the crisis on the poorest, welcome the increase in MDB lending during the crisis and support the MDBs having the resources needed to avoid a disruption of concessional financing to the most vulnerable countries. The IMF also has increased its concessional lending to LICs during the crisis. Resources from the sale of IMF gold, consistent with the new income model, and funds from internal and other sources will double the Fund's medium-term concessional lending capacity.

36. Several countries are considering creating, on a voluntary basis, mechanisms that could allow, consistent with their national circumstances, the mobilization of existing SDR resources to support the IMF's lending to the poorest countries.

Even as we work to mitigate the impact of the crisis, we must strengthen and reform the global development architecture for responding to the world's long-term challenges. We ask our relevant ministers to explore the benefits of a new crisis support facility in IDA to protect LICs from future crises and the enhanced use of financial instruments in protecting the investment plans of middle income countries from interruption in times of crisis, including greater use of guarantees.

37. We reaffirm our historic commitment to meet the Millennium Development Goals and our respective Official Development Assistance (ODA) pledges, including commitments on Aid for Trade, debt relief, and those made at Gleneagles, especially to sub-Saharan Africa, to 2010 and beyond.

38. Even before the crisis, too many still suffered from hunger and poverty and even more people lack access to energy and finance. Recognizing that the crisis has exacerbated this situation, we pledge cooperation to improve access to food, fuel, and finance for the poor.

39. Sustained funding and targeted investments are urgently needed to improve long-term food security. We welcome and support the food security initiative announced in L'Aquila and efforts to further implement the Global Partnership for Agriculture and Food Security and to address excessive price volatility. We call on the World Bank to work with interested donors and organizations to develop a multilateral trust fund to scale-up agricultural assistance to low-income countries. This will help support innovative bilateral and multilateral efforts to improve global nutrition and build sustainable agricultural systems, including programs like those developed through the Comprehensive African Agricultural Development Program (CAADP). It should be designed to ensure country ownership and rapid disbursement of funds, fully respecting the aid effectiveness principles agreed in Accra, and facilitate the participation of private foundations, businesses, and non-governmental organizations (NGOs) in this historic effort. These efforts should complement the UN Comprehensive Framework for Agriculture. We ask the World Bank, the African Development Bank, UN, Food and Agriculture Organization (FAO), International Fund for Agricultural Development (IFAD), World Food Programme (WFP) and other stakeholders to coordinate their efforts, including through country-led mechanisms, in order to complement and reinforce other existing multilateral and bilateral efforts to tackle food insecurity.

40. To increase access to energy, we will promote the deployment of clean, affordable energy resources to the developing world. We commit, on a voluntary basis, to funding programs that achieve this objective, such as the Scaling Up Renewable Energy Program and the Energy for the Poor Initiative, and to increasing and more closely harmonizing our bilateral efforts.

41. We commit to improving access to financial services for the poor. We have agreed to support the safe and sound spread of new modes of financial service delivery capable of reaching the poor and, building on the example of micro finance, will scale up the successful models of small and medium-sized enterprise (SME) financing. Working with the Consultative Group to Assist the Poor (CGAP), the International Finance Corporation (IFC) and other international organizations, we will launch a G-20 Financial Inclusion Experts Group. This group will identify lessons learned on innovative approaches to providing financial services to these groups, promote successful regulatory and policy approaches and elaborate standards on financial access, financial literacy, and consumer protection. We commit to launch a *G-20 SME Finance Challenge*,

a call to the private sector to put forward its best proposals for how public finance can maximize the deployment of private finance on a sustainable and scalable basis.

42. As we increase the flow of capital to developing countries, we also need to prevent its illicit outflow. We will work with the World Bank's Stolen Assets Recovery (StAR) program to secure the return of stolen assets to developing countries, and support other efforts to stem illicit outflows. We ask the FATF to help detect and deter the proceeds of corruption by prioritizing work to strengthen standards on customer due diligence, beneficial ownership and transparency. We note the principles of the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action and will work to increase the transparency of international aid flows by 2010. We call for the adoption and enforcement of laws against transnational bribery, such as the OECD Anti-Bribery Convention, and the ratification by the G-20 of the UN Convention against Corruption (UNCAC) and the adoption during the third Conference of the Parties in Doha of an effective, transparent, and inclusive mechanism for the review of its implementation. We support voluntary participation in the Extractive Industries Transparency Initiative, which calls for regular public disclosure of payments by extractive industries to governments and reconciliation against recorded receipt of those funds by governments.

Putting Quality Jobs at the Heart of the Recovery

43. The prompt, vigorous and sustained response of our countries has saved or created millions of jobs. Based on International Labour Organization (ILO) estimates, our efforts will have created or saved at least 7 – 11 million jobs by the end of this year. Without sustained action, unemployment is likely to continue rising in many of our countries even after economies stabilize, with a disproportionate impact on the most vulnerable segments of our population. As growth returns, every country must act to ensure that employment recovers quickly. We commit to implementing recovery plans that support decent work, help preserve employment, and prioritize job growth. In addition, we will continue to provide income, social protection, and training support for the unemployed and those most at risk of unemployment. We agree that the current challenges do not provide an excuse to disregard or weaken internationally recognized labor standards. To assure that global growth is broadly beneficial, we should implement policies consistent with ILO fundamental principles and rights at work.

44. Our new Framework for Strong, Sustainable, and Balanced Growth requires structural reforms to create more inclusive labor markets, active labor market policies, and quality education and training programs. Each of our countries will need, through its own national policies, to strengthen the ability of our workers to adapt to changing market demands and to benefit from innovation and investments in new technologies, clean energy, environment, health, and infrastructure. It is no longer sufficient to train workers to meet their specific current needs; we should ensure access to training programs that support lifelong skills development and focus on future market needs. Developed countries should support developing countries to build and strengthen their capacities in this area. These steps will help to assure that the gains from new inventions and lifting existing impediments to growth are broadly shared.

45. We pledge to support robust training efforts in our growth strategies and investments. We recognize successful employment and training programs are

often designed together with employers and workers, and we call on the ILO, in partnership with other organizations, to convene its constituents and NGOs to develop a training strategy for our consideration.

46. We agree on the importance of building an employment-oriented framework for future economic growth. In this context, we reaffirm the importance of the London Jobs Conference and Rome Social Summit. We 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.

47. To ensure our continued focus on employment policies, the Chair of the Pittsburgh Summit has asked his Secretary of Labor to invite our Employment and Labor Ministers to meet as a group in early 2010 consulting with labor and business and building on the upcoming OECD Labour and Employment Ministerial meeting on the jobs crisis. We direct our Ministers to assess the evolving employment situation, review reports from the ILO and other organizations on the impact of policies we have adopted, report on whether further measures are desirable, and consider medium-term employment and skills development policies, social protection programs, and best practices to ensure workers are prepared to take advantage of advances in science and technology.

An Open Global Economy

48. Continuing the revival in world trade and investment is essential to restoring global growth. It is imperative we stand together to fight against protectionism. We welcome the swift implementation of the \$250 billion trade finance initiative. We will keep markets open and free and reaffirm the commitments made in Washington and London: to refrain from raising barriers or imposing new barriers to investment or to trade in goods and services, imposing new export restrictions or implementing World Trade Organization (WTO) inconsistent measures to stimulate exports and commit to rectify such measures as they arise. We will minimize any negative impact on trade and investment of our domestic policy actions, including fiscal policy and action to support the financial sector. We will not retreat into financial protectionism, particularly measures that constrain worldwide capital flows, especially to developing countries. We will notify promptly the WTO of any relevant trade measures. We welcome the latest joint report from the WTO, OECD, IMF, and United Nations Conference on Trade and Development (UNCTAD) and ask them to continue to monitor the situation within their respective mandates, reporting publicly on these commitments on a quarterly basis.

49. We remain committed to further trade liberalization. We are determined to seek an ambitious and balanced conclusion to the Doha Development Round in 2010, consistent with its mandate, based on the progress already made, including with regard to modalities. We understand the need for countries to directly engage with each other, within the WTO bearing in mind the centrality of the multilateral process, in order to evaluate and close the remaining gaps. We note that in order to conclude the negotiations in 2010, closing those gaps should proceed as quickly as possible. We ask our ministers to take stock of the situation no later than early 2010, taking into account the results of the work program agreed to in Geneva following the Delhi Ministerial, and seek progress

on Agriculture, Non-Agricultural Market Access, as well as Services, Rules, Trade Facilitation and all other remaining issues. We will remain engaged and review the progress of the negotiations at our next meeting.

The Path from Pittsburgh

50. Today, we designated the G-20 as the premier forum for our international economic cooperation. We have asked our representatives to report back at the next meeting with recommendations on how to maximize the effectiveness of our cooperation. We agreed to have a G-20 Summit in Canada in June 2010, and in Korea in November 2010. We expect to meet annually thereafter, and will meet in France in 2011.

ANNEX: Core Values for Sustainable Economic Activity

1. The economic crisis demonstrates the importance of ushering in a new era of sustainable global economic activity grounded in responsibility. The current crisis has once again confirmed the fundamental recognition that our growth and prosperity are interconnected, and that no region of the globe can wall itself off in a globalized world economy.

2. We, the Leaders of the countries gathered for the Pittsburgh Summit, recognize that concerted action is needed to help our economies get back to stable ground and prosper tomorrow. We commit to taking responsible actions to ensure that every stakeholder – consumers, workers, investors, entrepreneurs – can participate in a balanced, equitable, and inclusive global economy.

3. We share the overarching goal to promote a broader prosperity for our people through balanced growth within and across nations; through coherent economic, social, and environmental strategies; and through robust financial systems and effective international collaboration.

4. We recognize that there are different approaches to economic development and prosperity, and that strategies to achieve these goals may vary according to countries' circumstances.

5. We also agree that certain key principles are fundamental, and in this spirit we commit to respect the following core values:

- We have a responsibility to ensure sound macroeconomic policies that serve long-term economic objectives and help avoid unsustainable global imbalances.
- We have a responsibility to reject protectionism in all its forms, support open markets, foster fair and transparent competition, and promote entrepreneurship and innovation across countries.
- We have a responsibility to ensure, through appropriate rules and incentives, that financial and other markets function based on propriety, integrity and transparency and to encourage businesses to support the efficient allocation of resources for sustainable economic performance.
- We have a responsibility to provide for financial markets that serve the needs of households, businesses and productive investment by strengthening oversight, transparency, and accountability.

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- We have a responsibility to secure our future through sustainable consumption, production and use of resources that conserve our environment and address the challenge of climate change.
 - We have a responsibility to invest in people by providing education, job training, decent work conditions, health care and social safety net support, and to fight poverty, discrimination, and all forms of social exclusion.
 - We have a responsibility to recognize that all economies, rich and poor, are partners in building a sustainable and balanced global economy in which the benefits of economic growth are broadly and equitably shared. We also have a responsibility to achieve the internationally agreed development goals.
 - We have a responsibility to ensure an international economic and financial architecture that reflects changes in the world economy and the new challenges of globalization.

G-20 Framework for Strong, Sustainable, and Balanced Growth

1. Our countries have a shared responsibility to adopt policies to achieve strong, sustainable and balanced growth, to promote a resilient international financial system, and to reap the benefits of an open global economy. To this end, we recognize that our strategies will vary across countries. In our Framework for Strong, Sustainable and Balanced Growth, we will:

- implement responsible fiscal policies, attentive to short-term flexibility considerations and longer-run sustainability requirements.
- strengthen financial supervision to prevent the re-emergence in the financial system of excess credit growth and excess leverage and undertake macro prudential and regulatory policies to help prevent credit and asset price cycles from becoming forces of destabilization.
- promote more balanced current accounts and support open trade and investment to advance global prosperity and growth sustainability, while actively rejecting protectionist measures.
- undertake monetary policies consistent with price stability in the context of market oriented exchange rates that reflect underlying economic fundamentals.
- undertake structural reforms to increase our potential growth rates and, where needed, improve social safety nets.
- promote balanced and sustainable economic development in order to narrow development imbalances and reduce poverty.

2. We recognize that the process to ensure more balanced global growth must be undertaken in an orderly manner. All G-20 members agree to address the respective weaknesses of their economies.

- G-20 members with sustained, significant external deficits pledge to undertake policies to support private savings and undertake fiscal

consolidation while maintaining open markets and strengthening export sectors.

- G-20 members with sustained, significant external surpluses pledge to strengthen domestic sources of growth. According to national circumstances this could include increasing investment, reducing financial markets distortions, boosting productivity in service sectors, improving social safety nets, and lifting constraints on demand growth.

3. Each G-20 member bears primary responsibility for the sound management of its economy. The G-20 members also have a responsibility to the community of nations to assure the overall health of the global economy. Regular consultations, strengthened cooperation on macroeconomic policies, the exchange of experiences on structural policies, and ongoing assessment can strengthen our cooperation and promote the adoption of sound policies. As part of our process of mutual assessment:

- G-20 members will agree on shared policy objectives. These objectives should be updated as conditions evolve.
- G-20 members will set out their medium-term policy frameworks and will work together to assess the collective implications of our national policy frameworks for the level and pattern of global growth, and to identify potential risks to financial stability.
- G-20 leaders will consider, based on the results of the mutual assessment, and agree any actions to meet our common objectives.

4. We call on our Finance Ministers to develop our process of mutual assessment to evaluate the collective implications of national policies for the world economy. To accomplish this, our Finance Ministers should, with the assistance of the IMF:

- Develop a forward looking assessment of G-20 economic developments to help analyze whether patterns of demand and supply, credit, debt and reserves growth are supportive of strong, sustainable and balanced growth.
- Assess the implications and consistency of fiscal and monetary policies, credit growth and asset markets, foreign exchange developments, commodity and energy prices, and current account imbalances.
- Report regularly to both the G-20 and the IMFC on global economic developments, key risks, and concerns with respect to patterns of growth and suggested G-20 policy adjustments, individually and collectively.

5. OECD Final Communiqué – Tackling the jobs crisis: the labour market and social policy response. Paris, 29 September 2009.

We, the OECD Employment and Labour Ministers, together with our counterparts from Chile, Estonia, Israel, Russian Federation, Slovenia and Brazil met in Paris on 28-29 September 2009, under the co-chairmanship of Mrs. Janice Charette, Deputy Minister of Human Resources and Skills Development of Canada and Mr. Maurizio Sacconi, Minister of Labour, Health and Social Policies of Italy. The Vice Chair was Mr. Sven-Otto Littorin, Minister for Employment of Sweden. The meeting was preceded by a Policy Forum on “How can labour market and social policies best help workers weather the storm of the crisis?” Representatives from the Business and Industry Advisory Committee (BIAC) and of the Trade Union Advisory Committee (TUAC) participated in the Policy Forum that preceded our meeting and also held consultations with Ministers.

2. We noted that the Pittsburgh G-20 Summit asked the U.S. Secretary of Labor to invite the G-20 Employment and Labour Ministers to meet in early 2010. The Summit also urged Ministers to build on the results of this OECD meeting. It also recognised the outcomes of the G-8/G-14 Social Summit in Rome; the G-20 London Summit; the International Labour Conference’s “Recovering from the Crisis: A Global Jobs Pact”; and the ongoing OECD and ILO reviews of the impact of policies designed to address the jobs crisis.

Key Conclusions of the meeting

Noting that significant action has already been taken at international and national levels to counteract the impacts of the downturn, Ministers welcomed the initial signs of economic recovery. However, they also underlined that they will have to deal with the consequences of high and persistent unemployment for some time after the recovery is well underway. They agreed that, in light of the severity of the recession, comprehensive and innovative employment and social policies are essential to tackle the jobs crisis and promote a return to sound economic growth and called on the OECD to assess the implications for its Reassessed Jobs Strategy.

While policy packages in response to the economic downturn will continue to vary by country, depending inter alia on their economic and labour market conditions and policies, Ministers agreed that some common principles prevail:

Further progress is needed to **restore sound credit market conditions**, while also supporting aggregate demand to avoid a deeper and more prolonged recession;

Unemployed workers and their families should have **access to adequate and effective safety-nets to minimise the risk of poverty** and promote their continued attachment to the labour market;

Measures to support labour demand can reduce unnecessary layoffs, provided they are timely, well targeted to viable firms and vulnerable workers, and will be unwound once the recovery sets in;

A cut in labour supply should not be the end result of policies to deal with the jobs crisis. With an ageing population, it is vital to maintain an effective labour supply and, in particular, **promote the participation of older workers and those with disabilities** who want to work;

Effective re-employment services can make a real difference in tackling the jobs crisis. Ministers noted that:

In the past, activation strategies that required benefit recipients to participate in job search, training or employment programmes have been successful in helping them find jobs. Now these strategies may have to be adapted to the needs of the crisis;

One key element in an adapted activation strategy is to **scale up resources for effective active labour market programmes**, especially for those at high risk of long-term joblessness;

The crisis may be a catalyst for a change in the structure of our economies. In particular, the jobs potential stemming from shifts towards a low-carbon economy could be significant: the OECD should analyse, in the context of the OECD Green Growth Strategy, the implications for employment and training policies;

As the recovery sets in, efforts should be made to **enhance skills and promote lifelong learning systems** and other measures that facilitate labour mobility, the creation of more and better jobs and reduce income inequality and poverty.

The recession has made the transition from school to work even more difficult for young job seekers. Ministers suggested that:

Interventions are needed to **help youth get a firm foothold in the labour market**, while enhancing their skills to promote their career prospects. Job search assistance and guidance for young jobseekers, as well as targeted training and apprenticeship programmes, are proven options to help youth;

Appropriate education and training policies, including actions to prevent early-school leaving, are essential to ensure a smooth transition from school to work for youth.

Continued international cooperation and policy dialogue, including all levels of government, employers, unions and civil society, will be key to creating the lasting foundations for a knowledge-based and sustainable process of economic growth that generates good jobs. Following the lead given by the Pittsburgh G20 Summit, Ministers agreed that:

Close co-operation between the OECD and the ILO, giving high priority to monitoring the jobs crisis and providing policy recommendations to create more and better jobs throughout the world, is essential.

3. We are facing a major jobs crisis with serious social consequences. The unemployment rate has already reached record high levels in the OECD area, and the latest OECD projections suggest that it could even approach 10% by the end of 2010, equivalent to an increase in total unemployment of about 25 million compared with pre crisis levels.

4. Restoring global growth is vital for tackling the jobs crisis. The many emergency measures that our governments have introduced over the past year to regain more normal financial market conditions and boost demand are yielding positive outcomes. Based on OECD estimates, up to 5.5 million jobs will be created or saved in the OECD countries by 2010 and more than double that globally, according to the ILO. Recovery plans should serve people and we reaffirm our commitment to tackle the human and social dimension of the crisis through comprehensive and effective labour market and social policies.

Providing adequate resources for labour market and social policies

5. We recognised that social protection systems have played an important role as automatic stabilisers to cushion the impact of the economic downturn. Moreover, within the stimulus packages, most of our countries have devoted significant additional resources to labour market and social programmes. But unemployment has risen very quickly and we are facing difficult choices on how best to respond to the many demands for increased assistance. We agreed to continue to focus our efforts to help, in particular, those who are most vulnerable to the long-lasting effects of the crisis. We are also convinced of the importance of designing short term interventions that are consistent with the longer term objective of promoting more and better jobs.

6. We recognise that a significant time is likely to elapse before the recovery makes major inroads into reducing high and persistent unemployment. Therefore, it will be important that sufficient resources remain available for cost-effective labour market and social policies. We acknowledge, however, that the necessary measures to address the crisis will add a substantial public debt load in many of our countries. It will be important to ensure that, once the employment recovery is underway, public finances get back on a sustainable path.

Ensuring appropriate safety-nets for the unemployed and low income families

7. To a varying extent in our countries, unemployment benefits have automatically stepped in to sustain the incomes of many job losers thereby helping to support consumption levels and promoting labour mobility. Efforts have also been made in a number of countries to extend the coverage and, in some cases, the maximum duration of benefits to provide a more effective safety net. We agreed to keep this situation under continuous review and to help ensure that social assistance benefits are serving as an adequate income support for those that need it.

Providing effective re-employment services to avoid the scars of long-term joblessness

8. Active labour market programmes can make a real difference in promoting a quick reintegration of job losers into employment and prevent the risk of them sliding into long term unemployment and inactivity. Such policies can be delivered through efficient Public Employment Services or via private providers of re-employment services, operating under public contracts. In either case, it is vital to ensure that the delivery agencies are well-resourced to assist the increasing client load effectively.

9. Unemployment benefits should be combined with strong job search incentives and, where necessary, effective publicly-provided or financed re

employment services – the so-called activation strategy. This strategy has paid off in terms of better labour market outcomes. We agreed that now is not the time to relax this strategy, but it is important to adjust the mix of services provided to the unemployed to enhance their chances to regain employment quickly. In particular, we agreed on the importance of preserving and, if needed, expanding core elements of “activation” regimes, such as job-search assistance. We also recognised the need to devote special attention to the hard to place job seekers and those living in hard hit areas of our countries. Providing training opportunities, as well as greater use of targeted hiring and work experience subsidies and public job creation opportunities, are all options that can help these hard to place job seekers keep a foothold in the labour market.

Containing the increase in youth unemployment

10. We are very concerned about the rapid rise in youth unemployment in most of our countries and have committed extra resources to help them. The key priority should be to ensure that both new entrants and youth who already encountered difficulties in getting a job remain connected to the labour market. We are conscious that failure in the transition from school to work and in the early years in the labour market can leave long-lasting “scars”. We agreed to provide opportunities for job search assistance and guidance for youth experiencing difficulties in the labour market, and will continue to target well designed active labour market programmes to the most disadvantaged of them. We also discussed options to promote apprenticeship for unskilled youth and support apprentices made redundant to complete their training. In addition, we agreed to make further efforts with our Education colleagues to ensure that the education system provides our youth with sufficient opportunities to earn a recognised and valued professional qualification and that school drop outs receive a second chance at a qualification.

Further investment in human capital to tackle the crisis and prepare for the recovery

11. People are the key resource of our countries and their skills will be critical in setting the basis for a strong and sustainable growth in the long run. We are committed to put in place measures to foster skill development and training to ensure workers are well equipped with the appropriate skills for future jobs. We noted, in particular, the potential for new employment opportunities emerging from shifts towards a knowledge based and low carbon economy and the expansion of the health and social care sectors to meet the needs of an ageing population, and recognise the importance of investing in the new skills associated with green technologies and social services.

Supporting labour demand through well targeted and temporary measures

12. Recognising the high social costs of widespread layoffs due to the crisis, many of our countries have taken measures to sustain labour demand, including short-time working and hiring subsidies, public sector job creation and temporary cuts in social security contributions. We agreed that to minimise any negative side effects, it is important to target, to the extent possible, these measures to viable firms and to the most needy workers and unwind them progressively as the economy picks up and labour demand conditions improve.

Maintaining an effective labour supply and facilitating adjustments when the recovery sets in

13. In light of population ageing and the pressure it will place on fiscal and welfare systems in most OECD countries in the years to come, reducing the labour supply is not an option to tackle the current jobs crisis. Instead, we are committed to maintain efforts to promote the participation of older workers and those with disabilities who can and want to work.

14. We remain committed to facilitating labour mobility and a quick re-integration of job seekers into employment, which will help promote a stronger and more sustainable economy. In this context, we will pay increasing attention to tackling the root causes of growing inequality in the labour market. The OECD Reassessed Jobs Strategy should be evaluated in light of the severity of the current jobs crisis and the lessons learned from our efforts to address it (see Annex).

Social dialogue

15. The experience of the past decades confirms that, in a number of our countries, a constructive dialogue between the government and the social partners has been a key factor in promoting major labour market reforms and secure good labour market outcomes. Building on such experience, and depending on national practice, we agreed on the importance of promoting a continued social dialogue to identify the most suitable policy packages and ensure that key stakeholders are, to the extent possible, involved in its implementation.

International cooperation for a global response to the crisis

16. We believe it is especially important to work together to resist protectionism in all its forms since this would worsen the crisis and damage job creation.

17. The sharing of country experiences and reflecting on their lessons for policy can lead to a deepened understanding of the policy challenges created by a global recession. This Ministerial meeting has given us a timely opportunity after the G-20 Summit in Pittsburgh to share views on our policy responses to tackling the ongoing jobs crisis and on how to address remaining challenges. We look forward to further OECD work on labour market and social policy, to provide new insights on how to promote a fairer, more inclusive and stronger economy.

18. We remain committed to promoting dialogue and cooperation with governments of emerging and developing countries to address together the employment and social challenges arising from the current crisis at the global level. We also offer to share our experience with these countries as they seek to promote the creation of more good and productive jobs. The OECD, working in concert with other relevant international organisations, especially the ILO, can play an important role in organising and informing this effort.

ANNEX – FURTHER OECD WORK ON EMPLOYMENT

19. We invite the OECD Employment, Labour and Social Affairs Committee to carry out further work in the following areas, subject to sufficient resources being available:

Monitoring labour market developments and the policy responses during the crisis and in the recovery phase. In the context of the mandate by the G20 Summit in Pittsburgh, the Secretariat is invited to continue its in-depth review of

labour market developments and assess the effectiveness of the policy responses in the different areas. This assessment will also provide useful insights into the continuous process of monitoring and review of the Jobs Strategy.

Furthering the analysis of how policy can help striking a better balance between the required adaptability of the labour market and job quality issues. Further work by the Secretariat should assess policies that, while promoting an efficient allocation of labour towards more productive and rewarding uses, also address key concerns associated with workers' well-being, including rising earnings inequality and segmentation of the workforce between jobs with different working conditions and career prospects.

Examining changing skill needs and the implications for policies. The current economic downturn and technological changes are accelerating structural changes in the OECD economies, and this requires an in depth assessment of skills and competencies of the workforce and how policies can foster a better matching between them and the rapidly evolving demand for labour. We look forward to the contribution that the OECD Programme for the International Assessment of Adult Competencies (PIAAC) will make to expand our knowledge base on adult skills in this area of work.

Reviewing progress on policies to promote the participation of older workers in the labour market. It is timely to take stock of countries' progress in implementing reforms to encourage older workers to keep a foothold in the labour market, while also assessing how further reforms could stimulate labour demand for older workers and enhance their employability.

Assessing the jobs potential of a shift towards a low carbon economy. Significant efforts are ongoing in many countries to improve efficiency in the use of energy and materials, and for the development of new green industries and businesses. It is important to analyse their jobs potential as well as the key labour market and training policy challenges to promote the reallocation of labour towards greener activities and upgrade workers' skills. This would make a significant contribution to the Green Growth Strategy mandated by the 2009 OECD Council at Ministerial Level.

Reviewing labour market developments and policy challenges in key emerging economies. In the context of the ongoing cooperation between the OECD and the Enhanced Engagement countries – Brazil, China, India, Indonesia and South Africa – it would be important to deepen the analysis of how labour market and social policies can sustain economic growth in emerging economies but also provide adequate support to workers and poor households, also drawing from the policy experience of the OECD countries.

20. Some of this work would benefit from close collaboration between the OECD and the ILO as well as, within the OECD, between ELSAC and other bodies of the OECD, including the Economics Department, the Directorate for Education, the Environment Directorate and the Development Centre.

21. We look forward to reviewing progress on this work in five years time.

6. African Union Declaration on the Implementation of the Global Jobs Pact in Africa. Addis Ababa, 29 September 2009.

WE, Ministers responsible for Labour, Employment and Social Affairs, and Social Partners meeting at the 7th Ordinary Session of the African Union Labour and Social Affairs Commission in Addis Ababa, Ethiopia from 28 September to 2 October 2006;

RECALL the commitment by our heads of state and government at the Extraordinary Summit on Employment and Poverty Alleviation, held in Ouagadougou, Burkina Faso in September 2004 to place employment and decent work at the centre of economic and social policies in the fight against poverty and unemployment as reflected in the outcomes of, namely a) the Declaration on Employment and Poverty Alleviation in Africa, b) Plan of Action for the Promotion of Employment and Poverty Alleviation, and (c) Follow-up Mechanism for Implementation, Monitoring and Evaluation;

CONCERNED about the current global financial and economic crisis which threatens to reverse the economic and social gains;

FURTHER CONCERNED about the effects of the global financial and economic crisis on enterprises, working people, communities, and families;

NOTE that Africa was already facing a number of crises - namely high food and fuel prices; levels of poverty especially among the youth, women and rural populations; unemployment and social exclusion in Africa; inadequate access to education and training; climate change; proneness to diseases mainly HIV/AIDS, tuberculosis, malaria and other related infectious diseases; protracted conflicts in some countries; and the risk of not attaining the Millennium Development Goals (MDGs);

ACKNOWLEDGE the progress made in the implementation of the Ouagadougou Plan of Action as noted in the Report of the Chairperson of the African Union Commission on Employment and Poverty Alleviation (2004-2009);

ALSO NOTE that the crisis could jeopardize the implementation of the Ouagadougou Plan of Action as well as other national development programmes already in place;

WELCOME the theme of the 7th session of the African Union Labour and Social Affairs Commission on "The Impact of the Global Crisis on Employment and Labour Market in Africa", which theme has given us the opportunity to adequately address the implications of the crisis on our people, as well as discuss strategies towards Africa's recovery;

APPLAUDE the adoption by the 98th session of the International Labour Conference (Geneva, June 2009) of the Global Jobs Pact, following strong support voiced during the ILO Global Jobs Summit by heads of state and government, vice-presidents and ministers of labour, worker and employer representatives and other leaders;

ALSO APPLAUDE the participation of the following African leaders in the Global Jobs Summit at the invitation of the ILO Director General, Mr. Juan

Somavia: His Excellency Mr. Armando Guebuza, President of the Republic of Mozambique; His Excellency Mr. Faure Essozimna Gnassingbé, President of the Republic of Togo; His Excellency Mr. Tertius Zongo, Prime Minister of Burkina Faso; Mr. Yves Sahinguvu, Vice-president of Burundi; Mr. Stephen Kalonzo Musyoka, Vice-president of Kenya; Mr. Goodluck Ebele Jonathan, Vice-president of Nigeria; and Mr. Kgalema Motlanthe, Deputy President of South Africa;

WELCOME the UN Economic and Social Council resolution of July 21, 2009 on "Recovering from the Crisis: A Global Jobs Pact", particularly in encouraging Member States "to promote and make full use of the Global Jobs Pact as a general framework within which each country can formulate a policy package specific to its situation and priorities, through a portfolio of appropriate policy options";

ALSO WELCOME the role assigned to the ILO at the G20 Summit in Pittsburgh (September 2009), and particularly the acknowledgement of the importance of building an employment-oriented framework for future economic growth as recommended by the Pittsburgh Summit;

ALSO WELCOME WITH SATISFACTION the decision by the ILO to hold the First African Decent Work Symposium at the level of Heads of State and Government, Ministers of Finance, Ministers of Labour/Employment, as well as representatives of employers and workers in Africa, African regional institutions and bilateral and multilateral development partners, and under the theme: "Recovering from the crisis: The implementation of the Global Jobs Pact in Africa" in Ouagadougou in December 1-2, 2009, at the invitation of H.E. Mr. Blaise Compaoré, President of Faso, and in cooperation with the African Union Commission;

FURTHER WELCOME the holding of the 2nd African Social Partners' Forum in Ouagadougou on November 30, 2009 under the theme "Mobilizing Social Dialogue for the Implementation of the Global Jobs Pact in Africa";

REAFFIRM our commitment to the implementation of the Global Jobs Pact in Africa so as to guide national, regional and international policies aimed at stimulating economic recovery, building sustainable enterprises, generating productive and decent jobs and providing protection to working people and their families;

REQUEST the ILO in collaboration with relevant international, regional, sub regional and national institutions (including the African Union, African Development Bank, UN Economic Commission for Africa, Regional Economic Communities, international financing institutions, development banks, etc.) to provide support and expertise we may require in implementing the Global Jobs Pact; and

COMMIT to align our national development frameworks, including the Decent Work Country Programmes, to the Global Jobs Pact.

Addis Ababa, 29 September 2009.

7. Organization of American States. Inter-American Council for Integral Development. Declaration of Buenos Aires: Facing the Crisis with Development, Decent Work and Social Protection. Buenos Aires, 8 October 2009.

(Adopted at the Closing Session held on October 8, 2009 and pending revision by the style committee)

WE, THE MINISTERS PARTICIPATING IN THE XVI INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML) OF THE ORGANIZATION OF AMERICAN STATES (OAS), met in Buenos Aires, Argentina on October 6 to 8, 2009, conscious of the effects of the international economic crisis and especially concerned about its impact on employment levels and job quality, and recognizing that the State in its role as guardian, among other roles, has a proactive part to play in promoting employment and protecting the rights of workers, propose to move forward with a variety of innovative solutions that place decent work and social protection as fundamental pillars of development.

In the present context of the global economic downturn, we reaffirm our commitment to integral development and the principles of international cooperation and solidarity reflected in the Charter of the OAS. We confirm the full force and effect of the Inter-American Democratic Charter of the OAS, adopted in Lima, Peru in September 2001, and reaffirm that democracy and social and economic development are interdependent and mutually reinforcing; and further, that the promotion and strengthening of democracy requires the full and effective exercise of workers' rights.

We reaffirm our obligations as members of the International Labour Organization (ILO) and our commitments to promote, respect and realize the principles in respect of the fundamental rights contained in the ILO Declaration. In this framework, we look to the ILO Declaration on Social Justice for a Fair Globalization adopted in 2008, and to the resolution concerning the promotion of sustainable enterprises adopted at the 96th Session of the International Labor Conference for guidance.

We adopt the resolution "Recovery from the crises: A Global Jobs Pact" that came out of the 98th Session of the International Labor Conference designed to guide national and international policies aimed at stimulating economic recovery, generating jobs and providing protection to working people and their families.

We recall the labor mandates of the Fourth Summit of the Americas and the Fifth Summit of the Americas, in whose declarations the Heads of State and Government of the Americas reaffirmed the central role of decent work in order to fight poverty and strengthen democratic governance. Further, we reaffirm our commitment to the promotion of human prosperity and will implement the specific mandate of our Heads of State and Government in the Declaration of Commitment of Port of Spain 2009 to endorse at the Sixteenth IACML a work programme that advances the objectives of the promotion of decent work.

We express our concern that the present international economic crisis is affecting millions of workers in our region. The impact of the current framework, requires

the countries of the Americas to take complementary actions at the national and regional level, allowing for our differences and disparities, but committed to our common goals and persistent in our policies in order to maintain activity levels and to continue promoting improvements in the living standards of our peoples.

We recognize the positive contribution of trade among our nations to the promotion of growth, employment, and development. We will therefore continue to insist on an open, transparent and rules-based multilateral trading system. We further recognize the need for all our peoples to benefit from the increased opportunities and welfare gains that the multilateral trading system generates. We commit ourselves to continue analyzing, within the limits of our competencies, the labor dimension, the cooperation mechanisms contained therein, and the effects on employment of the regional and subregional integration processes, as well as of bilateral and multilateral free trade agreements.

Convinced of the need to involve society as a whole in policy shaping, we recognize that dialogue among governments and the social actors is an indispensable mechanism for generating the consensus which would enable the social, political and economic sustainability of strategies for facing the crisis and provide a broader basis of legitimacy for public policies designed to meet the fundamental needs of our peoples.

We are convinced that promotion of employment levels and protection of job quality, in addition to being a prerequisite for sustainable democratic systems, are an indispensable objective in tackling the impact of the crisis on the living standards of our peoples.

Therefore, we, the Ministers of Labor of the Hemisphere, conscious of the need for the State through its public policies to play a proactive role, and to foster the accomplishment of the aforementioned objectives, adopt the following recommendations to guide the development of active labor policies in our respective countries and to serve as a frame of reference for regional exchange and cooperation measures.

COORDINATION OF POLICIES AND PROGRAMS FOR PROMOTING EMPLOYMENT AND PROTECTING WORKERS' RIGHTS: A GUIDING FRAMEWORK IN FACING THE CRISIS

We highlight the recovery and stimulus measures that have been implemented by our countries and others around the world in response to the greatest economic crisis in modern times. We are firm in our belief that the success of our actions will be measured by the men and women engaged in dignified, decent and productive work.

We reaffirm our conviction of the need to continue to create innovative responses and policies to confront the economic crisis which, on one hand, should be based on an integrated approach that includes the economic, labor, social and ecological dimensions, and, on the other, should combine medium and long-term strategies and emergency measures for promoting employment and protecting workers' rights.

We declare our resolve to continue promoting employment and decent work as central issues of debates and decisions of the multilateral system, in order to tackle the crisis through coordinated actions and to set the foundations for a new

development strategy in the context of democracy and renewed global cooperation.

We will renew efforts to contribute to employment creation and preservation in collaboration with social and productive actors, other ministries and government agencies, within a framework of economic and environmental sustainability that combines management of natural resources and technological innovation in harmony with the objectives of decent work. In the same way, and embracing the postulates of the United Nations Environment Programme (UNEP), we will promote quality employment in jobs created in the framework of an environmentally sustainable development in view of its potential to generate income, create decent work, and reduce poverty.

Within the framework of the crisis, we will promote synergies between public and private investment in infrastructure, in order for project planning and execution to be oriented towards those projects that contain a high employment coefficient and that, at the same time, promote decent work and enhance job skills.

Based on the foregoing, at the national level and at local levels, we believe collaboration and exchange with other ministries and organizations in the economic, educational, and social sectors to be essential in developing measures to stimulate effective demand, help to maintain the purchasing power of workers' wages, sustain and fuel the growth of businesses, and contribute to an improvement in employment levels, inter alia, through macroeconomic stimulus packages, as appropriate.

THE ROLE OF MINISTRIES OF LABOR IN ADDRESSING THE CRISIS

In this time of economic crisis and, given its impact on employment, acknowledging the important role of our ministries in this context, we will strengthen labor administration capacity as a central element of all measures aimed at ensuring protection for workers, social security coverage, active employment policies, and social dialogue. The Ministries of Labor, as appropriate, can play a positive role contributing to the development of harmonious labor relations, healthy and safe work environments and negotiated salaries. Their contributions are key for economic recovery and prosperity with sustainable enterprises.

We reaffirm our commitment to ensure the effective enforcement of our national labor laws and ensure effective observance of fundamental principles and rights at work. We recognize that international labor standards will support economic recovery, and therefore, that their promotion is especially important at this time.

We will intensify our efforts to bring a significant reduction in levels of unregistered work, implementing or strengthening labor inspection and other mechanisms to enforce national labor laws in the workplace.

Recognizing the heterogeneity of the informal economy in the countries of the hemisphere, we will encourage the adoption of measures to bring about its gradual formalization. This will help to improve working conditions and productivity, and will promote the Decent Work Agenda.

We will foster skills development, upgrading, and retraining for workers through technical, technological and professional training programs - coordinated with education and production needs, in order to improve their employability, with particular attention to those who will enter the labor market for the first time, those who are out of work, those in danger of losing their jobs, and the most vulnerable groups. We will encourage the development of competencies that enable appropriate harnessing of the potential of new information and communication technologies (ICTs) for enterprises and workers.

We will improve labor competencies and certification of skills, and seek the necessary resources for Public Employment Services, as entities responsible for promoting active policies of labor insertion, training and mobility, so that jobseekers receive adequate services. Furthermore, we will strive to ensure the quality and availability of their services, in particular for individuals and groups most vulnerable to the crisis.

We recognize the need to strengthen or implement active and passive policy instruments, in accordance with national circumstances, such as well-targeted emergency employment programs, in order to cushion the increase in unemployment, provide incomes to workers who have been laid off or are at risk of losing their jobs, and build competencies that improve the employability of workers.

We will promote active policies to preserve employment in those companies whose situation could affect economic activity and employment levels according to the situation of each country. We will work, in collaboration with the social partners, to find options to minimize job losses or otherwise mitigate the employment effect of the economic crisis within the framework of respect for workers rights and ongoing social dialogue.

We recognize the contribution of sustainable enterprises, including micro, small and medium size enterprises and other production units, to poverty reduction, wealth creation and employment generation. In current times, in some countries, there are enterprises that face a decrease in demand that, coupled with less access to credit, threatens their sustainability and could consequently lead to a decrease in jobs. Therefore, we will contribute to the creation of an enabling environment for the establishment and growth of enterprises.

We will redouble our efforts to promote equal treatment and equal opportunities in the world of work, so that the economic crisis does not become a pretext for increased discrimination in the labor market. We will augment our efforts, paying particular attention to vulnerable groups to provide assistance and opportunities to young people at risk, persons with disabilities, senior citizens, low-paid and less qualified workers, persons employed in the informal economy, and migrant workers, among others.

We will promote policies to provide full access to employment opportunities and technical, technological and professional training, as appropriate, for the population, in particular vulnerable groups, so that they can overcome poverty and social exclusion, where it exists, in the framework of policies to combat all forms of discrimination at work.

We will deepen our efforts to eradicate forced and obligatory labor in all modalities, including bondage and semi-slavery, through integrated actions by the government and the society.

We will work towards a continuing reduction in the gender gap, promoting a reduction of the disparities that exist between men and women in the world of work. Notwithstanding the progress made in the last decades, there are challenges that become more relevant with the current economic crisis. We commit ourselves to reinforce the mainstreaming of the gender perspective in employment policies, and promote it in recovery programs. We will strive, in the area of our competences, to ensure that all workplaces are free from violence and different forms of harassment. We will contribute to equity initiatives in the workplace that lead to a better balance between family and workplace responsibilities.

We will give priority to reducing unemployment and precarious jobs for young people in the hemisphere and will redouble efforts for their inclusion in vocational training, apprenticeship, educational re-entry programs and models for school to work transition, in order to increase their access to decent and productive work.

We commit to protecting children from economic exploitation and from any tasks that may interfere with their education and integral development, according to the principle of the effective abolition of child labor, which is contained in the ILO Declaration on Fundamental Principles and Rights at Work (1998), in accordance with the commitment by our Heads of State and Government at the Fourth Summit of the Americas. In addition, we will contribute to the adoption of coordinated national strategies to prevent and eradicate the worst forms of child labor by 2020 at the latest, in accordance with the Declaration of Commitment of the Fifth Summit of the Americas and the Plan of Action of the Fourth Summit of the Americas.

We underscore the need for national occupational health and safety policies and programs which promote prevention and control of occupational hazards, that reaffirm the commitment of states and of employers and workers in promoting effective measures in this area, adopting an interagency approach.

We will collaborate with Ministries of health to help reduce the effects of phenomena such as pandemics or health crises which can impact on the health of the population and on the economy of countries and employment, by appropriate legislation and regulation and by the promotion of the design and implementation of preparedness plans in companies and workplaces, with a view to limiting the effects on workers' health and productive activity as much as possible.

We commit to making the maximum use of mechanisms, as appropriate, that allow to maintain stable industrial relations environment and prioritize negotiations between employers and workers, in order to prevent and solve disputes through negotiation, mediation and arbitration services, thereby playing an important role in helping the economy to recuperate in the current crisis.

We reaffirm the importance of fully protecting the human rights of migrants, regardless of their immigration status, and observance of the labor laws applicable to them, including the principles and labor rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work.

In the context of the global economic crisis, we recognize that migrant workers and their families are particularly vulnerable. We also acknowledge that families that depend on migrant remittances will face additional challenges. We will also

step up efforts, in the area of our competencies, to combat migrant trafficking and trafficking in persons in the world of work.

We will promote the improvement of national, sectoral, and regional labor market information systems and statistics, giving priority at this stage to implementation of observatories for sectors and production units potentially affected in their activity and employment levels.

We agree that the economic crisis allows us to refine our labor and employment policies and programs to improve the lives of working men and women and provide for more equitable economic growth. In this context, we undertake to make the necessary efforts at the national level and with international technical and financial cooperation agencies, in order to provide our Ministries of Labor with qualified human resources and sufficient budgetary and technical means to tackle the immediate and longer-term challenges resulting from the present environment in an effective manner.

Conscious of the benefits that accrue from the exchange of good practices and active horizontal cooperation in the inter-American framework, we agree to strengthen the Inter-American Network for Labor Administration (RIAL) and other horizontal cooperation mechanisms at the regional and subregional and bilateral levels, in order to promote quality employment, workforce development, and effective enforcement of labor laws in our countries.

ENCOURAGING SOCIAL DIALOGUE AND COLLECTIVE BARGAINING

We will encourage broad and inclusive social dialogue at the national level, by sectors, and at the enterprise level, since we acknowledge it as an efficient mechanism for maintaining employment levels, preserving skills and sharing the costs of the crisis, as well as the benefits of the subsequent economic and social recovery, in a fair manner.

We will strengthen our efforts in order to promote the institutionalization of the different social dialogue practices in use in our countries, in order to strengthen our response to the current challenges, in which it is necessary to build consensus and reduce disagreement.

We stress the need to promote freedom of association and broaden collective bargaining in order to adopt agreements between parties by which to confront the effects of the crisis with the least possible costs, recognizing sectoral and productive heterogeneities.

We recognize that the rights of workers' and employers' organizations can only be exercised in a climate free from violence, pressure, or threats of any kind against the leaders and members of these organizations. We commit to ensure that this principle be fully respected.

We undertake to support the development of employers' and workers' organizations, helping to increase their capacities in defence of their interests in the crisis and to consolidate a robust social dialogue.

STRENGTHENING SOCIAL PROTECTION IN THE CRISIS

We recognize the importance of social protection systems in addressing the needs of the most vulnerable segments of our societies, particularly in the current economic crisis environment. We will continue to explore models of social protection to address economic and social hardships, in balance with the need to promote labor market engagement and employability.

We reiterate our conviction, expressed in previous IACML, regarding the need to strengthen and expand the coverage of social security systems, ensuring, within our areas of competence, its efficiency and transparency with effective policies that take into account the principles of universality and solidarity, provide for financial sustainability and accountability, and promote justice, equity and social inclusion, without requiring a particular management model.

In an effort to ensure comprehensive coverage and fair distribution of benefits, we will seek to organize the social protection system in such a way as to combine, where appropriate, contributory and non-contributory systems in a coordinated manner.

We underscore the importance of unemployment protection mechanisms (inter alia, unemployment insurance or support), especially in the present environment. Such mechanisms should be part of a comprehensive strategy that operates in tandem with active employment policies.

We will design or strengthen, depending on country circumstances, non-contributory social protection mechanisms, within the areas of our competencies, which would make it possible to manage a basic social benefits program with transfers to vulnerable and crisis-affected households. Our goal will be to protect jobless workers in countries without unemployment insurance or workers in the informal economy against the risk of lapsing into extreme poverty.

WE RESOLVE TO:

Implement a Plan of Action based on this Declaration and on the work of the XV IACML and the Fifth Summit of the Americas, and to dedicate the necessary resources to this end.

Establish two Working Groups as follows:

Working Group I: "Decent Work to Face the Global Economic Crisis with Social Justice for a Fair Globalization"

Working Group II: "Strengthening of the Ministries of Labor to Promote Decent Work"

Encourage the countries of the Hemisphere to intensify cooperation and to share knowledge, experiences and achievements in the area of employment, labor and social protection, and to exchange best practices in promoting decent work for all, in the framework of the Inter-American Network for Labor Administration (RIAL).

Express appreciation to the different international organizations for their invaluable collaboration, in particular the members of the Joint Summits Working Group: OAS, ILO, PAHO, etc., which have played a central role in the

promotion of decent work and we urge the promotion of all regional dialogue fora with these institutions.

We commend the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labour Matters (CEATAL), in their capacity as constructive interlocutors and advisory bodies, for their innumerable contributions to the Inter-American Conference of Ministers of Labor.

Organize the XVII Inter-American Conference of Ministers of Labor of the OAS in El Salvador in 2011.

8. Arab Employment Forum: A Jobs Pact for Recovery and Growth. Arab Agenda for Employment. Beirut, 21 October 2009.

I. Introduction

1. We the delegates of governments, employers' and workers' organizations from Arab countries participated in the Arab Employment Forum organized by the Arab Labour Organization (ALO) and the International Labour Organization (ILO) in Beirut, Lebanon from 19 to 21 October 2009. The objective of the Forum was to launch an agenda for action based on the ILO Global Jobs Pact adopted in June 2009 by the International Labour Conference, and the resolutions of the Arab Economic, Development and Social Summit, January 2009 and on the lessons drawn from the global financial and economic crisis on employment and labour markets in the region. We wish to thank the Government of Lebanon for hosting the Forum, for its hospitality and efficient provision of facilities, which contributed to the success of the Forum.

2. We thank the Director-General of the ALO and the Director-General of the ILO for convening the Forum at such a pivotal time. While we reiterate the relevance of the Global Jobs Pact for the region as a comprehensive portfolio of tried and tested policy measures addressing the social and employment impact of the global financial and economic crisis, we recognize that tripartite dialogue is the most effective instrument to deal with the crisis. We welcome the commitment and action of the ALO and the ILO to support national and regional efforts to minimize the effects of the global crisis on people and to restore growth and jobs while building a more balanced, stable and prosperous future for the region.

3. We recall our commitments as stated in the conclusions of the ILO's 14th Asian Regional Meeting (Busan, Korea 2006) launching the Asian Decent Work Decade up to 2015 and of the ILO's 11th African Regional Meeting (Addis Ababa, 2007) launching the African Decent Work Decade up to 2015, as well as our commitments emanating from the Doha Declaration that was issued by the first Arab Forum for Development and Employment (Doha, 2008), and the Arab Decade for Employment (2010 – 2020). We also recall the commitments of the Arab leaders made at the Arab Economic, Development and Social Summit (Kuwait, 2009) on employment and unemployment.

4. We representatives of governments, employers' and workers' organizations examined a series of studies and thematic papers prepared by the ALO and ILO and discussed decent work strategies for recovery from the crisis as well as advancing an agenda for sustainable and equitable growth and considered that the hasty financial markets liberalization policies and the lack of control and correction mechanisms contributed to the expansion of monopoly and speculation as well as the expansion of financial activity at the expense of the real economy, which led to the aggravation of social disparities within and among states including the increase in the number of poor people and the expansion of the informal economy. We also recognize the diversity of the Arab region and the need for specific approaches for national priorities that converge with a regional strategy to bolster social cohesion and maximize the positive effect of stimulus measures and other crisis-response initiatives that target enterprises, jobs and incomes.

5. We stress the need for integrated and coordinated policy responses to reverse the downward spiral in economic activity. We recognize the inability of the adopted development patterns to go beyond the chronic structural problems and to achieve the objectives of balanced and sustainable development and good governance, hence the need for a new development paradigm that places decent work as a central objective of development strategies, and reorients policies to serve the needs of the real economy. This Agenda for Action addresses the response to mitigate the immediate impact of the crisis on labour markets. This agenda is also based on the belief that crises create opportunities. In this regard, the Agenda supports the rethinking of development strategies. We therefore highlight the importance of regional cooperation and integration for a sustainable and fair recovery that would generate decent work opportunities throughout the region towards the realisation of economic, social and environmental sustainability.

II. Impact of the crisis on employment and labour markets in Arab countries

6. The global financial and economic crisis has affected countries in the region to varying degrees and through different transmission channels. The impact on employment and labour markets is multi-faceted and has exacerbated pre-existing levels of unemployment, underemployment, low productivity and limited access to decent work opportunities and low social protection. It should be noted that the policies to confront the crisis require the expansion of national dialogue and the involvement of different social partners in the design, implementation and monitoring of these policies.

7. While we recognize that there may be a considerable time lag between the resumption of economic growth and the recovery in employment, this Agenda for Action supports concerted national and regional efforts to minimize this lag. The Forum thus constitutes a significant step in the development of actions for placing the creation of decent work as an explicit and central objective of economic and social policies. These should be introduced not only to counter the effects of the crisis but also to put the Arab economies on a sustainable social and economic development path at national and Arab levels.

8. Restoring growth, increasing its employment content and strengthening internal demand and making them less volatile in the future are essential for the successful pursuit of the Decent Work Agenda. As we work towards better functioning labour markets, special emphasis must be given to promote gender equality and integration of youth in labour markets.

III. Main issues and priorities for national and Arab policies

The participants in the forum discussed a number of topics in parallel sessions and here below are the recommendations:

A. Decent employment, sustainable growth and recovery

9. The session examined the impact of the economic and financial crisis that has compounded the pre-existing structural challenges to employment promotion in the Arab region. It recognized the multi-dimensional nature of the policy measures and the need for a comprehensive approach based on tripartite dialogue. Several country experiences were presented.

Priorities for action:

- i) Establish economic policies and investment plans that take into consideration the urgent need to reduce unemployment and increase job opportunities particularly for new entrants to labour markets as well as reiterating the necessity of orienting recovery programmes towards domains that support increased labour-intensive and sustainable growth strategies;
- ii) Develop strategies, plans and policies at national and sectoral levels to explicitly target promotion of employment;
- iii) Reiterate the responsibility of the state and public policy to create an enabling and stable macroeconomic environment that explicitly favours investment and job creation;
- iv) Enhance diagnosis of the informal economy and its characteristics in the Arab region and promote tripartite dialogue on measures and good practices to transit to formality;
- v) Provide support services for active labour market programs and to small and medium enterprises on the basis of linking incentives to productivity and working conditions;
- vi) Develop education and training systems and promote the capacity of the Arab economic texture to integrate capacities and skills according to the changing needs of labour markets;
- vii) Develop the investment environment of the private sector and eliminate all the obstacles facing it to create more and better jobs;
- viii) Support and promote the management capacity of the public sector to help in creating more and better jobs;
- ix) Strengthen the capacity of labour ministries to promote and monitor the integration of employment issues in national economic policies and development frameworks;
- x) Emphasis on improving the quality, availability and transparency of labour market statistics;
- xi) Promote tripartite dialogue in developing, implementing and monitoring national employment strategies;
- xii) Create a regional observatory of labour markets in the Arab region to assess the impact of economic policies in terms of employment.

B. Improving management of labour migration, employment and development

10. The summary of this session will be forwarded to the technical follow up committee.

C. Building adequate social protection systems and protecting people

11. This Forum focused on ways to extend social protection coverage in the region particularly with respect to pensions, unemployment protection, maternity protection and the establishment of a basic social protection floor. Participants recognized the central importance of social security systems particularly in times of crisis.

Priorities for action:

- i) Extend social protection coverage in Arab states and establish a basic social protection floor as a right guaranteed by the State that includes the adoption and support of an unemployment benefit system;
- ii) Ratify the relevant international and Arab labour standards;
- iii) Ensure equitable and sustainable financing of social security;
- iv) Strengthen the governance and administration of social security with participation of the social partners;
- v) Raise awareness about the importance of social security with a view to encourage wider participation and promote commitment.

D. Strengthening international labour standards and workers rights

12. The Forum examined the role of international and Arab labour standards and the rights of workers in the context of the current crisis. The participants highlighted the key importance of the ILO Declaration on Fundamental Principles and Rights at Work. The same fundamental principles and rights at work are reaffirmed by the Global Jobs Pact as critical for human dignity and for recovery and development. The forum highlighted the following priorities:

Priorities for action:

- i) Reaffirm the importance of promoting freedom of association and the right to organise by development of a conducive legal environment for representative employers' and workers' organizations according to ILO conventions 87 and 98 and the Arab convention number 8;
- ii) Develop mechanisms for collective bargaining in Arab states and improve the mechanisms in place through promoting the capacity of the employers' and workers' organizations working in this domain;
- iii) Raise awareness and draft national action plans to prevent practices that are in conflict with international and Arab labour standards and that might lead to forced labour and human trafficking;
- iv) Promote policies and programmes of non-discrimination in employment and occupation, including gender-based discrimination;
- v) Combat child labour, in particular the immediate abolition of the worst forms of child labour;
- vi) Promote the ratification and implementation of international and Arab labour standards;

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- vii) Organize activities to promote the Declaration on Fundamental Principles and Rights at Work including capacity building for the tripartite constituents in the Arab countries;
 - viii) Mainstream the Declaration on Fundamental Principles and Rights at Work in the activities implemented by ALO and ILO for the member states in the region;
 - ix) Develop labour inspection systems and enhance their ability to monitor compliance with these standards.

E. Social dialogue and tripartism for crisis analysis and response

13. The participants agreed on the importance of social dialogue as a means and effective tool to confront the global economic crisis, focusing on the conditions and mechanisms for dialogue and the need to institutionalize it. There was consensus that one of the prerequisites for successful social dialogue is the existence of independent, democratic and transparent employers' and workers' organizations. It was also noted that social dialogue is a means not only during times of crises and conflict, but also during times of prosperity and economic and social stability in any country. A number of social dialogue experiences and success stories were discussed, emphasizing those experiences that successfully promoted increased productivity, stability and sustainable development. The participants also supported a document signed by representatives of Arab employers and workers in the region, which calls for the establishment of a bipartite committee at the regional level that should meet regularly each year, to discuss trends and challenges in the Arab region. To this end, they officially called on both the ALO and ILO to extend technical and financial support to this committee with the request to Governments to join it and make it a tripartite entity.

Priorities for action:

- i) Promote a culture of social dialogue at the national and regional levels;
- ii) Encourage the establishment of social and economic councils in some Arab countries and encourage their proliferation in the rest of the region, in addition to calling for a revitalization of the Arab Economic and Social Council as the regional tripartite framework for social partners on issues related to development and economic and social rights;
- iii) Encourage Governments to ratify and implement ALO and ILO agreements and treaties related to social dialogue;
- iv) Request governments to support and join the bipartite committee that employers' and workers' representatives have agreed on during this Forum;
- v) Request the ALO and ILO to mobilize resources and provide technical support to the above-mentioned Committee;
- vi) Confirm that effective social dialogue is linked to all public freedoms especially to freedom of expression;

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- vii) Create incentives and channels to encourage, institutionalise and vitalise social dialogue mechanisms in close cooperation with the social partners.

F. Promotion of sustainable enterprises for job creation and retention

14. The Forum affirms its commitment to monitor policies and strategies to generate decent and productive jobs through the promotion of micro, small and medium-sized enterprises in the Arab region. The discussion addressed the challenges impeding SME development in the Arab countries, while outlining specific policy responses required to face the crisis and entry points for reform.

Priorities for action:

- i) Confirm the relevance of the ILO Declaration of 2007 on sustainable enterprises, particularly taking into account their diversity and the protection of existing jobs in them, especially at times of crisis while strengthening social protection for workers in these enterprises. The Global Jobs Pact that was adopted by the ILO in its last conference in 2009 was emphasized during the discussion;
- ii) Concentrate on the development of the micro, small and medium enterprises sector in the framework of national economic plans and adopt a comprehensive promotion of all productive sectors, especially industrial ones;
- iii) Foster a conducive business environment to facilitate enterprise start-up and the expansion of already existing sustainable micro, small and medium enterprises and cooperatives in the formal economy. This requires a transparent framework and a modern vision of the role of enterprises and their responsibilities towards shareholders, employees, and societal environment;
- iv) Promote the development of an entrepreneurship culture with particular attention on entrepreneurial traits and skills to empower youth, women and other sectors of society to choose self-employment as a career option;
- v) Adopt responsible and sustainable enterprise level practices to improve the quality of jobs, achieve decent work (training and re-training of workers, occupational safety and health, social dialogue, remuneration and benefits, corporate social responsibility and international labour standards) and promote the concept of corporate social responsibility based on ALO and ILO principles;
- vi) Support sustainable SME and cooperative development programs applying environmentally friendly measures and provide social security for workers;
- vii) Build institutional capacity for the provision of needs-based affordable financial and business development services that respond to the needs of entrepreneurs;
- viii) Promote coordination and cooperation between stakeholders among governments, employers' and workers' organizations;

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- ix) In response to the global economic and financial crisis, governments are requested to cooperate with the private sector in the design and implementation of programmes that protect sources of job creation through:
 - a. Provision of appropriate financial schemes;
 - b. Support and development of local markets and internal demand;
 - c. Training and re-training of workers;
 - d. Promote an economic environment that can absorb new labour entrants and supports sustainable enterprises.

IV. Regional initiatives and partnerships

15. Building upon regional cooperation frameworks, we recognize the need to institutionalise mechanisms in order to:

- i) Establish initiatives on the basis of partnership between Arab countries on a regional or sub-regional level which will help in achieving economic integration so as to enhance the potential of job creation and the reduction of unemployment;
- ii) Emphasize that these initiatives will be based on respect for the fundamental social rights and aim to adhere to the principles of both the ALO and ILO and fundamental labour standards;
- iii) To ensure the effectiveness of these partnerships and the successful achievement of their objectives, issues related to human rights, equality and the equitable distribution of wealth must be placed at the top of the partnership agenda;
- iv) Invite other regional and international organizations, including the League of Arab States, the UN Economic and Social Commissions for Western Asia and Africa (ESCWA and ECA), ASEAN, the Union for the Mediterranean, the African Development Bank and the Islamic Development Bank, the UN system, Bretton Woods Institutions and other specialised agencies of the United Nations, to support the implementation of this Agenda for Action.
- v) ILO and ALO support for the Agenda for Action

16. The Forum recognizes and welcomes the complementary collaboration between the ALO and the ILO towards realizing the goal of Decent Work in the region in line with the ILO Declaration on Social Justice for a Fair Globalization (2008), the Doha Declaration (2008) and the resolutions of the Arab Economic Summit in Kuwait (2009) as well as the Arab Decade for Employment.

17. In support of the above priorities, the Forum calls upon the ALO and ILO to continue to work with governments and the social partners in implementing this Agenda for Action and for including follow-up initiatives in Decent Work Country Programmes, within the available means. We also recognize the need for mobilizing additional resources and encourage joint advocacy in support of this Arab Action Agenda for Employment.

18. In order to implement this agenda, the ALO and ILO should intensify collaborative efforts through:

- i) Monitoring statistical information and evidence-based policy analysis on the employment, labour and social impact of the crisis in the Arab region;
- ii) Undertaking measures to respond to the crisis and share knowledge and good practices;
- iii) Adopt targeted activities aiming to promote the standards relevant to Arab and international labour conventions in the face of the crisis;
- iv) Promoting the principle of social dialogue and monitoring its outcomes, reporting regularly on progress and the participation of constituents in using and developing social dialogue mechanisms in response to the crisis;
- v) Calling upon the Ministries of Interior and Labour in the Arab countries to ease and facilitate the movement of the Arab labour force within the different Arab labour markets in fulfilment of the decisions of the Kuwait Economic Summit, inline with the preservation of workers' rights ;
- vi) Based on the content of the Arab Decade for Employment and the Global Jobs Pact and considering the specificity of labour conditions and the labour market in Palestine due to the continued occupation, the Forum calls for the extension of all forms of assistance and support to enhance the efficiency of the Palestinian labour market and strengthen its operational capabilities and the success of a national employment strategy to face the scourges of poverty, unemployment and labour market challenges in light of the implications of the current crisis.

V. Mechanisms for follow up

19. The Forum recommends the formation of a technical tripartite committee with the support of ALO and ILO that meets periodically with a view to translating the decisions of the Forum on the ground through the development, monitoring and evaluation of operational programs for this Arab Action Agenda for Employment.

9. Joint Declaration - Third Ibero-American Social Partners' Meeting. Lisbon, 25 November 2009.

Los representantes de las Organizaciones Sindicales y Empresariales Iberoamericanas reunidas en Lisboa, Portugal, agradecen a la SEGIB, así como a las organizaciones que la apoyaron la OIT, la OISS y la AECID, por la organización del III Encuentro Iberoamericano de Interlocutores Sociales que se llevó adelante los días 24 y 25 de noviembre de 2009.

Dichos representantes destacan la relevancia del “Pacto Mundial para el Empleo”, formulado en el marco de la Conferencia Internacional de la OIT de junio de 2009, resultante de un amplio diálogo social a nivel global, como hoja de ruta válida para superar la actual crisis económica mundial.

Finalmente, solicitan a la SEGIB y al resto de las organizaciones involucradas continuar con estos Encuentros para consolidar el diálogo social en Iberoamérica.

10. Second African Social Partners' Forum on Mobilizing Social Dialogue for the implementation of the Global Jobs Pact in Africa. Declaration on Acting Together for the ILO Global Jobs Pact. Ouagadougou, 30 November 2009.

1. We, representatives of employers' and workers' organizations, who are members of the Pan-African Employers' Confederation (PEC), the African Regional Organization of the International Trade Union Confederation (ITUC-Africa) and the Organization of African Trade Union Unity (OATUU), met in Ouagadougou, Burkina Faso, November 30, 2009, for the 2nd Social Partners' Forum. The Forum was also attended by representatives of civil society, regional and international institutions.

2. We deliberated with a view to attain collective ownership of the Global Jobs Pact and identified ways and means to ensure its effective implementation in our respective countries taking into account our specific national priorities.

3. The focus of our deliberations were on (i) the impact of the financial and economic crisis on the economies, businesses and employment in Africa, (ii) the use of the Global Jobs Pact (GJP) adopted by the tripartite constituents of the ILO as a strategic response to the crisis and (iii) the state of social dialogue in Africa and how it can be utilised in the implementation of policy options outlined in the GJP.

Effects of economic and financial crisis in Africa

4. We acknowledge that the crisis comes at the worst moment for Africa. It exacerbates the food, energy and climate crises that are the source of insecurity and increased poverty. The economic growth forecasts of the African continent have been revised downward to 2.8% in 2009, less than half of the 5.7% estimated for 2008. Due to loss of income, drop in foreign exchange receipts, sluggish economic activity and a reduction of social programs, the social and economic environment has witnessed a reduction in its ability to create and maintain sustainable enterprises and decent and productive work. It will also aggravate the dysfunction of labor markets and will lead in the long-term to greater unemployment and increase underemployment. In short, the crisis is likely to undermine the economic progress achieved by the continent in recent years.

5. We recognise that the current crisis has brought to light the weaknesses in the political, economic and social governance of the continent, as well as the negative effects arising from the delay to initiate the necessary structural reforms. We also recognise the need to move from a situation marked primarily by speeches to real constructive discussions and action.

6. In this context, we welcome the adoption at the June 2009 session of the International Labour Conference of the Global Jobs Pact as a crisis exit strategy designed by governments, workers' and employers' organizations across the world. The GJP provides an opportunity for employers' and workers' organizations to revisit their governance systems and procedures in order to

respond effectively to the needs and expectations of their members both in times of crisis and non-crisis.

7. In this regard, our contributions and suggestions are based on the following three convictions. First, the importance of the human dimension of development, which involves promoting a strong, balanced and sustainable public policy to facilitate equitable distribution of income in society. Second, the call in the Global Jobs Pact for a market economy that is more equitable, more efficient and better regulated. Finally, the fact, highlighted by the crisis, that economic and social issues are interrelated and that there cannot be any social progress in an economy that relies solely on the satisfaction of shareholders, as indeed there is no social progress without sustainable enterprises operating effectively and efficiently thereby in a position to create wealth and decent jobs.

Implementation of the Global Jobs Pact at the National Level

8. We call for a national implementation of the Global Jobs Pact. To do this, it is important to focus on the following five prerequisites:

- a. the need for a recovery which is employment intensive and based on decent work,
- b. strengthening local development and regional integration for sustainable enterprises;
- c. promoting a development approach based on rights at work through social dialogue;
- d. a clear vision of the Pact, not as a tool for dealing with emergencies, but as an instrument to initiate a process of sustainable and equitable development;
- e. and the need to move from words to concrete action in order to address threats and challenges posed by the financial and economic crisis in Africa.

9. In this context, we call for the implementation of the following ten priorities:

- a. Support the process of regional economic integration,
- b. Support the development and strengthening of micro, small and medium enterprises to accelerate the recovery in employment,
- c. Promote an environment conducive to business development,
- d. Put special emphasis on youth employment,
- e. Redirect Decent Work Country Programs (DWCP) to provide targeted assistance to social partners,
- f. Work closely with agencies of the United Nations system to promote policy coherence and to mobilize resources for the recovery,

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- g. Invest more in agriculture to promote rural development and rural employment and make Africa self-sufficient and a net exporter of food,
 - h. Support the establishment and improvement of social protection systems effective and targeted as part of strategies to end the crisis,
 - i. Ensure that the principles and rights at work and international labour standards, particularly ILO Conventions 87 and 98 on freedom of association and effective recognition of collective bargaining, are respected,
 - j. Promote tripartism and social dialogue.

10. Despite its undisputed relevance the successful implementation of the Pact cannot be realised without consultations and common commitment. That is why we must ensure a better quality of social dialogue between governments and social partners. It is observed that the current practice of dialogue in many of our countries is weak and does not, both in substance and in method, measure up to the requirements for the implementation of the Pact.

11. Therefore, our common goal is to contribute to a renewed, strengthened and diversified form of social dialogue that is based on of perennial and functional social dialogue structures, and the agreement on the agenda and timetable. We are striving for a social dialogue which makes the contracting of recommendations the rule rather than the exception. We are promoting a social dialogue regime which is free from government interference in the choice of participating social partners and which in any event, organisations are independent and representative. We are advocating for a social dialogue that takes into account the increasing interdependence of economic and social issues, takes cognisance of: globalization, regional integration, economic growth, the fight against poverty (Millennium Development Goals, PRSP, etc.), the competitiveness of enterprises, new forms of labour relations, freedom of association and collective bargaining, restructuring and reorganization of enterprises, layoffs, flexible contractual relationships and working hours, conditions for preservation of jobs, productivity and profit distribution, the mobility of firms and employees, etc.

12. The issues we target are broad and complex. Therefore we are convinced of the need to build strong partnerships between nation States, and international and regional institutions which are actively seeking solutions to the crisis. In this regard, we renew our commitment to develop an active and fruitful cooperation with the African Union Commission, the African Development Bank and other development partners such as the Economic Commission for Africa, the European Union, the World Bank, the International Monetary Fund and agencies of the UN system. To accomplish this, the assistance of the International Labour Organization is called upon.

13. We call upon our governments to give greater priority to the creation of national Pact committees to monitor the impact of the crisis and the implementation of the recommendations of the Pact, while ensuring that the social partners' are included in their composition.

14. We consider it imperative that organizations of workers and employers in Africa, launch, as a matter of priority, substantive reforms in governance and

redeployment of their activities to enable them to increase their expertise and representativeness.

15. We recall with satisfaction the consultations held in 2008 and 2009 by workers' and employers' organizations, both at regional, sub regional and national levels with the support from the International Labour Office and we strongly encourage them to continue their efforts in promoting the ILO Declaration of 1998 on Fundamental Principles and Rights at Work, the ILO Resolution of 2007 on Sustainable Enterprises and the ILO Declaration of 2008 on Social Justice for a Fair Globalization.

16. We commend the International Trade Union Confederation (ITUC) and the International Organization of Employers (IOE) for their participation and contribution to our work and their commitment to strengthening African social partners.

17. We thank the International Labour Office (ILO) for the quality and level of its technical and financial contribution to the success of the 2nd Social Partners' Forum (SPF) and we rely on its support for institutionalization of the SPF.

18. The Office of Social Partners, consisting of a representative of the Regional Organization of International Trade Union Confederation - Africa, a representative of the Organization of African Trade Union Unity and two representatives of the Pan-African Employers' Confederation, is responsible for the follow up of the recommendations of the Forum. To this end, the Office will meet twice every year for the purpose of monitoring and evaluating the implementation of the recommendations. The Secretariat of the Office of Social Partners will be provided by the Bureau for Workers' activities and the Bureau for Employers' activities of the ILO.

19. We express our profound gratitude to the people of Burkina Faso, the Head of State and his Government for their warm hospitality and their support for the successful completion of our work.

20. Finally, we congratulate the social partners in Burkina Faso represented by the National Council of Employers of Burkina Faso and the trade union confederations of Burkina Faso for their hospitality and for the excellent organization of the Second Social Partners Forum.

Done in Ouagadougou, November 30, 2009

The African Social Partners

11. United Nations Ministerial Conference Social Impact of the Economic Crisis in Eastern Europe, Central Asia and Turkey. Almaty Ministerial Declaration. Almaty, 8 December 2009.

We, the Ministers and Heads of Delegations responsible for employment, labour market and social policies, as well as for agriculture development and food security of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Russian Federation, Tajikistan, Turkey and Ukraine.

Meeting at the Regional Conference on Social Impacts of the Economic Crisis in Eastern Europe, Central Asia and Turkey, hosted by the Government of the Republic of Kazakhstan and the United Nations system,

Having considered the varying depth and severity of impact of the global economic and financial crisis on the economies, labour markets and well-being of the populations of our countries, and in particular its continuing impact on women and men and vulnerable groups,

Having presented and exchanged views on national anti-crisis measures adopted in the fields of employment, social protection and food security as well as policies to stimulate economic and labour market recovery and long-term sustainable development, and taking stock of the first results achieved and lessons learned in response to the crisis so far,

Recognising that the social impact of the crisis will continue significantly after economic indicators begin to register recovery and that for responses to be effective there is a need for strongly coordinated strategies that include not only macro-economic and financial policies but also measures to address employment, social protection and food security,

Aware of the strong interrelationship between independent economies in the region, and hence the need for close collaboration in the region, to facilitate a strong and effective economic and labour market recovery,

Having considered the conclusions of the Eighth European Regional Meeting of the ILO, "Working out of crisis: Strategies for Decent Work in Europe and Central Asia", adopted by national tripartite delegations from Europe and Central Asia in Lisbon in February 2009, and the Resolution on recovery from the crisis: 'A Global Jobs Pact', adopted by all the ILO member countries during the Summit held in Geneva in June 2009 on the Global Jobs Crisis and endorsed by the United Nations Economic and Social Council in July 2009,

Referring to the Declaration from the World Summit on Food Security held in Rome in November 2009,

Taking note of the conference background papers "Promoting decent employment in Eastern Europe, Central Asia and Turkey", "Preventing and reducing poverty in times of crisis – the role of non-contributory cash transfers" and "Impacts of the global economic and financial crisis on food security in Eastern Europe, Central Asia and Turkey",

Have adopted the following Declaration:

The economic crisis has had significant negative effects on employment, social protection and food security, in particular for vulnerable groups of the population in the region of Eastern Europe, Central Asia and Turkey. Even as economic indicators begin to recover, the social impact of the crisis continues and its lagged effects may threaten the livelihoods of large numbers of households and working women and men.

The crisis has interacted with and in some cases exacerbated structural imbalances and institutional weaknesses in national economies of our countries, highlighting the need for strengthened employment strategies; social protection systems that are able to respond quickly and effectively to existing and new vulnerabilities; and measures to address remaining food security issues affecting parts of the region.

Short-term anti-crisis measures therefore have to be carefully combined with policies addressing longer-term development goals both to achieve an early recovery and move towards a path of sustainable development that will benefit all categories of the population, including the most vulnerable.

Policies need to be formulated in social dialogue between the Government and the employers' and workers' organizations with the aim to promote inclusive job-rich growth, place employment goals in the core of economic policies and maximize the generation of productive employment performed under decent working conditions, with full respect to fundamental rights at work.

A number of timely employment retention and income support measures have mitigated the effects of the crisis. As we move towards economic and labour market recovery, we need to build a macroeconomic framework conducive to high levels of investment, sustainable enterprises and productive employment, also supported by sustained improvements in education and skills of the labour force and strong labour market institutions and policies. The Global Jobs Pact, relevant for all our countries, can usefully guide us in these actions.

A set of minimum social protection measures, which include but are not limited to adequate unemployment benefits, social assistance and child benefits, is needed in each country to protect the most vulnerable from the effects of economic downturn and to assist them to take advantage of recovery. Specific attention is needed to assess the net effect of taxes and benefits on families so that social transfers are effective in supporting families at different stages of the life cycle.

Measures to strengthen the productivity enhancing and income stabilizing functions of social protection, as well as cross-sectoral, integrated approaches that combine labour market policies with contributory and non-contributory benefits are needed to respond to new and existing vulnerability of families, to create a stronger ability to deal with future shocks and directly contribute to balanced and sustainable economic growth once the economic and labour market recovery is achieved.

Agricultural development needs to be boosted through increased investment in production and post-harvest technology, improved market functioning for integration into global commodity markets, mitigation of risks for farmers and establishment of sustainable management practices that positively contribute to the adaptation to and mitigation of climate change impacts and ecological balance. The key contributing factor to achieve food 3 security is making food

accessible to the most vulnerable while simultaneously helping producers, especially smallholders, to raise their output and increase incomes.

Monitoring and assessment of the social impact of the crisis is critical. Systems that will allow governments to have early warning of increased vulnerability and track the evolution of crisis in real time are needed, including those proposed along the lines of the UN Global Impact and Vulnerability Alert System and supported by other innovative initiatives. These can contribute to establishing an evidence base for effective policy responses in each of the three areas tackled by this conference.

We, the Ministers and Heads of Delegations responsible for employment, labour market and social policies, as well as for agriculture development and food security commit ourselves to building employment, social protection and food security policies that will ensure that every working woman and man has the opportunity to participate in the economy and contribute to an economic and labour market recovery with equity.

We also commit ourselves to continue the sharing of strategies that have been found to be successful, and maintain the dialogue across region that is needed to ensure a strong and effective economic and labour market recovery of the entire region, and to do this in close collaboration with the UN system, including the ILO, FAO, UNICEF and UNDP, as well as with the international and regional financial institutions and other international and regional partners.

12. Declaration of Labour Ministers from Argentina, Brazil, Chile and Mexico on Growth with Employment. Santiago de Chile, 13 January 2010.



OFICINA INTERNACIONAL DEL TRABAJO

Declaración de los Ministros del Trabajo de Argentina, Brasil, Chile y México sobre Crecimiento de Empleo

Los Ministros de Trabajo de Argentina, Brasil, Chile y México, reunidos en Santiago de Chile a convocatoria del Director General de la OIT, Juan Somavia, en el marco del Encuentro sobre Crecimiento y Empleo, conscientes de que la discusión sobre la relación entre política económica y empleo adquiere un nuevo protagonismo en la coyuntura actual, manifiestan que resulta necesario continuar los esfuerzos en favor de la recuperación del crecimiento del empleo.

Fruto del intercambio de ideas y experiencias, los Ministros coincidieron en la necesidad de seguir fomentando políticas públicas y otras medidas articuladas que propicien la recuperación económica con creación de empleo y trabajo decente, teniendo en cuenta las lecciones de la crisis a mediano y largo plazo.

Dado lo anterior, los Ministros destacaron la importancia de mantener el compromiso con la agenda de trabajo decente y considerar el empleo como un indicador del éxito de las políticas públicas en un modelo de crecimiento económico y desarrollo inclusivo.

Asimismo, las autoridades reafirmaron el rol del Estado tutelar, proactivo, de promoción del empleo y de protección del trabajo y de fomento de un clima propicio para la creación de empresas sustentables.

Los Ministros, coincidieron, también, en la necesidad de avanzar hacia una mayor equidad en la distribución del ingreso a fin de compartir de manera justa los beneficios de la recuperación económica y social, así como en la importancia de incrementar la productividad del conjunto de los factores y los ingresos de los trabajadores, a través de una mayor capacitación en un marco de diálogo social y negociación colectiva.

A su vez, los Ministros insistieron en la necesidad de alcanzar un piso básico de protección social como garantía de una mejor participación en el mercado laboral y elemento dinamizador del consumo interno. Junto con ello, destacaron el papel central de los servicios públicos de empleo para superar la crisis y coincidieron en la necesidad de fortalecer su institucionalidad.

...///

Por otra parte, las autoridades, destacaron la Declaración de los Líderes del G20, Cumbre Pittsburgh, respecto a colocar el empleo de calidad en el centro de la recuperación y reafirmaron su compromiso con el Pacto Mundial para el Empleo.

Los Ministros ratifican su compromiso de reforzar sus mecanismos de coordinación en la región ante los diversos foros e instancias multilaterales.

Ante los lamentables sucesos acaecidos en la hermana República de Haití, los Ministros expresaron su solidaridad con el gobierno y el pueblo haitiano y refrendaron su voluntad de cooperación para ayudar a superar estos difíciles momentos.



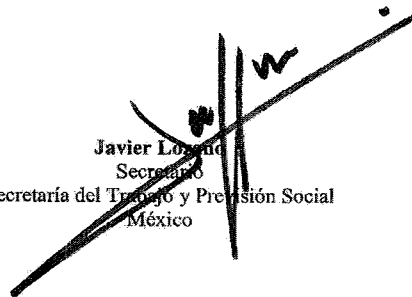
Marta Novick
Subsecretaria de Programación Técnica y
Estudios Laborales
Ministerio del Trabajo y Seguridad Social
Argentina



Carlos Lupi
Ministro
Ministerio de Trabajo y Empleo
Brasil



Claudia Serrano
Ministra
Ministerio del Trabajo y Previsión Social
Chile



Javier Lozano
Secretario
Secretaría del Trabajo y Previsión Social
México

Santiago, 13 de enero de 2010

13. International Business Leaders' Declaration on International Trade and Economic Recovery. Davos, 28 January 2010.

The world is starting to recover from a global economic crisis, which has seriously affected trust in our common capacity to deliver growth, prosperity and jobs. The crisis has been damaging for employment and production worldwide, and its effects are likely to be with us for the foreseeable future. Trade flows have declined. The reduction in international trade in 2009 has been the worst since World War II. There is a re-emergence of protectionism.

We need to focus on a jobs-led recovery. Increasing trade flows will be crucial. We must reinforce the role of international trade as an engine for growth and development. The benefits will be even greater when coordinated with coherent employment and social policies.

Business leaders urge the heads of governments to follow through on commitments made in recent high level declarations, including at the G20 Summit in Pittsburgh, where leaders pledged to:

- Bring the Doha Development Round to a successful conclusion in 2010 and encourage countries to further open trade autonomously beyond commitments under the World Trade Organization (WTO)
- Launch a Framework for Strong, Sustainable and Balanced Growth
- Implement recovery plans that help preserve employment and prioritize job growth, while continuing to protect and support the unemployed and the young generation, those most at risk of unemployment

This is the time for governments around the world to show commitment to the system which has helped create growth and development in the last 60 years. The WTO has provided a safety net in this crisis – it now needs to be reinforced through the conclusion of the Doha Round and a concerted effort to put decent jobs at the heart of the recovery.

We, business leaders, are ready to work together with governments and international organizations to achieve the above objective.

14. Follow up of the Informal Meeting of the European Union Ministers of Employment and Social Security. EU Presidency Background Paper. Barcelona, 29 January 2010.

On 28 and 29 January 28 2010, an informal meeting of Ministers of Employment and Social Security was held in Barcelona to address the role of the employment, social protection and equality policies within the upcoming EU 2020 Strategy.

At this meeting, the Presidency was asked to produce a document gathering the various reflections as possible input into the forthcoming discussions on the EU 2020 strategy.

In this context, the Presidency considers it useful to highlight those issues on which a broad common understanding seemed to exist, with a view to analysing them in greater depth at the EPSCO Council on 8 March:

THE PRESIDENCY'S REFLECTIONS

1. The financial crisis has led to an economic downturn, which entails a serious deterioration of the labour markets, including a substantial rise in unemployment rates and a significant negative social impact. To overcome the crisis, measures have to be taken in a consistent manner on all three fronts -- financial, economic and social. The crisis will not be over until the labour markets have recovered and net employment is created once more. Therefore, economic incentives, active employment policies and stabilising social protection systems are all needed.

2. The EU 2020 Strategy should include specific objectives and actions that are clearly identifiable and quantifiable.

- a. The objectives and actions on which the EU 2020 Strategy will be based should be periodically assessed.
- b. The objectives and actions should allow for the necessary adaptation to each country's specific situation.

3. The EU 2020 Strategy should have a double purpose: in the short term, it should focus on how to overcome the crisis, and in the medium term, it should define the EU's economic and social model, which is needed in order to face the challenges of globalisation.

4. The strong focus on employment and social cohesion that formed part of the Lisbon Strategy should be retained in the EU 2020 Strategy. To this end, effective dialogue between the Ministers of Economy and the Ministers of Employment and Social Affairs is required with a view to drawing up coherent and realistic objectives and to setting up actions for the benefit of European citizens.

5. Social dialogue should constitute a key element of the governance of the EU 2020 Strategy.

6. The EU 2020 Strategy should promote investment in new skills and their adjustment to the labour market needs. Improved skills constitute an element to boost the employability of European citizens, as well as one of the major drivers for growth and a guarantee for stable and quality jobs.

7. The EPSCO Council has a key role to play in ensuring that issues concerning the social dimension of Europe can be duly conveyed to the European Council. The current line of action based on the role of the EPSCO Council as an effective channel for proposals and initiatives should therefore be enhanced.

8. Both gender mainstreaming and gender-specific issues should be prominently reflected in the EU 2020 Strategy and in future employment and social policies. It is essential to pursue a determined policy in support of youth employment and the employment of other groups that also have difficulties entering and remaining in the labour market, thus running a higher risk of social exclusion. It is also necessary to boost social integration and inclusive markets by fighting against discrimination and strengthening the social services of general interest.

9. The EU 2020 Strategy should be committed to an adequate and balanced use of flexicurity, whereby policies to improve the adaptability of labour markets are complemented by social security measures and welfare services.

10. The open method of social coordination should be strengthened so that it further contributes to policy development in this field through its various mechanisms and its proven flexibility.

11. The EU 2020 Strategy should also have an external dimension. Globalisation forces us to look outside the EU to understand the challenges we face at home and to find solutions to them. Therefore, another objective of the Employment Strategy should be to improve our response to the external dimension of employment, social protection and social inclusion in international fora such as the United Nations and, especially, in the ILO, with particular regard to the Agenda on Decent Work, the Social Protection Floor, and the Global Jobs Pact.

Finally, it is important to point out that the EU 2020 Strategy should constitute a reference for the definition of the European position at the meeting of the G-20 Ministers of Employment.

15. The Tripartite High Level Meeting on Decent Work for Sustainable Development in the Pacific. Port Vila Statement on Decent Work. Port Vila, 9 February 2010.

1. The Tripartite High Level Meeting on 'Decent Work for Sustainable Development in the Pacific' (THLM) was held in Port Vila, Vanuatu from 8 to 9 February 2010.

2. The THLM was attended by tripartite constituent delegates, including Labour Ministers, Senior Labour Ministry officials, Presidents and National Secretaries of Workers' organizations and senior representatives of Employers' organizations, from Australia, Fiji, Kiribati, New Zealand, Papua New Guinea, Republic of Marshall Islands, Samoa, Solomon Islands, Tuvalu and Vanuatu. Development partners also attended the THLM as observers, including representatives from the Pacific Island Forum Secretariat, the Secretariat of the Pacific Community, the United Nations, the European Union, AusAID, Japan, NZAID, United States of America and other donor countries, foreign missions and Non-Government Organisations. Also in attendance were several Global Union Federations and the ITUC-AP.

3. The objectives of the THLM were to identify challenges and opportunities for full implementation of Decent Work Country Programmes (DWCP) in International Labour Organisation (ILO) Pacific member States, particularly in light of the Global Economic Crisis and climate change; agree on the Pacific Action Plan for Decent Work; and provide inputs to the forthcoming Pacific Conference on 'The Human Face of the Global Economic Crisis' and the ILO's 15th Asia-Pacific Regional Meeting.

4. We thank the Government of Vanuatu for hosting the THLM. The Government of Vanuatu's generosity, hospitality and efficient organization have contributed to the success of this meeting.

Decent Work Country Programmes

5. We recall that in November 2007 the ILO 'Tripartite Technical Meeting on Decent Work: Pacific Island Countries' (2007 meeting) agreed to "pursue a bottom-up approach where national policies and priorities were defined in-country through the development of DWCPs and then put together into a regional framework for the Pacific Island member States." The 2007 meeting further acknowledged the need for a subsequent "high-level Pacific meeting to gain political commitment and strengthen partnerships for the implementation of the DWCPs and the sub-regional decent work strategy".

6. We have made significant progress in the development of the Decent Work agenda through the development of DWCPs in eight Pacific member States with three more being finalised. We acknowledge and seek to build on the considerable history of regional cooperation in the Pacific, demonstrated most clearly by the Pacific Island Forum Leaders' adoption in 2005 of 'The Pacific Plan' regional framework, with its aims of 'enhancing economic growth, sustainable development, good governance and security in the Pacific through

regional initiatives' and consider that these DWCPs will contribute to the achievement of sustainable and inclusive development in the region.

7. We recognise the critical need to promote the importance of the Decent Work Agenda in responding to the Global Economic Crisis in the Pacific and seeking to build resilience to similar crises in the future. To this end, we affirm our commitment to the application of the Global Jobs Pact, agreed to by tripartite constituents at the 2009 International Labour Conference, to the Pacific region. We furthermore request that favourable consideration be given to the inclusion of the Pacific region as a priority in the pilot programme of support to the implementation of the Global Jobs Pact.

8. We are convinced that the application of this Statement will not only progress Decent Work in the Pacific but will also contribute to the realization of the goals and objectives set out in:

- a. the Pacific Plan;
- b. the Millennium Development Goals; and
- c. the United Nations Development Assistance Framework for the Pacific region.

9. We agree to present this Statement to the Pacific Conference on 'The Human Face of the Global Economic Crisis' in February 2010 and at the ILO's 15th Asia-Pacific Regional Meeting in October 2010.

Regional Cooperation to make Decent Work a reality

10. We are encouraged by the significant achievement in successfully formulating DWCPs for all eight Pacific Member States in aspiration to strengthen regional cooperation and integration in our collective response to challenges encountered by our people, culture and environment.

11. We acknowledge, however, the challenges to the full implementation of DWCPs including:

- a. a lack of financial resources, due in part to the impact of the Global Economic Crisis on government revenue, remittances, and ODA;
- b. capacity constraints to carry out necessary programmes;
- c. weak tripartite institutions and limited organisational capacity within the social partners; and
- d. the impact of climate change and climate variability on infrastructure, agriculture and living conditions in vulnerable Pacific islands.

12. We commit to working with the ILO to act nationally and regionally to address these challenges to full DWCP implementation.

13. The Pacific Island Ministers and the social partners commit themselves to ensuring the incorporation of their DWCP into their National Development Plan, including poverty reduction strategies.

14. We further assert our commitment to the implementation, monitoring, evaluation and further development of the DWCPs and recall that effective social dialogue will be critical to this process.

15. To this end we endorse the Pacific Action Plan for Decent Work as a regional framework to support the realisation of national DWCP outcomes and priorities. Further that, the Pacific Action Plan for Decent Work can be extended to non-ILO members as appropriate and if agreed by those States.

16. We stress that the full and successful implementation of the DWCPs and the Pacific Action Plan for Decent Work require our full political commitment to mobilize resources as a national priority.

17. Pacific Island Ministers and social partners further call on the ILO and development partners to support the full implementation of DWCPs and the Pacific Action Plan for Decent Work, through technical assistance and mobilization of resources.

18. We affirm our ultimate goal of achievement of all DWCP outcomes at a national level and where synergies in implementing priorities exist across the Pacific we commit ourselves to supporting activities at a regional level.

The Port Vila Statement on Decent Work was adopted by the tripartite constituents in Port Vila, Vanuatu on his ninth day of February in the year two thousand and ten.

16. Meeting of the Ministers of Labour and Social Affairs of the Portuguese Speaking Countries Community. Fortaleza Declaration. Fortaleza, 24 February 2010.

X REUNIÃO DOS MINISTROS DO TRABALHO E DOS ASSUNTOS SOCIAIS DA CPLP

DECLARAÇÃO DE FORTALEZA

As Ministras e os Ministros do Trabalho e dos Assuntos Sociais da Comunidade dos Países de Língua Portuguesa (CPLP), reunidos na cidade de Fortaleza, no período de 22 a 24 de fevereiro de 2010,

Considerando:

Que o trabalho é um dos valores fundamentais para o bem-estar do indivíduo e elemento essencial para o progresso social e económico, fortalecendo os indivíduos, suas famílias e as sociedades a que se integram, numa perspectiva de desenvolvimento sustentável;

Que a realidade da crise financeira e económica mundial redobrou a importância do Trabalho Digno como um dos instrumentos de diminuição dos seus efeitos nocivos,

A importância do diálogo multilateral sobre temas sociais e de emprego para a promoção de políticas nacionais e regionais, orientadas a consolidar estratégias de resposta à crise, de forma a mitigar o seu impacto;

O relevante papel exercido pela Organização Internacional do Trabalho – OIT na definição de orientações para uma resposta à crise fundamentada no Trabalho Digno e na assistência técnica para o desenvolvimento de uma política de proteção social básica;

Deliberam:

1. Promover a cooperação entre os Estados Membros, de forma a encontrar mecanismos avançados que permitam recuperar os postos de trabalho perdidos com a crise económica e financeira e gerar mais empregos, observando as diretrizes do Pacto Mundial pelo Emprego da OIT;
2. Dar continuidade aos esforços iniciados pelo Grupo de Trabalho sobre indicadores do mercado de trabalho e economia informal, sob a coordenação do Brasil, adotado na Declaração de Óbidos;
3. Prosseguir os esforços iniciados pelo Grupo de Trabalho sobre Cooperação nos domínios da Qualificação e do Emprego, sob a coordenação de Cabo Verde, adotado na Declaração de Óbidos;
4. Estimular os empreendimentos com base na Economia Social, nas microfinanças e no microcrédito produtivo e orientado, com vista a reforçar a empregabilidade e a coesão social;
5. Apoiar o esforço desenvolvido pela OIT no sentido de viabilizar a implementação de uma política de proteção social básica, entendida como um conjunto de benefícios e serviços sociais básicos, independentemente de contribuição, direcionados a grupos sociais vulneráveis;
6. Implantar mecanismos de proteção social e ampliar o número de beneficiários, benefícios e a qualidade destes, observando os melhores meios de implantá-los e as características socioeconómicas de cada país;

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7. Continuar incentivando a formalização das relações de trabalho e a filiação previdenciária de todos os trabalhadores, inclusive os trabalhadores por conta própria, mediante mecanismos facilitadores que possibilitem essa contribuição e respectivo controle;
8. Aumentar a eficácia da arrecadação e aplicação dos recursos, encontrando a melhor maneira de gerir os investimentos da proteção social;
9. Fomentar o desenvolvimento da cooperação técnica entre os Estados Membros no campo das políticas sociais e de emprego como importante instrumento da cooperação técnica internacional;
10. Concluir e ratificar os instrumentos bilaterais de Direito Internacional em matéria de Segurança Social já negociados, conforme o compromisso firmado na Declaração de Óbidos, e estimular os Estados Membros a celebrarem entre si acordos bilaterais de Segurança Social, com vistas a alavancar a realização de um Acordo Multilateral de Segurança Social entre os países da Comunidade;
11. Apoiar e dar continuidade às ações necessárias para implementação do Portal Eletrônico da Reunião das Ministras e dos Ministros do Trabalho e dos Assuntos Sociais da CPLP, a partir das considerações feitas pelos Ministros no Encontro realizado em Fortaleza;
12. Aprovar a Resolução sobre o Centro de Informação em Proteção Social nos Países de Língua Portuguesa - CIPS;
13. Apoiar a realização da próxima reunião de pontos focais de combate ao trabalho infantil, para conclusão e validação do Documento de Projeto, que reflete o disposto no Plano de Ação adotado em Bissau, em 2006, a ser apresentado e adotado na XI Reunião dos Ministros do Trabalho e Assuntos Sociais da CPLP;
14. Mandatar o Secretariado Executivo da CPLP que leve ao conhecimento do Conselho de Ministros e da Assembleia Parlamentar a evolução da cooperação no âmbito das deliberações da Reunião dos Ministros do Trabalho e dos Assuntos Sociais da CPLP, nomeadamente os esforços desenvolvidos para valorizar a proteção social como instrumento de promoção do desenvolvimento e qualidade do emprego;
15. As Ministras e os Ministros tomam nota com satisfação da aprovação do Portal Eletrônico, vinculado ao endereço eletrônico da CPLP e hospedado pelo Governo do Brasil, e apoiam a continuidade das ações necessárias para implementação do mesmo, a partir das considerações feitas no Encontro realizado em Fortaleza;
16. O próximo Secretariado Executivo deverá adequar o Regimento Interno da Reunião de Ministros do Trabalho e dos Assuntos Sociais da CPLP, de acordo com a Resolução do Conselho de Ministros da CPLP, realizada na Cidade de Praia, em 20 de julho de 2009, sobre a adoção de um Quadro Orientador para elaboração de Regimentos Internos das Reuniões Ministeriais da CPLP;
17. Integrar a Nova Visão Estratégica de Cooperação da CPLP, aprovada na Cidade de Praia, em 20 de julho de 2009, às ações de concertação e cooperação promovidas no âmbito das Reuniões dos Ministros do Trabalho e dos Assuntos Sociais,

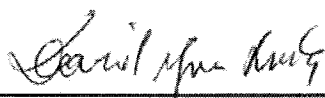
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18. Aprovar o Plano de Ação de Fortaleza;
19. Realizar a XI Reunião dos Ministros do Trabalho e dos Assuntos Sociais da CPLP em Angola.

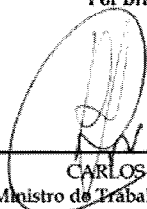
Assinado em Fortaleza, aos 24 dias de Fevereiro de 2010.

Por Angola

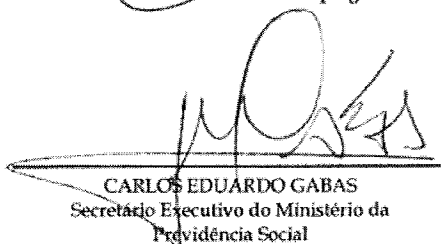


DAVID N'GOVE LUSSOKE
Representante do Ministério da Administração
Pública, Emprego e Segurança Social


Por Brasil



CARLOS LUPI
Ministro do Trabalho e Emprego



CARLOS EDUARDO GABAS
Secretário Executivo do Ministério da
Previdência Social



ANDRÉ FEIXOTO FIGUEIREDO LIMA
Secretário-Executivo do Ministério do Trabalho
e Emprego

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LUCIO DA SILVA SANTOS
Secretário-Executivo Adjunto Ministério da
Previdência Social

Por Cabo Verde



DANIEL PEREIRA
Representante do Ministério do Trabalho,
Formação Profissional e Solidariedade Social

Por Guiné-Bissau



MARIA DE LURDES VAZ
Ministra da Mulher, Família e
Coesão Social e Luta Contra a Pobreza

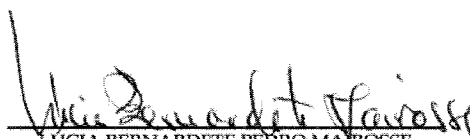
Por Moçambique



MARIA HELENA TAIPO
Ministra do Trabalho

X REUNIÃO DOS MINISTROS DO TRABALHO E DOS ASSUNTOS SOCIAIS DA CPLP

DECLARAÇÃO DE FORTALEZA



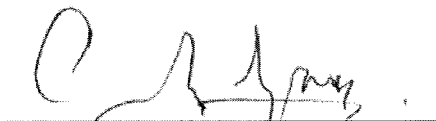
LÚCIA BERNARDETE PEDRO MAIROSSE
Representante do Ministério da
Mulher e Ação Social

Por Portugal



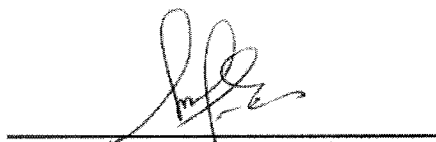
MARIA HELENA ANDRÉ
Ministra do Trabalho e da Solidariedade Social

Por São Tomé e Príncipe



CARLOS ALBERTO PIRES GOMES
Ministro do Trabalho, Solidariedade e Família

Por Timor-Leste



MARIA DOMINGAS FERNANDES ALVES
Ministra da Solidariedade Social

**X REUNIÃO DOS MINISTROS DO TRABALHO E
DOS ASSUNTOS SOCIAIS DA CPLP**

DECLARAÇÃO DE FORTALEZA



BENDITO DOS SANTOS FREITAS
Secretário de Estado da Formação
Profissional e Emprego

