

# POST-2015: A RIGHT TO PRODUCTIVE EMPLOYMENT AND DECENT WORK?

## **Reflections on MDG 1 “decent work for all”: Where Do We Stand?**

International Center for  
Development and Decent Work

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# Outline

1. Global inequities.  
Who and what is this about?
2. From MDGs to SDGs and post 2015  
Where do we stand?
3. Decent work and the MDGs/SDGs  
Why elusive?
4. Remedies: capitalising on the “three UNs”  
What can be done?
5. Towards a comprehensive, transformative, rights-based approach for “beyond 2015”  
Where do we want to go?

# 1) Global inequities

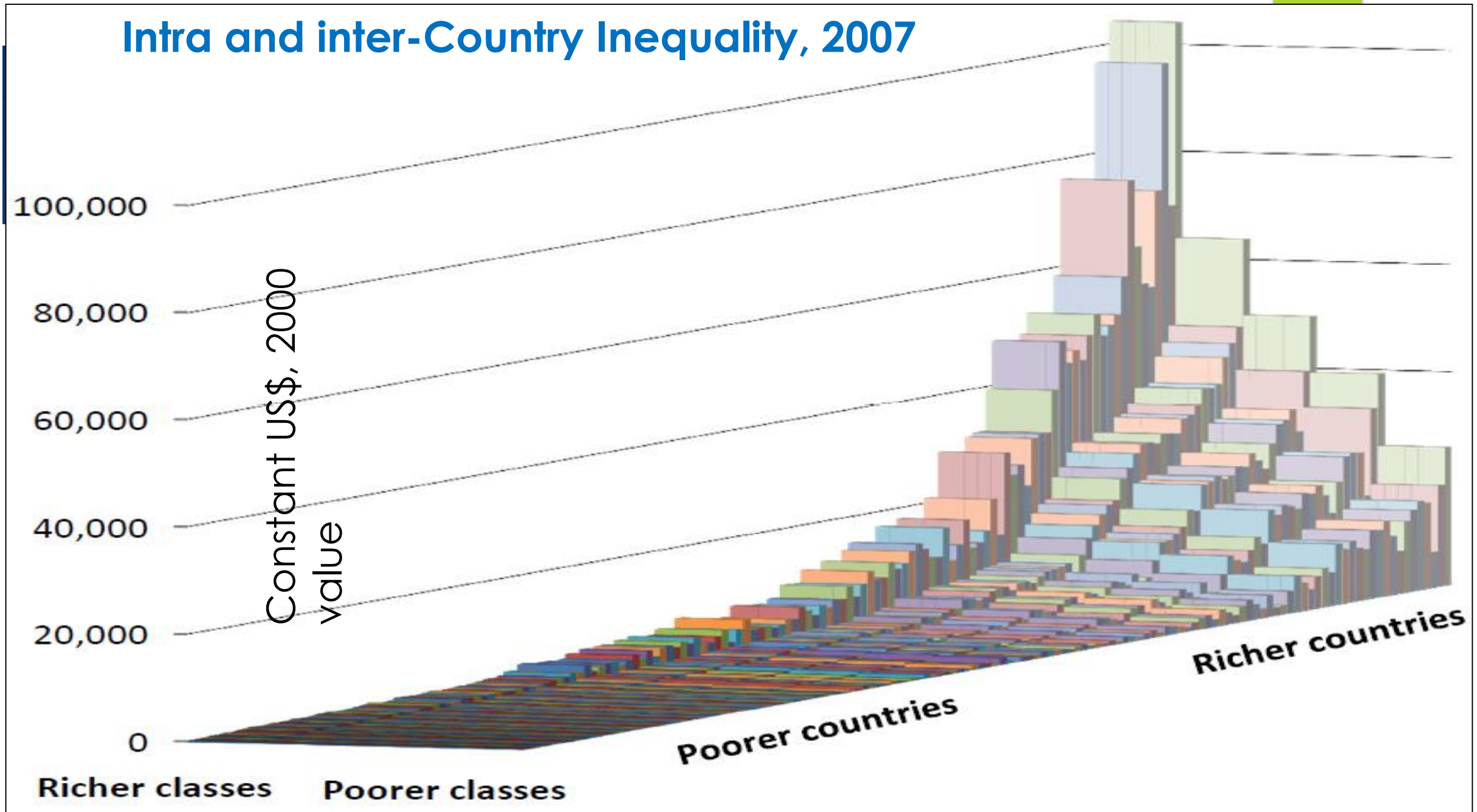
Who is this about?

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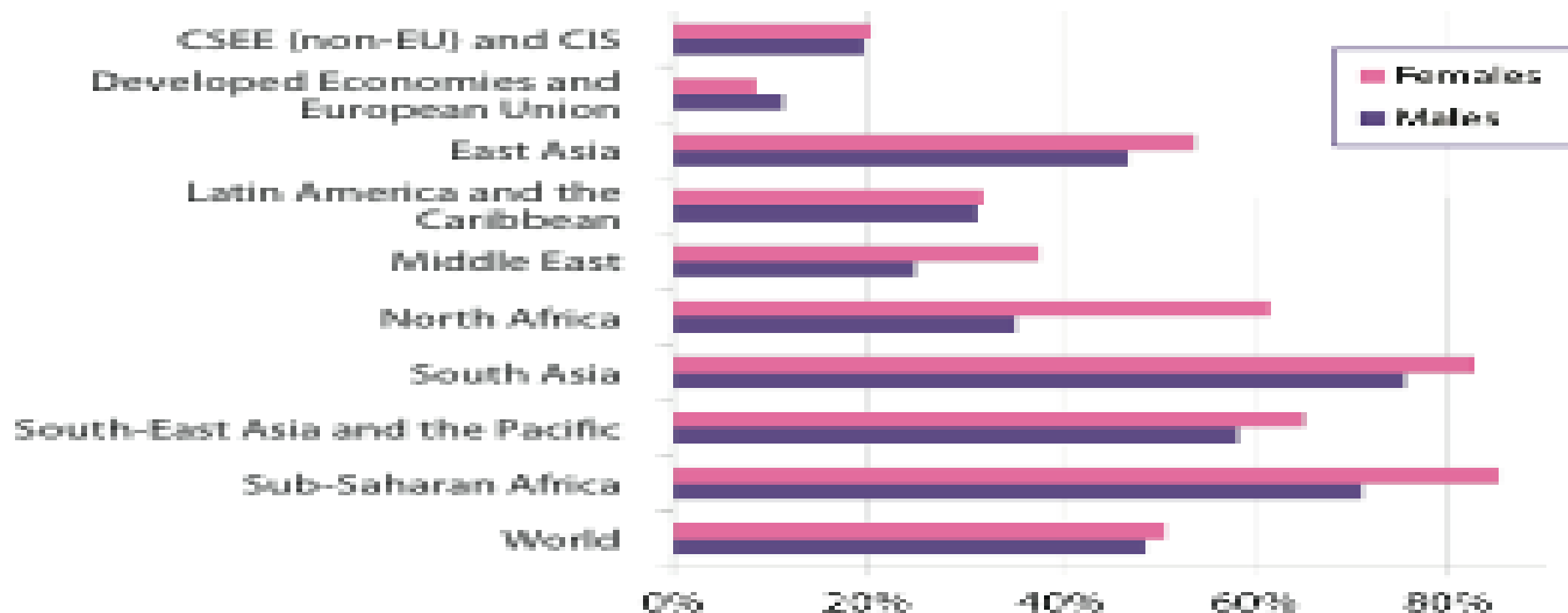


# Intra and inter-Country Inequality, 2007



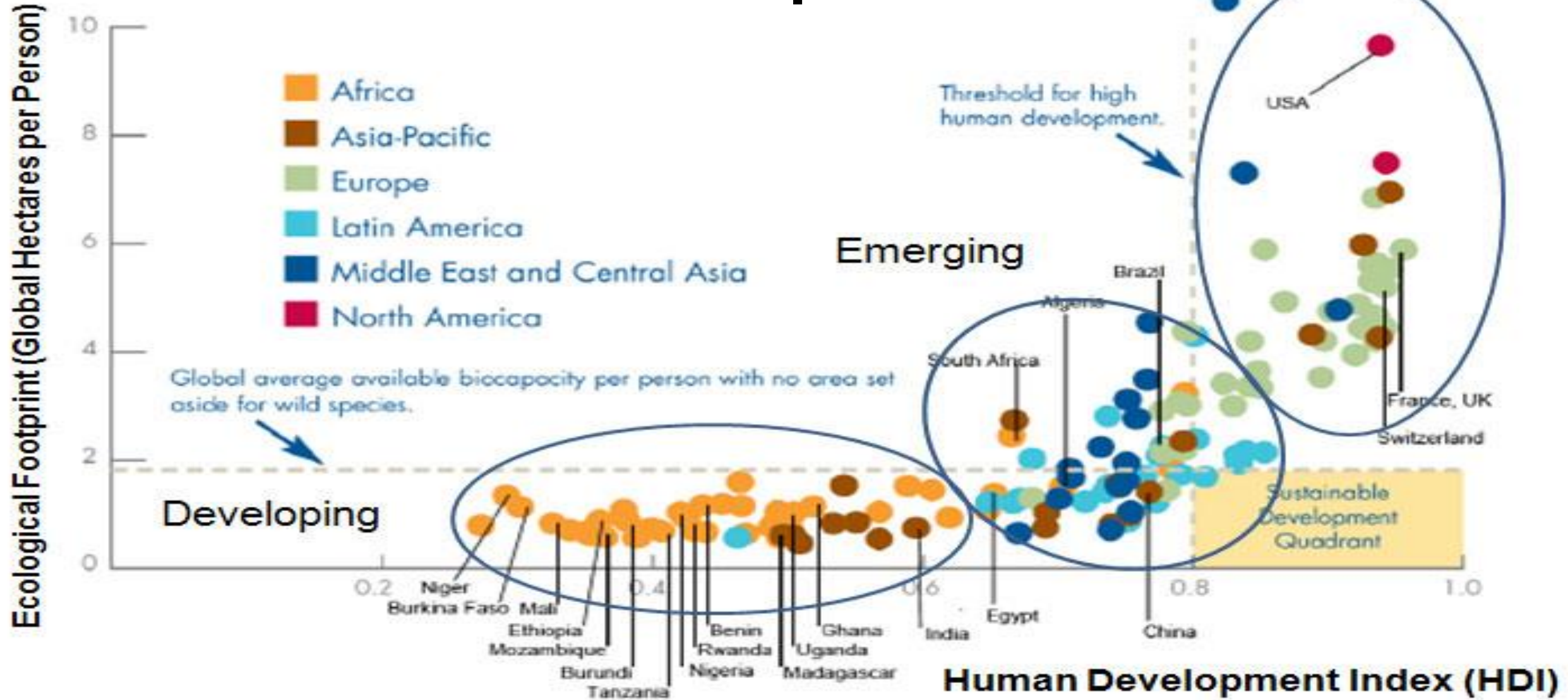
Source: Ortiz and Cummins. 2011. *Global Inequality*. UNICEF

**FIGURE 2. VULNERABLE EMPLOYMENT AS A SHARE OF TOTAL EMPLOYMENT, 2011**



Source: ILO Trends Econometric Models, October 2012.

# The Global Footprint



## 2) From MDGs to SDGs/post 2015



# Implementing the 20/20 Initiative

- full employment
- social protection
- participation



1

ERADICATE EXTREME  
POVERTY AND HUNGER



2

ACHIEVE UNIVERSAL  
PRIMARY EDUCATION



3

PROMOTE GENDER  
EQUALITY AND  
EMPOWER WOMEN



4

REDUCE  
CHILD MORTALITY



5

IMPROVE MATERNAL  
HEALTH



6

COMBAT HIV/AIDS,  
MALARIA AND OTHER  
DISEASES



7

ENSURE  
ENVIRONMENTAL  
SUSTAINABILITY



8

GLOBAL  
PARTNERSHIP FOR  
DEVELOPMENT



**RIO+20**  
United Nations  
Conference on  
Sustainable  
Development

Rio de Janeiro, Brazil • June 2012

the  
future  
we  
want →

[www.uncsd2012.org](http://www.uncsd2012.org)



# Rio+20 *The Future We Want*

We reaffirm the importance of supporting developing countries in their efforts to **eradicate poverty** and promote empowerment of the poor and people in vulnerable situations, enhancing **productive capacity**, developing **sustainable agriculture** and promoting full and **productive employment and decent work** for all, complemented by effective social policies, including **social protection floors**

**Outcome document 2012**



## Main recommendations from the post-2015 global consultation

- ▶ a **stand-alone goal on employment** in the post-2015 agenda
- ▶ from the quantity to the quality of growth
- ▶ combining economic growth with the creation of decent jobs for the poor and most vulnerable
- ▶ Addressing the **structural causes of unemployment** and promoting economic diversification
- ▶ governments must be responsible for driving structural transformation through coherent policies.
- ▶ Governments to develop economic sectors with high capacity to generate employment
- ▶ Industrial policy to be brought back into the development agenda
- ▶ Expanding **social protection systems**
- ▶ Strengthening social dialogue and the voice of workers
- ▶ Complementing ODA with reforms in the **international trade, finance and technology transfer** systems

# Proposed Sustainable Development Goals

(version 30 June 2014)

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1. End poverty everywhere
2. End hunger, improve nutrition and promote sustainable agriculture
3. Attain healthy lives for all
4. Provide quality education and life-long learning opportunities for all
5. Attain gender equality, empower women and girls everywhere
6. Ensure availability and sustainable use of water and sanitation for all
7. Ensure sustainable energy for all
8. Promote sustained, inclusive and sustainable economic growth, **full and productive employment and decent work for all**

# Proposed Sustainable Development Goals (version 30 June 2014)

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- 9) Promote sustainable infrastructure and industrialization and foster innovation
- 10) Reduce inequality within and between countries
- 11) Make cities and human settlements inclusive, safe and sustainable
- 12) Promote sustainable consumption and production patterns
- 13) Tackle climate change and its impacts
- 14) Conserve and promote sustainable use of oceans, seas and marine resources
- 15) Protect and promote sustainable use of terrestrial ecosystems, halt desertification, land degradation and biodiversity loss
- 17) Achieve peaceful and inclusive societies, access to justice for all, and effective and capable institutions
- 17) Strengthen the means of implementation and the global partnership for sustainable development

Proposed goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (30 June 2014)

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**8.4 By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value**



### 3) MDGs/SDGs and decent work

# Decent work versus social protection

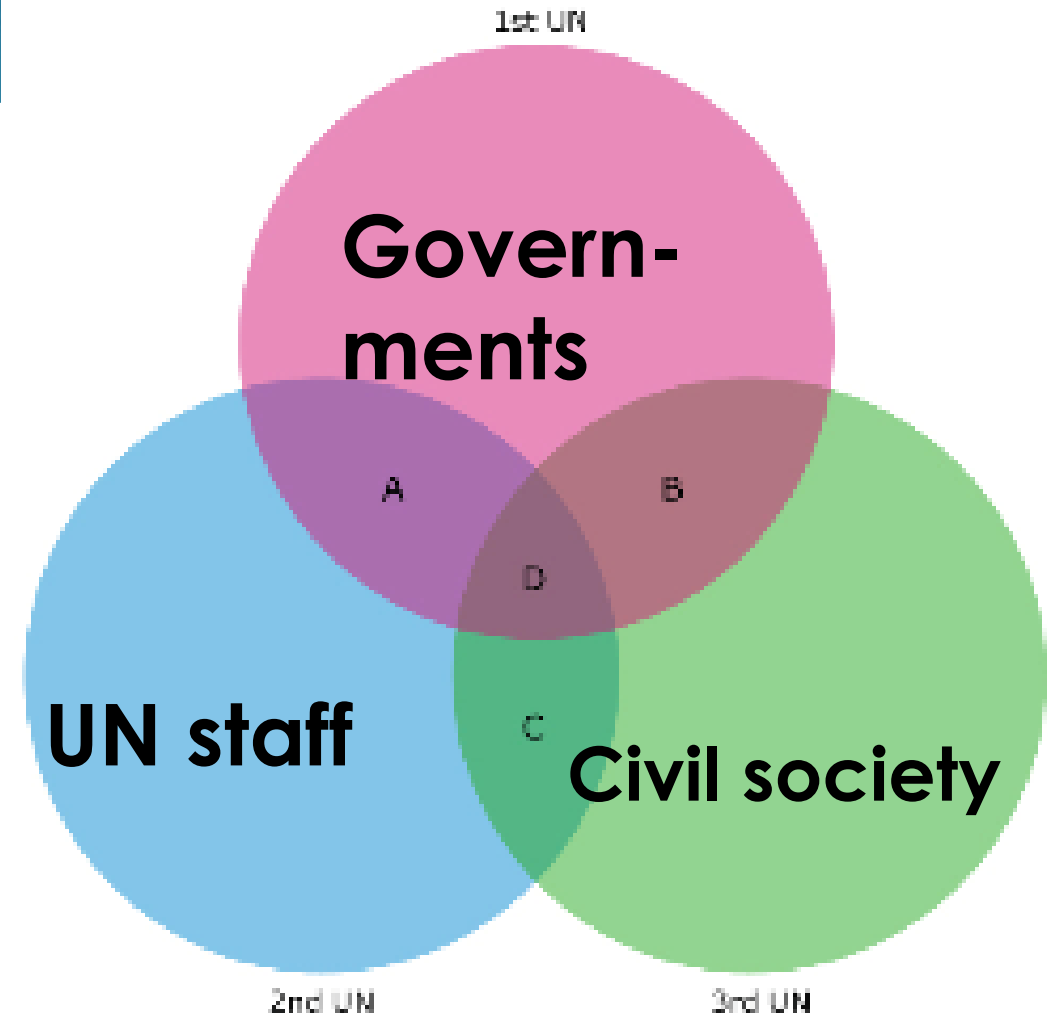
- ▶ Social protection and health insurance are protective, re-distributive objectives
- ▶ The right to decent work challenges the logic of the system
- ▶ full employment and decent work would require genuine political, economic, social and ecological transformation

# Why is decent work an elusive goal?

1. productive assets and wealth would need to be restructured
2. production chains would need to be equitable and sustainable
3. existing gender- and class-biased distribution of remunerative work would need to shift
4. existing gender- and class-biased distribution of care work would need to radically change
5. time budgets would need to be renegotiated
6. consumption and production patterns would need to be radically altered
7. the share of remuneration in GDP would need to be increased
8. The share of value added in lower income countries would need to be increased
9. education and skills training would need to be re-organised
10. the informal economy would need to be formalised

## 4) Capitalising on the “ 3 UNs”

- ▶ **Member states**
- ▶ **Secretariat/Secretary General/agencies**
- ▶ **Civil society**





# “First UN”: governments

# Declaration of Santa Cruz: For a New World Order for Living Well

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# G77 & China: Declaration of Santa Cruz

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**“23. We recognize the progress achieved in sustainable development at the regional, national, sub-national and local levels and we reaffirm the importance of supporting developing countries in their efforts to eradicate poverty by empowering the poor and people in vulnerable situations, promoting developing sustainable agriculture as well as **full and productive employment and decent work for all**, complemented by effective social policies, including social protection floors.”**

**June**

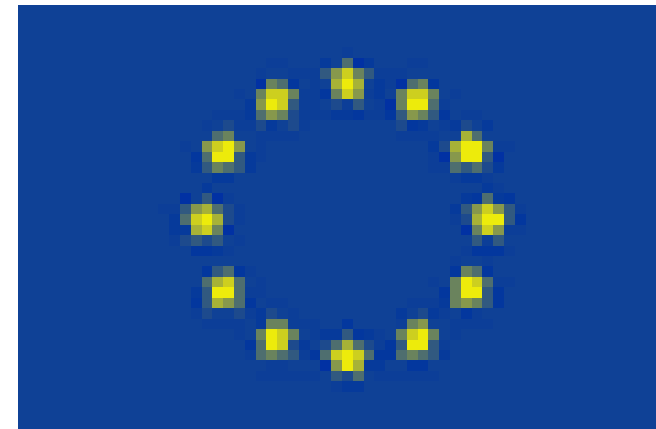
**2014**

# EC: Promoting decent work for all

European Consensus on Development: **decent work** as a priority.

- ▶ integrating decent work into development strategies and strategies to combat poverty;
- ▶ the participation of the social partners and civil society;
- ▶ improving the capacity of the authorities and civil society;
- ▶ budgetary support and social adjustment for countries involved in trade liberalisation;
- ▶ development of small and medium-sized enterprises;
- ▶ ...

2014

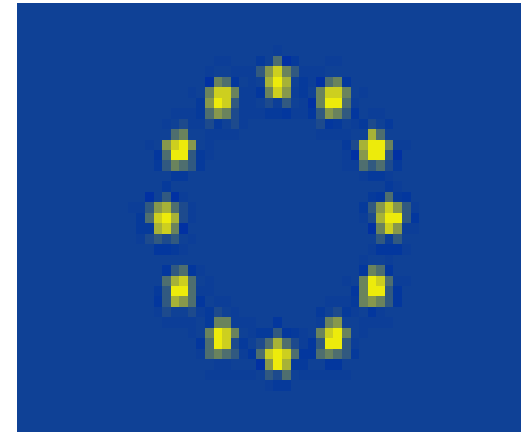




# EC on SDGs:

## Full and productive employment and decent work for all

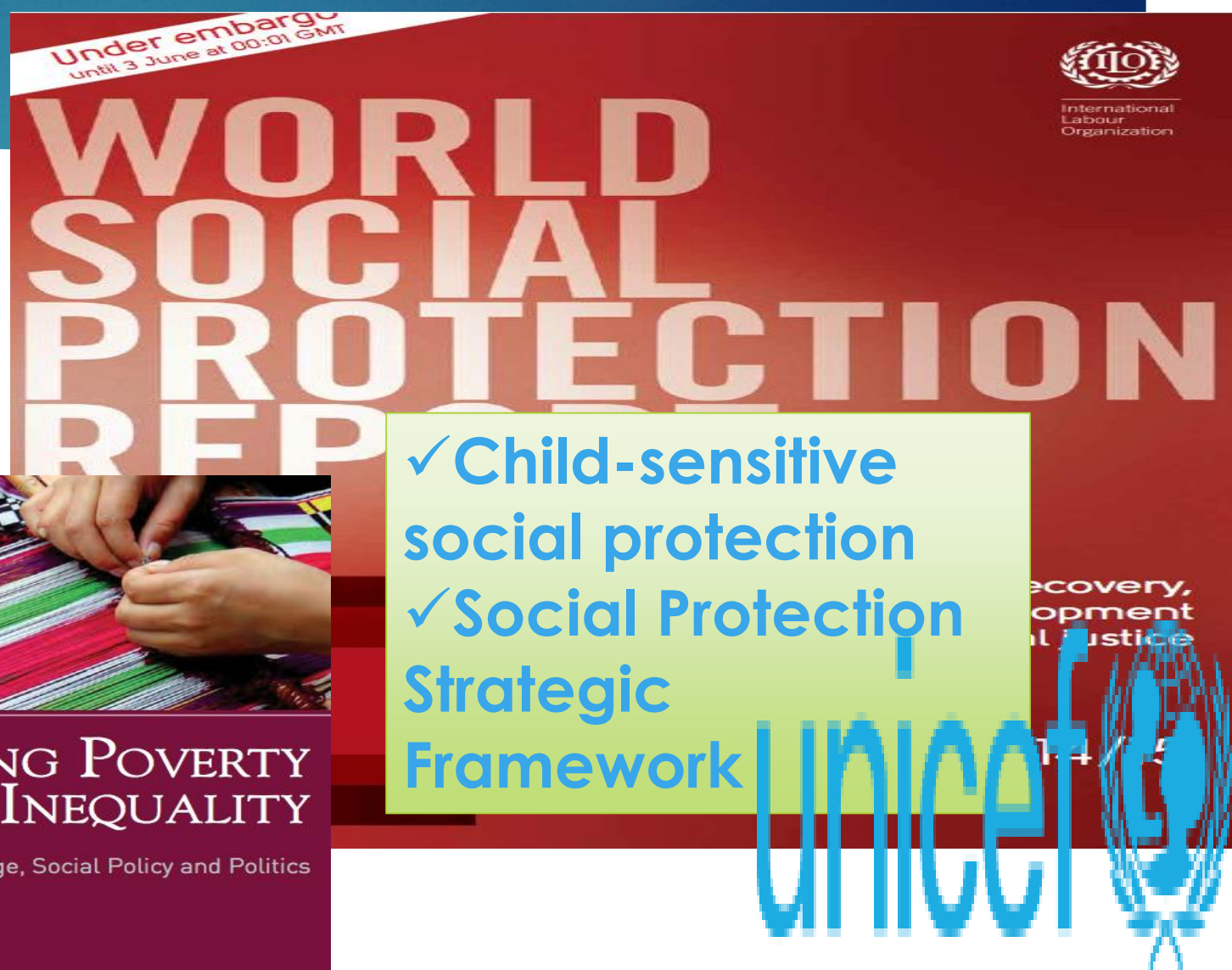
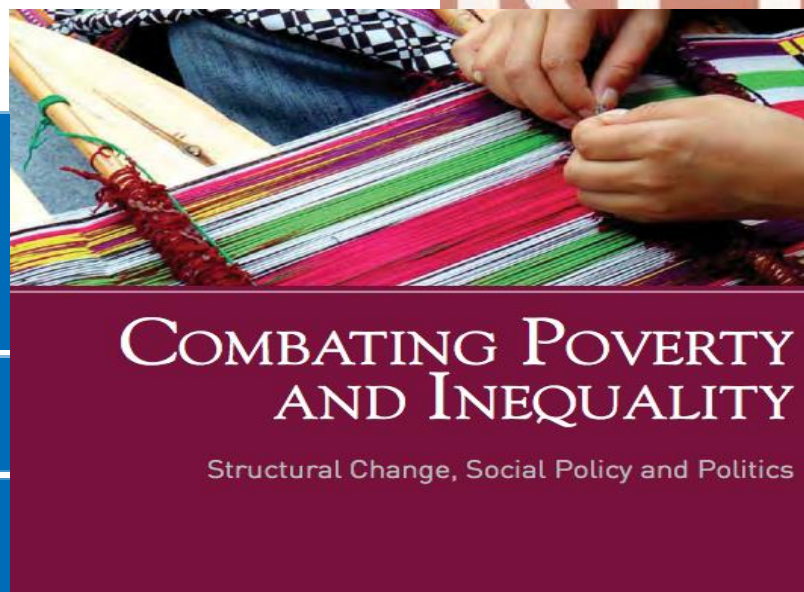
- ✓ Increase **decent jobs** and increase sustainable livelihoods including for youth, older people, women and groups at risk of discrimination
- ✓ Increase the share of **productive employment** and decent work within total employment in line with the pillars of the decent work agenda
- ✓ Increase the coverage of **social protection floors** and gradual implementation of higher standards of social guarantees
- ✓ Protecting the **rights of migrant workers** and displaced persons in compliance with the ILO norms and standards.



# “Second UN”: UN system

# UN-Organisations

- ▶ ILO
- ▶ UNICEF
- ▶ UNRISD
- ▶ UNDP



# “Third UN”: civil society

# Civil Society

Formal voluntary action

Non-formal voluntary action

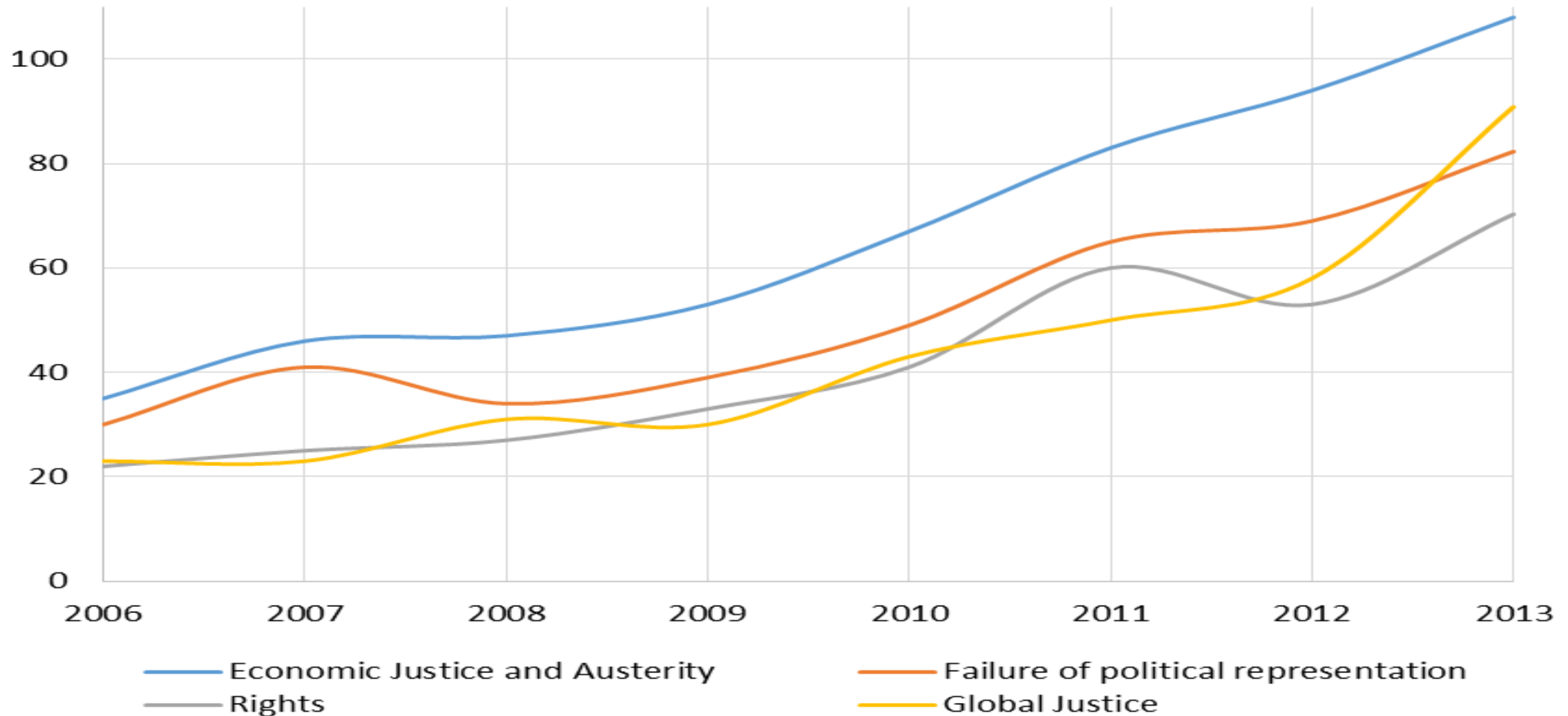
Participatory governance

Active citizenship

- Implies rights and responsibilities not captured by “volunteerism”
- Includes voluntary action outside of state process (eg. In community)

Approaches aimed at helping citizens engage in processes  
of public deliberation and decision-making

## Main World Protests, 2006-2013, by type of grievance



Source: Ortiz, Burke, Berrada and Cortes. 2013. *World Protests 2006-13*. New York: IPD and FES





# Special Rapporteurs under the OHCHR

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- ▶ Independent, detailed surveys and research
- ▶ Outspoken positions
- ▶ Advocacy

## 5) Towards a comprehensive, transformative, rights-based approach for “beyond 2015”

# Key legislation and declarations (“soft law”)

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- ▶ Universal Declaration of Human Rights (UDHR) 1948
- ▶ International Covenant on economic, social and cultural rights (IESCR) 1964
- ▶ International Covenant on civil and political rights 1964
- ▶ Convention on the Eradication of all Forms of Racial Discrimination 1969
- ▶ CEDAW 1979
- ▶ UN Declaration on the Right to Development 1986
- ▶ UN International Convention on the Protection of the Rights of All Migrant Workers and their Families 1990
- ▶ CRC 1990
- ▶ Convention on the Rights of Persons with Disabilities 1996
- ▶ United Nations Declaration on the Rights of Indigenous Peoples 2007
- ▶ Primary health care for all (World Health Assembly 2008)
- ▶ United Nations General Assembly Resolution on the right to water and sanitation 2010
- ▶ Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security, FAO Committee on World Food Security 2012
- ▶ General Assembly resolution 68/177 on the right to food 2013



# ILO-Conventions/Declarations

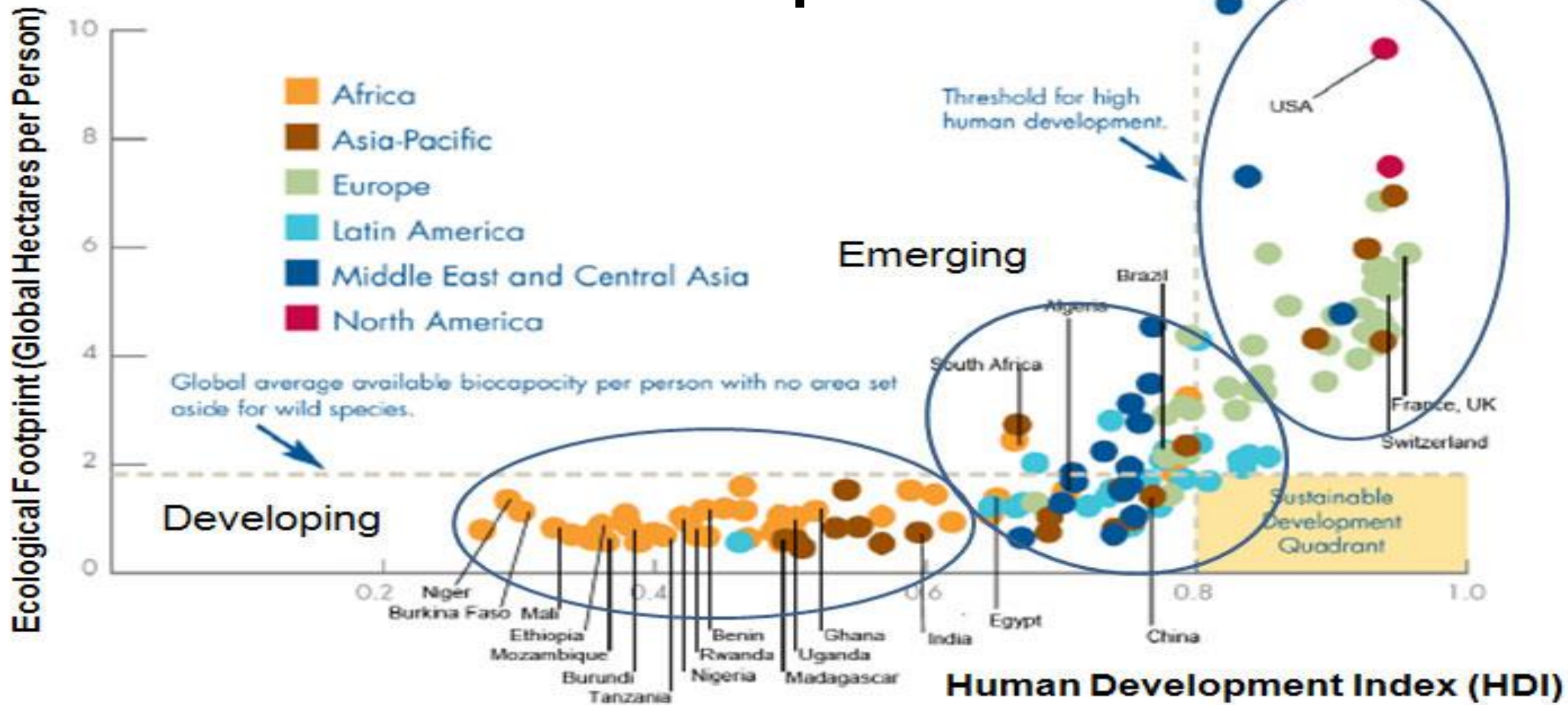
- ▶ ILO Philadelphia Declaration 1944
- ▶ ILO Declaration on Social Justice for a Fair Globalization 2008
- ▶ Convention on social security C102 (1952)
- ▶ ILO Recommendation on Social Protection for all R202 (2012)
- ▶ Freedom of association C87 (1948)
- ▶ Right to organise C98 (1949)
- ▶ Minimum age C138 (1973)
- ▶ Worst forms of child labour C 182 (1999)
- ▶ Convention on homework C177 (1996)
- ▶ Convention on domestic workers C 189 (2011)

# Rights-based approach to productive, equitable employment and decent work

- ▶ **progressive governments**
- ▶ **visionary and empowered UN**
- ▶ **Powerful progressive civil society, including trade union and informal workers organisations, political activists, and intellectuals**



# The Global Footprint



Who is this about?

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# Sources:

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- ▶ Isabel Ortiz, Sara Burke Mohamed Berrada Hernán Cortés . 2013. *World Protests 2006-13*. New York: IPD and FES. [http://policydialogue.org/files/publications/World\\_Protests\\_2006-2013-Complete\\_and\\_Final\\_4282014.pdf](http://policydialogue.org/files/publications/World_Protests_2006-2013-Complete_and_Final_4282014.pdf)
- ▶ UN Development Group 2012. GROWTH AND EMPLOYMENT IN THE POST-2015 AGENDA MESSAGES FROM A GLOBAL CONSULTATION <http://www.worldwewant2015.org/node/392756>