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PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

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20. Increased international [macroeconomic/economic and social] cooperation is essential [if the potential benefits of greater economic openness are to be realized]. Growth of trade and increased financial flows offer opportunities for expansion of employment in many countries, [and should stimulate/provide increased integration is accompanied by] mutually reinforcing economic growth for all countries concerned. The Commission urges countries to strengthen their coordination mechanisms so that markets expand and are equally accessible to all countries.

[20 bis. The Governments of all countries should strengthen international cooperation and should establish a fair and equitable international economic order, which is important to the expansion of productive employment and sustainable livelihood. The interest of the people of the developing countries which make up the majority of the world population should be given full consideration. Developed countries and the international community at large should provide developing countries with necessary assistance to improve the ability and the competitive capacity to participate in global economic development and alleviate unemployment.]

[20 bis bis. Relevant international organizations and developed countries are urged to provide support, especially through technical cooperation and financial assistance, to developing countries, particularly in African and the least developed countries, as well as the land-locked and small island developing countries, on their efforts to reduce unemployment and ensure productive employment and sustainable livelihoods.]

[20 ter. Stresses the priority need for Governments and relevant international institutions or organizations to continue examining how the rapid globalization of the world economy and the increased liberalization of trade is affecting the ability of States to design and implement effective strategies for full employment and to provide a stable legal framework that creates an enabling environment to achieve social development and to meet the basic human needs of all, in order to prevent greater inequality between different sectors of society.]

[20 quater. Calls upon the international community to seek to mobilize new and additional financial resources that are both adequate and predictable and mobilized in such a way as to maximize the availability of such resources and use all available funding sources and mechanisms, inter alia, multilateral, bilateral and private sources, including, as mutually agreed, on concessional and grant terms.]

[20 Quinquiem. Invites all relevant specialized agencies, funds, programmes and related organizations of the United Nations system, including the Bretton Woods institutions, to strengthen and adjust their activities, programmes, strategies and policies, as appropriate, with a view to achieving the overall goal of full employment for all, through inter alia, financial and technical support to developing countries in their efforts to translate all measures, recommendations and commitments into operational and concrete programmes, projects and activities.]

[20 Sixfold. Calls upon all States to contribute substantially to the Trust Fund for the follow-up to the World Summit for Social Development.]

[20 Septuple. Requests that the Bureau of the Commission at the moment of selecting experts for panels, continues taking into account the expertise and possible contribution of panellists in cross-sectoral themes identified in paragraph 15 of ECOSOC resolution 1996/7.]

[20 Eightfold. Requests the Secretary-General to give special consideration to the aforementioned cross-sectoral themes while preparing the annual analytical report on the thematic issues before the Commission.]

[20 Ninefold. Transfer of technology to and acceleration of industrialization in developing countries is crucial for economic growth, employment and enhancing the competitive capacity of developing countries in this age of globalization and liberalization, the international community, particularly, the international financial institutions and donor countries are urged to participate actively towards the attainment of these two goals through multilateral organizations and bilaterally.]

[20 Tenfold. While reiterating the importance of international cooperation and the political will for the implementation of agreements reached at Copenhagen, it should be emphasized that, should the objectives envisaged in the outcome of Copenhagen and this agreed conclusions be achieved, international cooperation, particularly through the provision of adequate and timely financial resources on an assured basis, the transfer of technologies and know-how, as well as exchange of information could be an imperative.]

VI. National economic and social policies

21. Within national economic and social strategies in which full employment is the central goal, countries should:

(a) Apply a balanced and credible macroeconomic policy-mix over the medium term in order to ensure both price stability and lower interest rates [and sustainable growth, productive investment and employment.] [In some countries this implies budgetary consolidation to make room for productive investment in line with rising demand. In this context it is worth noting that there is no [automatic] conflict between sound macroeconomic and budget policies on the one hand and strong and sustainable growth in output and employment on the other, thanks to the impact of sounder fiscal prospects on the policy-mix stance and market behaviour.]

(b) Implement a stability-oriented policy to promote growth and employment based on an appropriate mix of macroeconomic [and structural] policies. This should include a restructuring of public expenditure, and [establishing appropriate social safety mechanism to minimize the adverse effect of structural adjustment, and globalization on the workforce] [reforming social protection systems where appropriate to make them more employment-friendly, investment in human resources, encouraging voluntary worker mobility and more active labour market policies.]

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[(c) Recognize that economic and social policies are mutually reinforcing: social policy should be considered as a productive factor which can have a positive impact on social cohesion. Important in this regard are: upgrading the levels of skills and providing security in a context of changing patterns of work and increasing the trust and the motivation of workers.]

[(d) Concentrate public outlays where they will maximize the quality and accessibility of services. Expansion of labour intensive human services, such as education and health, can improve the well-being of the population and increase employment.]

[(e) Taxation and social protection systems should be made more employment-friendly by providing clear incentives for job seekers to take jobs or participate in other employment enhancing activities and for employers to hire more workers.]

[(f) Increase resource flows to developing countries in order to increase investment and improve human services. The Commission strongly urges donor countries to fulfil the agreed target of 0.7 per cent of gross national product for overall official development assistance and to rapidly implement debt reduction and/or cancellation programmes.]

[(g) Strengthen the legal and institutional framework of emerging financial markets so as to increase their attractiveness for foreign investors, and also the value of foreign investments to recipient countries. Measures to reduce the volatility of international financial markets also warrant serious consideration.]

[(h) Promote productive employment with fair wages and working conditions as an important objective of development cooperation policies.]

[(i) As part of the poverty eradication strategies increased support for basic social services is needed in view of the positive effects on enhancing the quality of the labour force, and in line with the continuing work between interested developing and developed countries as a result of the 20/20 initiative.]

[(j) Promote investment in the developing countries, both foreign direct and domestic, taking into account the comparative advantages of these countries and directed at a balanced growth pattern between the modern and the rural and informal sectors, and within the framework of sustainable development.]

[(j bis.) Also promotes investment in countries with economies in transition, taking into account the specific features of their economic and social development.]

[(k) [Urgent] attention should be given to improve the enabling environment for small and micro [enterprises, cooperatives and] informal [activities] [enterprises in the urban as well as the rural sector], which can make a significant contribution to the reduction in underemployment and unemployment [in urban as well as rural areas. This should include the development of appropriate legal, management and financial structure to enable the sector to

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develop in a sustained and organized way, and to initiate and strengthen financing mechanism that enhance equal access to credit and other financial services and reduce the cost of providing and acquiring these services.]

[(l) Promote, in ways which are suitable to national institutional structures, prices and incomes policy, and consensual, equitable approaches to income determination as an effective means of moderating both unemployment and inflation.]

[(l bis.) It is important to note that the service sector is an important source of future employment growth since many service activities are labour intensive and include high productivity activities which support the growth of the modern sector.]

[(m) Develop tripartite forms of social dialogue among Governments, workers and employer's organizations in support of employment generation as a priority item on the national policy agenda and promote labour management cooperation which contributes to productivity enhancement and job creation.]]

VII. Education, training, labour market policies
and patterns of work

22. With a view to creating and expanding employment and improving its quality, countries at all levels of development should have policies and programmes to improve education, training and the functioning of the labour market. The Commission encourages Governments to:

(a) promote investment in and universal equal and non-discriminatory access to basic education;

(b) promote lifelong learning, beginning with basic education and continuing with opportunities for further education, training and skills development, including through opportunities combined with employment. [Lifelong learning should be supported by incentives for job seekers to take jobs or participate in other employment enhancing activities and for employers to hire more workers, as well as by establishing a better link between education and training systems and the business world;]

(c) improve and strengthen vocational training and adapt training systems to improve the supply response to skill requirements and to meet the training needs of the self-employed;

(d) engage in integrated policy-making that highlights and fosters the linkages between education and training policies on the one hand and labour market policies on the other;

(e) implement labour market policies that facilitate worker adjustment, provide a safety net to those adversely affected by economic change and promote skill development and increased employability. Efforts should aim to promote "employability and livelihood security" by ensuring that workers have the skills and abilities they need and the opportunities to continually maintain and

upgrade them in order to move efficiently from job to job and the self-employed have a work-friendly and an enabling environment to freely engage in any form of productive and socially useful work;

(g) combine worker protection and security with the need for appropriate labour market flexibility, establishing a new balance between flexibility and security.

23. There is a need to intensify efforts to achieve a broader recognition and understanding of work, employment and different patterns of work.

Therefore the Commission recommends:

(a) giving due attention to socially productive activities, including unremunerated work, a relatively large part of which is done by women;

(b) also giving due attention to the work done in the informal sector;

(c) adopting policies to stimulate flexible working time arrangements, such as job sharing, part-time work, etc., in order to promote equitable access to work and ensure that each individual is given the opportunity to combine paid employment, training and education, unpaid caring tasks and volunteer activity;

(d) adopting policies to enable workers to combine work and family responsibilities and better share paid employment and unpaid caring tasks between women and men through the enhanced availability of facilities like child care and flexible working conditions.

IX. Child labour

25. The continued prevalence of child labour, often in inhumane and exploitative conditions, blights the future of the children involved and represents a short-sighted sacrifice by society. The elimination of child labour requires:

(a) Governments to translate into concrete action their commitment to the progressive and effective elimination of child labour and to implement, [inter alia], national action plans [which would incorporate, inter alia, the recommendation contained in] the resolution on the elimination of child labour adopted by the ILO at its 83rd Session (June 1996), as well as other relevant resolutions on the subject adopted at the General Assembly and the Commission on Human Rights;

[Additional 25 (a)]: all States that have not done so, to sign and ratify the Convention of the Rights of the Child, and furthermore, encourage States to promote and implement the provisions of the Convention;

(b) the elimination of child labour has to be achieved as part of a larger programme in which society provides alternative assistance or economic opportunity; the ILO, in close cooperation with UNICEF and other United Nations agencies, supports national efforts to eliminate child labour. Continued

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financial support from the donor community for the ILO's International Programme for the Elimination of Child Labour (IPEC) is particularly important;

(c) the ILO to pursue its normative work on child labour by promoting the ratification and implementation of the Convention, No. 138;

(d) Governments to support ILO work on the drafting of a new ILO Convention on the elimination of the most intolerable forms of child labour.

X. Groups with special needs

26. The Copenhagen Declaration and Programme of Action identified necessary requirements for improvements in the design of policies and programmes to enhance employment opportunities for groups with special needs and to combat exclusion from the labour market. To achieve this end requires:

(a) developing and implementing policies designed to ensure that all those with special needs, have the opportunity to be productive participants in the workforce, and are given access to credit, technologies and training on a non-discriminatory basis;

(b) intensifying efforts to integrate young people in the world of work by providing them with opportunities to acquire sufficient basic education and adequate vocational qualifications and by focusing training and work experience on their specific needs. Particular efforts are necessary to help young people, especially school leavers who have virtually no qualifications, by offering them either employment or training. In this regard, the offer of the Government of Portugal to host in August 1998 a World Conference of Ministers responsible for Youth, in cooperation with the United Nations which will deal, inter alia with the issue of youth employment, is warmly welcomed. Calls upon all Member States, the programmes and agencies of the United Nations system and youth non-governmental organizations, intergovernmental organizations to support that session of the World Conference of Ministers for Youth;

(c) taking appropriate measures, in collaboration with employers' and workers' organizations, to combat the unemployment of older workers, by ensuring to the maximum extent possible, that older workers can continue to work under satisfactory conditions, have the opportunity to update their knowledge and skills and to enjoy security of employment;

(d) facilitating the opportunity for those who retire early and wish to do so, to take up socially productive activities (socially useful services), remunerated or not, part-time or casual, as appropriate, and to create the conditions for this broader recognition of work and employment;

(e) widening the range of employment opportunities for persons with disabilities by: (1) ensuring that regulations and public policy do not discriminate against persons with disabilities and that they have equal access to education and training; (2) encouraging and assisting disabled persons to obtain employment in the "open market" to the extent possible, and when this is not practical, emphasizing appropriate adjustment in the workplace to

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accommodate persons with disabilities as well as alternative forms of employment. Government agencies, workers' organizations and employers should cooperate with organizations of disabled persons to create training and employment opportunities, as well as rehabilitation services. Access to viable self-employment and possibilities to set up businesses should be facilitated; [calling upon Governments and civil society to work together to formulate and implement policies and strategies in order to realize equal job opportunities for persons with disabilities. Disabled workers should be integrated in the mainstream of labour market policy-making, in order to achieve similar activity rates as for the labour force in general;]

(e) bis encouraging and facilitating the creation and development of various forms of cooperatives, especially among people living in poverty and/or belonging to vulnerable groups through providing them with greater access to microcredits and productive resources.

[(f) establishing a well functioning public employment service or strengthening the capacity of public and private employment services to offer training, individual job search counselling and adequate social protection. Efforts should be targeted on groups with particular labour market difficulties as well as aim to prevent long-term unemployment.]

[XI. Additional specific follow-up actions]

[27. Improve statistical data bases and data collection at national (with the aid of the United Nations funds, programmes and agencies if necessary) and international level (the data reporting to International Labour Organization should be more regular, updated and complete. In the United Nations the Administrative Committee on Coordination should have an increased role of coordination in that matter) on the key social indicators in least developed countries, including employment indicators.]

[28. Enhance coordination of United Nations system efforts, at the country level, in support of developing country programmes for employment creation and sustainable livelihoods and stress, in this context, the importance of common guidelines for the resident coordinator system as recommended by the ACC Task Force.]

[29. Request the Secretary-General, in the framework of United Nations system-wide coordination, to assist the Commission on Social Development and ECOSOC to broaden and deepen the policy debate on employment issues, inter alia by - within existing resources - :

(a) reviewing existing international databases, indicators and indices and work towards improving their reliability, consistency and international comparability;

(b) commissioning studies and holding international expert group meetings on specific aspects of the employment questions where special attention is warranted.]

[30. The Commission urges all countries to strengthen and sustain their efforts towards implementation of the Commitments and Programme of Action of the Social Summit especially in the context of this meeting those in Chapter 3 on expansion of productive employment and reduction of unemployment. The Commission restates its strong commitment to the goals and programmes so effectively and authoritatively articulated at the Copenhagen meeting.]
