



INTER-PARLIAMENTARY UNION
116th Assembly and related meetings
Nusa Dua, 29 April to 4 May 2007



Second Standing Committee
Sustainable Development,
Finance and Trade

C-II/116/DR-pre
10 January 2007

JOB CREATION AND EMPLOYMENT SECURITY IN THE ERA OF GLOBALIZATION

Preliminary draft resolution prepared by the co-Rapporteurs
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The 116th Assembly of the Inter-Parliamentary Union,

- (1) *Recalling* the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966), and the International Covenant on Economic, Social and Cultural Rights (1966),
- (2) *Mindful* of the outcome of the World Summit for Social Development (Copenhagen, 1995), which adopted a Declaration and a Programme of Action, constituting the basic framework for the promotion of social development for all at the national and international levels,
- (3) *Recalling* the United Nations Global Compact, launched in 2000, the United Nations Millennium Development Goals, adopted in 2000, and the report "Investing in Development", published by the United Nations Millennium Project in 2005; and *recognizing* that the creation of jobs and employment security are key to the attainment of the Millennium Development Goals,
- (4) *Conscious* of the need to uphold the basic human values that are vital to social and economic development, as stipulated in the Declaration on Fundamental Principles and Rights at Work adopted by the International Labour Organization (ILO) in 1998,
- (5) *Recalling* the report, "A Fair Globalization: Creating Opportunities for All", drawn up by the World Commission on the Social Dimension of Globalization (ILO, 2004), and the Ministerial Declaration on Employment and Decent Work for All adopted at the High-level Segment of the United Nations Economic and Social Council in July 2006,
- (6) *Further recalling* the resolutions of the Inter-Parliamentary Union, in particular those adopted by the 98th Inter-Parliamentary Conference (Cairo, September 1997) on employment in a globalizing world, the 107th Inter-Parliamentary Conference (Marrakech, March 2002) on the role of parliaments in developing public policy in an era of globalization, multilateral institutions and international trade agreements, and the 109th IPU Assembly (Geneva, October 2003) on the contribution of new information and communication technologies to good governance, the improvement of parliamentary democracy and the management of globalization,

(7) *Noting* that, according to data published by ILO between 2002 and 2005 in studies, conventions and reports on international events:

- a. the global labour force continues to grow, with some 3 billion people currently employed or seeking employment;
- b. about 80 per cent of the global labour force is in developing countries, which means that 430 million jobs will have to be created over the next ten years, or 43 million jobs annually, in these countries alone;
- c. the number of unemployed in developing countries grew from 157 million in 1995 to an unprecedented 192 million in 2005;
- d. despite the many obstacles they have to overcome in the labour market, women make up 40 per cent of today's global labour force, with the overall number of women workers having increased from almost 1 billion to 1.22 billion between 1991 and 2005;
- e. between now and 2020, the impact of HIV/AIDS on persons of working age could result in losses of up to US\$ 270 billion in the 41 countries most affected;
- f. unemployment among the young has risen globally from 12 to 13.7 per cent in the last decade alone, with young people in developing countries being 3.3 times more likely to be unemployed than adults in 2005, compared to 2.3 times in developed economies;
- g. even though the overall number of child labourers has fallen by 11 per cent in the last four years, nearly 218 million children continued to be affected by this scourge in 2004;
- h. the population pyramid has changed considerably in recent years, with the proportions of persons over the age of 60 and of working men and women over the age of 50 growing steadily on a global scale;
- i. the percentage of workers employed in the services sector rose from 34.3 per cent in 1995 to over 38 per cent in 2005, with a further 40 per cent employed in the agriculture sector and 21 per cent in industry,

(8) *Convinced* that public opinion varies on globalization, which has wrought unprecedented change in the lifestyles of individuals, families and whole societies, and that innovative approaches are required to conduct a comprehensive assessment of the phenomenon's repercussions on social, economic and cultural development,

(9) *Convinced* at the same time that fair globalization has a huge potential to promote economic growth and efficiency while advancing human development and prosperity, and that increased international trade and investment flows would lead to expanded markets and more job opportunities,

(10) *Noting* that the debate about the effects of globalization on employment tends to polarize along geographic and political lines rather than those of living and working conditions or social and family roots,

(11) *Recognizing* that lack of understanding of the driving forces of globalization and of its impact on labour markets complicates the search for adequate responses to the political challenges it poses nationally and internationally,

(12) *Conscious* of the breathtaking speed at which the process of globalization is affecting labour markets in all countries, in particular with regard to job creation and conditions of employment in both industrialized and developing countries,

(13) *Convinced* that poverty reduction, the provision of steady employment and job creation should be central objectives of the long-term national development policies of all countries,

(14) *Conscious* that the concept of work as a source of dignity has been devalued, the leading school of economic thought viewing labour as merely one factor of productivity and taking scant account of the value of work for individual human beings, their families, communities and society at large,

(15) *Noting* that increased international competitiveness has led labour markets in many countries to evolve in the direction of greater flexibility and wider application of non-standard conditions of employment (temporary and part-time work, fixed-term contracts, etc.) which are not necessarily covered by labour legislation and social security norms, thus exposing workers to additional risks and disadvantages,

(16) *Also noting* that the phenomenon of increased labour market flexibility can contribute to the insecurity and social marginalization of substantial portions of the population and that it is therefore necessary to improve employment security in all sectors of the national economy,

(17) *Convinced* of the importance of striking a balance between the need for employers to exercise flexibility in manpower management, on the one hand, and the legitimate right of employees to job security, safe and healthy work conditions, access to vocational training and social protection, on the other,

(18) *Persuaded* that, to meet the challenges of globalization while providing effective protection of employees' rights and duties, labour laws should be regularly adapted and revised,

(19) *Stressing* the need for proactive labour market policies and targeted job-creation measures that enhance the prospects for better jobs and productive employment for all,

(20) *Recognizing* the need to develop both the public and the private sectors of the economy and to use the potential of international trade and foreign direct investment to create jobs and improve the performance of labour markets,

(21) *Emphasizing* that, to stay competitive in the era of globalization, employees should have access to education and vocational training,

(22) *Mindful* of the essential role of partnerships in promoting social dialogue and curbing labour market flexibility,

(23) *Aware* that trade unions are deeply interested in preserving the potential benefits of globalization and in making use of faster economic growth and higher employment opportunities, coupled with the advantages of stability that come with economic interdependence,

(24) *Convinced* that respect for human rights, including core labour standards, should be an essential part of the broader international agenda,

(25) *Emphasizing* the need to uphold democracy, strengthen the rule of law and promote respect for international standards in the field of human rights and fundamental freedoms, including the right to work and the right to development,

(26) *Also emphasizing* the need to provide social safety nets for those who are confronted with employment difficulties as a direct or indirect consequence of globalization,

(27) *Further emphasizing* the role played by parliaments and their members in extending the benefits of globalization to developing countries, to ensure that their populations enjoy greater social justice, economic prosperity and employment security,

1. *Urges* parliaments to exert pressure on governments and other stakeholders to place job creation at the centre of national policy agendas and to pursue the creation of an environment conducive to the development of both rural and urban areas;
2. *Also urges* governments to pay closer attention to the social impact of globalization, focusing in particular on job creation and improvement of work conditions;
3. *Calls on* the international community to ensure more equal access to the benefits of globalization for all countries and groups of population, levelling out the enormous disparities and irregularities that exist in terms of access to social protection;
4. *Draws the attention* of governments to the fact that job security and safety at work should be strengthened, not weakened, in the face of increasing labour market flexibility;
5. *Encourages* all social partners, including employers' and employees' organizations, to engage in effective social dialogue aimed at identifying policy tools and operational procedures for creating more jobs and reducing unemployment;
6. *Calls on* governments to promote development; reduce poverty and inequality within and between countries; sustain the transformations resulting from new information and communication technologies, lower transportation costs and greater commercial and financial freedoms; and advance political thinking in conformity with labour market developments;
7. *Recommends* that priority in terms of public and foreign investment be given to labour-intensive infrastructure projects that provide massive employment for the poor and are located in poor areas;

8. *Also recommends* that a strict balance be observed between the interests of the private and the public sectors in terms of ensuring sustainable productivity growth and improved economic competitiveness, as well as social stability, equality for all and respect for workers' rights;
9. *Stresses* the need to ensure adequate financing of self-employment and of medium, small and micro enterprises in both urban and rural informal sectors;
10. *Urges* governments and parliaments to see to it that labour legislation is continuously adapted to the needs of market efficiency and enhanced competitiveness, while providing opportunities for enterprise development and jobs expansion, and ensuring adequate social protection for employees in an environment conducive to sustainable development;
11. *Invites* governments to provide an adequate response to the challenges of globalization, such as work discrimination, migration and lack of social protection, currently affecting up to 60 per cent of the working population globally;
12. *Calls on* governments to implement the conclusions of the report, "A Fair Globalization: Creating Opportunities for All", drawn up by the World Commission on the Social Dimension of Globalization;
13. *Invites* the Inter-Parliamentary Union to conduct a general study of how parliaments address the impact of globalization on the population of their respective countries;
14. *Proposes* to draw up strategies and put together campaigns to prevent and eliminate physical and psychological workplace violence, which, as confirmed in ILO's findings and in the recommendations of the 114th IPU Assembly, has become a worldwide phenomenon and affects women in particular;
15. *Calls for* greater coherence between programmes and policies aimed at attaining the objective of decent work and *invites* governments and social partners to incorporate these recommendations into their national strategies with a view to bringing about a meaningful change in people's lives, in keeping with the priorities, policies and customs of every country.