
INTERNATIONAL LABOUR ORGANIZATION

**Recovering from the crisis:
The implementation of the Global
Jobs Pact in Africa**

First African Decent Work Symposium
Ouagadougou, 1–2 December 2009

ILO REGIONAL OFFICE FOR AFRICA

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Acronyms and abbreviations

ADF	African Development Fund
AfDB	African Development Bank
AU	African Union
CCA	Common Country Assessment
CEB	Chief Executives Board
CIS	Commonwealth of Independent States
DfID	Department for International Development (United Kingdom)
ECOSOC	Economic and Social Council
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FDI	foreign direct investment
GCC	Gulf Cooperation Council
GDP	gross domestic product
KILM	Key Indicators of the Labour Market
ICT	information communication technology
ILO	International Labour Organization
IMF	International Monetary Fund
IMO	International Maritime Organization
ITU	International Telecommunication Union
ITUC	International Trade Union Confederation
MDG	Millennium Development Goal
NEPAD	New Partnership for Africa's Development
OATUU	Organization of African Trade Union Unity
ODA	official development assistance
OHCHR	Office of the High Commissioner for Human Rights
PEC	Pan-African Employers' Confederation
PPP	purchasing power parity
PRSP	Poverty Reduction Strategy Paper
RBSA	Regular Budget Supplementary Account
RBTC	Regular Budget Technical Cooperation
RCM	Regional Coordination Mechanism
RDT	Regional Directors' Team
REC	Regional Economic Community
SMEs	small and medium-sized enterprises
TC	technical cooperation
UN	United Nations

UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCTAD	UN Conference on Trade and Development
UNDAF	United Nations Development Assistance Framework
UN-DESA	United Nations – Department of Economic and Social Affairs
UN-HABITAT	United Nations Human Settlements Programme
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
UNEP	United National Environment Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children’s Fund
UNIDO	United Nations Industrial Development Organization
UNODC	United Nations Office on Drugs and Crime
UNRWA	United Nations Relief and Works Agency
UNWTO	World Tourism Organization
UPU	Universal Postal Union
WEO	World Economic Outlook
WFP	World Food Programme
WHO	World Health Organization
WMO	World Meteorological Organization
WIPO	World Intellectual Property Organization

Introduction

The global financial and economic crisis has affected African countries and peoples causing severe social and economic impacts. Growth, macroeconomic stability, employment, and sustainable livelihoods are jeopardized as well as economic and social progress achieved during recent years.

The First African Decent Work Symposium, convened at the invitation of His Excellency Mr Blaise Compaoré, President of Burkina Faso, is aimed at operationalizing the Global Jobs Pact, adopted by the 98th Session of the International Labour Conference in Geneva on 19 June 2009, as the ILO's contribution to the recovery from the global financial and economic crisis.

Following its adoption, the Global Jobs Pact has had widespread endorsement.

In Africa, the ministers responsible for labour, employment and social affairs, and social partners meeting at the Seventh Ordinary Session of the African Union Labour and Social Affairs Commission in Addis Ababa, Ethiopia, on 2 October 2009 welcomed “the decision by the ILO to hold the First African Decent Work Symposium at the level of Heads of State and Government, Ministers of Labour/Employment, Ministers of Finance, 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 on 1–2 December 2009, at the invitation of H.E. Mr Blaise Compaoré, President of Burkina Faso”.

They also committed themselves to “align our national development frameworks, including the Decent Work Country Programmes, to the Global Jobs Pact.”

There are signs of weak recovery. However, “recovery” will only be a reality for workers, families and communities when their livelihoods are improved through access to employment and decent work opportunities.

The current crisis is not over until sustainable enterprises at all levels are supported and promoted in order for them to create and maintain jobs.

True recovery for Africa will only be possible when the continent has overcome the manifold and deep-rooted problems that existed prior to the economic crisis: decent work deficits, hunger, HIV/AIDS and other deadly diseases, debt burden, inequalities, civil conflicts, to mention but a few.

Action is crucial to combat the impact of the crisis. This calls for the immediate implementation of the Global Jobs Pact through effective national, subregional and regional policies and programmes.

Through exchange of experiences, knowledge sharing, and unity of purpose the Symposium will contribute to the development of concrete initiatives and programmes at the regional, subregional and national levels.

This high-level Symposium calls on the ILO tripartite constituents in cooperation with regional institutions, international and regional financial institutions, United Nations agencies as well as development partners to act as one for the benefit of Africa's peoples.

The Symposium provides an opportunity for the real actors of the economy – workers, employers and governments – to interact to ensure an effective recovery in Africa from the global financial and economic crisis.

It also provides a forum for the international community to strengthen partnership and solidarity with Africa in addressing the global financial and economic crisis.

This background document is meant to initiate debate and develop a common road map for the implementation of the Global Jobs Pact in Africa. It is a product of an extensive consultative process involving the ILO Regional Office, the ILO Offices in Africa and headquarters, as well as the United Nations Economic Commission for Africa (UNECA).

We would like to most sincerely thank all colleagues who did not spare any effort in ensuring that the holding of this Symposium will be a success.

Signs of global economic recovery, but the jobs crisis continues

Economic forecasts in the third quarter of 2009 suggest that despite recent signs that the world economy has stabilized and is beginning to recover, the outlook is fragile and unemployment is expected to rise well into 2010. ¹ Global growth is expected to be 0.3 and 0.6 percentage points higher in 2009 and 2010 than predicted in the World Economic Outlook (WEO) update in July 2009, yet remain negative overall (-1.1 per cent in 2009) and improve somewhat in 2010 to +3.1 per cent. Among the regions, the International Monetary Fund (IMF) predicts that growth will be lowest in the European Union with a barely positive 0.3 per cent, and highest in developing Asia (9 per cent for China). In 2010 the United States is expected to register 1.5 per cent growth, Central and Eastern Europe 1.8 per cent, the Commonwealth of Independent States (CIS) 2.1 per cent, Latin America and the Caribbean 2.9 per cent, Africa 4 per cent and the Middle East 4.2 per cent.

However, the very recent signs of recovery in growth in many countries are almost exclusively driven by stimulus packages, as self-sustaining economic recovery is not yet consolidated. The WEO notes that the factors behind this growth are a rebound in manufacturing, and there are some signs of stabilizing retail sales, returning consumer confidence, firmer housing markets, and improvement in commodity prices. The warning is that the global recovery is expected to be slow, with economic activity well below pre-crisis levels. It also adds that “the current rebound will be sluggish, credit constrained, and, for quite some time, jobless.” ²

Indeed, historical evidence points to the fact that, despite heterogeneity across countries, employment takes longer to recover following recessions. A rebound in global growth does not mean an end to the jobs and social crisis, hence the risk of long-term persistence of higher informality and working poverty, and the resulting economic costs. Given the global nature of the current crisis, even if growth recovers, as stated by the IMF’s Managing Director, “it might still take some time for employment to follow. Unemployment might very well continue rising next year, even as the economy bounces back. For people losing their job, the crisis is not over” ³.

Therefore, with the depth of poverty and decent work deficits before the financial and economic crisis in Africa, a return to similar growth patterns may not be the optimal

¹ ILO: Governing Body doc. GB.306/3/1, Nov. 2009.

² IMF: *World Economic Outlook*. Oct. 2009, p. 1.

³ Remarks by Dominique Strauss-Kahn, Managing Director, IMF, at the Global Creative Leadership Summit, New York City, 23 September 2009.

solution.⁴ The prospect of a jobless recovery process is worrisome, particularly in countries with weak and low coverage of social protection to cushion the negative impacts of the crisis. In such situations, poverty and social exclusion will jeopardize the attainment of the Millennium Development Goals (MDGs), as productivity gains are required to fuel the transition to formality for the majority of workers.

Efforts must therefore be stepped up, in all continents including Africa, to ensure that when growth returns, so do jobs. It is more crucial than ever to prioritize and mainstream the goals of full, productive and decent work, as well as policies for social inclusion, in the recovery efforts in order to avoid prolonged unemployment and increasing numbers of working poor and unemployed. Additionally, the promotion of a social protection floor to assist the vulnerable can prevent increased poverty, address social hardship, while also helping to stabilize the economy and maintain and promote employability. Furthermore all countries should, through a combination of income support, skills development and enforcement of rights to equality and non-discrimination, help vulnerable groups hardest hit by the crisis.

Summary of world output (annual per cent change)

	Average 1991–2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2014
World	3.1	2.3	2.9	3.6	4.9	4.5	5.1	5.2	3.0	-1.1	3.1	4.5
Advanced economies	2.8	1.4	1.7	1.9	3.2	2.6	3.0	2.7	0.6	-3.4	1.3	2.4
United States	3.4	1.1	1.8	2.5	3.6	3.1	2.7	2.1	0.4	-2.7	1.5	2.1
Euro area	–	1.9	0.9	0.8	2.2	1.7	2.9	2.7	0.7	-4.2	0.3	2.1
Japan	1.2	0.2	0.3	1.4	2.7	1.9	2.0	2.3	-0.7	-5.4	1.7	1.8
Other advanced economies	3.5	1.8	3.2	2.5	4.1	3.4	3.9	3.8	1.2	-2.7	2.1	3.4
Emerging and developing economies	3.6	3.8	4.8	6.2	7.5	7.1	7.9	8.3	6.0	-1.7	5.1	6.6
Africa	2.4	4.9	6.5	5.4	6.7	5.7	6.1	6.3	5.2	1.7	4.0	5.3
Central and Eastern Europe	2.0	0.2	4.4	4.8	7.3	6.0	6.6	5.5	3.0	-5.0	1.8	4.0
CIS	–	6.1	5.2	7.8	8.2	6.7	8.4	8.6	5.5	-6.7	2.1	5.3
Developing Asia	7.4	5.8	6.9	8.2	8.6	9.0	9.8	10.6	7.6	6.2	7.3	8.5
Middle East	4.0	2.5	3.8	6.9	5.9	5.5	5.8	6.2	5.4	2.0	4.2	4.8
Western Hemisphere	3.3	0.7	0.6	3.8	6.0	4.7	5.7	5.7	5.2	-2.5	2.9	4.0
European Union	2.2	2.1	1.4	0.6	2.7	2.2	3.4	3.1	1.0	-4.2	0.5	2.5

Source: IMF, *World Economic Outlook*, Oct. 2009.

⁴ In a study of several serious financial crises, Rogoff and Reinhart concluded that “the aftermath of banking crises is associated with profound declines in output and employment. The unemployment rate rises an average of seven percentage points over the down phase of the cycle, which lasts on average over four years. Output falls (from peak to trough) an average of over 9 per cent, although the duration of the downturn, averaging roughly two years, is considerably shorter than for unemployment”, see Carmen M. Reinhart, Kenneth S. Rogoff: “The aftermath of financial crises”, NBER Working Paper No. 14656, Jan. 2009.

Africa has been affected by the crisis

The first wave of the crisis hit the United States in September 2008, with the second wave rapidly spreading to Europe and other emerging economies. Despite originating in developed countries, the crisis has not spared developing countries as a result of the trade and financial market channels.

While the direct impact of the global financial and economic crisis on Africa has been especially strong for countries with higher degrees of financial integration, it has quickly been transmitted to other countries. This third wave of the crisis is having negative effects on much of developing Africa, with the potential of reaching even more serious proportions given the slow nature of recovery and the fact that developing economies are generally affected with a time lag.

It is clear that the crisis has affected countries differently, depending on the nature of their economies. However, although the severity of the crisis varies from region to region and from country to country, no region has escaped its adverse effects. Likewise within countries, various population groups and different parts of the country have not necessarily been affected in the same manner. It is estimated that, by the end of 2009, sub-Saharan African countries may have lost a cumulative income of more than US\$50 billion.⁵

Countries considered most vulnerable to the impact of the financial crisis in Africa are (according to the IMF) those facing immediate impact on their balance of payments and reserves, trade balances (as a result of low world market prices and export volumes), remittances, foreign direct investment (FDI) and official development assistance (ODA). They include 11 hard-hit countries (Central African Republic, Democratic Republic of the Congo, Côte d'Ivoire, Djibouti, Ethiopia, Guinea, Liberia, Malawi, Mauritania, Sudan and Zambia). Those moderately hit include 23 countries,⁶ and those judged least hit are Benin, Gambia and Uganda.

Before the current global crisis, Africa was already facing a series of crises

The current crisis has come at a time when the world was already reeling from other yet unresolved crises – high food and fuel prices, increased poverty, unemployment and underemployment, social exclusion, climate change, social and political strife, and massive inequalities.

An estimated 1.4 billion people in the developing world (one in four) in 2005 were living on less than \$1.25 a day.⁷ While poverty has fallen in other regions of the world, limited change in poverty levels has been recorded for most of sub-Saharan Africa since

⁵ ODI: *The global financial crisis and developing countries: Taking stock, taking action*, Sep. 2009.

⁶ Angola, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Comoros, Congo, Eritrea, Ghana, Guinea-Bissau, Kenya, Lesotho, Madagascar, Mali, Mozambique, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Sierra Leone, United Republic of Tanzania and Togo.

⁷ On 26 August 2008 the World Bank released updated global poverty estimates, which new numbers are based on a new worldwide price survey and a new benchmark international poverty line of \$1.25 (at 2005 PPP) which replaces earlier benchmark poverty lines (of \$1.08 at 1993 PPP and \$1 at 1985 PPP, both widely referred to as “US\$1 per day”) corresponding to earlier base years.

1981, and in absolute terms, the number of poor people has nearly doubled from 200 million in 1981 to 390 million in 2005.⁸

Deteriorating growth prospects in African countries will not only slow the pace of poverty reduction but in some countries also exacerbate it. The situation is already aggravated by high unemployment levels, low productivity, continuous lack of decent work, and a high level of vulnerable employment and informality. Moreover, recent estimates show that despite the high growth achieved in Africa over the last decade, only minimal changes in decent work deficits and poverty reduction have been registered.

Volatile food and fuel prices are making gains even more difficult to realize. While some households are adversely affected by higher food prices, however, others benefit from them, based on whether they are net producers or consumers of marketed food staples and depending on the extent to which wages are adjusted to reflect higher food price inflation. In much of sub-Saharan Africa, the high food prices resulting from the 2008 global food crisis have not fully subsided. The poor typically spend a larger share of their income on food and are, therefore, the most vulnerable to increases in the prices of food. This poses a serious challenge to the efforts to eradicate extreme poverty and hunger.

According to the FAO,⁹ in spite of the decline in international prices since their peaks in 2008, developing countries continue to experience high domestic food prices and a number of countries around the world will require external assistance, despite a positive outlook for global cereal supplies in 2009–10. The United Nations Secretary-General's High-Level Task Force on the Global Food Security Crisis, of which the ILO is a member, has designated 20 African countries for priority attention.¹⁰

Given the level of pre-existing economic and social deficits on the continent, a return to pre-crisis situations is not the solution.

Economic growth rates for Africa have declined

Economic growth for the African continent is expected to reduce to 1.7 per cent in 2009, and to pick up in 2010, increasing to 4 per cent. Although this picture disguises the varying situations from country to country, it contrasts significantly with the past decade of growth across the continent of over 5 per cent on average per annum.¹¹ Robust global demand, diversifying exports markets, rising oil prices, and high commodity prices were behind this growth performance. Macroeconomic stability and improving macroeconomic management, the peace dividend in a number of post-conflict countries, increased private capital flows, debt relief and increasing non-fuel exports were other reasons behind Africa's growth statistics.

For sub-Saharan Africa, growth is now expected to slow to 1.1 per cent in 2009. The impact on incomes is likely to be larger than this decline in GDP suggests as remittances

⁸ M. Ravallion and S. Chen: *The developing world is poorer than we thought, but no less successful in the fight against poverty*, Policy Research Working Paper No. 4703, World Bank, 2008.

⁹ *Crop Prospects and Food Situation* (FAO, July 2009).

¹⁰ The 20 African countries considered as priority countries for action by the agencies participating in the High-Level Task Force are Benin, Burkina Faso, Burundi, Central African Republic, Eritrea, Ethiopia, Guinea, Guinea Bissau, Kenya, Liberia, Madagascar, Malawi, Mali, Mauritania, Mozambique, Niger, Rwanda, Sierra Leone, United Republic of Tanzania and Zimbabwe.

¹¹ 4.9 per cent in 2001; 6.5 per cent in 2002; 5.4 per cent in 2003; 6.7 per cent in 2004; 5.7 per cent in 2005; 6.1 per cent in 2006; 6.3 per cent in 2007; and 5.2 per cent in 2008.

are not included in GDP.¹² While sub-Saharan Africa's growth is expected to be 4 per cent in 2010 and more than 5 per cent in subsequent years, progress toward the MDGs, especially the goal of halving poverty by 2015, has receded.

Exports of many sub-Saharan African countries have fallen and capital flows disrupted. Overall, it is the oil exporters and middle-income countries that have been particularly hard hit. The deterioration of the economic outcome for oil-exporting countries – with the exception of Congo – is expected to be particularly pronounced in 2009 due to steep price declines in countries such as Angola, Gabon, Equatorial Guinea, and Cameroon.

GDP growth declines are also hitting middle-income countries with output growth expected to fall to under 2.5 per cent in 2009 (except Cape Verde). Eight countries (Botswana, Seychelles, Equatorial Guinea, South Africa, Lesotho, Gabon, Namibia and Madagascar) will experience a contraction in their GDPs in 2009. The effect will be particularly marked in Botswana (10.3 per cent) and Seychelles (8.7 per cent). Only six countries (Central African Republic, Congo, Côte d'Ivoire, Kenya, Mauritania and Togo) have had a GDP increase from 2008 to 2009. On the other hand, only eight countries (Djibouti, Ethiopia, Congo, Malawi, Morocco, Rwanda, the United Republic of Tanzania and Uganda) will grow at 5 per cent or more in 2009 (in 2008 the number of countries was 29).

The impact of the crisis on poverty is likely to differ from its impact on GDP growth. Although low-income countries appear on average to have been less affected, the effects of the financial crisis are likely to have a heavy impact on those countries that have the least resilience in terms of diversified economies. Economic sectors, in which many poor people depend, such as agriculture, are pushing many deeper into poverty. A small decline in economic growth in agricultural subsectors may actually translate into a proportionally larger incidence of poverty.

Sub-Saharan Africa: Selected indicators, 2005–10

	2005	2006	2007	Estimate 2008	Projections 2009	Projections 2010
	(Per cent change)					
Real GDP	6.2	6.4	6.9	5.5	1.1	4.1
Of which: Oil exporters	7.6	7.4	9.2	7.0	1.9	5.5
Oil importers	5.5	5.9	5.7	4.7	0.8	3.3
Real non-oil GDP	6.4	7.9	8.0	6.3	2.0	4.2
Consumer price (average)	8.9	7.3	7.1	11.6	10.5	7.2
Of which: Oil exporters	14.8	8.1	5.6	10.5	10.6	8.9
Oil importers	6.2	6.9	7.8	12.1	10.4	6.4
Per capita GDP	4.1	4.2	4.8	3.1	-0.9	1.9
	(Per cent of GDP)					
Exports of goods and services	36.6	37.6	38.9	41.0	31.2	33.5
Imports of goods and services	33.6	33.1	36.2	38.2	34.2	34.6
Gross domestic saving	22.8	25.5	24.5	25.0	19.3	21.5

¹² P. Ronnas, *Countries to suffer the greatest decline in GDP Growth*, Oct. 2009, ILO.

	2005	2006	2007	Estimate 2008	Projections 2009	Projections 2010
Gross domestic investment	19.9	21.1	22.0	22.2	22.4	22.7
Fiscal balance (including grants)	1.8	4.8	1.2	1.3	-4.8	-2.4
Of which: Oil exporters	8.8	11.3	3.6	6.3	-5.9	1.5
Oil importers	-1.3	1.5	-0.2	-2.0	-4.2	-4.7
Current accounts (including grants)	-0.4	4.1	1.1	1.0	-3.1	-2.1
Of which: Oil exporters	7.2	21.2	14.4	14.0	1.6	7.9
Oil importers	-3.9	-4.9	-6.2	-7.6	-5.6	-7.9
Terms of trade (per cent change)	7.5	7.3	3.1	8.6	-9.1	6.6
Of which: Oil exporters	24.2	11.2	3.1	18.4	-28.6	17.9
Oil importers	0.0	5.2	3.1	2.1	1.1	0.1
Reserves (months of imports)	4.7	5.9	6.0	5.3	5.8	5.5
Memorandum items:						
Oil price (US\$ a barrel)	53.4	64.3	71.1	97.0	61.5	76.5
GDP growth in SSA trade partners (in per cent)	3.7	4.1	4.1	1.9	-1.8	2.2
GDP growth in sub-Saharan Africa (WEO definition)	6.2	6.6	7.0	5.5	1.3	4.1

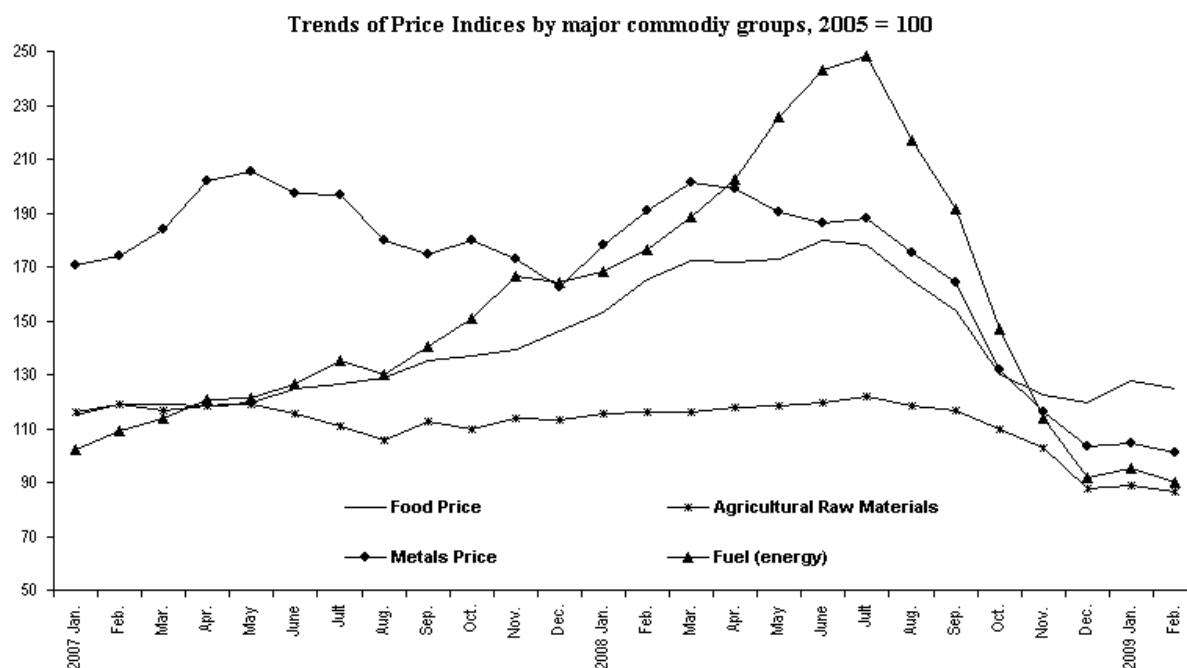
Source: IMF Regional Economic Outlook: Sub-Saharan Africa, Oct. 2009.

Africa's trade revenues have fallen

While low-income countries have been less affected by the financial contagion, slowing exports and falling prices for commodity exporters will increasingly affect growth prospects in 2009. While Africa increased its share in world exports from around 2 per cent to almost 3 per cent between 2000 and 2007, reversing the decline since 1980, this may once again reverse.

Metal, food and fuel prices reached their peaks in the first half of 2008, with oil fetching more than \$140 per barrel in July of 2008. In the next six months, the crisis had hit this upward trend and prices tumbled, with oil falling to less than a third of its peak price (see figure below). Oil exporters which had benefited from the windfall found themselves at the losing end, while the oil importers found some relief. Commodity exporters continued to lose out in the international market as their exports fetched less and less.

Trends in price indices of major commodity groups



Source: UNECA, 2009.

World trade has slowed overall; with a negative growth of 11.9 per cent in 2009 compared to the 3 per cent positive growth in 2008.¹³ Already Africa was at the periphery of global trade, as shown by its 3 per cent share in world trade. Lack of export product diversification and market diversification on the one hand and the weak intra-African trade on the other hand combine to further aggravate the continent's situation, given its dependence on external markets as outlets for its mainly agricultural and mineral products.

According to the African Development Bank (AfDB),¹⁴ Africa's export growth rate is estimated at only 3.6 per cent in 2009, down from 10.6 per cent in 2008. This is due mainly to the economic downturns in Africa's trading partners – Europe, the United States and China.

Coffee exports, which have a strong correlation with poverty in Uganda, fell by a third in the year to March 2009.¹⁵ Decrease in sisal prices are also directly affecting more than 21 million people in the United Republic of Tanzania and are inducing additional migration of rural labour to towns in search of jobs.¹⁶

Loss of trade revenue will lead to increased budget deficits at a time when infrastructure and social service provision was just beginning to recover from the impact of structural adjustment. Its knock-on effect on earnings and labour are beginning to become evident.

¹³ IMF, 2009.

¹⁴ AfDB: *Impact of the global financial and economic crisis on Africa*, Feb. 2009.

¹⁵ ODI: *The global financial crisis and developing countries: Taking stock, taking action*, Sep. 2009.

¹⁶ Press statement by Hon. Mustafa Haidi Mkulo, Minister for Finance and Economic Affairs, Apr. 2009.

In this context, African countries should not only continue targeting export market and product diversification as a long-run priority objective but also pursue regional integration and localization of their economies as a long-term sustainable solution to its continued over-dependence on the outside world. At national and regional levels, there is need to dismantle barriers to trade, including putting in place the necessary infrastructure, removal of cumbersome administrative and bureaucratic hurdles, enhancing the role of the private sector in trade, and the provision of trade finance.

Foreign direct investment to Africa will experience a sharp decline

Reports indicate that net private capital flows to emerging market economies fell from 7.3 per cent of GDP in 2007 to 4.9 per cent in 2008, and are projected to turn negative in 2009,¹⁷ as investment financing from banks dries up, and fears that the recession could affect profitable returns to their investments. Indications are that Africa, in 2009, could experience a sharp decline in FDI, a fall from \$53 billion inflow in 2007 and \$61.9 billion in 2008.

The rapid assessments carried out by the ILO reveal mixed results of the impact of the crisis on FDI. In Uganda, inflow of new FDI remained strong and the Uganda Investment Authority did not report any slowdown. However, one foreign investment project in television had been cancelled due to financial difficulties of the parent company leading to the lay-off of 500 employees. In Liberia, the crisis had a negative impact on negotiations for concession agreements for future investment projects and exploration activity by international mining companies.

Access to finance for households and smaller firms has become more difficult. The general difficulties of SMEs the world over to obtain bank credit and other services on affordable terms are aggravated in Africa for reasons that have to do with the small size, external orientation and shallowness of the African financial sector. Between 60 and 80 per cent of the active population are without access to an account.¹⁸ Commercial banks continue to refrain from innovations that would allow them to capture market segments on the frontier with the informal economy. The crisis is also likely to swell the ranks of clients of microfinance institutions and informal finance providers as more people will lose formal jobs and be obliged to make a living in informal survival activities.

The above scenario could have serious implications as investments are either postponed or cancelled altogether. A number of measures ought to be in place to ensure minimal dependence on foreign investments: the promotion of domestic and subregional investments; ensuring that FDI targets the entire economy as opposed to enclaves; value addition to the mineral and agricultural products is given attention; focus on employment generating sectors of the economy; and infrastructure development, including in rural areas.

¹⁷ World Bank: *Global Monitoring Report 2009*.

¹⁸ For additional information on this, see World Bank: *Making Finance Work for Africa*, Nov. 2006.

Migrants' remittances are likely to fall

In 2005, there were some 16.5 million migrants in the region, with current estimates forecasting an increase to 18 million in 2010.¹⁹ North Africa is a major subregion of origin. Its migrant workers – depending on country of origin – are essentially present in the Gulf countries, Jordan and the Libyan Arab Jamahiriya, as well as in Europe. No massive returns from any of these destinations have been witnessed to date. It can be presumed, however, that from the perspective of origin countries the impact should be felt in two ways. Some returns, in a limited scale, are bound to happen. This will apply to workers employed in countries that link employment contracts to residence permits. If they lose their jobs as a result of the crisis, workers will have to return to their home countries. This is the case of workers employed in the Gulf countries. Migrant workers whose employment contracts and residence permits are not linked are likely to sit out the crisis in their countries of destination. This applies to most migrant workers in Europe. Second, outflows of fresh migrant workers are quite likely to decline. Some recruitment agencies in Egypt have pointed out a drop in demand for, especially skilled, labour in the Gulf region.

As Africans in the diaspora face hard times in the host countries, some will be forced to return to their home countries. This trend will negatively affect a number of African countries that depend on migrants' remittances for aspects of development, including investment in small businesses and domestic construction. Reduction in remittances is therefore worrisome for migrant workers, their families and their countries. It also bears emphasizing that even though their total global value is smaller than FDI, remittances are better distributed. While most FDI is concentrated in a few middle-income, emerging, developing countries, remittances are spread. They are the first source of external financing for a great number of developing countries.

The World Bank sketches a scenario for sub-Saharan Africa where, after two decades of growth in remittance flows, there is likely to be a significant decline in these financial flows in 2009. The World Bank data show that in 2005, 2006 and 2007, remittances received in sub-Saharan countries grew by 17 per cent, 37.2 per cent and 44.4 per cent, respectively. Recession in countries of destination of African migrant workers, inside as well as outside the continent, suggests that the decline will be serious. The low-case prediction for 2009 is that remittances to sub-Saharan Africa will decline by 8 per cent.

Outlook for remittance flows to developing countries, 2009–10

	Base case			Low case	
	2008e	2009f	2010f	2009f	2010f
	US\$ billion				
Developing countries	328	304	313	295	294
East Asia and Pacific	78	74	76	71	71
Europe and Central Asia	57	49	50	47	48
Latin America and Caribbean	64	60	61	58	57
Middle East and North Africa	34	32	33	31	31
South Asia	74	71	74	69	69
Sub-Saharan Africa	20	18	19	18	18
Low-income countries	31	29	30	29	29
Middle-income countries	297	275	282	282	266

¹⁹ United Nations Population Division: *Trends in International Migrant Stock: The 2008 Revision* (New York, UN, 2009). Estimate includes refugees.

	Base case			Low case	
	2008e	2009f	2010f	2009f	2010f
	Growth rate (%)				
Developing countries	14.80	-7.30	2.90	-10.10	-0.30
East Asia and Pacific	19.60	-5.70	3.00	-8.80	-0.50
Europe and Central Asia	12.00	-14.90	3.00	-17.20	0.50
Latin America and Caribbean	2.10	-6.90	1.00	-9.40	-2.00
Middle East and North Africa	8.60	-6.20	3.30	-9.80	-0.40
South Asia	32.80	-3.60	3.90	-6.40	0.50
Sub-Saharan Africa	6.50	-8.30	4.40	-11.60	1.10
Low-income countries	25.30	-5.00	3.80	-7.20	0.70
Middle-income countries	13.90	-7.50	2.80	-10.40	-0.40

e=estimate, f=forecast

Source: World Bank Migration and Development Brief 10, 13 July 2009.

The Middle East and North Africa, according to World Bank estimates, registered a modest growth rate in remittances in 2008. In 2009, its negative rate of growth is equal to that of Latin America and the Caribbean and East Asia and the Pacific. Analysis should distinguish between Maghreb countries and Egypt. If migrant workers from Morocco and other Maghreb countries are in Europe, the vast majority of Egyptians workers are employed in the GCC countries. Their migration opportunities and jobs have been so far largely preserved. Egyptians' remittances even followed a pattern similar to the Pakistanis' and Bangladeshis' described above. In the second quarter of the fiscal year 2008–09, that is from October to December 2008, these remittances increased by 7.45 per cent relative to the same period a year earlier, from \$2,126.7 million to \$2,285.3 million.²⁰ However, recent data for the fourth quarter of fiscal year 2008–09 (April to June 2008) show a significant decline. Remittances received in the fourth quarter of the fiscal year 2008–09 equalled \$1,831.7 million down 23.5 per cent from the fourth quarter in the previous year (\$2,393.2 million).²¹ If this is a harbinger of a trend, it should be worrying.

Maghreb countries experience lower remittance flows because of the European destinations of their migrant workers. In Morocco, the Office des Changes indicated an 11.1 per cent decline in remittances to \$4,393.2 million up to August 2009, down from \$4,934.7 million over the same period in 2008.²² According to one researcher, remittances to Morocco declined by a higher rate of 15.2 per cent in the first quarter of 2009 in comparison to the same quarter in the previous year.²³ By major countries of destination of Moroccan workers, remittance flows from Spain declined by 29.2 per cent in the first

²⁰ Central Bank of Egypt: *Monthly Bulletin*, Apr. 2009.

²¹ Central Bank of Egypt: *Monthly Bulletin*, Sep. 2009.

²² Office des Changes (Kingdom of Morocco), *Monthly Indicators for External Exchange/Indicateurs mensuels des échanges extérieurs*, Aug. 2009.

²³ M. Cherkaoui, K. Rhoulami and J. Wahba: *Analyse d'impact de la crise financière et économique mondiale sur la pauvreté et la situation sociale des MRE et sur les flux de leurs transferts* (UNDP and the Ministry of Moroccan Communities Abroad, unpublished paper).

months of 2009, well above the overall rate.²⁴ This is a further reflection of the impact of the crisis on employment in Spain, and particularly so on migrant workers.

By April 2009 Nigeria's remittances were a fifth of their November 2008 value. Uganda has seen a downward trend in remittance flows from a high of \$54.9 million in November 2008 to a low of \$16.7 million in January 2009, and had picked up to \$26.3 million in June 2009. Morocco's remittances were \$917.5 million in July 2008 before falling to \$370.2 million in February 2009.²⁵

While migration is an international phenomenon of globalization, efforts are necessary to ensure that the major "push factors" (namely unemployment at home, armed conflicts, as well as violations of human rights) are adequately addressed.

Africa's tourism is affected but a recovery is foreseen

The crisis has not spared the global tourism sector. Starting at 6 per cent growth rate in the first six months of 2008, demand fell by 1 per cent between July and December 2008.²⁶ Immediate impacts of the slowdown were felt in Africa. For instance, the Tanzania National Parks Authority (TANAPA) statistics suggest a 16 per cent fall in arrivals between July and December 2008.²⁷ As such revenues from tourism, which accounts for 28 per cent of the United Republic of Tanzania's service exports, have stagnated and hotels were 80 per cent empty during the peak tourist period in late 2008 and early 2009.²⁸ The Uganda rapid assessment revealed that, while arrivals had not declined significantly, both business travellers and tourists were cutting costs by shortening their trips and reducing their spending in country. Hotels were suffering from a decline in conferences and other events hosted by companies, international organizations and NGOs. In some cases, this had already led to lay-offs, casualization of labour, and pressure on workers to accept lower pay.

However, going by the World Tourism Organization records for 2009, international tourist arrivals worldwide are estimated to have declined by 7 per cent in the period January to July 2009. While all other regions recorded a decrease in tourist arrivals for the first seven months of 2009, Africa's share has been positive (+4 per cent).

The crisis poses threats to official development assistance

Since the Monterrey Conference of 2002, Africa has seen an increase in ODA, peaking at \$38.7 billion in 2007. Of that total amount, the main recipients were Cameroon, the Democratic Republic of the Congo, Egypt, Ethiopia, Kenya, Morocco, Mozambique,

²⁴ *ibid.*

²⁵ Migration and Remittances Team, Development Prospects Group, World Bank (updated 13 Oct. 2009).

²⁶ "Roadmap for Recovery: Report of the Secretary-General on Sustainable Tourism in Challenging Times", presented at the 18th Session of the World Tourism Organization General Assembly. Astana, Kazakhstan, 5–8 October 2009.

²⁷ www.tanzaniainvest.com of 19 Feb. 2009.

²⁸ ODI: *The global financial crisis and developing countries: Taking stock, taking action*, Sep. 2009.

Nigeria, Sudan, the United Republic of Tanzania and Uganda. The most worrisome is the case of those countries in which ODA forms a large part of their development financing, subjecting them to great vulnerability. Burundi, Eritrea, Guinea-Bissau, Liberia and Sierra Leone fall into that category, given their very high ratios of ODA to gross national income.

There are fears that ODA is procyclical, and could be reduced as donor countries continue to experience the economic downturn. So far there is no evidence to show that cuts in ODA have been effected. However it could be a matter of time before ODA recipients begin to feel the pinch, particularly those countries that have become increasingly ODA-dependent. Of additional concern is the realization that ODA to Africa also remains significantly short of the pledges made in the past. For instance, the pledge by the G8 in 2005 at Gleneagles to double annual development assistance to the region by 2010 from \$25 billion to \$50 billion per year has not been realized.²⁹

Net ODA disbursements to key African recipients, 2000–07

Country	Percentage of gross national income
Liberia	44.7
Burundi	37.7
Guinea-Bissau	35.4
Sierra Leone	34.1
Eritrea	33.2
Democratic Republic of the Congo	28.3
Mozambique	27.9
Sao Tome and Principe	24.1
Rwanda	21.3
Malawi	21.1
Zambia	18.1
Mauritania	16.5
Uganda	15.4
Cape Verde	15.3
Gambia	14.7
Ethiopia	14.6
Niger	14.5
Mali	14.3
United Republic of Tanzania	14.0
Madagascar	13.6
Burkina Faso	13.5
Ghana	11.6
Djibouti	11.4

Source: UNECA (2009).

Developed countries should not reduce their support, and adhere to the 0.7 per cent of GDP for international development. At the same time, African countries should source innovative ways and means of increasing their development financing including domestic

²⁹ *The Guardian Online*, Thursday, 11 June 2009.

resource mobilization, promotion of good governance and accountability, avoidance of waste, as well as intensification of the fight against corruption.

Women and young people are heavily affected

The historical, cultural and social circumstances have perpetuated women's inequalities and higher unemployment rates. On top of being overrepresented in the agricultural sector and the informal economies, they also occupy a disadvantaged position in terms of the share of vulnerable employment (i.e. unpaid family workers and own-account workers) in total employment. As a result their jobs are prone to insecure employment, low earnings and low productivity.

Africa's population is among the youngest and fastest growing in the world. With continued unemployment rates double that of adults, the youths face even greater challenge of accessing opportunities given their limited contacts, education and work experience. Unemployed youth can threaten stability and development in some countries. Their energy, enthusiasm and youthfulness must be effectively utilized and channelled into the countries development process. Especially in countries that are just recovering from conflicts, efforts must be intensified to ensure that the idle youth population is provided with employment opportunities.

The crisis is affecting both men and women, be they are at work or not. Experience with past crises indicate that such recessions put a disproportionate burden on women and young people by worsening the already disadvantaged situations in terms of access to labour markets. For instance, female-to-male ratios of unemployment rates indicate that, at the onset of the crisis, women were nearly 90 per cent more likely to be unemployed than men in North Africa, and over 40 per cent more likely in the Middle East.³⁰

It is therefore important for crisis policy responses to effect recovery to consider specific initiatives that respond to the needs of decent work targeted responses for women and young people. In this context, it is crucial to ensure the development of national policies to promote equality of opportunity and treatment and the existence of relevant enforcing mechanisms in place to protect women, youth and other vulnerable categories of workers in both public and private sectors.

Casual and informal workers have been particularly hard hit

Casual and informal workers were hit particularly hard by the crisis as they do not have job security or social security and protection systems, and are in comparatively weak bargaining positions. They are at high risk of lay-offs and fall into poverty when the situation of their employer is affected by the global economic crisis.

The rapid assessment in Uganda revealed that, despite an ongoing sharp increase in food prices, most casual workers had not received any adjustment in their nominal wages in either 2008 or 2009, even in sectors that were not directly affected by the global economic crisis. Trade unions reported that in many cases, employers were using the global crisis as a reason to refuse paying their workers an inflation adjustment. Furthermore, the rapid assessments in both Uganda and Liberia found evidence of increasing casualization of labour as a result of the crisis.

³⁰ ILO: KILM, sixth edition.

Fear that the crisis may affect industrial relations at the workplace

There is fear that the financial crisis shaking major economies could affect the labour relations in many parts of the globe. Some workers are afraid that the crisis will lead to erosion and pressing down on wages and social spending, and tearing up of workers' rights mainly because wages are not meeting even the basic needs of workers.

The human and trade union rights prognosis could also be affected. Resulting from the crisis, not only are economic and social rights – including the right to housing, health and education – coming under increased pressure, but there is also a risk of more human and trade union rights violations. As the economy shrinks and countries tighten their belts, migrants and refugees could be pushed back to untenable situations. Social tensions could increase, leading nervous governments to clamp down on dissent and impose tough public security policies, curbing civil liberties. Already fragile States could be further weakened by the current crisis and slide back into instability and violence.

The crisis poses a great challenge to social development

As already indicated above, a fall in public and private revenues as a result of financial inflows will have dire consequences for most African economies, depending on their levels of vulnerability to external shocks. This will have effects on national budgets, as well as private investments and consumption. For instance, Egypt foresees an increase in its budget deficit to the tune of 8.4 per cent of GDP in the 2009–10 financial year.³¹ This “social scarring” will undermine African countries' full development potential, particularly those that are already reeling from the effects of other crises.

Except for a few countries in the region, Africa has already the lowest scope and extent of coverage by social security and major problems with reaching MDGs in health and education. Any further cutbacks in social spending (e.g. social services, basic health services, social protection, education and training) as a result of the fall in government revenues, as well as reallocation to the financial sector, will additionally affect the most marginalized and vulnerable groups, such as the poorest people, the unemployed, female-headed households, indigenous peoples, persons with disability, youth and older persons, and the crisis will deepen.

Evidence from the Asian and Latin American crises indicate that when they hit countries where social security schemes were inadequate, unemployment and poverty rates soared. When income opportunities are lost and no replacement income is available, households have to cope with less resources for food, education and health, and this is especially hard for the poor who in most cases have limited coping strategies.³² In the absence of already existing schemes it proved to be difficult to introduce new schemes or ad hoc measures, which would come with quick responses to cushion the impact of the crisis.

Crises have led to higher drop-out rates from school among the poor but, when children are taken out of school, or resort to work as child labourers and crucial health expenditure is delayed this may have long-term consequences, such as retarded growth and

³¹ Ministry of Finance: *Egypt response to the global crisis*, June 2009.

³² A. Barrientos and D. Hulme (eds): *Social Protection for the Poor and the Poorest. Concepts, Policies and Politics*, Houndmills/Basingstroke, Palgrave Macmillan, 2008.

lower cognitive and learning abilities.³³ Individual and collective future perspectives of the poor may irreversibly deteriorate as an effect of economic crisis. On a societal level, the difficulties of poor households to adjust to external shocks given their resource constraints consequently leads to a fall in demand for goods and services. For developing countries, where the poor often form a substantial part of the population, the absence of a social security scheme that provides replacement income means that aggregate demand is strongly affected.³⁴

Countervailing evidence comes from those countries, which had introduced unemployment schemes before the onset of earlier crises, such as the Republic of Korea, that could relatively easily scale up these measures and realize an appropriate and timely response.³⁵ The Korean, but also the Argentinean, examples show that the timely investment in social security enabled these countries to emerge strengthened from the crisis.³⁶ A number of other countries, like Chile or Mexico used lessons from earlier crises with massive social fallouts as a starting point for the introduction of new schemes offering income replacements for the unemployed and poor.³⁷ These countries are much better prepared to cope with the consequences of the crisis. In the developed countries, comprehensive social security schemes have largely shielded the majority of the population from the repercussions of economic crises to an extent that the memories of hunger and destitution have nearly faded.

In crisis times, countries that have strong and efficiently run social protection systems have a valuable inbuilt mechanism to stabilize their economies and address the social impact of the crisis. These countries may still need to reinforce existing social protection systems. For other countries, the priority is to meet urgent needs, while building the foundation for stronger and more effective systems.

Furthermore, the following policy recommendations³⁸ could help ensure that the social dimensions of the crisis are addressed:

- Immediate short-term measures proposed include the implementation of large-scale internationally coordinated fiscal stimulus packages consistent with sustainable development goals; as well as strengthened national and international political commitment to integrated economic and social policies for social development, including cash transfers and other social protection measures to protect the well-being of the poor and the disadvantaged.

³³ The World Bank: *Averting a Human Crisis During the Global Downturn. Policy Options from the World Bank's Human Development Network*, Washington, DC, 2009.

³⁴ P. Justino: "Social Security in Developing Countries Myth or Necessity? Evidence from India", in *Journal of International Development*. Vol. 19, 2007, pp 367–382.

³⁵ S.-H. Kang et al.: "Korea: Labor Market Outcomes and Policy Responses after the Crisis", in G. Betcherman and Rizwanul Islam (ed.): *East Asian Labor Markets and the Economic Crisis. Impacts, Responses and Lessons*, World Bank, Washington, DC, International Labour Office, Geneva, 2001.

³⁶ N. Prasad and M. Gerecke: "Employment-oriented crisis responses: Lessons from Argentina and the Republic of Korea", International Institute for Labour Studies, Geneva, 2009.

³⁷ S. Freije-Rodriguez, 2009: "Labor Markets and the Crisis in Latin America and the Caribbean (a preliminary review for selected countries)", World Bank, Latin America and Caribbean region, LCR Crisis Briefs, 15 June 2009.

³⁸ Proposed in "The current global crises and their impact on social development", presented to the 47th Session of the UN Commission for Social Development (New York, Feb. 2009).

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- In the medium to long term, the implementation of anti-poverty policies, including gradual development of comprehensive social protection systems,³⁹ stronger safety nets; incorporation of gender issues in the policy responses; trade facilitation; and increases in social spending will go a long way in cushioning the effects of the crisis, and prevent a derailment on the road to attainment of the MDGs.

The Social Policy Framework for Africa adopted by the First Conference of African Ministers in charge of social development (Windhoek, October 2008) notes that investment in and access to social protection is still low in many countries and agreed that social protection and social security will be built gradually, based on comprehensive longer term national social protection action plans. Measures recommended in the policy include:

- extending existing social insurance schemes (providing subsidies for those that cannot contribute);
- setting up community-based or occupation-based insurance schemes on a voluntary basis;
- providing social welfare services and employment guarantee schemes; and
- introducing and extending public-financed, non-contributory cash transfer schemes.

In the outcomes document so adopted at the “Dialogue on an African Perspective to the ILO Declaration on Social Justice for a Fair Globalization” (Addis Ababa, October 2008), the tripartite representatives noted that “the adoption of the Declaration was very timely given the current financial crisis, and rising food and fuel prices that threaten to increase economic vulnerabilities and job losses, as well as deepen poverty, thus reducing the prospect of achieving the MDGs in Africa”. Also recommended was the need for the immediate promotion and implementation of the 2008 Declaration on Social Justice for a Fair Globalization in Africa.

The ILO Global Campaign for Social Security and Coverage for All, as a means of reducing poverty in Africa

A project on social protection was included in the current ILO/DFID Partnership Framework Arrangement (PFA) in view of DfID's interest in the ILO Global Campaign for Social Security and Coverage for All as a means of reducing poverty in Africa and Asia. The project was implemented in three countries, United Republic of Tanzania Mainland, Zanzibar and Zambia with a project from 7 November 2006 to 31 December, 2009.

The main purposes of this evaluation were to investigate the capacity to carry out the four stages of the project, in terms of the technical inputs from the ILO, the resources available and the required national structures to carry out the activities; to assess the added value of the knowledge gained in social protection by the stakeholders on both social security and social assistance in the framework of social protection, to assess the outputs and outcomes and the immediate and future use of these outputs to enable the development of social protection policies, with identification of the fiscal space and technical capacities required for implementation. In addition, the evaluation attempted to identify the future role of the ILO in further enhancing the development of policy on social protection, and in capacity building for the implementation and monitoring of the policies.

³⁹ The 11th ILO African Regional Meeting (Addis Ababa, April 2007) adopted a resolution which commits member States to “... adopt coherent national social security strategies, notably for the creation or extension of a social security system providing access to basic health care, protection of maternity, allowances for children of school age, protection against disability and a minimum pension”.

The project effectively brought broad knowledge and expertise on contributory and non-contributory social protection to a broad range of stakeholders, with good tripartite representation, in the three countries and broadened the understanding among the cooperating partners.

The project demonstrated the ability of a set of activities, involving national stakeholders in the collection and analysis of relevant information, to debate the potential impact of a minimum set of social security protection benefits, and take the results to policy development.

Attention was given to the national financial and administrative obligations involved in achieving universal coverage, rather than scaling up small pilot schemes through donor contributions.

The focus on universality brought attention to the needs of the informal economy and to the issues of labour force participation in an environment where old age without work is a rare privilege.

The project shifted thinking from addressing the needs of specific vulnerable groups or populations to considering the social protection needs of all, with universality as the goal even for the minimum benefits.

The project helped the leaders and decision-makers of contributory social security schemes to talk to each other, compare their achievements and challenges, and generated an environment in which the need to improve was clearly recognized.

The project established the mechanism to acquire the appropriate data for decision-makers, which would then serve as the building blocks for development of the social protection floor.

The global jobs crisis continues

The contraction in economic activity, which began in the second half of 2008, has had profound impacts on the world's labour markets. Latest estimates are that "Global unemployment is likely to rise by 39 million between 2007 and 2009, with an increase in the worst-case scenario of 61 million; the number of vulnerable workers could increase by up to 108 million people; and as many as 222 million people worldwide run the risk of joining the ranks of the working poor".⁴⁰

Although the projected spike in the level of unemployment is a major global challenge, the potential increase in vulnerable employment is even more alarming. It is estimated that half of the global workforce – seven times more than the number of unemployed – are likely to be in vulnerable employment this year, highlighting the urgent need for policies to address the substantial decent work deficits that are likely to grow even larger as the crisis unfolds.

Global output per worker is expected to decline by between 1.3 per cent and 2.3 per cent this year, which raises concerns given the strong link between labour productivity and working poverty. The highest scenario is that more than 1.4 billion workers will be living below the \$2 poverty line in 2009, an increase of more than 200 million since 2007. Across all three scenarios, the number of working poor is projected to grow in 2009.

Unemployment has increased in the developed economies and the European Union, as well as Central and South-Eastern Europe (non-EU) and former CIS regions. An increase is also seen in Latin America and the Caribbean and East Asia. South-East Asia and the Pacific and sub-Saharan Africa have seen moderate increases, while it has not risen notably over the 2007–09 period in the Middle East, North Africa and South Asian regions.

⁴⁰ ILO: KILM, sixth edition.

For Africa, the ILO further estimates that:

- the number of unemployed in sub-Saharan Africa could increase from 23.6 million in 2007 to 27 million in 2009, while for North Africa it could be from 7.1 million to 8 million over the same period;
- those working but still poor (earning \$1.25 or less a day) will increase in number on the African continent: from 168 million in 2007 to 205 million in 2009; and to double from 7 million in North Africa over the same period; and
- between 2007 and 2009, those in vulnerable employment could also increase from 211 million in 2007 to 236 million in sub-Saharan Africa; and from 24 million to 29 million in North Africa.

A number of job losses are already being experienced. Farmers in Benin, Chad, Mali, Burkina Faso, United Republic of Tanzania and Uganda have been affected by the decline in cotton prices causing companies closures and job losses. The 60 per cent decline in rubber prices in Liberia have led to some cutbacks in the employment of contract workers and outgrowers. Estimates at one plantation indicate that up to 2,000 full-time and contractual workers have been laid off, 25–30 per cent of which are women.⁴¹ The impact of the crisis on the Moroccan textile and clothing sector which is the major export earner and highly labour intensive (42 per cent of total industrial employment, 60 per cent of which are women) has led to factory closures and 13,000 lay-offs since the beginning of 2009.

The rapid assessment by the ILO (August 2009) in Liberia found a massive decline in the world market prices for their main export of rubber. This led to lay-offs and deterioration of working conditions for both farm workers and smallholders. Furthermore, a strong decline in world market demand for steel and iron products led also to lay-offs and delays in the relaunching of iron mining in Liberia. The combination of these effects is significantly impacting on government earnings, and their ability to economically recover from years of conflict.

In addition to the impact on availability of jobs, the crisis is also affecting the conditions under which work is performed. They concern the type and nature of employment contracts, fundamental rights at work, conditions of work and other labour standards which are integral to decent work.

In Ouagadougou in September 2004, the Heads of State and Government at the African Union Extraordinary Summit on Employment and Poverty Alleviation in Africa endorsed the Decent Work Agenda by adopting a Declaration, Plan of Action and Follow-up Mechanism, calling for commitment by member States to place employment at the centre of economic and social policies. Five years on, the first comprehensive report on the implementation of the Ouagadougou Plan of Action was deliberated upon by the Seventh Ordinary Session of the African Union Labour and Social Affairs Commission (Addis Ababa, October 2009). The report notes that while some progress has been registered in implementing the Ouagadougou Summit commitments, a lot more needs to be done to alleviate poverty and create more decent jobs. Part of the problem cited is the diversion that has been caused by the current crisis, as resources are shifted towards its resolution.

For Africa's labour markets, the crisis could not have come at a worse time. Despite the impressive economic growth rates over the years, progress towards the MDGs had not

⁴¹ ILO: "A rapid impact assessment of the global economic crisis on Liberia", Aug. 2009.

been significant, lending credence to the fact that growth per se is never the sine qua non for Africa's development. In 2007, the ILO already noted that,

In recent years, the annual increase in Africa's labour force has risen to 9 million per year and will continue upwards to average around 10 million per year in the period through to 2015. Despite a pick-up in growth over the last three years, employment is only expanding by around 8.6 million a year, with a consequent increase in the numbers of jobless persons. To reduce Africa's unemployment rate to the world average of just over 6 per cent by 2015 would require an increase in employment of around 11 million per year. Achieving this result in turn requires either faster growth or a more employment-rich pattern of growth, or a combination of both.⁴²

The economic policies of the past decades have led to greater inequality, and a significant dent in poverty has not been made. More attention needs to be paid to the distributional aspects of economic growth, rather than to the pursuit of growth per se. The Decent Work Agenda – with its four dimensions of jobs, rights, protection and dialogue – provides the mechanism that translates economic growth into greater prosperity for all, which is even more important in times of crisis. Hence, addressing the decent work outcomes of the global and financial crisis on Africa calls for the need to mainstream employment and decent work, the main means through which poverty can be reduced, into the national development efforts.

Furthermore, for growth to lead to sustainable development, its source has to be broad based (as opposed to the enclave and capital intensive investments), value addition needs to be a priority in Africa's exports, fiscal space is expanded, enabling the African states to have a reasonable level of decision making and to build a social floor for all. Likewise governments, workers and employers should have a greater say in the way the benefits of growth are distributed.

Progress made but challenges remain in the implementation of the Ouagadougou Plan of Action

The AU Extraordinary Summit on Employment and Poverty Alleviation in Africa (Ouagadougou, Burkina Faso, 8–9 September 2004) adopted: (a) the Declaration on Employment and Poverty Alleviation in Africa [EXT/ASSEMBLY/AU 3 (III)], (b) Plan of Action for the Promotion of Employment and Poverty Alleviation [EXT/ASSEMBLY/AU/4 (III) Rev.4], and (c) Follow-up Mechanism for Implementation, Monitoring and Evaluation [EXT/ASSEMBLY/AU/ 5(III)].

The Plan of Action provides guidelines and key objectives for member States to formulate their own mechanisms based on their national needs and specificities. The Heads of State and Government adopted eleven (11) priority areas of action, to be structured at national, regional and continental levels of intervention. Member States, in collaboration with principal stakeholders, are called upon to utilize the Plan of Action to develop and implement their own short, medium and long-term National Action Plans to create jobs and eradicate poverty.

Each priority area is accompanied by a set of strategies, as well as recommended actions to implement the same. The follow-up Mechanisms established the modalities of assessing and evaluating progress being made in the implementation of the Declaration and Plan of Action at the national, regional and continental levels. Member States and the Regional Economic Communities (RECs) were designated as the principals responsible for implementation. Further, the Summit called on the UN agencies, International Financial Institutions, regional and continental banks to adopt greater policy coherence and to increase support for employment agenda within the context of national and other development strategies. Member States, in collaboration with RECs, are expected to submit biennial progress reports on the status of implementation to the AU Labour and Social Affairs Commission (the first biennial report also being due in April 2006) while the AUC was expected to prepare Comprehensive Evaluation Reports in 2009 and 2014.

⁴² ILO, *Report of the Director-General*, presented to the 11th African Regional Meeting, Addis Ababa, April 2007.

Henceforth the first Comprehensive Report of the Chairperson of the African Union Commission on Employment and Poverty Alleviation on the Implementation of the Ouagadougou Plan of Action (2004–09) was presented to the Seventh Ordinary Session of the African Union Labour and Social Affairs Commission, meeting in Addis Ababa, Ethiopia from 28 September to 2 October 2009.

Drawing on country reports of Member States and on other sources, the Report shows that there have been many activities and initiatives undertaken in pursuit of the objectives of the Plan of Action. The areas where considerable progress can be discerned include: formulation of national employment policies and strategies (Priority 1); establishment and improvement of social protection schemes (Priority 4); promotion of programmes for youth and women employment (Priority 5); social dialogue promotion and institutional development, (Priority 6) and employment intensive investment projects (Priority 7). Areas where progress still needs to be made include employment-related investment in the agricultural sector (Priority 2); building and strengthening the framework for integration and harmonization (Priority Area 3); as well as resource mobilization (Priority Area 11).

From crisis to recovery: African responses to the global financial and economic crisis

Institutional and regional responses

Since the financial crisis first hit the United States in September 2008, African institutions and governments have taken a wide range of measures to ensure that their economies are not adversely affected. Aware that responding in isolation is not adequate, action has also been encouraged at the subregional and continental levels, hence the increasing coordination roles of the Regional Economic Communities (RECs), AfDB, African Union and UNECA.

The Ministerial Conference on the Financial Crisis brought together African Ministers of Finance and Planning and Governors of the Central Banks (Tunis, November 2008) in the first major African coordinated response which endorsed individual and collective responses, and called for the support that they expect from the international community to cushion the likely negative impact of the global financial crisis on their economies. One immediate outcome was the institution of the Committee of Ten⁴³ African finance ministers and Central Bank governors by the heads of the AfDB, African Union Commission and the UNECA to prepare proposals “on all aspects related to voice and representation of Africa within the International Financial Architecture”.

The Committee of Ten, in its first meeting (Cape Town, January 2009), noted that “the crisis was developing into a fully blown economic and development crisis with far-reaching consequences for the economic fortunes of the continent; the fight against poverty; and the reversal of our hard-earned achievements”. The Committee recommended that for Africa to achieve the MDGs, it would need \$117 billion in 2009 and \$130 billion in 2010. Their report was then forwarded to the 12th Ordinary Session of the Assembly of the African Union, held in Addis Ababa in February 2009, which itself adopted the Addis Ababa Declaration on the International Financial Crisis, calling for coordinated African efforts in responding to the crisis.

⁴³ Serving on the Committee are finance ministers from Cameroon, Egypt, Nigeria, South Africa, and the United Republic of Tanzania, as well as Central Bank governors representing Algeria, Botswana, Kenya, West African States and Central African States. South Africa serves as Chair of the first meeting of the Committee this year (2009).

At the 2009 Annual Meetings of the Boards of Governors of the AfDB and the African Development Fund (Dakar, May 2009) an AfDB programme of support to member States was adopted. This includes:

- Emergency Liquidity Facility (ELF) tentatively set at \$1.5 billion to allow eligible beneficiaries “to meet short-term, urgent and unexpected funding requirements resulting from the global financial crisis.”
- Trade Finance Initiative (\$1 billion) to be implemented in phases as the Bank develops the necessary capacity.
- Various actions to be taken to accelerate and increase support to and resources for ADF countries, namely: (i) budget support to offset shortfalls due to falling commodity prices, exports, terms of trade, and tourism; (ii) infrastructure financing for key long-term development-oriented infrastructure projects; and (iii) supporting private sector development through leveraging of the African Development Fund.

The Second Joint Annual Meetings of the African Union Conference of Ministers of Economy and Finance and UNECA Conference of Ministers of Finance, Planning and Economic Development (Cairo, June 2009) noted with concern that the financial and economic crisis was quickly becoming a development and human crisis in Africa, for which urgent actions were needed. Decline in employment was predicted as one of the likely effects of the global financial and economic crisis in the Ministerial Statement of the Conference. It was also reiterated that African countries should respond to the immediate impact of the crisis, while maintaining the focus on long-term development, including macroeconomic stability, sustaining growth, poverty reduction, economic diversification, food security, education, agriculture, health, infrastructure development, regional integration and climate change.

The Economic Community of Central African States (ECCAS) plan of action in response to the global financial and economic crisis

In March 2009, in Douala (Cameroon), the Ministers in charge of Economy, Planning, Budget and Finance of the Economic Community of Central African States (Cameroon, Congo, Gabon, Equatorial Guinea, Central African Republic and Chad) met to assess the implications of the global economic crisis on their subregion and to concert on vital collective measures to be implemented, taking into account that short-term measures are coherent with long-term policies for a sustainable recovery.

The major outcome of the meeting was the adoption of a subregional plan of action bearing on a set of fiscal, monetary and banking measures aiming to relaunch economic growth and to improve the business environment. Among the key measures adopted in the ECCAS's plan of action were: (i) the setting up of a special fund for financial support to enterprises negatively impacted by the crisis; (ii) the establishment of a subregional bank dedicated to the financing of agriculture and housing; (iii) tax rebates for the importation of mining and forestry equipment; and (iv) improving access to credit.

The ECCAS's plan of action, to be reviewed on a periodical basis depending on the socio-economic context evolution, includes indicators of achievement and apportion of responsibilities among the six member States and the associated subregional institutions to ensure the timely implementation of each measure.

Selected national responses to the global financial and economic crisis

There has been no uniformity in response to the effects of the global financial and economic crisis on African countries. Likewise the pace and timing of the actions undertaken have been varied. African countries have responded in diverse ways to safeguard their economies from a reversal of the economic gains achieved in the last decade. Initial measures have ranged from stimulus packages targeting specific sectors and/or population groups, support to financial sectors, setting up of crisis-monitoring

committees, and long-term policy responses have been directed at protecting economies from potential shortfalls in revenues arising from the effects of the crisis on trade, FDI, ODA, remittances and tourism.

In the report entitled *Protecting people, promoting jobs: From crisis response to recovery and sustainable growth*, presented to the G20 Summit (September 2009), the ILO estimates that discretionary fiscal expansion, together with automatic stabilizers, will have created or saved in 2009 between 7 and 11 million jobs in the G20 countries. The report concludes with a suggestion on actions countries might wish to undertake in responding to the crisis.

Based on the survey carried out in the Democratic Republic of the Congo, Egypt, Kenya, Mauritius, Nigeria, Rwanda, South Africa, United Republic of Tanzania and Uganda, one can extract a number of national policy responses that have a decent work dimension. These measures, and the countries in which they have been implemented, are contained in the table below:

- increased support to low-income households;
- food subsidies and food security measures;
- increased targeting of employment programmes at the poor;
- increasing coverage or level of old-age pension and support to the elderly;
- family-friendly policies/promoting employment of women;
- measures to protect migrant workers;
- expanded training and employment measures for youth;
- increased infrastructure spending;
- direct support to workers;
- direct financial support to enterprises;
- improving access to credit;
- conditional cash transfers;
- making use of social dialogue in crisis response; and
- agriculture for employment and poverty alleviation.

Selected national responses to the global financial and economic crisis

1. Increased support to low-income households	■ Kenya (mentally disabled) ■ South Africa
2. Food subsidies and food security measures	■ Kenya ■ Egypt
3. Increased targeting of employment programmes at the poor	■ South Africa
4. Increasing coverage or level of old-age pension and support to the elderly	■ United Republic of Tanzania ■ Kenya ■ South Africa

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|---|---|
| 5. Family-friendly policies/promoting employment of women | <ul style="list-style-type: none"> ■ South Africa ■ Rwanda (Women Guarantee Fund is established in the National Bank of Rwanda as direct support to women's enterprises and micro-entrepreneurs; and the Government adopted a five-year action plan for the promotion of women's employment) ■ Kenya (500 million shillings (KES) earmarked to boost the Women Enterprise Fund) |
| 6. Measures to protect migrant workers | <ul style="list-style-type: none"> ■ Egypt |
| 7. Expanded training and employment measures for youth | <ul style="list-style-type: none"> ■ Kenya (KES500 million to Youth Development Fund; the "Kazi Kwa Vijana" (Employment for Youth) Programme is expected to create 740,000 jobs each year until 2012; KES525 million for the construction of jua-kali (informal sector) sheds; and KES210 million to equip these sheds with appropriate tools and equipment in order to empower youth at the local level) ■ South Africa (public works) ■ Mauritius (skills development and business start-ups; Work-cum-Training Programme) ■ Egypt (youth skills development) ■ Uganda (3 billion shillings (UGX) for a medium-term programme to provide skills for young people has been provided for in the 2009–10 budget) ■ Nigeria (78,832,883 new jobs are earmarked to be created between 2009 and 2015 at an estimated national cost of 4.037 trillion nairas. Establishment of a special employment programme to recruit high-fliers in the Federal Public Service for graduates with first class or second class (upper) degrees); formulation of the National Action Plan for Youth Employment Generation (2009–20), and the National Plan of Action for Employment Generation (2009–20) ■ Rwanda (government has set up an internship programme to help young graduates acquire or increase their employability) |
| 8. Increased infrastructure spending | <ul style="list-style-type: none"> ■ Egypt (increased infrastructure spending in the 2008–09 budget) ■ South Africa (787 billion rand (ZAR) project for infrastructure development includes a provision that, wherever possible, labour-intensive approaches will be used for road maintenance. The programme targets poor heads of household and is expected to benefit women, who tend to be less represented in traditional public works schemes. It is expected to create 4.5 million job opportunities of 100 days, including skill acquisition opportunities) ■ Kenya (an allocation of KES22 billion towards financing infrastructure development covering education and health care, and other development projects has been effected; KES1.1 billion for the construction of fish-farming ponds to improve nutrition and create over 120,000 employment and income opportunities) ■ Nigeria (government stimulus package has been provided for revamping roads, power and energy, and railways) |
| 9. Direct support to workers | <ul style="list-style-type: none"> ■ Mauritius (possibility of employers requiring workers to work temporarily for shorter number of hours corresponding with reduced remuneration; full compensation to counter inflation given only for those earning less than ZAR12,000 per month (based on capacity of companies to pay); hotels under renovation have part of their rental fee reduced provided they do not lay off workers; artists working in hotels who have less work, because of the fall in tourism arrivals, will receive temporary relief support) ■ Kenya (an increase in minimum wages on 1 May 2009 by 18 per cent for the lowest paid workers in urban areas, and 20 per cent for unskilled agricultural workers) ■ Egypt (between 2008 and 2009, wages and other compensations will amount to an increase of 27.4 per cent) ■ South Africa (a training lay-off scheme has been established as one alternative to retrenchment for workers and companies affected by the recession) |

10. Direct financial support to enterprises	<ul style="list-style-type: none"> ■ South Africa (preferential procurement for SMEs) ■ Democratic Republic of the Congo (tax relief for mines) ■ Egypt
11. Improving access to financial services	<ul style="list-style-type: none"> ■ United Republic of Tanzania (an additional 29 billion shillings (TZS) injected for credit guarantees for export firms and SMEs) ■ Egypt (as part of its stimulus package, the Government proposed tax rebates for loss-making small businesses) ■ Democratic Republic of the Congo (easy access to credit for imports proposed by the Central Bank of Congo)
12. Conditional cash transfers	<ul style="list-style-type: none"> ■ Kenya (cash transfers to the elderly) ■ United Republic of Tanzania (increased minimum pension benefit levels)
13. Making use of social dialogue in crisis response	<ul style="list-style-type: none"> ■ South Africa (the presidential economic joint working group (tripartite), NEDLAC, in partnership with the Presidency, established the framework for “South Africa’s Response to the International Economic Crisis” to be implemented and monitored through action plans and five task teams) ■ Democratic Republic of the Congo (in the Katanga province, the Provincial Government (<i>l’Exécutif provincial</i>) has mediated between the mining companies and trade unions, which action has resulted in a wage freeze, as opposed to massive lay-offs) ■ Kenya (the Government has instituted a tripartite national task force to work on the jobs crisis) ■ Nigeria (holding of the Nigeria Jobs Summit (Abuja, April 2009), and eventual adoption of the Abuja Declaration on Meeting the Employment Challenges of the Global Economic and Financial Crisis in Nigeria; and the reconstitution of the National Labour Advisory Council (NLAC) in August 2009)
14. Agriculture for employment and poverty alleviation	<ul style="list-style-type: none"> ■ Uganda (provision for funding to enable farmers to have access to credit, increase value added and create employment) ■ United Republic of Tanzania (as part of the “Kilimo Kwanza”, the Government is increasing the pace of agricultural reform including in irrigation, supply of inputs, and access to credit for agriculture) ■ Nigeria (government stimulus package has been provided to the agricultural sector) ■ Rwanda (provision of subsidized grants to farmers and breeders)

Below is a sample of developing country responses to the crisis, particularly those that have prioritized decent work. African countries in similar situations could incorporate such actions in their own crisis packages.

Examples of responses to the crisis from other developing countries

Argentina: Infrastructure spending of \$68 billion will be allocated using a combination of large enterprises and SMEs; local infrastructure will be built using labour-intensive techniques.

Mexico: The country’s temporary works programme has been expanded to provide employment opportunities to an estimated 250,000 workers in 2009 for a period of between four and six months at a salary of twice the minimum wage. The cost is US\$160 million.

Peru: Expansion of targeted works programme to provide four months of employment for 16,000 workers at a cost of \$13 million.

Uruguay: Expansion of public works programme for up to eight months targeted at the long-term unemployed; basic wage provided and access to social security benefits.

Dominican Republic: The country has opened seven new public employment service regional offices.

Malaysia: In cooperation with industry, training programmes have been increased by 10,000 participants, while on-the-job training has been provided for 1,000 unemployed graduates.

Republic of Korea: Subsidies given to SMEs for new hires, interns, and for converting irregular to regular jobs.

Romania: Tax reductions for SMEs hiring jobseekers.

Slovakia: Subsidies for new jobs and reduction of employment taxes for employers that might otherwise retrench workers.

Bangladesh: Increase in old-age pension by 20 per cent.

Barbados: A conditional cash transfer programme is being developed jointly with the World Bank and the Inter-American Development Bank to expand health care in the country's poorest areas.

Paraguay: The country has expanded the Tekepora programme to benefit 120,000 extremely poor families, increasing the total coverage to 600,000 people (which is half of those living in extreme poverty).

Source: Adapted from "Protecting people, promoting jobs". A survey of country employment and social protection policy responses to the global economic crisis. An ILO report to the G20 Leaders' Summit, Pittsburgh, September 2009.

ILO response to the crisis and support to the implementation of the Global Jobs Pact

The Global Jobs Pact: A framework for action at the local level

Adopted by the 98th Session of the International Labour Conference (Geneva, June 2009) after the Global Jobs Summit attended by Heads of State and Government, vice-presidents and ministers of labour, workers' and employers' representatives and other leaders,⁴⁴ the Global Jobs Pact is an unprecedented crisis response framework designed to guide national and international policies aimed at stimulating economic recovery, generating jobs and providing protection to working people and their families. The adoption of the Global Jobs Pact on 19 June 2009 was a culmination of a number of high-level events on the global financial and economic crisis, either organized by the ILO or where the ILO was represented.

As the ILO's response to the global financial and economic crisis, the Global Jobs Pact, despite not being a "one size fits all", provides a wide range of responses premised on the universally accepted Decent Work Agenda, and is guided by the 2008 Declaration on Social Justice for a Fair Globalization. It provides a strategic policy framework for the period ahead and a resource of practical policies for the multilateral system, governments, workers and employers. The framework ensures linkages between social progress and economic development and calls for priority to be given to protecting and growing employment through sustainable enterprises, quality public services and building adequate social protection for all as part of ongoing international and national action to aid recovery and development.

The principles of the Global Jobs Pact are the following:

- protection of employment and building social protection;

⁴⁴ The following African leaders participated 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.

- support to vulnerable women and men hit hard by the crisis including youth at risk, low-wage, low-skilled, informal economy and migrant workers;
- employment and facilitating job transitions and access to labour market for the jobless;
- no recourse to protectionist solutions;
- promotion of core labour standards and other international labour standards that support the economic and jobs recovery and reduce gender inequality;
- social dialogue, tripartism and collective bargaining;
- economic, social and environmental sustainability;
- regulation of market economies to enable sustainable enterprises and employment; and
- strengthened policy coherence at the international level.

The Global Jobs Pact reiterates the ILO's gender equality policy and calls for the designing of crisis-related recovery packages that should "take into account the impact on women and men and integrate gender concerns in all measures". Moreover, during the formulation process, women must have an equal voice with men.

Deriving from the above principles are the "decent work responses", outlined under four areas:

- accelerating employment creation, jobs recovery and sustaining enterprises;
- building social protection systems and protecting people;
- strengthening respect for international labour standards; and
- social dialogue: bargaining collectively, identifying priorities, stimulating action.

How social dialogue helped shape South Africa's response to the global financial and economic crisis

In December 2008 the social partners that comprise the Presidential Economic Joint Working Group, namely organized labour, business and government, met to consider how South Africa should respond collectively to the global financial and economic crisis. This culminated in the adoption of a National Response Framework to the Global Financial and Economic Crisis for South Africa in February 2009.

A forum convened by the National Economic Development and Labour Council (NEDLAC), in partnership with the Presidency, subsequently met and agreed on a collective response to the challenge facing South Africa.

The parties committed themselves to the programmes so identified, and sought to ensure that the constituencies understand and implement the actions in the plans that are relevant to them. They agreed to develop action plans and establish task teams to ensure timely implementation of the recommended actions and monitoring and evaluation thereof.

Key measures recommended embrace elements that seek to promote economic growth and sustainable businesses, assist and protect workers and the vulnerable and help the country to meet its developmental objectives. The programme areas are as follows:

- investment in public infrastructure;
- macroeconomic policy response;
- industrial and trade policy measures;

- employment and social measures; and
- commitment by social partners to ensure full respect for and observance of fair labour standards and national legislation in responding to the economic crisis.

The measures that have been developed are intended to be an immediate and urgent intervention to ensure that South Africa responds before the local economic and social situation deteriorates. The implementation of the commitments will be monitored in follow-up engagements of NEDLAC and with the Presidency. The parties agreed that interventions must be timely, tailored and targeted as is appropriate. Actions to counteract the downturn must be reviewed periodically, and removed when they are no longer effective or appropriate. They are conscious of the risk of developing interventions that have short-term benefits but that have the potential for detrimental long-term social or economic effects.

To translate the response framework into action plans per response measure and to ensure timely implementation of the response framework, the social partners established the following task teams:

- Leadership Team;
- Investment and Financing Task Team;
- Social Interventions Task Team;
- Employment Task Team; and
- Distressed Sectors Task Team.

Under “The way forward: Shaping a fair and sustainable globalization” are key issues, such as the ILO’s collaboration with UN and all relevant international organizations; policy coherence and international coordination; supervisory and regulatory framework for financial sector; shifting to a low-carbon, environment-friendly economy; and commitments to increased aid.

The main elements of the ILO’s strategy to support constituents to utilize the Global Jobs Pact, and to maximize the political and policy impact of the Pact, are:

- technical support to countries and regions: including strengthening of monitoring labour market trends, and labour market diagnostics (including sectoral dimensions);
- research, analysis, knowledge sharing and capacity building on evidence-based crisis responses and strategies;
- international policy dialogue including facilitation of policy coordination through UN, G20 and other international and regional institutions.

To implement all of the above, the ILO’s expertise in the areas of work⁴⁵ is at the disposal of the ILO’s tripartite constituents, while collaborating partners “are invited to consider providing funding, including existing crisis resources, for the implementation of these recommendations and policy options”.

⁴⁵ Included are the following: employment generation; social protection design and financing models; active labour market programmes; minimum wage-setting mechanisms; labour market institutions; labour administration and labour inspection; decent work programmes; enterprise creation and development; international labour standards; implementation and monitoring; social dialogue; data collection; gender equality in the labour market; workplace programmes on HIV/AIDS; and labour migration.

The Global Jobs Pact: Widespread support and an African endorsement

Following its adoption in June 2009, the Global Jobs Pact received endorsements from a number of international events.

On 26 June 2009, the UN Conference on the World Financial and Economic Crisis and Its Impact on Development adopted by consensus an outcome document. The document highlights the social and employment impact of the crisis and contains a number of important proposals for action. In paragraph 11, countries:

... commit to working in solidarity on a coordinated and comprehensive global response to the crisis and to undertaking actions aimed at, inter alia:

- restoring confidence and economic growth, and creating full and productive employment and decent work for all;
- safeguarding economic, development and social gains;
- providing adequate support for developing countries to address the human and social impacts of the crisis, in order to safeguard and build upon hard-won economic and development gains to date, including the progress being achieved towards the implementation of the Millennium Development Goals

Paragraph 58 invites the International Labour Organization to present the Global Jobs Pact to the Economic and Social Council (ECOSOC)⁴⁶ in July 2009, “which intends to promote a job-intensive recovery from the crisis, drawing on the Decent Work Agenda, and to shape a pattern for sustainable growth”.

On 24 July 2009, a resolution – E/2009/L.24 – on the Global Jobs Pact, sponsored by more than 170 countries, was adopted by ECOSOC. The resolution requested UN funds, programmes and specialized agencies to take into account the Global Jobs Pact in their policies and programmes and invited international financial institutions and other relevant international organizations to integrate the policy contents of the Pact in their activities. It further invited donor countries, multilateral and other development partners to consider providing funding for the implementation of the recommendations and policy options of the Global Jobs Pact. The resolution requested the Secretary-General to report to ECOSOC at its 2010 session on progress made in its implementation.

The L’Aquila G8 Summit (July 2009) also endorsed the Global Jobs Pact, with paragraph 37 of the conclusions document committing “to promote employment and social protection on a global level and the observance of internationally recognized labour rights as reflected in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up”.

Whereas the G20 leaders’ Washington Summit (November 2008) on “financial markets and the world economy”, which sought to ensure a more coordinated economic strategy to counter the global recession and strengthen regulatory regimes, the London G20 Summit (April 2009) was more committal on the need for coordinated action in terms of jobs, pledging to do whatever is necessary to restore confidence, growth and jobs in order

⁴⁶ The Economic and Social Council is the specialized organ of the United Nations in charge of coordinating the economic, social and related work of the 14 UN specialized agencies, functional commissions and five regional commissions.

to “... build an inclusive, green and sustainable recovery”.⁴⁷ The London Summit also highlighted the importance of the ILO in “working with other relevant organizations, to assess the actions taken and those required for the future.”⁴⁸ It was in response to this request that the ILO prepared a survey and initial assessment of employment and social protection measures taken in a number of countries,⁴⁹ culminating in the report *Protecting people, promoting jobs: From crisis response to recovery and sustainable growth*, referred to above.

The Pittsburgh G20 Summit welcomed the Global Jobs Pact and committed “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”. Under the heading “Putting quality jobs at the heart of the recovery”, the leaders

... 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 labour standards. To assure that global growth is broadly beneficial, we should implement policies consistent with ILO fundamental principles and rights at work.

It also states that “our new Framework for Strong, Sustainable and Balanced Growth requires structural reforms to create more inclusive labour markets, active labour market policies, and quality education and training programmes”. The Summit asked the ILO to “to develop a training strategy for our consideration”.

To ensure the G20’s continued focus on employment policies, its leaders directed their employment and labour 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 programmes and best practices to ensure workers are prepared to take advantage of advances in science and technology”.

On the African continent, the Global Jobs Pact was overwhelmingly endorsed. The Seventh Ordinary Session of the African Union Labour and Social Affairs Commission (Addis Ababa, October 2009) adopted the Declaration on the Implementation of the Global Jobs Pact, in which ministers responsible for labour, employment and social affairs, and social partners reaffirmed their “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”. It further called on the “ILO in collaboration with relevant international, regional, subregional and

⁴⁷ On 23 March 2009, the High-level Tripartite Meeting on the Current Global Financial and Economic Crisis had called on the G20 London Summit to increase its focus on the jobs and social dimensions of the global economic crisis, including a proposal for a Global Jobs Pact.

⁴⁸ In paragraph 26 of the Leaders’ Statement of 2 April 2009, recognition was made of the human dimension to the crisis. The G20 pledged support to “those affected by the crisis by creating employment opportunities and through income support measures”, and committed themselves to “build a fair and family-friendly labour market for both women and men ... support employment by stimulating growth, investing in education and training, and through active labour market policies, focusing on the most vulnerable”.

⁴⁹ In Africa, the survey covered Kenya, Mali, Nigeria, Rwanda, Senegal, South Africa, United Republic of Tanzania and Uganda.

national institutions (including the African Union, AfDB, UNECA, RECs, international financing institutions, development banks, etc.) to provide support and expertise we may require in implementing the Global Jobs Pact.”

Excerpts from the African Union Declaration on the Implementation of the Global Jobs Pact

WE, Ministers responsible for Labour, Employment and Social Affairs, and Social Partners meeting at the Seventh Ordinary Session of the African Union Labour and Social Affairs Commission in Addis Ababa, Ethiopia, from 28 September to 2 October 2009;

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;

APPLAUD 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, workers’ and employers’ representatives and other leaders;

WELCOME the UN Economic and Social Council resolution of 21 July 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";

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, subregional and national institutions (including the African Union, African Development Bank (AfDB), UN Economic Commission for Africa (UNECA), RECs, 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.

Adopted in Addis Ababa, Ethiopia, 2 Oct. 2009.

The way forward: Towards a road map for the implementation of the Global Jobs Pact

The First African Decent Work Symposium builds on some of these initiatives, aimed at supporting constituents to better respond to the financial and economic crisis. In order to address the implications of the global financial crisis as well as implement the Global Jobs Pact, the ILO has undertaken a number of measures.

The support to constituents has enabled them to become more sensitized on the crisis, assess and analyse the crisis impacts, exchange experiences on its effects on the labour market, and devise policy responses. ILO assistance has therefore targeted tripartite constituents: ministries of labour and employment; as well as employers’ and workers’ organizations at national, subregional and continental levels. These actions need to be scaled up to better implement the Global Jobs Pact in Africa.

Internally, the ILO has also undertaken a number of actions to ensure that its technical expertise is at the disposal of its constituents. These include: increased partnerships with other actors, including within the UN family; a realignment of the Decent Work Country Programmes; a refocusing of its financing portfolios; designing and reorientation of programmes; as well as field restructuring to better serve its clientele.

Rapid assessments of the impact of the economic crisis on employment

Implementation of the Global Jobs Pact at the country level includes impact diagnostic services and policy advisory services. Towards this the ILO has developed a methodology to assess the impact of the economic crisis on employment at the country level. It is articulated in a new guide⁵⁰ which suggests a four-step approach:

- an assessment of the pre-crisis situation including existing vulnerabilities;
- an assessment of the impact of the crisis at macro level, in key sectors, as well as on the labour market;
- an assessment of the mitigation capabilities of both households and government; and
- an assessment of mitigation measures undertaken so far.

This guide enables crisis impact to be analysed in the context of a country's particular situation and guides the development of policy recommendations to improve the opportunities for decent work. In some cases, the rapid assessments have been linked to ongoing policy dialogue on the development of a national employment policy.

The ILO guide has been used in assessments for Liberia, Uganda, Democratic Republic of the Congo and Ukraine. In each case, constituent engagement has been fundamental, and enabled quick and useful access to a wide range of workers and employers. This has strengthened the position of social partners and labour ministries in the national policy dialogue processes by providing them with diagnostics which raise the profile of employment issues. Rapid assessments are also contributing to the institutional learning of the ILO and its ability to respond to future crises. For example, the ILO trade programme is developing a monograph on the impact of crisis on employment through international trade. This publication brings together lessons from the rapid assessments in Egypt, Liberia, Uganda and Ukraine, as well as studies for Brazil, India and South Africa that use existing sophisticated empirical tools to assess the impact of the contraction in global trade on employment.

Making use of ILO expertise in responding to the crisis at the regional and subregional levels

The Meeting of Experts on the First African Decent Work Symposium (Addis Ababa, February 2009), organized by the ILO Regional Office for Africa, and which adopted an outcomes document and the Decent Work Crisis Portfolio for Africa, was a key event in this series. Participants at the Meeting of Experts included Government representatives, Workers' and Employers' experts, the African Union Commission, AfDB, UNECA and academics. The Meeting adopted an outcomes document and the Decent Work Crisis Portfolio for Africa – An Agenda for the People. It also enabled participants to prepare themselves for: (i) the ILO Governing Body Committee on Employment and Social Policy (ESP) debate on the financial crisis (Geneva, 17 March 2009); (ii) the Special Meeting of the Tripartite African Members of the ILO Governing Body (Geneva, 20 March 2009); and (iii) the High-level Tripartite Meeting on the Current Global Financial and Economic Crisis (Geneva, 23 March 2009). Furthermore, a number of policy actions at the global,

⁵⁰ *Country-level rapid impact assessment of crisis on employment, A guide*, ILO Employment Sector, 2009.

continental, regional and national levels to address the implications of the crisis were adopted.

Role of the Bureau for Workers' Activities (ACTRAV) Helpdesk in supporting trade union responses to the global crisis

One of the calls from the international trade union movement is the development of a clearing house of national and international trade union responses to the crisis. It is in this context that the Bureau for Workers' Activities of the International Labour Office wishes to establish a Helpdesk as part of its contribution to trade union responses to the impending social and jobs crisis.

The ACTRAV Helpdesk will offer advice and information and make available workable tools and materials to assist trade unions regarding how they manage their responses to the financial and economic crisis and uphold workers' rights.

The ACTRAV Helpdesk will be at the service of the International Trade Union Confederation, the World Federation of Trade Unions, the Organization of African Trade Union Unity, the Global Union Federations and national trade union centres.

The Helpdesk will also constitute a depository centre of knowledge and materials relevant for the trade union response to crises.

Through the ACTRAV Helpdesk trade unions will also be able to deepen their understanding of the failure of the free-market globalization phenomenon and call for a new sustainable – economic, social and ideological – paradigm that favours working men and women throughout the world.

ACTRAV Helpdesk,
Bureau for Workers' Activities,
International Labour Office,
4, route des Morillons,
CH-1211 Geneva 22, Switzerland.
Helpdesk hotline: +41 22 799 7550
Fax: +41 22 799 6570
email: actravhelpdesk@ilo.org
www.ilo.org/actrav/jobscrisis

In other ILO-supported activities, the key message has been the same: the need to place decent work at the centre of the national and international development strategies in the medium to long term, and recovery process in the short term. With the adoption of the Global Jobs Pact, calls have been made to ensure its effective implementation and mainstreaming in crisis response packages. The said events included the following:

- East African Trade Union Forum on the “Global financial crisis and its impact on the East African labour market” (Nairobi, April 2009). The ILO was requested to help build capacity of social partners at national, subregional and regional levels on the global financial crisis.
- Organization of African Trade Union Unity (OATUU) Workshop on the “Global Financial Crisis, Decent Work and the Challenges to the Social Partners” (Cairo, May 2009), which was aimed at promoting awareness among the top trade union leadership, and hence find solutions for the way forward; as well as the OATUU “Sensitization Workshop on African Trade Union Response to the Global Financial and Economic Crisis” (Accra, October 2009), which, among other things, called on the ILO to provide technical and material support to its constituents particularly the trade unions in educating and training to strengthen their capacity for full and effective participation in policy-making, implementation, entrepreneurship creation and sustainability.
- African Employers’ Forum on “The financial crisis, economic recovery and employment” organized by the International Organisation of Employers (IOE), in close collaboration with the Pan African Employers’ Confederation (PEC), the ILO

and the Federation of Kenya Employers (Nairobi, May 2009). The Nairobi Forum called on social partners to work together to respond effectively to the global financial and economic crisis, reinforce the continent's competitive advantage and sustain its growth, and called on each of the partners to undertake a number of actions within their mandates to effect recovery. In particular, the ILO was requested to "redouble its efforts and assist in building the capacity of social partners to face the challenges of the financial crisis and development in a proactive manner".

- ITUC–Africa meeting on the recovery from the crisis and the Global Jobs Pact (Lomé, September 2009), among other things, reiterated that "the Global Jobs Pact and decent work should be at the heart of economic restructuring and investment development in order to satisfy the basic needs of the peoples", and called upon the ILO to support and assist African trade unions in promoting the Global Jobs Pact.
- The Arab Employment Forum organized by the Arab Labour Organization (ALO) and the ILO (Beirut, October 2009), under the theme "A jobs pact for recovery and growth" adopted an Agenda for Action to give effect to the Global Jobs Pact in the region. The Agenda gives particular emphasis to small enterprise development, skills, social protection, social dialogue and rights at work. In particular, the Agenda endorses an agreement between employers and workers to meet regularly to discuss salient employment and labour matters, as well as stronger regional cooperation, including through ILO/ALO cooperation.
- ILO conference on the social economy (Johannesburg, October 2009), which adopted a plan of action for the promotion of social economy enterprises and organizations in Africa.
- ILO stocktaking workshop on the economic crisis and the role of public employment services in the implementation of the Global Jobs Pact (Yaoundé, October 2009) to facilitate intraregional and international exchange of experiences on what the response of African public employment services to the current crisis has been, as well as the contribution of active labour market policies in the implementation of the Global Jobs Pact.
- Regional Consultative Forum on health *mutuelles* (Yaoundé, September–October 2009).
- Subregional workshop on the role of labour administration in francophone Africa in the implementation of the Global Jobs Pact under the theme "the impact of the financial crisis on the labour market" (Douala, October 2009).
- ILO Regional Forum for Africa on Women's Entrepreneurship Development – In Response to the Financial Crisis (Cairo, October 2009). The Forum was aimed at addressing the challenges and opportunities for women's entrepreneurship development to contribute to the crisis response in Africa.
- Second Social Partners' Forum (Ouagadougou, November 2009).

Other activities later in 2009 and those planned for the first half of 2010 include the Tripartite Workshop on the Impact of the Financial Crisis on Finance Sector Workers in Selected African Countries (Dar es Salaam, December 2009); High-level Regional Meeting on Labour Administration (January 2010); Regional Summit on the Social Protection Floor (February 2010); Meeting on Negotiating for Decent Work (May 2010); and the Meeting on Labour Standards in Crisis Situations (later in 2010).

ILO support to constituents at the national level

In an attempt to support tripartite constituents, the ILO has provided technical and financial support to constituents. Such initiatives include: undertaking studies/rapid assessments on the implications of the global financial crisis; awareness-raising events, including dissemination workshops and round tables; ensuring that the Decent Work Country Programmes are aligned to the Global Jobs Pact; aligning existing programmes/projects to the crisis response; and development of new crisis-related programmes.

These areas of interventions and countries in which they have been piloted are contained in the annex.

Addressing the implications of the global financial crisis on employment in the United Republic of Tanzania

On 16 January 2009, the ILO Office in Dar es Salaam convened a round-table discussion on the implications of the global financial crisis on employment in the United Republic of Tanzania. Academicians from the University of Dar es Salaam and University of Mzumbe were commissioned by the ILO to conduct an analysis of the unfolding situation in the United Republic of Tanzania, whose papers formed the core of the discussions.

The objective of the round table was to review the impact of the current financial crisis in the United Republic of Tanzania paying particular attention to diminishing remittances, the decrease in FDI, the lowering of export commodities, decrease in ODA and impact on tourism, and to examine the impact of the same on employment as well as to discuss possible approaches in mitigating these effects, in particular how decent work can minimize the adverse effects of the financial crisis.

The round-table discussion, which was co-chaired by the Director of Employment at the Ministry of Labour, Employment and Youth Development and the ILO Director, attracted a number of high-level participants among government ministries including the Acting Director of the Tourism Division of the Ministry of Natural Resources and Tourism, and development partners, including the IMF Senior Representative, and the AfDB Resident Representative.

A number of key observations were made pertaining to the implications of the global crisis on employment, including the need to take into account sectoral distribution of, and dynamism for, employment in the United Republic of Tanzania since other sectors like tourism and agriculture are more likely to be immediately affected than others. It was further observed that, for the ILO, the current financial crisis offers possibilities as well as constraints with respect to the role of the Decent Work Agenda in the reduction of structural poverty. At the end of this timely forum, it was agreed that, since all the ministries present in the round table as well as workers' and employers' organizations lacked any concrete data on the emerging trends, there needs to be continued observation of the emerging trends and a sharing of available information in order to facilitate informed analysis.

The papers presented in this round table will form part of the East Africa paper in the First Decent Work Symposium scheduled to take place in Ouagadougou in December 2009.

Financing for jobs in Africa

Most workers' and employers' organizations, as well as governments, will be required to develop comprehensive and effective crisis response strategies. This calls for not only capacity building, but also hands-on assistance through specialists and advisory missions.

With regard to financial resources, there will be need for continued support to workers' and employers' organizations and labour/employment ministries in order to enable them to prepare crisis response programmes. External funding is needed for these, with the ILO playing a catalytic role in mobilizing the resources.

Implementing the Global Jobs Pact at the national level through Decent Work Country Programmes

Paragraph 27 of the Global Jobs Pact envisages “prioritizing crisis response in Decent Work Country Programmes”. Decent Work Country Programmes constitute the ILO’s results-based programming framework for the delivery of decent work at the country level, and are meant to bring about results through better coordinated ILO and constituent efforts. This entails focus on the achievement of well-defined outcomes in a member State through coherent and effective strategies, in different situations and circumstances.

The country analysis which forms the basis for the preliminary identification of priorities and outcomes must systematically and effectively integrate the decent work implications/effects of the global crisis. This will not only enable an appropriate identification of the Decent Work issues as well as ongoing responses to the crisis; it will provide useful baseline information and also help target strategic partners/collaborators. In countries where the crisis impact assessment has been conducted, these are expected to form the core basis for the country analysis. Where there is no crisis impact assessment undertaken, the Decent Work country profiles and the concept notes developed should effectively address the implications of the crisis as well as identify the decent work gaps in the country response.

Decent Work Country Programme formulation consultations should be as broad based as possible to better situate the country programme as a strategic contribution to the national response to the crisis. In this regard, global and regional-level guidance to support country-level engagement will be very useful. Whilst ILO constituents are the key actors in the articulation of the country priorities and outcomes, this will help to ensure that the outcomes are realistic and achievable. Their contributions will also contribute to the development of appropriate strategies and implementation plans. These plans will also better capture the contributions of all the key actors in the priority areas and provide a good basis for a realistic resource gap analysis.

As a first step, it is important to undertake an assessment of the impact and implications of the crisis on the country. In so doing, it may be necessary to integrate relevant components of the Global Jobs Pact. Possible options include the inclusion/deletion of outcomes and strategies; acceleration of the pace of implementation or upscaling ongoing initiatives.

A mid-term review of each Decent Work Country Programme is mandatory. Since most Decent Work Country Programmes have a four-year time frame, this provides a very good opportunity for the review process to enable the Office to consult with the key stakeholders and thereafter integrate the Global Jobs Pact as may be required. The key issues highlighted for the new Decent Work Country Programme formulation exercise are also pertinent.

Mainstreaming the Global Jobs Pact in national development frameworks, including poverty reduction strategies

The Global Jobs Pact has been endorsed by the UN Chief Executives. In this regard, it forms an integral part of the international community response to this combination of the gravest financial, economic and social threats in recent times. The Global Jobs Pact is one of nine joint initiatives of the UN in response to the crisis, with the ILO being the lead agency of this initiative with the following cooperating agencies: FAO, IMF, IMO, ITU, UNDP, UNEP, UNFPA, UNIDO, UNWTO, UPU, WIPO, World Bank and Regional Commissions. The ILO and WHO are the lead agencies for a social protection floor joint

initiative cooperating with FAO, IMF, OHCHR, UN Regional Commissions (UNECA for Africa) UNAIDS, UN-DESA, UNDP, UNESCO, UNFPA, UN-HABITAT, UNHCR, UNICEF, UNODC, UNRWA, WFP, WMO and the World Bank.

These initiatives will be reflected in country-level intervention through Common Country Assessment (CCA)/United Nations Development Assistance Frameworks (UNDAFs) as well as Decent Work Country Programmes. The initiatives will take into account the principles enshrined in the Paris Declaration and the Accra Agenda particularly ascertaining that the process is nationally led and owned. The involvement of all relevant constituents, from the identification of gaps to the conception of the joint programmes and throughout the formulation, implementation, monitoring and reporting is not only foreseen but crucial. The country analysis must be nationally led with the UNCT contributing; strategic planning and developing of the country programme, including its implementation and monitoring and evaluation, must all remain a joint effort. Resource mobilization will be undertaken jointly based on the formulated country programme.

During the above process, it is crucial that capacity of both stakeholders and the UN in mainstreaming employment and decent work into programmes and policies is built or strengthened to maximize the effect of the programme.

Adapting technical assistance with the Global Jobs Pact

The Regional Office and ILO Africa offices have aligned or modified technical cooperation (TC) activities, including those funded by the Regular Budget Supplementary Account (RBSA) and Regular Budget for Technical Cooperation (RBTC), to ensure that they respond to the impacts of the crisis and the implementation of the Global Jobs Pact. In November 2008, the Regional Office reformulated all existing RBSA project documents in such a way that the planned activities would assist member States to address the crisis and initiate recovery. As a result, RBSA resources were used to co-finance a series of high-level, continent-wide, crisis-related conferences and meetings organized by employers, workers or the ILO itself. These meetings helped to chart the way for further action by the ILO and its constituents and partners. Moreover, the Regional Office took the decision to centralize all unused RBSA resources in Addis Ababa in order to establish a “crisis response fund”.

All field office directors were requested to examine all ongoing TC projects in light of the crisis, and to reorient their activities, if possible, towards the crisis response.

Along the same lines, RBTC reserves available were reoriented to support crisis response initiatives at regional and country levels. Resources were provided to support regional crisis response interventions by PEC, OATUU and ITUC–Africa. At the country level, RBTC resources were used to facilitate crisis responses.

Luanshya Integrated Support Initiative on Employment

In response to the global financial crisis and as a result of specific requests from the trade union movement in Zambia, the ILO Lusaka Office implemented the Luanshya Integrated Support Initiative on Employment as a pilot quick impact intervention in Luanshya to mitigate the effect of the crisis on vulnerable groups and retrenched workers. Luanshya, a town in the Copperbelt Province of Zambia, is among the worst hit by the crisis following the closure of the Luanshya copper mine, the mainstay of the Luanshya economy. Building on the existing activities of several technical cooperation and RBSA projects, an integrated approach aimed at identifying business opportunities and capitalizing on the need for the creation of employment following the closure of the mines was mounted.

The aim of this intervention strategy is to enhance synergy in all ILO programming in response to the economic crisis. ILO projects on child labour, women's entrepreneurship, workers' rights, HIV/AIDS, and enterprise development contribute to this initiative. Resulting from the ILO's commitment to quick and responsive actions, this has had a catalytic impact on a number of organizations, such as national and local government agencies and non-governmental actors, which have partnered the initiative. Partnering with existing institutions is expected to contribute to strengthening the service delivery and building the capacity of participating institutions. The experiences of the LISIE initiative have been shared with neighbouring Katanga Province in the Democratic Republic of the Congo, whose mining industry has equally been affected by the crisis.

Mainstreaming the Global Jobs Pact in the “One UN”

The implementation of the Global Jobs Pact requires joint effort within the ILO, but also joint programmes within the UN system and the development banks, the pooling of resources with constituents at various levels and sensitization of the donor community. This calls for policy coherence and coordination at national, subregional and regional levels. Capacity building for the mainstreaming of employment and decent work in programmes, within the framework of national development plans policies, within the work of the ILO, UN, Bretton Woods institutions and other development banks, such as the AfDB, will be crucial for the effective implementation of the Global Jobs Pact.

The Chief Executives Board (CEB) Toolkit for mainstreaming employment and decent work will be used to raise awareness and develop capacity; promote knowledge management; and serve as lens to see the interface between various policies, strategies, programmes with employment and decent work outcomes. Support to UN Country Teams, national constituents and stakeholders and other development partners to mainstream employment and decent work in national development frameworks resulting in policy coherence in the implementation of the Global Jobs Pact will be crucial. In terms of capacity building, efforts include:

- employment-oriented sector policies;
- mainstreaming employment dimension (and priorities of national employment plans) into PRS;
- rapid impact assessment.
- promotion of the new MDG employment indicators for country-level monitoring;
- employment diagnostic tools.

It will also be recalled that General Assembly resolution 57/7 of 4 November 2002 called upon the United Nations system organizations, within their respective mandates, to “align their activities in Africa with the priorities of the New Partnership” as well as “to organize the activities of the United Nations system around thematic clusters covering the priority areas of the New Partnership”. The resolution further urged the strengthening of the coordinated response in support of the New Partnership for Africa's Development (NEPAD). This mandate has evolved into the Regional Coordination Mechanism (RCM) which provides a mechanism for UN system-wide coherence, coordination and cooperation “to deliver as one” in support of the AU and its NEPAD programme. The clusters also aim at provision of coordinated capacity building for the AU and its NEPAD programme and identifying priorities for collective action at national, regional and continental levels. Currently, RCM is composed of nine clusters with their respective sub-clusters.

The ILO is the lead agency of the Employment and Labour Sub-Cluster within the Social and Human Development Cluster, and seeks to ensure streamlined support to the AU and its NEPAD programme.

Partnering for the implementation of the Global Jobs Pact

The international community has recognized this epoch as being “the gravest financial, economic and social threat of our lifetime”.⁵¹ In this regard, the CEB for coordination endorsed the CEB High-level Committee on Programmes’ (HLCP) proposed system-wide approach to respond to the crisis in a coherent manner. The Plan of Action proposed by the HLCP has nine key areas for policy coherence: finance; food security; trade; a green economy initiative; a Global Jobs Pact; social protection floor; humanitarian, security and social stability; technology and innovation; and monitoring and analysis.

The UN System Chief Executives have firmly committed to deploy all their resources and capacities to collectively respond to the crisis through nine joint coherent initiatives with lead responsibilities allotted to organizations according to their mandates and comparative advantages. In addition to the UN agencies, the World Bank and IMF are also fully involved in this initiative and are expected to work closely with UN agencies at country level.

As directed by the Global Jobs Pact, the ILO and the UN agencies as well as the Bretton Woods institutions and the AfDB will work together at regional, subregional and country levels to implement the Global Jobs Pact. At the regional level, they will work through the RCM together with the AU and NEPAD. At the subregional level, the Regional Directors’ Team (RDT) framework will be used for work with the RECs as well as national-level implementation. At the country level, the UN Country Team system will be employed and the implementation of the Global Jobs Pact will be reflected in the Decent Work Country Programmes and UNDAFs. These multilateral systems will characterize the major opportunities for collaboration in the implementation, resource mobilization and monitoring mechanism for the Global Jobs Pact.

Additional partnerships for the implementation of the Global Jobs Pact are being developed. For instance, the Regional Forum for Africa on Women’s Entrepreneurship Development – In Response to the Financial Crisis (Cairo, October 2009), is jointly organized with the AfDB. In Yaoundé in October 2009, the ILO Regional Office co-organized a stocktaking workshop with AMSEP on the Global Jobs Pact. Another partnership is with the *Association Internationale des Conseils Economiques et Sociaux et Institutions Similaires* (AICESIS) and its African branch (*Union des CES d’Afrique*).

Conclusions and suggested issues for discussion

Despite the fact that the economic and financial crisis did not have a uniform effect on all countries, the African continent faces a number of common challenges. While recovery is beginning to take shape in a number of countries, and that growth in Africa could rebound in 2010, the jobs crisis continues. In any case, even with impressive growth rates in the past, decent work deficits and poverty still existed.

⁵¹ CEB Issue Paper: “The global financial crisis and its impact on the work of the UN”, Apr. 2009.

The Global Jobs Pact is a framework for action, which countries can adapt to their individual situations in designing crisis-related recovery packages. In implementing the Global Jobs Pact to effect recovery and hence reduce the obstacles preventing African women and men from escaping poverty through decent and productive work, the ILO offers a range of policy approaches that are adaptable to the specific circumstances of each country. For maximum effect, and given the limitations in resources, it would be prudent for countries to prioritize in order to ensure that the contents of their response packages (based on the Global Jobs Pact) are easy to implement.

The following issues are suggested as discussion points at the First African Decent Work Symposium.

- *Ensuring that Africa's recovery and economic growth are job rich:* In order to ensure that Africa's growth benefits a wide spectrum of the population, attention should be paid to ensuring that it is not jobless growth. Policies to effect this could range from skills development, enterprise development, active labour market policies, employment-intensive investment, etc. How can we ensure that economic growth, once it has resumed, does not lead to greater inequality benefiting a few, but to greater prosperity for all? What role do macroeconomic policies play in ensuring that this objective is attained?
- *Fiscal space:* The need for access to foreign capital and finance, as a result of inadequate domestic resources sometimes means that countries cannot have the adequate fiscal space for programme implementation. What can Africa do on its own in order to ensure that the requisite fiscal space is expanded? How much does tripartism and good governance play in this endeavour? What would ensure increased domestic investments?
- *Financing for jobs:* Financing for job creation can be hard to come by and yet there are threats of a cutback in international support to developing countries. To what extent do African countries face budget constraints to implement the Global Jobs Pact? How can these constraints be addressed in the short run and external support, such as the World Bank's vulnerability fund, be mobilized? In oil-rich countries, is there a case for drawing on the reserves for supporting crisis responses?
- *Social protection for all:* In times of crisis, social protection measures cushion those affected by the downturns. Yet social protection in Africa covers an insignificant portion of the population. Can all African countries move towards a basic social floor for their people?
- *Mitigating measures:* Countries have reacted through a combination of: (i) stimulus measures geared towards mitigating the effects of the crisis in the short run; and (ii) structural measures aimed at addressing the "crisis before the crisis" (food crisis, infrastructure gaps, informality, etc.). To what extent has the mix been satisfactory and in what direction should it be improved in the future?
- *Engendering recovery:* The weak, especially those who are historically disadvantaged like women, are most vulnerable in times of crisis. Their concerns have to be taken into account at all stages of the recovery process. How should women be empowered to enable them to play this role themselves?
- *Addressing young people's needs:* Young people are likely to face an uncertain labour market. What strategies should governments put in place to address this perennial challenge?

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- *Wages policies:* What is the role of minimum wage policies as part of the crisis responses? What can be done to avert such a fall in wages?
 - *Informalization of economies:* If the labour market fails to absorb new entrants as well as those who lose jobs, a continued informalization of economies will take place. What social protection measures ought to be in place to improve this situation?
 - *Agricultural and rural development:* Agriculture remains a rural phenomenon and also the mainstay of most African economies, and yet investments in the rural and agricultural sectors have remained minimal. How should agriculture be transformed for it to absorb excess labour, be an engine of pro-poor growth and government revenues?
 - *Promotion of intra-African trade and regional integration:* Regional integration is meant to foster intra-African trade, investments and free movement of persons. Yet there is minimal trade amongst African countries. What more needs to be done for Africa's growth to be home-grown through intra-African trade? How about external product markets and diversification of export? What type of infrastructure needs to be developed?
 - *Frameworks for social dialogue:* Social dialogue and collective bargaining are important tools to cope with the immediate labour market challenges of the global economic and financial crisis. How can the continent improve governance and social dialogue institutions so as to pave the way for shared prosperity and stability in the long run?
 - *Role of international labour standards:* The ILO has a vital battery of instruments guaranteeing basic rights, providing policy guidance and detailing decent work. The ILO's normative approach can play a key role in avoiding and alleviating immediately negative developments, and guiding a coherent and sustainable long-term response to the crisis. How can African countries take advantage of these instruments to address the need for an integrated approach to deal with preventive crisis protection and effective crisis response?

Annexes

Statistical appendices

Africa: Real GDP (annual per cent change)

	Average											
	1991–2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2014
Africa	2.4	4.9	6.5	5.4	6.7	5.7	6.1	6.3	5.2	1.7	4.0	5.3
Algeria	1.6	2.7	4.7	6.9	5.2	5.1	2.0	3.0	3.0	2.1	3.7	4.2
Angola	1.3	3.1	14.5	3.3	11.2	20.6	18.6	20.3	13.2	0.2	9.3	6.1
Benin	4.5	6.2	4.4	4.0	3.0	2.9	3.8	4.6	5.0	3.8	3.0	6.0
Botswana	6.4	3.5	9.0	6.3	6.0	1.6	5.1	4.4	2.9	-10.3	4.1	2.1
Burkina Faso	5.3	6.6	4.7	7.3	4.6	7.1	5.5	3.6	5.0	3.5	4.1	6.0
Burundi	-1.7	2.1	4.4	-1.2	4.8	0.9	5.1	3.6	4.5	3.2	3.6	5.0
Cameroon	1.4	4.5	4.0	4.0	3.7	2.3	3.2	3.3	2.9	1.6	2.7	5.2
Cape Verde	6.8	6.1	5.3	4.7	4.3	6.5	10.8	7.8	5.9	3.5	4.0	6.4
Central African Republic	1.0	0.6	-0.6	-7.1	1.0	2.4	3.8	3.7	2.2	2.4	3.1	5.5
Chad	2.8	11.7	8.5	14.7	33.6	7.9	0.2	0.2	-0.2	1.6	4.6	2.3
Comoros	1.1	3.3	4.1	2.5	-0.2	4.2	1.2	0.5	1.0	1.0	1.5	4.0
Congo, Dem. Rep. of the	-5.6	-2.1	3.5	5.8	6.6	7.9	5.6	6.3	6.2	2.7	5.4	6.8
Congo	1.4	3.8	4.6	0.8	3.5	7.8	6.2	-1.6	5.6	7.4	12.2	2.3
Côte d'Ivoire	3.1	0.0	-1.6	-1.7	1.6	1.9	0.7	1.6	2.3	3.7	4.0	6.0
Djibouti	-1.7	2.0	2.6	3.2	3.0	3.2	4.8	5.1	5.8	5.1	5.4	7.1
Egypt	4.4	3.5	3.2	3.2	4.1	4.5	6.8	7.1	7.2	4.7	4.5	6.0
Equatorial Guinea	31.6	63.4	19.5	14.0	38.0	9.7	1.3	21.4	11.3	-5.4	-2.8	-1.9
Eritrea	-	8.8	3.0	-2.7	1.5	2.6	-1.0	1.3	1.0	0.3	1.4	3.7
Ethiopia	2.9	7.7	1.2	-3.5	9.8	12.6	11.5	11.5	11.6	7.5	7.0	7.7
Gabon	1.7	2.1	-0.3	2.4	1.1	3.0	1.2	5.6	2.3	-1.0	2.6	2.8
Gambia	4.2	5.8	-3.2	6.9	7.0	5.1	6.5	6.3	6.1	3.6	4.3	5.0
Ghana	4.5	4.2	4.5	5.2	5.6	5.9	6.4	5.7	7.3	4.5	5.0	5.1
Guinea	4.1	3.8	4.2	1.2	2.3	3.0	2.5	1.8	4.9	0.0	2.7	4.2
Guinea-Bissau	0.9	-0.6	-4.2	-0.6	2.2	3.5	0.6	2.7	3.3	1.9	2.5	4.0
Kenya	1.7	4.7	0.3	2.8	4.6	5.9	6.4	7.1	1.7	2.5	4.0	6.5
Lesotho	3.8	3.0	1.6	3.9	4.6	0.7	8.1	5.1	3.5	-1.0	3.1	4.3
Liberia	-	2.8	3.8	-31.3	2.6	5.3	7.8	9.4	7.1	4.9	6.3	12.9
Libyan Arab Jamahiriya	0.2	-4.3	-1.3	13.0	4.4	10.3	6.7	7.5	3.4	1.8	5.2	7.1

	Average											
	1991– 2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2014
Madagascar	1.7	6.0	-12.4	9.8	5.3	4.6	5.0	6.2	7.1	-0.4	0.9	5.3
Malawi	3.4	-4.1	1.7	5.7	5.4	3.3	6.7	8.6	9.7	5.9	4.6	5.3
Mali	3.6	12.1	4.3	7.2	1.2	6.1	5.3	4.3	5.1	4.1	4.5	5.3
Mauritania	2.9	2.9	1.1	5.6	5.2	5.4	11.4	1.0	2.2	2.3	4.7	5.9
Mauritius	6.0	4.1	2.2	4.1	4.3	3.4	3.5	4.2	6.6	2.1	2.0	4.2
Morocco	2.4	7.6	3.3	6.3	4.8	3.0	7.8	2.7	5.6	5.0	3.2	5.0
Mozambique	6.5	12.3	9.2	6.5	7.9	8.4	8.7	7.0	6.8	4.3	5.2	6.5
Namibia	3.9	1.2	4.8	4.3	12.3	2.5	7.1	5.5	2.9	-0.7	1.7	3.0
Niger	1.0	8.0	5.3	7.1	-0.8	8.4	5.8	3.3	9.5	1.0	5.2	5.8
Nigeria	1.9	8.2	21.2	10.3	10.6	5.4	6.2	7.0	6.0	2.9	5.0	6.3
Rwanda	0.7	8.5	11.0	0.3	5.3	7.2	7.3	7.9	11.2	5.3	5.2	6.0
Sao Tome and Principe	1.5	3.1	11.6	5.4	6.6	5.7	6.7	6.0	5.8	4.0	4.5	7.0
Senegal	3.1	4.6	0.7	6.7	5.9	5.6	2.4	4.7	2.5	1.5	3.4	4.9
Seychelles	4.5	-2.3	1.2	-5.9	-2.9	7.5	8.3	7.3	-1.9	-8.7	4.0	5.0
Sierra Leone	-7.6	18.2	27.4	9.5	9.7	7.1	5.1	6.4	5.5	4.0	4.0	5.4
South Africa	1.8	2.7	3.7	3.1	4.9	5.0	5.3	5.1	3.1	-2.2	1.7	4.5
Sudan	3.5	6.2	5.4	7.1	5.1	6.3	11.3	10.2	6.8	4.4	5.5	4.9
Swaziland	2.9	1.0	1.8	3.9	2.5	2.2	2.9	3.5	2.4	0.4	2.6	2.5
Tanzania, United Rep. of	2.9	6.0	7.2	6.9	7.8	7.4	6.7	7.1	7.4	5.0	5.6	7.5
Togo	0.9	-2.3	-0.3	5.2	2.4	1.2	3.9	1.9	1.1	2.4	2.6	4.0
Tunisia	4.7	5.0	1.7	5.6	6.0	4.1	5.3	6.3	4.6	3.0	4.0	6.0
Uganda	6.2	5.2	8.7	6.5	6.8	6.3	10.8	8.4	9.0	7.0	6.0	7.0
Zambia	-0.2	4.9	3.3	5.1	5.4	5.3	6.2	6.3	5.8	4.5	5.0	6.1
Zimbabwe	0.6	-2.7	-4.4	-10.4	-3.6	-4.0	-6.3	-6.9	-14.1	3.7	6.0	6.0

Source: IMF, *World Economic Outlook*, Oct. 2009.

Summary of world trade volumes and prices (annual per cent changes)

	Ten-year averages											
	1991– 2000	2001– 10	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Trade in goods and services												
World Trade												
Volume	7.1	3.6	0.2	3.6	5.5	10.7	7.8	9.1	7.3	3.0	-11.9	2.5
Price deflator												
In US\$	-0.8	3.8	-3.4	1.1	10.3	9.6	5.3	5.2	8.1	11.2	-12.2	5.4
In SDRs	-0.6	2.1	0.0	-0.6	2.0	3.7	5.6	5.7	3.9	7.7	-9.4	3.7
Volume of trade												
Exports												
Advanced economies	7.0	2.4	-0.4	2.4	3.4	9.1	6.1	8.6	6.3	1.9	-13.6	2.0
Emerging and developing economies	8.4	6.7	2.2	7.2	11.0	14.8	11.7	11.0	9.8	4.6	-7.2	3.6
Imports												
Advanced economies	7.0	2.1	-0.4	2.7	4.2	9.2	6.5	7.6	4.7	0.5	-13.7	1.2
Emerging and developing economies	7.1	7.6	2.8	6.4	10.3	15.9	12.2	12.4	13.8	9.4	-9.5	4.6
Terms of trade												
Advanced economies	-0.1	0.0	0.4	0.9	1.0	-0.2	-1.4	-1.1	0.3	-1.8	2.0	-0.2
Emerging and developing economies	-0.3	1.3	-2.4	0.3	0.8	2.4	5.3	3.6	0.7	4.1	-6.3	4.6
Trade in goods												
World trade ¹												
Volume	7.5	3.4	-0.4	3.7	6.3	10.9	7.5	9.0	6.6	2.7	-13.0	2.7
Price deflator												
In US\$	-1.0	3.9	-3.8	0.6	9.9	9.8	6.2	5.9	8.3	12.0	-13.2	5.7
In SDRs	-0.7	2.2	-0.3	-1.2	1.6	3.9	6.4	6.4	4.1	8.5	-10.5	4.1
World trade price in US\$												
Manufactures	-1.3	3.9	-3.3	2.1	14.3	8.7	3.6	3.8	9.0	8.6	-9.1	3.1
Oil	2.1	10.5	-13.8	2.5	15.8	30.7	41.3	20.5	10.7	36.4	-36.6	24.3
Non-fuel primary commodities	-1.7	4.5	-4.8	1.9	5.9	15.2	6.1	23.2	14.1	7.5	-20.3	2.4
Food	-2.3	5.1	-2.0	3.5	6.3	14.0	-0.9	10.5	15.2	23.4	-14.9	1.2
Beverages	-1.3	6.2	-13.3	24.3	4.8	-0.9	18.1	8.4	13.8	23.3	-4.1	-5.5
Agricultural raw material	-0.4	-0.7	-3.4	-0.2	0.6	4.1	0.5	8.8	5.0	-0.8	-20.7	2.3
Metals	-1.7	7.1	-10.3	3.5	11.8	34.6	22.4	56.2	17.4	-8.0	-30.5	6.2

Source: IMF, *World Economic Outlook*, Oct. 2009.

ODA flows to Africa, 2002–07 (US\$ million)

	2002	2003	2004	2005	2006	2007
Algeria	328	234	315	348	208	390
Angola	414	493	1144	423	171	241
Benin	221	301	391	348	375	470
Botswana	37	28	46	48	66	104
Burkina Faso	477	522	643	696	870	930
Burundi	172	227	359	364	415	466
Cameroon	657	895	780	414	1 689	1 933
Cape Verde	92	143	143	162	138	163
Central African Republic	60	51	110	90	133	176
Chad	231	251	330	380	284	352
Comoros	32	24	25	23	30	44
Congo	57	69	115	1 429	259	127
Congo, Dem. Rep. of the	1 175	5 417	1 826	1 782	2 049	1 217
Côte d'Ivoire	1 068	254	161	97	251	165
Djibouti	78	79	64	76	117	112
Egypt	1 237	987	1 456	995	873	1 083
Equatorial Guinea	20	21	29	38	26	31
Eritrea	230	316	263	354	129	155
Ethiopia	1 303	1 600	1 809	1 916	1 948	2 422
Gabon	72	-11	40	52	31	48
Gambia	60	63	55	61	74	72
Ghana	658	968	1 403	1 146	1 176	1 151
Guinea	250	242	273	199	161	224
Guinea-Bissau	59	145	76	66	82	123
Kenya	391	521	654	767	943	1 275
Lesotho	76	79	96	69	72	130
Liberia	52	107	213	232	268	696
Libyan Arab Jamahiriya**	0	0	0	24	37	19
Madagascar	371	543	1 250	914	750	892
Malawi	376	515	504	581	684	735
Mali	475	554	582	704	825	1 017
Mauritania	355	249	189	183	190	364
Mauritius	24	-15	32	34	19	75
Morocco	486	539	707	693	1 044	1 090

	2002	2003	2004	2005	2006	2007
Mozambique	2 218	1 049	1243	1 290	1 605	1 777
Namibia	134	146	173	114	145	205
Niger	299	461	547	520	514	542
Nigeria	294	308	577	6 401	11 432	2 042
Rwanda	358	335	490	574	586	713
Sao Tome and Principe	26	38	33	32	22	36
Senegal	449	454	1053	686	826	843
Seychelles	8	9	10	15	14	3
Sierra Leone	383	337	376	348	344	535
Somalia	191	174	199	238	392	384
South Africa	505	641	628	680	720	794
Sudan	343	613	992	1 824	2 052	2 104
Swaziland	22	34	22	47	35	63
Tanzania, United Rep. of	1 257	1 721	1 765	1 489	1 825	2 811
Togo	51	50	65	82	79	121
Tunisia	265	298	327	364	432	310
Uganda	732	999	1 217	1 195	1 549	1 728
Zambia	794	755	1128	1 165	1 426	1 045
Zimbabwe	199	186	187	374	279	465
Africa unspecified	1 554	2 107	2 404	2 379	2 828	3 706
Africa	21 675	27 127	29 520	35 525	43 492	38 720

Source: OECD Development Assistance Committee, 2009.

Social security indicators (latest available year)

Country	Public soc. sec. benefit exp. excl. health care in percentage of GDP	Year	Public health expenditure in percentage of GDP	Year	Percentage of the old-age population (above retirement age) receiving an old-age pension (latest available year in between 2002-08)	Old age/active contributors in percentage of working age population (latest available year in between 2002-08)
Algeria	-		2.8	2006	37.8	37.3
Angola	-		2.3	2006	-	-
Benin	0.5	2005	2.8	2006	2.6	4.2
Burkina Faso	1.6	2004	3.6	2006	1.6	2.4
Burundi	0.9	2006	0.7	2006	3.8	3.3
Cameroon	0.5	2006	1.5	2006	9.1	11.5
Cape Verde	-		4.6	2006	90.0	24.0
Central African Republic	-		1.4	2006	-	-
Chad	0.4	2005	1.3	2006	1.6	1.6
Comoros	-		1.8	2006	-	-
Congo	0.6	2005	0.9	2005	17.0	7.5
Congo, Dem. Rep. of the	-		1.6	2006	14.6	8.0
Côte d'Ivoire	0.8	2005	0.9	2006	9.5	9.1
Djibouti	-		5.1	2006	12.0	8.4
Egypt	11.51	2007	2.6	2006	-	27.7
Equatorial Guinea	-		1.2	2006	-	-
Eritrea	-		1.7	2006	-	-
Ethiopia	6.46	2002	3.0	2006	-	-
Gabon	-		2.9	2006	-	-
Gambia	1.2	2001	2.5	2006	3.0	2.9
Ghana	1.9	2004	2.3	2006	3.8	9.2
Guinea	0.2	2004	0.7	2006	3.1	10.8
Guinea-Bissau	-		1.5	2006	-	1.5
Kenya	-		2.2	2006	-	6.7
Lesotho	-		-		81.6	3.6
Liberia	9.87	2005	3.58	2006	-	-
Libyan Arab Jamahiriya	-		2.0	2006	-	38.1
Madagascar	1.55	2006	2.0	2006	-	-
Malawi	-		8.9	2006	-	-
Mali	-		3.1	2006	-	4.0
Mauritania	0.5	2005	1.5	2006	7.5	9.4

Country	Public soc. sec. benefit exp. excl. health care in percentage of GDP	Year	Public health expenditure in percentage of GDP	Year	Percentage of the old-age population (above retirement age) receiving an old-age pension (latest available year in between 2002–08)	Old age/active contributors in percentage of working age population (latest available year in between 2002–08)
Mauritius	5.91	2007	2.2	2006	100	33.6
Morocco	–		1.8	2006	16.1	16.8
Mozambique	0.7	2006	3.3	2006	19.9	1.7
Namibia	1.8	2004	3.16	2006	86.6	7.2
Niger	0.3	2005	2.1	2006	5.2	2.1
Nigeria	–		1.2	2006	–	1.2
Rwanda	0.5	2005	6.6	2006	12.1	4.1
Sao Tome and Principe	–		9.0	2006	–	–
Senegal	1.9	2005	1.7	2005	10	4.5
Seychelles	12.6	2007	5.0	2006	–	–
Sierra Leone	1.0	2006	1.7	2006	0.2	3.8
South Africa	8.4	2005	3.6	2006	76.4	0
Sudan	0.3	2003	1.4	2006	3.8	2.9
Tanzania, United Rep. of	1.2	2007	3.3	2006	3.2	3.3
Togo	1.3	2003	1.5	2006	3.1	5.7
Tunisia	7.5	2007	2.3	2006	55.1	34.5
Uganda	0.4	2004	1.9	2006	0.9	9.3
Zambia	1.6	2006	2.4	2006	7.7	8.8
Zimbabwe	0.3	2005	4.4	2006	6.2	14.5

Sources: ILO social security inquiry database and WHO for public health expenditure in percentage of GDP.

Monthly remittances for selected African countries (in US\$ million)

	Morocco	Cape Verde	Ethiopia	Guinea-Bissau	Kenya	Liberia	Nigeria	Sudan	Uganda
Jan. 2005	400.2	10.7	4.3	1.4	28.6		576.4	75.4	
Feb. 2005	313.3	9.1	12.1	1.1	26.1		398.9	69.4	
Mar. 2005	344.0	9.3	17.5	1.3	31.2		294.9	96.8	
Apr. 2005	359.1	10.2	16.5	1.2	29.2		347.9	87.6	
May 2005	343.7	9.4	14.3	1.3	32.4		246.4	50.3	
June 2005	348.2	11.1	12.7	1.3	34.4		551.4	96.4	
July 2005	467.8	12.4	24.9	1.6	29.1		583.7	76.9	
Aug. 2005	556.2	13.2	27.8	1.1	31.8		720.1	93.9	
Sep. 2005	388.0	9.3	27.4	1.8	31.6		709.1	83.6	
Oct. 2005	349.2	8.3	29.5	2.4	33.0		760.1	86.9	
Nov. 2005	347.3	9.0	27.2	2.6	34.3		706.9	69.6	
Dec. 2005	372.8	11.9	37.5	2.5	40.6		580.1	146.0	
Jan. 2006	407.6	10.3	24.6	1.5	31.5		1 073.7	95.6	56.0
Feb. 2006	326.1	8.5	25.4	1.4	30.3		848.4	103.6	33.2
Mar. 2006	381.6	9.4	26.2	1.9	36.4		773.2	95.1	22.2
Apr. 2006	383.4	9.0	26.1	1.6	35.4		589.3	94.7	34.1
May 2006	450.5	10.4	26.9	1.9	42.4		955.7	109.8	32.3
June 2006	449.6	11.0	42.3	1.8	35.7		777.7	126.6	29.2
July 2006	597.8	12.7	34.7	1.8	41.1		942.7	111.1	30.1
Aug. 2006	651.7	12.6	31.8	1.8	30.6		1 039.6	108.7	39.1
Sep. 2006	414.2	9.2	32.1	0.0	28.8		891.9	72.2	31.1
Oct. 2006	409.9	8.8	35.3	2.4	29.6		1 002.7	95.4	16.2
Nov. 2006	415.0	9.0	30.9	2.3	31.4		1 002.8	120.5	29.3
Dec. 2006	569.3	12.4	40.9	3.0	34.5		679.3	102.0	59.1
Jan. 2007	484.0	11.5	34.0	2.7	40.9		985.9	90.6	12.8
Feb. 2007	430.8	9.0	40.8	2.9	39.5		1 015.8	113.8	14.8
Mar. 2007	480.7	9.5	42.2	3.3	48.6		1 148.1	146.3	20.9
Apr. 2007	507.6	8.7	31.1	3.2	38.3		947.6	165.8	19.2
May 2007	506.9	9.2	51.2	3.6	41.2		1 727.9	154.0	23.6
June 2007	520.3	9.6	40.2	3.7	48.6		1 622.5	120.8	28.3
July 2007	767.6	14.2	54.3	4.1	53.4		1 683.7	174.5	46.0
Aug. 2007	793.9	13.5	52.6	4.2	58.8		1 534.1	153.5	49.3
Sep. 2007	495.2	8.5	38.2	3.9	60.6		1 938.8	127.2	62.9
Oct. 2007	604.6	9.7	51.2	4.1	46.8		1 467.7	150.6	57.0
Nov. 2007	542.3	10.2	67.3	3.6	55.6	74.7	1 856.7	179.6	58.6
Dec. 2007	593.1	12.7	74.0	4.3	41.4	62.1	2 017.2	191.0	58.1
Jan. 2008	545.4	12.0	65.5	3.6	53.9	74.7	1 896.2	217.8	22.5
Feb. 2008	475.4	9.4	63.4	3.6	50.4	79.0	2 457.2	218.4	35.4
Mar. 2008	579.9	9.8	60.4	3.9	59.3	85.7	2 207.1	244.0	37.8

	Morocco	Cape Verde	Ethiopia	Guinea-Bissau	Kenya	Liberia	Nigeria	Sudan	Uganda
Apr. 2008	614.4	10.5	75.3	3.8	67.9	89.2	2 281.8	225.3	33.0
May 2008	631.5	10.0	65.3	3.4	48.5	86.5	2 392.9	262.4	41.6
June 2008	614.4	11.1	59.3	3.4	49.5	78.1	2 075.3	298.1	51.4
July 2008	917.5	17.1	67.8	3.6	44.1	71.0	2 392.6	278.8	41.4
Aug. 2008	688.1	15.5	61.1	3.8	43.4	81.7	2 835.9	283.1	48.5
Sep. 2008	547.8	11.0	72.4	4.2	49.0	102.5	3 286.8	246.1	42.8
Oct. 2008	496.5	9.9	72.8	4.1	61.1	71.7	3 629.0	177.7	40.0
Nov. 2008	408.1	8.8	64.5	3.9	44.0	63.7	5 327.3	267.8	54.9
Dec. 2008	469.1	13.9	84.9	5.1	40.1	75.3	3 282.7	285.7	39.9
Jan. 2009	452.1	11.4	68.4	3.7	39.5		1 721.1		16.7
Feb. 2009	370.2	9.2	58.6	3.9	53.4		1 514.9		23.0
Mar. 2009	421.4	9.4	59.9	3.8	55.4		1 504.1		19.2
Apr. 2009	471.7	8.8	59.5	4.1	48.1		1 068.4		22.1
May 2009	449.9	9.1	63.1	3.6	49.2		4 425.6		31.9
June 2009	525.0	10.3	55.1		46.3		1 020.3		26.3
July 2009	730.2				50.4				
Aug. 2009	648.4								

Source: Migration and Remittances Team, Development Prospects Group, World Bank (updated 13 Oct. 2009).

Nigeria: Employment generation potentials by sector

Sector	Number of potential jobs	Est. investment cost (projected)	Time frame
1. Agriculture	130 540	13 973 billion	2009–10
2. Information and communication technology	1 697 400	54 billion	2009–10
3. Works and housing	13 511 460	459 billion	2009–15
4. Petroleum and solid minerals	1 000 000	389 billion	2009–10
5. Transport	246 525	411 billion	2009–10
6. Power and energy	4 069 254	506 billion	2009–15
7. Education	3 124 208	650 billion	2009–15
8. Commerce and industry	6 054 484	466.36 billion	2009–12
9. Health	440 589	589 billion	2009–12
10. Informal sector	42 240 000	700 billion	2009–15
11. Tourism, culture, entertainment and sports	6 319 423	389 billion	2009–15
12. Total	78 832 883	4 037 trillion	2009–15

Source: National Action Plan on Employment Creation (2009–20) adopted at the Abuja Declaration on Meeting the Employment Challenges of the Global Economic and Financial Crisis in Nigeria, 21–23 April 2009.

Key Outcomes of the Meeting of Experts on the First African Decent Work Symposium

(Addis Ababa, February 2009)

Participants at the ILO African Regional Office organized the Meeting of Experts on the First African Decent Work Symposium (Addis Ababa, February 2009) included Government representatives, Workers' and Employers' experts, the African Union Commission, AfDB, UNECA and academics.

The Meeting of Experts adopted an outcomes document and the Decent Work Crisis Portfolio for Africa – An Agenda for the People. It also enabled participants to prepare themselves for: (i) the ILO Governing Body ESP Committee debate on the financial crisis (Geneva, 17 March 2009); (ii) the Special Meeting of the Tripartite African Members of the ILO Governing Body (Geneva, 20 March 2009); and (iii) the High-level Tripartite Meeting on the Current Global Financial and Economic Crisis (Geneva, 23 March 2009).

Furthermore, a number of policy actions at the global, continental, regional and national levels to address the implication of the crisis were adopted, which included the following:

- Centrality of decent work in the policy response.
- Coordinated and inclusive strategies, policy measures and programmes/initiatives solutions.
- Greater say for Africa in global institutions.
- No recourse to protectionism, but due measures must be taken to shelter nascent industries and developing economies.
- Richer nations should double ODA to Africa by 2010.
- Effective and principled leadership.
- Mainstreaming the rights-based approach.
- Ensuring that gender issues are taken into consideration at all stages in the recovery process.
- More research and analytical work on child labour and youth employment.
- Special focus on addressing HIV/AIDS.
- Making use of social dialogue.
- Role of governments' regulatory functions and potential to create jobs.
- Ensuring coherent and coordinated policies and reform of the global economic governance architecture.
- Investments in renewable sources of energy.
- Targeting vulnerable groups.
- Revitalization and strengthening of NEPAD.

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- Acceleration of regional integration, including removing all restrictions to the free movements of people, goods and services.
 - Investments in regional infrastructure.
 - Promoting "localization" as opposed to over dependence on the outside world.
 - Conflict prevention, management and resolution, and promote social cohesion.
 - Investment funds for employment-intensive ventures.
 - Improvement of governance of national resources, intensification of the fight against corruption, avoidance of waste, and prioritization of policy alternatives.
 - Promotion of the basic needs development programmes.
 - Establishment of efficient labour administrations, LMIS and labour statistics offices.
 - Promoting the social economy.
 - Local resource mobilization through domestic tourism, local savings and local financial markets, intra-African trade and export marketing and product diversification.
 - Setting up or strengthening tripartite committees.

Support provided by the ILO to assist constituents in implementing the Global Jobs Pact

Country	ILO support provided
Botswana	<p>The ILO has provided technical and financial support in developing more effective social security policies and adopting comprehensive social security schemes that provide basic protection against this and future crises.</p> <p>The ILO provided both technical and financial support towards a rapid assessment survey on the impact of the global financial crisis on business and employment. A tripartite subregional workshop will be held in October 2009 to disseminate findings of a rapid assessment survey on the impact of the crisis on business and employment. The workshop will foster tripartite deliberation on social and labour policy in response to the crisis. The workshop is expected to build the capacity of employers and workers will be built to identify strategies to mitigate the impact of the global financial crisis.</p> <p>A subregional workshop on labour standards and the financial crisis was held in October 2009. The workshop was aimed at strengthening the capacity of constituents to promote core labour standards and other International Labour Standards that support the economic and jobs recovery process as well as reducing gender inequality.</p> <p>Scaling-up HIV/AIDS workplace interventions. Enhance ILO support and scale of HIV/AIDS workplace interventions in the country to mitigate the impact of the economic crisis on vulnerable groups. The intervention was requested by the ILO constituents during the second consultative workshop on the finalisation of the Decent Work Country Programme.</p>
Burundi	<p>Rapid Impact Assessment of the Crisis on Employment has been carried out. A national tripartite workshop was organized to share its findings with the ILO's support in November 2009. The Decent Work Country Programme will be finalized taking into account the conclusions of the assessment.</p>
Cameroon	<p>Sectoral analysis (agriculture, infrastructures, tourism and forestry), focusing on value chains and their potential for job creation, completed in 2009.</p> <p>Training workshop on GERME (14–31 October 2008): Introducing GERME with an emphasis on the role of enterprise creation to mitigate the impact of the economic and financial crisis through the promotion of local enterprises managed by young people.</p> <p>Workers' organizations trained in law, economy, communication and organization so as to create a pool of trade union experts: specifically, they were sensitized on the likely impacts of the economic and financial crisis and adequate tools were proposed to face these impacts.</p> <p>Workshop on the Government EIIP strategy planning in order to encourage the implementation of the EIIP strategy in public investments. This EIIP strategy planning was achieved through the taking into account of foreseen impacts of the economic and financial crisis.</p> <p>Capacity building for entrepreneurs in enterprises' creation and management taking into account the financial crisis. Ongoing.</p> <p>Support to the National Fund for Social Welfare (<i>Caisse Nationale de Prévoyance Sociale</i>) to organize a national symposium on the impact of the financial crisis on the social security scheme.</p>
Comoros	<p>Support to finalize the Decent Work Country Programme which incorporates crisis response-oriented actions and continuation of the development process of the National Action Plan to fight child labour (the Comoros have decided to place the priority on the fight against child labour to respond to the crisis). Study on child labour done in August 2009 and formulation of the National Action Plan ongoing which will include an appropriate response to the impacts of the crisis on vulnerable families and working children.</p> <p>Employers' organization (<i>Organisation Patronale des Comores</i> – OPACO) is initiating a study – with UNDP support – for the setting up of an institutional mutual health organization. Setting up of a financial facility to support enterprises' treasury for their customs operations. Strengthening of actions aiming at supporting enterprises to face the negative impacts of the crisis and searching for a healthy working environment by improving the social coverage of employees and social dialogue.</p>

Country	ILO support provided
Congo, Dem. Rep. of the	<p>Technical support has been provided to the Democratic Republic of the Congo for the formulation of a national employment policy, with a major emphasis on the analysis of the social and economic impact of the financial crisis. Technical discussions have been held with the national inter-ministerial commission on the financial crisis during a technical advisory mission in March 2009. The ILO will further assist the Government of the Democratic Republic of the Congo in its effort to assess and to cope with the socio-economic impact of the crisis, especially in the Katanga province.</p>
Congo	<p>Advocacy, information and advice on the financial and economic crisis for the employers' organization (UNICONGO) and workers' organizations (CSTC, CSC and COSYLAC).</p>
Egypt	<p>Advisory note prepared by the employment specialist at the request of the prime ministers offices on ways to mitigate the impact of the crisis on employment. Paper was also presented at a high-level seminar organized by the ENCC.</p> <p>Paper commissioned at the request of the Egyptian Ministry of Manpower and Migration to assess the impact of the financial crisis on Egypt (February - April 2009). The result of the assessment has been integrated into the Egypt Decent Work Country Programme formulation exercise.</p> <p>A workshop on the conclusions of the paper on The Global Financial and Economic Crisis: The impact for the Egyptian Economy and Labour Market, organized on 28 April 2009. The event was hosted and funded by the Egyptian Federation of Industries.</p> <p>A crisis mission took place in May to discuss the impact of the crisis with constituents and other relevant ministries and partners.</p> <p>A round table discussion with Crisis Response Mission and academia on Analyzing the Policy Space for Developing Countries to Respond to the Global Financial and Economic Crisis took place on 19 May 2009. The event was hosted at the request of the Crisis Response Mission. The event took place at Cairo University, Faculty of Economics and Political Science.</p> <p>After having identified the main areas of impact through the discussions during the crisis mission, rapid impact assessment on the implications of the international financial crisis on: (1) the tourism sector; (2) the textile sector; (3) trade; and (4) women and youth, were conducted.</p> <p>As the biggest share of the stimulus package of the Government was put into infrastructure investment, an evaluation of the impact of this part of the stimulus package on employment was conducted in cooperation with the IDSC.</p> <p>In addition, a workshop will be held on employment-intensive investment for managers of infrastructure projects to ensure that the infrastructure investment has the highest possible impact on the creation of decent jobs.</p> <p>High-level round-table discussion (based on the conducted studies) on the crisis impact in Egypt and lessons learned to be held in December 2009. Outcome of this round table will give policy guidance to the government.</p>
Gabon	<p>Sectoral analysis (mining, infrastructures, and forestry), focusing on value chains and their potential for job creation, completed in 2009.</p>
Ethiopia	<p>Rapid impact assessment launched in October 2009, to take stock of the labour implications of the global financial and economic crisis on the mining sector, leading to the formulation of a quick intervention.</p> <p>The ILO facilitated the EEF "Workshop on the Effective Employers' Organizations" on the topic "Introduction on the economic challenges facing Ethiopia with a perspective of the financial crisis".</p> <p>The ILO, in collaboration with the Ministry of Trade and Industry (MOTI), the Ministry of Labour and Social Affairs (MOLSA), and the support of the Ethiopian Textile and Garments Manufacturers' Association (ETGAMA) with the assistance of an international consultant, have initiated through baseline assessments of seven preselected enterprises, the start-up process of a Factory Improvement Programme (FIP).</p>

Country	ILO support provided
	<p>Strengthening the role of social dialogue on economic development issues in time of global economic and financial turmoil: The ILO, with its tripartite partners organized a National High-Level tripartite Symposium on "Mitigating the present economic and job crisis through decent work and social dialogue" in April 2009. The symposium aimed to share experiences, best practices on how efficiently the Government and its partners could adequately respond to the financial and economic crisis. The symposium was organized around three topics: macro, fiscal and labour market policies for growth and resilience to the global economic crisis; private sector response to the impact of the global economic and financial crisis in Ethiopia, and strengthening employment policies through social dialogue to promote employment and social justice.</p>
Kenya	<p>The ILO has been requested by the Ministry of Labour to develop a national response to the jobs crisis.</p>
Lesotho	<p>The RBSA-funded labour market information initiative project seeks to enhance the capacity of the Ministry of Labour to generate and use statistical information in planning and decision-making. Data-driven decision-making is key in the context of the current global financial crisis. A document using the MDG employment indicators to measure the impact of the crisis on employment is being developed.</p> <p>The ILO provided both technical and financial support towards a rapid assessment survey on the impact of the global financial crisis on business and employment. A tripartite subregional workshop will be held in October 2009 to disseminate findings of a rapid assessment survey on the impact of the crisis on business and employment. The workshop will foster tripartite deliberation on social and labour policy in response to the crisis. The workshop is expected to build the capacity of employers and workers will be built to identify strategies to mitigate the impact of the global financial crisis.</p> <p>In June 2009, the ILO facilitated a strategy session between employers' organizations and SMME Associations to identify services to build the capacity of SMMEs, greater representation of SMMEs in advocacy and lobbying on policies that influence the growth and development of SMMEs. The support provided is expected to strengthen capacity of the employers' organization to develop services and products to meet the needs of SMMEs within the Association of Lesotho Employers and business for growth and development.</p> <p>The ILO will continue provide technical and financial support to develop social security policies and for the adoption of development of a comprehensive national social security scheme that provides protection against future crises.</p>
Liberia	<p>A detailed rapid impact assessment was carried out in July/August 2009. The study analysed both the macroeconomic and sectoral impact of the crisis on Liberia and its implications for workers and their dependants. For this purpose, focus group discussions were undertaken with workers and employers in key sectors of the economy to collect primary data. The study also took a forward looking approach to highlight potential long-term effects of the crisis, most notably for the ongoing negotiations for natural resource concession agreements that play a crucial for Liberia's development strategy. It concluded with policy recommendations for both quick responses to the crisis and the longer term strategy for development and employment. The study has been disseminated widely in Liberia among policy-makers, ILO constituents and other stakeholders.</p>
Madagascar	<p>Project to promote employment and incomes which results in the formulation of the Regional Strategy for Employment Promotion in two regions in the southern part of the country. The documents of the Regional Strategy to be available by end 2009, establish key elements of action plans to respond both immediately and in a sustainable manner to the impacts of the crisis by emphasizing employment creation and decent work promotion. Action led with UNDP funding within the framework of UNDAF joint programming.</p> <p>Support provided to two main employers' groups (GEM, FIVMPAMA) to undertake a study on the impact of the global financial crisis and domestic policy in order to develop a recovery economic plan. The study carried out before the end of 2009 aims primarily at furthering and laying the foundations for the medium-term reconstruction of the economy to allow Madagascar to recover its position before the crisis, to improve growth and integrate advantageously in the global economy with a priority focus on employment creation and protection.</p> <p>Promotion of labour-intensive approach through the construction of schools and roads: Strengthened interventions to create ripple effects in terms of the creation of productive and remunerative employments in order to mitigate the impacts of the crisis, especially on the most vulnerable.</p> <p>Implementation of a project against HIV/AIDS in the workplace aiming at creating a climate of trust and serenity to boost productivity and international labour standards. Contribution to improving the productivity of enterprises that face the adverse effects of crises.</p>

Country	ILO support provided
	<p>Organization of a jobs fair (<i>Grand Salon de l'Emploi</i>) in collaboration with all entities and structures to promote employment. Support to young unemployed or newly laid-off workers because of the crisis to get an opportunity to find a job, an internship, a training and self-employment.</p> <p>Implementation of the project to support the ILO Declaration to boost productivity and international labour standards: Actions aiming at awareness raising and involvement of social partners in terms of corporate social responsibility, especially during this period of crisis.</p>
Mali	<p>A study on the impact of the economic crisis initiated by the employers' organization (<i>Conseil National du Patronat du Mali – CNPM</i>) was conducted with support from the Office. Being validated.</p>
Mauritius	<p>Establishment of an observatory on the crisis and its impact on enterprises. Initiative being developed in order to assist the Government to have a permanent monitoring system of the impacts of the crisis on the national economy and employment.</p> <p>Strengthened interventions in the field of labour market information systems and occupational safety and health. Actions to strengthen tools for monitoring the impacts of the crisis on enterprises and employment.</p>
Mozambique	<p>Integration of the main elements of the crisis response strategy in the Decent Work Country Programme being finalized.</p> <p>The ILO made a presentation to the UNCT on the likely impacts of the crisis on social and economic development issues in Mozambique. The presentation had been put together through joint efforts of UNFPA, WFP, UNICEF and UNDP.</p> <p>The ILO is working in a UN task force to produce a UN Mozambique policy paper on the crisis. The policy paper will be used in the ongoing evaluation of the PRSP (PARPA II) and the design of the new PRSP in 2010.</p> <p>With the Mozambique Ministry of Women and Social Affairs and UNICEF, the ILO organized a public debate on the impact of the crisis on the most vulnerable, where the role of social protection and intensive employment approaches was highlighted. The Government will integrate this approach under the National Basic Social Protection Strategy. Pilot UN Joint Programme on Labour-based assistance in response to the food crisis.</p> <p>The ILO and WFP are providing support to urban unemployed youth as response to food and economic crises.</p>
Namibia	<p>Namibia Employers' Federation (NEF) initiated a survey on the impact of the financial crisis on business and employment to table the outcome for a tripartite workshop to identify strategies to mitigate the impact through social dialogue influencing policies.</p> <p>The ILO facilitated and hosted a subregional workshop on labour standards and the financial crisis on 30 September – 2 October 2009. The workshop was aimed at strengthening the capacity of constituents to promote core labour standards and other international labour standards that support the economic and jobs recovery process as well as reducing gender inequality. The workshop enhanced the constituents' knowledge and understanding of key labour standards critical for ratification and implementation as part of the overall response to the financial and economic crisis.</p>
Nigeria	<p>As part of the Ministry's response to the economic and financial crisis, the Minister of Labour from 21 to 23 April 2009, co-hosted with the ILO, a National Employment Summit. The theme of the Summit was "The Nigerian Employment Summit: Meeting the employment challenges of the global economic and financial crisis". The Summit was preceded by a two-day Experts' Meeting focusing on sectoral potentials and the role of the private sector in creating and safeguarding jobs against the effects of the economic and financial crisis. The financial impact on jobs in the 12 key sectors, such as tourism, agriculture and the oil sector were critical in determining the country's course of action in the short, medium and long term through sector assessments. The assessments were commissioned in preparation for the Employment Summit.</p>

Country	ILO support provided
Rwanda	The ILO presented the Toolkit for Mainstreaming Employment and Decent Work to the UN Country Team in October 2009, with a focus on the crisis impacts and their implications for the One UN programme in Rwanda.
Seychelles	<p>Federation of Employers' Association of Seychelles: Support to the development of the strategic plan for improving internal management and services for members.</p> <p>Reinforcement of the collaboration with constituents to strengthen the instruments and institutional frameworks for management in the field of employment and labour (LMIS, OSH, etc.). Consolidation of monitoring tools for employment to better cope with the effects of the crisis. Strengthening of employers' groups in an aim to make them more dynamic and proactive especially in these times of economic downturn in Seychelles.</p> <p>Integration of the main elements of the crisis response strategy in the Decent Work Country Programme being finalized.</p>
South Africa	<p>The ILO provides technical support towards the Government's expanded public works programme that forms an integral part of the national response strategy towards mitigating the impact of the financial and economic crisis. Operating at both the national and provincial government level the ILO provides capacity-building support in the use of labour-intensive methods in infrastructure and non-infrastructure programmes.</p> <p>The ILO has been requested by the Government of South Africa to assist the Ministry of Economic Development in the implementation of the National Response Framework for Mitigating the impact of the Economic and Financial Crisis. A draft implementation plan of support has been developed in the form of a concept note. The main initiatives are: promotion of the South African Global Financial Framework Agreement; policy research; and capacity building.</p> <p>The ILO will fund and co-host with the Council for Scientific and Industrial Research (CSIR) a workshop on "Green jobs in the construction sector", in November 2009. Participants at the workshop included representatives of the tripartite constituents and other social partners. The workshop was aimed at sharing the findings of the ILO-initiated study and undertaken by the CSIR to examine employment aspects of energy-friendly construction in South Africa. The workshop made concrete policy recommendations for the creation of green job opportunities through the use of energy-friendly construction, partly as the national response to the economic crisis that underscores the critical importance of green jobs.</p> <p>At the request of the Business Unity South Africa (BUSA), the ILO provided both technical and financial support towards a rapid assessment survey on the impact of the global financial crisis on business and employment. A tripartite workshop will be held in October 2009 to disseminate findings of a rapid assessment survey on the impact of the crisis on business and employment. The workshop will foster tripartite deliberation on social and labour policy in response to the crisis.</p> <p>Strengthened capacity of the employers' organization to develop services and products to meet the needs of SMMEs within the employers' organization for growth and development. The ILO facilitated a strategy session in June 2009 between employers' organizations and SMME associations to identify services to build the capacity of SMMEs, greater representation of SMMEs in advocacy and lobbying on policies that influence the growth and development of SMMEs.</p> <p>The ILO facilitated a session at a winter school hosted by a local trade union organization (Congress of South African Trade Unions) which sought to engage workers in identifying opportunities to mitigate the impact of the crisis which has been linked to unfair globalization.</p> <p>The ILO facilitated and hosted a subregional workshop on labour standards and the financial crisis on 30 September – 2 October 2009. The workshop was aimed at strengthening the capacity of constituents to promote core labour standards and other international labour standards that support the economic and jobs recovery process as well as reducing gender inequality.</p> <p>The decent work implications of the global jobs crises are being integrated into the Decent Work Country Programme.</p>
Swaziland	<p>On the request of the Swaziland Federation of Employers (SFE), a research study is being conducted on the impact of the global financial crisis on the business environment in Swaziland.</p> <p>A study on the nature and needs of SMEs and the services the SFE could provide is planned.</p>

Country	ILO support provided
Sudan	Paper commissioned on the impact of the global financial crisis on the labour market in the Sudan. The paper was undertaken in collaboration with the Central Bank of the Sudan. A workshop on the conclusions of the paper on "The impact of the Global Financial Crisis on the Labour Market in Sudan", organized on 29 April 2009. The event was hosted by the Central Bank of the Sudan and the Sudanese Businessmen and Employers' Federation.
United Republic of Tanzania	<p>Three discussion papers produced on the effects of the global financial crisis on employment in the United Republic of Tanzania. Papers presented and discussed in a round table discussion convened in January 2009. The papers focused on the impact of diminishing remittances, the decrease in FDI, the lowering of the export commodities, decrease in ODA and impact on the tourism sector. An ILO-sponsored round table discussion on "Addressing the Implications of the Global Financial Crisis on Employment in the United Republic of Tanzania" was held on 16 January 2009, at the ILO Office in Dar es Salaam. The forum brought together representatives from academia and research institutions, Government (Ministry of Finance and Economic Affairs, Ministry of Agriculture, and Ministry of Natural Resources and Tourism), employers' and workers' organizations, development partners (AfDB, DFID, IMF, Canadian High Commission (for CIDA), non-governmental organizations (NGOs) and civil society organizations (CSOs), and the FAO).</p> <p>The Tanzanian decent work profiles, presented to the November 2009 session of the ILO Governing Body, have also included information on the effects of the global financial and economic crisis on the United Republic of Tanzania.</p>
Uganda	Rapid impact assessment to be initiated as a basis for the review and update of the National Employment Policy.
Zambia	<p>In-depth study of impact of financial crisis in identified sectors of the Zambian economy, i.e. mining, tourism, and women workers and their rights (in 2009). Implemented in partnership with the social partners and the Ministry of Labour and Social Security in Zambia. Workshop to disseminate results from the study on the impact of the financial crisis in Zambia (fourth quarter of 2009).</p> <p>Collection of information, review and assessment of a range of existing and potential ILO interventions that can contribute towards mitigating and cushioning the adverse effects of the crisis on poor and vulnerable segments of the population, with special attention to the linkages with jobs (MSMEs) and finance (DFIs and MFIs) providers of these segments, including through ILO's work on EIP, basic social protection, women workers' rights, self-employment, entrepreneurship and informal economy upgrading in Zambia. The review proposed "quick impact" pilot activities to be implemented in association with ongoing ILO projects in Zambia (e.g. WEDGE, BBW & JC, Social Security, WWR, IPEC, etc.) with project funding that address the effects of the financial crisis on Zambia.</p> <p>The ILO developed a Pilot Quick Impact Intervention for Luanshya – the Luanshya Integrated Support Initiative for Employment (LISIE) aimed at identifying business opportunities and capitalizing on the need for the creation of employment following the closure of the mines. The ILO filmed interviews with local residents in Luanshya, miners, local trade unionists and unemployed persons, as well as ILO officials, the Minister of Labour and representatives of social partners.</p> <p>The ILO brought together the Mineworkers' Union of Zambia (MUZ) and Zambia Congress of Trade Unions (ZCTU) to obtain greater clarity on issues and impacts of the global crisis on the mining sector and workers in general.</p> <p>The ILO highlighted the impacts of the global financial and jobs crisis at the Tripartite Consultative Labour Council meeting, as well as on May Day, and other high-level events in Zambia.</p> <p>The workshop to disseminate results from the study on the impact of the financial crisis in Zambia (fourth quarter of 2009). Implemented in partnership with the social partners and the Ministry of Labour and Social Security in Zambia.</p> <p>The ILO brought together the Mineworkers' Union of Zambia (MUZ) and Zambia Congress of Trade Unions (ZCTU) to obtain greater clarity on issues and impacts of the global crisis on the mining sector and workers in general.</p> <p>The ILO participated in the National Conference (Indaba) on the Global Financial Crisis to discuss the impact of the global crisis in Zambia. The Conference, which included the Government, employers', workers' organizations, academics and cooperating partners recommended various measures aimed at mitigating the impact of the crisis, such as the need for the country to reorganize and restructure the economy so as to remain competitive in the aftermath of the crisis.</p>

Country	ILO support provided
Zimbabwe	<p>A paper on the impact of the financial crisis in Zimbabwe commissioned.</p> <p>As per the discussion on the financial crisis that was held during the National Employment Policy Framework (NEPF) validation workshop in January 2009, a section on the impact of the crisis will be included in the National Employment Policy Framework. The NEPF is now scheduled to be discussed in the national forum for dialogue, the Tripartite Negotiation Forum. This will also present an opportunity for tripartite partners to discuss the impact of the financial crisis on the country in the context of the recovery processes under the Short-Term Economic Recovery Programme.</p>