

## Promoting full employment and decent work for all



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### Introduction

In 1995, world leaders gathered in Copenhagen for the UN World Summit on Social Development. Among other things, they committed themselves to promoting full employment as a basic priority of economic and social policies, and to enabling all men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work.

Ten years later, at the 2005 world summit of the UN General Assembly, over 150 Heads of State approved a historic Outcome Document stating: "We strongly support fair globalization and resolve to make the goal of full and productive employment and decent work for all... a central objective."

Ten years after the commitment was made in Copenhagen, however, official unemployment grew by more than 25% to nearly 200 million worldwide, or about 6% of the global workforce. As the ILO has stated - there is, today, a global jobs crisis.<sup>1</sup> Unemployment for people with no work at all reached its highest point in 2005 and continues to rise.

Ten years after Copenhagen, the number of working poor living on less than US\$2 a day per person stood at the same level it did 10 years earlier. That means half of the world's workers, most of them women, are unable to earn enough to lift themselves and their family members out of poverty. Worse still, in most regions of the world, most new jobs are being created in the over-crowded informal economy where working women and men struggle to make a living at low productivity and, consequently, low earnings.

This position paper looks at pertinent trends related to unemployment and the conditions of work of those who are employed. How far have we progressed in terms of full employment and decent work for all? What are the remaining gaps and challenges we face in this regard?

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<sup>1</sup> ILO. Global Employment Trends Brief, January 2006. (<http://www-ilo-mirror.cornell.edu/public/english/employment/strat/download/getb06en.pdf> 12 October 2006)

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### Jobless growth

Overall economic growth in the developing world averaged 4.8% a year since 2000, more than double the rate of growth in high-income economies, which averaged 2.0% a year<sup>2</sup>. While this decent record has been driven largely by rapid growth in East and South Asia, Sub-Saharan Africa - long lagging behind other regions - achieved an annual growth rate of 4.8%, its strongest in 30 years. Latin America is somewhat behind, with growth of about 3.9%, but African economic growth is expected to remain above 5%. Growing at 6.6%, the least developed countries (LDC's) are faring even better, reaching the fastest average rate of growth they have had for decades. Fourteen of the 152 countries examined in the World Bank Development Report registered growth rates of 10% or higher and only four countries experienced negative growth<sup>3</sup>.

The fact that global unemployment is rising, despite the impressive growth in global GDP, suggests that economic growth alone is insufficient to address global employment needs. Global economic growth is just not translating into new and better jobs that would lead to a reduction in poverty.

But the concern is not unemployment alone. It is also about the conditions of work of those who are employed. Of the over 2.8 billion workers in the world today, nearly 1.4 billion still do not earn enough to lift themselves and their families above the US\$2 a day poverty line - just as many as 1995<sup>4</sup>. Among these working poor, 550 million lived with their families in extreme poverty on less than US\$1 a day. This means that nearly one in every five workers in the world struggles to survive on less than US\$1 a day for each family member.

### Youth

The global jobs crisis has hit young people the hardest, especially young women. Of the 200 million jobless persons worldwide, about 90 million were young people aged 15 to 24<sup>5</sup>. There are more than 1 billion young people aged 15-24 in the world today, and 85% of them live in developing countries. Youth who can find work often face long working hours, short-term or informal contracts, low pay and little or no social protection such as social security or other social benefits.

In many economies, young people are more than three times as likely as adults to be out of work. Over 100 million working youth live in households that earn less than the equivalent of US\$1 per day. Youth account for about 20% of the world's estimated 550 million working poor.

Both industrialized and developing countries are failing to increase employment opportunities for young people. The youth labour force participation rate declined from 59.3 to 54.4% between 1994 and 2004, mainly as a result of young people staying longer in education. But this has not sufficed to improve their employment prospects. The global unemployment rate among youth is 13.8%, up from 11.7% a decade earlier.

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<sup>2</sup> World Bank 2006. World Development Indicators, (<http://devdata.worldbank.org/wdi2006/contents/home.htm> 12 October 2006)

<sup>3</sup> Seychelles, Grenada, Federated States of Micronesia and Zimbabwe.

<sup>4</sup> ILO. Global Employment Trends Brief, January 2006. (<http://www-ilo-mirror.cornell.edu/public/english/employment/strat/download/getb06en.pdf> 12 October 2006)

<sup>5</sup> ILO, Facts on youth employment. (<http://www.ilo.org/public/english/bureau/inf/download/ecosoc/youthemp.pdf> 12 October 2006)

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### Children

Of all the world's children, one in seven is in child labour of some kind<sup>6</sup>. Almost 7 out of 10 working children are in the agricultural sector, 22% work in services and 9% in industry, including mining, construction and manufacturing.

But the trends are encouraging. Child labour, especially its worst forms, is being reduced in many parts of the world. If current trends continue, child labour in its worst forms may be eliminated within the next decade. The number of child labourers globally has fallen by 11% or 28 million fewer than 2002. The sharpest decrease is in the area of hazardous work by children where there has been a 26% reduction overall. And 33% fewer children between the ages of 5 and 14 are endangering their lives in hazardous work.

Latin America and the Caribbean have shown most progress in this regard. The number of children at work in the region has fallen by two-thirds over the last four years, with just 5% of children ages 5 to 14 now engaged in work. With 26%, or close to 50 million child workers, the proportion of children engaged in economic activities in sub-Saharan Africa is currently the highest of any region in the world. In the Asia Pacific region 122 million children aged 5-14 work, 5 million less than four years ago. Less than 20% of Asian children in that age group are now at work. In industrialized countries, about 2.5 million children under the age of 15 were at work in 2000.

### Women

Today, women are active everywhere in the economic sphere. Job opportunities for women in an expanding labour market are increasing. Some gaps between women's and men's wages, treatment and opportunities in the workplace are gradually shrinking, and women's education and entrepreneurship are rising. More women than ever are completing higher education and moving into management positions.

Yet discrimination based on gender still pervades the labour market. Inequality between women and men is a determining factor in world poverty, with women comprising 60% of the world's 550 million working poor<sup>7</sup>. Women are more likely to earn less than men for the same type of work, even in so-called traditional female occupations. In 2006, the gender pay gap was as much as 30 to 40% in some countries. In 2004, only 23% of businesses in the European Union were owned by women. And women are also more likely than men to be found working in the informal economy with no legal and regulatory protection, little or no social security, and a high degree of instability.

In addition, women's contribution to household work exceeds that of men in almost all economies. Work in the informal economy often provides women their only source of income – especially in areas where cultural norms bar them from working outside the home or where, because of household responsibilities, they cannot undertake regular working hours. Women are also more likely than men to be involved in productive yet informal (and hence less visible and difficult to measure) activities such as subsistence agriculture, family businesses and home-based work. This is in addition to their unpaid traditional

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<sup>6</sup> ILO, 2006. The end of child labour: Within reach, Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work 2006 (ILO, Geneva)

<sup>7</sup> ILO. Facts on promoting gender equality in the world of work. (<http://www.ilo.org/public/english/bureau/inf/download/ecosoc/gender.pdf> 12 October 2006)

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responsibilities such as food preparation, childcare, household duties and community-based and other social obligations.

### Migrant workers

Millions of people, many of them compelled by poverty and insecurity, leave their home countries every year in search of work. Today there are 191 million migrants, which include those migrating for employment, their dependants, refugees and asylum seekers<sup>8</sup>. Women constitute almost half of all international migrants - 95 million migrants world-wide and more than 50% in Asia, Europe, Latin America, North America and Oceania<sup>9</sup>.

Every year, migrant workers send home to developing countries large volumes of remittances, - estimated at US\$160 billion or US\$250 billion with informal remittances in 2005 - to support their families and communities<sup>10</sup>. They at the same time contribute to the economic growth and prosperity in host countries<sup>11</sup>. The US\$250 billion sent home by migrant workers is a larger sum than all official development assistance, and foreign direct investment. At the same time, developing countries lose 10 to 30% of skilled workers and professionals through "brain drain." LDC's are especially affected.

Today's migrants face many challenges - including poor conditions of work and discrimination. Migrant workers are increasingly in demand, not only for high-skilled information technology and professional jobs, but also for many of the low-paid, less skilled jobs in agriculture, cleaning and maintenance, construction, domestic service, and health care. Migrants are often relegated to the "three D" - dirty, dangerous, and degrading - jobs that national workers reject. Many migrants work in precarious and unprotected conditions in the fast-growing informal economy.

There is a high level of labour market discrimination against migrant workers in industrialized countries. ILO studies showed that more than one in every three qualified immigrant applicants was unfairly excluded in job selection procedures.<sup>12</sup>

Global labour mobility ensures efficient and optimal utilization of labour. But barriers are being erected to mobility between potential migrants and labour market demand for foreign labour in host countries. This leads to the unfortunate result of making smuggling and trafficking of human beings a highly profitable enterprise at the expense of gross violations of basic human and labour rights. About 10-15% of migration today involves migration under irregular situations - entering or working in countries without authorization<sup>13</sup>.

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<sup>8</sup> United Nations. 2006. *Trends in Total Migrant Stock: The 2005 Revision: CD-ROM Documentation* (POP/DB/MIG/Rev.2005/Doc). New York: Population Division, Department of Economic and Social Affairs, United Nations; and United Nations. 2006. *World Population Monitoring, Focusing on International Migration and Development: Report of the Secretary-General* (E/CN.9/2006/3). New York: United Nations. Such figures omit an unknown number of undocumented migrants, who may or may not be counted in official data.

<sup>9</sup> UNFPA, 2006. *State of the world population 2006*. (UNFPA, New York)

<sup>10</sup> Migrants transfer of remittances are done through formal and informal channels, the latter referring to means lying outside the formal and regulated banking and financial sector.

<sup>11</sup> World Bank (2006). *Global Economic Prospects: The Economic Implications of Remittances and Migration*. Washington, DC, World Bank.

<sup>12</sup> ILO. *Facts on labour migration*.

(<http://www.ilo.org/public/english/bureau/inf/download/ecosoc/migration.pdf> 12 October 2006)

<sup>13</sup> UNFPA, 2006. *State of the world population 2006*. (UNFPA, New York)

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Irregular migration leads to high levels of exploitation, forced labour, and abuse of human rights.

### **Agricultural workers**

The agricultural sector has the world's largest labour force. In fact half the world's labour force is in this sector<sup>14</sup>. In today's world, where most of the poor are in rural areas, agricultural workers tend to be among the poorest segments of society, often with inadequate housing, little to no access to health care, and few educational opportunities. Women account for over half of agricultural labour.

Large numbers of children also work in agriculture because their families cannot otherwise support them. It is estimated that 70% of the world's working children are involved in agriculture. Additionally, forced and bonded labour is present in many agricultural communities.

One in every four farmers in the world today is Indian. And farming is in crisis across most of the world. Millions of farmers in developing countries are facing ruin and leaving their land for an uncertain future. Such is the growing crisis on the farm front that there is hardly a week when a couple of farmers do not commit suicide in southern India.<sup>15</sup>

Cotton is an important crop for some of the poorest areas of China and millions of cotton farmers depend on it for their livelihoods. However, since the liberalisation of the cotton sector at the end of 2001, cotton dumped on world markets by the USA has threatened these opportunities. It was estimated that in 2005, production shortfall of about 10 per cent cost Chinese farmers US\$208m in lost income and resulted in 720,000 lost job opportunities.<sup>16</sup>

A major problem is the highly-subsidized agricultural exports from the US and Europe that unfairly undermine other producers. "The amount of subsidies a cow in the developed world receives is almost twice the annual income of an average farmer in the Third World."<sup>17</sup>

When cheaper and highly subsidised agriculture imports come into the developing countries the small and marginal farmers who have been cultivating these crops are the first ones to be thrown out of its cultivation. Gradually they abandon farming and migrate to the urban centres looking for menial jobs. Even if food is available at low prices, they often do not have the means to buy it. Rural poverty forces many small farmers to migrate to cities, thereby draining productive energy from rural communities and adding to the social and infrastructure problems of cities.

### **People living and working with HIV/AIDS**

Of the 40 million people worldwide infected with HIV/AIDS, the vast majority (90%) are in their productive and reproductive prime (ages 15-49) - people who are the mainstay of

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<sup>14</sup> ILO. Facts on Agriculture, (<http://www.ilo.org/public/english/bureau/inf/download/wssd/pdf/agriculture.pdf> 12 October 2006)

<sup>15</sup> OXFAM. (<http://www.oxfam.org.au/media/article.php?id=140> 12 October 2006)

<sup>16</sup> OXFAM. ([http://www.oxfam.org.uk/what\\_we\\_do/issues/trade/bp83\\_china\\_cotton.htm](http://www.oxfam.org.uk/what_we_do/issues/trade/bp83_china_cotton.htm) 12 October 2006)

<sup>17</sup> Ibid.

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families, communities, enterprises and economies<sup>18</sup>. Those with important economic and social roles – both men and women – are prevented from providing their full contribution to development. Of the 17 million women between the ages of 15 and 49 living with HIV, 98% live in developing countries (77% in sub-Saharan Africa). Every day 7,000 young people (under 25 years old) contract HIV. Nearly 14 million children have lost one or both parents to HIV/AIDS.

By 2020, HIV/AIDS is expected to cause a 10% to 30% reduction in the labour force in high-prevalence countries. Over half the teachers in Uganda, for example, are believed to be living with HIV/AIDS. In Malawi, deaths among public service workers increased tenfold between 1990 and 2000, due principally to AIDS. In 2001, one million children in Africa lost their teachers to AIDS. A third of the rural households affected by HIV/AIDS in Thailand reported a 50% reduction in agricultural output.

The effects go beyond the simple calculation of labour losses and have deeper implications for the structure of families, the survival of communities and enterprises, and longer-term issues of sustaining productive capacity.

### Natural and man-made disasters

There have always been, and always will be, floods, storms, earthquakes, landslides, volcanic eruptions, wildfires, tsunamis and other disasters, but the patterns of modern life are exposing more communities to danger than ever before. At no time in history have so many people lived in cities close to seismic areas. Destitution and poverty are leading more and more people to live in flood plains or areas prone to landslides.

In both developing and developed countries, the root causes of vulnerability to hazards are poverty and inequitable development. Rapid population growth, urban or mass migration, inequitable patterns of land ownership, lack of education, and subsistence agriculture on marginal lands lead to vulnerable conditions such as unsafe siting of buildings and settlements, unsafe homes, deforestation, malnutrition, unemployment, underemployment, and illiteracy.

Economic and financial crises reduce average wages and consumption, and poor people, especially the very poorest, feel the worst of the impact. Annually throughout the 1990s, natural disasters took the lives of some 80,000 people, affected 200 million people and cost an average of \$63 billion. The attacks of 11 September 2001 deepened the global economic downturn, with 10.5 million people in the travel and tourism industry losing their jobs. Vulnerability and insecurity are experienced not only by people who live in extreme poverty. There are also people who have jobs and yet cannot afford essential prescription medicines, or safe living conditions, or school uniforms, lunches and transport costs to send their children to school. And there are people who have no means to replace earnings when disaster hits.

2006 is the 10th birthday of the Heavily Indebted Poor Countries (HIPC) initiative, the current scheme for international debt relief. In July 2005, the G8 agreed to cancel some of the debts of some of the poorest countries in the world that meet certain criteria, including a track record of sound macroeconomic performance. With the last, and largest, element coming into effect on 1 July 2006, it is extremely good news for some countries, releasing billions of dollars for some impoverished countries to spend on their own needs that would

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<sup>18</sup> UNAIDS, 2006 Report on the Global AIDS Epidemic (Geneva, UNAIDS, 2006).

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otherwise have been spent in debt payments to the rich world<sup>19</sup>. The International Development Association of the World Bank, the International Monetary Fund and the African Development Fund will cancel debts to 19 countries that have met the requirements of the enhanced HIPC Initiative. Eleven other countries remain potentially eligible for debt relief under the initiative, but are kept out of the running by conflict, poor governance and arrears in payments. Most African countries are likely to miss the target since 100% debt relief is unlikely in the near future. Future debt payments for 29 heavily indebted countries have fallen by US\$9 billion since 1998, bringing their debt service to less than 7 per cent of export earnings. For many poor countries, even this reduced level is too high. It is bad news, particularly for those living in poor countries which are still burdened by huge debt payments but which are now being ignored by a rich world which is claiming that debt is 'done'. The HIPC scheme, even if it works, does not take into account poor middle-income countries, which also have severe debt burdens.

### Indecent work

Decent Work deficits take many forms<sup>20</sup>. These include the issues outlined above: unemployment and underemployment, poor quality and unproductive jobs, insecure income, vulnerability to disasters, rights that are denied and gender inequality.

Workers' safety and health is also a major concern. Each day, an average of 6,000 people die as a result of work-related accidents or diseases, totalling more than 2.2 million work-related deaths a year<sup>21</sup>. Of these, about 350,000 deaths are from workplace accidents and more than 1.7 million are from work related diseases.

Each year, workers suffer approximately 270 million occupational accidents that lead to absences from work for 3 days or more, and fall victim to some 160 million incidents of work-related disease.

In terms of cost, approximately 4% of the world's gross domestic product is lost with the cost of injury, death and disease through absence from work, sickness treatment, disability and survivor benefits.

Hazardous substances kill about 438,000 workers annually, and 10% of all skin cancers are estimated to be attributable to workplace exposure to hazardous substances. Almost 52 million young people aged 15-17 were engaged in hazardous work in 2004.

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<sup>19</sup> What this means is that the Multilateral Debt Relief Initiative (MDRI) as it is called will cancel all debts owed to the IMF, the World Bank and the African Development Bank, as of certain specified dates, for countries that complete the international debt relief scheme, the Heavily Indebted Poor Countries (HIPC) initiative. Up until now, HIPC countries were getting cancellation of almost all of their bilateral debt (that is, debt owed to other individual governments) but far less cancellation of multilateral debt (owed to lenders like the World Bank which are made up of many governments). So this focus on multilateral debt is welcome. However, it is disappointing to see the deal still limited to a small group of countries: countries that have already completed HIPC are getting this debt cancellation in 2006; others eligible for HIPC will get it if they finish the scheme; but many other poor and indebted countries are outside HIPC and will get nothing.

<sup>20</sup> ILO. Facts on decent work, (<http://www.ilo.org/public/english/bureau/inf/download/ecosoc/decentwork.pdf> 12 October 2006)

<sup>21</sup> ILO. Facts on safety at work, (<http://www.ilo.org/public/english/bureau/inf/download/factsheets/pdf/wdshw.pdf> 12 October 2006)

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Agriculture is one of the top three hazardous occupations, along with construction and mining. Some 170,000 agricultural workers die each year in workplace accidents, a rate that is double that of other industries. About 40,000 agricultural workers die each year from exposure to pesticides.

Asbestos alone claims about 100,000 deaths every year and the figure is rising annually. Although global production of asbestos has fallen since the 1970s, increasing numbers of workers in the USA, Canada, UK, Germany and other industrialized countries are now dying from past exposure to asbestos dust.

Silicosis – a fatal lung disease caused by exposure to silica dust – still affects tens of millions of workers around the world. In Latin America, 37% of miners have some degree of the disease, rising to 50% among miners aged over 50. In India, over 50% of slate pencil workers and 36% of stonecutters have silicosis.

Attention in the mining industry is usually focused on large companies. But in many countries more minerals are extracted in the process of artisanal and small-scale mining (ASM). This largely unregulated mining happens around rural communities where farming and other occupations do not provide enough for families to survive. About 13 million people worldwide work in ASM and an estimated 100 million depend on it for their livelihood. Small-scale mineworkers face huge safety and health problems – such as exposure to dust, mercury and other chemicals as well as poor ventilation, inadequate space and overexertion. The risks of death or fatal injuries caused by explosions, falling rocks or poor equipment are very high. Women provide up to 50% of the small-scale mining workforce, but their compensation typically lags behind that of male mineworkers. A large number of children work in ASM. In Papua New Guinea, for example, children provide up to 30% of the small-scale mining workforce.

China's small-scale coal mines, which employ roughly 2.5 million people, are among the world's most dangerous. Official statistics suggest that around 6,000 people die each year in these mines.

### **Decent work security**

Social security is the protection that a society provides to individuals and households to ensure access to health care and to guarantee income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner.

Only 20% of the world's population has adequate social security coverage, while more than half lacks any kind of social security protection at all<sup>22</sup>. Those without coverage tend to be part of the informal economy – they are generally not protected in old age by social security, and they cannot afford to pay their health care bills.

In addition, many people have insufficient coverage – that is, they may lack significant elements of protection (such as health care or pension) or what protection they do have is low or declining. In sub-Saharan Africa and South Asia, only an estimated 5% to 10% of the working population has some social security coverage. Even in countries with high economic growth, increasing numbers of workers – often women – are in less secure

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<sup>22</sup> ILO. Facts on Social security, (<http://www.ilo.org/public/english/bureau/inf/download/socsec/pdf/socialsecurity.pdf> 12 October 2006)

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employment, such as casual labour, home work and certain types of self-employment lacking social security coverage. In middle-income countries, social security coverage generally ranges from 20% to 60% of the population. The most vulnerable groups outside the labour force are people with disabilities and old people who cannot count on family support, and who have not been able to make provisions for their own pensions.

In most industrialized countries, coverage is close to 100%, although increasing informalisation of work results in lower levels of coverage, especially in countries in economic transition. Europe is the region with the highest level of social security expenditure at nearly 25% of GDP, followed by North America at 16.6%. Africa has the lowest level at 4.3% of GDP.

### **Policy directions – Economic growth is not enough**

From the UN World Summit in 1995 to the ECOSOC Ministerial of 2006 the global community has made full and productive employment and decent work a central objective of national development policies.

Economic growth, increased trade and production cannot be the only criteria of development success. Employment must be a key policy objective. We are sorely mistaken if we presume that growth will bring full employment and decent jobs. We must integrate the social with proper macroeconomic policies. We must also promote a convergence of investment, education, health, labour market, local development and other policies to meet the challenge of reducing decent work imbalances and poverty.

Job creation must be made a clear objective of policymaking. Facilitating enterprise creation is key - particularly to promote and expand local development including local markets through small enterprise initiatives. Ensuring young women and men get the skills they need to start their working lives right is vital.

At a micro level, several policy initiatives can help, especially cooperatives which are well placed to mobilize social capital and can therefore bridge the economic and the social by providing employment, an equitable distribution of profits and above all, social justice. Cooperatives emphasise job security for employee-members and employees' family members, pay competitive wages, promote additional income through profit-sharing, distribute dividends and other benefits and support community facilities such as health clinics and schools. Cooperatives are more likely to do this than private sector businesses. Currently, it is estimated that the global cooperative movement directly provides productive self-employment for several hundred million worker-owners of production and services cooperatives, as well as the non-member employees of these and other cooperative enterprises. In Europe alone, cooperatives provide employment to more than 5 million individuals.

In the agriculture sector cooperatives can play a very significant role, in both developed and developing countries. Agricultural cooperatives create employment in areas such as production, marketing, credit, insurance and transportation. Given that 70 per cent of the world's poor reside in rural areas, employment growth in rural areas should be strengthened by increasing agricultural productivity, and also through the creation of non-farm employment.

Micro level solutions cannot replace macro level policies for long term solutions.

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The respect for and promotion of fundamental principles and rights at work is absolutely necessary and must be mainstreamed in macroeconomic policy. This includes freedom of association, the elimination of forced labour, child labour and discrimination in employment. Good business recognizes that quality labour laws, which secure human rights at work, are essential for a sound investment environment, workplace stability and productivity.

Social protection must be extended and increase its effectiveness, particularly for workers in agriculture and the informal economy who are in practice often not covered by labour legislation. Effective statutory social security systems for workers do not exist in many countries. Where they do, they often have very limited coverage. As a result, the working poor are forced to take up any employment opportunity that presents itself in order to support themselves and their families. An ongoing problem is also that labour regulations and policy, where they exist, are seldom enforced in developing countries, and, thus, fail to protect workers from jobs with low pay and poor working conditions.

Support institutions and systems that strengthen labour market governance must be developed. These should include frameworks that encourage social dialogue and help resolve workplace disputes. Social dialogue, involving strong and independent workers' and employers' organizations, plays a pivotal role in increasing productivity and building cohesive societies.

On July 1st, 2003, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families entered into force, after the threshold of 20 ratifying states was reached in March 2003. The global challenge today is to formulate policies and mechanisms to regulate and manage labour migration and ensure that it contributes positively to development of both home and host societies and to the well-being of migrants themselves.

Migrants are entitled to all human rights enshrined in the core human rights conventions. The movement of a person across national boundaries or the status of a person under national immigration law does not take away or change her or his human rights. As such, states have an obligation to provide adequate housing, recreational facilities, health care, education and other essential services for migrants and their families. Migrant workers and their families are accorded specific rights and protections under the Convention on the Protection of Human Rights of All Migrant Workers and their Families. This convention is one of the core international human rights conventions and should be adopted and enforced at the national levels. Migrant workers are entitled to enjoy the benefit of the International Labour Standards in member States of the International Labour Organisation, in particular the Fundamental Conventions on Forced Labor (Conventions 29 and 105). Member States which have yet to, should ratify and apply the Conventions on the rights of migrant workers (97 and 143) and work towards the ILO goal of Decent work.

Migrant women face double discrimination all over the world, as women and as migrants. Many, especially those who are low-skilled or undocumented, are subject to violence, sexual exploitation, poor working conditions and low pay, and suffer from poor reproductive health and heightened exposure to HIV. These heavy costs of migration can be averted - through stronger measures to empower migrant women and protect their human rights. Many migrant women are unaware of their rights. They need access to information in their own languages, to understand their legal entitlements and where to seek support, protection or recourse to justice.

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While many countries have availed themselves of the opportunities globalization has to offer, the benefits of this globalization have been unequally distributed within and between countries. Reforms intended to open countries to world markets have stimulated productivity growth and better macroeconomic performance, at the cost of destroying many jobs and increasing informal employment. Increasing foreign competition forces firms to reduce labour costs by cutting workers' benefits, replacing permanent workers with temporary ones and subcontracting with establishments in the informal sector. All these factors explain why stronger growth is associated with growing informality and deteriorating labour market conditions. For many of the world's poorer countries, rapid globalization and trade liberalization without appropriate changes in the international trading system, such as reforming agricultural subsidies in developed countries and better access to developed country markets, have led to unfair competition, adverse terms of trade, job displacements, and worsening employment prospects.

At its fortieth session, in 2002, the Commission for Social Development considered the priority theme "Integration of social and economic policy". Resolution 40/1 underscores the importance of recognizing the interdependence between social and economic policies. The statement also acknowledged the importance of broadening the scope of macroeconomic policy to integrate social and economic policy.

But social development goals require long-term frameworks while macroeconomic policy operates in a short-term time frame. Poverty reduction and social equity are long term goals where as economic and financial goals (wages, inflation, interest rates, exchange rates, etc.) are short term. The challenge - indeed, the need - is to integrate the two: social policy and economic policy. Such integration is what counts not only for sustainable social development, but also for sustainable macroeconomic adjustment and structural reform.

Short-term growth does not ensure long-term livelihoods.