

Voices of Non-Governmental Organizations on Employment, productive capacity, social protection and sustainability

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August 2012

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Disclaimer:

This report was written in the context of the United Nations Headquarters Internship Programme. The author interned at the NGO Branch of the Office of ECOSOC Support and Coordination, Department of Economic and Social Affairs from June to August 2012.

The views expressed in this report are solely those of the author and do not imply endorsement by the NGO Branch or the United Nations.

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I. Introduction

Since its foundation in 1948, the United Nations Economic and Social Council (ECOSOC) has served as a forum for discussion of global economic, social and environmental issues. Its Annual Ministerial Review gives world policy-makers the opportunity to participate in an international debate aspiring to tackle the most urgent development challenges. As a response to the global economic crisis of 2008 and its aftermath, the topic of this year's meeting was "Promoting productive capacity, employment and decent work to eradicate poverty in the context of inclusive, sustainable and equitable economic growth at all levels for achieving the MDGs." The theme is directly relevant to poverty eradication and the achievement of the MDGs and is touching the developing, emerging, and developed economies equally. Urgency of the current job crisis cannot be underestimated. At the 2012 Annual Ministerial Review, world leaders aimed to "foster agreement on the key policies and other requirements for building productive capacity and promoting inclusive and sustainable economic growth in developing countries, provide an assessment of progress towards achieving employment-related goals and commitments, and highlight the positive synergies between employment, poverty reduction and the achievement of other MDGs/IADGs and serving as a catalyst for the realization of employment-related goals and commitments".²

The Annual Ministerial Review offers the non-governmental organizations in consultative status with ECOSOC a unique chance to address decision- and policy-makers directly. The NGOs can present their views, as well as their practices and the progress they have achieved towards human, social, and economic development and environmental sustainability.

Participation of non-governmental organizations is especially relevant in the light of the recent increased empowerment of civil society thanks to the information revolution and the spread of social media. People around the globe have shown they have something to say and they are eager to take part in policy-making.

Non-governmental groups are gaining resources, political power, as well as R&D capacities and means of project execution. They confront the challenge of poverty eradication directly at its source, in remote and rural areas of developing countries, in slums, and in "banlieus"; places inaccessible for governments or intergovernmental organizations. The

² ECOSOC website, 2012 Annual Ministerial Review, available at <http://www.un.org/en/ecosoc/newfunct/amr2012.shtml>

NGOs are usually the first agents to respond to political, security and humanitarian crises. They possess extensive knowledge of the field and can share their experience and expertise.

The role and the interest of NGOs in international development have been growing; their participation and cooperation with the United Nations must be adjusted accordingly as well. There are currently more than 3,500 NGOs with consultative status with ECOSOC. In 2010, close to 300 applications for consultative status were reviewed by the NGO Branch and 258 NGOs obtained this status. In 2011, close to 400 NGOs applied and 286 of them were awarded the status. In 2012, the amount of applications received reached a record number of nearly 600.³

In 2012, 120 NGOs submitted their written statement to the topic of the Annual Ministerial Review, 66 were recommended to speak at the sessions and 19 made oral presentations. 6 NGOs organized side events. The numbers can be compared with 2010 and 2011, when 90 and 136 written statements were received, 44 and 55 NGOs were recommended to speak, and 16 and 23 organizations delivered their oral statements, respectively.⁴

The goal of this report is to show where the NGOs see the greatest challenges, obstacles, as well as opportunities for growth and how they suggest these challenges can be faced, obstacles overcome and opportunities explored. The NGO perspectives on this year's Annual Ministerial Review of ECOSOC are summarized in an organized and representative manner in order to provide a comprehensive outlook on the matter and form a possible framework for policy-makers. NGOs formulate their policies from the bottom up and from the inside out, as opposed to governments. The recommendations of NGOs often bring a breath of fresh air into policy formulation. Their creative and thought-provoking suggestions should be therefore taken into consideration and preferably put in place.

The preparation of the report consisted of a thorough review of all written and oral statements, as well as other materials supplied by the participating NGOs. Reports by the Secretary-General of the United Nations, statements made by Member States, International Labour Office, and the World Bank were consulted to put the NGO recommendations in context. Quotations from these documents should serve as a certain feedback or a link between the conclusions of the NGOs and the ones of international organizations and national

³ Civil Society Database, NGO Branch, DESA, available at <http://esango.un.org/civilsociety/login.do>

⁴ Information provided by the NGO Branch, DESA

governments. This method shows that the ultimate objective is the same for all stakeholders; the difference is usually in the suggested manner of how to achieve it and at which prize.

A variety of non-governmental groups from diverse backgrounds participated in the 2012 session. Civil society representatives came from both developing and developed countries and represented minorities, marginalized groups, industries, public movements and others. Despite the high number of submissions by NGOs and the variety of their suggestions, it is worthy to note that they were not mutually exclusive or contradictory. As all the NGOs agree on the ultimate goal of policies and on the role of governments in this process, it was not necessary to reconcile them with each other. The NGOs propose concrete steps necessary to fight unemployment and other vulnerabilities of the labor market.

This summary attempts to encapsulate all NGO statements. Quotations are not used to indicate whether the content comes from a certain statement, it can be assumed that, unless noted, this text is indeed entirely compiled from the NGO input.

The report is divided into two parts: firstly, the context and a diagnosis of the current situation and secondly, the recommendations of how to solve the main issues. The recommendations further are grouped in four thematic blocs: Employment and Productive Capacity, Social Protection and Decent Work, Sustainability and Green Jobs, and finally International Cooperation and Coordination.

II. Current situation and its challenges

a. Global Economic Crisis and its aftermath

Despite the tremendous progress already made towards the achievement of the Millennium Development Goals, sustained economic growth is vital in order to eradicate poverty and implement a post 2015 agenda.

The Great Moderation of the 1990s and the early 2000 was characterized by such growth. The financial and economic crisis of 2008 however exposed the deficiencies of this growth model. In the developed world, deregulation of the financial sector and macroeconomic strategies targeting financial variables, such as inflation and budget deficits instead of long-term well-being of people and the environment, proved to be leading to instability, stagnation and the worsening labor market.

Under the Washington Consensus, a rigid set of policies based on austerity, privatization and liberalization was prescribed to the developing countries. Minimal government intervention combined with rampant globalization resulted in a fragile political system not able to handle a crisis. When the housing bubble burst in the United States and the price of financial derivatives across the globe plummeted, the housing and financial crisis transformed into an economic disaster. The dramatic decrease of wealth in developed economies caused the demand for imports from the developing world to plunge, directly damaging their already weak economies. Labor markets experienced an unprecedented shock in both developed and developing countries when whole industries went bankrupt.

In many countries, especially in Europe, the situation after the economic crisis was further aggravated by a set of austerity measures that lead to a radical cut in government spending and job creation in order to reduce budget deficits. Austerity measures aimed at calming financial markets proved to have only limited efficiency because of the investment deficit and increased investment volatility they caused. The emphasis on the stability of financial markets had, as consequence, relaxation of employment regulations, weakening of labor institutions and an introduction of deregulation measures. “Austerity has, in fact, resulted in weaker economic growth, increased volatility and worsening of banks’ balance

sheets, leading to further contraction of credit, lower investment, and consequently, more job losses.”⁵

According to ILO, there are now 200 million officially unemployed and the number will reach 206 million in 2016. More than 400 million new jobs would have to be created over the next ten years to sustain the current level of unemployment. Due to the economic crisis, ILO however expects only 40 million jobs to be created in next two years, a half of what is needed. Furthermore the unemployment variable does not include discouraged workers who stopped looking for employment and left the workforce. The long-term unemployed lose their skills over time and thus they might not be able to find employment even if there are positions available thanks to economic recovery.

The quantity of jobs is only one side of the coin; quality of work is equally important. Rise in underemployment (involuntary part-time employment and temporary employment) and precarious jobs are serious issues. ILO estimates that there are more than 1.5 billion workers in vulnerable employment. In two thirds of emerging and developing countries, informal employment remains an important source of income.⁶ As a result of unemployment or uncertain working conditions, households are cutting their spending, and thus further depressing the economy. Even though the quality of life has overall improved and hundreds of millions of individuals were lifted from poverty, the absolute number of people living in poverty has increased. The largest share of poor does not live in the least developed, but in the middle income countries. In spite of increasing productivity in many countries, wages have been stagnating. At the same time, a narrower group of people is benefiting from economic growth. The gap between the rich and poor has been widening and could potentially lead to social, economic and political instability or unrest.

“Poverty is a violation of basic human rights and poverty eradication is a central tenet of both national and international development agendas.”⁷ The ultimate challenge for the world economy is not only to overcome the Great Recession and mitigate its effects, but to further grow. The situation cannot be solved by quick fixes. The world population is growing at an extraordinary pace; the economy needs to expand as well to ensure livelihood and wellbeing of the people. The future economic growth must be built on different cornerstones

⁵ World of Work Report 2012: Better jobs for a better economy, Summary, ILO, p. 1, available at http://www.ilo.org/global/research/global-reports/world-of-work/WCMS_179450/lang--en/index.htm

⁶ World of Work Report 2012: Better jobs for a better economy, Summary, ILO, p. 1

⁷ Oral statement of Conference of Non-Governmental Organizations in Consultative Status with the United Nations (CONGO)

than the pre-crisis model. This time economic growth needs to be inclusive, sustainable and equitable. Any development framework should be built upon human and labor rights.

Economic growth is a result of increased productivity of an economy. Productivity can be boosted through job creation and through maximization of productive capacity of existing jobs while not overlooking the importance of social and environmental safety. Social protection is a key to reducing vulnerability of workers and an absorber of economic shocks.

To improve employment and productive capacity, two main courses can be taken from the perspective of labor market: the supply side approach and the demand side approach. Concentrating on the supply side translates into expanding the possibilities of the work force. Measures to ameliorate the supply of labor may include: education and vocational training to reduce the skill mismatch between supply and demand, increase in mobility of workers to tackle the geographical mismatch, providing solid healthcare and social protection to maximize productivity per worker, as well as expanding unemployment services to reduce the time between jobs. To foster the demand side is to provide more and better jobs. Fiscal and legal incentives, as well as easier access to funding can be put in place to increase job creation by firms and to promote self-employment and entrepreneurship.

When building a post 2015 agenda, we must not forget that the natural resources are not unlimited. “We need to secure strong and balanced economic growth, but growth alone is not enough. It should generate development within the boundaries of nature’s carrying capacity.”⁸ Current patterns of production and consumption are to be adjusted to build a low-carbon, resource-efficient and socially inclusive economy.

Today, four years after the financial meltdown, the level of uncertainty faced by workers, households and economies is unprecedented. In critical times, countries tend to isolate their economies from the damaging effects of and slip into protectionism. Despite similarities with the Great Depression of the 1930s, the world has changed tremendously. Protectionist measures are not feasible in today’s globalized finance, trade and economy. A global crisis requires a global solution. To achieve the MDGs and to develop and implement a post 2015 agenda via equitable, sustainable and inclusive growth, more coordination, cooperation and accountability from all stakeholders will be necessary. Governments, private sector, civil society and academia must work together to develop a universal framework adjustable for each country’s specific economic, political, demographic and social conditions.

⁸ Statement by H.E. Mr. Erkki Tuomioja, Minister of Foreign Affairs of Finland at ECOSOC 2012 Substantive Session, High-Level Segment, New York, 2 July 2012

b. Vulnerable groups

The current unemployment crisis has had a negative impact on the living standards of workers around the world, from the least developed to the most advanced economies. Within societies, there are however specific groups of people who have been suffering more than the average worker as a result of this crisis. It is vital to identify the least privileged and marginalized, as they are the ones to experience the greatest obstacles to labor market participation. They are usually the most affected by cuts in governments spending, the first ones to be laid off and the most likely to work in precarious conditions, such as insecure, temporary, part-time and low paid work without an appropriate social security net. Vulnerable individuals also experience discrimination and become victims of forced labor or human trafficking. Decent employment is the key to economic empowerment which in turn leads to a greater sense of dignity and well-being.

At the same time, the vulnerable groups represent tremendous productivity reserves for a country. By not generating appropriate employment for women, youth, elderly or the disabled, the global economy is losing immense productive potential. Many European states are witnessing ageing of their population which renders welfare systems unsustainable in the long run. Increased involvement of vulnerable groups may be part of the solution.

Increasing productive capacity and well-being of vulnerable groups is not only critical for initiating strong economic growth, but it is vital for social and political stability and promotion of human rights.

1. Women

The NGOs participating in the High-level Segment of ECOSOC Substantive session 2012 unanimously agree that political and economic empowerment of women is vital for the eradication of poverty and attainment of inclusive, sustainable and equitable growth. “The cultural, traditional and normative practices that condone inequality, discrimination and violence against women and girls must be challenged if we are to achieve the MDGs.”⁹

Despite the significant progress made in the past decades towards the promotion of women, an immense gap between genders persists to this day. Close to 60% of the world’s working poor are women.¹⁰ According to FAO, there would be around 100 million fewer

⁹ Written statement of Company of the Daughters of Charity of St. Vincent de Paul

¹⁰ Written statement of International Federation of Business and Professional Women

hungry people around the world if women had equal access to resources.¹¹ Women represent the majority of workers at the end of supply chain and at the same time are the ones producing food for the majority of households around the world. As such, women are key agents in reduction of poverty. At the same time, women earning income are powerful catalysts for development because they tend to invest most of their income into health, education and well-being of their families, compared to men.¹² They however still lack equal access to resources such as education, healthcare, land, decent work, information and financial resources. “Women and girls have been the least likely to share progress, with millions continuing to live in poverty and exclusion.”¹³

The recent economic crisis and austerity measures that followed had a disproportionate negative effect on women’s right to work. Women’s rights violations are wide spread and include: not regulated working hours, lack of social insurance, violence against women, etc. Women tend to be the most affected by cuts in public spending in education, health, food subsidies and sanitation.

Millions of women lost their employment during the crisis. According to ILO, out of the 200 million officially unemployed today, 84 million are female.¹⁴ At the same time, “women continue to be disproportionately represented in lower-wage sectors and occupations, such as agriculture, and among workers engaged in vulnerable employment, defined as own-account workers and unpaid family workers.”¹⁵

¹¹ The State of Food and Agriculture Report, FAO cited in the Written statement of Caritas Internationalis (International Conference of Catholic Charities)

¹² Written statement of Humanist Institute for Co-operation with Developing countries

¹³ Progress of the World’s Women: In Pursuit of Justice (2011-2012), UN Women cited in the Written statement of Zonta International

¹⁴ Promoting productive capacity, employment and decent work to eradicate poverty in the context of inclusive, sustainable and equitable economic growth at all levels for achieving the Millennium Development Goals, Report of the Secretary-General, High-level Segment: Annual Ministerial Review, Substantive Session of 2012, New York, 2-17 July 2012, p.3

¹⁵ Macroeconomic policies for productive capacity, employment creation, sustainable development and the achievement of the Millennium Development Goals, in the context of sustained, inclusive and equitable economic growth in pursuit of poverty eradication, Report by the Secretary-General, High-level Segment: thematic discussion, Substantive Session of 2012, New York, 2-27 July 2012, p.3

Domestic work¹⁶, despite employing more than 100 million people and being one of the most important drivers of international female labor migration, is a widely unregulated sector. Many female domestic laborers work for a modest remuneration in slave-like conditions. “Women often work the whole week without rest, without pay, being humiliated by violence and abuse and with no ways to claim their rights; and their residence permits (if existent) often tied to the employer and thus making them vulnerable to be at the mercy of them.”¹⁷ Domestic labor sector is dangerous as a result of flawed international migration regulations. Poor women are often forced to cross borders illegally to find employment in the informal sector in order to provide income for their families in the home country. During this process, they can easily become victims of human traffickers and unscrupulous recruitment agencies. The experience can have a tremendously negative impact on the physical and mental well-being of the whole family. ILO recognizes that domestic work remains excluded from labor legislation since it is not performed in a workplace for an employer, but in a household for a private person.

Agriculture is an important source of income for women. Women make up 80% of the agricultural labor force, but own less than 1% of land and account for less than 1% of credit offered to farmers globally.¹⁸ In Africa, women represent 52% of the total population, but provide striking 75% of agricultural work and produce 60-80% of the food. At the same time, African women earn only 10% of the continent’s income and own just 1% of assets.¹⁹ In many rural areas, women still do not have the right to own land and property. Access of women to education and training, as well as financial products is limited, and women have little or no control over the household income. “The implementation of a decent work agenda is extremely weak; the authorities often fail to protect women from discrimination and sexual harassment and fail to provide health and safety measures, maternity protection, and ensure equal participation and representation.”²⁰

¹⁶ Even though domestic workers are not exclusively female, women represent the vast majority of domestic workers. “Domestic workers perform a range of tasks for and in other peoples’ households. They may cook, clean and wash the laundry, and look after children, the elderly or persons with disability. They may work as gardeners, guardians or family chauffeurs. Most of them are women. They are often excluded, de jure or de facto, from labour and social protection. Part of the reason for this is that domestic work takes place in the home and involves, to a large extent, tasks that women have traditionally carried out without pay.” ILO website, Domestic Workers, available at <http://www.ilo.org/global/topics/domestic-workers/lang-en/index.htm>

¹⁷ Written statement of Caritas Internationalis (International Confederation of Catholic Charities)

¹⁸ Written statement of Caritas Internationalis

¹⁹ Written statement of International Federation of Business and Professional Women

²⁰ Written statement of Humanist Institute for Co-operation with Developing countries

Gender inequality prevails in formal employment worldwide. Women do about 66% of the world's work in return for less than 5% of its income. Even in developed countries, such as countries of the European Union and Australia, women earn on average 17.5% less than their male counterparts. In the USA, the differential is 23%.²¹ The causes of this gap are multiple: women's work is undervalued; in profession where women predominate, wages are lower than industry standards; women exercise part-time and temporary jobs more often than men; women interrupt their careers more frequently (e.g. because of pregnancy and maternity leave); women do not move on to senior positions even when they have the same qualifications as men; gender role stereotypes still predominate. As a result of the unequal pay, in Australia for example, women aged 45 to 59 have \$8,000 less saved for their retirement than men and in the USA, the poverty rate for elderly women is 13.1% compared to 7% among men.²²

Prejudice, deeply rooted social roles and cultural norms, as well as weak legal framework and insufficient implementation prevent women from fully assuming their role as traders, producers, laborers and entrepreneurs.

2. Youth

The participation of youth in the economy is crucial for the present and, even more importantly, for future economic growth. The United Nations has been turning its focus on youth and the participation of young people and conferences and thematic discussion has been increasing steadily. Despite these efforts, the international community has not been able to curb the negative effects of the economic crisis on the young generation. Today, out of the 200 million officially unemployed, 75 million are young people. Over the last 20 years, youth unemployment has been on average three times higher than adult unemployment. In Spain and Greece, youth unemployment has reached an alarming 50%.²³ Compared to 2007, there are 4 million more young unemployed and more than 6 million have given up looking for a job.²⁴ Discouraged by high unemployment and underemployment, many young people postpone entering the work force and rather stay in the education system. Without a fast and effective action, we risk to have a "lost generation".

²¹ Written statement of International Federation of Business and Professional Women

²² Written statement of International Federation of Business and Professional Women, p.3

²³ Monaghan, Angela, Youth Unemployment passes 50pc in Spain and Greece, The Telegraph, 2 April 2012, available at <http://www.telegraph.co.uk/finance/financialcrisis/9181776/Youth-unemployment-passes-50pc-in-Spain-and-Greece.html>

²⁴ The Youth Employment Crisis: A Call for Action, Resolution of the General Conference of ILO, Geneva, 2012, p.2

High unemployment combined with a worrisome state of public finances paints a grim prospect for the young generation: insufficient social security net and high tax burden. The costs of healthcare and education have been increasing in the majority of developing countries. The young generation has been expressing its contempt all over the world. In the North of Africa, the dissatisfaction and indignation of youth resulted in the revolutionary Arab Spring which eventually led to the overthrow of authoritarian rulers in Tunisia, Egypt and Libya. Such can be the consequences of instability provoked by youth unemployment.

Not only the unemployment rate is higher amongst the youth, but a greater proportion of young people in the population of developing countries makes the total number of young unemployed even higher. Youth in developing countries have been affected by the economic crisis and its aftermath more harshly than in the rest of the world. Without a decent employment, it is extremely easy to slip into poverty. There are currently 150 million youths living in extreme poverty²⁵. In developing countries, the share of paid employment remains low. There are 200 million young people who are officially employed but still make less than 2 USD a day.²⁶ Decent employment is scarce and self-employment tends to be highly unstable. “The youth has the tendency of taking risky choices and are daring to fight for their dreams such as having their own business. Entrepreneurship however requires not only the right disposition but also start-up funding that many young people do not have.”²⁷ Young adults easily find themselves jobless, indebted or in another precarious situation that makes them more likely to engage in criminal activities, prostitution or narcotics, further lowering the ability of a young individual to pursue happy and successful life.

Youth unemployment and underemployment are urgent issues in the developed world as well. Young people frequently exert non-standard jobs, such as temporary and part-time work or unpaid internships to gain valuable experience in order to achieve better working conditions later in their career. The school-to-work transition is becoming more and more arduous.

Structural changes in the world economy have lead to the current situation in which education does not prepare young individuals to compete in the transformed labor market. Skill mismatch is one of the root causes of youth unemployment all over the world. Geographical mismatch is however just as much important. The main characteristic of

²⁵ Written statement of Salesian Missions, Inc.,

²⁶ The Youth Employment Crisis: A Call for Action, Resolution of the General Conference of ILO, Geneva, 2012, p.2

²⁷ Written statement of Mission Mujer AC

today's labor market is its instability and unpredictability; youth must show increased versatility and flexibility to secure a decent position.

3. People with disabilities

Any agenda or framework focusing on improving employment rates and productive capacity must take into account persons with disabilities. There are estimated 650 million people with disabilities around the world, out of which 470 million are of working age.²⁸ Disabled people are more likely to be unemployed and, if employed, they earn significantly less than their non-disabled counterparts. Disabled women earn lower salaries than disabled men. Employment rates range from 30% in South Africa and 38% in Japan to 81% in Switzerland and 92% in Malawi.²⁹ These numbers still do not include individuals who are not actively seeking employment and thus are not a part of the workforce. In OECD countries, employment rate for people with disabilities is 44% compared to 75% for people without a disability. The inactivity rate is 2.5 times higher than the non-disabled.³⁰ Because people with disabilities require increased flexibility at workplace, they are likely to be engaged in part-time or temporary work arrangements which however lack stability, security and decent conditions.

Persons with disabilities are more vulnerable and more often subjected to poverty. One fifth of the world's poorest have some kind of disability.³¹ Empowering people with disabilities and including them in the society and workforce would generate benefits to the economy and the society as a whole. According to ILO, excluding disabled persons from work in terms of their productive potential, the cost of disability benefits, and effects on their families and caregivers, may cost governments between 1 to 7% of GDP.³² We must expect the prevalence of disability to further augment due to the spread of chronic and non-communicable diseases and progression in health care (increased life expectancy of persons with disabilities compared to the past).

“There are many capable persons with a variety of disabilities who can contribute to their community, work and live independently, and provide for their families.”³³ “Persons

²⁸ Employment for Social Justice and Fair Globalization, Overview of ILO Programmes: Disability, ILO, 2011, available at http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_140958.pdf

²⁹ World Report on Disability, World Health Organization, 2011, p. 237, available at http://whqlibdoc.who.int/publications/2011/9789240685215_eng.pdf

³⁰ World Report on Disability, World Health Organization, 2011, p. 237

³¹ Written statement of Christian Blind Mission

³² Employment for Social Justice and Fair Globalization, Overview of ILO Programmes: Disability, ILO, 2011

³³ Written statement of Global Alliance on Accessible Technologies and Environments

with disabilities need no charity but an opportunity...Disability is not the problem as much as the social, political, economic and cultural environments which create obstacles in a person's life."³⁴ The issue cannot be overcome solely by building a ramp and accessible washroom; the true barriers are prejudice and discrimination. Employers have the wrong notion that people with disabilities are not qualified enough or not as productive as their non-disabled peers. In reality, "people with disabilities often have appropriate skills, strong loyalty and low rates of absenteeism."³⁵

In the developed world, many individuals with disabilities perform "white collar" jobs, the area most affected by the recent economic crisis. "White collar" or desk office positions in administration were the first ones to be cut. Over 80% of persons with disabilities live in developing countries, where most employment can be found in agriculture and the primary sector. The vast majority of jobs thus require heavy manual labor that cannot be performed by the disabled.

"Lack of gainful employment is preceded by a lack of access to education and adequate healthcare throughout the formative years and by insufficient access to training opportunities later in their life, especially in information technologies."³⁶ Adults with disabilities are thus not equipped to perform a profession even if there is an open position. Another barrier for the disabled to reach their productive potential is the inadequate access to funding for start-ups and entrepreneurs. "Potential lenders perceive people with disabilities to be risky borrowers."³⁷

In an effort to provide a solid social security and health care cushion for the disadvantaged, governments in the developed countries frequently fall into a "benefit trap". From the perspective of a disabled individual, the cost of losing disability benefits and health care is often higher than the cost of not having a meaningful job. The government is therefore unintentionally lowering the country's productive potential.

Legal framework can also represent an impediment to full involvement of the disabled in the economy. In several Eastern European countries, the labor code instructs employers to provide more rest periods, longer paid leaves and shorter working days for the disabled. Such provisions are not only costly, but are again lowering the long term productivity of the economy.

³⁴ Written statement of Community-Based Rehabilitation Network (South Asia) – CBR Network (South Asia)

³⁵ World Report on Disability, World Health Organization, 2011, p. 236

³⁶ Written statement of Global Alliance on Accessible Technologies and Environments

³⁷ World Report on Disability, World Health Organization, 2011, p. 239

4. Older workers

“Most countries in the world today are experiencing a gradual demographic transition from younger to older in their population pyramid. This is the time to project value that we all place on ageing as a continuing resource.”³⁸ According to WHO, people aged 65 and older will outnumber children under age of 5 in five years. In 1950, there were 14 million adults aged 80 years or older, a century later, in 2050 there will be nearly 400 million of them around the globe.³⁹

Indeed, because of the continuous increase in life expectancy which is today 20 years more than in 1950, the mere definition of an “older worker” is becoming problematic. The retirement age varies significantly between sectors and industries and oftentimes depends on gender. Vague definition in the end leads to discrimination based on age not solely at the workplace but in reentering the workforce as well. The number of unemployed in the age group of 55 years and older has increased by 331% between 2000 and 2009, just in the United States.⁴⁰

At the same time, the retirement benefits were cut substantially after the global economic crisis. Only a narrow group of the very privileged workers in the developed world are able to save for older age. The elderly do not possess resources to provide for themselves and slip into poverty, frequently becoming a burden to their families. “Longevity will continue to increase placing greater pressures on family structures and those in the role of caregiver for ageing parents and grandparents. Such changes in living arrangements with more multiple-generation households can create financial burden and increase the rates of poverty across such family groups.”⁴¹ To prevent such situations, older workers are forced to exert precarious jobs or informal work, where health, safety and social security standards are not respected.

The International Federation on Ageing identifies the main issues of older workers as: maintenance and promotion of the health and working capacity of workers as they age, the development of skills and employability of older workers and the provision of suitable working conditions as well as employment opportunities for an ageing workforce.

³⁸ Oral statement of Agewell Foundation

³⁹ Written statement of AARP

⁴⁰ Written statement of AARP

⁴¹ Written statement of International Federation on Ageing

The problem of outpaced skill is indeed one of the principal causes of unemployment of older workers. The existing skills and capacities of ageing workforce are losing value at a fast pace. There is an urgent need for the elderly to “re-tool”, so that their potential and experience can come to use. “In bypassing the continuing potential of older workers, nations may be losing an available resource.”⁴²

5. Other vulnerable groups

In order to achieve inclusive, sustainable and equitable growth, the stakeholders must not omit migrant workers, child workers, victims of war, indigenous people and other minorities, as well as people living with HIV/AIDS or suffering from non-communicable diseases.

Mainly due to globalization and economic inequalities between countries, there are now 175 million migrants all over the globe, half of which are workers.⁴³ Even though migrant workers contribute both to their home economy and the economy of their destination, they enjoy little legal and social protection. Imperfect regulation of international migration flows makes workers easy victims of exploitation, forced labor, slavery or human trafficking. The numbers are alarming: According to ILO, there are 20.9 million victims of forced labor globally, out of which 90% are exploited in the private economy. 4.5 million people are subjected to sexual exploitation and 14.2 million are victims of forced labor exploitation in economic activities such as agriculture, construction, domestic work or manufacturing.⁴⁴

Especially in developing countries, more attention should be paid to internal migration. Migration flows from rural to urban areas have been changing the face of poverty. “For the first time in human history, the majority of world’s population now lives in the cities. Much of today’s urban poverty is yesterday’s rural poverty displaced.”⁴⁵ In China, the number of migrant workers has been growing by more than 10 million per year and, by the end of 2011, it reached 252.78 million.⁴⁶ Despite their significant contribution to poverty reduction in rural China, migrant workers do not enjoy even the basic level of human rights.

⁴² Oral statement of Agewell Foundation

⁴³ Migrant Workers, ILO Website, available at <http://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/migrant-workers/lang--en/index.htm>

⁴⁴ ILO 2012 Global estimate of forced labour, Executive summary, Geneva, 2012, p.1, available at http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_181953.pdf

⁴⁵ ILO: Promotion of rural employment for poverty reduction, Report of the 97th Session of the International Labour Conference, Geneva, 2008 cited in Promoting Decent Employment for Rural Migrant Workers, Employment Policies – China, ILO, Geneva, 2011

⁴⁶ Written statement of Beijing Zhicheng Migrant Workers’ Legal Aid and Research Center

Due to outpaced and rigid restrictions on internal mobility, rural migrant workers are do not have access to social and employment services the way urban residents do.

High level of child labor still remains an issue in the majority of developing countries. Child labor negatively affects productive capacity of a country in two main ways: First, children who are obliged to work are not able to go to school and thus often become trapped in a low-skill labor environment with no prospects of career growth, and second, such children are more likely to join gangs and contribute to the growth of juvenile crime.

Crime burgeons in refugee camps and areas affected by conflict where solid education is rare and institutions are weak. Since no international corporations and investors are interested in unstable regions, war areas lack employment opportunities. With poor infrastructure, victims of war are often relying on their own agricultural production to provide food for their families. In the case of Azerbaijan however, “the war victims are denied the necessary resources to continue to practice this kind of communal way of living because of separation and displacement from the needed factors, like land and water, which supports agricultural practices. Victims therefore are deprived of the common means of sustainability and livelihood.”⁴⁷ Under such circumstances, progress is vital, but difficult to achieve.

In Europe and North America, ethnic minorities still do not have the equal access to education, employment and housing. “Roma, gypsies and travelers throughout Europe suffer from directly and indirectly discriminatory laws, policies and practices which reduce their ability to find suitable and productive employment and decent work, and ultimately hampers efforts to eradicate poverty.”⁴⁸ Roma children are still segregated in inferior primary and secondary schools in certain European countries. As a result, literacy amongst these groups continues to be critically low which further diminishes their competitiveness on the labor market and leads to higher poverty rates. In Canada for instance, the Metis attain lower levels of education and live in poor housing conditions compared to non-aboriginal people.

In the developing world, the issue of economic development and poverty eradication is closely related to ensuring opportunities and increasing productive capacities of people living with HIV/AIDS. Considering their large proportion in the population of certain countries, it is necessary that people with HIV/AIDS are not excluded from the society and the economy. Improving their health and livelihood is central to the development. “As more people with HIV/AIDS can be provided with decent work employment, the capacity of

⁴⁷ Written statement of International Eurasia Press Fund - IEPF

⁴⁸ Oral statement of Consultative Council of Jewish Organizations (CCJO)

productivity will be promoted along with capital increase, education, technology and productive economic capacity. Economic output can provide more disposable income while promoting resources for business investment expansion.”⁴⁹

Last, but not least, the post 2015 agenda should take into account the spread of non-communicable diseases such as cancer, cardiovascular disease, chronic respiratory disease and diabetes. “Low- and middle-income countries are suffering immense human and economic losses because of NCDs. Deaths from such conditions in low- and middle-income countries are projected to increase from 36 million every year by over 50% by 2030, with the largest increase in Sub-Saharan Africa and South Asia.”⁵⁰ The disease brings about lower productivity at a workplace, prolonged ill periods, absenteeism and lower pay. Death of a bread winner may destine the whole family or a community to life in poverty.

⁴⁹ Written statement of World Mission Foundation (Crusaders Against HIV/AIDS)

⁵⁰ Written statement of International Diabetes Foundation

III. Recommendations and a plan for action

A post 2015 agenda should aim to “eradicate poverty, promote sustainable development, accelerate economic growth, fight administrative and political corruption, increase efficiency of governmental services and facilitate a nation’s integration into today’s global economy.”⁵¹ When preparing a framework for equitable, sustainable growth, it is crucial to divert from the conventional approach under which the government primarily focuses on low inflation, fiscal sustainability and the balance of payments. “This mechanistic view of economy ought to be replaced by a “humanity-bound economy” exemplified in corporate social responsibility.”⁵² This time, the government should ensure that economic growth is not jobless; employment and decent work must be placed at the center of policy-making. Economic growth cannot be a result of increased profitability and wealth of a narrow group of individuals. Growth must lead to improved living conditions of all segments of the society, including women, youth, elderly, and persons with disabilities, ethnic minorities and migrant workers.

The following recommendations by non-governmental organizations in consultative status with ECOSOC are aimed at achieving such growth. It is however important to note that there is no universal set of policies to be prescribed to tackle unemployment and regional disadvantage. The post 2015 agenda should serve as a broader framework that gives policy-makers enough space to act according to nationally specific circumstances. Decision-makers should think long-term to reassure their citizens that people are the priority.

At the same time, it must be kept in mind that individual prescriptions for policies are designed to work synergically together and thus represent a whole unit. Recommended policies should be prepared and implemented together, in a coordinated manner. For the purposes of this analysis, the recommendations are divided in four areas: Productive Capacity and Employment, Social Protection and Decent Work, Sustainability and Green Jobs, and International Cooperation and Coordination. The four areas are all pieces of the same puzzle. All the recommendations are aimed to go hand in hand to ultimately achieve equitable, sustainable growth for all. Improving social protection net by providing affordable healthcare, higher job security and access to education will eventually raise productivity of the society. Consequently, increased productivity boosts growth and generates social stability.

⁵¹ Written statement by Sacro Militare Ordine Costantiniano di San Giorgio

⁵² Written statement by Verein zur Forderung der Volkerverständigung

The below listed recommendations are primarily addressed to national governments and intergovernmental organizations. Even though the governments are not the sole actors, their impact on economic growth is certainly the most tangible. The government determines the legal, fiscal and institutional framework which can motivate or discourage investors or job creators, as well as workers. Suggestions for the civil society actions are included as well.

Global economic success requires cooperation and mutual respect. In today's interconnected world, monetary, fiscal and exchange rate policies need to be based on cooperation and thoroughly coordinated at the global level to avoid predatory, "beggar-thy-neighbor" strategies that bring short term economic improvement at the expense of other players.

Global Jobs Pact formulated in 2009 by the International Labor Office offers a well-defined framework for a jobs rich strategy for economic growth. Limiting job losses, increasing job creation, ensuring that all vulnerable groups are represented in the workforce, educating and training this workforce, as well as smoothing the transition from one job to another should be the cornerstones of any economic agenda.

To complement a strong economic framework, solid institutional foundations must be set. Consolidating democratic institutions, and making institutions more representative of the population is the basis upon which productive social dialogue and strong development ought to be built. State institutions shall be designed in a manner that prevents corruption, protects the right to fair trial and to non-discrimination by police and other public authorities.

Following the global economic crisis, trust in public and private decision making decreased significantly. To regain this trust, public institutions must become more responsive to people's needs and represent all vulnerable groups of the society. In today's world, information is easy to receive and easy to spread. The steep growth of social media use demands increased participation of ordinary people. The technology gives them a tool to show discontent and to organize themselves for strikes, and protests (e.g. Arab Spring, Indignados, and Occupy Wall Street). Internet and social media however also enables them to project their voice into policymaking very quickly and in a constructive manner; public institutions should take advantage of this new phenomenon.

The key to people's empowerment and promotion of entrepreneurship are well-defined and strictly enforced property rights. One of the most fundamental functions of public institutions is to protect people's right to own land and property. The ability to own

land and the structures built upon it enhances performance, education outcomes and general health. Poor families often decide not to invest in upgrading their living condition because they cannot make any claim to the home they live in. In the poorest regions, people even avoid leaving their home (to go to work or to school) because they fear their belongings could be taken away.

There is a direct positive relationship between land ownership and entrepreneurship. Not only that the home can serve as space for business activities, it can be used as collateral for loans as well. Abolition of zoning regulations, which are a violation of property rights, should be also taken into consideration. The people, micro, small and medium business should have priority over transnational corporations in order to avoid land-grabs.

To improve productivity of all layers of the society, discrimination of any kind must be eradicated. Such change has to come from a transformation of mentality of the society. Governments can however speed up this process and reduce inequality by introducing quotas to enhance participation of marginalized groups in government and politics, or by setting specific targets and indicators around the inclusion of vulnerable groups.

a. Employment & Productive capacity

Improving employment and productive capacity consists of increasing the number of jobs and boosting the output per worker by making sure there are qualified workers to perform the newly created jobs. The issue can be approached from the macroeconomic perspective which means boosting the aggregate demand, or from the labor market perspective, by incentivizing the labor supply and demand. In terms of macroeconomic policies, governments can implement direct interventions or regulate aggregate demand indirectly via incentives.

1. Job rich growth must be placed at the center of policy-making.

Economic and social stagnation cannot be accepted as a way out of the current crisis. Austerity measures performed by many European governments proved to be not only inefficient in strengthening the confidence of the financial markets, but lead to further loss of jobs and productivity. Productive capacities of any country must be fully utilized and further developed to achieve inclusive, sustainable and equitable growth, necessary to sustain the current level of well-being of the population. Long-term macroeconomic policies shall target growth and poverty reduction.

Monetary policy should contribute to the financial sector stability. Exchange rate ought to promote exports. To create incentives for private investment, the interest rates should be maintained low and the exchange rate at a competitive, but not predatory level. Fiscal policy should also provide incentives for the job creators without increasing (even better reducing) inequality in the society. Low tax rates in general would push consumption up and foster job creation. Governments shall plan for counter-cyclical measures to reduce macroeconomic volatility and to speed up recoveries in the aftermath of financial and economic shocks.

2. National governments should promote free trade, but introduce measures to efficiently regulate capital flows.

Trade and tariff policy, as well as legislative framework should promote free exchange of goods and services, workers, knowledge and capital in order to maximize overall global growth. Policy-makers should however be cautious about the connection between the mobility of capital and the instability of financial markets. The solution may lay in the Global Financial Transaction Tax. Such tax would at least partially regulate the enormous daily flows of wealth across the national borders all over the world. A very modest tax rate could

achieve a collection of financial resources that could resolve many issues laid out throughout this text, from regional inequalities to the MDGs.

3. Given the urgency of the current situation, governments must directly intervene to kick-start the recovery by boosting the aggregate demand.

To curb the negative effects of the current crisis and to prevent a renewed recession, the fastest and the most-effective measure would certainly be an increase in government spending in order to boost the aggregate demand. Such action can be carried out via government purchases of goods and services, job retention and creation in the administration and most importantly through priority investment.

In times when economic growth is sluggish, governments have the capacity to create labor demand in industries with excess labor supply. Public employment guarantee schemes are aimed at tackling both high inflation and unemployment and serve as an absorber of shocks to the private sector. Employment guarantee provides short-term employment with a fixed salary to individuals who lose their jobs when the private sector is in decline. Fixed wage safeguards that the wage level remains unchanged even during “the bad times”. Despite the lay-offs in the private sector, the unemployment rate stays at full employment thanks to this job guarantee scheme.

Investment shall promote economic diversification and productive transformation. When deciding in which type of industry to invest, the government has the power to trigger a structural change. Infrastructure construction and R&D projects do not only create jobs, but they also increase future productivity of the economy. Investment in employment-intensive industries is strongly desirable and sectoral diversification can shield the economy from future imbalances. Again, investment in specific industries depends on each country’s characteristics; it should always target maximization of the country’s potential.

In the vast majority of developing countries, investment in agriculture and manufacturing is vital for coping with the crisis and for the overall reduction of poverty. Productivity in the rural areas remains dangerously low which makes the population vulnerable to shocks in demand for the commodities they produce, as well as to severe weather conditions, resulting in insufficient crops. Spread of manufacturing and agricultural technologies and storage mechanism in rural areas can save thousands, even millions of lives across the globe. The government should cooperate with non-governmental groups in

promoting scientific agriculture practices - soil testing, optimal use of fertilizers and pesticides, crop diversification, value addition, and developing market linkages.

Investment in tertiary sector would also boost productivity in the developing world and could potentially lead to higher urbanization. Before carrying out a fiscal stimulus, the government needs to make sure, there is enough fiscal space for such action.

4. Governments are obliged to cooperate with the private sector and civil society to improve education and training in order to achieve a better qualified workforce.

“It is important to invest in physical and social infrastructures, institutional capacities, as well as in human resources. Healthy, educated, skilled, productive and flexible workforces are the foundations for achieving sustained growth and socio-economic development, as well as for enhancing human security.”⁵³ Improving the workforce means generating a better and stronger supply of labor. Today, firms demand more skilled workers than ever before. There is a clear correlation between the level of education attained and the employee’s income. At the same time, theoretical knowledge of the field is not enough anymore; practical experience and high-level soft skills are required for the applicants to get a decent employment offer. Education and professional development are thus vital for the workforce entrants to achieve success in their career and well-being in their life.

Increased government investment in human capital will be necessary to overcome the aftermath of the global economic crisis and to sustain future growth. In order to maximize the productive capacity of the world’s labor force, we must make sure all children receive elementary education. The current level of analphabetism and lack of education in the majority of developing and emerging countries is still staggering. According to a World Bank study, the share of functionally illiterate students reached 82 per cent in Peru, 67 per cent in Saudi Arabia and 66 percent in Brazil and Morocco.⁵⁴

Building a denser network of schools and developing a system of distance learning will ensure that even children in remote areas will receive at least basic level of education. Often, financial cost of sending their children to school is the parent’s main preoccupation.

⁵³ Statement by H.E.Mr. Joe Nakano, Parliamentary Vice-minister for Foreign Affairs of Japan, Policy Messages from the Regional Preparatory Meeting for Asia and the Pacific, ECOSOC 2012 High-Level Segment, 2 July 2012

⁵⁴ Education quality and economic growth, E.A. Hanushek, L Wossmann, World Bank, Washington DC, 2007

Elementary school tuition, as well as school essentials, books and uniforms must be free so that no extra burden is put on the parents' shoulders.

Non-governmental organizations have in-depth first-hand knowledge of the education situation in remote areas and can thus serve as a valuable source of expertise to the local governments. Thanks to a network of volunteers, NGOs can carry out education and awareness programs, vaccinations and other activities aiming at getting children to school. Simultaneously, sharing results of such programs would increase effectiveness and promote best practices to other regions and countries. All parties could benefit from stronger partnerships.

School graduates are frequently facing obstacles when searching for an adequate position because of the skill mismatch between education they received and the requirements of firms. Education should serve as a preparation for future employment; it must become more labor market oriented and reflect the structural changes in the economy. It would be beneficial for governments to invest in education in particular sectors and disciplines that typically do not generate as many graduates but are characterized by faster employment growth. These comprise engineering, biotechnology, and other high-tech disciplines. In the developing world, school curricula should incorporate study of agriculture and basics of veterinary science.

Technological Vocational Training and Dual Vocational Training are schemes that could be a solution to the skill mismatch. In today's fast-paced and high-tech world, job seekers need to keep up with technological progress by constantly improving their knowledge and skills. Technical Training Centers would offer labor market specific training to meet the needs of all areas of economy. Skill assessment should be carried out both locally and internationally so that people can enter employment close to their homes.

Dual Vocational training in Germany is an example of a cost-effective, labor market targeted program. Under this system, public schools team up with private sector companies to ensure that theoretical knowledge is linked to the acquisition of the necessary job experience. Theoretical training and general education provided in schools is complemented by practical vocational training given at work three to four days a week. Under this system, young workers have employment secured when they graduate and the firm can be sure the employees are well-qualified to perform the job. In other European countries, such as France, large companies are forming partnerships with universities in the form of half study-half

work programs. Traineeships, internships, volunteering and community projects are another option to minimize skill mismatch and to stay connected with the community for future.

Soft-skill and practical training, as well as information technology courses ought to be a compulsory part of the elementary school curricula. Higher education institution should foster the employability of their students through training sessions, internships, courses and degree programs in human resource management, information technologies, and environmental management. Internships or vocational training courses could become a mandatory condition for graduation to ease the transition from school to work.

Being enrolled at school is a first step, graduating is however the other side of the same coin. Government policies should be focusing on decreasing the current drop-out rate. Training and retraining centers for school drop-out and for career changers shall not be omitted. These should be a part of the comprehensive training system. Skills acquired in such centers would include practical experience, as well as soft skills and livelihood training in order for job seekers to learn how to save money, how to budget, and plan for the future. In the developing and emerging countries, one should also take into account the impact of the quality of social security net on the school drop-out rate. Children frequently do not even consider pursuing their studies because they are obliged to contribute to their family's income. Improved social security systems thus have the potential to keep the children and young people in schools.

Ensuring equal participation of vulnerable groups in education and training is a must. Access to quality education for all is essential for improving productive capacity of any economy. Cultural, societal and racial prejudice, however, still prevents girls, disabled children and other minority children from receiving appropriate level of education. Racial discrimination and segregation in schools need to be eliminated. Establishing multiracial and multicultural schools would benefit the productive capacities of minorities and promote tolerance and inclusion in the society as a whole. Again, quotas might offer an effective solution.

Better education for girls would positively impact national productivity in two ways: it would enhance employability and ensure entry to productive employment and decent work; and at the same time, it would delay age at which girls have their first child, enhance freedom of movement and maternal health, and strengthen women's bargaining power within household. Equal access to formal and informal education, lifelong learning and retraining,

long distance education in ICT, as well as entrepreneurial skills is crucial for women's economic and political participation. Technical Training Centers for women need to be established as a platform to create an environment conducive to business development initiatives led by women. The centers would focus on improving technical skills of rural women, on improving education of women that migrated from rural to urban areas, and on fostering social integration. They could also provide financial and technical support to develop entrepreneurial activities and strengthen the strategy for working with local partners, encouraging networking and transfer of good practices. Collaboration with universities could lead to the introduction of new techniques and methods in agriculture, hospitality and other women dominated areas.

To accommodate persons with disabilities at a workplace and to use their full potential, governmental/non-governmental providers and commercial entities need to work together to provide individualized, market oriented education, training and support. Quotas for the disabled in education could be a viable solution to this problem.

Concerning the elderly, volunteerism would help them stay in a good shape and share their knowledge and experience. Volunteering schemes in which the youth and the elders can interact will stimulate inclusiveness in the society.

5. Promoting private sector investment and job creation, entrepreneurship and cooperatives is necessary to boost labor demand.

Increased cooperation and coordination between the public and private sector will be indispensable to solve the job shortage. The vast majority of governments do not have the fiscal space necessary to replace the private sector job creation during the times of crisis. Governments must create conditions favorable for job-intensive industries.

Incentives for private sector investment include low interest rates on loans, subsidized loans for start-ups in high potential sectors, and in innovation and R&D. Private investment can become easier and more attractive, if unnecessary bureaucracy and excessive administrative requirements for investors are eliminated or reduced. Private sector could sustain its own growth if start-ups can get funding from larger private investors thanks to appropriate bureaucracy-cutting legislations.

New business models need to rely less on core competence and more on what is available to meet the basic needs of people. Private sector should set certain ethical standards to the functioning of the employer-employee relationship. In their own interest, companies

care for and contribute to the well-being of their employees, consumers and the environment. This stakeholder approach in turn increases the productivity of the company as a whole.

In large number of developing countries, rural and remote areas especially, economic growth depends on micro entrepreneurs, small and medium businesses. It is widely perceived that such businesses are the motors of development and bearer of progress. Also, for many reasons, including lack of public and private employment, insufficient infrastructure, regional specificities or cultural differences, entrepreneurship is often the most viable or the only option for job seekers. It is therefore critical for the local governments to promote entrepreneurial culture, strengthen business development services and facilitate access to credit. Access to financial resources is the greatest obstacle micro, small and medium enterprises are facing. Government funding for start-ups, fiscal incentives for small businesses, low interest rates on loans, and subsidized loans are some of the measures governments can take immediately.

To promote entrepreneurship, constraints on private sector growth need to be loosened. National governments have to make it easier for young people to establish and run enterprises. As mentioned above, eliminating administrative requirements for large private investors would bring resources to small businesses and start-ups. It is necessary to reduce barriers in access to financial and marketing networks.

High-potential sectors of the economy demand the highest attention; in developing countries for example, government should strive to make agriculture an attractive and economically viable career choice for aspiring entrepreneurs, as well as for commercial investors.

Aside from funding, it is the lack of basic infrastructure that hinders entrepreneurship. Small enterprises necessitate roads, electricity, water and other amenities to successfully run and grow. All of these are however scarce in remote rural areas where such businesses are needed the most. Investment in infrastructure would open the door for the expansion of entrepreneurship, boost in productivity and spread of development.

The importance of mutuals and cooperatives has been now acknowledged at the highest levels of policy-making, when the year 2012 was declared the International Year of Cooperatives. Cooperatives are unique in combining economic growth with social responsibility and promotion of social peace. Despite many benefits to their members/owners and the communities in which they operate, cooperative are not widespread in developing and

emerging countries. National governments create a regulatory, legislative and political environment that fosters the advancement of the cooperative and mutual model.

To make sure that the vulnerable individuals are recruited by private sector without discrimination, governments have the option of using incentives, regulations, as well as sanctions. Many governments use quotas for employment of women, young, elderly, but most importantly the disabled. Other measures ensuring a fair representation of vulnerable groups include preferential or priority treatment during the recruitment process. Women or the disabled have to make more effort to achieve a high level of education and professional experience because of the obstacles associated with discrimination; such groups should thus receive “extra credit” for this effort by being perceived as harder workers.

In addition to the lack of funding and infrastructure, women, elderly, minorities and the disabled have to overcome social prejudice associated with becoming entrepreneur. Such narrow-mindedness and animosity can be addressed by government or NGO programs that would develop business management skills of vulnerable individuals, provide incentives and access to material resources. Awareness initiatives and campaigns can be launched by governments, media, and NGOs so that employers do not fear employing disadvantages, particularly in the case of vulnerable workers. The key to success is getting rid of misconceptions and notions among employers about the capabilities and productivity of such workers.

b. Social Protection Floor & Decent work

“Precarious work increases inequality, and inequality increases both social unrest and economic instability. The power imbalance created by the prevalence of precarious work put decent work agendas and social protection measures under attack, just when they are needed the most”⁵⁵

"Retrogression in social protection, discrimination against vulnerable and marginalized groups, lower levels of investment in education and other such options cannot lead to sustainable economic growth."⁵⁶

Governments have to stop focusing solely on austerity which, for the most part, consists of reducing deficits by cutting social benefits. Just like employment and productive capacity, decent work must be integrated into international agendas and national goals, policies, and frameworks, so that sustainable, inclusive and equitable economic growth can be reached. Global Jobs Pact offers a useful framework for a coherent mix of educational, employment, social, and financial policies aimed at increasing the welfare of workers, but at the same time takes into account the specificities of each country.

The issue of sustaining peoples' well-being during the times of recession can be approached from the perspective of social security net and from the perspective of decent work. Sound social security system ensures that individuals laid off due to structural changes in the economy can rely on financial (and material) aid so that their living standards are not impacted. It also focuses on providing assistance to workers during their job search and helps them gain skills necessary to perform a new employment.

The goal of the decent work concept, on the other hand, is to oversee respect for human and worker rights, especially in developing countries and in the informal sector, and to ensure healthy development of individuals. Everyone has a right to employment of his or her choice and must not be forced to work under conditions he or she did not agree to. Employment has to be remunerated appropriately and fairly.

⁵⁵ Written statement by Canadian Labour Congress

⁵⁶ Written statement by Marangopoulos Foundation

6. National Social Protection Floors must be set and fully integrated into national legislations.

A regulated and comprehensive social security system will ensure that the most vulnerable individuals receive at least a basic level of social protection. This would enable them to cope with shocks in formal and informal labor markets resulting in unemployment. In developed countries, social security nets should be extended to ensure that all vulnerable groups have an equal access to social resources.

The definition of Social Protection Floors by ILO is: “nationally defined sets of basic social guarantees which secure protection aimed at preventing and alleviating poverty, vulnerability and social exclusion.”⁵⁷ “Systematically linking the areas of social security, employment, health, education, nutrition, housing and sanitation, national social protection floors enable the realization of rights enshrined in the Universal Declaration of Human Rights and relevant international conventions, and accelerate progress towards achieving the Millennium Development Goals.”⁵⁸

To formulate Social Protection Floors, governments need to set national poverty lines based on research and aligned with the particular circumstances of the country or the region. That way, governments will be able to identify which groups in the society need support most urgently in order to diagnose the sources of poverty and low productivity and with the goal to address them.

Social protection floors must be legally binding and available to all residents (eventually also available to migrant workers and their families). Successful implementation also requires establishment of a monitoring and evaluation system, as well as complaint and appeal procedures that are free and easily accessible for the plaintiff.

The ultimate goal of social protection is allowing all human beings to be born, to live, and to die with dignity. Basic level of health care is a fundamental necessity that shall be free of charge and guaranteed by the government. Women need to have access to free prenatal and post natal medical care. Children, elderly and disabled people must be given special attention and healthcare has to respond to their particular needs. Essential goods and services including basic foods ought to be accessible for everyone. To achieve that, basic food items could be

⁵⁷ Text of the Recommendations Concerning National Floors of Social Protection, International Labor Conference, One hundred and first Session, Geneva 2012, p.14A/4

⁵⁸ Report of the Secretary-General, High-level segment: Annual Ministerial Review

taxed at a lower rate or subsidized by government. In-kind or cash transfers can be provided for families and communities.

Social protection floor ought to comprise basic income guarantees for families, especially children, elderly and the disabled. The quality of social security for both children and older people does not only impact them, but their whole families. In many developing countries where income guarantees are not available, family members are forced to stay home and take care of their elderly instead of pursuing employment. Lack of income security thus lowers productivity of the entire family.

Basic income security is equally important for individuals who do have an employment but cannot earn sufficing income; for example, in case of sickness, injury or simply because they are not remunerated enough to sustain the living standards of their family to the level of the national poverty line.

A more progressive tax system that reduces social inequality could stabilize the society internally. Low or even negative tax rate for the very poor would liberate them from an extra burden. Fiscal incentives for vulnerable groups and families of various sizes would be very helpful.

The main challenge of social security programs is however their high cost. Governments must be aware of their fiscal space and implement only the most cost-effective schemes. Social security has to be primarily fiscally, financially and economically sustainable, and compatible with an overall macroeconomic strategy and, more specifically, with labor market policies.

The government has to make sure that the benefit programs are not being taken advantage of. Social benefits are aimed to motivate people to actively participate in the labor market and the society, not to discourage them. Oftentimes, it is easier for the unemployed to receive transfers than to seek a low paid employment. The case of disabled people provides an excellent example. Many of them are more than capable of pursuing a productive employment but they rather chose to stay out of workforce because they fear losing their benefits.

All stakeholders should do their best to raise awareness of the situation of most deprived and marginalized groups of the society and the way they are discriminated. Recognizing existence of a problem is the first step on the way to eradicating it. Voluntarism of young people should be welcomed and promoted; it would be useful to make it

compulsory for students to volunteer in impoverished areas. Social assistance and training programs may be introduced in order to develop parenting skills, to provide marital support and to teach basic sanitary habits.

7. Decent working conditions should be ensured at the national, regional and international level.

In most poor countries and regions, the critical problem is not high unemployment but rather the lack of decent work. Creation and maintenance of decent employment can be regulated by governments only partially; primarily, it has to be an outcome of social dialogue, including collective bargaining, to which governments shape favorable conditions. Social dialogue gains additional importance in times of economic recession when firms tend to cut wages and force employees to work longer hours, potentially causing social tensions by depressing workers.

Aside from providing a solid unemployment benefit system, the government must ensure that human rights are respected at a workplace. Labor institutions should be strengthened and, together with civil society, should fight for the respect of international labor standards and rights at work, as well as for the improvement of working conditions. Workers' safety should always come first. Forced labor, child labor and discrimination at work and during the hiring process has to be eradicated.

To speed up the recovery from recession, “many European countries reformed their legislations to ease restrictions on the use of temporary employment (fixed-term contracts, contracts for a specific task, on-call work, agency work, etc.). This form of employment quickly came to account for most new jobs for youth, and led to growing labor market duality between strict protection afforded to permanent workers and the weaker protection provided to temporary young employees.”⁵⁹ Members of vulnerable groups are usually the first ones to be laid off and the last ones to be re-hired. That is why they are forced to pursue precarious work more often than others. Experience suggests that “incentivizing the hiring at the expense of their rights and social benefits, such as pensions, and health and unemployment insurance, results in increased vulnerability and insecurity on a long-term basis”⁶⁰ It is necessary to introduce measures for halting precarious and irregular work, preferably by incentivizing employers to improve contracts of such workers at no expense of the total number of positions.

⁵⁹ The youth employment crisis: Time for action, ILO

⁶⁰ The youth employment crisis: Time for action, ILO

When collective bargaining is not sufficient to bring wages to an appropriate level and employers are not being adequately remunerated for their labor, government must take initiative in the form of statutory minimum wages, wage subsidies or in-work benefits. Minimum wages should be based on the national poverty line.

Considering the size of the informal economy and the informal labor market, where human and workers' rights are not respected and in which tax evasion and corruption are norm rather than exception, it is appropriate to say the time has come for national governments to maximize efforts to formalize it. The measures to promote formalization of informal economy range from awareness campaigns to specific laws and regulation.

The sad reality of the developing world is that many workers are not aware of the value of their labor, and therefore can hardly negotiate a decent salary. In such countries or regions, work programs carried out by government agencies or non-governmental actors should combine practical hands-on skills with empowerment and personal transformation of the individual. Men and women searching for employment have to realize their value in order to gain dignity. There is a connection between decent work and personal empowerment that sets a benevolent tone within the work environment.

Empowerment of women is the key to end discrimination of women in the labor market. Specific measures, including quotas and equal pay regulations, have to be put in place in order to guarantee equal treatment of women at work and of the ones looking for employment. National and international standards to protect mothers, motherhood, their rights, ameliorate working terms and conditions for pregnant mothers, and breastfeeding mothers must be formulated and integrated in national legislations. Supportive childcare, tutoring, recreational activities and athletics for children shall be provided or subsidized by governments or by employers so that working mothers are given a level of flexibility to work overtime vis-à-vis their male counterparts. Still, in the majority of the world, women are not respected as equal partners in business, academia or politics. The role of women in the society must be transformed within their families and communities, but civil society can kick-start this process via awareness campaigns.

Much of the same can be said about persons with disabilities. Despite the fact that the inclusion process begins within families and small communities, the government has the capacity to provide access to assistance services and rehabilitation programs. Accessible work environment and transportation are indispensable for disabled people to perform their

jobs. One must not forget that education and information in general need to be in an accessible format for the visually and hearing impaired.

To decrease youth unemployment, smooth the transition of young people from school to work, and to provide them with valuable work experience a broad range of traineeship, internship, and “first-job” contracts has been introduced and shall be further developed. Such arrangements are aimed at lowering hiring cost, as well as employment perks and benefits. National governments have to remain cautious about such non-standard jobs and make sure the young workers are not being discriminated against.

Again, much of the same is applicable to the older workers. Age discrimination is the most noticeable during the recruitment process. The experience of older employees should be valued better.

The peculiar situation of migrant workers has to be addressed. As they are not official residents of the place they occupy, they are usually not eligible for social security protection programs. Solution to this issue must come as a result of international agreements or intra-state agreements between local constituencies. To eliminate discrimination of migrant workers and mitigate human, trafficking and modern slavery, governments are obliged to improve migration legislations and strengthen institutions that oversee it. NGOs and the private companies, can provide “free legal services, legal representation in mediation, arbitration and litigation, empowerment training, evidence-based research and policy advocacy, all in interaction with policy makers at the local, national and international level.”⁶¹

⁶¹ Written statement by Beijing Zhicheng Migrant workers’ Legal Aid Research Center

c. Green jobs and sustainability

8. Governments around the world must acknowledge the urgency of the transition to low-carbon, sustainable economy and must agree on an agenda for green job-rich growth.

Due to rapid population growth, we are witnessing environmental degradation of unprecedented proportions. Transition to a green economy is necessary and must not be postponed any longer, the spending required for reorientation and restructuring of the economy should be seen as an investment rather than a cost. Better resource management, food security, and investment in energy-efficient safe infrastructure will save money in the long run. Development of new sectors of the economy can provide much needed jobs.

Increased cooperation between countries is needed for the formulation of a global agenda for job creation within the context of sustainable growth and for the maximization of its potential. The world is interconnected; growing demand for green products in one region will boost demand for labor in another region. Developed countries should offer support and increased material help to the developing world. In order to ensure proper use of such aid, donor governments should directly work with local authorities.

9. Governments, the private sector and non-governmental groups should promote investment in sustainable agriculture and water management.

Agriculture brings food to the tables of billions, but at the same time is a sector with extremely low productivity. Lack of technologies, especially the environment friendly ones, is an impediment not only to economic growth, but also to the well-being and health of the populations involved. Entrepreneurs in agriculture must be taught how to produce more and better foods without destroying the ecosystems, depleting natural resources and thus further lowering future capacity of the land they live on.

Smart resource management will be the key to a long-term and job-rich growth in developing countries. Availability and quality of water and soil has direct impact on the health and productivity of rural and remote regions where agriculture is the main source of income and food. All stakeholders should actively fight desertification by planting trees, protect soils and promote water management, and safe sewerage and sanitation infrastructure.

Modern and integrated ecological agriculture system needs to be developed in rural areas in order to boost income in this sector. Actions that would speed up this transition

include: building knowledgeable human capital through awareness campaigns on issues of water availability and quality, investing in green infrastructure and buildings, and providing the necessary technologies.

Promotion of agriculture as a high-potential and attractive sector via ecological farming and ecological tourism would be part of the solution to the youth unemployment crisis and it would also increase the overall productivity and attract private investment.

10. All businesses and households should have access to environment friendly energy, especially electricity.

Lack of electricity is an obstacle for growth in many developing countries, reducing productive capacity at many levels. Small businesses and larger investors oftentimes turn from a certain region because of lack of infrastructure. Supply of energy is crucial for start-ups. In rural and remote areas, SMEs are in desperate need for affordable, reliable energy and energy networks. Use of energy from renewable resources would bring a significant boost for new businesses. Investment in infrastructure, renewable resources of energy and energy grids is vital for the developed, developing and emerging countries. Government should invest or make investment in infrastructure attractive for foreign investors. In that case, foreign investment must not come at the expense of depletion of national resources or breaking laws and international agreements. Priority shall be given to labor-intensive infrastructure, such as renewable energy and natural assets (including food agriculture, fisheries, and forestry).

d. Increased International cooperation and coordination

11. A post 2015 agenda must be a result of increased and more sophisticated international policy coherence, coordination, and accountability under a strong leadership of the United Nations.

“Most policy measures have secondary effects that either reinforce or weaken the effects of measures in related areas. Policy coherence is of paramount importance in achieving the objective of promoting a stronger job-rich recovery leading to sustainable, inclusive and equitable growth.”⁶²

Given the scarcity of resources in today’s global economy, it is critical that the macroeconomic and labor market policies are implemented coherently in order to maximize cost-effectiveness and produce synergies. The role of the United Nations System would be to monitor and evaluate the social and fiscal impact of policies put in place, allocation of financial resources and viability of labor market programs.

To meaningfully and effectively analyze the impact of the new agenda, it might be necessary to rethink current development indicators. A shift from financial and output oriented variables to real variables that reflect employment and human well-being seems to be unavoidable. GDP is not an appropriate measure of growth anymore because it does not take into consideration the value of human capital, depletion of natural resources, nor inequality in the society and the well-being of the population. Better standards for development, economic growth and wealth of a country must be used (such as the Human Development Index).

“A robust and resilient global economy will require strong global coordination of macroeconomic policies. Concrete mechanisms need to be implemented and coordinated internationally to maximize the impact of policy decisions and reduce the scope of speculation and competitive gains that could otherwise emerge when countries seek solutions individually.”⁶³

In order to solve a global economic crisis and to ameliorate lives of all global citizens, a global agenda needs to be formulated by all members of the international community.

⁶² Report of the Secretary-General: High-level Segment: Annual Ministerial Review

⁶³ Report of the Secretary-General: High-level Segment: Thematic debate

Member states must make commitments internationally, but the agreements shall ensure that individual countries act according to nationally specific circumstances.

Consensus is certainly the only feasible way to attain true progress, international decision-making process however must be improved in order to react to world events and crises more adequate and timely.

Increased leadership by the United Nations will be required in this process. With the fast-emerging economies changing the distribution of global wealth and economic power, world leaders must rethink and redesign the institutions of global governance and how they connect to national systems.

The United Nations must better oversee the respect of human rights at a workplace, monitor working conditions in developing countries and prevent abuse of workers. It would be of great use to Member States and consumers around the world, if the United Nations prepares a public list of corporations violating workers' rights or not respecting ILO's decent work agenda, as well as their products. The information could also be available on the packaging of a product. Consumers can then decide themselves whether they want to purchase an item manufactured under such circumstances.

All types of regional cooperation need to be strengthened: North – South, South - South and Triangular. Developed countries should increase the support to developing countries, particularly through financial support, technical assistance and capacity building. The United Nations should encourage developed countries to have a quota system that would enable developing nations to trade their agricultural products.

Knowledge sharing between countries and regions would refine and deepen the analytical capacity of the multilateral system to think in an integrated way. Globally, we have enormous collective knowledge which is however not available to everyone. It would be desirable to create regional knowledge networks to best utilize the region's rich experiences, good practices and lessons learned. Civil Society and the private sector must also be included.

12. All stakeholders including governments, the private sector and civil society, need to be involved.

The private sector is quickly accumulating wealth; profits of a growing number of corporations surpass the domestic product of many countries. Simultaneously, the voice of civil society is gaining strength, with large numbers of NGOs being created and entering into the media arena. Information technology is making it easier than ever for the public and the

civil society to take part in economic and social policymaking. The United Nations should connect to people's concerns, be more accountable, and represent a stronger partner for young people. It is time to call for a greater cooperation among the United Nations, the private sector and NGOs. Closer coordination between NGOs, governments and the various business sectors could serve as a useful tool in identifying and assessing strategies to address poverty and inequality at the center of development. NGOs and private companies can be the eyes and ears of national governments and the international community.

IV. Conclusion

“We have to act now to actualize a framework that makes development possible. Reducing inequality, addressing vulnerability, ensuring food and energy security, providing social protection, alleviating poverty and hunger, fighting youth unemployment and creating green jobs are the urgent tasks on our agenda.”⁶⁴

The majority of statements submitted by civil society emphasizes the gravity and urgency of poverty as a human condition and identifies decent employment, social security and environmental sustainability as primary means to eradicating it. The role of government in poverty eradication is vital. Governments create conditions in which human development and dignity can flourish or suffer. In the years following the global economic crisis, it was unfortunately the latter. National governments omitted or purposely ignored the link between welfare of the nation and economic growth, prioritizing the stability of financial markets over human well-being. We witnessed the painful breakdown of this model and it is now time to put human rights at the center of policy-making. The NGOs are asking “the international community and national governments to shift their focus from failed austerity measures to a recovery led by decent jobs by working with employers, labor, and civil society to put the Global Jobs Pact into action.”⁶⁵

The message of civil society is clear: Governments should be proactive, respectful of its citizens, and its role should be more regulatory than in previous years, so that a more equal distribution of wealth within the society and between countries can be achieved.

The NGOs urge the governments to invest more in labor market policies, social security nets and protection of environment. They must invest in workers, build their skills and promote entrepreneurship. Throughout this process, empowerment and incorporation of the most disadvantaged groups is an imperative.

It is important for the governments and international organizations to realize the value the private sector and NGOs can bring to the table. Governments, private sector and civil society would all benefit from closer cooperation and division of labor. Policy-makers should promote civil society movements and use the generous input the NGOs are willing to share. International organizations could offer a more accessible platform for civil society participation. At the same time, the NGOs must not slow down in their effort to improve lives

⁶⁴ Written statement by World for World Organization

⁶⁵ Written statement by Canadian Labour Congress

of the least privileged. NGOs tackle the issue of poverty first-hand on a daily basis and engage directly with people and their communities. “Certainly, and for its proximity to the most disadvantaged groups, development of NGOs can complement public policies providing innovations and satisfying deficiencies or absences of state services.”⁶⁶

Cooperation of all stakeholders is the most essential element of building a post 2015 agenda. “We need public discussion on how to shape a sustainable future. In the process, governments, parliaments, social partners, civil society and women’s organizations must strengthen civil capacities to shape society.”⁶⁷ “All of us as humanitarians, game-changers, leaders, scholars, diplomats, donors, coalitions and NGOs need to exchange ideas and tailor them for new projects towards 2015 and beyond, we need to embark on this project of a lifetime, a project that will change history, and change lives for posterity and ensure peace for all.”⁶⁸

⁶⁶ Written statement by Foundation for the Social Promotion of Culture

⁶⁷ Written statement by National Council of German Women’s Organizations

⁶⁸ Oral statement by IFENDU for Women’s development

V. Appendix

1. NGOs recommended to deliver oral statement at the 2012 ECOSOC High-Level

Segment:

Organization Name	Status	Year
5th Pillar	Special	2011
AARP	General	1995
African Citizens Development Foundation	Special	2009
African Youth Movement	Special	2006
Agewell Foundation	Special	2011
Asociacion Nacional de Empresarios de Colombia	Special	2011
Association Mauritanienne pour la promotion du droit	Special	2011
Brahma Kumaris World Spiritual University (BKWSU)	General	1998
CIBJO - The World Jewellery Confederation	Special	2006
CIFA Convention of Independent Financial Advisors	Special	2007
Center for Inquiry	Special	2005
Center for Women's Global Leadership	Special	2000
Centro de Investigacion Social, Formacion y Estudios de la Mujer	Special	1997
Cercle d'initiative commune pour la recherche, l'environnement et la qualité	Special	2011
Child Helpline International	Special	2011
China Energy Fund Committee	Special	2011
Confederazione Generale Italiana del Lavoro - General Italian Confederation of Labour	Special	1999
Conference of Non-Governmental Organizations in Consultative Relationship with the United Nations (CONGO)	General	2002
Consultative Council of Jewish Organizations	Special	1947
Credo-Action	Special	2007
Espace Afrique International	Special	2007
Ethiopian World Federation	Special	2002
Federacion Internacional de Asociaciones de Ayuda Social Ecologica y Cultural FIADASEC / International Federation of Associations for Social, Ecological and Cultural Help	Special	2007
Federation of Independent Trade Unions of Russia	Special	1998
Forum of Women's NGOs of Kyrgyzstan	Special	2005
Fundacao de Assistencia Medica Internacional	Special	2008
Global Foundation for Democracy and Development	Special	2004
IFENDU for Women's Development	Special	2010
Imam Ali's Popular Students Relief Society	Special	2010
Institute of Inter-Balkan Relations	Special	1998
Institute of International Social Development	Special	2000
Instituto Para la Participación y el Desarrollo-INPADE-Asociación Civil	Special	2011
International Committee for Arab-Israeli Reconciliation	Special	2006
International Eurasia Press Fund --IEPF	Special	2007
International Health Awareness Network	Special	1998
International Multiracial Shared Cultural Organization	Special	1995
International Ontopsychology Association	Special	1999
International Presentation Association of the Sisters of the Presentation of the Blessed Virgin Mary	Special	2000
International Society of Doctors for the Environment	Special	2002
Justice for All - Prison Fellowship Ethiopia	Special	2010
Kenya Community Development Group	Special	2011

Organization Name	Status	Year
Legiao da Boa Vontade - Legion of Good Will	General	1999
Maarij Foundation for Peace and Development	Special	2010
Metis National Council	Roster	1997
Millennium Institute	Special	2003
Minhaj-ul-Quran International	Special	2011
National Association of Realtors, The	Special	1989
New Future Foundation, Inc.	Special	2008
Nord-Sud XXI - North-South XXI	Special	1995
OISCA International, South India Chapter	Special	2007
Organización de Entidades Mutuales de las Américas, ODEMA, Asociación Civil	Special	2011
Peace Child International	Special	1997
Policy Research	Special	2011
RESO-Femmes	Special	2011
Rehab Group	Special	1996
Salesian Missions, Inc.	Special	2007
Samaj Kalyan Unnayan Shagstha	Special	2010
Service and Research Institute on Family and Children	Special	1999
Society for Industrial and Organizational Psychology	Special	2011
Society of Catholic Medical Missionaries	Special	2000
To Love Children Educational Foundation International Inc.	Special	2006
Umid Support to social development public union	Special	2011
Univers de Solidarité et de Développement	Special	2011
VAAGDHARA	Special	2011
World Society for the Protection of Animals	Special	1971
World Society of Victimology	Special	19

2. Written Statements submitted to ECOSOC 2012:

Organization	Status	Year	Document Symbol ⁶⁹
5th Pillar	Special	2011	E/2012/NGO/32
AARP	General	1995	E/2012/NGO/21
African Citizens Development Foundation	Special	2009	E/2012/NGO/33
Agence internationale pour le développement	General	2001	E/2012/NGO/96
Agewell Foundation	Special	2011	E/2012/NGO/34
American Foundation of Savoy Orders	Roster	2005	E/2012/NGO/41
Asian Centre for Organization Research and Development	Special	1999	E/2012/NGO/35
Asociación de Federaciones y Asociaciones de Empresarias del Mediterráneo	Special	2011	E/2012/NGO/6
Asociacion Nacional de Empresarios de Colombia	Special	2011	E/2012/NGO/95
Association Mauritanienne pour la promotion du droit	Special	2011	E/2012/NGO/107
Association Nationale Al Hidn	Special	2007	E/2012/NGO/94
Beijing Zhicheng Migrant Workers' Legal Aid and Research Center	Special	2011	E/2012/NGO/93
Brahma Kumaris World Spiritual University	General	1998	E/2012/NGO/22
Canadian Labour Congress	Special	2000	E/2012/NGO/92
Caritas Internationalis	General	1999	E/2012/NGO/23
Celtic League	Roster	2010	E/2012/NGO/42
Center for Inter-Ethnic Cooperation	Special	2007	E/2012/NGO/97
Center for Women's Global Leadership	Special	2000	E/2012/NGO/91
Centre for International Sustainable Development Law	Special	2011	E/2012/NGO/90
Centro de Investigación Social, Formación y Estudios de la Mujer	Special	1997	E/2012/NGO/89
Child Care Consortium	Special	2006	E/2012/NGO/1
China Energy Fund Committee	Special	2011	E/2012/NGO/7
Christian Blind Mission	Roster	2002	E/2012/NGO/43
Comité Français pour l'Afrique du Sud	Special	2007	E/2012/NGO/2
Community-Based Rehabilitation Network (South Asia)	Special	2007	E/2012/NGO/8
Company of the Daughters of Charity of St. Vincent de Paul	Special	2007	E/2012/NGO/88
Confederazione Generale Italiana del Lavoro	Special	1999	E/2012/NGO/3
Congregation of Our Lady of Charity of the Good Shepherd	Special	1996	E/2012/NGO/87
Consultative Council of Jewish Organizations	Special	1947	E/2012/NGO/86
Equidad de Género: Ciudadanía, Trabajo y Familia	Special	2007	E/2012/NGO/85
Ethiopian World Federation	Special	2002	E/2012/NGO/84
Fédération européenne des centres de recherche et d'information sur le sectarisme	Special	2009	E/2012/NGO/100
Federation Europeenne des Femmes Actives au Foyer	Special	1998	E/2012/NGO/83
Fondation Ostad Elahi: éthique et solidarité humaine	Special	2008	E/2012/NGO/9
Forum of Women's NGOs of Kyrgyzstan	Special	2005	E/2012/NGO/82
Foundation for the Future	Special	2011	E/2012/NGO/81

⁶⁹ By using Document Symbol, document can be found on UN website in 6 different languages.
<http://www.un.org/en/documents/ods/>

Foundation for the Social Promotion of Culture	General	2004	E/2012/NGO/10
France libertés: Fondation Danielle Mitterrand	Special	1991	E/2012/NGO/114
Fundacion de Ayuda y Promocion de las Culturas Indigenas Rosa Colleldevall	Special	2009	E/2012/NGO/115
Fundacion Hernandiana	Roster	1996	E/2012/NGO/44
Gic Technologies Nouvelles au Cameroun	Special	2011	E/2012/NGO/80
Global Alliance on Accessible Technologies and Environments	Special	2010	E/2012/NGO/79
Gran Fraternidad Universal	Special	2000	E/2012/NGO/78
Howard Center for Family, Religion and Society	Special	2003	E/2012/NGO/106
Human Rights National Circle	Special	2007	E/2012/NGO/77
Humanist Institute for Cooperation with Developing Countries	Special	2010	E/2012/NGO/76
Hydroaid	Special	2011	E/2012/NGO/4
IFENDU for Women's Development	Special	2010	E/2012/NGO/75
Institute of International Social Development	Special	2000	E/2012/NGO/74
International Alliance of Women	General	1947	E/2012/NGO/73
International Buddhist Relief Organisation	Special	2000	E/2012/NGO/98
International Center for Alcohol Policies	Special	2011	E/2012/NGO/110
International Cooperative Alliance	General	1946	E/2012/NGO/24
International Diabetes Federation	Roster		E/2012/NGO/45
International Ecological Safety Cooperative Organization	Special	2011	E/2012/NGO/72
International Eurasia Press Fund	Special	2007	E/2012/NGO/71
International Federation of Business and Professional Women	General	1947	E/2012/NGO/25
International Federation of Social Workers	Special	1959	E/2012/NGO/105
International Federation on Ageing	General	1995	E/2012/NGO/26
International Health Awareness Network	Special	1998	E/2012/NGO/111
International Movement ATD Fourth World	General	1991	E/2012/NGO/27
International Ocean Institute	Special	2007	E/2012/NGO/116
International Ontopsychology Association	Special	1999	E/2012/NGO/70
International Presentation Association of the Sisters of the Presentation of the Blessed Virgin Mary	Special	2000	E/2012/NGO/69
International Society of Doctors for the Environment	Special	2002	E/2012/NGO/109
International Union for Land Value Taxation and Free Trade	Special	2003	E/2012/NGO/68
Jamaican Association on Mental Retardation	Special	2007	E/2012/NGO/67
Jeunesse horizon	Special	2004	E/2012/NGO/66
Korea Institute of Brain Science	Roster	2007	E/2012/NGO/104
Kyrgyz Committee for Human Rights	Roster	2002	E/2012/NGO/46
Legiao da Boa Vontade	General	1999	E/2012/NGO/117
Marangopoulos Foundation for Human Rights	Special	1998	E/2012/NGO/20
Metis National Council	Roster	1997	E/2012/NGO/47
Millennium Institute	Special	2003	E/2012/NGO/99
Minhaj-ul-Quran International	Special	2011	E/2012/NGO/65
Misión Mujer	Special	2007	E/2012/NGO/64
Movement for a Better World	Special	2003	E/2012/NGO/19
Mulchand and Parpati Thadhani Foundation	Roster	2004	E/2012/NGO/48
National Council of Child Rights Advocates, Nigeria: South West Zone	Special	2011	E/2012/NGO/63

National Council of German Women's Organizations	Special	1987	E/2012/NGO/18
New Future Foundation	Special	2008	E/2012/NGO/62
Nurses across Borders	Roster	2005	E/2012/NGO/118
Organisation pour la communication en Afrique et de promotion de la coopération économique internationale	Special	2008	E/2012/NGO/61
Organización de Entidades Mutuales de las Américas (ODEMA)	Special	2011	E/2012/NGO/60
Peace Worldwide	Special	2005	E/2012/NGO/59
Pos Keadilan Peduli Ummat	Special	2008	E/2012/NGO/17
Rehab Group	Special	1996	E/2012/NGO/58
RESO-Femmes	Special	2011	E/2012/NGO/120
Restoration World Outreach Ministries	Special	2011	E/2012/NGO/57
Rural Development Centre	Special	2011	E/2012/NGO/119
S. M. Sehgal Foundation	Special	2005	E/2012/NGO/56
Sacro Militare Ordine Costantiniano di San Giorgio	Special	2011	E/2012/NGO/16
Salesian Missions	Special	2007	E/2012/NGO/55
Self-Help Development Facilitators	Special	2011	E/2012/NGO/54
Service and Research Institute on Family and Children	Special	1999	E/2012/NGO/103
Shohratgarh Environmental Society	Special	2011	E/2012/NGO/15
Sirius Global Animal Organisation Charitable Trust	Roster	2005	E/2012/NGO/108
Social Development Association	Roster	1999	E/2012/NGO/49
Society for Industrial and Organizational Psychology	Special	2011	E/2012/NGO/53
Society of Catholic Medical Missionaries	Special	2000	E/2012/NGO/52
Space Generation Advisory Council	Roster	2005	E/2012/NGO/50
Sucardif Association	Special	2011	E/2012/NGO/51
Talented Girl Students Trust	Special	2008	E/2012/NGO/112
To Love Children Educational Foundation International	Special	2006	E/2012/NGO/40
United States Federation for Middle East Peace	Special	2005	E/2012/NGO/39
Univers de Solidarité et de Développement	Special	2011	E/2012/NGO/38
Verein zur Forderung der Volkerverständigung	Special	2010	E/2012/NGO/36
VIVAT International	Special	2004	E/2012/NGO/37
Women and Modern World Centre	Special	2008	E/2012/NGO/31
Women's Board Educational Cooperation Society	Special	2001	E/2012/NGO/14
Women's Environmental Development and Training	Special	2006	E/2012/NGO/30
Women's World Summit Foundation	Special	1995	E/2012/NGO/113
World Blind Union	General	1999	E/2012/NGO/5
World Circle of the Consensus: Self-sustaining People, Organizations and Communities	Roster	2000	E/2012/NGO/102
World Family Organization	General	1948	E/2012/NGO/13
World for World Organization	Special	2006	E/2012/NGO/11
World Mission Foundation	Special	2007	E/2012/NGO/12
World Organization for Early Childhood Education	Roster		E/2012/NGO/101
Yayasan Cinta Anak Bangsa	Special	2007	E/2012/NGO/29
Zonta International	General	1969	E/2012/NGO/28

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