

**UN system-wide Plan of Action  
on the Second United Nations Decade for the Eradication of Poverty  
(2008-2017)**

**Theme: “Full Employment and Decent Work for All”**

**Background**

The overall objective of the draft plan of action is to enhance the coherence and synergy of UN system-wide activities in the area of employment and decent work towards poverty eradication in the context of the continuous global economic and food crises. The strategic objectives pertaining to the four pillars of the ILO decent work agenda are broad and comprehensive and **critical to poverty eradication**. Furthermore, in view of the emphasis on system-wide coherence, it is also suggested to **build the draft plan of action around activities where synergies would most likely lead to substantial increased benefits**. Finally, it would seem logical as well as efficient to **take advantage of the framework and platform already developed in support of the Toolkit for Mainstreaming Employment and Decent Work** to give institutional teeth to the draft plan of action.

It is understood that unemployment is expected to rise through at least the end 2010, and probably into 2011. A prolonged jobs deficit is likely, as lessons from past financial crises show that the labour market tends to recover only four to five years after the economic recovery, which is not expected before next year. Given this, it is proposed that a first step for the Cluster Group (CG) is to liaise with the CEB member organizations which lead the **Global Jobs Pact** and the global **social protection floor** initiatives to avoid duplication of work, seek inputs to the work of the CG and work out mutual support. Once this is done, the CG can identify key areas for joint activities, consistent with those undertaken in the two aforementioned areas, which may include: employment creation, including youth employment and ‘green jobs’ for a transition to a low-carbon economy; social protection, in particular of the poor and other vulnerable groups; standards and rights at work, with a focus on child and forced labour; the impact of the global crises on development; and the role of social dialogue.

It is proposed that the system-wide plan of action in support of national efforts be developed around four types of activities:

1. Promote greater awareness about the decent work agenda as an effective development strategy element for poverty eradication
2. Strengthen capacity-building (training, skills development, knowledge sharing) of UN staff, government staff, private sector staff and workers’ and employers’ organizations
3. Share good practices in promoting employment and decent work at the national and international levels
4. Support the integration of decent work towards poverty eradication into national and international policies and programmes

## GOAL 1: Advocacy/Awareness raising

Objective	Outcome	Output	Activities	Stakeholders	Indicators	Timetable
1.1 UN contributes to raising awareness of the critical role of full employment and decent work for all, including social protection mechanisms, in poverty eradication	Member States and other key stakeholders: <ul style="list-style-type: none"> <li>Publicly have committed to promoting full employment and decent work for poverty eradication, particularly by creating employment for disadvantaged groups</li> <li>Have created an alliance of Member States on the second Decade</li> <li>Promote the Global Jobs Pact and social protection floor<sup>1</sup> as developed under the CEB process</li> </ul>	<p>Statements and events organized by key stakeholders</p> <p>Public awareness campaign carried out</p> <p>Data collection and analysis, case studies and research papers on trends of urban, rural, farm and off-farm employment, gender inequalities in employment, opportunities to promote youth employment in urban and rural areas, and elimination of child labour</p> <p>Training materials and other communication means to reach a wide range of stakeholders, including radio, TV, etc developed</p> <p>Member States and other key stakeholders analysing, publicly debating and committed to promoting the internationally agreed development goals related to full employment and decent work</p>	<p>Organize events, with key stakeholders</p> <p>Sensitize stakeholders; encourage adoption of statements/resolutions</p> <p>Support relevant public awareness campaigns</p> <p>Convene a forum on employment, decent work and poverty during 64th session of the GA</p> <p>Organize a panel discussion during the 47th and 48th session of the Commission for Social Development</p> <p>Organize expert group meetings on employment and poverty</p> <p>Prepare a report of the Secretary-General on the response of the UN system to the theme of full employment and decent work for all as requested by the GA resolution 63/230 and submit it to 65<sup>th</sup> session</p> <p>Organize networking and learning events at the 5<sup>th</sup> World Urban Forum</p>	<p>UN specialized agencies, funds, and programmes</p> <p>UN-DESA</p> <p>Bretton Woods Institutions</p> <p>Member States</p> <p>Local governments and their associations</p> <p>Regional Commissions</p> <p>Civil society</p> <p>Private sector (UNIDO)</p> <p>Social partners</p> <p>UNDP Oslo Governance Centre</p> <p>UNDP International Policy Centre for Inclusive</p>	<p>Number of events organized</p> <p>Number of sensitization events</p> <p>Number of stakeholders participating</p> <p>Number of persons trained on decent work</p> <p>Number of countries (i.e. ministries, UNCTs) trained on decent work</p> <p>Number of case studies completed</p> <p>Number of public statements that support</p>	<p>From 1<sup>st</sup> half of 2010</p>

<sup>1</sup> This objective to be guided by the work of the CEB UN System Joint Crisis Initiative on a global social floor, stipulated as ensuring a basic set of essential social transfers and the availability, continuity of, and access to, essential services (such as water and sanitation, adequate nutrition, health, education and family-focused social work support, backed by a rights based legislative framework and empowerment and protection of the poor and vulnerable.

		<p>Member States and other key stakeholders have publicly committed to giving effect to the human right to social security and necessary social services (articles 22 and 25 of the Universal Declaration of Human Rights) through the promotion of a basic social protection floor</p>	<p>Incorporate an effective policy statement in campaign messages on sustainable urbanization and rural development Documentation and sharing of lessons learned from the “Opportunities Fund for Urban Youth Led Development” initiative</p> <p>Undertake case studies on employment and decent work initiatives and social protection initiatives for poverty eradication</p> <p>Preparation of knowledge products to promote employment creation and Decent Work (DW) into programmes to respond to the economic crisis</p> <p>Carry out regional and national campaigns for advocacy on decent work, and the social protection floor based upon most relevant issues facing each region; including specific attention to (sex - disaggregated) differences between rural / urban settings; formal / informal labour markets; and subsistence / commercial agriculture</p>	<p>Growth (IPC-IG)<sup>2</sup> and Poverty Group/BDP<sup>3</sup></p> <p>Social security schemes or administrations</p>	<p>the DW agenda at the national level</p>	
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<sup>2</sup> IPC-IG has been increasingly concentrating its applied research on the MDG agenda focused on determining the macroeconomic impact of a large inflow of Official Development Assistance to support attaining the MDGs. It encompasses poverty networks including web-based platforms that share development-related information. The aim of this directory is to facilitate access to development knowledge across our network in 189 countries and help foster dialogue among researchers, policymakers, civil society and multilateral organizations. There are a number of different categories of IPC-IG collaborating networks – one could be added on decent work.

<sup>3</sup> The Poverty Group/BDP houses two knowledge networks, the Poverty Reduction Network and the MDG Network, with outreach to over 140 country offices of UNDP, as well as UN and other partners, researchers, academia and government counterparts. The networks enable their communities to share knowledge on a wide variety of topics related to poverty reduction, employment creation and decent work and MDG achievement.

## GOAL 2: Strengthen capacity-building (training, skills development, knowledge sharing)

Objective	Outcome	Output	Activities	Stakeholders	Indicators	Timetable
2.1 UN system well equipped to maximize poverty eradication through employment and decent work approaches, policies and programmes	<p>Coherence on employment and decent work for poverty eradication, built with:</p> <ul style="list-style-type: none"> <li>UN system at global, regional and national level</li> <li>Technical line ministries and government departments</li> <li>Social partners, NGOs, and civil society</li> </ul> <p>All UN agencies have committed to promoting full employment and decent work and incorporate them into their work programmes</p>	<p>UN agencies' work programmes reflect full integration of decent work, including adequate allocation of financial and human resources</p> <p>Knowledge management tools developed, available and used by all stakeholders - UN staff, Member States, NGOs/civil society</p> <p>Increased use and application of the Toolkit for Mainstreaming Employment and Decent Work</p> <p>The UN system is promoting awareness and mainstreaming of decent work through UNDAF process and other development frameworks</p> <p>Capacity of focal points ,national</p>	<p>Integrate the objective of full employment and DW into the PRSP framework and national development strategies</p> <p>Contribute to analysis and debates on employment and decent work in the context of competitive and sustainable industrial development and green jobs</p> <p>Organize training courses with key stakeholders, including formal and informal organizations of urban and rural workers and producers on occupational safety and health through community- based approaches</p> <p>Design and deliver training courses on Local Economic Development (LED) and on pro-poor PPP (purchasing power parity), jointly with ILO and UNDP</p> <p>Organize training on decent work for UN staff</p> <p>Provide technical assistance on application of the Toolkit at the country level</p> <p>Regular postings on CEB Plone and on other websites such as the FAO- ILO website</p> <p>Participate in sponsored Toolkit training</p> <p>Develop Toolkit action plans</p> <p>Initiate national social dialogues on employment and social protection policies</p>	<p>Member States (technical line ministries and government departments)</p> <p>Local governments</p> <p>UN specialized agencies, funds, programmes</p> <p>Regional Commissions</p> <p>Social partners</p> <p>NGOs, civil society Private sector</p> <p>NGLS National social security schemes or administrations</p> <p>Universities and other teaching institutions</p>	<p>Number of PRSP and national development strategies with DW and employment objectives</p> <p>Number of training courses held and number of participants attended</p> <p>Number of legislative or administrative DW policy implementation activities by national governments</p> <p>Network of universities with DW curricula created</p> <p>References to decent work in UN agencies' work programmes / strategies</p>	2010 / 2011

		<p>coordination mechanisms and national institutions developed to understand the multiple advantages of decent work</p> <p>National institutions in charge of labour market policies are strengthened and develop an integrated approach for all aspects of decent work</p> <p>Guidance is provided on human resource development strategies and programmes</p> <p>Development of online Plone for information on decent work</p> <p>Guidance tool for the UNCTs developed to facilitate integration of decent work</p> <p>A network of universities with DW programmes or curricula</p>	<p>Write progress reports on the implementation of the plan of action</p> <p>Contribute to further development of indicators for poverty reduction through productive activities</p> <p>Provide technical assistance (training, skills development and knowledge sharing) for employment creation in productive sectors</p> <p>Formulate and implement projects at national/local level to promote SME and provide vocational training to local/disadvantaged groups</p> <p>Mainstream tools on LED in curricula of training institutions and in national capacity development programmes</p> <p>Implement urban and rural youth empowerment activities that enhance employability and entrepreneurship</p> <p>Integrate employment creation with particular emphasis on youth and entrepreneurship in post-conflict countries</p> <p>Integrate urban employment and LED into youth empowerment, slum upgrading, urban strategic planning, infrastructure and service improvement initiatives</p> <p>Integrate HIV/AIDS and other disease prevention and mitigation in employment policies</p> <p>Address specific vulnerable segments of the population such as indigenous peoples, migrants and disabled people in employment policies</p>			
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### GOAL 3: Share best practices in promoting employment and decent work at the national and international levels

Objective	Outcome	Output	Activities	Stakeholders	Indicators	Timetable
<p>3.1 Exchange and share gender-sensitive information, experiences, training programmes and good practices on four pillars of decent work, with specific attention to youth and other vulnerable segments of the workforce and to specific issues faced by informal workers as well as workers in rural areas in order to identify areas where synergies would lead to substantial increased benefits for poverty eradication</p>	<p>UN system activities for employment and decent work enhanced through:</p> <ul style="list-style-type: none"> <li>• Employment creation and enterprise development</li> <li>• Social protection</li> <li>• Standards and rights at work</li> <li>• Governance and social dialogue</li> <li>• Evidence on what works in youth employment policies and programmes</li> <li>• Enhanced gender equity</li> <li>• Development of productive sectors including helping the transition to a low-carbon economy.</li> </ul> <p>Effective partnerships developed to increase the second Decade's poverty eradication impact</p>	<p>Knowledge is gathered on employment intensive sustainable infrastructure development</p> <p>Support for sustainable enterprises</p> <p>Effective labour market analysis; benchmarking of labour market policies and support to effective policies through social dialogue and respect for workers' rights</p> <p>Commitment to skills development and vocational training</p> <p>Effective use of labour market programmes</p> <p>Understanding of gender inequalities in employment, including in informal employment and rural employment, and of possible pathways out of poverty</p>	<p>Address cross-cutting issues of gender, disability, human rights and environment, and share thematic knowledge</p> <p>Address urban informal economy and urban -rural linkages</p> <p>Build knowledge networks at all levels, including for policy development</p> <p>Share good practices on reducing poverty through <i>2009 Report on the World Social Situation: Rethinking Poverty</i></p> <p>Produce online surveys (which provides a tool for citizens and practitioners to offer policy advice rather than policymakers making decisions in isolation)</p> <p>Regularly update the Plone to ensure accurate and timely information with data and statistics; research and add to the existing CEB Toolkit Plone a new section on the second Decade</p> <p>Undertake high level/high visibility inter agency country advisory missions to explore the feasibility of a national social protection floor</p>	<p>UN agencies</p> <p>UN-DESA</p> <p>Member States</p> <p>Local governments and their associations, NGOs/civil society / Private Sector</p> <p>Inter-parliamentary Union</p> <p>Social partners</p> <p>NGLS</p> <p>Oslo Governance Centre</p> <p>UNDP Bureau for Development Policy;</p> <p>Regional Commissions</p> <p>Think tanks and other private bodies</p>	<p>Number of events organized</p> <p>Number of sensitization events</p> <p>Number of resolutions adopted</p> <p>Number of stakeholders participating</p> <p>Number of country advisory missions</p>	<p>2010 / 2011</p>

	<p>Technical knowledge of effective employment and decent work strategies, including social floor strategies, for poverty eradication developed at national levels</p> <p>Technical knowledge of labor market policy instruments to confront the negative employment impact of economic crisis developed</p>	<p>Understanding of youth, women and migrants' specific employment needs</p> <p>Evidence base on how securing access to land and natural resources (property rights) can reinforce decent work outcomes</p> <p>Gender sensitive decent work standards integrated in selected agricultural programmes (i.e. FFS, JFFLS)</p> <p>An international instrument to formulate a social protection floor as a core component of national social policy is developed</p> <p>A report on anti-crisis labor market policy instruments and their effectiveness is written</p> <p>Understanding the public policies needed to maximize the creation of 'green' jobs</p>	<p>Conduct evidence-based research in areas of expertise, create discussion papers, and hold e-discussions</p> <p>Share experiences and good practices to maximize the poverty reducing impacts of economic development programmes</p> <p>Promote economic development programmes that contribute to maximizing job creation including green jobs', and a competitive private sector</p> <p>Develop a communication strategy to ensure that all knowledge produced and disseminated reaches intended beneficiaries and has maximum impact</p> <p>Review labour market trends and policies at the regional level with explicit attention to vulnerable groups, youth and women</p> <p>Consult with member countries on the results and recommendations; write discussion papers</p> <p>Build knowledge networks at all levels , including for policy development (ESCWA)</p> <p>Develop a capacity -building toolkit on decent work standards</p>			
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			Review national experiences with anti-crisis labor market policy instruments and their effectiveness			
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**GOAL 4: Support the integration of decent work and poverty eradication into national and international policies and programmes**

Objective	Outcome	Output	Activities	Stakeholders	Indicators	Timetable
4.1 Support the successful integration of decent work towards poverty eradication into national and international policies and programmes	Enhanced capacity of member countries to integrate decent work into policies and programmes  Sectoral, national and international policies address decent work as a way to eradicate poverty	All UNDAF and other development frameworks include a decent work element  National policies and laws reflect the spirit and provisions of decent work  Benchmarking of youth employment policies and more impact assessments on youth employment programmes  Augmented understanding of relevant conventions and recommendations  Support effective policies through social dialogue and respect for workers'	Ensure WGPI/UNDG incorporate the theme of the second Decade into the rollout of new and updated UNDAFs  Address decent work in post-conflict countries (example comparison of 3 countries per region) and direct policy advice  Undertake activities to support policies for decent work towards poverty eradication (UN-DESA)  Building capacity of local authorities and other institutions to promote youth involvement in civic engagement processes  Provide technical assistance to local authorities and national governments in setting up vocational training centres for construction/building of skills for youth in informal settlements  Provide technical support to local governments in setting up one stop resource centres to provide information on employment and entrepreneurship opportunities  Provide technical assistance to Member States to help accede to labour and employment related conventions, codes of conduct and standards	UN agencies  UN-DESA  Member States  Local governments and their associations, NGOs/civil society  Inter-parliamentary Union  Social partners  NGLS  Oslo Governance Centre  UNDP Bureau for Development Policy	Number of decent work country programmes adopted  Number of resolutions adopted  Number of stakeholders participating  Number of key internationally agreed instruments acceded to, ratified, and deposited with the UN system	2010 / 2011



		<p>rights</p> <p>Increased respect for core labour standards as a key for social progress and economic prosperity in the long-run</p> <p>Comprehensive and complementary UN programming (normative and operational) at the global/regional level is ensured</p>	<p>Promote advocacy work to support policies for decent work, including normative signing ceremonies with key stakeholders</p> <p>Provide technical expertise to ILO and the tripartite system for the harmonization of ILO conventions relevant to specific sectors</p> <p>Provide technical advice to social partners on collective bargaining agreements</p> <p>Provide technical assistance and policy advice to member countries on policies including attention of, (sex-disaggregated) differences between rural / urban settings; formal / informal labour markets; and subsistence / commercial agriculture; and addressing specifically the following:</p> <ul style="list-style-type: none"> <li>• expanding job opportunities and their sustainability</li> <li>• supporting rural and urban enterprises and entrepreneurship</li> <li>• promoting appropriate technology, including safer alternatives and labour intensive technologies</li> <li>• using employment based safety nets for sustainable infrastructure building and rehabilitation</li> <li>• enhancing protection against the risks of poverty and support to livelihoods</li> <li>• promoting equity and reducing vulnerability</li> <li>• promoting food security and nutrition for human capital development</li> <li>• eliminating child labour</li> <li>• strengthening the decent work dimensions of private sector voluntary standards and corporate social responsibility</li> <li>• promoting vertical and horizontal integration arrangements to overcome market failures</li> <li>• promoting the creation of 'green' jobs.</li> </ul>	<p>Regional Commissions</p> <p>Think tanks and other private bodies</p>		
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