

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

**Poverty:** There is no universally accepted definition of poverty. Poverty not only relates to economic factors such as insufficient income, lack of assets, in particular, land; lack of access to decent jobs. Poverty also refers to social, political and cultural factors such as discrimination based on gender, ethnicity, caste, age, disability; lack of access to education, and training; bad health; lack of representation, lack of empowerment; vulnerability to shocks and crisis.

Economic **globalization** can be simply defined as a process of rapid economic integration between countries. It has been driven by the increasing liberalization of international trade and foreign direct investment, and by freer capital flows.

The **social dimension of globalization** refers to the impact of globalization on the life and work of people, on their families and their societies, on employment, working conditions, income and social protection. Beyond the world of work, the social dimension encompasses security, culture and identity, inclusion or exclusion and the cohesiveness of families and communities.

## THE ILO IN AFRICA

Working with governments, representatives of workers and employers, and local communities, the ILO seeks to create opportunities for men and women to earn a decent living, balance family needs and work their way out of poverty.

The ILO and its social partners also work to promote a wide variety of employment promotion activities. These include micro- and small-enterprise creation, creation of savings and credit associations and other micro-finance institutions, skills and human development, reintegration and rehabilitation in countries affected by conflicts and natural disasters, and development of cooperatives. Projects include training and skills development, employment-intensive road building programmes, waste-collection business training and other initiatives which provide vital public services and have helped create thousands of jobs across the continent.

### Background documents:

- "A Fair Globalization: creating Opportunities for All", Final Report of the World commission on the Social Dimension of Globalization, International Labour Office, Geneva, 2004. ISBN 92-2-115426-2.
- "Working out of Poverty", Report of the Director-General, International Labour Conference, 91st session, International Labour Office, Geneva, 2003. ISBN 92-2-112870-9.
- "A fair globalization - The role of the ILO", Report of the Director-General on the World commission on the Social Dimension of Globalization, International Labour Office, Geneva, 2004. ISBN 92-2-115787-3.



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# Success Africa



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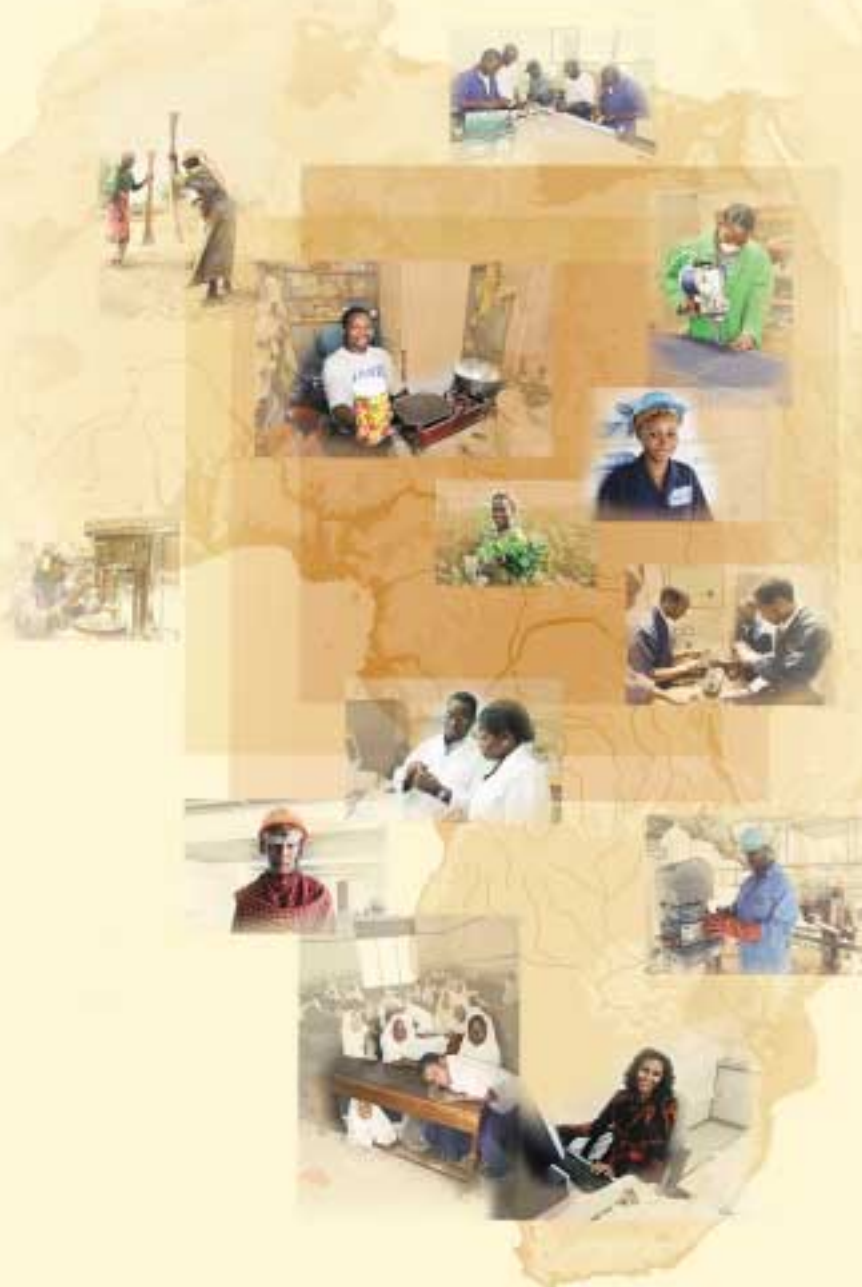
## The International Labour Organization and decent work, a driving force for Africa's development

*"African Heads of State and Government are stating that the route out of poverty is a decent job. Those living in poverty have enormous reserves of courage, persistence and ingenuity. They are the ultimate entrepreneurs of their own lives. **People in poverty go through each day with the will to survive but without the support and possibilities to move up the ladder of opportunity.** Our common responsibility is to help put that support in place – and to help them move from survival to sustainable livelihoods.*

*The African Union is telling the international community that policy advice given to Africa needs a reality check. We don't need more diagnosing or one-size-fits-all solutions. It's time for the international financial institutions, the entire UN system, and bilateral cooperation to focus energies on job creation in Africa which we know is so fundamental to peace, security and unity. **It's time to put jobs back into the picture.**"*

*Address by Juan Somavia, Director-General of the International Labour Office to the African Union Group of Ambassadors in Geneva (Geneva, 30 January 2004)*

**C**reating decent work is not just about creating jobs. It's about adopting policies that make employment central to economic and social policies. It's about making the global economy more inclusive by facilitating a more equitable system of growth – a globalization where no one is left behind.





**D**ecent work is work which provides for the health and education of the family; which ensures their basic security in old age and adversity; and which respects their human rights at work. Decent work is not defined in terms of any fixed standard or monetary level. It varies from country to country. But everybody, everywhere, has a sense of what decent work means in terms of their own lives, and in relation to their own society.

The ILO's four strategic objectives for the Decent Work Agenda are a contemporary formulation of its mandate and a development strategy that responds to the most urgent demands of families today. Decent work unites the international drive to wipe out poverty with the fundamental right to work in freedom. Within each of the strategic objectives, there are tools to help eliminate poverty.

These objectives are:

- **Creating jobs** – an economy that generates opportunities for investment, entrepreneurship, job creation and sustainable livelihoods;
- **Guaranteeing rights at work** – obtaining recognition and respect for the rights of workers. Disadvantaged or poor workers need representation, participation, and good laws that are enforced and work for, not against, their interests;
- **Providing basic social protection** – marginalization and poverty mean that those most in need do not have minimum protection against low or declining standards of living;
- **Promoting dialogue and conflict resolution** – people in poverty understand the need to negotiate and know dialogue is the way to solve problems peacefully.



Sauda, 33, used to break stones for a living until she was trained by the Women's Cooperative. Now she works in the cooperative's hen house. Others opt for the cooperative's mushroom production programme. (Tanzania)



Deluina Maemu, 26, is a young entrepreneur who runs an international calling service from the Morogoro suburb of Dar Es Salaam. (Tanzania)

**S**ub-Saharan Africa needs to create 8 million jobs a year simply to keep up with growth of the labour force.

## Employment as a tool for development in Africa



Ato Birhanu Taddese works in the Golden Rose plantation. Floriculture – one of the newest and fastest growing industries in the country – has created many jobs. (Ethiopia)



Rosalie Akoto Yao opened a stand on an empty lot in 1988. Today, her restaurant Maquis du Val employs 50 people and seats 600. (Côte d'Ivoire)



Léonie Amongoua, stylist and entrepreneur, employs 35 people in her fashion workshop Deshalvyse Diffusion, and exports her designs. (Côte d'Ivoire)

**G**rowth without jobs leads to policies without legitimacy and ultimately democracy without delivery. The global decent work deficit is probably the greatest security threat that the world faces.



Abdallah Rashid Abdallah sold fruit on the street until he was able to open a store thanks to a micro-loan from the Organization of People with Disabilities in Zanzibar (UWZ), a vocational training center. (Tanzania)