

PRACTICAL GUIDANCE FOR MAINSTREAMING DECENT WORK IN INFFs

GUIDANCE NOTE FOR MAINSTREAMING DECENT WORK IN INFFs

OBJECTIVE

Support governments embracing and implementing an Integrated National Financing Framework (INFF) to: (1) **understand the relevance of adopting a decent work perspective**, or "decent work sensitive" approach, throughout the building blocks leading to the financing strategy; (2) **promote and guide the engagement in social dialogue of national constituents** and supporting international development and financial partners.

CONTENT

- **What are INFFs, the Decent Work Agenda** and the role of decent work in sustainable development and finance?
- **Why mainstreaming Decent Work in INFFs** and what does it mean?
- **Practical guidance** structured around the INFF's building blocks, focusing on the following decent work areas (in the *Assessment and Diagnostics* building block):
 - ✓ Unlocking job-rich growth through public finance.
 - ✓ Investing in social protection.
 - ✓ Financial sector's role in promoting decent work.
 - ✓ Fostering pathways to sustainability of enterprises and jobs.
 - ✓ Fostering pathways to formality.
 - ✓ Investing in climate action for jobs and a just transition.
 - ✓ Investing in labour standards.

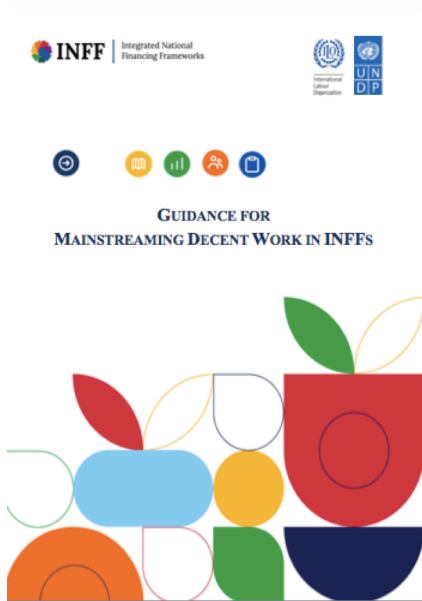
Each building block and decent work technical area offers:

- ✓ A brief overview.
- ✓ Guiding questions to help bring decent work policies and institutional frameworks into the INFF process, and to identify entry points for advisory, technical assistance and capacity building.
- ✓ Analytical and planning tools.
- ✓ Country experiences to promote peer learning among countries.

REMARKS:

- The guidance is a living document that will be further enriched as lessons learned from country experiences come to life, and as further guidance needs are identified. See below contact details to share your experience and views.
- The document has been prepared to be accessible online on a module basis in the near future, hence the recurrence of certain information across sections in the full PDF version now available at:

<https://inff.org/resource/guidance-for-mainstreaming-decent-work-in-inffs>



INFF website resources

Share your views and on-the-ground experience with us
inff.org/contact-us or PARTNERSHIPS@ilo.org

FINANCING AGENDA 2030 AND THE SDGs

- The 2015 Financing for Development **Addis Ababa Action Agenda** called for UN member countries to make use of the full range of financial resources, public and private, to support national sustainable development plans and SDG priorities.
- To this end, **guiding documents for INFF design and implementation** were prepared in 2020-21. The socio-economic disruptions triggered by the COVID-19 pandemic quickly led a growing number of countries to adopt the proposed approach to address the surge of concurrent financing needs. Over 80 INFF are now under development or implementation.
- Recent **economic developments**, partly influenced by the conflict in Ukraine (rising inflation, interest rates and energy and food commodity prices), have further **strained labor markets**, socio-economic conditions and financing positions globally (fiscal space, debt position, private investment and access to international markets).
- As a result, global labour income has suffered, the social protection gap widened, and poverty increased for the first time in two decades, a **setback to Agenda 2030**.



RECENT DEVELOPMENT PLANNING & FINANCING TRENDS

- This context has stressed the **need to focus on the social dimension of Agenda 2030** for a more sustained, sustainable and inclusive economic growth.
- At multilateral level, the **Global Accelerator on Jobs and Social Protection for Just Transitions** initiative launched in 2021 embodies the UN system-wide response to such global challenges. It aims to channel investments towards a job-rich recovery and a transition to more sustainable and inclusive economies using INFFs to catalyse financial resources.
- At country level, a more **human-centred approach to socio-economic recovery strategies** that promote full, productive and decent work for all is emerging as an effective route out of poverty and inequality. Hence, **new generation national development and Covid-19 recovery plans** are increasingly including decent work aspects among national priority objectives.
- Accordingly, numerous countries are also revisiting or in the process of designing new **National Employment Policies (NEPs)**, and gradually ensuring decent-work oriented budget allocations. Yet effective progress in policy implementation hinges on a medium to long term financing strategy.

WHY MAINSTREAMING DECENT WORK IN INFFs?

- Decent work is a direct objective of Agenda 2030, with **SDG 8 focusing on decent work and economic growth**. Yet the strong link between job creation and social protection, sustained and inclusive growth, and reduction of poverty and inequalities means that it is also a crosscutting **policy driver of Agenda 2030's different dimensions and SDGs**, the objective of an INFF financing strategy.
- Moreover, policies rooted in **social dialogue**, a pillar of the Decent Work Agenda, help enhance socio-economic resilience, inclusiveness and sustainability. And maximising decent and productive employment is, in the long run, a **generator of sustainable finance and fiscal space** to further support Agenda 2030 development objectives.
- The **Global Accelerator** three-pillared approach (integrated national strategies/policies, integrated financing, and enhanced multilateral cooperation) points to a progressive and wider integration of decent work aspects in development plans and INFF financing strategies.

WHAT DOES MAINSTREAMING MEAN?

- Mainstreaming decent work in INFFs goes beyond considering the **financing needs, opportunities and challenges of Decent Work Agenda linked objectives**, and incorporating such objectives in integrated national financing strategies for the mobilisation and alignment of resources and associated policies and instruments.
- Even when decent work is not a development priority identified in a national planning strategy, it is important to consider **how financing policies and mechanisms** considered for the realisation of other development priorities may **support or decelerate** the achievements in the four interrelated pillars and cross cutting objectives of the **Decent Work Agenda** (see image).
- Such an approach to INFFs, sensitive to decent work, requires engaging key partners of the country's economic structure in constructive tripartite **social dialogue**. This includes governments and employer and worker representatives to ensure a decent work perspective is taken into account.

DECENT WORK AGENDA

Four inseparable, interrelated and mutually supportive strategic objectives



Gender equality and non-discrimination as cross-cutting issues