



8 DECENT WORK AND ECONOMIC GROWTH



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GOAL



CHALLENGES



DATA



ACTIONS



On 25 September 2015, the United Nations General Assembly approved the “2030 Agenda for Sustainable Development”, establishing as number 8 this goal, which is one of the essential elements for promoting sustained, inclusive and sustainable economic growth, full employment and production and, in short, decent work for everyone.

The International Labour Organization conceives “decent work” as the opposite of exploitation or slave labour, in other words, labour that does not allow the worker to escape from poverty, or see any personal progress or improve their life expectancy, and nor does it offer them any type of social protection, either present (i.e. health and other social benefits for the family of the worker) or future (i.e. a public pension policy for when the person can no longer work, due to their age or health).

As a result, decent work is aimed at promoting legislative policies, but also business policies with different content in developing countries and in those societies which are economically more developed, even though both have the same pattern of a better redistribution of wealth and an increase in the opportunities of all workers on the planet (with particular emphasis on the position of women and children on the job market); in short, working towards a better world.

A society (or, on another level, a company) with the goal of economic growth based in the exploitation of the worker and enrichment is subject to very short-term short-sighted development, as it will never develop nor go deeper into the training of the workers, but rather will always be characterised by very low productivity, in which society as a whole will not find any return, either in social improvements or progress or any increase in social protection.

In Third World societies, this goal requires the implementation of legislative policies in order to promote basic minimum work conditions, as well as access by workers to greater levels of social protection in matters of Social Security, healthcare, unemployment and pensions, obviously without forgetting general education, in order for companies to adopt the necessary habits so their employees might abandon poverty and might be offered appropriate future opportunities and professional development.

In more developed societies, the goal does not so much require the implementing of rules, which already exist are sufficiently developed, but an improvement in administrative goals for avoiding fraud and social awareness work showing that the economic growth of the companies lies in complying with all labour, Social

Security, and occupations risk prevention rules, etc., so that the development of the companies lies in offering opportunities to improve at work, and to improve in the level of specialisation and training of the employees, non-discrimination and equality; in short, in the integration of workers into the models of the companies as their best assets.

Therefore, the continual lack of opportunities of decent work, insufficient investment and low consumption cause an erosion of the basic underlying social contract in democratic societies: the right of all to share progress. The creation of quality jobs continues to be a great challenge for almost all economies.





Although the average annual growth rate of the real GDP per capita worldwide increases year after year, there are still many less advanced countries where the growth rates have been decelerating and are far from achieving the rate of 7% established for 2030. The reduction in labour productivity and the increase in unemployment rates negatively affect standards of living and salaries.

Therefore, in order to achieve the development sustainable goal, it is necessary to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

This requires societies to create the necessary conditions so that people can access quality jobs, stimulating the economy without damaging the environment. There must also be job opportunities for the entire population of working age, in decent work conditions. Furthermore, the increase in labour productivity, a reduction in the unemployment rate, especially among the young, and an improvement in access to financial services for managing revenue, accumulating assets and making productive investments are essential components for sustained inclusive economic growth. Any increase in trade commitments, banking and agricultural



infrastructure will also help to increase productivity and reduce unemployment levels in the world's most impoverished regions.

We must reflect on slow unequal progress, and review our economic and social policies aimed at eradicating poverty.

At Auren, we maintain a level of commitment to our clients so as to make them aware of the need to comply with all rules reinforcing decent work as the greatest stimulus of workers in their degree of involvement and as the best sustainable growth engine: the right of all to share progress as a basic pillar of any democratic society.



The targets proposed by the United Nations in the 2015-2030 Agenda for Sustainable Development included in this goal are, by 2030, the following:

- Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.
- Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation.
- Encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental

degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

- Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- Substantially reduce the proportion of youth not in employment, education or training.
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldier.
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- Devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.

- Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.
- Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries.
- Develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.





- Half of the world's population still lives on the equivalent of 2 US dollars a day.
- In many places in the world, having a job does not ensure the capacity to escape from poverty.
- There are an estimated 151.6 million children who are victims of child labour. Almost half (72.5 million) are involved in some of the worst forms of child labour, such as slavery, trafficking, forced labour or recruitment for armed conflicts.
- Millions of girls work as domestic servants and home help without any salary, and are especially vulnerable to exploitation and mistreatment.
- Millions of other children work under terrible circumstances. They may be victims of trafficking (1.2 million), victims of debt servitude or other forms of slavery (5.7 million), victims of prostitution and/or pornography (1.8 million) or recruited as child soldiers in armed conflicts (300,000).
- Worldwide, there are 12 to 27 million peoples enslaved in various branches of industry, services and agriculture. In general, those enslaved come from highly impoverished regions, with little access to education, health or formal credit.
- In 2017, the global unemployment rate was 5.6%, compared to 6.4% in 2000.
- Worldwide, in 2016, 61% of workers had a non-regulated job. The agriculture sector aside, 51% of all workers were included in this job category.
- Men earn 12.5% more than women in 40 of the 45 countries for which there are data.
- The salary difference by gender worldwide is 23% and without decisive action, it will take another 68 years to achieve equal pay. Women's labour force participation rate is 63 per cent while that of men is 94 per cent.
- Despite their increasing presence in public life, women continue to do 2.6 times the unpaid care and domestic work that men do.
- 470 million jobs will be needed to absorb new entrants to the labour market between 2016 and 2030.
- An estimated 172 million people worldwide were without work in 2018, an unemployment rate of around 5%.
- As a result of labour expansion, the number of unemployed people is projected to increase by one million each year to reach 174 million by 2020. In addition, around 700 million workers



lived in moderate or extreme poverty in 2018, on less than 3.20 US dollars per day.

- As regards women, their participation in the labour force was 48%, compared to 75% for men. Around 3 out of 5 of the 3.5 billion people in the labour force in 2018 were men. In addition, many more women than men are underutilised in the labour force: 85 million, compared to 55 million men.
- In total, 2 billion workers had informal jobs in 2016, representing 61% of the global labour force.
- As regards the number of jobs, by 2020, 600 million new jobs should be created, with the goal of maintaining the growth rate in the population of working age.



Access to quality jobs

- Universalisation of education: increasing State aid, non-governmental organisations, not-for-profit associations, private companies and, in general, any human organisation committed to education, so that grant systems can permeate all social levels, paying particular attention to the most disadvantaged and those countries with the least financial capacity.
- Quality jobs: through aid, encouraging favourable taxation and any additional fostering measure, new sustainable business models and value generators. Ending business models based on the misuse of people and natural resources which, on generating little value, are only viable through low labour remunerations and under unacceptable work conditions.

Economy respecting the environment

- Exporting to the planet as a whole the philosophy of “the polluter pays”. Beyond a clear commitment of the political powers to effectively respect the environment, which should translate into prosecuting those who deliberately breach the rules (penalising activity), a general tax system should

be established punishing those who pollute most and, why not, rewarding those organisations that foster environmental respect and sustainability.

- Making clear the great profitability of the green economy above models based on the destruction of the environment. This involves having better long-term approaches and doing away with short-term views.

Employment opportunities for all in decent work conditions

- Generalising fair work standards in all countries, with the political powers being responsible for prosecuting those activities that fall below this standard, but also thinking positively when rewarding organisations offering better conditions than those established previously.
- Supporting economic stability measures for the most disadvantaged classes, along with access to education, so that any employment opportunities might filter through to all layers of society.

Entrepreneurship

- Channelling all aid, from State to private organisations, so that the funds al entrepreneurship are available.

- Achieving highly effective entrepreneurship structures (business incubators, co-working and the like) so that, along with training and education, potential entrepreneurs might have an action vehicle in respect of their future financiers.
- Supporting through public incentives any investment in entrepreneurial activities, in particular those that create value and are in line with the values of respect and sustainability.

Modernisation and technological innovation

- Democratising the use of and access to technology, in particular access to the Internet.
- Supporting all modernisation processes of society resulting in improvements in organisations for their subjects and involving greater commitment to sustainability.

Equal work, equal pay

- • Developing all action measures in respect of national legislations that involve removing gender differences, ensuring men and women share the burdens of life in society equally, thus preventing gender from being a differentiating factor when hiring.



- Supporting all global development measures so that differences in income by countries is reduced and, therefore, there is no “competitive social dumping” between countries affecting the most disadvantaged, seeking only to reduce labour costs.

Access to financial services

- Supporting new technologies for democratising access to global financial services.
- Encouraging the possibility of disposing of funds more easily for any public or private activity clearly facilitating sustainable economic activity.
- Avoiding the movement of international financial funds contravening the policies of sustainability and equality, through capital movement inspection activities.
- Ensuring public powers support financial institutions that favour affordable access to financial services for countries with less financial capacity.





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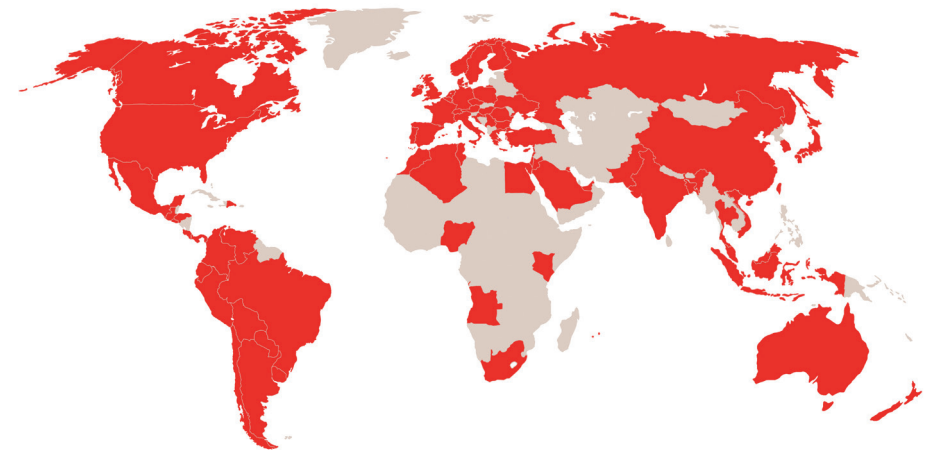
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