



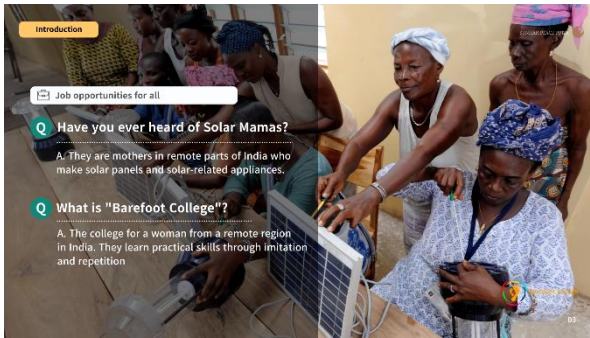
LEARN & ACT Teacher's Guide

Decent Work and Economic Growth

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Introduction 1. Job opportunities for all



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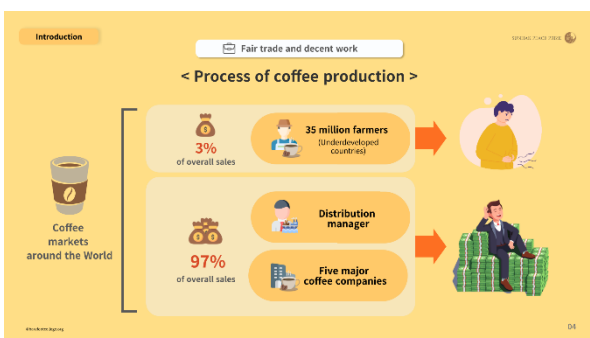
A. Solar Mamas

Have you ever heard of *Solar Mamas*? They are mothers in remote parts of India who make solar panels and solar-related appliances. After studying at Barefoot College, which is sponsored by the country, they are putting their talents into practice for residents in the outskirts of the city.

B. Barefoot College

Barefoot College is an education organization in India. Bunker Roy founded Barefoot College in 1967 after witnessing the harsh life of the poor people without education in Bihar. One requirement for attending this college is that you are a woman from a remote region in India. There are no set curricula or professors at this college, and the school does not provide a certificate of graduation. Every student can be each other's mentor and teacher, where they learn through imitation and repetition the practical skills they can utilize in their villages. Those skills include installing, building, and repairing solar lamps, water pumps, and rainwater harvesting systems.

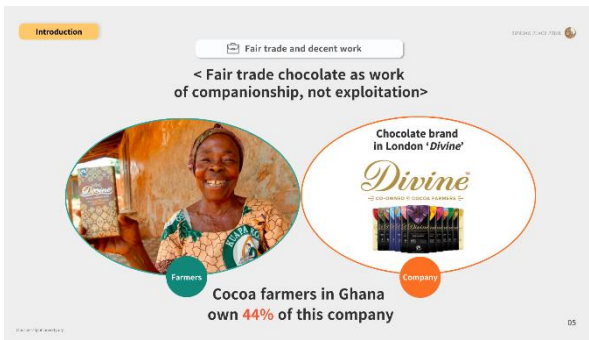
Introduction 2. Fair trade and decent work



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A. Process of coffee production

Coffee produced by 35 million farmers in underdeveloped countries around the hemisphere yield sales of about 7,500 trillion won (US\$6 trillion) per year. However, less than 3% of that money goes to the farmers. Multinational corporations take more than half of the profits, and the rest fall into the hands of intermediaries involved in the distribution process. Farmers reinvest the remaining money for the next season, and their family is left hungry for 1/3 of the year.



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B. Fair trade chocolate as work of companionship, not exploitation

Fair trade is a form of trade to help solve the problem of unfair trade system between developed and developing countries. A good example of fair trade is Divine, a farmer-owned chocolate brand. Based in London, England, cocoa farmers in Ghana own 44% of this company, which means that they share almost half of the company's profit. Body Shop, co-founder of the company, has helped their farmers to not only farm cocoa but take part in manufacturing the finished product. It shows how the rich can choose to share their profit through companionship instead of exploiting the poor.

1. What is decent work and economic growth?

01. What is decent work and economic growth?



? What is decent work?

Decent work is productive work for women and men in conditions of freedom, equity, security and human dignity

? What is economic growth?

Economic growth is an increase in national gross income and overall productivity of a country resulting from improvement in the market value of goods and services.

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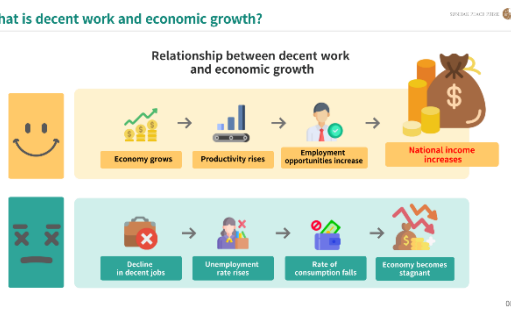
A. What is decent work?

We need jobs to make a living and support a stable life. In 1999, the International Labour Organization defined *decent work* as “productive work for women and men in conditions of freedom, equity, security and human dignity” and stated 11 areas of indicators to be considered for decent work (1998 ILO Declaration on Fundamental Principles and Rights at Work). These include employment stability, employment opportunities, labor to be eliminated, moderate income and productive labor, adequate working hours, safe working conditions, work-family balance, employment equality, social security, social dialogue, and socioeconomic context.

B. What is economic growth?

Economic growth is an increase in national gross income and overall productivity of a country resulting from improvement in the market value of goods and services. The percent rate of increase is measured by gross domestic product (GDP) or gross national income (GNP).

01. What is decent work and economic growth?



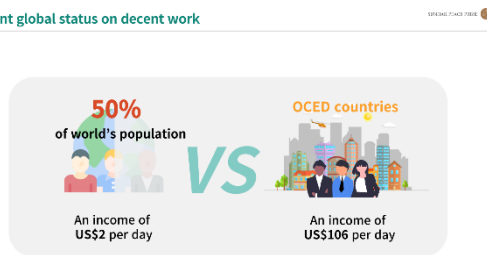
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C. Relationship between decent work and economic growth

As the economy grows, productivity rises, employment opportunities increase, and national income also increases. On the contrary, with a decline in decent jobs, with a decline in decent jobs, unemployment rate rises, rate of consumption falls, and the economy becomes stagnant. Ultimately, economic growth should proceed in a direction that is beneficial to everyone, protecting worker's rights and creating quality jobs at the same time.

2. Current global status on decent work

02. Current global status on decent work



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A. 50% of the world earn an income of \$2 per day

Most of the OECD countries have established democracy and a market economy. According to the 2021 report by the OECD, the average income in OECD countries is US\$106 per day. In contrast, 50% of the world's population live on an income of US\$2 per day. The more than 50-fold gap is expected to widen every year.

02. Current global status on decent work

SUNHAK PEACE PRIZE



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B. Over 200 million people are out of work

The number of unemployed exceeded 270 million in 2022 according to the ILO. Unemployment rate is more serious in the youth, and ILO reported that 70.9 million, or 13.1% of the worldwide youth population, are without a job. The unemployment rate for young people in the Arab world has reached 30%, and even in developed countries that are part of the OECD, the proportion of youth without a job for over a year is 18%. As world population grows, we need 470 million more jobs to compensate for those entering the labor market from 2016 to 2030.

C. 2/3 of people work without a contract

Non-standard employment refers to temporary employment where the workers are not protected by employment termination rules. We see a rising tide of non-standard employment every year around the world. According to the 2015 ILO survey, 60% of the world's workers are employed without a contract, and only 42% of all workers are full-time. In addition, 17% of all employed workers in 86 countries, which account for 2/3 of the world's working population, were found to be engaged in non-standard employment with less than 30 working hours per week. Non-standard workers usually work in a more precarious environment and earn low wages.

D. Inequality in the workplace

Women, migrant workers, the disabled, and other socially disadvantaged face inequality in the workplace in terms of wage, rate of employment, etc. It may seem surprising that women, who account for half of the human population, is considered socially disadvantaged, but according to a report by the UN Women in 2020, men earn 23% more than women worldwide. It is even worse for the disabled, who are a representative group of the socially disadvantaged. According to the ILO data, there are more than 1 billion disabled people worldwide as of 2016. However, their employment rate is still low, and many of them work in informal areas, working in part-time or temporary jobs and receive low wages.

3. Why is there a decrease in decent work?

03. Why is there a decrease in decent work?

< Unemployment >

Growing population

Technology replacing human labor

Rising wages

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1) Unemployment

A. Growing population vs. disappearing jobs

One main cause for rise in unemployment is population growth. The number of jobs is not keeping up with the increasing population, and the increase in the number of jobseekers has led to a shortage of availability.

B. Technology replacing human labor

With advancements in automation technology, machines have taken over the role of humans in many tasks, especially low-skilled and unskilled labor. Technological innovation creates new job opportunities but at the same time causes unemployment. Many workers are required to make constant efforts to cope with the rapidly changing working environment, and those who have lost their jobs have difficulty finding employment in the new job field.

C. Rising wages

Rising wages also contribute to unemployment. The Korea Economic Research Institute predicts that raising minimum wage to 10,000won (approx. US\$7.80) will reduce the number of jobs by 3 million. A wage increase that is proportional to the national growth rate has a positive effect on the economy, but an excessive increase leads to financial difficulty for the employers. As a result, businesses will reduce the number of employees and hence lead to higher unemployment rate.

03. Why is there a decrease in decent work?

< Polarization >



Gender gap in employment

Increase in migrant workers

Child labor is on the rise again

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2) Polarization

A. Gender gap in employment

According to the UN Women Data, only 63% of women between ages of 25 and 54 are part of the labor force. In contrast, 94% of men in the same age group participate in labor. Many occupations still prefer men over women and underestimate the value of women's labor force. There are cases where only certain genders are employed to the same position or hired through networking. These factors contribute to creating glass ceiling, a barrier that prevents women and other minorities from being promoted beyond a certain level.

B. Increase in migrant workers

The UN defines migrant workers as those aged 15 or older who migrate to outside their country to pursue work or work in seasonal jobs. In 2017, the ILO reported that the number of migrant workers worldwide was 164 million, with a 9% increase from 2013. Migrant workers account for 4.7% of the global labor market, and most of them are employed in developed or middle to high-income countries. Many migrant workers are faced with challenges such as low wages, long working hours, poor working conditions and health problems that follow, and discrimination in the workplace. Despite these facts, the number of migrant workers is still growing.

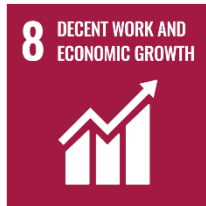
C. Child labor is on the rise again

A child includes young people before the age of 18, and child labor is work that deprives children of their childhood and harms their physical and mental development. According to the joint publication by UNICEF and ILO, the total number of children in child labor has risen to 160 million worldwide as of 2020. This is an increase of 8.4 million children in the previous four years. Children often experience abuse in harsh environments, which adversely affects their physical growth and mental health.

Seventy percent of them work in agriculture or fishing, 20% of them in service work, and 10% of them in the industry field. The region with the highest number of child labor is South Asia, which includes India and Pakistan, followed by sub-Saharan Africa.

4. Goal of the international community for decent work and economic growth

04. Goal of the international community for decent work and economic growth



| UN Sustainable Development Goal #8

'Decent Work and Economic Growth'

| Significance of decent work and economic growth

"sustained economic growth, full and productive employment, and decent work for all women and men."

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A. UN Sustainable Development Goal #8 Decent Work and Economic Growth

Sustainable Development Goals (SDGs) are 17 global goals adopted by the United Nations General Assembly in 2015 and are intended to be achieved by 2030.

B. Significance of decent work and economic growth

The UN goal of *decent work and economic growth* starts with raising awareness about this issue and promotes "sustained economic growth, full and productive employment, and decent work for all women and men."

04. Goal of the international community for decent work and economic growth



| SDGs8. Targets

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
- 8.3 Promote development-oriented policies that support productive activities, decent jobs creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
- 8.5 By 2030, 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
- 8.7 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 soldiers, and by 2025 end child labour in all its forms
- 8.8 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

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C.SDGs. 8. Targets

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8.8 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

5. The most important tasks for decent work and economic growth



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A. Active response to the actively changing labor market

Workers should also put in the effort to learn new skills to adapt to an evolving workforce. Governments and companies may adopt relevant policies to help workers acquire the needed skills for employment. Businesses and employers can seek new investments and provide extended education, training, and re-staffing to support economic growth.

B. Providing legal protection

Protecting workers in informal employment is an important factor in creating decent jobs. The scope of various policies, such as labor law and policies, social insurance and tax policy, should expand to reach informal employment workers. One main task is to ensure minimum wage, which is the lowest wage that employers can legally pay their employees. It is set by the government to prevent employers from exploiting workers.

C. Gender equality in the workplace

Women should have equal opportunity for sustainable decent jobs as men, including legal protections to receive equal wage and opportunities to participate in education.

D. Efforts to end child labor

International cooperation among national legislators, companies, stakeholders and other communities can help to put an end to child labor. The government can strengthen the legislation related to banning child labor and businesses can take responsibility to comply with the law. Consumers can contribute by becoming aware of social impact of their purchases and voicing their demand for fair trade.

E. Active employment for the disabled

Jobs for the disabled are limited due to physical constraints and the prevalence of prejudice and discrimination against the disabled by the employers. To increase employment of the disabled, they should be provided with a standard education and opportunities to acquire skills with consideration for their physical limitations. Above all, the job market should be focused on the advantages they have, not their disadvantages.

6. International efforts for decent work and economic growth

06. International efforts for decent work and economic growth

| 1. International organizations



International Labour Organization



Fairtrade International



Bachpan Bachao Andolan
to end child labor

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1) International organizations

A. International Labour Organization (ILO)

International Labour Organization (ILO) is an UN agency established after World War I in 1919 as people became more aware of workers' rights, to promote social rights by setting international labor standards. It operates based on the International Labor Convention adopted in 1948. Its active efforts include human resources training and providing support in technology, establishing unions and building factories in rural areas as well as research and collecting data related to all forms of labor.

B. Fairtrade International (FI)

Fairtrade International (FI) is an organization that systematically manages and supports fair trade networks around the world and aims to solve structural problems of existing international trade. Its focus is on supporting the sustainable development of farmers, workers, and particularly union of small-scale producers in in third world countries.

C. Bachpan Bachao Andolan (BBA) to end child labor

Bachpan Bachao Andolan (BBA) is a civic movement started in 1980 by the 2014 Nobel Laureate Kailash Satyarthi. It leads boycott of products produced by children through forced labor and focuses on rescuing children who have been trafficked and forced into servitude.

06. International efforts for decent work and economic growth

2. Campaigns



ILO Declaration on Fundamental Principles and Rights at Work



World Day Against Child Labor

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2) Campaigns

A. ILO Declaration on Fundamental Principles and Rights at Work

This is a declaration adopted during the ILO Annual General Assembly in June 1998. The main points in the declaration of fundamental rights at work, also called core labor standards (CLS), are as follows: freedom from forced labor, freedom from child labor, freedom from discrimination at work, and freedom to form and join a union and to bargain collectively.

B. World Day Against Child Labor

World Day Against Child Labor established by the ILO is celebrated on June 12 of every year. Campaigns are held worldwide to as an effort to end child labor and provide quality education for children.

06. 양질의 일자리와 경제 성장을 위한 국제사회의 노력

3. Other Ideas



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3) Other Ideas

A. Rugmark: certification of no child labor

Child labor was prevalent in many of the carpet manufacturing factories. *Rugmark* began as an effort to eliminate child labor in 1994 and provides a certification trademark to carpets that have been manufactured without illegal child labor.

06. 양질의 일자리와 경제 성장을 위한 국제사회의 노력



| 3. Other Ideas



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B. Small Business Saturday: Shop at a small, local shop

American Express started Small Business Saturday in 2010 to support local businesses. It is celebrated on the Saturday after U.S. Thanksgiving Day during one of the busiest shopping periods of the year. The purpose is to encourage people to shop in local stores, and the profits are a great contribution to the community.

7. Brainstorm ways to contribute to decent work and economic growth



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What can we do to decent work and economic growth?