



International
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DECENT WORK IS NOT JUST A GOAL — IT IS A DRIVER OF SUSTAINABLE DEVELOPMENT

More people in decent jobs means stronger and more inclusive economic growth. Improved growth means more resources to create decent jobs. It is a simple equation but one that has been largely neglected in international policy-making both before and after the 2008 financial crisis. With the 2030 Agenda for Sustainable Development we have a once-in-a-generation chance to make a change and improve the lives of billions.

Decent work puts money in the pockets of individuals and families that they can spend in the local economy. Their purchasing power fuels the growth and development of sustainable enterprises, especially smaller businesses, which in turn are able to hire more workers and improve their pay and conditions. It increases tax revenues for governments, who can then fund social measures to protect those who cannot find a job or are unable to work.

Promoting jobs and enterprise, guaranteeing rights at work, extending social protection and promoting social dialogue are the four pillars of the ILO Decent Work Agenda, with gender as a cross-cutting theme. These are crucial to advancing the entire sustainable development agenda.

Decent work for all reduces inequality and increases resilience. Policies developed through social dialogue help people and communities cope with the impact of climate change, while facilitating the transition towards a more sustainable economy. And not least, the dignity, hope and sense of social justice derived from having a decent job helps build and maintain social peace.

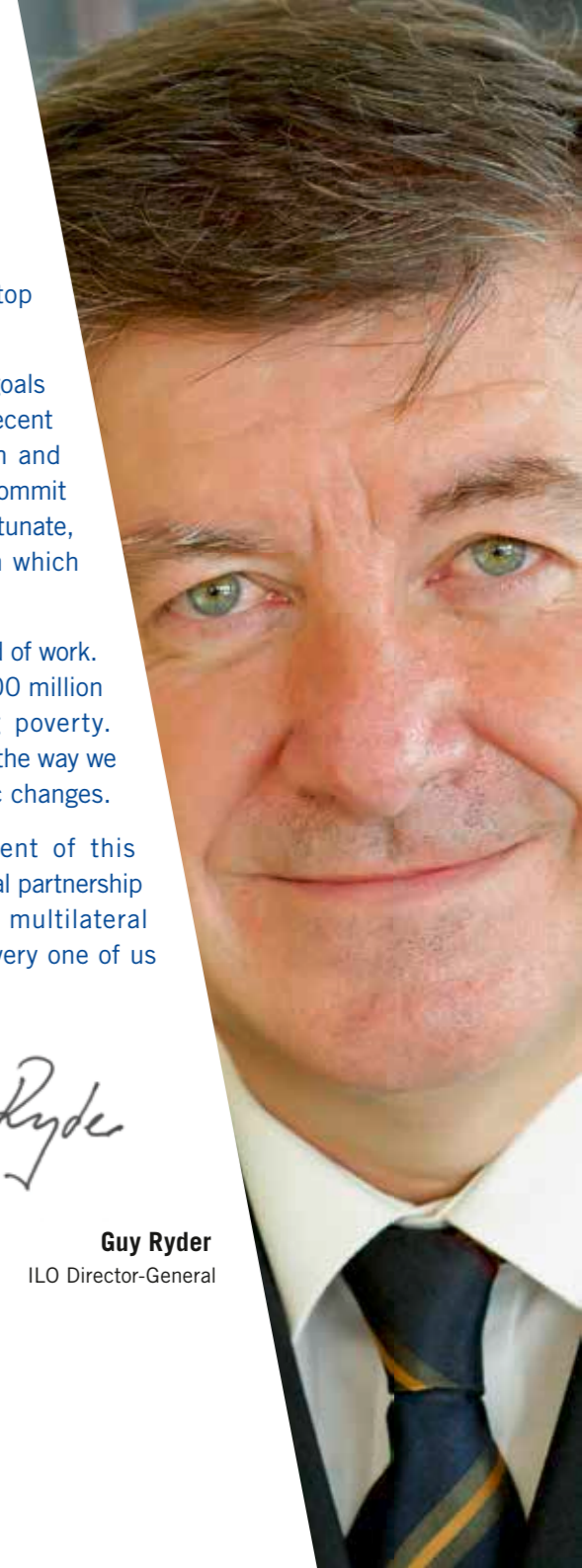
It is no wonder that people put a decent job among their top priorities in the global consultations for the 2030 Agenda.

As UN Secretary-General Ban Ki-moon has said, the 2030 goals “address the requirements for all humanity to be able to live decent lives free from poverty, hunger and inequality, with all men and women, girls and boys able to develop their full potential. They commit all of us to be responsible global citizens, caring for the less fortunate, as well as for our planet’s ecosystems and climate action on which all life depends”.

We cannot understate the challenges that lie ahead for the world of work. Global unemployment remains unacceptably high at around 200 million people, while hundreds of millions more are in working poverty. In addition, the next 15 years will see major transformations in the way we work, driven by technological, environmental and demographic changes.

But we can realize the vision of sustainable development of this transformative agenda by 2030 if we all come together in a global partnership of governments, business and trade unions, as well as multilateral organizations, civil society and ordinary people. Each and every one of us has a role to play, to ensure no one is left behind.

Guy Ryder
ILO Director-General



8 DECENT WORK AND ECONOMIC GROWTH



Agenda 2030 places decent work for all, and the ILO's mandate and purpose of social justice, at the heart of policies for sustainable and inclusive growth and development.

Several countries have returned to, or maintained, growth, since the 2008 financial crisis. But too often this has been jobless growth. Our economies are doing better but people are not seeing more opportunities to find decent work. This is not sustainable.

Over 600 million new jobs need to be created by 2030, just to keep pace with the growth of the working-age population. That is around 40 million per year.

We also need to improve conditions for the 780 million women and men who are working but not earning enough to lift themselves and their families out of US\$2-a-day poverty.

By putting job creation at the heart of economic policy-making and development plans, we will not only see increasing decent work opportunities but also more robust, inclusive and poverty-reducing growth.

Amongst developing and emerging countries, those that invested the most in quality jobs from the early 2000s grew nearly one percentage point faster every year since 2007 and experienced lower income inequalities.

Job-centred economic growth creates a virtuous circle that is as good for the economy as it is for people and one that drives sustainable development.



8 DECENT WORK AND ECONOMIC GROWTH



GOAL

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

- 8.1** 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.
- 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 job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- 8.4** 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.
- 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.
- 8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training.
- 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.
- 8.9** By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.
- 8.10** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.
- 8.a** 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.
- 8.b** By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.

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Decent job creation in small businesses

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

Micro-, small- and medium-sized enterprises (MSMEs) are the world's job creators, accounting for at least two-thirds of all jobs worldwide. They were also the businesses hardest hit by the financial crisis as access to credit became restricted. Small enterprises are also often found in the informal sector, where working conditions are in practice unregulated.

What needs to be done:

- Small businesses need to be supported in the coming years as labour markets transform and entrepreneurial activity strengthens. Policies should reflect and respond to the diversity of new companies, in terms of size, structure and sector.
- Access to finance should be made easier and the right conditions created to allow enterprises to flourish. Working conditions should be improved and MSMEs helped to move to the formal economy.



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Decent work for all

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

With around 200 million people out of work worldwide, full employment remains a distant reality for many countries. If we are to reduce the jobless figures, full employment needs to be set as a target for macroeconomic policies at the national and international levels.

In many parts of the world, women are often in undervalued and low-paid jobs, and lack access to education, training and recruitment. They have limited bargaining and decision-making power and still shoulder responsibility for most unpaid care work. Globally, only about half of the world's women are in the labour force, compared to nearly 80 per cent of men, earning on average 23 per cent less than men, with mothers particularly hard hit.

What needs to be done:

- Macroeconomic policies that promote job creation and support demand and investment need to be prioritized, along with tax, infrastructure and sector-specific policies that enhance productivity.
- Policies to support business should be adopted to increase credit flows and promote entrepreneurship and small businesses, while encouraging the transition from the informal to the formal economy.
- People-centred policies that reduce inequalities must be implemented. These include social protection measures, wage policies, strengthened labour inspection, increased female labour market participation and protecting collective bargaining.
- Policies need to be put in place to help women enter the labour force and enable them to benefit from fair maternity protection and work-family policies.



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Youth employment

By 2020, substantially reduce the proportion of youth not in employment, education or training

Worldwide, over 73 million young people (aged 15–24) were looking for work in 2014. The global share of youth not in employment, education or training reached more than one in five. In addition, more than one-third of young people with jobs in the developing world were living on less than US\$2 a day in 2013.

Early school-leavers are those most likely to remain trapped in jobs where their rights are not respected and where they work in conditions of great insecurity and poverty.

The experience of unemployment or underemployment early in life has “scarring” effects that can damage long-term job and life prospects.

Ensuring a virtuous circle of education and training, higher productivity, more and better quality employment and economic growth would have huge social and economic benefits.

What needs to be done:

- Develop strategies to promote youth employment that balance an integrated strategy for growth and job creation with targeted interventions, such as job search assistance, or measures to support young entrepreneurs.
- Address skills mismatch by ensuring that training programmes meet labour market needs and by introducing work experience components in technical vocational education and training.
- Invest in innovative forms of social protection to improve income security for workers in vulnerable employment.



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Forced labour and child labour

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

There are 168 million children – over 10 per cent of the global child population – in child labour. The number has fallen since 2000 but remains at unacceptable levels.

Twenty-one million people are in forced labour worldwide, more than 11 million of whom are women and girls. The vast majority of victims are exploited by private individuals or enterprises, generating over US\$150 billion in illegal profits per year.

What needs to be done:

- International labour standards – which provide a strong framework for tackling child and forced labour – need to be implemented at the national level.
- A multifaceted approach to ending child labour is needed, including legislation, access to education for all children, social protection for families and labour market policies.
- The 2014 ILO Protocol on forced labour, which includes provisions for addressing modern forms of slavery, requires ratification at the national level.



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Safety and health at work

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

Every day, 6,400 people die from an occupational accident or disease, amounting to 2.3 million deaths each year. A further 860,000 people are injured on the job daily. The cost to businesses amounts to US\$2.8 trillion annually – 4 per cent of global gross domestic product – through lost working time, interruptions in production, treatment of occupational injuries and diseases, rehabilitation and compensation.

What needs to be done:

- Urgent action is needed to build a global culture of prevention that respects the right to a safe and healthy working environment and ensures that both employers and workers know their rights and responsibilities.
- Implementation of ILO fundamental rights and standards at the national level is crucial. Vulnerable groups, including migrants, require particular attention to ensure that their rights are protected and working conditions improved.



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Making it all happen

By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the ILO

The ILO Global Jobs Pact was adopted in 2009 by governments, employers and workers in the aftermath of the financial crisis. It proposes a range of measures based on successful examples that are designed to accelerate decent job creation and build and maintain social protection systems.

It urges governments to consider options such as public infrastructure investment, special employment programmes, broadening of social protection and minimum wages.

Similarly, the ILO's 2012 resolution on youth employment provides a set of tried and tested measures specifically aimed at improving the labour market chances of young people.

The will is there, illustrated not least by commitments made by G20 countries to prioritize job creation and social protection in successive Summit communiqués. However, for change on the scale proposed by the 2030 Agenda to happen, an enhanced global partnership is needed to strengthen international cooperation and policy coherence.

The ILO's long experience as a tripartite organization is an enormously valuable asset in this regard. For nearly a century our governance structure has combined governments, representatives of the business community and trade unions.

The ILO will build on this tripartite structure to ensure our resources are used effectively and that we play a defining role in the new partnerships that must drive the implementation of the 2030 Agenda.

DECENT WORK IS THE FOUNDATION FOR SUCCESS ACROSS THE 2030 AGENDA. THE FOLLOWING PAGES HIGHLIGHT THOSE SPECIFIC TARGETS ON WHICH THE ILO IS ALREADY WORKING TO ENSURE THAT NO ONE IS LEFT BEHIND.

For more information, please visit www.ilo.org/sdg2030

1 NO POVERTY



The most important asset for people living in poverty is the potential of their own labour; their capacity to work productively. Decent work for all, including social protection, is therefore the main route out of poverty for individuals, communities and countries.

- 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as living on less than US\$1.25 a day.
- 1.2 By 2030, reduce at least by half the proportion of men, women and children living in poverty in all its dimensions according to national definitions.
- 1.3 Implement nationally appropriate social protection systems.

- 1.4 Ensure that all men and women have equal rights to economic resources, including microfinance.
- 1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.
- 1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.



2 ZERO HUNGER

Food production requires labour, and agriculture employs more people than any other sector. Furthermore, most people in extreme poverty live in rural areas, many dependent on earnings from agriculture. Decent work in sustainable agriculture and food value chains is therefore crucial to reaching this goal.

- 2.3 Double the agricultural productivity and incomes of small-scale food producers.
- 2.4 Implement resilient agricultural practices that increase productivity and production.



3 GOOD HEALTH AND WELL-BEING



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Healthy workers and decent and safe working conditions increase the productive capacity of the workforce. Conversely, lack of access to medically necessary health care, as well as occupational injuries and diseases, often drive people out of the workforce and into poverty. At the same time, the health sector is employing ever more people around the world who also need decent working conditions to deliver universal access to needed health care.

- 3.3 By 2030, end the epidemic of AIDS.
- 3.8 Achieve universal health coverage.
- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

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4 QUALITY EDUCATION

Education, as well as an end in itself, is also a means to getting a decent job, especially for young people, while lifelong learning is needed to keep up with the changing skills needed for the labour market.

- 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- 4.5 Eliminate gender disparities in education and ensure equal access to all levels of education.
- 4.b By 2020, substantially expand globally the number of scholarships available to developing countries for enrolment in higher education, including vocational training.
- 4.c By 2030, substantially increase the supply of qualified teachers.



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5 GENDER EQUALITY



Women's economic empowerment is fundamental to gender equality. For most women, the most important source of economic empowerment and dignity is a job. Closing gender gaps in employment, ensuring decent work for all women and equal pay for work of equal value is thus key to achieving gender equality.

- 5.1 End all forms of discrimination against all women and girls.
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking.
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.a Undertake reforms to give women equal rights to economic resources.

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.



6 CLEAN WATER AND SANITATION



Water affects workers' lives through its presence, its quality and its quantity. Investments in water and sanitation can create paid and decent jobs and thereby contribute to sustainable development.

6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.



7 AFFORDABLE AND CLEAN ENERGY



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The transition to a greener economy will require, and should be informed by, the contribution of the ILO's "Guidelines for a just transition towards environmentally sustainable economies and societies for all", which are based on the principles of Decent Work.

- 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.
- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.
- 7.b By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support.



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9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Industrial development is crucial to the world of work, and decent work is fundamental to making such development inclusive, innovative and socially sustainable. Labour intensive infrastructure development programmes have significant employment benefits for women and men living in poverty.

- 9.1 Develop quality, reliable, sustainable and resilient infrastructure to support economic development and human well-being.
- 9.2 Promote inclusive and sustainable industrialization and significantly raise industry's share of employment.
- 9.3 Increase the access of small-scale industrial and other enterprises, to financial services, value chains.



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10 REDUCED INEQUALITIES



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Decent work, with its emphasis on a fair income, security in the workplace and social protection for individuals and families, is a direct means to reduce inequalities in income, wealth and economic influence.

- 10.1** Progressively achieve and sustain income growth of the bottom 40 per cent of the population.
- 10.2** Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- 10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action.
- 10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve gender equality.
- 10.5** Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations.
- 10.6** Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions.
- 10.7** Facilitate orderly, safe, regular and responsible migration.
- 10.c** By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent.



11 SUSTAINABLE CITIES AND COMMUNITIES

The creation of decent work opportunities is fundamental to sustainable urban development. The way urban labour markets develop is in turn central to whether job creation yields decent poverty-reducing employment. A Decent Work Agenda for urbanization can make cities more productive, inclusive and sustainable.

- 11.1** By 2030, ensure access for all to adequate, safe and affordable housing and basic services.
- 11.2** Provide access to safe, affordable, accessible and sustainable transport systems for all.
- 11.c** Support least developed countries in building sustainable and resilient buildings utilizing local materials.



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12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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A just transition to the changed employment patterns consequent on changed consumption and production patterns is critical to the implementation of this goal. Decent work for all – in particular green jobs – will contribute to making development environmentally sustainable.

- 12.1 Implement the 10-year framework of programmes on sustainable consumption and production.
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
- 12.6 Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production.
- 12.b Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs.



13 CLIMATE ACTION



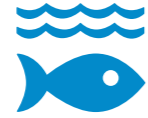
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Climate change action will require active involvement from the world of work and will benefit greatly from the application of the Decent Work Agenda, including by following the ILO's "Guidelines for a just transition towards environmentally sustainable economies and societies for all".

- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.



14 LIFE BELOW WATER



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Decent work for all, including fair remuneration and working conditions to the world's seafarers and fishers, is a foundation for conserving marine resources and reducing overfishing.

- 14.4 Effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing.
- 14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing.
- 14.7 By 2030, increase the economic benefits to Small Island developing States and least developed countries from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism.



15 LIFE ON LAND

Ensuring that protecting the terrestrial environment is integrated into poverty-reducing national and local development strategies requires a focus on decent work for all land workers.

- 15.b Mobilize significant resources from all sources and at all levels to finance sustainable forest management.



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16 PEACE, JUSTICE AND STRONG INSTITUTIONS



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Effective and inclusive institutions that promote decent work for all, based on respect for international labour standards and shaped through social dialogue are fundamental to just and peaceful societies and participative decision-making.

- 16.2** End abuse, exploitation, trafficking and all forms of violence against and torture of children.
- 16.3** Promote the rule of law at the national and international levels and ensure equal access to justice for all.
- 16.6** Develop effective, accountable and transparent institutions at all levels.
- 16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels.
- 16.8** Broaden and strengthen the participation of developing countries in the institutions of global governance.
- 16.10** Ensure public access to information and protect fundamental freedoms, in accordance with international agreements.

16.a Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, to prevent violence and combat terrorism and crime.

16.b Promote and enforce non-discriminatory laws and policies for sustainable development.



17 PARTNERSHIPS FOR THE GOALS

Partnerships in and around the world of work are key components of a revitalized Global Partnership for Sustainable Development. Further strengthening the capacity of employers' and worker's organizations to work with governments and international partners to drive forward the decent work dimensions of the 2030 Agenda is vital to its successful implementation.

- 17.9** Enhance international support for implementing effective and targeted capacity-building in developing countries.
- 17.13** Enhance global macroeconomic stability, including through policy coordination and policy coherence.
- 17.14** Enhance policy coherence for sustainable development.
- 17.17** Encourage and promote effective public, public-private and civil society partnerships.
- 17.18** Enhance capacity-building support to developing countries, to increase high-quality, timely and reliable data.



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