

1 Transitioning to Decent Work and Economic Growth in
2 Sub-Saharan Africa: Implications for the Attainment of
3 Sustainable Development Goal 8

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6

7 **Abstract**

The phenomenon of indecent workplaces poses serious existential threats to profits, plants, and people including the attainment of sustainable development goal (SDG) in Sub-Saharan Africa. This chapter discusses the imperative of transition to decent work and economic growth in Sub-Saharan Africa â??” a move that is expected to lead to the attainment of SDG 8. Using a mixed research method with preference for secondary data, the paper provides richer findings on the subject of inquiry. It was found that the per capita GDPs of Sub-Saharan Africa a period of 10 years (2000-2019) are very low when compared with the minimum per capita GDP of 3996 for the Upper – Middle Income countries. Also, the continent manifested a low tendency towards decent work because of worsening

8

9 *Index terms—*

10 **1 Introduction**

11 The phenomenon of indecent work has emerged as a front-burner issue before the International Labour Organization (ILO) and the governments of member countries, when viewed in terms of the number of conventions and guidelines on labour standards and fair employment that has been adopted and endorsed over the years. Regrettably, the level of compliance with the ideals of decent work is very low. The low compliance level by the employers and governments to the guidelines on decent work poses serious existential threats to profits, plants, and people (3Ps) including the attainment of the sustainable development goal (SDG) if not systematically redressed. A reliable report indicated that the global economy faces extreme, poverty, slower growth, climate change, widening inequalities, unemployment, and growing indecent work, but the situation is worse in Sub-Saharan Africa where more than 204 million people are unemployed in 2015, and the worsening unemployment situation provided breeding grounds for forced labour, slavery and human trafficking (UNDP, 2020).

21 Additionally, the report of World Bank (2019b) identified extreme poverty, growing public debt/debt risk, slow growth of the labour market, rising labour force, and gender disparities as the critical inhibiting factors holding back economic growth and sustainable development in Sub-Saharan Africa.

24 In the midst of the economic crisis explicated above, the youth population is the hardest hit, as young men and women driven by hunger, hopelessness, and haplessness are forced to accept non-standard employment with poor conditions of service in the developing countries (Shehu and Nilsson, 2014). Similarly, Sparreboom and Staneva (2014) reported that the vulnerable young people are the worst hit by the global economic crisis, when viewed from five areas, namely: (i) the young people have a higher unemployment rate, (ii) young people take up lowerquality jobs, (iii) they suffer greater labour market inequalities, (iv) the young people have longer and more insecure school to-work transitions, and (v) the young people have more increased detachment from the labour market.

32 To sustainably redress the institutional challenges to economic development in the world, the International Labour Organisation had long identified a decent work as an ideal that is central to sustainable poverty reduction and an effective means for achieving equitable, inclusive and sustainable development ??ILO, 2013). Similarly, the United Nations conceived the sustainable development goals (SDGs), specifically, Goal 8 is dedicated to a

3 METHODS AND ANALYSIS

36 transition to decent work and economic growth. To forestall ambiguity in understanding, the ILO explained that
37 work qualifies to be described as decent when three objectives engrained and ensured the authorities: the need
38 for jobs, the honouring of core labour standards, and the pursuit of further improvements in job quality (Fields,
39 2003).

40 The decent work agenda as featured consistently as part of international guidelines on employment and labour
41 standards for many years. It was mentioned in the UN Charter of 1945 (MacNaughton & Frey, 2018). The
42 1948 Universal Declaration of Human Rights Charter emphasized decent work including economic, social, and
43 cultural rights (Association of Human Rights (2011). Also, ILO's 1998 Declaration on Fundamental Principles and
44 Rights at Work articulated the need to promote principles and rights to decent work in four categories, namely:
45 (i) freedom of association and the effective recognition of the right to collective bargaining, (ii) the elimination
46 of forced or compulsory labour, (iii) the abolition of child labour and (iv) the elimination of discrimination in
47 respect of employment and occupation (ILO, 2020). In 1999, the ILO adopted a new industrial relations strategy
48 that is premised on four strategic objectives: (a) full employment, (b) improved levels of socio-economic security,
49 (c) universal respect for fundamental principles and rights at work, and (d) the strengthening of social dialogue
50 (Fields, 2003). The millennium development goals (MDGs) incorporated decent work as a new target of MDGs
51 in 2007. The 1999 UN Global Compact also integrated four core labour standards of ILO as part of its nine-point
52 principles (UN Global Compact, 2014). Furthermore, the ILO at the international Tripartite Meeting of Experts
53 in 2008 adopted the Decent Work Indicators with ten substantive elements (ILO, 2013). The European Union
54 similarly engrained the ILO's four core labour standards into its revised OECD Guidelines for multinational
55 enterprises: Global instruments for corporate responsibility ((Fields, 2003; ??ECD, 2000).

56 As laudable as the past efforts on the adoption of ILO's labour standards on decent work are, the phenomenon
57 of unfair labour practices continues in the global workplaces because there is a disconnection between the norms
58 espoused under the Decent Work Agenda and the tangible implications of interventions the African, Caribbean,
59 and Pacific (ACP) countries (Langan, 2014). The ineffective implementation of the various guidelines on decent
60 work is an indication that beyond the development of guidelines and standards on decent work at organizational,
61 national and international levels, there is a need for a strong ethical climate for the implementation, monitoring,
62 and evaluation of these guidelines. Moreover, the absence of the ethical climate is further worsened by the
63 avoidable constraints posed by inadequate labour administration, especially inadequate staff with sufficient
64 expertise to enforce the guidelines on decent work and labour standards in the informal economy .

65 Based on the foregoing, there exists a knowledge gap to be filled with regards to the state of decent work' in
66 Sub-Saharan Africa, and what strategies could be put in place to achieve decent work the stimulates economic
67 growth by the year 2030 in the continent. This paper discusses the imperative of transition to decent work and
68 economic growth (SDG 8) in Sub-Saharan Africa. Specifically, the study intends to answers to the following
69 questions: (a) What is the state of decent work in Sub-Saharan Africa? (b) What is the state of economic growth
70 in Sub-Saharan Africa?

71 There are seven sections in this chapter contribution. Section 1 provides a concise introductory background
72 on the macro-economic challenges hindering decent work agenda. Section 2 presents the adopted methods and
73 analysis. Section 3 critically discusses the concept of decent work and its measurements in the literature. Section
74 4 narratively explores the Spatio-Temporal analysis of international guidelines on decent work from 1945 to 2016.
75 Section 5 discusses economic growth. Section 6 presents the results/findings of the study. Section 7 discusses the
76 conclusions, practical/managerial implications, and policy recommendations.

77 2 II.

78 3 Methods and Analysis

79 This paper adopts a mixed research method with a preference for secondary data (qualitative and quantitative).
80 The required qualitative data were extracted from the selection of scholarly works on decent work and economic
81 growth in Sub-Saharan Africa. To ensure academic rigour and objectivity in the selection of these scholarly works,
82 a sample of 50 relevant scholarly works on decent work were purposively selected for the Google Scholar database.
83 However, the quantitative secondary data on the gross domestic product (GDP), percentage of unemployed males
84 and females in the labour force, and percentage of males and females in vulnerable employment were sourced from
85 the World Bank Database spanning 10 years (2000 -2019). The qualitative information from scholarly works was
86 analyzed using a critical literature review (CLR). The CLR is the systematic and objective analysis and evaluation
87 of scholarly articles on a specific subject matter for the purpose of developing new insights, richer findings, and
88 enriched understanding about the subject of inquiry (Saunders and Rojon 2011; Saunders, Lewis and Thornhill,
89 2012). The quantitative data were however analyzed descriptively using tables and percentages. The meaningful
90 findings that emerged from both methods. To ensure some degree of academic rigour and objectivity in the
91 selection of scholarly works, a sample of 50 relevant scholarly works on decent work were purposively selected,
92 analyzed and evaluated on the basis of which findings and prescriptions were made on the imperative of transition
93 to decent work and economic growth in Sub-Saharan Africa.

94 **4 III.**

95 **5 Definition of Decent Work and Measurements**

96 The term decent work is better explained than defined. A number of definitions abound in the industrial relations
97 and personnel management literature on this front-burner concept. Decent work refers to an adequate opportunity
98 for employees to work, equitable remuneration in cash and kind, including safety in the workplace and healthy
99 working conditions. The first two components of decent work (adequate opportunity and remuneration) are social
100 security components, while the two others (safety at workplace and healthy workplace) are the social relations
101 component of decent work (Ghai, 2003).

102 Decent work measurements have been widely discussed in the literature for several decades. At a point in
103 time, the decent work measurements focus on workplace outcomes, specifically: what kinds of work people are
104 assigned, how remuneration is determined including security of the work, and what rights workers enjoy in their
105 workplace (Fields, 2003). The International Labour Organization (ILO) after an international Tripartite Meeting
106 of Experts on the Measurement of Decent Work in 2008 adopted a framework of Decent Work Indicators with ten
107 substantive elements as veritable measurements that include: (i) full and productive employment, (ii) rights at
108 work, social protection, and the promotion of social dialogue; employment opportunities; adequate earnings and
109 productive work; decent working time; combining work, family and personal life; work that should be abolished;
110 stability and security of work; equal opportunity and treatment in employment; safe work environment; social
111 security; and, social dialogue, employers' and workers' representation ??ILO, 2013).

112 As laudable as the framework on decent work indicators/measurements are, it requires an ethical climate for
113 its implementation, monitoring, and evaluation.

114 An ethical climate incorporates an organization's working environment, ethical consequences of organizational
115 issues, policies, procedures and practices .) and extends to the application of organizational policies and
116 procedures and execution of ethical standards to reward ethical activities and sanction unethical conduct
117 (Schwepker, 2001;. Related to the point above, the UN Global Compact principles 3, 4, 5 and 6 also emphasized
118 the need for decent work globally. Specifically, the 3 rd principle stated that businesses operating across the
119 globe should uphold the freedom of association and the effective recognition of the right to collective bargaining;
120 the 4 th principle emphasized the need for corporate leaders to eliminate all forms of forced and compulsory labour;
121 the 5 th principle emphasized the need for effective abolition of child labour; and 6 th principle recommended
122 the need to eliminate discrimination in respect of employment and occupation (UN Global Compact, 2014, p.6).

123 **IV.**

124 **6 Spatio-Temporal Analysis of International Guidelines on de-
125 cent Work**

126 Having understood the definition of decent work, this section examines how decent work agenda has consistently
127 been discussed, endorsed, and adopted over-the-years by the international community. As far back as 1945 post-
128 world war period, the need for a decent work was consistently pursued. Specifically, the UN Charter of 1945
129 articulated the ideals of decent work through the promotion of "higher standards of living, full employment, and
130 conditions of economic and social progress and development" including respect for, and recognition of human
131 and basic rights of workers (MacNaughton & Frey, 2018; Association of Human rights, 2019). The 1945 Charter
132 was mere pronouncement with very low compliance in the world of work and among member nations of the UN.

133 In 1948, the imperative of decent work was relaunched and firmly enshrined as part of the Universal Declaration
134 of Human Rights Charter. The new Charter guarantees protection of the person, and provides classical freedom
135 and rights such as freedom of expression, as well as economic, social, and cultural rights. The rights apply to all
136 people irrespectively of their race, gender, and nationality, as all people are born free and equal (Association of
137 Human Rights (2011). The Declaration elicits cooperation of governments and businesses as critical segments of
138 the society for enforcement. The businesses are particularly vested with the responsibility to promote respect of
139 the human rights of their employees with regards to decent work particularly on issues of core labour standards,
140 management of security forces, and indigenous peoples' rights ??OECD, 2001).

141 Another important progress on the promotion of decent work was the adoption in 1998 the ILO Declaration
142 on Fundamental Principles and Rights at Work. The Declaration elicits from the member states to respect
143 and promote principles and rights to decent work in four categories, namely: (i) freedom of association and the
144 effective recognition of the right to collective bargaining, (ii) the elimination of forced or compulsory labour, (iii)
145 the abolition of child labour and (iv) the elimination of discrimination in respect of employment and occupation
146 (ILO, 2020).

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148 **8 (E)**

149 Furthermore, the ILO in 1999 adopted a new industrial relations goal christened "Decent Work for All". The
150 decent work agenda is the creation of not just jobs, but jobs of acceptable quality. The actualization of
151 this laudable the objective is premised on four strategic objectives: (a) full employment, (b) improved levels

9 SOURCE: UNITED NATIONS (2018)

152 of socio-economic security, (c) universal respect for fundamental principles and rights at work, and (d) the
153 strengthening of social dialogue (Fields, 2003). From public health perspective, scholars emphasized that
154 promoting fair employment and decent work as parts of the daily living conditions impact positively on human
155 health (MacNaughton & Frey, 2018).

156 Beyond the agenda of the United Nations on decent work, the European Union member countries reinforced
157 extant policies and standards on decent work by incorporating ILO's four core labour standards into its revised
158 OECD Guidelines for multinational enterprises:

159 Global instruments for corporate responsibility ((Fields, 2003; ??ECD, 2000). The OECD Guidelines
160 are essentially nine recommendations on codes of conduct covering nine areas of business conduct that the
161 governments elicit voluntary compliance from the multinational enterprises (OECD, 2001).

162 The millennium development goals (MDGs) adopted in 2000 also recognized decent work as a worthwhile
163 agenda. According to ILO (2020b), the UN incorporated decent work as a new target of MDGs in 2007. The UN
164 believed that decent work ideals of full and productive employment for men, women and young people represent
165 one of the potent means for fighting poverty foundationally (MDG 1). For MDG 2, it is believed that achieving
166 universal primary education is premised on (a) children having access to education as well as freedom from child
167 labour, and (b) supporting the rights of teachers and fostering labour conditions that would motivate them to
168 provide quality education. With regards to achieving gender equality (MDG 3), there is a need to have decent
169 work policies that promote equal opportunities for women to access employment, social protection, and training.
170 Similarly, decent work agenda support MDGs 4 and 5 fundamentally because of compliance by employers with
171 international labour standards, the promotion of social protection such as maternity leave and the ability to reach
172 women in the workplace all play a crucial role in reducing child mortality (MDG 4) and in improving maternal
173 health (MDG 5). Decent work incorporates the need for employers and governments to promote HIV/AIDS
174 prevention policies and raising awareness in the workplace for the purpose of combating HIV/AIDS (MDG 6).
175 Decent work agenda aligns with the call to adapt to climate change, as decent work and labour standards have
176 a strong link to environmental sustainability (MDG 7). Adopting the ideas of decent work by all strategic actors
177 can help forge a global partnership for development (MDG 8) that would accelerate the progress toward better
178 living and working conditions for all.

179 Furthermore, the International Labour Organisation reviewed the state of "Decent Work for All" in order to
180 improve the wellness of employees across the globe. Consequently, at the international Tripartite Meeting of
181 Experts on the Measurement of Decent Work in 2008, the Decent Work Indicators was adopted. The Decent
182 Work Indicators has the following ten substantive elements: (i) full and productive employment, (ii) rights at
183 work, social protection and the promotion of social dialogue: employment opportunities; adequate earnings and
184 productive work; decent working time; combining work, family and personal life; work that should be abolished;
185 stability and security of work; equal opportunity and treatment in employment; safe work environment; social
186 security; and, social dialogue, employers' and workers' representation (ILO, 2013).

187 Related to the point above, the United Nations integrated four core labour standards of ILO into the nine-
188 point Global Compact that was launched in January 1999. The UN Global Compact is a blueprint for promoting
189 the shared values and principles of the United Nations regarding issues of human rights, labour (including
190 decent work) and the environment among business groups, individual companies, organized labour, and non-
191 governmental organizations (Fields, 2003). The 3, 4, 5 and 6 principles of the UN Global Compact promote the
192 need for decent work globally. Specifically, the 3 rd principle stated that businesses operating across the globe
193 should uphold the freedom of association and the effective recognition of the right to collective bargaining; 4 th
194 principle emphasized the need for corporate leaders to eliminate of all forms of forced and compulsory labour; 5
195 th principle emphasized the need for effective abolition of child labour; and 6 th principle recommended the need
196 to eliminate discrimination in respect of employment and occupation (UN Global Compact, 2014, p.6).

197 At the expiration of the Millennium Development Goals (MDGs), the United Nations adopted the sustainable
198 development goals (SDGs) in September 2015, as a new development blueprint that builds on the success of MDGs
199 across the globe. It was officially launched on 1 January 2016 with the recommendation to member countries
200 to take ownership of the SDGs and establish national frameworks for the achievement of the 17 Goals (United
201 Nations, 2018). The SDGs is an all-inclusive sustainable development blueprint to be implemented and tracked
202 for the next fifteen by the international community at the national and international levels (Raimi, Adelopo
203 and Yusuf, 2019). Table 1 below provides a tabular summary of the Spatio-temporal trends of the decent work
204 agenda. Access to justice for all, and building effective, accountable institutions at all levels. Goal 17

205 Partnerships for the Goals Revitalize the global partnership for sustainable development.

206 9 Source: United Nations (2018)

207 V. Economic Growth in Sub-Saharan Africa

208 The term economic growth has been defined as the measure of the change of GDP from one year to the next.
209 In most development literature, economic growth is functionally measured by GDP in US dollars at constant
210 prices (Lam and Shiu, 2010). Moreover, economic growth is a catalyst to social-economic development, as rising
211 per capita incomes that trailed increased GDP reduces poverty, that is, a 10% increase in economic growth will
212 lead to a 20-30% decrease in poverty ??Adam, 2004). The above statement is reinforced by Goal 8 of SDGs on
213 Decent Work and Economic Growth, which presupposes that sustainable economic growth requires the creation of

214 enabling conditions that allow people to have quality jobs (United Nations, 2018). Let us examine the phenomena
215 of decent work and economic growth in Sub-Saharan Africa on the basis of macro-economic data sourced from
216 the World Bank database.

217 To determine the situations of decent work and economic growth in Sub-Saharan Africa, the study descriptively
218 analyzed the World Bank data on per capita GDP, percentage of unemployed males and females in the labour
219 force and percentage of males and females in vulnerable employment for a period of 10 years (2000 -2019)

220 ? The decision rule on Economic growth: If % the per capita GDP of Sub-Saharan Africa ? \$3996 (Lower
221 Limit of Upper-Middle Income PCI), Then, the continent is not experiencing economic growth.

222 ? The decision rule on Decent Work: (a) If % of unemployed male and female in the labour force is consistently
223 high overtime, then the continent is far from decent work, and (b) If % of male and female in vulnerable
224 employment in the labour force is consistently high over time, then the continent is far from decent work. Besides,
225 the comparative analyses of per capita GDPs, percentage of unemployed (male and female) and percentages of
226 male and female in vulnerable employment in the labour force of Sub-Sharan Africa and the United States will
227 further, enrich the findings from the descriptive analysis.

228 10 Results/Findings on Economic Growth and Decent Work

229 The findings of the study indicate that Sub-Saharan Africa suffers setbacks in both economic growth and decent
230 work. From Tables 3 and 4 above, each per capita GDP of Sub-Saharan Africa from 2000-2019 is very low when
231 compared with the minimum per capita GDP of \$3996 for the Upper-Middle Income countries. The low per
232 capita GDP for the 10-year period is a strong indication that the continent is not experiencing economic growth.
233 For three different years, the per capita GDPs of Sub-Saharan Africa were \$1578 (2010), \$1690 (2014) and \$1659
234 (2018) less than \$3996.

235 Comparatively, the United States for the three periods had \$48,466 (2010), \$51015 (2014), and \$ 54579 (2018)
236 higher than \$3996.

237 With regard to decent work, Tables 3 and 4 showed worrisome trends. For 2010, the number of unemployed
238 males in the labour force was 10.51%, while the number of unemployed females was 6.4%. In 2014, the number
239 of unemployed male and female was 5.29% and 6.27 respectively (an indication of a slight drop). By 2019,
240 the number of unemployed male and female were 5.78% and 6.65 respectively (a further indication that the
241 unemployment rates have worsened) with respect to male and female in the continent. Similarly, the numbers of
242 males and females in vulnerable employment on the continent are very alarming. In 2010, the percentage of males
243 in vulnerable employment was while the percentage of females in vulnerable employment was 83.4%. For 2014,
244 the percentage of males in vulnerable employment was 67.8%, while that of females in vulnerable employment
245 was 81.7% (a drop relative to 2010). By 2019, the percentage of males in vulnerable employment was 67.07%,
246 while that of females in vulnerable employment was 81.09% (a slight drop relative to 2014).

247 Overall, Sub-Saharan Africa has very high percentages of males and females in vulnerable employment, when
248 compared with the United States. In 2000, the percentage of male in vulnerable employment in the US was 4.75%
249 of the labour force, while the female was 3.5%. For 2014, the percentage of males in vulnerable employment in
250 the US was 4.2% of the labour force, while the percentage of females was 3.4%. By 2019, the percentage of males
251 in vulnerable employment in the US was 4.06% of the labour force, while the percentage of females was 3.36%.
252 Overall, the US has very low percentages of male and female in vulnerable employment, when compared with
253 the Sub-Sharan Africa as a whole. The multiplier effect of decent work is expected to trigger economic growth,
254 and systematically lead to the attainment of SDG 8.

255 The above findings on decent work are supported by findings from the literature reviewed. Evidence from low-
256 income economies such as Bangladesh, Benin, Cambodia, Liberia, Madagascar, Malawi, Nepal, United Republic
257 of Tanzania, Togo, and Uganda revealed that the employment opportunities offered to the young people (aged
258 15-29) fall short of decent work and that the young people take up these jobs in order to make a living in the
259 absence of an adequate social safety net in their countries (Sparreboom and Staneva, 2014). Beyond this global
260 findings, let us examine the state of decent work on a county-by-country basis in some Sub-Saharan African
261 countries.

262 In South Africa's tourism industry, it was reported that the work conditions of South African tourist guides
263 are precarious and far from being decent. Also, the tourist guides have limited career experience in tour guiding,
264 as they take up the vulnerable temporary shortterm employment for the purpose of sustaining personal lifestyle
265 rather than economic motivations. Besides, the treatments given to these tourist guides by their employers do
266 not comply with the existing labour regulations (De Beer, Rogerson & Rogerson, 2014).

267 For over a decade, Jauch & Traub-Merz 2006) reported that workers and trade unions in the clothing and textile
268 industry in Africa contend with abusive labour practices such as low wages, lack of benefits, and poor working
269 conditions and environmental standards, which violates the basic workers' rights as specified by ILO. Worse
270 still, the textile industry undermined the rights of workers and their trade unions to negotiations and collective
271 bargaining through the threat of relocation. The hopelessness caused by unemployment in the continent has also
272 forced the reserve army of unemployed people to be recruited for jobs with poor working conditions.

11 VII. CONCLUSION, IMPLICATIONS AND POLICY RECOMMENDATIONS

273 11 VII. Conclusion, Implications and Policy Recommendations

274 This paper set out to discuss the imperative of transition to decent work and economic growth (SDG 8) in
275 Sub-Saharan Africa. Leveraging a mixed research method, the paper provided answers to two questions, namely:
276 (a) What is the state of decent work in Sub-Saharan Africa? (b) What is the state of economic growth in Sub-
277 Saharan Africa? The first finding indicated that the per capita GDPs of Sub-Saharan Africa from 2000-2019
278 (a period of 10 years) is very low when compared with the minimum per capita GDP of \$3996 for the Upper-
279 Middle Income countries. The second finding indicated that Sub-Saharan Africa showed worrisome trends on
280 decent work because of a combination of worsening unemployment rates and higher vulnerable employment in
281 the labour force.

282 The study has a number of practical and managerial implications. Firstly, the study support and validate
283 the United Nations' targets on economic growth and decent work, which explicates that to sustain per capita
284 economic growth, the least developed countries must have at least 7 percent gross domestic product growth per
285 annum including providing decent work for all women and men, young people and persons with disabilities, while
286 ensuring equal pay for work of equal value (United Nations, 2018).

287 Secondly, the study underscores the importance of an ethical climate at international, national and
288 organizational levels for the adoption, implementation, monitoring, and evaluation of the level of compliance
289 with the ILO's decent work indicators.

290 In conclusion, the study revealed that Sub-Saharan Africa is far from the SDGs targets on economic growth and
291 decent work. To achieve these targets, the countries in Sub-Saharan Africa needs to develop realistic strategies
292 that could help create decent work and stimulate economic growth before the year 2030. The multiplier effect of
293 decent work is expected to trigger economic growth, and lead to the attainment of SDG 8.

294 Flowing from the practical and managerial implications above, the following recommendations are proposed:
295 i. It is recommended that Sub-Saharan African should swiftly embrace economic diversification as a catalyst for
296 boosting their GDPs and by extension the per capital GDPS. This the recommendation needs to be strengthened
297 with clearly defined long-term economic diversification strategies that will help the continent diversify faster the
298 economic resources of the 54 countries in the Sub-Sharan Africa. ii. To boost decent work and economic growth,
299 it recommended that the continent reduce the unemployment rate, bridge gender disparity, promote enhance
300 self-employment, improve access to enterprise skills and employability mentoring, and compliance by the public
301 and private sectors to the decent work indicators developed by the ILO.

1

SN	Name of Decent Work Agenda	Year	Extent of Affir- mation
1	UN Charter	1945	Voluntary compliance
2	Universal Declaration of Human Rights Charter	1948	Voluntary compliance
3	ILO Declaration on Fundamental Principles and Rights at Work	1998	Voluntary compliance
4	Decent Work for All	1999	Voluntary compliance
5	Millennium Development Goals (MDGs)	2000	Voluntary compliance
6	Revised OECD Guidelines for multinational enterprises: Global instruments for corporate responsibility	2001	Voluntary compliance
7	ILO's Decent Work Indica- tors	2008	Voluntary compliance
8	The UN Global Compact	2014	Voluntary compliance
9	Sustainable Development Goals (SDGs)	2015	Voluntary compliance

Structurally, the SDGs are seventeen (17) interconnected social, economic, and environmental goals to be achieved by 2030. These goals as shown in Table 2 below are necessary to reinvent a better and

more sustainable future for all in the face of daunting global challenges facing the developed and developing countries (United Nations, 2018). Specifically, Goal 8 focuses on Decent Work and Economic Growth.

Figure 1: Table 1 :

11 VII. CONCLUSION, IMPLICATIONS AND POLICY RECOMMENDATIONS

2

SN	Goal Description	Practical Policies for Goal Actualization
Goal 1	No poverty	Economic growth must be inclusive to provide sustainable jobs and promote equality.
Goal 2	Zero Hunger	The food and agriculture sector offers key solutions for development, and is central for hunger and poverty eradication.
Goal 3	Good Health and Wellbeing	Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.
Goal 4	Quality Education	Obtaining a quality education is the foundation to improving people's lives and sustainable development.
Goal 5	Gender Equality	Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.
Goal 6	Clean Water and Sanitation	Clean, accessible water for all is an essential part of the world we want to live in.
Goal 8	Decent Work and Economic Growth	Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.
Goal 10	Reduced Inequality	To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.
Goal 12	Responsible Production and Consumption	Responsible Production and Consumption.
Goal 13	Climate Action	Climate change is a global challenge that affects everyone, everywhere.
Goal 14	Life Below Water	Careful management of this essential global resource is a key feature of a sustainable future.
Goal 15	Life on Land	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss..
Goal 16	Peace, Justice and Strong Institutions	

Figure 2: Table 2 :

3

Economic Growth Indicators	2010	2011	2012	2013	2014	2015	2016	2017
GDP per capita	1578.202	1604.07	1624.069	1659.561	1690.419	1691.95	1667.476	1664.500
Unemployment (% Male labour force)	5.539461	5.491927	5.458376	5.361103	5.290692	5.28224	5.653738	5.826455
Unemployment (% Female labour force)	6.42055	6.272387	6.144605	6.058049	6.26939	6.298841	6.707304	6.707304
Vulnerable employment (% of male)	69.24477	68.83567	68.51916	68.21472		67.898	67.6885	67.59369
Vulnerable employment (% of female)	83.43207	82.92991	82.54292	82.16677	81.79667	81.52795	81.39199	81.22195

Source: World Bank Data

Figure 3: Table 3 :

4

Economic Growth Indicators	2010	2011	2012	2013	2014	2015	2016	2017	2018
GDP per capita	48466.82	48862.42	49596.42	50161.08	51015.14	52099.27	52534.37	53356.24	54536.24
Unemployment (% Male labour force)	10.51	9.369	8.222	7.633	6.26	5.367	4.938	4.396	3.946
Unemployment (% Female labour force)	8.612	8.459	7.89	7.071	6.059	5.177	4.788	4.308	3.837
Vulnerable employment (% of male)	4.756	4.544	4.43	4.268	4.213	4.283	4.277	4.08	4.071
Vulnerable employment (% of female)	3.542	3.505	3.567	3.566	3.448	3.401	3.349	3.429	3.377

Source: World Bank Data

VI.

Figure 4: Table 4 :

**11 VII. CONCLUSION, IMPLICATIONS AND POLICY
RECOMMENDATIONS**

302 [Gate and Harlow] , Edinburgh Gate , England Harlow . Pearson Education Limited.

303 [Saunders et al. ()] , M Saunders , P Lewis , A Thornhill . Research Methods for Business Students 2012.

304 [Available at: www.un.org/sustainable-development/sustainable-developmentgoals United Nations (2018)]

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11 VII. CONCLUSION, IMPLICATIONS AND POLICY RECOMMENDATIONS

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