

DECEMBER 23, 2025



SGG 10: DECENT WORK FOR SOCIAL EMPOWERMENT

GSIA'S PLATFORM FOR PUBLIC/PRIVATE PARTNERSHIPS

CREATED BY

EUSL AB

Care to Change the World



Table of Contents

Chapter 1: Executive Summary	2
Chapter 2: Goal Statement and Definition.....	2
Chapter 3: Strategic Rationale	3
Chapter 4: Advocacy Objectives	3
Chapter 5: Implementation Pathways (Non-Financial)	4
Chapter 6: Institutional Anchoring	5
Chapter 7: Compliance & Governance Principles	6
Chapter 8: Monitoring & Advocacy Metrics	6
Chapter 9: Risk and Mitigation	7
Chapter 10: Alignment with Other Goals.....	8
Final Word	8

SGG 10: Decent Work for Social Empowerment

Chapter 1: Executive Summary

Decent Work for Social Empowerment is a pivotal goal within Agenda for Social Equity 2074, recognizing employment as a fundamental driver of dignity, stability, and inclusive growth. This goal seeks to ensure that work is not merely a means of subsistence but a pathway to empowerment, equity, and social mobility. It advocates for employment conditions that respect human rights, guarantee fair wages, and provide opportunities for personal and professional development.

The rationale for this goal is grounded in the understanding that exploitative labor practices, wage disparities, and precarious employment perpetuate cycles of poverty and inequality. Conversely, decent work fosters resilience, strengthens communities, and enhances economic productivity. In a global economy increasingly shaped by technological disruption and shifting labor markets, ensuring fair and meaningful employment is essential for social cohesion and sustainable development.

This goal aligns with **SDG 8 (Decent Work and Economic Growth)** and **Agenda 2063 Aspiration 1**, which emphasize inclusive economic participation and job creation. It complements other Social Global Goals under Agenda 2074, particularly those addressing gender equality, youth development, and social justice. By embedding principles of fairness and empowerment into labor systems, Agenda 2074 envisions societies where work serves as a cornerstone of equity and human dignity.

Chapter 2: Goal Statement and Definition

Goal Statement:

To guarantee access to fair, safe, and meaningful employment opportunities that empower individuals, uphold workers' rights, and contribute to inclusive economic and social development.

Definition:

Decent Work for Social Empowerment refers to employment that meets internationally recognized standards of fairness, safety, and equity. It encompasses secure job contracts, living wages, non-discriminatory practices, and opportunities for skill development and career progression. This concept extends beyond economic metrics, emphasizing the social dimension of work as a vehicle for empowerment and community resilience.

Decent work is characterized by four core attributes:

- **Fair Compensation:** Wages that meet or exceed living standards.
- **Safe Working Conditions:** Compliance with occupational health and safety norms.
- **Social Protection:** Access to benefits such as healthcare, pensions, and unemployment support.
- **Inclusive Opportunities:** Equal access to employment regardless of gender, ethnicity, or socioeconomic status.

By institutionalizing these attributes, societies can transform labor markets from exploitative systems into engines of equity and empowerment.

Chapter 3: Strategic Rationale

Decent work is not merely an economic imperative; it is a cornerstone of social equity and human dignity. Employment conditions shape individual well-being, community resilience, and national stability. When work is exploitative, insecure, or discriminatory, it perpetuates poverty and inequality, eroding trust in institutions and weakening social cohesion. Conversely, fair and meaningful employment fosters empowerment, reduces vulnerability, and drives inclusive growth.

This goal aligns with **SDG 8 (Decent Work and Economic Growth)** and **Agenda 2063 Aspiration 1**, which emphasize inclusive economic participation and job creation. It also complements other Social Global Goals under Agenda 2074, particularly those addressing gender equality, youth development, and social justice. From a fiduciary perspective, decent work reduces systemic risk for investors by ensuring predictable labor markets and compliance with international standards.

The strategic rationale rests on four pillars:

- **Economic Stability:** Secure employment strengthens household income and national productivity.
- **Social Empowerment:** Fair work enhances agency, dignity, and participation in civic life.
- **Gender and Equity Integration:** Inclusive labor systems dismantle barriers for women and marginalized groups.
- **Future-Readiness:** Skills development and ethical technology integration prepare workers for evolving labor markets.

Illustrative Table: Core Attributes of Decent Work

Attribute	Indicator
Fair Compensation	Wages meet or exceed living standards
Safe Conditions	Compliance with occupational safety norms
Social Protection	Access to healthcare, pensions, unemployment
Inclusive Access	Equal opportunity regardless of identity

Chapter 4: Advocacy Objectives

Advocacy for Decent Work for Social Empowerment must operate across policy, institutional, and cultural dimensions to ensure systemic change. The objectives include:

1. Policy Reform and Legal Frameworks:

Promote legislation guaranteeing fair wages, occupational safety, and social protection. Advocate for labor laws that prohibit discrimination and enforce equal pay for equal work.



2. Institutional Integration:

Encourage public and private employers to adopt inclusive hiring practices, transparent wage structures, and compliance with international labor standards. Embed GSIA protocols into corporate governance frameworks.

3. Workforce Development and Skills Training:

Advocate for lifelong learning programs and vocational training initiatives that prepare workers for technological transitions and emerging industries.

4. Public Awareness and Cultural Transformation:

Launch campaigns to challenge exploitative labor norms and promote the value of decent work. Utilize digital platforms and community networks to amplify narratives of empowerment.

5. Global and Regional Endorsements:

Secure commitments from international organizations, regional economic communities, and development finance institutions to prioritize decent work in their strategic agendas.

6. Measurable Advocacy Outcomes:

Track progress through indicators such as reductions in informal employment, increased compliance with labor standards, and improved access to social protection schemes.

Chapter 5: Implementation Pathways (Non-Financial)

The implementation of Decent Work for Social Empowerment requires systemic interventions that prioritize structural reform, capacity building, and inclusive participation rather than financial measures alone. These pathways are designed to be universally adaptable, enabling governments, private sector actors, and civil society organizations to operationalize fair labor principles across all sectors.

Policy and Regulatory Frameworks:

Governments must enact and enforce labor laws that guarantee fair wages, occupational safety, and social protection. These frameworks should include anti-discrimination statutes and equal pay mandates to ensure equity in employment.

Institutional Capacity Building:

Employers and public institutions should integrate compliance protocols aligned with international labor standards and GSIA governance principles. Training programs for HR professionals and managers should emphasize inclusive hiring, wage transparency, and workplace safety.

Workforce Development and Skills Training:

Establish vocational training and lifelong learning programs to prepare workers for technological transitions and emerging industries. Partnerships with educational institutions and private sector actors will ensure alignment with future labor market needs.

Community Engagement and Advocacy Platforms:

Create participatory forums where workers can voice concerns and influence labor policies. Digital platforms should be leveraged to facilitate real-time feedback and transparency in employment practices.

Integration with Creativa Ecosystem Components:

Embed decent work principles within broader Creativa initiatives such as **DESA** for digital inclusion, **GSIA** for compliance oversight, and **GSCA** for cooperative employment models. These integrations ensure that labor reforms are interconnected with social equity programs.

Illustrative Table: Key Implementation Levers

Lever	Action	Expected Outcome
Policy Reform	Enact fair wage and safety laws	Legal protection for workers
Institutional Integration	Inclusive hiring and compliance protocols	Increased equity and workplace transparency
Workforce Development	Vocational training and lifelong learning	Future-ready workforce
Community Engagement	Worker forums and digital platforms	Enhanced participation and accountability

Chapter 6: Institutional Anchoring

The success of this goal depends on robust institutional anchoring that guarantees continuity, legitimacy, and scalability. Agenda 2074 provides a structured framework for institutional alignment, ensuring that decent work principles are championed by credible entities across governance layers.

Primary Custodians:

- **GSEA (Global Social Equity Alliance):** Normative authority for equity-driven labor standards.
- **GSIA (Global Social Impact Alliance):** Oversees compliance and monitoring of workplace governance.
- **GSCA (Global Social Cooperative Alliance):** Facilitates cooperative employment models and stakeholder engagement.
- **SLUC (Social Label Unity Center):** Provides advocacy and capacity-building support at community and national levels.

Universal Adaptability:

This goal is open for adoption by any government, private sector actor, civil society organization, or individual, following the Open Access Principle of Agenda 2074. Toolkits and compliance frameworks will be freely available to encourage global uptake.

Roles and Responsibilities:

- **Governments:** Implement labor laws, enforce workplace safety, and guarantee social protection.
- **Private Sector:** Align corporate governance with fair labor practices, adopt transparent wage structures, and support workforce development.
- **Civil Society:** Mobilize communities, monitor compliance, and advocate for systemic labor reforms.

By embedding these roles within a structured institutional framework, Agenda 2074 ensures that Decent Work for Social Empowerment becomes an operational reality sustained across generations.

Chapter 7: Compliance & Governance Principles

Compliance and governance under this goal are grounded in internationally recognized labor standards and ethical frameworks to ensure that decent work is not aspirational but enforceable. These principles provide a normative structure for governments, employers, and civil society actors adopting Agenda 2074.

Transparency and Accountability:

Employers and institutions must commit to transparent wage structures, public disclosure of employment policies, and compliance audits. Independent oversight bodies should monitor adherence to labor standards under GSIA protocols.

Fair Labor Standards:

Mandatory compliance with occupational health and safety norms, prohibition of exploitative practices, and enforcement of equal pay for equal work are essential. These standards should extend to informal sectors and gig economies.

Inclusivity and Non-Discrimination:

Institutional frameworks must guarantee equal access to employment opportunities regardless of gender, ethnicity, or socioeconomic status. Anti-discrimination policies should be codified and monitored through participatory governance mechanisms.

Ethical Technology Integration:

Digital platforms and automation systems must be regulated to prevent algorithmic bias and ensure equitable access to employment opportunities in technology-driven sectors.

Illustrative Table: Core Compliance Principles

Principle	Operational Requirement
Transparency	Public disclosure of wage structures and employment terms
Fair Labor Standards	Compliance with safety norms and equal pay mandates
Inclusivity	Anti-discrimination policies and participatory oversight
Ethical Technology	Regulation of digital hiring and automation practices

By embedding these principles into institutional charters and operational manuals, Agenda 2074 ensures that decent work becomes a structural norm across all sectors.

Chapter 8: Monitoring & Advocacy Metrics

Monitoring and evaluation for this goal will prioritize indicators that reflect improvements in labor conditions, inclusivity, and empowerment rather than purely economic metrics. Metrics will be designed to capture systemic change and societal impact.

Policy and Legal Reform Indicators:

- Number of labor laws enacted or amended to guarantee fair wages and workplace safety.
- Adoption of anti-discrimination statutes and equal pay mandates.

Institutional Performance Metrics:

- Percentage of employers compliant with GSIA labor standards.
- Representation ratios of women and marginalized groups in formal employment.

Advocacy Reach and Engagement:

- Volume and geographic spread of campaigns promoting decent work principles.
- Media coverage and digital engagement rates, including social media impressions.

Outcome-Based Indicators:

- Reduction in informal employment rates.
- Increase in access to social protection schemes such as healthcare and pensions.

Illustrative Table: Key Monitoring Dimensions

Dimension	Indicator
Policy Reform	Labor laws enacted, anti-discrimination statutes
Institutional Change	Compliance rates, representation ratios
Advocacy Reach	Campaign coverage, engagement metrics
Social Impact	Informal employment reduction, social protection access

These metrics will be consolidated into a unified monitoring dashboard under GSIA's oversight, enabling real-time visibility and adaptive advocacy strategies.

Chapter 9: Risk and Mitigation

The implementation of Decent Work for Social Empowerment faces several advocacy and operational risks that must be anticipated and mitigated through structured strategies:

Technological Disruption and Job Displacement:

Automation and digitalization may lead to job losses, particularly in low-skill sectors. Mitigation requires proactive investment in reskilling programs, lifelong learning initiatives, and policies that promote inclusive access to emerging industries.

Informal Employment and Enforcement Gaps:

Large segments of the workforce operate in informal economies where labor standards are difficult to enforce. Mitigation involves extending compliance frameworks to informal sectors, incentivizing formalization, and leveraging digital platforms for monitoring.

Economic Volatility and Employer Resistance:

Economic downturns may lead employers to resist wage increases or compliance with labor standards. Mitigation strategies include phased implementation of reforms, social dialogue mechanisms, and alignment with productivity-enhancing measures to demonstrate mutual benefits.

Cultural Norms and Gender Bias:

Persistent cultural attitudes may hinder equal access to employment for women and marginalized groups. Mitigation requires targeted advocacy campaigns, gender-sensitive policies, and institutionalized quotas where necessary.

Misinformation and Public Distrust:

False narratives around labor reforms can undermine advocacy efforts. Mitigation entails transparent communication strategies, fact-checking partnerships, and engagement with trusted community influencers.

By embedding these mitigation strategies into advocacy and implementation plans, Agenda 2074 ensures resilience and adaptability in promoting decent work as a universal standard.

Chapter 10: Alignment with Other Goals

Decent Work for Social Empowerment is deeply interconnected with multiple Social Global Goals under Agenda 2074, forming a synergistic framework for inclusive development:

- **SGG 2 (Eradicating Poverty through Social Support):** Fair employment reduces poverty by providing stable income and social protection.
- **SGG 3 (Gender Equality and Empowerment):** Inclusive labor systems dismantle barriers for women and marginalized groups.
- **SGG 8 (Social Justice and Fair Governance):** Governance reforms ensure enforcement of labor rights and equitable workplace practices.
- **SGG 9 (Eradication of Social Inequality):** Decent work mitigates income disparities and promotes social mobility.
- **SGG 11 (Support for Youth and Children's Development):** Employment opportunities for youth foster empowerment and reduce vulnerability.
- **SGG 17 (Ethical Use of Technology for Social Benefit):** Regulating digital platforms ensures equitable access to employment in technology-driven sectors.

This alignment underscores the integrative nature of Agenda 2074, where decent work serves as both an outcome and a catalyst for achieving broader social equity objectives. By embedding fair labor principles across all thematic areas, the agenda ensures coherence, synergy, and sustainability in its pursuit of inclusive development.

Final Word

Work is more than a means of survival; it is a pathway to dignity and empowerment. By institutionalizing fair labor standards and inclusive employment practices, societies can transform workplaces into engines of equity and resilience