



# **SGG 10: DECENT WORK FOR SOCIAL EMPOWERMENT**

A Strategic Framework for Agenda for Social Equity 2074

**GSIA'S PLATFORM FOR PUBLIC/PRIVATE PARTNERSHIPS**

# Moving Work Beyond Subsistence to Empowerment

Decent Work is a pivotal goal within Agenda 2074. It recognizes employment not merely as a means of survival, but as a fundamental driver of dignity, stability, and inclusive growth.

Grounded in the reality that exploitative labor practices perpetuate cycles of poverty, this goal advocates for conditions that respect human rights and guarantee fair wages.

## Strategic Alignment:

SDG 8 (Decent Work & Economic Growth) • Agenda 2063 Aspiration 1

# The Strategic Rationale for Systemic Reform

## FROM: Exploitative Systems

- Wage Disparities
- Precarious Employment
- Erosion of Trust



**Result:** Poverty, Inequality, Weakened Social Cohesion

## TO: Decent Work

- Fairness & Rights
- Safety Standards
- Meaningful Opportunity



**Result:** Empowerment, Resilience, Inclusive Growth

## The Fiduciary Perspective

Decent work reduces systemic risk for investors by ensuring predictable labor markets and compliance with international standards.

# A Mandate for Fair, Safe, and Meaningful Employment

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

## Core Definition

Work that meets internationally recognized standards of fairness, safety, and equity.

## The Scope

Extends beyond economic metrics to include the social dimension of work as a vehicle for empowerment and community resilience.

# The Four Core Attributes of Decent Work



## 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.

# Advocacy Across Policy, Institutional, and Cultural Dimensions



# Implementation Pathways & Structural Reform

Systemic interventions prioritizing capacity building over financial measures alone.



## Policy & Regulatory

Enforcing anti-discrimination statutes and equal pay mandates.



## Institutional Capacity

Training HR professionals on inclusive hiring and wage transparency.



## Community Engagement

Creating participatory forums and digital feedback loops.

## Creativa Ecosystem Integration

- DESA: Digital inclusion infrastructure
- GSIA: Compliance oversight mechanisms
- GSCA: Cooperative employment models

# Institutional Anchoring and Custodianship



Note: Open for adoption by any entity under Agenda 2074's Open Access Principle.

# Principles of Compliance and Governance

## Transparency

Public disclosure of wage structures and compliance compliance audits.

## Fair Labor Standards

Mandatory compliance with safety norms; prohibition of exploitative practices.

## Inclusivity

Anti-discrimination policies monitored through participatory governance.

## Ethical Technology

Regulating digital platforms and automation to prevent algorithmic bias.

# Monitoring and Advocacy Metrics

Policy Indicators	Institutional Performance	Advocacy Reach	Social Impact Outcomes
<p><b>Metric:</b> Labor laws enacted (15 new laws). </p> <p><b>Metric:</b> Adoption of equal pay mandates (80% global adoption). </p>	<p><b>Institutional Performance</b></p> <p><b>Metric:</b> % Employers compliant with GSIA standards (65%). </p> <p><b>Metric:</b> Representation ratios (45% women in leadership). </p>	<p><b>Advocacy Reach</b></p> <p><b>Metric:</b> Campaign volume (50+ global campaigns). </p> <p><b>Metric:</b> Digital engagement rates (10M+ interactions). </p>	<p><b>Social Impact Outcomes</b></p> <p><b>Metric:</b> Reduction in informal employment (20% decrease). </p> <p><b>Metric:</b> Access to social protection (75% population coverage). </p>

All metrics consolidated into a unified dashboard under GSIA oversight.

# Navigating Systemic Risks

Challenge / Risk	Mitigation Strategy
Technological Disruption (Automation)	Proactive investment in reskilling and lifelong learning.
Informal Employment Economy	Incentivizing formalization; digital platforms for monitoring.
Economic Volatility	Phased implementation aligned with productivity measures.
Cultural & Gender Bias	Targeted advocacy campaigns and institutionalized quotas.

# Synergies Across Agenda 2074



**Work is more than a means of survival; it is a pathway to dignity and empowerment.**

Closing Call to Action: By institutionalizing fair labor standards, we transform workplaces into engines of equity and resilience.





# **Intue Haas Garitesk Display**

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### **Care to Change the World**

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