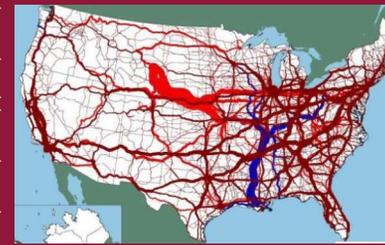
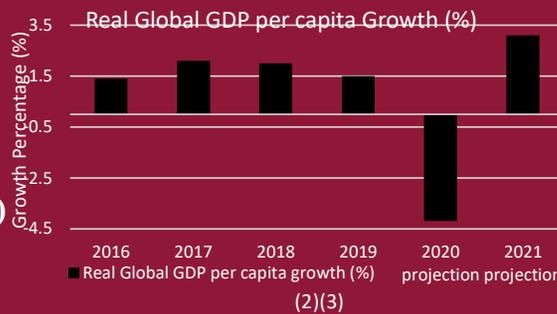


8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (1)

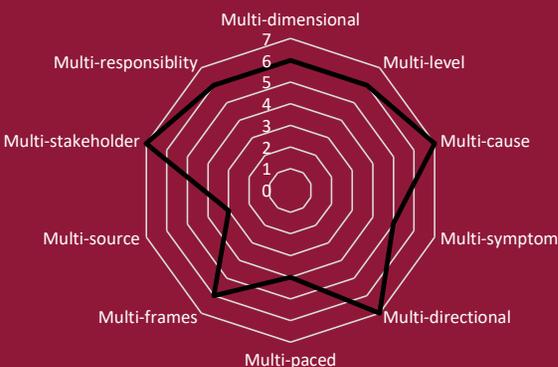


Tonnage of Freight Transported, USA (4)



World's Worst Countries for Workers (Red=Worst) (5)

A Wicked Problem:



SDG 8 touches everything from macro to micro. The ambition of having sustainable economic growth for all, is both aimed at the world economy, as we live in an increasingly globalized world, and at a smaller national scale. The aspect of employment and decent work for all, also requires an international, national and meso/sector level effort. This makes that for most aspects this problem scores relatively high on the wickedness scale (6). Dimensions with lower scores are the ones concerning the pacing and source, where economics is considered to be a well established field of knowledge, with some differences in pacing around the world, but these are also quite clearly defined. With all other dimensions scoring high, SDG 8 is found to be a wicked problem.

Trend Analysis:

Global economic growth is slowing. 2019 had the lowest growth since the global financial crisis of 2009 (3). Growth in Least Developed Countries (LDCs) is not reaching target 8.1 of 7% GDP growth, with the last 10 years averaging below 5% (3,7). Economic growth will be gravely impacted by the current coronavirus pandemic, with a projected decline of -4.2% in global GDP and a slowed GDP growth of 0.8% in LDCs (3)

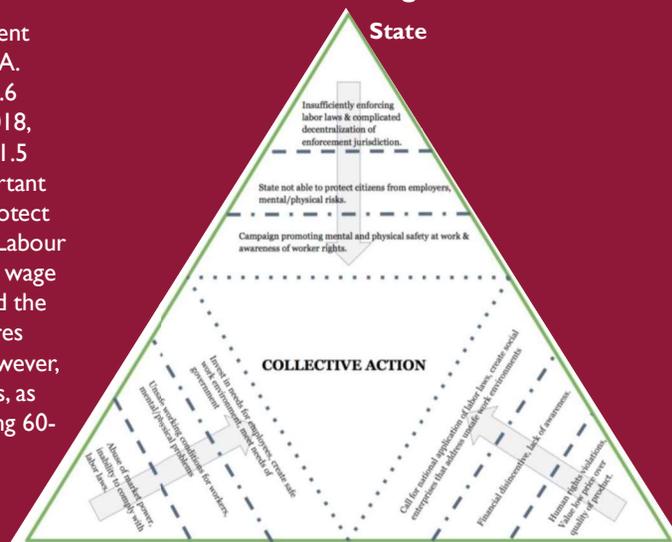
Global unemployment has been decreasing steadily over the past 10 years (8). In 2019, the global unemployment rate was 5%, the lowest since the global financial crisis (7,8). Unemployment still remains high in some regions and among youth, and the participation of women in the labour force remains low compared to men (7,8). A pervasive global pay gap between 10-15% still exists worldwide (7). The coronavirus pandemic will cause the biggest increase in unemployment since World War II (3).

Workplace safety remains a challenge in many regions and disproportionately affects women, migrants, and those working in the informal sector (3,7). The coronavirus pandemic provides an extra challenge to ensuring workplace safety (3).

Logistics Industry in the USA:

An example of an industry that does not have decent productive work is the logistics industry in the USA. United States Business Logistics Costs reached \$1.6 trillion in 2018 (8 percent of GDP that year). In 2018, foreign direct investment in the industry totaled \$1.5 billion (9). Therefore, the logistics industry is important for the USA. There are several laws that should protect employees from their employers, such as the Fair Labour Standards Act of 1938 requires a federal minimum wage and discourages working weeks over 40 hours, and the Occupational Safety and Health Act of 1970 requires employees to have a safe system of work (10). However, the US Government is failing to enforce these laws, as can be seen by workers at Amazon, who are making 60-hour workweeks in unsafe conditions (11).

Societal Triangulation:



Frontrunner: CEVA LOGISTICS

A safe and secure work environment is key for decent work and enjoyability of work. This assumption can be linked to the basic needs found in the Maslow pyramid (12). Ceva logistics is an international logistics company, present in many supply chains. Ceva is considered a front runner in the logistics world in general, and specifically for target 8.8, with award winning safe warehouses (13). With their managers using safety specific transformational leadership styles, they create and promote a safer working space instead of simply resolving incidents (14). Such a leadership style promotes safety by setting an example but also rewarding workers for their safe work practices. The techniques applied by Ceva can be part of the solution for target 8.8, though other solutions are required to solve the whole problem posed by SDG 8.

Level 1: Intra-Sector Partnerships

Create new standards within the sector regarding safe work environments; share best-practices and new initiatives.

Level 2/3: Bipartite Partnerships

Cooperate with the state to monitor the implementation of labor regulations in order to create a safe working environment with decent jobs. Set up regulations checks regularly.

Level 4: Tripartite Partnerships:

Collective action by setting up decent jobs programmes and safe work environments, where markets, state and civil society make sure that the US has decent jobs.