Forum: Economic and Social council

Issue: Creating new employment in developing countries

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Position: President

Introduction

With the world's population increasing at a rate it has never reached before, the abundance of social, political and economic pressures are affecting both developing and developed countries. Job creation is a major challenge, on a local, national and international level. With over 200 million people worldwide currently unemployed the United Nations Sustainable Development goals have made it a point to stay focused on the fact that, by creating more job opportunities, not only will unemployment decrease, but it would have a knock on effect on the world poverty levels causing them to fall while causing the skill of the labour force in developing countries to raise. Northern Africa alone will need to create around 600 million more jobs over the upcoming 15 years due to a raise in population however, there are ways and means to benefit from this potential issue.

The root of this issue does not solely lie with increasing job opportunities but rather with increasing the quality of employment. Currently, around 61% of employment globally is ungoverned by social protection, regulations and human rights causing problems such as dangerous work conditions, exploitation and inequality in the workplace in various developing countries.

Creating more specialised jobs requires economic transformation such as the mobility of labour away from urban areas and into towns and cities. Economically speaking, the private sector will play a huge part in causing this shift along with the employment of more manufacturing capital which can have an impact on global specialisation, trade and markets allowing low income countries to focus on industries they may have an absolute and competitive advantage in. The agricultural sector, which accounts for around 70% of employment globally, creates a platform and an opportunity to create high value added jobs and opportunities for those such as the as the youth of today and women.

Over the past decade or so, technological innovation, entrepreneurship and growth in the financial sector has rapidly increased due to the increasing dominance of technology in this day and age. The World Bank currently estimated that by 2030 the international economy could reach around $75 trillion which is around $40 trillion more than it was in 2003. These technological advances have enabled increased
employment through platforms ranging from Silicon Valley to Kenya’s “Silicon Savannah” (Kenya’s technological ecosystem).

Educational enhancement instigated by government public policy has been causing an ideal environment to enhance job opportunities in both developed and developing countries through means such as investing in education from a young age increasing the countries capacity for human capital while establishing a strong skill set amongst a country's labour force. The International Development Association’s theme of “Jobs and Economic Transformation” has established a network that aims to work with 75 of the worlds less economically developed countries to allow these countries to rapidly evolve in the world's economy.

**Definition of Key Terms**

**Developing countries**

A developing country is a country that currently is less economically progressed. Measured through the “Human Development Index” (HDI) and GDP per capita. In relation to this issue, developing countries normally have high levels of unemployment or poor employment opportunities.

**Human Development Index**

The Human Development Index is a statistical measure of economic development that measures factors such as life expectancy, level of education and standard of living.

**GDP per capita**

A measure of a country's total economic growth and output, divided by its total population. It is used as a measure of a country's standard of living and how economically developed it is.

**Specialisation of labour**

A method of production that focuses on different countries producing goods and services that they have a greater efficiency in producing and can provide more employment if the labour force was focused on that specific trade. Countries that specialise can use increased revenue to train their labour and thus produce a bigger, and more skilled labour force. This would decrease unemployment levels.

**Labour force**

All members of a particular country that are willing and able to work.

**Geographical mobility of labour**
How flexible people in the labour force are to move around to find a job. This can depend on the level of demand for that specific field of employment.

**Agriculture**

The process of producing food and fibre. Agricultural economics is a theory that focuses on optimizing the production of food and fibre and influencing economic policies to ensure that it is distributed equally. The role of agriculture in developing countries has a large impact on the structure of the labour force and, if engaged correctly, can provide lots of opportunities for industrial growth.

**Human rights**

The right for a decent standard of living. Human rights depend on many factors e.g the right to food, clothing, suitable employment and the right to education.

**Unemployment**

The amount of people who are seeking to be employed but cannot find opportunity for employment.

**Labour force**

The members of a country who are employed, viewed as a collective body.

**Background Information**

Between major unemployment, below standard working conditions, large payment differences and poor human rights which, in some cases, are embedded in the law itself, developing countries are facing major challenges when it comes to improving their working conditions, creating new employment opportunities and overall increasing their economical power globally. Poor working conditions are a major barrier that is preventing employment from thriving in Less economically Developed Countries (LEDGs). The UN has recently implemented the Sustainable Development Goal 8 (SDG 8) which prioritises the importance of decent labour conditions as a factor to decrease the unemployment levels globally. The International Labour Organisation (ILO) stated that around 700 million people internationally live in extreme poverty even though they are employed. This statement concludes the fact that increase employment, working conditions and the quality of labour must be improved. In regions such as Africa, statistics indicate a healthy, functioning labour market however this can be deceiving. Even though 60% of the population is employed, the majority of this large percentage have no choice but to take poor quality employment that not only has a low wage rate, but lacks security and social protection. Unfortunately, ILO projects that economic growth rates over the next year will be too low to create adequate quality jobs for the vast, growing demand for employment.
Women's rights and working conditions

"No economy can grow to its full potential unless women and men participate fully". Kristalina Georgieva, the World Bank Chief Executive Officer stated in Washington, March 2018. Georgieva also proceeded to elaborate on the fact that, even though improving human right legalities is a major focus of many countries, organisations and governments around the world, “more than half the woman are still prevented from working in certain jobs simply because of their gender” Astonishingly, around 104 countries around the world still have laws that prevent women from working. Around 18 countries leave it in the husband’s discretion to decide whether or not their wife has the permission to work. In terms of the labour market, women still face obstacles and thus cannot contribute to the economic empowerment of their country. Preventing women to work is a major cause of lower economic development in developing countries. Women’s power in the workplace is restricted. This is shown through widespread barriers, embedded in laws, that make it ultimately much harder for a woman to own a business, gain access to credit from banks or have their name associated with marital property. In various cultures globally it is seen as a crime for woman to recieve an education or be employed. A culture of oppression is no excuse.

In Economic terms, gender equality increases the labour force of a country. Half of the world’s population are female. Gender equality increases the country’s total output, the total GDP per capita, allowing it to prosper economically. A report by the Organisation for Economic Co-operation and Development (OECD) used the example of increase female labour participation in the Scandenivian region over the past half a decade and how this caused an increase in GDP by around 20%.

Currently, people living and working in the developing region are often forced to work in conditions that violate human rights. Sweatshops are a prime example of this. Laborers working in sweatshops are often underage, working for the average salary of 50 cents per hour. Improving labour conditions in general can also increase the total supply in an economy. If quality of working conditions increases, the efficiency of the workforce increases. Multiple organisations are making the effort to improve the employment human rights in developing countries. The Co-op “Fair trade” is working towards tackling the global problem over labour force exploitation that is decreasing the new employment opportunities in developing countries. Fairtrade fights exploitation by working with small scale agricultural workers in developing countries.

Education

Research argues that less developed countries are closely linked to poor level of education and low skill accumulation by the labour force. This essentially instigates a vicious cycle where the majority of the labour force are stuck in low paid, unskilled jobs with no opportunity for education to improve their skills, achieve higher wages and escape poverty. Globally, around 20% of youth (under the age of 25) are not
employed and have no means of education at all. Simultaneously, and due to the lack of education and suitable employment, around 145 million youth are currently living in poverty. Under developed countries such as Benin, Cambodia, El Salvador, Liberia and Togo, all had less than 6% of their population achieving a tertiary education. There is an extremely urgent need to educate young people so that the youth of tomorrow are provided with the opportunity to receive a good education and thus be employed in highly skilled jobs in the future. In recent years the ILO has been urging international governments, especially those from developing countries, to invest in higher quality education in order to create new employment opportunities in highly skilled professions in the future.

Major Countries and Organizations Involved

The World Bank

With the theme "Jobs and Economic Transformation" becoming a main focus of the World Bank Groups arm, the International Development Association, the World Bank has been very active when it comes to solving the issue at hand. It currently is working with over 70 of the world's least developed countries with the aim of job creation. By working with partner countries, such as China, the World Bank is aiming in unlocking economic potential, through promotion in engagement of the public sector and unlocking everyone's potential that may have been oppressed in recent years. The recent “Jobs and Development” conference, that was held in the Summer of 2019, focused on the core of the issue: improvement of employment outcomes for women, the transformation of the agriculture sector to improve employment opportunities in Africa and technological transformation. One of the main focus points of the conference, the impact that technology could have on productivity and wages, concluded that the introduction of technology in the labour market should be contained and focused mainly on where humans do not have a comparative advantage because, even though it seriously increases productivity and the acceleration of an economy, it can cause structural unemployment. The World Bank concluded that if directed properly, investment in technology can in fact incentivize high efficiency jobs.

The Organisation for Economic Co-operation (OECD)

The Organization for Economic Cooperation and Development is an individual platform where governments from both opposing market economies and around 34 democratic governments work together to advocate and instill economic growth. In recent years, the OECD has focused on promoting the proposed benefits in globalisation and the managing of globalisation to create a level of equality, prosperity and sustainable economic growth worldwide, including in developing regions. Key players in the OECD and the so called “BRICS” (Brazil, India, Russia, China and South Africa) four of the worlds most successful emerging economies but the OECD's work does not just end there as presently, it is
engaged with work much further, including promoting new employment opportunities in North Africa, the Middle East and Central Asia. The organisation has noticed that the increase of the world's population by around 1.5 billion people in the next few couple of decades calls for a major reconstruction of the economy. Therefore, in 2005 the OECD’s successful Ministerial Council Meeting, resulted in the 30 countries concluding that it is vital to “engage with developing countries though the OECD in sharing of experience, best practices and view on how to gain for all the most from globalisation.” In the early 2000’s the OECD’s work in Turkey supported major structural reforms such as Labour market regulations, pension regulations and agricultural reforms.

**China**

Since installing new economic reforms in 1978, China's economic system has altered from a more centrally planned economic system to, what is looking like a more free market economy. This has caused over 800 000 people to raise out of living in a level of poverty. China has the world’s second largest economy with around 1.5 billion people, it contributes to around 30% of global economic growth. Countries such as China are major examples of economic development and the link to employment opportunities. Over recent years, China's labour market has increased by millions, opening thousands of new employment opportunities, allowing the country to work with other developing countries to further increase employment opportunities, generate incomes, unleashing creativity and entrepreneurship on an international level by unlocking economic potential through engaging with both the private and public sector. Although China has made very important economic changes that improved not only its output as a country but also its condition of labour opportunities and quality in the workplace, there is still room for improvement. There are still an estimated 30.46 million Chinese who live in poverty, according to the Chinese government. Problems with employment in the Chinese economies are as follows: the law fails to protect workers rights in China. Even though technically Chinese law states that all workers have the right to a 40-hour week, along with minimum wage, overtime pay and social support, unfortunately violations of workers rights in China have been often reported. The Chinese government has also stated that between the years 2016-2020 they will be inactive on their 13th Five Year Plan to address economic issues such as improving the access to education to produce a more skilled workforce along with expansion of social protection, addressing social imbalances and working conditions.

**Democratic Republic of Congo**

With an overall fairly young labour market and constantly raising population, the Democration Republic of Congo has experienced a turbulent past as it has been faced to deal with facing multiple wars and lack of economic support which unfortunately, in the past, has lead to bad working conditions along exploitation of the vulnerable working youth. Examples being irregular wages, if paid at all and horrific working conditions. According to the World Bank, the agriculture sector is the biggest factor providing employment in the Congo with over 15 million people employed in the sector in 2010. The Congo
working closely with the new World Bank to tailor goals towards not only ending extreme poverty in the region by around 2030 but also promoting economic reform and growth through improving the level of education, building a more skilled human capital, sustainably raising the level of economic diversification and development through supporting its private sector. Along with the help from the World Bank, the Congo will also be aiming to alter its main components of its economy away from the now shrinking, oil economy, and towards better education and health services that will not only increase the HDI and standard of living in the region, but also increase job and employment opportunities. The “Skills Development for Employability Project” a $32 million financed project based in the Congo, is aiming on restructuring the skill set in the Congo to improve the total level youth entrepreneurship and support the vulnerable youth by opening up around 6000 new job opportunities to the youth. Alongside this, a new “Education Sector Support Project” is focusing on improving the level of education in the Congo by investing around $70 million towards improving human resources.

Iceland

Iceland is one of the countries with the highest rate of employment for both men and women, the employment rate being around 81.5% in August 2018. According to the OECD, the quality of jobs in Iceland is also above average due to the high level of social assistance benefits, total wages, and labour market inclusiveness. The employment gap for disadvantaged citizens of Iceland, such as single mothers, youth, persons with health conditions, are amongst the lowest globally in Iceland and apart from this has one of the lowest gender wage gaps. Iceland’s productivity growth is based on a variety of factors, the high level of developed education being a prevalent factor contributing towards Iceland's high economic growth.

Timeline of Events

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<tr>
<th>Date</th>
<th>Description of event</th>
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<tr>
<td>September 2nd, 1945</td>
<td>World War II ends, International leaders begin to draft treaties to increase global economic growth post war</td>
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<td>1950s</td>
<td>Communist nations withdraw from global economic system</td>
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<td>September 15, 1969</td>
<td>Pearson Commission submits Partners in Development report which suggests recommendations to develop less developed countries in the future.</td>
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<td>1970s</td>
<td>Vietnam War and Oil shocks that lead to inflation</td>
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<tr>
<td>1980s</td>
<td>International Debt Crisis results to increase lending to developing countries</td>
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<td>March, 1986</td>
<td>International Monetary Fund established department to lend to LEDCs with low employment levels</td>
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<td>1996</td>
<td>Debt relief occurs. The world Bank initiates support to heavily indebted poor countries to ensure the HDI of LEDCs remain at a healthy level.</td>
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<td>November 2008</td>
<td>G20 world summit. This summit consisted of leaders of a group of the most developed countries that discussed how financial systems globally could be increased to aid developing regions.</td>
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<td>October 9, 2012</td>
<td>The shooting of Malala Yousafzai and two other girls by a Taliban gunman. It was an assassination attempt due to their activism for womans right to education.</td>
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<td>1 January 2016</td>
<td>The UN’s sustainable development goals came into force. The 8th SDG introduced focused mainly on “ Decent Work and Economic Growth”.</td>
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<tr>
<td>June 13, 2019</td>
<td>The third “ Jobs and Development” conference was held in Washington D.C.</td>
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### Relevant UN Treaties and Events

- Productive employment and sustainable livelihoods, 26 February 1997 (A/69/320)
- Promoting youth employment, 7 August 2003 (A/58/150)
- Resolution concerning youth employment, 14 June 2005 (ISBN 92-2-1153770)
- Promoting full employment and decent work for all, 24 July 2008 (E/2007/49)
- The impact of trade on employment and poverty reduction, 8 April 2013 (TD/C.I/29)
- The operational activities for development segment 21 May 2019

### Previous Attempts to solve the Issue

Over the past few decades, especially since the implementation of SDG 8 and the increased UN action on the matter, lots of effort has been put towards solving the issue at hand. To begin with the UN has begun to to monitor the annual growth rate of the GDP on developing country. The UN has also

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invested in promoting economic development oriented legalities that support job creation while monitoring the proportion of employment in the non-agricultural sector.

Furthermore, the UN has focused its efforts to substantially decrease the ratio of youth not in education by working with over 190 countries to ensure child protection, education, innovation and gender inequality in opportunities proposed to youth. In terms of gender equality in general, the UN has been focusing on female inclusion in the workforce to economically develop LDCs and integrate the idea of gender equality in the workplace in all communities. Through various commissions and conference directed at the cause, such as the Beijing conference for Women and the Commission on the status of women, platforms have been formed so that the promotion of women's rights can be advocated globally. In recent years the UN has been making steady progress. Convincing 143 countries to legally guaranteed equality between men and women in 2014 and increase the voice of women in parliaments to around 22% compared to 11.3% in 1995, the UN has been raising the stance women have in the workplace thus slowing allowing for an increase in the global workforce. However a lot still has to be done as 52 countries still have not taken the step to agree that women are completely equal to men in terms of employment.

In terms of education, the UN has increased the youth enrollment rate in education from 84% in 1995 to around 93% in recent years. UNESCO has been encompassing educational improvement through strengthening education systems. Projects in Botswana, Brazil and Germany to implement a higher level of education with the goal of reaching a high level of sustainable development and economic growth. UNESCO has set up schools in conflict zones, an example being Syria, with the intention of providing equal education opportunities to all youth globally so that the future workforce can be increasingly skilled and thus improve the economic development in developing and conflicted regions.

Possible Solutions

Even though a lot has been done in recent years towards creating opportunities especially in developing regions there is still a lot of progress that could be done. To begin with, to ensure economic development it is important that countries focus on producing goods that they have a comparative advantage in. What is meant by this is for the country to focus on producing in a particular economic activity more efficiently compared to another country. This is relevant to the if countries specialise in employment for production of a good or service that they have an absolute advantage in the country can increase employment in that sector of labour to produce more of that good or service, in better quality and thus make more profit.
This will increase their total GDP and thus allow the country to develop at a faster rate than it would have done otherwise.

To further increase the level of employment in developing regions investment and an increased emphasis in agriculture is another possible solution. The utilization of agriculture along with an upgrade of technology can create jobs, raise productivity levels, output and further increase the exportation levels from developing countries.

Furthermore, the improvement in human and workers rights through implementing strict labour laws can greatly increase the level of employment and also the productivity of developing countries. Workers’ rights create a strong and sustainable environment for workers and make it more likely that workers gain the "right" skills. If workers become more skilled in their sector of employment they can then output more for the country.

Lastly, a further push on the level of employment and especially towards implementing gender equality in the education system to embed the idea of gender equality into community by normalising the idea through schooling is a very important solution. Distinguishing a basic education, especially in primary and secondary education, in developing regions can increase the productivity levels, promote income equality, increase the level of skilled labour and thus have a long run impact making the workforce of developing countries more economically advanced in the future.

**Guiding Questions**

1. Do you believe that improving the quality of education systems in developing countries can create new job opportunities?
2. How do you convince countries to integrate women into their labour force?
3. What kind of impact will focusing on the agriculture sector have on developing countries?
4. What kind of Laws should be implemented to ensure that working conditions in developing countries can improve?
5. Are there any solutions that have previously been implemented that you view as useless?
6. How would you further develop previously implemented solutions to make them have a bigger impact?
Bibliography

“More and Better Jobs for Developing Nations.” World Bank,


“Many Governments Take Steps to Improve Women's Economic Inclusion, Although Legal Barriers Remain Widespread.” World Bank,

“Culture Is Not an Excuse for Oppressing Women.” The Economist, The Economist Newspaper, 25 June 2018,


