

NP JSC "South Kazakhstan University named after M. Auezov"



"Decent work and economic growth"



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Introduction

Decent work and economic growth are key aspects of sustainable development. The economic well-being of a society is closely linked to working conditions and employment opportunities. The purpose of the abstract is to consider the factors influencing the development of economic growth and the creation of decent working conditions, as well as to present ways to solve the main problems in this area. In the International Labour Organization (ILO), the term "decent work" implies productive work that ensures fair pay, workplace safety and social protection for all workers.

Problems in the field of labor and employment

Despite economic growth in many countries, significant problems remain affecting the labor market:

- **Unemployment.** In some countries, high unemployment rates lead to instability and poverty among the population

- **Low wages.** Many workers are paid below the subsistence level, which makes it difficult for them to maintain a decent standard of living.

- **Unreliable working conditions.** Temporary or incomplete contracts, lack of social guarantees and unsafe working conditions are obstacles to decent work.
- **Inequality in the labor market.** Gender and racial differences lead to the fact that some groups face discrimination and limited opportunities for professional growth.

According to the ILO, about 60% of workers worldwide are employed in the informal economy, where legal protection is often lacking.

Factors contributing to economic growth

Economic growth depends on many factors that can be improved to stimulate employment and improve living standards:

- ❖ **Investments in infrastructure.** The creation and modernization of infrastructure contribute to the development of the economy and the creation of new jobs.
- ❖ **Development of technologies and innovations.** The introduction of advanced technologies increases labor productivity and opens up new opportunities for economic growth.
- ❖ **Support for small and medium-sized businesses.** Entrepreneurship plays an important role in creating jobs and developing the local economy.

- ❖ **Education and professional training.** Improving the level of education and access to vocational training programs contribute to improving the skills of the workforce.



Principles of decent work

To ensure decent working conditions, the following aspects should be taken into account:

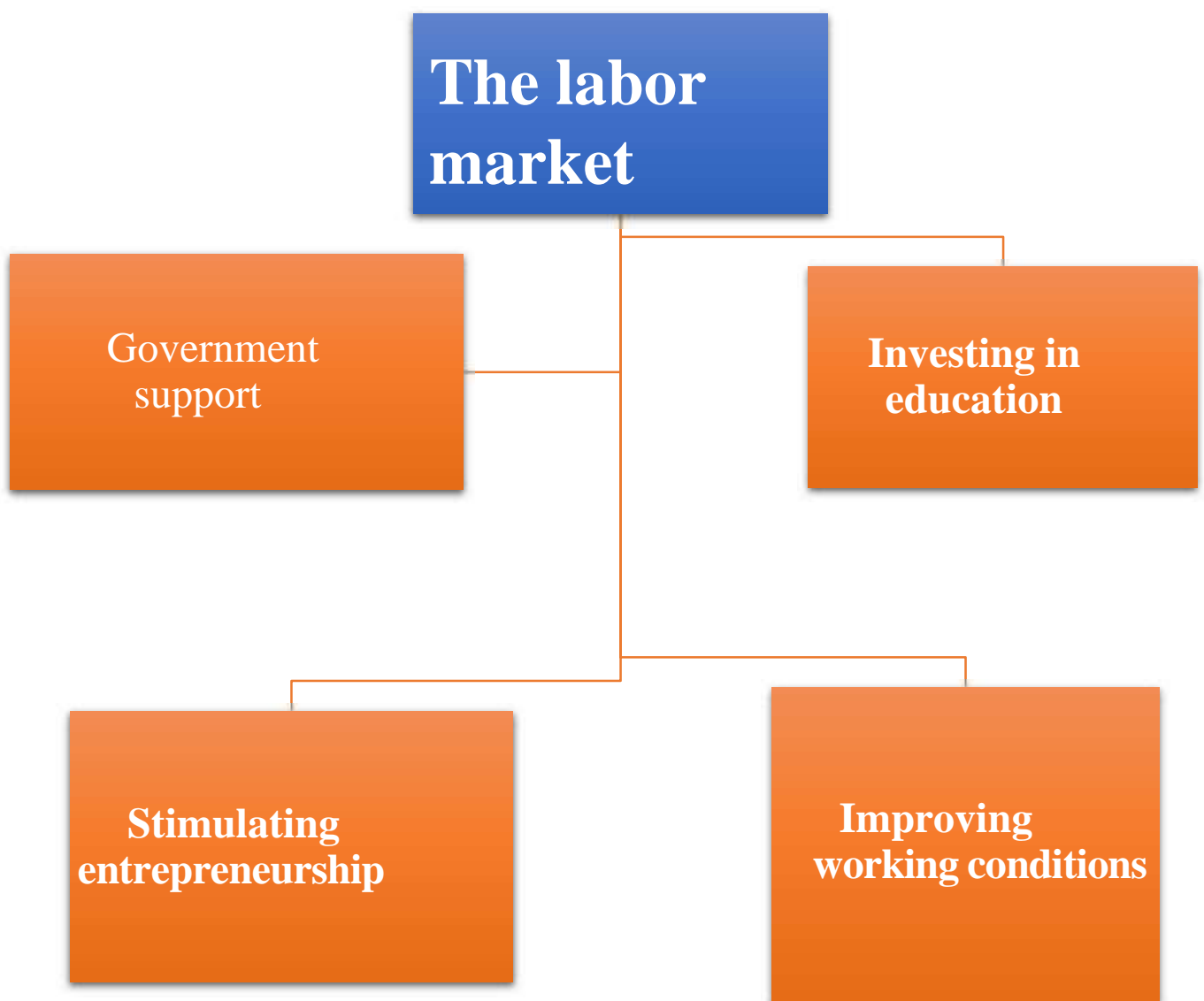
Fair pay. Wages must match the efforts of the employee and allow them to meet basic needs.

Social protection. Employees should have access to social security, medical care and pensions.

Equal opportunities. Discrimination based on gender, race, age or disability in the workplace must be excluded.

Safety and health at work. Employers must provide conditions that minimize the risk of injury and occupational diseases.

Ways to improve the labor market situation



The following approaches are possible to solve problems related to employment and economic growth:

- **Government support.** The introduction of laws regulating wages, workplace safety and the protection of workers' rights.
- **Investments in education.** Training specialists with the necessary skills increases the competitiveness of employees in the labor market.
- **Stimulating entrepreneurship.** Support for startups and small businesses through subsidies and tax incentives.
- **Improvement of working conditions.** Development of programs to improve safety and provide social guarantees.

Interesting fact: In many Nordic countries, such as Sweden and Denmark, social protection systems allow for high levels of employment with minimal levels of inequality.

Examples of successful countries and programs

Germany. The dual education program, combining study and work, has successfully trained qualified personnel for the labor market.

Canada. The policy of supporting small and medium-sized businesses has contributed to the creation of millions of jobs.

Singapore. Investments in education and innovation have made Singapore one of the most competitive economies in the world..

The role of universities

Universities and schools play an important role in training qualified workers and maintaining sustainable economic growth:

Professional education. Introduction of courses and programs focused on the current needs of the labor market.

Partnership with business. Joint programs of universities and companies aimed at preparing students and ensuring their employment after graduation.

Research and innovation. Development of new technologies and business models at universities that can be applied in the real economy.

Support for startups and entrepreneurship. Universities can offer incubators and accelerators to support startups and new businesses.

Stanford University (USA) actively supports startups through its Stanford Technology Ventures Program (STVP), which provides students and graduates with resources to create new companies and gain the necessary knowledge for a successful startup. The University of Cambridge (UK) has a successful Cambridge Enterprise program that helps translate research ideas and developments into commercialized startups and products.

Nanyang Technological University (Singapore) is actively developing the startup ecosystem through incubators, accelerators and hackathons, supporting young entrepreneurs and providing them with all the necessary resources to launch a successful business.

Preparing for work life: Universities should actively work to create training programs that meet the current requirements of the labor market and allow students to master in-demand skills. Programs aimed at training in digital technology, sustainable development, engineering, medicine, business and management can help students be competitive in the labor market.

Skills development and professional development: It is important that universities provide opportunities for professional development, retraining and lifelong learning. This helps graduates and professionals to adapt to changes in the labor market and maintain their competitiveness.

Proposed measures of the South Kazakhstan University named after M. Auezov

Dual education and internship programs: The introduction of dual education models, where students learn theory at the university and at the same time undergo practical training in companies. This improves their skills and makes it easier to get a job after graduation. The University is developing partnerships with large corporations and small businesses to create internships and on-the-job training programs.

Mentoring programs and networks of contacts: Creation of mentoring programs where experienced professionals (including university graduates) help students in professional growth, share experiences and establish contacts with potential employers. This will help students get real career advice and guidance.

Digital skills development programs: The introduction of compulsory and optional courses in digital literacy, programming, data analytics and other highly demanded skills in the labor market. The University is creating online learning platforms that are accessible to all students and graduates, regardless of their specialty.

Career and Employment Centers: The university has an effective career development center that not only helps students with job search, but also trains them in resume writing, interviewing and negotiating with employers.

Decent work and economic growth are inextricably linked processes that require an integrated approach. Educational institutions, government agencies and businesses should work together to create conditions conducive to fair and stable employment, which, in turn, will become the basis for long-term economic development.

