



SDG-8 Decent Work and Economic Growth of Information Technology Sector

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Abstract

Decent work is characterized by opportunities that are productive and deliver a fair income, security in the workplace, and social protection for families. It also involves better prospects for personal development and social integration, as well as freedom for people to express their concerns, organize, and participate in decisions that affect their lives. Research suggests that decent work practices can contribute to economic growth, but it's also important to consider the potential for conflict between economic development and social and environmental well-being. In the Information technology sector Employees feel that they are getting fair wages from but, there is no job security in concern sector. There is a positive relationship between Economic growth and decent work place i.e., decent work place leads to economic growth and vice versa.

Keywords: Decent work, Economic Growth, Fair wages, Effective Communication

Introduction

Decent work and economic growth, as outlined in Sustainable Development Goal 8, are intrinsically linked, with sustained economic growth creating opportunities for full and productive employment and decent work for all. Research suggests that decent work conditions, including fair wages, safe workplaces, and social protection, contribute positively to economic growth, particularly in high-income countries. Conversely, economic growth must be inclusive and sustainable to avoid exacerbating inequalities and environmental problems.

DG8 implicitly builds on the ILO's Decent Work agenda with its four 'core standards' – freedom from forced labour, freedom from child labour, freedom from discrimination at work; freedom to form and join a union, and to bargain collectively. This itself is the product of longstanding and contentious debates between corporate and state actors, trade unions, NGOs, women's organisations, and emerging labour groups of the informal sector. In response to the claims articulated by feminist and labour movements, ILO's core standards recognize the need to address diverse and varied experiences of the workplace.

Sustained and inclusive economic growth can drive progress, create decent jobs for all and improve living standards. A continued lack of decent work opportunities, insufficient investments and under-consumption lead to an erosion of the basic social contract underlying democratic societies: that all must share in progress.

Relationship between decent work and economic growth

- **Decent work as a driver of economic growth:** When workers have access to decent work, they experience higher job satisfaction, better health, and improved work-life balance, which can lead to increased productivity and economic growth.
- **Economic growth as a foundation for decent work:** Sustained economic growth can create more job opportunities and improve living standards, but it's crucial that this growth is inclusive and sustainable to avoid negative social and environmental consequences.
- **The role of informality and structural transformation:** Understanding the drivers of informality and how workers move between sectors during economic development is essential for creating decent work opportunities.
- **The importance of financial inclusion:** Favorable conditions for decent work and increased access to digital financial

services have been shown to positively impact economic growth, particularly in high-income countries.

- **Potential trade-offs:** While economic growth is generally associated with improved living standards, it can also exacerbate inequalities if not managed properly. For example, increased industrial production and economic activity can lead to environmental degradation and health problems if not addressed through sustainable practices.
- **Global context:** The COVID-19 pandemic has highlighted the vulnerability of the global economy and the need for both economic growth and decent work to be inclusive and sustainable.
Research perspectives:
- **Positive correlation:** Research consistently shows a positive correlation between decent work and employee well-being, suggesting that decent work conditions can boost economic growth.
- **Varying impacts across income levels:** The impact of decent work and financial inclusion on economic growth may vary across different income levels, with high-income countries experiencing a more pronounced positive effect.
- **Potential for conflict:** Some scholars argue that the emphasis on economic development and employment within SDG 8 may contribute to unsustainable and unfair outcomes, leading to environmental and health problems.

Review Of Literature

Sinan (2008) ^[1] SDG-8: Decent Work and Economic Growth. Emerging Technologies, Value Creation for Sustainable Development (pp.331-348). Economic growth can be defined by increasing consumption due to the increase in population and reaching production amounts to meet consumption with technological developments and governmental incentives. The correct placement of people in the production and consumption equation can be expressed as decent work. Although decent work and economic growth may seem like different terms at first glance, they are inseparable terms for each other. SDG-8, Decent Work and Economic Growth, aims to attain full and productive employment, as well as respectable work, for all women and men by 2030. This chapter presents the business models of 37 companies and use cases that employ emerging technologies and create value in SDG-8. We should highlight that one use case can be related to more than one SDG and it can make use of multiple emerging technologies.

Rai (2019) ^[2] Decent work and economic growth – A gendered analysis. World Development 113: 368-380. SDG 8 calls for promoting 'sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all'. This puts SDG8 in tension with SDG 5 which calls for the recognition of the value of unpaid care and domestic work. There has been a significant increase in the rate of working women in the formal and informal sector. However, there has not been a subsequent gender shift in the doing of social reproductive work. In this paper we argue SDG 8's focus on decent work and economic growth is inadequate; that productive employment and decent work for all men and women by 2030 needs to take into account the value and costs of social reproduction. We trace key historical debates on work to argue that both gender and

labour rights have to underpin SDG 8 if its promise of inclusive, sustainable and decent work is to be realized.

Bianca (2023) ^[3] Exploring the concepts of decent work through the lens of SDG 8: addressing challenges and inadequacies. This paper adopts a descriptive and critical review perspective, systematically analyzing 108 journal papers and reports to investigate the concept of decent work within SDG 8. The research addresses the challenges and inadequacies related to decent work embedded in SDG 8. The review reveals that while progress has been made in tackling gender inequality in the labor market, gender bias, income discrepancies, and underrepresentation of women in senior positions persist, hindering inclusive and sustainable economic growth, full and productive employment, and decent work for all – SDG 8. Moreover, SDG 8's focus on inclusive and sustainable development falls short of effectively addressing market economies' structural disparities, insecure working conditions, and exploitative labour practices.

Shankar (2024) ^[4] Decent Work and Economic Growth in India: A Theoretical Interpretation in View of Sustainable Development Goals. JETIR January 2024, Volume 11, Issue 1 www.jetir.org (ISSN-2349-5162) This study starts with explanation regarding introduction on defining what it means by Sustainable Development Goals and its historical evolution over the period. And in order to confine to the proposed objectives, the next sub-sections have an explanation on the concepts of the decent work and economic growth and next followed by discussing on factors which promoting of such decent work and economic growth. And it also concentrates more on analyzing theoretical backgrounds on India's experience on claiming of decent work and economic growth.

M Nithya, M Kavitha, GS Maheswari (2025) ^[5] Work-Life Balance and Its Impact On Job Performance: A Study With Special Reference to Women Police In Chennai City. IEEE. This paper mostly addresses the challenges faced by female police officers in Chennai as well as the strategies meant to improve their performance at their positions. The study examines for Chennai's female police officers how job performance and work-life balance interact. Split into several ranks, two hundred female police officers from Chennai were handed a preformulated questionnaire. Among the most important things considered are work hours, family responsibilities, job satisfaction, and degrees of perceived stress.

Aim of This Study

1. To find the factors determining decent work place in Information technology sector
2. To analyse the relationship between decent work place and economic growth of Information technology sector

Hypotheses of This Study

1. There are no significant factors determining decent work place in Information technology sector
2. There is no significant relationship between decent work place and economic growth of Information technology sector

Factors Determining Decent Work Place

Decent work is characterized by opportunities that are productive and deliver a fair income, security in the workplace, and social protection for families. It also involves

better prospects for personal development and social integration, as well as freedom for people to express their concerns, organize, and participate in decisions that affect their lives. Key factors determining a decent work place include fair wages, safe and healthy working conditions, job

security, social protection, and opportunities for career development.

In the case of decent work place the researcher identifies that the following order is perceived very important for the reliability measure

Table 1: T-test for Decent work place

	N	Mean	Std. Deviation	Std. Error Mean	T value	sig	Rank
Economic growth	471	3.00	1.112	.051	58.518	.000	6
Work life balance	471	2.97	1.045	.048	61.667	.000	4
Fair wages	471	3.13	.974	.045	69.658	.000	1
Effective Communication	471	2.98	1.032	.048	62.586	.000	3
Social protection	471	2.85	1.049	.048	58.968	.000	5
Career development	471	3.02	.980	.045	66.877	.000	2
Job security	471	2.65	1.049	.048	54.818	.000	7

Source: Computed data

The mean values range from 2.65 to 3.13 with the respective standard deviation and standard error. The t values 58.518, 61.667, 69.658, 62.586, 58.968, 66.877 and 54.818 are significant at the 5% level. Therefore, concluded that Employees feel that they are getting fair wages from IT sector but, there is no job security in concern sector.

Conclusions

Decent work and economic growth are intertwined goals that require a holistic approach. While economic growth provides the foundation for creating decent work opportunities, it's crucial that this growth is inclusive, sustainable, and addresses potential trade-offs. Research suggests that decent work practices can contribute to economic growth, but it's also important to consider the potential for conflict between economic development and social and environmental well-being. In the Information technology sector Employees feel that they are getting fair wages from but, there is no job security in concern sector. There is a positive relationship between Economic growth and decent work place i.e., decent work place leads to economic growth and vice versa.

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