

Impact of Human Resource Empowerment and decent work on Economic growth to implementing in Afghanistan

(Journey of Afghanistan to implementing SDGs in area of Goal 8: Decent work& Economic Growth)

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Abstract— The Millennium Development Goals (MDGs) mark a historic and effective method of global mobilization to achieve a set of important social priorities worldwide. They express widespread public concern about poverty, hunger, disease, unmet schooling, gender inequality, and environmental degradation. By packaging these priorities into an easily understandable set of eight goals, and by establishing measurable and time bound objectives, the MDGs help to promote global awareness, political accountability, improved metrics, social feedback, and public pressures. (Jahanian 2014)

SDGs is a huge concept for the developing country and must to implement in developing countries. The main problem is the process of implementation of SDGs in the developing country like Afghanistan. Afghanistan is a country which the fundamental of its income is for agriculture sector , and have the weak economic growth and the infrastructure, in this case I have to select this topic to add some knowledge to this problem and assist the previous knowledge and clear that where is the main gap. (Lancet 2012)

This work is the pies of actual work on implementation of SDGs goal 8 in Afghanistan and data gathered by primary and secondary data and show the gap of implementing in Afghanistan. by this research we can find the way of attempt SDGs in here and the data show us how SDGs is important to our country and the strategy of implementing is to apply SDGs up to 2030.

In order to achieve the research objectives, I have search and find lots of research and paper about the topic to achieve the maximum productivity and add the way to how implement the SDGs goals in area of Afghanistan. (Jahanian 2014)

I. INTRODUCTION

As described by Bill Gates, the MDGs have become a type of global report card for the fight against poverty for the 15 years from 2000 to 2015. As with most report cards, they generate incentives to improve performance, even not quite enough incentives for both rich and poor countries to produce a global class of straight-A students. (Shirin M. Rai , Benjamin D. Brown 2014)

Developing countries have made substantial progress towards achievement of the MDGs, although the progress is highly variable across goals, countries, and regions. Mainly because of startling economic growth in China, developing countries as a whole have cut the poverty rate by half between 1990 and 2010. Some countries will achieve all or most of the MDGs, whereas others will

achieve very few. By 2015, most countries will have made meaningful progress towards most of the goals. Moreover, for more than a decade, the MDGs have remained a focus of global policy debates and national policy planning. They have become incorporated into the work of non-governmental organizations and civil society more generally, and are taught to students at all levels of education.

For these reasons, the world's governments seem poised to adopt a new round of global goals to follow the 15 year MDG period. UN Secretary-General Ban Ki-Moon's high-level global sustainability panel, appointed in the lead-up to the Rio+20 summit in June, 2012, has issued a report recommending that the world adopt a set of Sustainable Development Goals (SDGs). This spring, Secretary-General Ban indicated that after the Rio+20 summit he plans to appoint a high-level panel to consider the details of post-2015 goals, with UK Prime Minister David Cameron, Indonesian President Susilo Bambang Yudhoyono, and Liberian President Ellen Johnson Sirleaf as co-chairs. One scenario is that the Rio+20 summit will endorse the idea of the SDGs, and world leaders will adopt them at a special session of the UN General Assembly to review the MDGs in September, 2013.

The SDGs are an important idea, and could help finally to move the world to a sustainable trajectory. The detailed content of the SDGs, if indeed they do emerge in upcoming diplomatic processes, is very much up for discussion and debate.

The Human resource empowerment and decent work is the main problem in Afghanistan specially in north and make a weak the trend of economic growth and fortunately this research make a space to market to create the jobs and implement the SDGs goals in Afghanistan and at the end of the research I ensure all of you that I will make a clear statement to how develop the Human resource to considering of gender.

Their content, I believe, should focus on two considerations: global priorities that need active worldwide public participation, political focus, and quantitative measurement; and lessons from the MDGs, especially the reasons for their successes, and corrections of some of their most important shortcomings. I have served Secretaries-General Kofi Annan and Ban Ki-Moon as Special Advisor on the MDGs, and look forward to contributing to the

SDGs as well. The following suggestions, which I make solely in my personal capacity, include priorities for the SDGs and the best ways to build on the MDG successes and lessons.

II. WHY SDGs?

Imagine the world in 2030, fully inclusive of persons with disabilities

In September 2015, the General Assembly adopted the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDGs). Building on the principle of “leaving no one behind”, the new Agenda emphasizes a holistic approach to achieving sustainable development for all.

The SDGs also explicitly include disability and persons with disabilities 11 times. Disability is referenced in multiple parts of the SDGs, specifically in the parts related to education, growth and employment, inequality, accessibility of human settlements, as well as data collection and the monitoring of the SDGs.

Although, the word “disability” is not cited directly in all goals, the goals are indeed relevant to ensure the inclusion and development of persons with disabilities.

The newly implemented 2030 Agenda for Sustainable Development holds a deep promise for persons with disabilities everywhere.

The year 2016 marks the first year of the implementation of the SDGs. At this critical point, #Envision2030 will work to promote the mainstreaming of disability and the implementation of the SDGs throughout its 15-year lifespan with objectives to:

- Raise awareness of the 2030 Agenda and the achievement of the SDGs for persons with disabilities;
- Promote an active dialogue among stakeholders on the SDGs with a view to create a better world for persons with disabilities; and
- Establish an ongoing live web resource on each SDG and disability.

III. SDGs IN AFGHANISTAN:

Afghanistan as a sovereign and independent state is fully committed to attaining the SDGs. The 2030 Development Agenda is a milestone in the recent history of the United Nations. This comprehensive strategy can help the member nations to overcome the socio-economic, environmental and security challenges that confront them. The Millennium Development Goals (MDGs) effort of Afghanistan was limited by the problematic context of economic, political and security challenges, although Afghanistan included an additional goal related to security, given its specific context. Nonetheless the MDGs established a positive trajectory for the Sustainable Development Goals (SDGs). This optimistic assertion is validated by the progress achieved against the benchmarks and indicators set by the Tokyo Mutual Accountability Framework (TMAF), and the Brussel Conference on Afghanistan (BCA). Considering the lessons learned from

the MDGs process, (GIRA) can now more realistically integrate the SDGs’ targets into its strategic planning processes such as the Afghanistan National Development Framework (ANPDF). The long-lasting armed conflict in Afghanistan has been weakening government institutions and decreasing economic performances, negatively impacting the employment, increasing inequality and public services distribution. Conflict tends to increase the gap between the people and government institutions; youth is therefore drawn to joining anti-government elements and to fighting against the government, creating an environment of escalating violence across the country. The vicious cycle of conflict intensifies poverty, which further feeds conflict and insecurity. In terms of revenue generation and income per-capita, Afghanistan is a poor country. Majority of its population is either directly or indirectly involved in agriculture and livestock sector and dependent to agriculture and maintain their daily basic needs from this source. The long-term vision of Agriculture and Rural Development is to ensure the social, economic and political well-being of rural communities, especially poor and vulnerable people, whilst stimulating the integration of rural communities with in the national economy. The ANPDF was developed to overcome the legacies of conflict and ideological distortions that have stunted institutional development in Afghanistan. With focused and sustained commitment, a more comprehensive approach to policy formulation and management can deliver results.

But just as Government policies evolve, the challenges themselves are not static.

Afghanistan is now facing a new challenge, which is a steady reduction in external support for its reform agenda. If the 2030 Agenda is to help Afghanistan to overcome the structurally persistent problems of poverty, inequality and insecurity, then it requires dedicated partnership with private sector, development partners, international communities, civil society organizations and other relevant stakeholders. (Najafizada 2015)

The 17 sustainable development goals (SDGs) to transform our world:

GOAL 1: No Poverty
GOAL 2: Zero Hunger
GOAL 3: Good Health and Well-being
GOAL 4: Quality Education
GOAL 5: Gender Equality
GOAL 6: Clean Water and Sanitation
GOAL 7: Affordable and Clean Energy
GOAL 8: Decent Work and Economic Growth
GOAL 9: Industry, Innovation and Infrastructure
GOAL 10: Reduced Inequality
GOAL 11: Sustainable Cities and Communities
GOAL 12: Responsible Consumption and Production
GOAL 13: Climate Action

IV. BACKGROUND OF THE STUDY

United Nation Development Program, January 2016 UNDP support to the implementation of Sustainable Development goal specifically in area of goal 8 to promoting inclusive and sustainable Economic Growth. Inequalities in income and other non-income outcomes,

including health conditions, educational attainment and employment opportunities, are important determinants of economic growth and well-being. The most disadvantaged and vulnerable often lead shorter lives and find it difficult to break free from a vicious cycle of educational underachievement, low skills and poor employment prospects. In the long term, inequality of income and opportunity undermines economic growth prospects. Addressing the multidimensional nature of inequality and its impacts on different segments of the population is essential for sustainable economic growth. Hence, fostering inclusive growth is an important part of a pro-growth agenda.

SDG Index & Dashboards - Global Report by ILO the trend show the countries which have the highest and lowest unemployment trend and which policy and strategy will need to implement the SDGs goals till to 2030. In the research highlighted that Afghanistan unemployment trend is 9.6 and are among of the lowest countries that have the short trend of unemployment and the last country in this list are Marutania (Shirin M. Rai, Benjamin D. Brown 2014)

This research is a research on empowerment of human resources in regional government apparatus in achieving the goals stated in the SDGs. Sustainability Development Goa (SDGs) has been implemented using 17 indicators. All of the countries that are members the MDGs declaration have participated in the SDGs declaration, including Indonesia. (Triatmanto 2015)

SDGs 8 calls for promoting ‘sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all’. Even as it highlights the importance of labor rights for all, it also makes visible some significant tensions. We note, for example, that despite many critiques of narrow economic measures of growth, the focus here remains on GDP and per capita growth. This is problematic, we argue, because the GDP productive boundary excludes much of social reproductive work. This puts SDG8 (Shirin M. Rai, Benjamin D. Brown 2014)

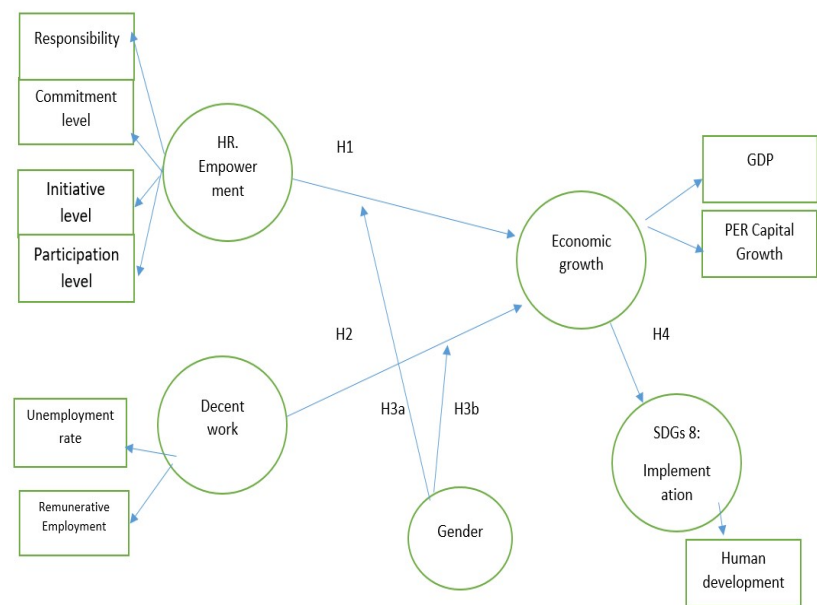
United Nations member states proposed a set of Sustainable Development Goals (SDGs), which will succeed the Millennium Development Goals (MDGs) as reference Goals for the international development community for the period 2015–2030. The proposed Goals and targets can be seen as a network, in which links among goals exist through targets that refer to multiple goals. Using network analysis techniques, we show that some thematic Areas covered by the SDGs are well connected with one another. Other parts of the network have weaker connections with the rest of the system. (Sust 2015)

Today, firms are becoming increasingly aware of the importance of social, ethical, and ecological objectives. In addition to financial profit, organizations are setting themselves new goals, focusing on individual, communal, and environmental-friendly performance and development. One of the disciplines that is promoting “green” organizations is Sustainable Human Resource Management (SHRM). Sustainable development goals (SDGs) are achieved through the adoption of new ecological

techniques by the organization’s human capital and by the integration of innovative sustainable strategies. (Nour Chamsa, Garcia-Blandonb 2017)

Four components of the notion are elaborated in the same Report of the Director-General: employment, social protection, workers’ rights and social dialogue. Employment here covers work of all kinds and has both quantitative and qualitative dimensions. Thus, decent work applies not just to workers in the formal economy but also to unregulated wage workers, the self-employed and home workers. It also refers to adequate opportunities for work, remuneration (in cash and in kind), and embraces safety at work and healthy working conditions. Social security and income security are also essential components – defined according to each society’s capacity and level of development. The two other components emphasize the social relations of workers: the fundamental rights of workers (freedom of association, nondiscrimination at work, and the absence of forced labour and child labour); and social dialogue, in which workers exercise their right to present their views, defend their interests and engage in discussions to negotiate work-related matters with employers and authorities. (Dharam 2003)

Conceptual model



Key point of model:

- Human resource empowerment,
- Decent work,
- Economic growth,
- Implementation the SDGs
- How impacted to human development

The particular model show the relationship of different variable and impact of that on the implementing of SDGs.

V. HUMAN RESOURCE EMPOWERMENT

Importance of human resources is no secret to everyone and organizations to survive in a complex and challenging environment needs capable and creative staffing. Empowerment and human resource development is a management approach where employees are empowered to make their own decisions and be involved in the decisions. What is important is that in order to strengthen human resources ways to pay for staff training improving human resources are not only technical training rather than developing. And this importance, may be made only in the realm of strategic human resource management programs. (Herse, Paul, Blanchard, Kenneth 1996, p 43). An employee has the potential that helps them to empower the realization. Managers should use to improve the level of empowerment and poor employee skills development and better use of organizational resources to achieve organizational goals. This paper aims to address the issue of empowering human resources, benefits, barriers and expressed the requirements and guidelines principles.

- **Responsibility:** Research on the link between Human Resource Empowerment (HRE) and Social Responsibility of Organizational Management (SROM) is very important. For this reason, the responsibility and functions of managers as a responsible who increasingly charged with the following of many Human Resource Empowerment (HRE) practices. This study explores the attention to human resource and workers commitment towards their potential worker and their job influenced by the strategy of SROM and by organizational strength with HRE formulation.
- **Commitment level:** This study advances research on macro human resource management by examining collective commitment as a mediator of motivation, empowerment, and skill-enhancing practices and aggregate voluntary turnover.
- **Initiative level:** The paper investigates the effect of certain employee empowerment initiatives viz. participative decision making and job autonomy, in the development of flexible role orientation (FRO), which represents adoption of a broader perspective while defining one's job elements. Additionally, the role of psychological ownership and individual dispositions was also probed in the aforementioned relationship by testing a moderated mediated contingency framework.
- **Participation level:** Employee participation is the process whereby employees are involved in decision making processes, rather than simply acting on orders. Employee participation is part of a process of empowerment in the workplace.
- **Decent Work:** Over the past 25 years the number of workers living in extreme poverty has declined dramatically, despite the lasting impact of the 2008 economic crisis and global recession. In developing countries, the middle class now makes up more than 34 percent of total employment – a number that has almost tripled between 1991 and 2015. However, as the global economy continues to recover we are seeing slower growth, widening inequalities, and not enough jobs to keep up with a growing labour force. According to the International Labour Organization, more than 204 million people were unemployed in 2015. The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.
- **Unemployment rate:** The unemployment rate represents the number of unemployed as a percentage of the labor force. Labor force data are restricted to people 16 years of age and older, who currently reside in 1 of the 50 states or the District of Columbia, who do not reside in institutions (e.g., penal and mental facilities, homes for the aged), and who are not on active duty in the Armed Forces.
- **Remunerative employment:** Employee Remuneration refers to the reward or compensation given to the employees for their work performances. Remuneration provides basic attraction to a employee to perform job efficiently and effectively. Remuneration leads to employee motivation. Salaries constitutes an important source of income for employees and determine their standard of living. Salaries effect the employee's productivity and work performance. Thus the amount and method of remuneration are very important for both management and employees

Economic growth: We have started our discussion of development by addressing very broad issues relating to the concept of development. However, much of the literature and thinking about 'development' focuses on economics. Indeed 'development' and 'economic development' have often been treated as synonymous concepts. The economic development of a country or society is usually associated with (amongst other things) rising incomes and related increases in consumption, savings, and investment.

Of course, there is far more to economic development than income growth; for if income distribution is highly skewed, growth may not be accompanied by much progress towards the goals that are usually associated with economic development.

GDP: Gross Domestic Product (GDP) is the total monetary or market value of all the finished goods and services produced within a country's borders in a specific time period. As a broad measure of overall domestic production, it functions as a comprehensive scorecard of the country's economic health. Though GDP is usually calculated on an annual basis, it can be calculated on a [quarterly](#) basis as well. In the United States, for example, the government releases an [annualized](#) GDP estimate for each quarter and also for an entire year. Most of the individual data sets will also be given in real terms, meaning that the data is adjusted for price changes, and is, therefore, net of [inflation](#).

Per capital growth: If we measure by growth in real gross domestic product (GDP), without considering changes in population, Japan's economic growth is far behind that of the United States. From 2000 to 2015, its real GDP grew an average of 0.72 percent per year, while U.S. real GDP grew an average of 1.77 percent. In average growth rates, more than 1 percent per year is a big difference, indeed, as it compounds over time. Over 15 years, this annual growth rate difference would add up to U.S. GDP being 30 percent larger, compared to 11 percent larger for Japan, a difference of 19 percentage points. However, economic well-being is not measured by aggregate GDP, but by GDP per capita. The question is how much production there is per person. In this case, measuring per-capita growth gives us a very different outcome.

Suggestion

1. The first strategy I will suggest that make an **independent presidency** that only work in area of the SDGs in Afghanistan and work the each goal with absolute focus.
2. Most the project of this purpose are work under the ministry of economic, finance and deal like a miner purpose it need to work on it like **national project**.

3. Most of respondent are not aware about this issue and those who know it not much more at first step its need a **good awareness and reach to people**.

VI. CONCLUSION

This research actually pies of hard work that cover the impact of human manpower and decent work on the economic growth of Afghanistan in north.

In the first stage I explain how united nation create this path and what the purpose of this path is and why the countries reach to this goals. The result of this study was spread in the conceptual model that clearly show area of study and divided in three part that extract the hypotheses and in the research I find the impact of HR. Empowerment on economic growth to considering of gender and effect of decent work on economic growth to considering of gender dimension and how to impact on the implementation of SDGs in Afghanistan. The researcher mostly conducted in Human development and creating jobs in Afghanistan. The Human resource empowerment and decent work is the main problem in Afghanistan specially in north and make a weak the trend of economic growth and fortunately this research make a space to market to create the jobs and implement the SDGs goals in Afghanistan and at the end of the research I ensure all of you that I will make a clear statement to how develop the Human resource to considering of gender.

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