

MYANMAR

Decent Work and Sustainable Development Goals Baseline Indicators¹

May 2018



International
Labour
Organization

In September 2015, the 193 Member States of the United Nations, including Myanmar, adopted the landmark 2030 Sustainable Development Agenda. With the adoption of 17 Sustainable Development Goals (SDGs), a unanimous commitment was made to end poverty, combat inequality and ensure an inclusive and sustainable future for all. The concept of decent work is enshrined in the SDGs and is seen as integral to their achievement.

Alongside its political transition, Myanmar has been undergoing significant economic changes in recent years. The share of agriculture in Gross Domestic Product (GDP) has been declining quickly, although it still employs more than half of the workforce. On the other hand, the industrial sector continues to grow on the back of rising energy rents and investments in the mining, processing and manufacturing sectors while the service sector has been growing at a much slower pace. For the period of 2011–15, the real GDP growth rate averaged 6.5 per cent per annum. The latest IMF estimate for the fiscal year 2017–18 is 6.9 per cent.²

This relatively optimistic outlook sets a strong platform for Myanmar to work towards achieving a number of Sustainable Development Goals (SDGs) and laying the groundwork for building an inclusive society. In this regard, the new Myanmar Sustainable Development Plan and the Decent Work Country Program for Myanmar offer an important new vision and framework for action.

Recognizing that data gaps pose significant challenges to monitoring SDGs and formulating responsive policies, the Central Statistical Organization (CSO) with support from UNDP developed an SDG indicator baseline report for Myanmar that includes baseline data for around 60 per cent of expected indicators.³ This Brief supplements the CSO/UNDP report with a more detailed assessment of the SDG indicators linked to decent work.⁴ Decent work as a concept that embeds promotion of jobs of good quality, rights at work, social protection and social dialogue cuts across a multiple goals and is thus an important catalyst of the 2030 Agenda.

¹ This Brief is an output of the Regional Economic and Social Analysis Unit, ILO Regional Office for Asia and the Pacific (Bangkok).

² Author's calculation based on International Monetary Fund (IMF), World Economic Outlook Database, Apr. 2018.

³ Central Statistical Organization and United Nations Development Programme (2017): *Measuring Myanmar's starting point for the Sustainable Development Goals, SDG Indicator Baseline Report* (Yangon).

⁴ This brief presents Tier I and Tier II SDG indicators for which the ILO was appointed custodian, either as stand-alone organization or in partnership with one or more other agencies (see Table 1 Notes). For more information on ILO's role in supporting the SDGs, see <http://www.ilo.org/global/topics/sdg-2030/lang--en/index.htm>.

Table 1: ILO custodial SDG indicators (Tiers I and II), 2015 (baseline)

Indicator	Total	Male	Female	Tier
1.1.1 Proportion of population below the international poverty line (%) - of which, <i>share of workers bellowing the international poverty line (%)</i> ¹	20.9	20.2	21.9	I
1.3.1 Proportion of population covered by social protection floors/systems (%)	n.a.	n.a.	n.a.	II
1.a.2 Proportion of total government spending on essential services (education, health, and social protection) (%)	n.a.	n.a.	n.a.	II
4.3.1 Participation rate of youth (15-24; first row) and adults (25-64, second row) in formal and non-formal education and training in the previous 12 months (%) ²	22.4	n.a.	n.a.	II
	0.5	n.a.	n.a.	
5.5.2 Proportion of women in managerial positions (%)	28.4	n.a.	n.a.	I
8.2.1 Annual growth rate of real GDP per employed person (%) ³	6.2	n.a.	n.a.	I
8.3.1 Proportion of informal employment in non-agricultural employment (%)	82.5	82.4	82.7	II
8.5.1 Average daily earnings of female and male employees (MMK) ⁴	4 760	5 316	3 988	II
8.5.2 Unemployment rate (%)	0.8	0.7	0.9	I
8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training (%)	18.6	11.2	25.2	I
8.7.1 Proportion and number of children aged 5-17 years engaged in child labour ⁵	9.3	10.0	8.5	II
	1 125 661	601 471	524 190	
8.8.1 Frequency rate of fatal and non-fatal occupational injuries (per 100,000 employed persons) ⁶	1 850	2 267	1 301	II
10.4.1 Labour share of GDP, comprising wages and social protection transfers (%)	n.a.	n.a.	n.a.	II
16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of trade unionists in the previous 12 months ⁷	n.a.	n.a.	n.a.	II

Notes:

n.a. = not available; all figures for 2015; for mapping to Goals and targets, see Annex table 1.

- The ILO handles only the indicator disaggregated by employment status, with general poverty figures under the custodianship of The World Bank. International extreme poverty line defined as US\$1.90 per capita daily consumption expenditure, adjusted for purchasing power parity; indicator 1.1.1 by employment status corresponds to the ILO concept of working poverty; data based on ILO modelled estimates, revised November 2017, in ILOSTAT.
- The indicator is taken from Central Statistical Organization and United Nations Development Programme (2017): *Measuring Myanmar's starting point for the Sustainable Development Goals, SDG Indicator Baseline Report* (Yangon) and the source seems to be the Ministry of Education.
- Measured as GDP in constant 2011 international \$ in PPP. Data based on ILO modelled estimates, revised November 2017, in ILOSTAT.
- SDG Indicator 8.5.1 is reported in terms of daily figures instead of hourly in line with national practice.
- ILO and UNICEF are joint custodian agencies.
- While the indicator refers to both fatal and non-fatal injuries, data are available only for non-fatal injuries.
- OHCHR is the custodian agency, with ILO and UNESCO-UIS as partner agencies; the formulation presented includes only the ILO specific target group, i.e. trade unionists.

Tier I: SDG Indicator that is conceptually clear, has an internationally established methodology and standards, and for which data are widely available and produced regularly by countries. Tier II: SDG Indicator that is conceptually clear, has an internationally established methodology and standards, but for which data are not easily available and are not regularly produced by countries.

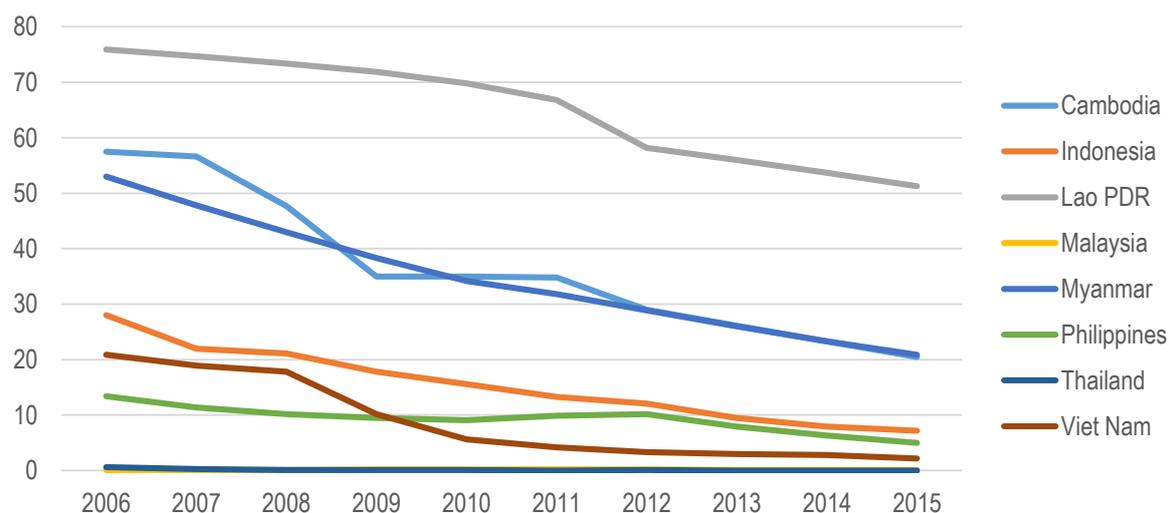
Sources: Unless otherwise stated, data are from Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*, or ILO database of labour statistics (ILOSTAT).

Continuous progress in reducing working poverty

- SDG 1. End poverty in all its forms everywhere

Over the last several years, Myanmar has made impressive strides in reducing the working poverty rate, which is the percentage of employed persons living below US\$1.90 (PPP) per day (SDG indicator 1.1.1). In the decade of 2006-15, the working poverty rate fell by more than 30 percentage points from 53 to 21 per cent. In 2015, the rate for male workers was slightly lower at 20.2 per cent compared to 21.9 per cent for females. Despite the speed of reduction in working poverty, among ASEAN countries, the working poverty rate in Myanmar is the second highest, behind only that of Lao PDR in 2015 as shown in Figure 1. Increased investments—including from abroad—as a result of the improving business climate, industrial growth, and overall economic reforms are contributing factors behind decreasing working poverty in the country. Given that a majority of the workforce is still employed in the agriculture sector (51.5 per cent in 2015), boosting productivity in this sector should continue to remain among the top priorities, alongside working towards further advancements towards the structural transformation of the economy.

Figure 1: Working poverty rate (percentage of employed living below US\$1.90 per day, PPP)



Note: Working poverty rates in Brunei Darussalam and Singapore are 0 and are not shown.

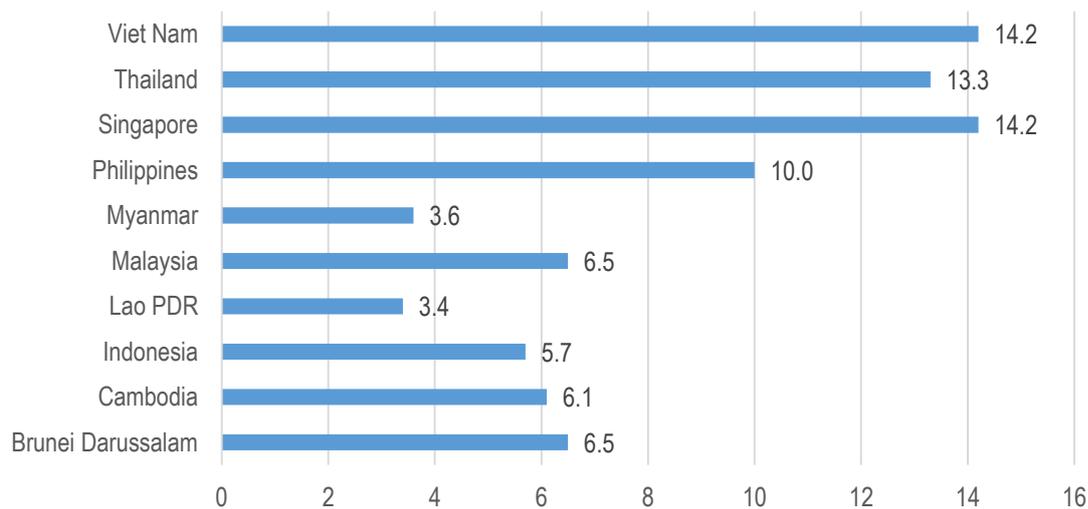
Source: ILOSTAT database.

For sustained poverty reduction, it is important that governments prioritize the creation of adequate safety nets, especially for the most vulnerable. While legal and effective coverage are still quite limited in Myanmar, there are statutory provisions in place for at least one programme related to child and family, maternity, sickness, and employment injury. Other social protection programmes specific to old age, invalidity, survivors, and unemployment have yet to come into full implementation.⁵ The country has committed to achieving universal health care by 2030. However, data gaps present a significant challenge in identifying the baseline social protection situation and subsequently to putting together a well-engineered

⁵ C.B. Ong and C. Peyron Bista (2015): *The state of social protection in ASEAN at the dawn of integration* (Bangkok, ILO).

policy response. Figures on SDG indicator 1.3.1 are missing from Table 1. However, some other indicators can offer useful references on the social protection situation. For example, in 2014 the general government expenditure on health care as a percentage of total government expenditure was just 3.6 per cent which was considerably lower than most of its ASEAN counterparts except Lao PDR (Figure 2).⁶

Figure 2: General government expenditure on health as a percentage of total government expenditure in ASEAN member countries in 2014 (%)



Source: Global Health Observatory (GHO) data, World Health Organization (WHO).

Under-representation of women in leadership

- SDG 5. Achieve gender equality and empower all women and girls

Sustainable development is built on the foundation of inclusiveness. Ensuring equal opportunities for women in leadership and decision-making positions is an important step towards that end. In Myanmar, the proportion of women in managerial position (SDG indicator 5.5.2) in 2015 was 28.4 per cent. While this figure is higher than that of some regional counterparts – for example, Indonesia (22.4 per cent) and Viet Nam (25.8 per cent) – there is still significant room for improvement.⁷ Furthermore, the female labour force participation rate of 51.6 per cent is considerably lower than for males (80.2 per cent), with the highest gender gap in the Tanintharyi region (at 55.6 percentage points) and the lowest in the Magway region (22.3 points).

⁶ World Health Organization (WHO), Global Health Observatory (GHO). Available at: http://www.who.int/gho/health_financing/government_expenditure/en/

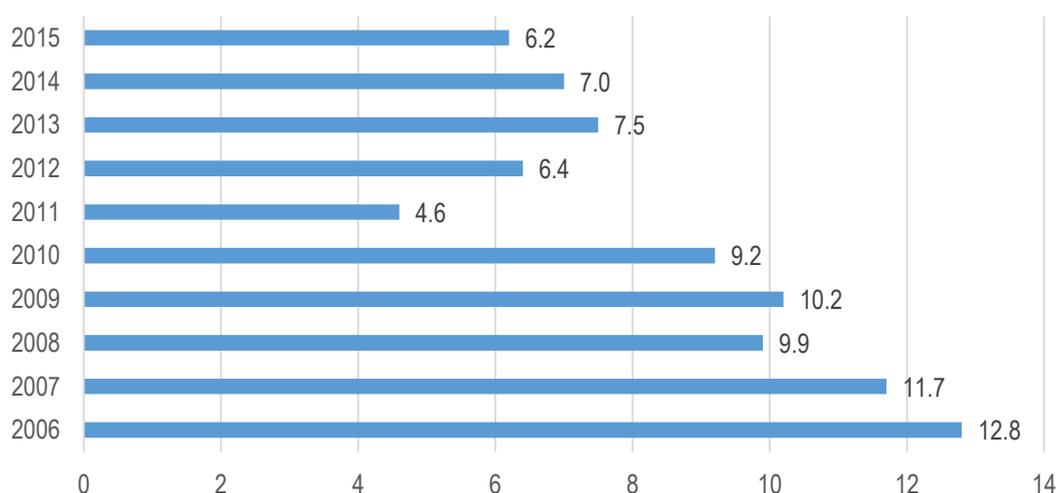
⁷ The leader in the region when it comes to female representation in managerial positions is the Philippines at 46.6 per cent.

Decent work deficits prevail despite progress

- SDG 8. Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

Achieving and sustaining high levels of labour productivity is an important driver of sustained economic growth and is crucial to promoting well-being. In 2015, Myanmar recorded the highest annual growth in labour productivity—measured as real GDP per employed person (SDG indicator 8.2.1)—among ASEAN member States at 6.2 per cent. This level of labour productivity can be partly explained by rising investments—primarily in the industrial sector—and the continued shift of workers from sectors with lower productivity like agriculture to industry and services. However, the increase in productivity has slowed down in the recent years. Figure 3 shows the annual growth rate of output per worker over a ten-year period from 2006-15.

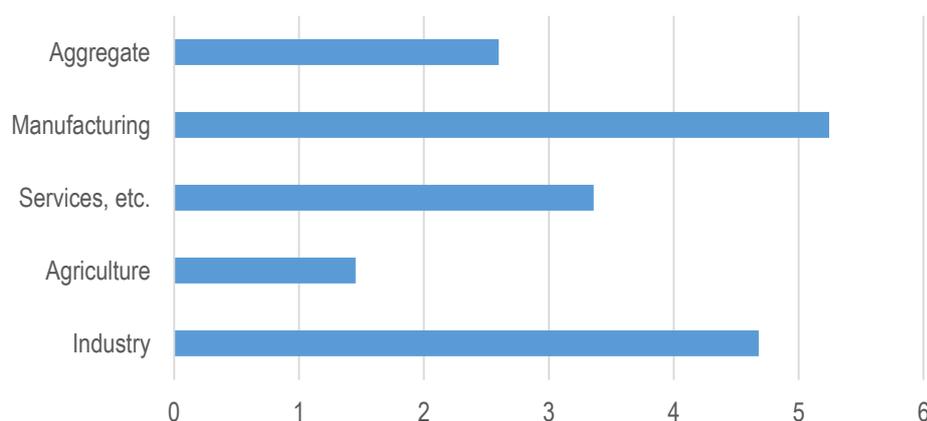
Figure 3: Annual growth rate of output per worker (measured as GDP in constant 2011 international \$ in PPP)



Source: ILOSTAT database.

Despite employing around 51.5 per cent of the workforce, value added per worker in the agricultural sector is more than 3.5 times lower than in manufacturing (Figure 4). Policies aimed at increasing agricultural productivity such as ensuring adequate quality seed coverage, improved irrigation, better input management, and strengthening of agricultural extension services among others, have the potential to produce large and important development dividends and should therefore continue to remain a foremost priority of policy-makers.

Figure 4: Value added per worker by sector (in millions, constant MMK)



Sources: Calculations based on Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015* and World Bank, World Development Indicators.

In order to boost and sustain productivity across the different sectors and further promote the structural transformation of the economy, one necessity is the continual investment in boosting the human resource potential of the country. In 2015, more than 85 per cent of the labour force was educated at the basic (primary) level or below primary and just 0.1 per cent of the labour force had completed higher education. Furthermore, the participation rate of youth (aged 15-24) in formal and non-formal education and training (SDG indicator 4.3.1) was low at 22.4 per cent. For adults above 24 years (25+), the rate was 0.5 per cent. Myanmar must direct sustained efforts towards ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all (SDG 4). The aim is to build the productive capabilities of the potential workforce to help increase productivity and set the foundations for the creation of a knowledge-based economy in the longer term.

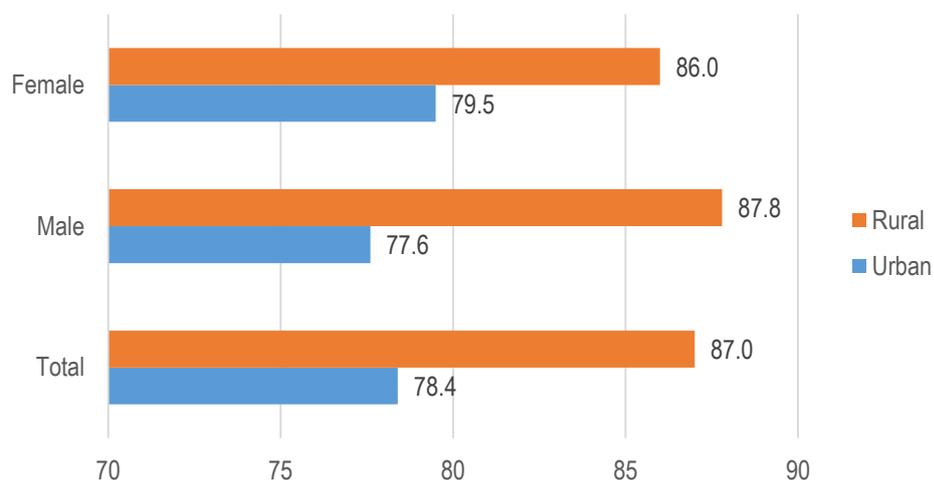
Like many developing countries in Southern and South-Eastern Asia, a large section of the workforce in Myanmar is in informal employment, which is often associated with greater irregularity of employment, poorer working conditions including risks to occupational health and safety, limited or no protection under regulatory frameworks and absence of adequate social protection. In 2015, the share of informal employment in non-agricultural employment was 82.5 per cent. The figure was only marginally higher for females (82.7 per cent) compared to males (82.4 per cent). Furthermore, the incidence of informal employment was notably higher in rural areas (87 per cent) compared to urban areas (79.4 per cent). Disaggregating on both sex and geographical area shows that rural males were most likely to be in informal employment (87.8 per cent) as shown in Figure 5.

Average basic pay (SDG indicator 8.5.1) calculated in terms of daily rates for Myanmar was 4,760 MMK or around US\$ 4.10.⁸ The wage gap at the national level in 2015 was 25 per cent with men earning 5,316 MMK in a day compared to 3,988 MMK for women. Sex and administrative area disaggregated data reveals stark disparity in wages at the aggregate level

⁸ Based on average official exchange rate of 1162.62 MMK/US\$. See: IMF, International Financial Statistics database.

as well as between the sexes. Wages were highest in Chin State (6,947 MMK) and lowest in the Sagaing Region (3,686 MMK). In terms of sex, men from Chin State earned the highest daily wage (7,499 MMK) while women from Ayeyarwady Region were the lowest earners (3,175 MMK).

Figure 5: Share of informal employment in the non-agricultural sector, by sex and geographic area (% in non-agricultural employment)

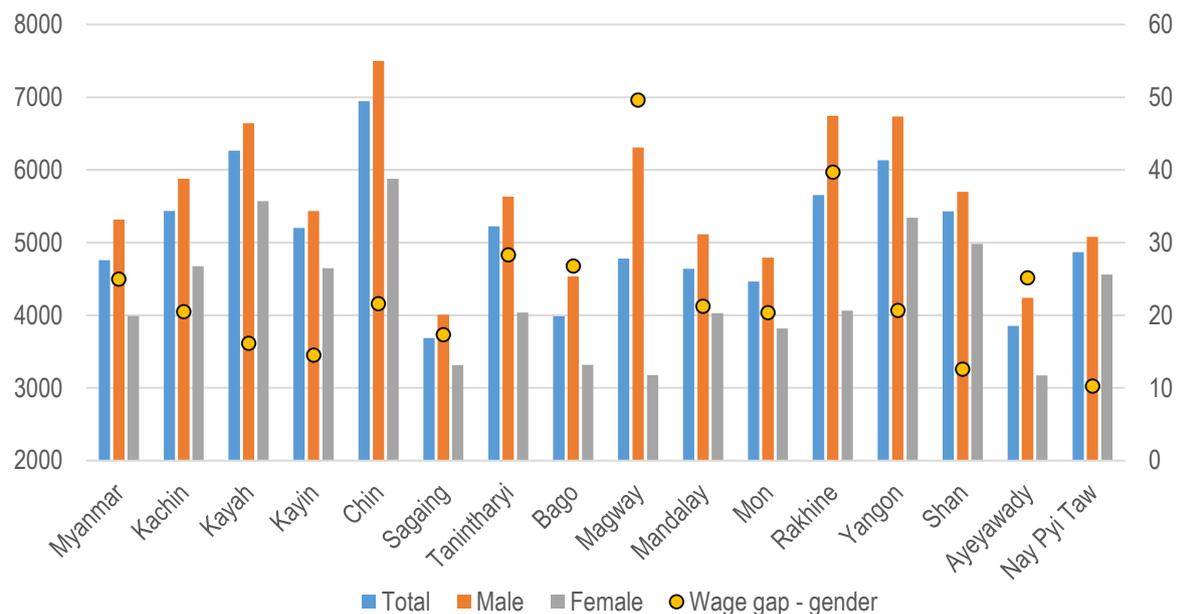


Source: Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

The gender wage gap was highest for the Magway Region (49.6 per cent) and lowest for Nay Pyi Taw (10.3 per cent) as shown in Figure 6. Women earned less than men in all administrative regions. Myanmar has set a minimum wage since 2015 and recently completed its first review in early 2018.⁹ As a country that is emerging out of decades of conflict and aspiring to make significant developmental gains, it remains crucial that Myanmar invest in monitoring the impact of the minimum wage and pursue policies that address the challenge of wide wage gaps in the pursuit of social justice and equal opportunities.

⁹ The initial assessment shows positive results in pushing wages of persons most vulnerable – i.e. those at the bottom of the income distribution curve – upwards in convergence to the level of the minimum wage. Overall, levels of wages of all segments of the population increased between 2015 and 2017 in both nominal and real terms.

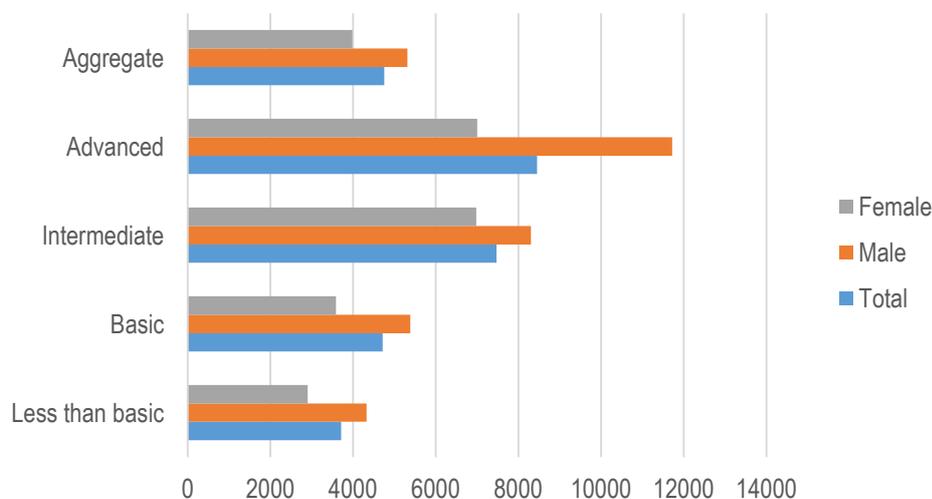
Figure 6: Average daily wage by sex and geographic areas (in MMK, left axis) and the corresponding gender wage gap (% , right axis)



Source: Calculations based on Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

Workers with higher levels of education earned considerably higher than those with lower levels of education as shown in Figure 7. Workers with less than basic education, i.e. 85 per cent of the workforce, earned around 44 per cent of the wages of those with advanced education. Furthermore, in each educational level women earned less than men although in varying degrees. For women, it is also worth noting that while the wage gap between intermediate and basic level education holders is 48.6 per cent, moving one step higher to advanced level does not significantly boost wages unlike for men.

Figure 7: Average daily wage by level of educational attainment and sex (in MMK)



Source: Calculations based on Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

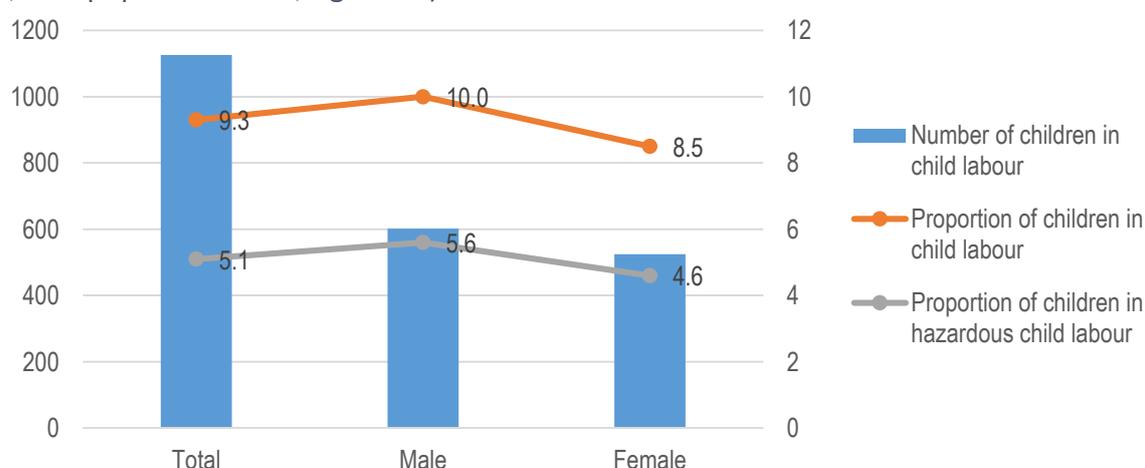
At the aggregate level, the unemployment rate (SDG indicator 8.5.2) in Myanmar was relatively low (0.8 per cent) with marginal difference between men (0.7 percent) and women (0.9 percent). These figures, however, do not reveal any information on a key labour market concern: underemployment and other measures of labour underutilization. Therefore, rather than being suggestive of an economy close to full employment, these unemployment figures are instead indicative of an economy where few can afford to remain without work for an extended period.

The proportion of youth (15-24) neither in education nor employment (SDG indicator 8.6.1) was 18.6 per cent. The figure for young women was notably higher (25.2 per cent) compared to their male counterparts (11.2 per cent). Investing in the skills of youth and creating adequate opportunities for their transition from school to decent work is another element that is crucial to transforming the economy and projecting it into sustained high growth trajectory. While creating enough jobs for the workforce is important, equally important is to also ensure that the quality of jobs is such that their well-being and livelihoods are ensured.

A major challenge to realizing the goal of decent work in Myanmar is the continued presence of child labour including its worst forms, forced labour, modern slavery and human trafficking. While there are no specific indicators dedicated to measuring forced labour, modern slavery and human trafficking, target 8.7 of SDGs mandates taking immediate and effective measures to eradicate the three practices. To this end, the ILO works with the national constituents under a Supplementary Understanding and Action Plan on the elimination of forced labour.

In 2015, the proportion and number of children aged 5-17 years engaged in child labour (SDG indicator 8.7.1) stood at 9.3 per cent which translates into 1.12 million children. The proportion for male children in child labour was higher at 10 per cent compared to 8.5 per cent for their female counterparts. The severity of the challenge is further highlighted by the fact that children engaged in hazardous work accounted for more than half of all children in child labour (Figure 8).

Figure 8: Children (aged 5-17 years) engaged in child labour, by sex (number in thousands, left axis; % in population 5-17, right axis)

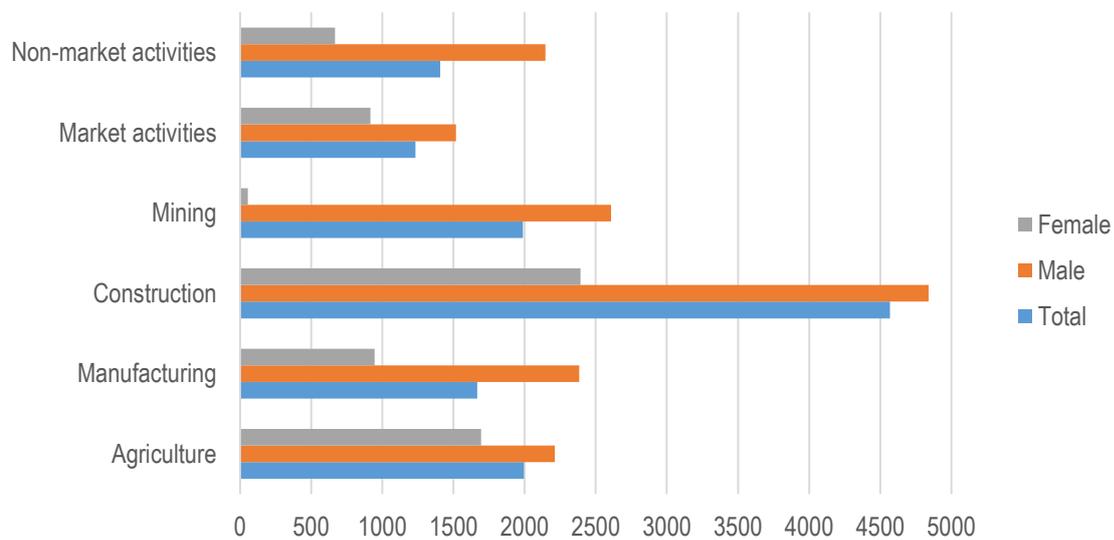


Source: Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

Sustainably addressing the challenge of child labour depends on engineering policy interventions that target its root causes. While any effective child labour reduction strategy must take into account local and regional differences, some of the common denominators in any policy basket will be those aimed to reduce poverty and inequality through addressing decent work deficits. These will be addressed in the new National Action Plan on Child Labour, which is under development and expected to be launched later in 2018.¹⁰

Another important component of decent work is ensuring high standards of occupational safety and health (OSH). In Myanmar, the frequency rate of non-fatal occupational injuries (SDG indicator 8.8.1) was 1,850 per 100,000 employed persons. The instances of non-fatal occupational injuries for men was considerably higher than for females. There were 2,267 injuries registered in the reference period per 100,000 working male compared to 1,301 for working females. In terms of economic activities, the instance of non-fatal injury was highest in construction sector (4,568 per 100,000 workers) with men in this sector facing the highest incidence (4,840/100,000 cases) as shown in Figure 9. These figures highlight the need for expanded OSH coverage and greater efforts to ensure the strict implementation of OSH regulations including through regular and effective labour inspections especially in the construction sector. A new comprehensive OSH law is currently before the Parliament and will hopefully be adopted in 2018.

Figure 9: Frequency rate of non-fatal occupational injury per 100,000 employed workers by economic activity and sex



Source: Calculations based on Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

¹⁰ A list of hazardous work is also near completion and expected for release in 2018.

Inequality threatens progress toward sustainable development

- Goal 10. Reduce inequality within and among countries

The 2030 development agenda is based on the principle of leaving no one behind which means addressing inequality in all forms. In the absence of data on the labour share of GDP (SDG indicator 10.4.4) for Myanmar, another metric of inequality—the Gini index—can be taken as a reference. In 2015, the country scored 38.1 on the Gini index. This figure is similar to many other ASEAN member countries as shown in Table 2. The inequality challenge for Myanmar, as elsewhere in the region, is multi-dimensional. There are significant disparities in terms of gender as well as across geographic areas, particularly those that have been affected by conflict. As development outcomes will only be sustainable when shared among a broadest cross-section of the population, addressing inequalities through effective policy formulation and implementation, including those on social protection floors, is crucial.

Table 2: Gini Index for select ASEAN countries, latest available years

Country	Gini Index	Year
Cambodia	30.8	2012
Indonesia	39.5	2013
Lao PDR	36.4	2012
Myanmar	38.1	2015
Philippines	40.1	2015
Thailand	37.8	2013
Viet Nam	34.8	2014

Source: World Bank, PovcalNet.

A large number of people from Myanmar go abroad to work, mainly as manual workers and in the services sector.¹¹ In 2015, the number was 2.8 million, of which around 68 per cent were in Thailand followed by Malaysia with 17.6 per cent.¹² Many migrants go abroad in search of better livelihood opportunities and many do benefit financially from the experience, even if the work itself tends to be precarious and unsafe.¹³ Remittance incomes sent back home by migrant workers have the potential to increase household consumption, expand asset base, and provides an opportunity for families to invest in better education and health care. In 2015, Myanmar received more than US\$386 million in personal remittance flows. One government estimate put inflows in 2015 as high as US\$8 billion.¹⁴ High costs of remitting through formal channels could help to explain the difference between official and unofficial

¹¹ According to the 2014 Population Census, there were 788,742 migrant women reported as being oversea, representing at least 8 per cent of women in the labour force.

¹² Ministry of Labour, Employment and Social Security and Central Statistical Organization (CSO), *Myanmar labour force, child labour and school to work transition survey 2015*.

¹³ According to Harkens et al. (2017), the proportion of Myanmar migrant workers below the international poverty line reduced from 85 per cent before migration to 72 per cent on return. See B. Harkens, D. Lindgren and T. Suravoranon (2017): *Risks and rewards: Outcomes of labour migration in South-East Asia* (Bangkok, ILO and IOM).

¹⁴ D. Ratha et al. (2015): *Migration and remittances: Recent developments and outlook*, Migration and Development Brief 25 (The World Bank); see also World Bank, Personal remittances, received (current US\$), available at: <https://data.worldbank.org/indicator/BX.TRF.PWKR.CD.DT?locations=MM>.

flows. In 2015, the average transaction cost as a share of remitting US\$200 (SDG indicator 10.c.1) to Myanmar was 7.4 per cent, which is significantly higher than the 3 per cent ceiling identified in the SDG target 10.c.¹⁵ Alongside taking steps to improve living and working conditions for migrants abroad, reducing remittance costs should thus be an important priority given the positive developmental impacts of such inflows.

Conclusion and priorities for action

The extent to which Myanmar will be able to achieve the SDGs will largely depend on the level of national ownership placed on this global agenda and on the will of the Government to integrate SDGs into the national development framework. The new Myanmar Sustainable Development Plan will be an important step forward in this regard, but it is important that the Plan fully integrate labour market issues.

A number of priority areas can be identified from the available data on the various indicators relating to decent work reported in Table 1. Widespread disparity in terms of geography and by sex are visible in Myanmar. Jobs for the majority of workers in the country – and out of the country as migrant workers – remain insecure, low-paid and without adequate safety precautions or social protection. Furthermore, the low educational attainment of the majority of the workforce points to a need for significant increases in the investment in education and training. Sustaining productivity growth beyond that induced by structural transformation of the economy will require that the workforce be adequately skilled to adjust to the growing knowledge-based economy.

At the moment, existing data gaps limit comprehensive identification of many baseline SDG scenarios. The Government of Myanmar has committed to improving data collection, including through the implementation of a regular labour force survey. But alongside efforts to expand the breadth of data availability for various indicators, including relevant disaggregation, resources will need to be placed toward improving the quality of data in order to improve mechanisms for policy formulation and evaluation.

Integrating global goals with national development frameworks and internalizing the principle of “leaving no one behind” in spirit and action by addressing inequalities in all realms of social and economic life will be crucial to Myanmar’s pathway to sustainable development. The new Myanmar Sustainable Development Plan and the Decent Work Country Programme (currently under development) will provide an important platform for achieving the SDGs and advancing decent work for all.

¹⁵ World Bank, Remittance Prices Worldwide, available at <http://remittanceprices.worldbank.org>; as SDG indicator 10.c.1 is a Tier II indicator under World Bank custodianship, it is not included in Table 1.

Annex table 1. SDGs mapping for indicators in table 1

Goal	Target	
1. End poverty in all its forms everywhere	1.1	By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day
	1.3	Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable
	1.a	Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
5. Achieve gender equality and empower all women and girls	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
	8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
	8.6	By 2020, substantially reduce the proportion of youth not in employment, education or training
	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
10. Reduce inequality within and among countries	10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.10	Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements