

UN SDG Open Pedagogy Faculty Fellowship Fall 2020

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8 DECENT WORK & ECONOMIC GROWTH

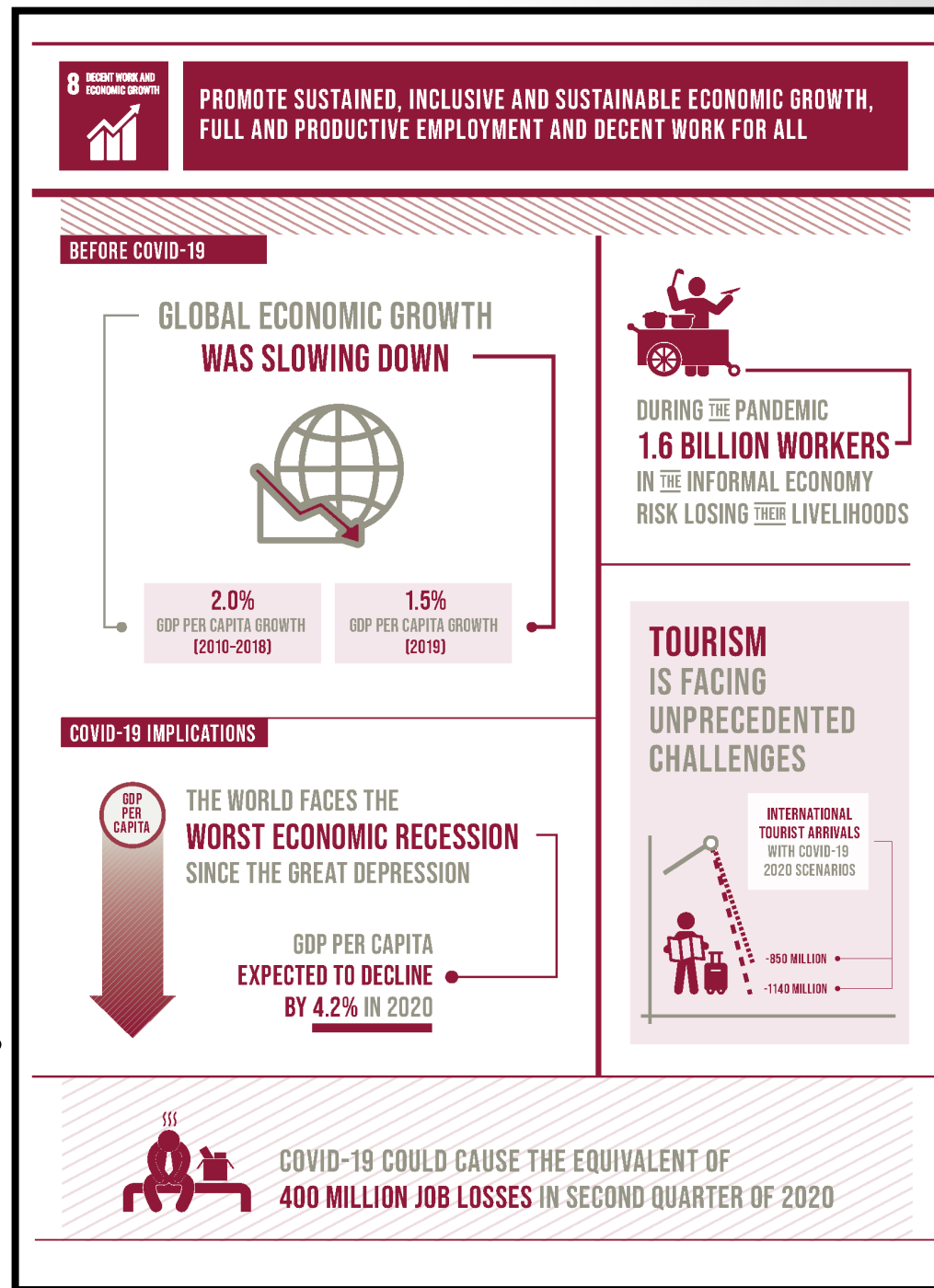
Promote sustained, inclusive
and sustainable economic
growth, full and productive
employment and decent
work for all

Renewable Assignments were deployed in 3 course sections for a total of 65 students

Course:

GBS205 Legal, Ethical, and
Regulatory Issues in Business

*This presentation provides a
summation of the results of the
renewable assignments and
highlights student work.*



Assignment 1

Assignment:

1. Research and analyze a current Arizona state, county, or city statute, regulation, or policy that impacts
 - wages (from a lens of gender, race, age, ability equity),
 - work-related injuries,
 - agricultural workers,
 - child labor, **or**
 - workers with disabilities.
2. Explain the purpose of the law (what the law is designed to do and why lawmakers enacted the law).
3. Provide an analysis on the pros and cons of the statute, regulation, or policy, including suggestions on how to improve language or explain why the language is effective.

Assignment 1 Targets

- **Target 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.
- **Target 8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training.
- **Target 8.7:** Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
- **Target 8.8:** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Assignment 1 – Student Analysis

Arizona Civil Rights Act: Equal opportunities in employment

“With recent events that have happened to people with disabilities, it would just be better to see laws that really help with anyone with all different types of disabilities. Some pros of the law have been more and more people with disabilities have been hired, others have accepted them not only as individuals but as human beings and also people have been shown that people with disabilities can be and are as smart as anyone else. Some people say that this law does not include all disabilities. A key thing I want all to remember is that not all disabilities are physical, but there are also cognitive disabilities as well, but treat us as we would want to be treated.”

“Overall, this law provides good and necessary protections for employees, however there is room for the law to be expanded to better protect often marginalized people. The law as currently written does not provide protections for LGBTQIA+ individuals. Additionally, there is an exemption to the Arizona Civil Rights Act that allows employers to discriminate against members of a protected class if the business deems it reasonably necessary to do so for normal operations. This exemption seems vague and should be much more specific to help prevent employment discrimination. This exemption could be exploited to justify discriminating against certain classes. While this law is a great step in the direction of progress, there is still plenty room for improvement to help protect all people and help prevent harassment or unfair treatment in the workforce.”

Assignment 1 – Student Analysis

Arizona State Constitution, Child Labor Amendment

“This child labor law was passed in order to ensure that children do not jeopardize their health or well-being or educational opportunities in a workplace.”

“A con of this law is that some businesses let kids work under the table to help provide for their families because for some families everyone needs to be working in order to support the household. Lawmakers do a good job regulating working kids and just have to trust businesses to do the same. I think that each city should evaluate certain businesses to make sure people are abiding by the rules.”

“This law protects children from businesses that want to take advantage of youth. Children are supposed to be focused on their education and on building their personalities and not just working.”

“This law has just a small list of potentially hazardous jobs that are “dangerous to lives or limbs or injurious to the health and morals of persons under eighteen years.” This to me seems very vague. Any job has the potential to be hazardous. I would improve this statute by clearly stating why it is prohibited and to combine ARS 23-231 and ARS 23-232. I do not think two years should lessen the list of hazardous jobs. Sixteen and eighteen is not a lot of time to mature and automatically be able to handle more dangerous things especially when most kids this age are still in high school.”

“These laws are put in place to stop unethical child labor and in help get the kids to go to school. This sounds great. However, in reality many children’s families include disabled or mentally ill people that are unable to provide for them. These children are restricted from being able to adequately provide for themselves with necessary money. I believe that the federal and state restrictions on age to work should be lowered. There are many jobs that a young person could do. The children that grow up and realize what they got to do to survive should be able to go out and work.”

Assignment 1 – Student Analysis

Arizona Fair Wages and Healthy Families Act: Minimum Wage

“This was created to give low-income families a chance to make more money to provide for their families. The problem with raising minimum wage is that small businesses must also pay their employees the proper amount. Not every small business can afford to increase the pay of their employees like big corporations can like McDonalds. It can also affect the number of jobs that are available for young people to find. A lot of young people will look for job while they are in high school because they want to get job experience and save money for college or other things. The opportunities for them will decrease because companies can’t afford to hire more people on and therefore will want the hired people to have job experience to benefit the company further. Despite this, the law is effective in helping low-income families get a leg up on the hardships that this world throws at us. Raising the minimum wage provides more opportunities for those that truly need it.”

“A con of this law would be companies that are smaller have less backing could also face an increase in price for goods over the next coming years. By increasing wages companies would make less money which could lead to small businesses shutting down. This is even more of a concern with the current state of the US with Covid-19 and the current political and racial tension in our state and country.”

“There are pros to increasing minimum wage, such as putting more money into the pockets of those who need it. There are also cons, which relate mostly to small businesses. For a large corporation to pay each employee a dollar more might not be too intense, but for a smaller company to increase employees pay like that might be more detrimental. Overall, the rise in minimum wage is necessary and the benefits outweigh the costs.”

“A con of this law is the increasing inflation of the dollar as for every year we increase the minimum wage the value of the dollar goes down and prices go up causing the need for another increase in minimum wage causing a never-ending cycle!”

Assignment 1 – Student Analysis

Arizona Fair Wages and Healthy Families Act: Paid Sick Time

“This law helps every worker that receives this benefit because they can accrue extra time off and use it at their own will. However, companies might try to discourage employees from using this benefit and imply that they might risk their job by using this perk. In addition to that, independent contractors do not get this benefit since they do not work on an hourly basis.”

“The purpose of the law is to allow employees to earn paid sick leave as an employee incurs hours worked because that way when an employee has an actual illness, instead of trying to stay at work, they will go and get healthy and recover and be healthier over time than ignoring an illness and never fully recuperating.”

Assignment 1 – Student Analysis

Arizona Agricultural Employment Relations Act

“The purpose of this law is to protect agricultural labor unions and the workers who comprise them. However, protecting the right to unionize gives agricultural workers the opportunity to come together in order to improve their working conditions, fight for a living wage and fight for fair employment. It also prevents labor organizations from discriminating against or threatening workers who do not join their organization. The statute is very comprehensive in its protections for agricultural workers in regard to their right to join, form, or choose not to join labor organizations. I especially like how it also holds unions themselves accountable to their members. For example, it states they cannot “refuse to bargain collectively with an agricultural employer,” if the majority of their members want to pursue it. Protections like these ensure that neither the employer or unions can grow too powerful and the voices of agricultural workers are heard, which is its ultimate purpose.”

Assignment 1 – Student Analysis

City of Tempe Equal Pay Initiative

“The purpose of the law is to require employers of a business to give men and women equal pay for their jobs and to base pay on performance and longevity of employment, rather than for discriminatory reasons. The cons of this law is the ever-growing community of transgender people that fall in other categories of gender. Businesses may still be able to legally give out discriminatory wages and salaries to people that may not identify as “women” or “men.” With a shift in a more accepting culture, I do hope that businesses can move to amend this Act with maybe another clause that allows equal pay to any gender that someone may identify as. As far as the law is concerned and what the courts decide for this gray area of law, the decisions are, for now, more individual chosen and are far more subjective.”

Assignment 2

Target 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.



Assignment: Create a resource hub of local resources that support access to capital in rural and poor communities in Arizona and that encourage the formalization and growth of micro-, small- and medium-sized enterprises.

Assignment 2 – Student Analysis

COVID-19 Funding for Small Businesses – A number of students identified how the pandemic is negatively impacting small businesses. Here are resources for these businesses to support local economic growth and to sustain local businesses during the pandemic:

U.S. Small Business Administration COVID-19 Economic Injury Disaster Loan funding:

<https://azgovernor.gov/governor/news/2020/03/apply-small-business-loans>

Arizona Community Funding: <https://www.azfoundation.org/Grants-Loans/COVID-19-Funding-for-Phoenix-Small-Businesses>

Arizona Department of Labor COVID-19 Resources: <https://azdor.gov/news-events-notice/covid-19-relief-resources>

Southern Arizona YWCA Small Business Opportunity Grant:

<https://ywcatucson.org/program/we-are-one-somos-uno-funding/small-business-continuity-grants/>

General funding resources identified for small businesses:

U.S. Small Business Administration Lender Match: <https://www.sba.gov/funding-programs/loans/lender-match>

U.S. Grants Organization: <https://www.usgrants.org/arizona/small-business-grants>

Student Reflections

- A number of students commented that they valued learning how to research and read laws.
- Students recognized that employment laws, like the ones researched, have a personal impact on them, their families, and their friends.
- One student stated that he never thought about the purpose of employment laws or that he could ever question the law, only follow it. Now, he feels like he can understand the laws and understand if his rights as a worker have been violated.

Teacher Reflections

In the words of one student upon learning about these renewable assignments, this work was “Cool!” My biggest takeaway was seeing how students really dove into the research to find what was impactful for them and to hear that they were excited to be a part of this cross-institutional project. Here are additional takeaways from my experience this semester:

- **Continue providing opportunities for students to research local laws:** After learning how to do legal research, students appeared to appreciate this empowering skill. They shared with me that researching laws that were interesting to them gave them a sense of ownership of their work and contribution to the class as a whole.
- **Add a component of comparing local laws to federal laws:** Now that I have seen how students address local laws, I want to broaden student learning by having students do a local to federal comparison as a way to see the big picture of how laws intersect and complement each other.
- **Add a section for students to identify the agency that enacted the law and the steps required to make changes to the law:** I realize there is value in closing the gap with what students learn from their research and analysis. Adding this section will further empower students to feel as though they know how government works and that they can have an impact in their communities.
- **Add a global research component:** Adding a global research component will allow students to explore laws in other countries and compare those laws to state and federal laws in the United States. This exploration will broaden student perspectives of how what they are learning applies beyond the classroom.
- **Invite a guest speaker:** I would like to invite a guest speaker to the class to share their experiences and answer student questions so that students can see how the laws they are learning work in real-life situations.
- **Continue to search out opportunities for students to critically think about where they fit within the law in the United States and the world.**