

Sustainable development goals: decent work and economic growth within the context of sustainable tourism. A theoretic, practical and critical analysis

Objetivos do desenvolvimento sustentável: trabalho digno e crescimento económico no contexto do turismo sustentável. Uma análise teórica, prática e crítica

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Abstract

The present article aims to display a reflection on the concept of Decent Work and Economic Growth, admitted as one of the 17 Sustainable Development Goals and presented in the 2030 Agenda for Sustainable Development. Furthermore, the current study links the subject matter of Decent Work and Economic Growth with the topics of Green Economy and Sustainable Tourism. Case studies such as Tourism Creative Factory: Eco Soul Ericeira (Portugal); Istra Inspirit (Croatia); Connecting Community, Local Friends and Visitors to a Unique Experience and Happiness - Triponyu.com (Indonesia); Art and Tourism Painting a New Future for Women - banglatanak.com - India and Building a Future in The Community - Bushmans Kloof Wilderness Reserve; Wellness Retreat - South Africa and The Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach (Cambodia) will be reflected upon. Such cases studies are perceived as relevant considering their prerogatives of social inclusion (gender diversification and local stakeholders participation), good practices (child labour elimination), preservation of the environmental landscape, economic sustainability (local employment) as well as the safeguarding of cultural, historical and artistic heritage, thus comprehending the validation of a holistic representativeness within the spectrum of Decent Work, Economic Growth, Green Economy and Sustainable Tourism.

Keywords: sustainable development goals, decent work, economic growth, sustainable tourism, green economy.

Resumo

O presente artigo tem como objetivo refletir sobre o conceito de Trabalho Decente e Crescimento Económico, admitido como um dos 17 Objetivos de Desenvolvimento Sustentável e apresentado na Agenda 2030 para o Desenvolvimento Sustentável. De igual modo, o presente estudo relaciona a temática do Trabalho Decente e Crescimento Económico com os tópicos da Economia Verde e Turismo Sustentável. Casos de estudo, como a Tourism Creative Factory: Eco Soul Ericeira (Portugal); Istra Inspirit (Croácia); Conectando a comunidade, amigos locais e visitantes a uma experiência única e à felicidade - Triponyu.com (Indonésia); Arte e Turismo Pintando um Novo Futuro para as Mulheres - banglatanak.com (Índia); Construindo um Futuro na Comunidade - Bushmans Kloof Wilderness Reserve e Wellness Retreat (África do Sul) e The Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach (Camboja) será objeto de análise e reflexão. Tais estudos de caso são entendidos como relevantes considerando as suas prerrogativas de inclusão social (diversificação de género, envolvimento de stakeholders), boas práticas (eliminação do trabalho infantil), preservação das paisagens ambientais, sustentabilidade económica (criação de emprego local), assim como a preservação do património cultural histórico e artístico, sublinhando a validação de uma representatividade holística contextualizada no espectro do Trabalho Decente, Crescimento Económico, Economia Verde e Turismo Sustentável.

Palavras-chave: metas de desenvolvimento sustentável, trabalho digno, crescimento económico, turismo sustentável, economia verde.

1. Introduction

Tourism is perceived as an active and dynamic industry intertwined with the concept of tourist activity in the sense that the latter one is characterized by a social interaction from the behalf of its participants. Economic growth as a means to implement several segmentary strategies, provides the development of new tourist interests, with repercussions in the form of entrepreneurship. In this sense, considering a notorious tourism expansion taking place in Portugal as well as in other countries, defined by a democratic approach towards diversified social and cultural expressions, it becomes vital to validate the employment derived from such changes by endorsing both workers' rights as well as the social diversity within the tourism industry. There is also the need to promote the concept of Green Economy, based on the principles of Sustainable Tourism, in correlation with both the environment and society. In this sense, the main focus of this article, Decent Work and Economic Growth, validated as one of the 17 Sustainable Development Goals and established in The 2030 Agenda for Sustainable Development (2015), holds the purpose of providing a pertinent holistic reflection on tourism related subjects, by contemplating its alternative approaches, such as sustainable growth measures as well as social inclusion which, according to Jarvis, Varma, and Ram (2011), will set a bond between environmental progress and economic development.

This article will comprise a literature review, fundamental for the reasoning of the concept of sustainable development as a means to better understand the subsequent subject matters and their interconnection: Decent Work and Economic Growth as well as Green Economy and Sustainable Development. Six study cases will be critically reflected upon, concerning the premises of Decent Work, Economic Growth, Sustainable Tourism and Green Economy. After that, several views will take place, regarding the content of the paper.

2. Sustainable development: theoretical framework

2.1. Declaration of the United Nations on Human Environment (1972) and Our Common Future (1987)

To better understand the relevance of the concept of Sustainable Development and its link with Decent Work and Economic Growth, it is vital to specify that in 1972 the Declaration of the United Nations on Human Environment took place. This document held a pioneer approach towards the development of a civic awareness, in regard to both ecological issues and the damaging consequences that unsupervised human actions can impact on the environment. In this Declaration, the signatories have defined principles towards the safeguarding of the planet by relating them with both economic and environmental prerogatives as well as with topics of social development. The purpose was to promote a dynamic cooperation, as well as an effective coordination amongst countries, so that responsible actions, concerning the protection and preservation of the human and natural environment, could take place.

Several years later, in 1987, the seminal report *Our Common Future*, also known as *The Brundtland Report*, was subscribed by the World Commission on Environment and Development. According to this report, natural resources have been negatively impacted due to a world industrial expansion which caused a visible negligence towards a balance between economic and environmental factors. As a result of a constant growth within the corporation sphere, the discrepancies within human society have accentuated, thus generating severe social inequalities.

As stated in *Our Common Future* (1987), alias *The Brundtland Report*, the survival of the most vulnerable populations, such as farmers or fishermen, is being jeopardized due to the hegemonic and territorial control from the behalf of corporation companies. In other words, the perspective of a massified corporative industry threatens, in the short run, the balance of the planet and of societies. To avoid such a scenario, *The Brundtland Report*, focus on the idea that it is crucial that legislations must be carried out in order to protect natural assets and social balance from corporation hegemony thus

reassuring, with such legal protection, a conscientious economic growth that will supervise the unrestricted destruction of resources.

It is within this spectrum of realizing the need for change that the notion of Sustainable Development arises. According to The Brundtland Report, the previous concept can be defined as a commitment which human beings must acknowledge so that their present needs will not compromise the ability of future generations from meeting their own needs. In other words, there must be a mutual agreement among citizens, companies and governments that must be honoured in order to guarantee, according to Hall, Gössling, and Scott (2015) a reconciliation regarding antagonistic perspectives on environmental related issues. It is necessary to promote a dialogue that will help to define cooperation strategies amongst countries with the purpose of validating both social and economic prerogatives suitable for the premises of dignity and rights for all human beings as well as the environment, thus validating to Georgescu and Herman (2019) the improving of living standards and quality of life for all people.

To Rogers, Jalal, and Boyd (2008), the factors that sustain the concept of Sustainable Development are, for instance, poverty, pollution, prevention, policies, as well as existent flaws in economic markets. By developing a conscientious approach towards such issues, one promotes stability concerning social, economic and environmental systems, thus contributing towards an improvement regarding interaction in societies.

2.2. United Nations Millennium Declaration (2000), The Future We Want (2012) and The 2030 Agenda for Sustainable Development (2015)

In 2000, in New York City, at the United Nations Headquarters, The Millennium Summit took place. Such meeting proved to be another relevant moment for the pertinence of the concept of Sustainable Development since it produced the United Nations Millennium Declaration. According to this document (United Nations, 2000), Heads of State and Government, emphasize several purposes that became known as the Millennium Development Goals (MDGs). These MDGs highlight (1) Eradicate Extreme Poverty and Hunger; (2) Achieve Universal Primary Education; (3) Promote Gender Equality and Empower Women; (4)

Reduce Child Mortality; (5) Improve Maternal Health; (6) Combat HIV/AIDS, Malaria and Other Disease; (7) Ensure Environmental Sustainability; and (8) Global Partnership for Development. However, the understanding and application of the MDGs is not without its critics. According to the report produced by the United Nations System Task Team (2012), the MDGs do not depict all of the dimensions of both human and environmental development emphasized in the United Nations Millennium Declaration. In other words, the United Nations System Task understands that as far as the implementation of the MDGs goes, an agenda of commitments and goals is favoured in detriment of a development strategy that states a more inclusive intervention on human, social, economic and environmental areas.

There is a conscientious approach towards the adversities that both the planet and societies are enduring, but the relevance of a line of questioning in relation to a firm commitment regarding the resolution of world problems is threatened by a generic approach concerning the topics to be discussed. These strategical gaps needed to be addressed and it was in the outcome of the previous scenario that the document *The Future We Want*, released in 2012, was put into effect. As stated in *The Future We Want* (2012), the Heads of State and high - level representatives, endorse their commitment towards the assertions of sustainable development, that is, there is the reinforcement of a sense of responsibility related with the promotion of the social, economic and environmental viability of the planet by generating a series of prevention measures which will convey a more inclusive and safeguarded world.

Additionally, in the document in question, there is the intention to continue to implement the notions of sustainable development portrayed in the MDGs, but the goal is to regard them in a specific and holistic way. In *The Future We Want* (2012), one is presented with a more comprehensive and updated criteria such as water, oceans, transportation, tourism and sustainable cities, the promotion of productive employment, climate change, biodiversity, desertification, gender equality, amongst other subjects of interest. There has been an enhancement towards a more heterogenous approach on social, economic and environmental perspectives, thus creating a comprehensive understanding of the world and its needs.

The Future We Want was followed by The 2030 Agenda for Sustainable Development (2015), which places emphasis on the fragility of some of the purposes of the MDGs, such as subjects related with children's health or reproductive issues. In this regard, 17 Sustainable Development Goals (SDGs) have been developed in The 2030 Agenda for Sustainable Development (2015): (1) No Poverty; (2) Zero Hunger; (3) Good Health and Well - Being; (4) Quality Education; (5) Gender Equality; (6) Clean Water and Sanitation; (7) Affordable and Clean Energy; (8) Decent Work and Economic Growth; (9) Industry, Innovation and Infrastructure; (10) Reduced Inequalities; (11) Sustainable Cities and Communities; (12) Responsible Consumption and Production; (13) Climate Action; (14) Life Below Water; (15) Life on Land; (16) Peace, Justice and Strong Institutions; and (17) Partnerships For The Goals.

In The 2030 Agenda for Sustainable Development (2015), such commitments have the purpose of being integrated within specific contexts related with the social, cultural and environmental idiosyncrasies of each nation/region, therefore making it important to develop partnerships between national and local governments as well as to establish a communication channel with international institutions in order to increment efficient strategies that will comply with the SDGs. In other words, through a dynamic, humane and technological collaboration amongst world partners, attaining consciousness towards the realities that surround the world and people will become a more efficient and productive process.

2.3. Decent Work and Economic Growth: its association with Green Economy and Sustainable Tourism

According to Ferraro, Pais, and Santos (2015), Decent Work associates with the assertions of freedom, security, equity and human dignity, meaning that those premises report a set of principles which hold the purpose of creating jobs, guarantee protection in the workplace and support human rights.

In this way, people shall be acknowledged and integrated within a work market. However, such a contract it is not unidimensional. It is defined by an agreement between two parties: the employee and the employer. The latter one must provide fundamental working elements relevant concerning the proper

functioning of the labour production process, that is, according to Ghai (2006), there must be a decent work paradigm sustained by a social dialogue that must be respected. In other words, there is a need to develop legislation that protects workers, for example, from labour abuse such as precarious contracts, deter workers accessing social protection systems (motherhood/fatherhood) as well as combating against gender inequality in the workplace. Such initiatives will, according to ILO (2008), promote an economic growth based on new social perceptions and aspirations by opening a dialogue between governments, citizens, legislative authorities and representative organizations of workers/employers, thus allowing a united front amongst stakeholders. By doing so, working policies will be taken into practice and will develop a labour model sustained by non-discriminatory economic growth which validates the concept of inclusiveness and non-disparity in income. According to PwC (2016), economic productivity comes through diversification, technological upgrading as well as the development of policies that encourage the growth of small or medium sized companies which strengthens societies and national revenue. A democratic society does not antagonize feelings of otherness but instils them within the context of social fabric, which with its patterns of cultural and environmental excellence will provide the promotion of a holistic economic growth, rooted on a representative and entrepreneurial diversity. In this way, it is vital to create a bond between the notion of Decent Work and Economic Growth by aligning it with the underlying concept of Green Economy and contextualizing it within the sphere of Sustainable Tourism.

According to Pearce, Markandya and Barbier, (1989, as cited by UNDESA, 2012), the concept of Green Economy was coined in the 1989 Report for the Government of the United Kingdom, entitled *Blueprint for a Green Economy*, having the purpose of perceiving the consequences of sustainable development for the extent of economic progress and the recognition of projects and policies. As reported by UNDESA (2012), the term was revived during the 2008 worldwide financial crisis, hence validating, for Davies (2013, as cited by Georgeson et al., 2017), the prerogative that the collective forces of a global economic recession, social inequalities and environmental issues called for fundamental transformations concerning Green Economy's development practices.

Green Economy is an innovative concept, since it covers a sector of production which advocates the efficient protection of the environment. It represents an alternative economy which contemplates the inclusion of a balanced growth that will not compromise the planet's sustainability by promoting the development of creative businesses. It is an economy that focus on common sense by aligning the financial and commercial goals of a company and governments with the conscientiousness of safeguarding both the surrounding natural resources as well as the contribution of the human factor within the context of a business. As stated by Poschen and Renner (2015) and Van der Ree (2019), the term itself is related with the concept of Climate Change since it conveys the necessity of facing both environmental and social challenges across the world, thus validating the necessity to advocate for a sustainable job market and quality.

According to the report produced by the Green Jobs Initiative (2012), one of the processes used to support Green Economy is to carry out active policies, regarding the labour market, which will endorse the social inclusion of unfavoured workers within the context of the work market, by providing them with the necessary skills and educational patterns, fundamental for a good performance in the workplace. That way, a diversification strategy, related with gender as well as with social origins, will be boosted in the workplace, thus validating the integration of a heterogeneous representation of people in the development of multiple projects.

It is vital to provide systems with practical applications which will work as an indicator of alternatives regarding a mainstream and corporate economy. In this way, one of Green Economy's most visible practises is in the field of Sustainable Tourism. According to Pan et al. (2018), in 2005, World Tourism Organization (UNWTO) defined Sustainable Tourism as the development of tourism activities reflected and focused on a vision of cultural, ecological and biological integrity. Therefore, the practice of Sustainable Tourism is vital in order to maintain the authenticity of national and regional identities because with its tourism related interventions, promotes an attitude of responsibility towards the endogenous products as well as the cultural uprightness of differentiated regions and the safeguarding of its environmental idiosyncrasies. But in order for local populations, as well as tourists, to be able to

enjoy the individuality and the distinctiveness of a territory, city or village, several strategic policies need to be taken into consideration within a stakeholder perspective. As stated by Pan et al. (2018), it is fundamental to develop synergies and cooperation between private-public partnerships and the citizens themselves concerning the field of tourism as well as there is a need to establish regulation initiatives related with tourism management which will benefit sustainable tourism. Simply put, the predicates of Sustainable Tourism are coherent with an innovative and inclusive interpretation of natural, cultural and economic resources as well as with a sense of responsibility that does not comply with the mainstream paradigm of mass tourism.

3. Initiatives of decent work, economic growth, sustainable tourism and green economy

The Turismo de Portugal website highlights the initiative Tourism Training Talent (TTT), synonym for the Escolas do Turismo de Portugal and awarded by UNWTO in 2018. TTT holds the purpose of contributing to the improvement of people's skills and talents by combining with both updated knowledge as well as techniques regarding digital matters, considering that these attributes are fundamental regarding new tourism tendencies. On the other hand, this initiative is conducted in a partnership between Escolas do Turismo de Portugal and GesEntrepreneur, which focus on teaching and qualifying entrepreneurship as an educational skill.

As stated in Tourism Creative Factory webpage, this set of activities aims to provide citizens or business owners with skills that will validate their tourism related business ideas by employing adequate and suitable strategies in tune with the tourism market. As well, it allows the inception of businesses in a wide range of tourism areas such as tourism services, gastronomy, heritage, cultural, religious or wellness tourism. They will be providing tools that support entrepreneurship by committing to thematic workshops on a specific subject matter or demo days in which one will have the opportunity of pitching their ideas to possible clients or investors, in order to be mentored by professional who work and are understood to be references within the tourism industry.

The Tourism Creative Factory validates several projects in Portugal. The one which will be stressed will be Eco Soul Ericeira. This resort is based on São Julião's beach in Sintra and it is geographically placed within Ericeira's World Surfing Reserve. According to the analysis of the company's website, its proprietors are surf enthusiasts with a nature bound hence their decision to invest in a tourism project with a focus on sustainability. The themes related to environmental issues are intrinsic to the company's ideology and principles: (1) São Julião beach is subjected to frequent cleaning; (2) the furniture used to decorate the lodge was restored to guarantee principles of environmental sustainability based on recycling; (3) the resort's suppliers and staff are local residents; (4) the remodel of the resort was adapted to the region's climate patterns; (5) the proprietors utilize renewable energy and grow vegetables and fruits by following the principles of organic agriculture.

Istra Inspirit is a tourism project located in the biggest peninsula of the Adriatic Sea, Istria, in Croatia. According to the project's website, it's a multi-awarded initiative, promoted by The Administrative Department for Tourism of the Region of Istria since 2012, in cooperation with the Istrian Tourism Development Agency and the Istria Tourism Board.

Equally in Istra Inspirit's website, it is said that this cultural project's main goal is to value the natural resources and the cultural and historical heritage of the region by involving the different stakeholders of the peninsula's tourism industry such as students, local communities, family farm households, actors, artists, musicians, craftsmen and local tourist boards. By doing so, there will be a network of cooperation and validation of Istria's legacy, considering that the activities promoted by the project, which include theatrical performances associated with Istria's myths, legends and traditions, are directed towards different audiences (schools, hotels, institutions) and have the purpose of promoting Istria's identity, historic and cultural legacy in a sustainable and innovative manner.

According to Manuela Hrvatin (2015), globalization threatens the community's local identity. Therefore, one wishes to offer tourists an authentic experience with the cooperation of local residents, taking into consideration that the activities that are promoted are interactive re-enactments which take place in situ, where the actual events of specific historical happenings took place such as castles,

mines, old cities or archaeological sites and are complemented with thematic dinners, confected with local ingredients and by local restaurants. This way, tourists are given an authentic and personalized experience.

According to the *tourism4sdgs*, *triponyu.com* is a booking application, based in Surakarta, Indonesia, that provides distinctive tours of the local communities in the Solo and Central Java area. These tours are designed and conducted by the locals themselves, who have become effective and dynamic members in this systematic plan as they receive over 90% of the income that derives from such an initiative. As stated in *Triponyu.com* website, the content of the tours consist of an array of sustainable activities like, for instance, visiting farms, thus allowing tourists to see traditional agricultural processes on the land owned by local farmers, endorsing in nature activities, in cultural tours (which possibilities learning the communities crafts such as woodcarving and weaving as a means to understand their history and culture), as well as in Balinese Highland food tours (which provide an insight to Indonesian gastronomy).

Concerning the project *Art and Tourism Painting: A New Future for Women* (India), Swarna Chitrakar (2015) states that she lives in the village of Naya, known to have the cultural tradition of Patachitra, an Indian artform which involves painting both the narratives of Hindi deities in scroll and cloth as well as singing the story of the artwork being portrayed. However, this activity was forbidden to women since only men could practice it although women helped in making colours from fruits or flowers. Swarna Chitrakar wanted to break free from the patriarchal perspective and with the help of her father and uncle she started painting Patachitra, thus changing the paradigm of women's social boundaries. As time went by, scroll and cloth painting as an art form started to erode due to the influence of electronic media in the village community. Despite that, in 2005, a social enterprise (www.banglanatak.com) began to collaborate with the village and its community with the support of the Eastern Zonal Cultural centre which led to the increasement of painters. *Banglanatak.com*, as stated in its website, is an inclusive and sustainable development enterprise with a culture approach that stands for the protection of rights of women, children and indigenous people, which works with national and interna-

tional institutions such as The Government of India, the United Nations Educational, Scientific and Cultural Organization and the United Nations International Children's Emergency Fund. It aims to empower socially disadvantaged groups through education, art and culture. In 2010, Bangnatak.com organized POT Maya, a three-day fair in Naya as well as set up a resource centre for artists to showcase their artistic traditions. Such an initiative proved to be a success since it has helped to develop interest in Patachitra art, thus making the Naya village an important tourism destination that attracts scroll painting collectors and buyers from all over the world.

Regarding the project Building a Future in the Community - Bushmans Kloof Wilderness Reserve and Wellness Retreat (South Africa) and as stated in tourism4sdgs website, Sandra Perang, from South Africa, has had a hard life. She grew poor and had to leave school in order to help her family's income by working in vegetable farms as a labourer. However, after years of working in the fields, Sandra Perang heard that Bushmans Kloof Wilderness Reserve and Wellness Retreat was hiring. She applied for a position as a scullery worker and through hard work and dedication soon became a Sous-Chef thus being able to provide for herself and her family. Sandra states that Bushmans Kloof Wilderness Reserve and Wellness Retreat also holds a policy of social benefits such as paying for their workers's children's school fees, covering doctor's bills, providing transport when needed and giving their employees incentives.

Bushmans Kloof Wilderness Reserve and Wellness Retreat, as stated in their website, is a place geographically located in the Cederberg Mountains and is regarded as an ecological oasis, having been populated by the nomadic Bushman People. In 1991, Bill and Mark MacAdam acquired several farms of overlooked land having established the goal of developing a retreat on that area by discarding sheep breeding and permitting fynbos (woody plants) to grow. In 1995, the MacAdams along with wildlife and ecology specialists, implemented a long-term veld management which refers to the oversee of uncultivated land in South Africa which led to the reintroduction of species like the Cape Mountain Zebra and the Otter.

The Bushmans Kloof Lodge opened in 2000 and in 2004 the Cape Floral Region was recognized as a World Heritage Site by the United Nations Heritage World Committee. Again in 2004, the Tollman Family

Trust, purchased the property and since then Bushman's Kloof Wilderness Reserve. Since then The Wellness Retreat has expanded and has won multiple industry awards such as Best Hotel in the World in 2009. Bushmans Kloof Wilderness Reserve and Wellness Retreat advocates a social responsibility concerning both training and local employment opportunities as well as a concern with conservation programmes/research projects in which the Agter-Pakhuis Conservancy and the Footprints of the Future Projects are important references since it encourages farmers to convert deteriorated farmland into conservation areas and provides local school children with an education regarding conservation, hospitality and eco-tourism.

Bushmans Kloof Wilderness Reserve and Wellness Retreat also promotes (1) nature activities such as canoeing and swimming; (2) principles of energy saving which include not using electricity in the kitchens but gas instead; (3) grey water from the baths is converted to the garden as well as it (4) endorses the cultural heritage of the Bushman People in the 130 available rock sites on the Reserve and in Bushmans Kloof Heritage Centre, which display an array of artefacts, magical paraphernalia and hunting kits amongst other objects. In other words, Bushman's Kloof Wilderness Reserve and Wellness Retreat, advocates sustainable tourism principles by committing to the preservation of South Africa's heritage and biodiversity conservation.

Considering that, according to ILO (n.d), there are over 168 million children in child labour, The Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach, which lasted from 2004 to 2012, was crucial. According to ILO (2007) and ILO (2014), the aforementioned project with the contributions of several stakeholders (provincial government's committees, worker's/employer's organizations), implemented actions programmes designed to eliminate child labour in sectors like fishing, aquaculture or salt farms in targeted Cambodian areas. As stated by ILO (2014), even after the termination of the project, worker's associations continue to monitor the target provinces to ensure it remains child labour free, thus raising awareness and good practices.

4. Results

Table 1 presents a summary of the main contributions given by the previous case studies regarding Decent Work, Economic Growth, Sustainable Tourism and Green Economy.

Eco Soul Ericeira Resort proves to be a well-established example of the validation of Decent Work principles and Economic Growth within the sphere of Green Economy and Sustainable Tourism, demonstrating to be a successful sustainable business model (SBM). According to Morioka, Bolis, Evans, and Carvalho (2017), SBM's is a delivery system that (1) establishes a connection between business goals and employee's values; (2) engages in answering sustainability issues; and (3) the necessity for system changes to enable effective SBM's. By hiring local suppliers and staff, Eco Soul Ericeira reinforces the idea that sustainable development principles go hand in hand with the acknowledgment of local residents by giving them the opportunity to hold a decent job, characterized by assertions of inclusion.

In the same manner, Eco Soul Ericeira promotes the concept of Circular Economy, understood by Charonis (2012), as cited in Manniche, Larsen, Broegarrd, and Holland (2017), as a system that is perceived as an alternative growth discourse and with the purpose of being both restorative and regenerative. As stated by Ghissellini et al. (2015),

as mentioned in Manniche et al. (2017), Circular Economy emerges through the 6Rs: (1) Reuse; (2) Recycle; (3) Redesign; (4) Remanufacture; (5) Reduce; (6) Recover. Consequently, by rethinking the building in terms of the components for its indoors decoration, Eco Soul Ericeira Resort demonstrates environmental responsibility and presents new solutions to reclassify items. It also demonstrates an entrepreneurship approach towards working, economic and tourism strategies since these are transformative in their inclusive thus validating the understanding of a compatible and empathetic human and environmental coexistence.

The Intra Inspirit Project is a remarkable example regarding Decent Work and Economic Growth in the sphere of Sustainable Tourism. The tourism management of the Region of Istria is a democratic process which reasons within the sphere of a cooperation among several stakeholders, thus reassuring, a communion of similar cultural interests that stand for the protection of Istria's legacy. Cunha (1997) states that tourism can provide the basis for economic development and social progress. In Istria's case, the acknowledgement of a collective social identity produces sharing communal dividends: the populations guarantee the diffusion of their culture in a way that it is encouraging for local businesses, thus stimulating through entrepreneurial initiatives, decent work creation, settled on a sustainable economy by giving

Table 1

Contributions of the case studies regarding decent work, economic growth, sustainable tourism and green economy.

Players	Contributions
Eco Soul Ericeira - Portugal	<ul style="list-style-type: none"> - Beach cleaning - Recycled furniture - Renewable energy - Organic horticulture - Hiring of local suppliers/staff
Istra Inspirit - Croatia	<ul style="list-style-type: none"> - Involvement of Istria's tourism industry local stakeholders - Promotion of activities that validate Istria's cultural, and historical heritage
Connecting community, local friends and visitors to a unique experience and happiness - Triponyu.com - Indonesia	<ul style="list-style-type: none"> - Local job creation - Validation of the community's cultural, historical and artistic heritage - Sustainable preservation of the environmental landscape
Art and Tourism Painting: A New Future for Women - www.banglanatak.com - India	<ul style="list-style-type: none"> - Women's inclusion/empowerment through education, art and culture - Safeguarding heritage - Local job creation
Building a Future in the Community - Bushmans Kloof Wilderness Reserve and Wellness Retreat - South Africa	<ul style="list-style-type: none"> - Local employment - Sustainable preservation of the environmental landscape - Promotion of cultural heritage
The Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach - Cambodia	<ul style="list-style-type: none"> - Elimination of child labour - Providing children with books/school supplies - Formal/non-formal education - Vocational and skills training

Source: adapted from ecosoulericeira.com, istrainspirit.hr, triponyu.com, banglanatak.com, bushmanskloof.co.za, ILO (2007) and ILO (2014)

the local communities the possibility of living a life compatible with the principles of ethics and inclusivity for all.

According to information provided in the UNWTO Knowledge Network webpage, Triponyu.com is a creative and innovative platform that provides the communities of Solo and Central Java (in collaboration with local governments) with the opportunity to empower themselves and their culture by being able to share with tourists the uniqueness of their identity, history and natural resources. In other words, in the context of Decent Work and Economic Growth, Triponyu.com is a relevant tourism application that intervenes in the development of social, economic and environmental advantages for Solo City and Central Java Province by providing the locals with a feeling of attachment and productivity as well as contributing to the creation of local employment in the tourism activity and benefiting the sustainable ecological cause.

Banglanatak.com is an important asset towards the validation and empowerment of women in the field of Decent Work and Economic Growth. According to Rai, Brown, and Ruwanpura (2019), there is an increase of gender mainstreaming throughout the policies and programmes of all United Nations (UN) organizations, thus contributing to the empowerment of women. Therefore, with its humanitarian, social, educational and cultural set of principles, Banglanatak.com is helping to fight back stereotypical and traditional approaches towards the role of women in society by capacitating them with a set of artistic skills which will provide them with economic self-sufficiency and critical thinking considering that the Patachitra tradition does not only portray stories from Indian mythology but also portrays a view on contemporary subjects like violence against women or human trafficking, showing that the political and social collective of women is being taken into consideration.

By fighting the stigma of male co-dependency, Banglanatak.com tackles what Mies (1986), as cited in Rai et al. (2019), portrays as the legacy of housewifisation. Such a perspective is reinforced by Swarna Chitrakar (2015), reporting that a growing number of women are scroll painters alongside men, thus validating ILO (2019) the understanding of inclusive economic growth. According to Warnecke and De Ruyter (2016), in the Indian Province of Kerala, political involvement has taken active steps to enable the

spread of decent work, meaning that Banglanatak.com reinforces such initiatives with productive employment. For Swarna Chitrakar (2015), Banglanatak.com is also a crucial tool regarding the development of sustainable tourism since it values the idiosyncrasies of culture and art as a means to validate local human creations in the field of uniqueness and authenticity, portrayed in the shape of the Patachitra painting and singing.

Bushmans Kloof Wilderness Reserve and Wellness Retreat is a prime example concerning the themes of Decent Work and Economic Growth in the spectrum of Sustainable Tourism. By providing the opportunity for local training and employment, it empowers the human capital of the area by giving people a sense of self-worth. It also helps to reduce inequalities by acknowledging the involvement of the community towards a balanced society. Bushmans Kloof Wilderness Reserve and Wellness Retreat also pursues the sustainable preservation of the environment and the promotion of cultural heritage by supporting ecological and archaeological projects thus endorsing the maintenance of biodiversity and cultural particularities as a vital statement to the equilibrium of nature and human societies.

The Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach was a project that validated child labour elimination by promoting policies which implement good social practices in the context of Decent Work, including social protective measures, education for all children and participation of stakeholders. According to ILO (2007), a total of 14,363 Cambodian children were removed/prevented from child labour, considering that out of that number, 11,010 were provided with training/educational opportunities. By doing so, the concept of Sustainable Tourism can become a reality. In other words, by providing children with effective skills regarding their heritage and environmental surroundings, stakeholders can provide human resources with capacity building, hence providing, in the future, societies with a strategic framework of sustainable tourism practises.

5. Conclusions

The present article stressed the relevance of sustainable development through the theoretical

contextualization of documental records, subscribed by the United Nations. This paper has also produced acknowledgements concerning the themes of Decent Work, Economic Growth, Green Economy and Sustainable Tourism. Equally, several successful worldwide initiatives related to the previous concepts and located in Portugal, Croatia, South Africa, India, Cambodia and Indonesia were critically reflected upon by emphasising prerogatives of social inclusion (gender and local stakeholders validation), local employment, the endorsement of children's rights, promotion and safeguarding of cultural, historical and artistic heritage as well as the preservation of the environmental landscape.

The main withdrawal conclusion is that it is necessary to promote an authentic approach regarding a heterogenous holistic representativeness concerning Decent Work and a Sustainable Economic Growth. We must create a viable human and social background that does not segregate population segments by pressuring them into forced obscurity thus negating their dignity and the opportunity to develop skills based on social status and gender. It is crucial to coexist in an environmental and social stage characterized by policies and civic awareness thus appealing to creativity, inclusivity and self-worth. If we endorse workers dignity and rights, resourcefulness and the innovative initiatives of entrepreneurial visionaries, who promote inclusion and environmental responsibility, the validation of Decent Work, Economic Growth, Sustainable Tourism and Green Economy will be regarded as vital and tangible.

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