**I affirm the resolution, Resolved: A just government ought to recognize an unconditional right of workers to strike**

**In the existing legal framework, “an unconditional right of workers to strike” extends to all workers BUT includes narrowly-defined injunction procedures which all-but ensure that strikes that pose a clear and present danger to the public don’t happen while maintaining workers’ bargaining power**

**Malin 93 explains-**  Martin H. Malin (Martin H. Malin is co-director of the Institute for Law and the Workplace and teaches Labor Law, Employment Discrimination, Public Sector Employees, ADR in the Workplace, and Contracts. He received his B.A. from Michigan State University's James Madison College and his J.D. from George Washington University, where he was an editor of the law review and elected to the Order of the Coif. He joined the Chicago-Kent faculty in 1980 after serving as law clerk to United States District Judge Robert E. DeMascio in Detroit and on the faculty of Ohio State University). Chicago-Kent College Of Law, 1993, "Public Employees' Right to Strike: Law and Experience," University of Michigan Journal of Law Reform, <https://repository.law.umich.edu/mjlr/vol26/iss2/3/> TCHS-CS

The Illinois and Ohio approaches to enjoining lawful public employee strikes have much to commend them. First, both states confine injunctions to the very narrow group of strikes that pose a clear and present danger to public health and safety.3 47 Thus, they do not allow injunctive relief to significantly reduce the uncertainties of a strike's consequences and, accordingly, maintain maximum pressure on the parties to settle. Second, Ohio and Illinois place primary responsibility for determining whether a clear and present danger exists on the labor boards and provide specific procedures for resolving postinjunction bargaining impasses. 8 Thus, they remove the primary decision regarding whether to issue an injunction from the potentially politically-charged atmosphere of the state trial courts, thereby removing many of the concerns that tempt judges in other jurisdictions to mediate the contract talks. The judge's role is confined to a purely judicial function-reviewing the labor board's determination, issuing the injunction, and sending the parties to the next phase of the statutory procedures.

### **Framing**

#### **Since the resolution posits a question of what features a just society ought to have, I value justice defined as giving each their due**

#### **Unfortunately, many ethical theories of justice fall into the realm of ideal theory, which abstracts away from material instances of violence by attempting to provide a sweeping theoretical framework for how the world functions**

**Curry 14 –** Dr. Tommy J, Associate Professor of Philosophy, Affiliated Professor of Africana Studies, and a Ray A. Rothrock Fellow at Texas A&M University; first Black JV National Debate champion (for UMKC) and was half of the first all Black CEDA team to win the Pi Kappa Delta National Debate Tournament. “The Cost of a Thing: A Kingian Reformulation of a Living Wage Argument in the 21st Century.” 2014. TCHS-CS

Despite the pronouncement of debate as an activity and intellectual exercise pointing to the real world consequences of dialogue, thinking, and (personal) politics when addressing issues of racism, sexism, economic disparity, global conflicts, and death, many of the discussions concerning these ongoing challenges to humanity are fixed to a paradigm which sees the adjudication of material disparities and sociological realities as the conquest of one **ideal theory** over the other. In “Ideal Theory as Ideology,” Charles Mills outlines the problem contemporary theoretical-performance styles in policy debate and value-weighing in Lincoln-Douglas are confronted with in their attempts to get at the concrete problems in our societies. At the outset, Mills concedes that “ideal theory applies to moral theory as a whole (at least to normative ethics as against metaethics); [s]ince ethics deals by definition with normative/prescriptive/evaluative issues, [it is set] against factual/descriptive issues.” At the most general level, the conceptual chasm between what emerges as actual problems in the world (e.g.: racism, sexism, poverty, disease, etc.) and how we frame such problems theoretically—the assumptions and shared ideologies we depend upon for our problems to be heard and accepted as a worthy “problem” by an audience—is the most obvious call for an anti-ethical paradigm, since such a paradigm insists on the actual as the basis of what can be considered normatively. Mills, however, describes this chasm as a problem of an ideal-as-descriptive model which argues that for any actual-empirical-observable social phenomenon (P), an ideal of (P) is necessarily a representation of that phenomenon. In the idealization of a social phenomenon (P), one “**necessarily has to abstract away from certain features”** of (P) that is observed before abstraction occurs. This gap between what is actual (in the world), and what is represented by theories and politics of debaters proposed in rounds threatens any real discussions about the concrete nature of oppression and the racist economic structures which necessitate tangible policies and reorienting changes in our value orientations.

#### **However, not all instances of injustice are created equal. Our standard moral deliberations exclude people based on arbitrarily perceived differences rather than dessert. This requires ethical standards to shift towards those morally excluded by social structures to compensate for gaps in our ethical deliberation**

**Winter and Leighton 99-** Deborah DuNann Winter and Dana C. Leighton, 6-1-99, Winter: Psychologist that specializes in Social Psych,Counseling Psych, Historical and Contemporary Issues, Peace Psychology. Leighton: PhD graduate student in the Psychology Department at the University of Arkansas, “Structural Violence Section Introduction”,*Peace, conflict, andviolence: Peace psychology in the 21st century.*New York: Prentice-Hall. TCHS-CS

Finally, to recognize the operation of structural violence forces us to ask questions about how and why we tolerate it, questionswhich often have painful answers for the privileged elite who unconsciously support it. A final question of this section is how andwhy we allow ourselves to be so oblivious to structural violence. Susan Opotow offers an intriguing set of answers, in her article Social Injustice. She argues that **our normal** perceptual/**cognitive processes divide people into in**-groups **and out-groups.** Those outside our group lie outside our scope of justice. Injustice that would be instantaneously confronted if it occurred to someone we love or know is barely noticed if it occurs to strangers or those who are invisible or irrelevant.We do not seem to be able to open our minds and our hearts to everyone, so we drawconceptual lines between those who are in and out of our moral circle.**Those who fall outside are morally excluded, and become** either invisible, or **demeaned in some way so that we do not have to acknowledge the injustice they suffer.** Moral exclusion is a human failing, but Opotow argues convincingly that it is an outcome of everyday social cognition.**To reduce its nefarious effects, we must be vigilant in noticing and listening to oppressed**, invisible, **outsiders.** Inclusionary thinking can be fostered by relationships, communication, and appreciation of diversity.

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#### **Thus, the value criterion is mitigating structural violence, defined as stopping action wherein social structures or social institutions cause harm by denying certain groups of people their basic needs.**

### **Contention 1: Unions**

#### **Western legal systems are failing to secure rights for workers! Union membership is at a historic low, and worker’s rights are dwindling**

**Shierholz 20-** Heidi Shierholz, She has a Ph.D., Economics, University of Michigan; M.A., Economics, University of Michigan; M.S., Statistics, Iowa State University, B.A., Mathematics, Grinnell College She is also the president of the Economic Policy Institute and she served the Obama administration as chief economist at the Department of Labor 1-27-2020, "Weakened labor movement leads to rising economic inequality," Economic Policy Institute, <https://www.epi.org/blog/weakened-labor-movement-leads-to-rising-economic-inequality> TCHS-CS

The basic facts about inequality in the United States—that for most of the last 40 years, pay has stagnated for all but the highest paid workers and inequality has risen dramatically—are widely understood. What is less well-known is the role the decline of unionization has played in those trends. The share of workers covered by a collective bargaining agreement dropped from 27 percent to 11.6 percent between 1979 and 2019, meaning the union coverage rate is now less than half where it was 40 years ago. Research shows that this de-unionization accounts for a sizable share of the growth in inequality over that period—around 13–20 percent for women and 33–37 percent for men. Applying these shares to annual earnings data reveals that working people are now losing on the order of $200 billion per year as a result of the erosion of union coverage over the last four decades—with that money being redistributed upward, to the rich.

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#### **The right to strike strengthens labor unions by giving them bargaining power over bureaucrats**

**Myall 19** James Myall (James is MECEP’s lead on the inclusive economy, including research on labor issues, gender and racial equity, and health care policy. James conducts research and impact analyses, writes educational materials, and collaborates with partners. He is skilled in data collection, research, and statistical and policy analysis. He studied public policy and management at the University of Southern Maine and holds a master’s degree in ancient history and archaeology from the University of St. Andrews in Scotland.) "Right to strike would level the playing field for public workers, with benefits for all of us," MECEP, April 2019, <https://www.mecep.org/blog/right-to-strike-would-level-the-playing-field-for-public-workers-with-benefits-for-all-of-us> TCHS-CS

The right to strike would enable fairer negotiations between public workers and the government. All of us have reason to support that outcome. Research shows that union negotiations set the bar for working conditions with other employers. And as the largest employer in Maine, the state’s treatment of its workers has a big impact on working conditions in the private sector. Unions support a fairer economy. Periods of high union membership are associated with lower levels of income inequality, both nationally and in Maine. Strong unions, including public-sector unions, have a critical role to play in rebuilding a strong middle class. Unions help combat inequities within work places. Women and people of color in unions face less wage discrimination than those in nonunion workplaces. On average, wages for nonunionized white women in Maine are 18 percent less than of those of white men. Among unionized workers, that inequality shrinks to just 9 percent. Similarly, women of color earn 26 percent less than men in nonunionized jobs; for unionized women of color, the wage gap shrinks to 17 percent.[i] All of us have a stake in the success of collective bargaining. But a union without the right to strike loses much of its negotiating power. The right to withdraw your labor is the foundation of collective worker action. When state employees or teachers are sitting across the negotiating table from their employers, how much leverage do they really have when they can be made to work without a contract? It’s like negotiating the price of a car when the salesman knows you’re going to have to buy it — whatever the final price is. Research confirms that public-sector unions are less effective without the right to strike. Public employees with a right to strike earn between 2 percent and 5 percent more than those without it.[ii] While that’s a meaningful increase for those workers, it also should assuage any fears that a right to strike would lead to excessive pay increases or employees abusing their new right.

#### **And, collective bargaining solves inequality – empirics prove de-unionization is responsible for status quo inequities**

**Shierholz 20-** Heidi Shierholz (She has a Ph.D., Economics, University of Michigan; M.A., Economics, University of Michigan; M.S., Statistics, Iowa State University, B.A., Mathematics, Grinnell College She is also the president of the Economic Policy Institute and she served the Obama administration as chief economist at the Department of Labor) "Weakened labor movement leads to rising economic inequality," Economic Policy Institute, January 2020, <https://www.epi.org/blog/weakened-labor-movement-leads-to-rising-economic-inequality> TCHS-CS

The good news is that restoring union coverage—and strengthening workers’ abilities to join together to improve their wages and working conditions in other ways—is therefore likely to put at least $200 billion per year into the pockets of working people. These changes could happen through organizing and policy reform. Policymakers have introduced legislation, the Protecting the Right to Organize (PRO) Act, that would significantly reform current labor law. Building on the reforms in the PRO Act, the Clean Slate for Worker Power Project proposes further transformation of labor law, with innovative ideas to create balance in our economy. How is it that de-unionization has played such a large role in wage stagnation for working people and the rise of inequality? When workers are able to join together, form a union and collectively bargain, their pay goes up. On average, a worker covered by a union contract earns 13.2 percent more than a peer with similar education, occupation and experience in a non-unionized workplace in the same sector. Furthermore, the benefits of collective bargaining extend well beyond union workers. Where unions are strong, they essentially set broader standards that non-union employers must match in order to attract and retain the workers they need and to avoid facing an organizing drive. The combination of the direct effect of unions on their members and this “spillover” effect to non-union workers means unions are crucial in fostering a vibrant middle class—and has also meant that as unionization has eroded, pay for working people has stagnated and inequality has skyrocketed.

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#### **Structural income inequality outweighs other impacts – cyclicality means we have an ethical obligation to address it**

**Ansell 17** — David A. Ansell, Senior Vice President, Associate Provost for Community Health Equity, and Michael E. Kelly Professor of Medicine at Rush University Medical Center (Chicago), holds an M.D. from the State University of New York Upstate Medical University College of Medicine, 2017 (“American Roulette,” The Death Gap: How Inequality Kills, Published by the University of Chicago Press, ISBN 9780226428291, p. kindle 307-363)

There are many different kinds of violence. Some are obvious: punches, attacks, gunshots, explosions. These are the kinds of interpersonal violence that we tend to hear about in the news. Other kinds of violence are intimate and emotional. But the **deadliest** and most thoroughgoing kind of violence is woven into the fabric of American society. It exists when some groups have more access to goods, resources, and opportunities than other groups, including health and life itself. This violence delivers **specific blows against particular bodies in particular neighborhoods**. This unequal advantage and violence is built into the very rules that govern our society. In the absence of this violence, **large numbers of Americans would be able to live fuller and longer lives**. This kind of violence is called structural violence, because it is embedded in the very laws, policies, and rules that govern day-to-day life.8 It is the cumulative impact of laws and social and economic policies and practices that render some Americans less able to access resources and opportunities than others. This inequity of advantage is not a result of the individual’s personal abilities but is built into the systems that govern society. Often it is a product of **racism**, **gender**, and **income inequality**. The diseases and premature mortality that Windora and many of my patients experienced were, in the words of Dr. Paul Farmer, “biological reflections of social fault lines.”9 As a result of these fault lines, a disproportional burden of illness, suffering, and premature mortality falls on certain neighborhoods, like Windora’s. Structural violence can overwhelm an individual’s ability to live a free, unfettered, healthy life. As I ran to evaluate Windora, I knew that her stroke was caused in part by lifelong exposure to suffering, racism, and economic deprivation. Worse, the poverty of West Humboldt Park that contributed to her illness is directly and inextricably related to the massive concentration of wealth and power in other neighborhoods just miles away in Chicago’s Gold Coast and suburbs. That concentration of wealth could not have occurred without laws, policies, and practices that favored some at the expense of others. Those laws, policies, and practices could not have been passed or enforced if access to political and economic power had not been concentrated in the hands of a few. Yet these political and economic structures have become so firmly entrenched (in habits, social relations, economic arrangements, institutional practices, law, and policy) that they have become part of the matrix of American society. The rules that govern day-to-day life were written to benefit a small elite at the expense of people like Windora and her family. These rules and structures are powerful destructive forces. The same structures that render life predictable, secure, comfortable, and pleasant for many destroy the lives of others like Windora through **suffering**, **poverty**, **ill health**, and **violence**. These structures are neither natural nor neutral. The results of structural violence can be very specific. In Windora’s case, stroke precursors like chronic stress, poverty, and uncontrolled hypertension run rampant in neighborhoods like hers. Windora’s illness was caused by neither her cultural traits nor the failure of her will. Her stroke was caused in part by inequity. She is one of the lucky ones, though, because even while structural violence ravages her neighborhood, it also abets the concentration of expensive stroke- intervention services in certain wealthy teaching hospitals like mine. If I can get to her in time, we can still help her. Income Inequality and Life Inequality Of course, Windora is not the only person struggling on account of structural violence. Countless neighborhoods nationwide are suffering from it, and people are dying **needlessly young** as a result. The magnitude of this excess mortality is mind-boggling. In 2009 my friend Dr. Steve Whitman asked a simple question, “How many extra black people died in Chicago each year, just because they do not have the same health outcomes as white Chicagoans?” When the Chicago Sun-Times got wind of his results, it ran them on the front page in bold white letters on a black background: “HEALTH CARE GAP KILLS 3200 Black Chicagoans and the Gap is Growing.” The paper styled the headline to look like the declaration of war that it should have been. In fact, we did find ourselves at war not long ago, when almost 3,000 Americans were killed. That was September 11, 2001. That tragedy propelled the country to war. Yet when it comes to the premature deaths of urban Americans, no disaster area has been declared. No federal troops have been called up. No acts of Congress have been passed. Yet this disaster is even worse: those 3,200 black people were in Chicago alone, in just one year. Nationwide each year, more than **60,000** black people die prematurely because of inequality.10 While blacks suffer the most from this, it is not just an issue of racism, though racism has been a unique and powerful transmitter of violence in America for over four hundred years.11 Beyond racism, poverty and income inequality perpetuated by exploitative market capitalism are singular agents of transmission of disease and early death. As a result, there is a new and alarming pattern of declining life expectancy among white Americans as well. Deaths from drug overdoses in young white Americans ages 25 to 34 have exploded to levels not seen since the AIDS epidemic. This generation is the first since the Vietnam War era to experience higher death rates than the prior generation.12 White Americans ages 45 to 54 have experienced skyrocketing premature death rates as well, something not seen in any other developed nation.13 White men in some Appalachian towns live on average twenty years less than white men a half-day’s drive away in the suburbs of Washington, DC. Men in McDowell County, West Virginia, can look forward to a life expectancy only slightly better than that of Haitians.14 But those statistics reflect averages, and every death from structural violence is **a person**. When these illnesses and deaths are occurring one at a time in neighborhoods that society has decided not to care about—neighborhoods populated by poor, black, or brown people—they seem easy to overlook, especially if you are among the fortunate few who are doing incredibly well. The tide of prosperity in America has lifted some boats while others have swamped. Paul Farmer, the physician-anthropologist who founded Partners in Health, an international human rights agency, reflects on the juxtaposition of “unprecedented bounty and untold penury”: “It stands to reason that as beneficiaries of growing inequality, we do not like to be reminded of misery of squalor and failure. Our popular culture provides us with no shortage of anesthesia.”15 That people suffer and die prematurely because of inequality is **wrong**. It is wrong from an **ethical** perspective. It is wrong from a **fairness** perspective. And it is wrong because **we have the means to fix it**.

### **Contention 2: Productivity Deficit**

#### **The COVID-induced “labor shortage” is not merely a product of worker apathy but of a desire on behalf of the working class for fair working conditions. Only a worker’s rights revolution can restore productivity to pre-pandemic levels.**

**Windham 21-** Lane Windham (Girl boss. Associate Director of Georgetown University's Kalmanovitz Initiative for Labor and the Working Poor and co-director of WILL Empower (Women Innovating Labor Leadership)). “It’s not a labor shortage- it’s a wage and workers’ rights shortage.” *The Hill*, 21 September 2021, <https://thehill.com/opinion/finance/570441-its-not-a-labor-shortage-its-a-wage-and-worker-rights-shortage> TCHS-CS

As we approach Labor Day, America’s working people are deep into a protracted general strike. Millions are refusing to go back into low-wage, no-benefits jobs that require they abandon dignity and rights at the workplace door. Their struggle has brewed for 40 years as wages stagnated, benefits vanished and public policy offered working families little reprieve. Employers complain that too few people are returning to work, but America’s “labor shortage” is really a shortage of good wages and workers rights on the job. Recent [jobs reports](https://www.bls.gov/news.release/empsit.nr0.htm) show an uptick in the numbers of workers returning to work, but payroll tallies are still more than 5 million shy of pre-pandemic levels. Restaurants, retailers and hospitality firms say it is especially difficult to hire, and some blame generous unemployment checks. However, even those states that have rescinded supplemental unemployment benefits are finding that [many people remain hesitant](https://www.nytimes.com/2021/08/20/business/economy/unemployment-benefits-economy-states.html) to take the sorts of jobs that are on offer. The pandemic shook up what workers want and expect from a job. America cheered front-line workers during the early days of the pandemic, banging pots and pans for health care workers, honking for delivery drivers, and thanking cashiers. But these workers’ wages remain too low to cover rising housing, education and health care costs. You’d need an average of $25 an hour to rent a modest two-bedroom apartment, according to the [National Low Income Housing Coalition](https://nlihc.org/sites/default/files/oor/2021/OOR_2021_Mini-Book.pdf), and minimum wage workers can’t afford rent anywhere in the nation. An extra dollar or two more just isn’t cutting it for most people, especially when they’re putting their health on the line.

#### **The aff solves- the only empirical study shows that an unconditional right to strike doesn’t pose a risk to public safety, decreases the total number of strikes, and leads to settlements before strikes ever happen. That’s the only way to get people back to work.**

**Malin 93-** Martin H. Malin (Martin H. Malin is co-director of the Institute for Law and the Workplace and teaches Labor Law, Employment Discrimination, Public Sector Employees, ADR in the Workplace, and Contracts. He received his B.A. from Michigan State University's James Madison College and his J.D. from George Washington University, where he was an editor of the law review and elected to the Order of the Coif. He joined the Chicago-Kent faculty in 1980 after serving as law clerk to United States District Judge Robert E. DeMascio in Detroit and on the faculty of Ohio State University). Chicago-Kent College Of Law, 1993, "Public Employees' Right to Strike: Law and Experience," University of Michigan Journal of Law Reform, <https://repository.law.umich.edu/mjlr/vol26/iss2/3/> TCHS-CS

The ease of enjoining [ending] a lawful strike not only increases the probability of having a strike, but it may also reduce the urgency for settling a strike. As strike-induced losses mount and the parties approach the point where the strike will cause substantial damage, their interests in cutting losses and avoiding further damage increase the pressure to settle. Where, however, the result of continuing the strike is not the risk of greatly escalating losses, but rather a judicial back-towork order, the pressure and sense of urgency to settle is diminished.346 The Illinois and Ohio approaches to enjoining lawful public employee strikes have much to commend them. First, both states confine injunctions to the very narrow group of strikes that pose a clear and present danger to public health and safety.3 47 Thus, they do not allow injunctive relief to significantly reduce the uncertainties of a strike's consequences and, accordingly, maintain maximum pressure on the parties to settle. Second, Ohio and Illinois place primary responsibility for determining whether a clear and present danger exists on the labor boards and provide specific procedures for resolving postinjunction bargaining impasses. 8 Thus, they remove the primary decision regarding whether to issue an injunction from the potentially politically-charged atmosphere of the state trial courts, thereby removing many of the concerns that tempt judges in other jurisdictions to mediate the contract talks. The judge's role is confined to a purely judicial function-reviewing the labor board's determination, issuing the injunction, and sending the parties to the next phase of the statutory procedures. CONCLUSION Experience shows that granting public employees the right to strike is an appropriate policy. Public employee strikes do not distort the democratic process as once was feared. Fact-finding coupled with artificial strike prohibitions do not provide a real alternative to the right to strike. States which supposedly rely on fact-finding actually rely on the strike to motivate the parties to settle. Interest arbitration does provide a true strike substitute, but it is a poor one, tending to stifle innovation and creative problem solving in negotiations. Experiences in Illinois and Ohio show that legalizing public employee strikes does not cause an increase in strikes and may encourage more realistic bargaining. Legislatures which recognize public employees' right to strike should subject them to only minimal regulation. Mandatory prestrike fact-finding, currently imposed in several states, carries with it the danger of stifling bargaining in much the same way as interest arbitration, while making those strikes which do occur more difficult to settle. If fact-finding is not required, most strikes will settle quickly. Those strikes that do not settle quickly usually should be allowed to run their courses. Liberal standards for strike injunctions cause more harm than good. They strain the judiciary and reduce the incentives to settle at the bargaining table. An injunction standard narrowly confined to strikes which endanger public health and safety, applied in the first instance by a labor relations board rather than a court, and coupled with specific poststrike impasse resolution procedures, relieves the strain on the judiciary and maximizes incentives to settle at the bargaining table.

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#### **Empirically, that increases employment significantly. Prefer this evidence because it comes from the most widespread database in recent history**

**Jordan 16-** Chris Jordan. “Giving workers employment rights increases productivity and profitability.” *University of Cambridge*. November 10, 2016. <http://www.risingpowers.net/2016/11/giving-workers-employment-rights-increases-productivity-and-profitability/> TCHS-CS

The Centre for Business Research at the University of Cambridge has turned conventional wisdom on its head, and through a series of quantitative research projects over a number of recent years, has constructed a new database that reveals how improvements in labour rights can lead to increased productivity and employment as well as greater equality in society. These datasets are now online for others to access and use. International organisations are taking note of these findings and national governments would do well to consider them. Globalisation, rather than inducing a so called ‘race to the bottom’ as many commentators predicted, is making governments more aware of the need for improved protections for workers, and of the importance of enforcement. Better informed and discerning consumers who are switched on to the web and social media where they can check the sourcing of the products they buy, along with campaigning civil society groups and NGOs, are helping to enforce these values. The statistical studies carried out by the CBR complement qualitative research carried out by the Global Development Institute at The University of Manchester. In a recent [CBR workshop held in Cambridge in September 2016](http://www.risingpowers.net/events/pastevents/workshop-labour-standards-law-reforms/) researchers from both Universities discussed the findings from ESRC-funded research on labour law reforms, labour standards and corporate social responsibility (CSR) practices in Rising Powers [have had a significant statistical correlation with increased employment], including China, India, South Africa and Brazil. Many commentators have doubted that worker-protective labour laws can be made effective in developing countries with high levels of informal work and weak states. This has led to interest in alternative modes of regulation including codes of practice and consumer boycotts focused on global supply chains. But this focus neglects important changes on the ground in low- and middle-income countries in Africa and Asia which over the past decade have been implementing systematic reforms to their labour laws and codes, sometimes after much publicised strikes.

#### **This is good- unemployment is a one-way track to an economic depression through inflation and low productivity**

**Levanon 21-** Gad Levanon. “If the labor shortage continues, the US economy won’t be able to recover.” CNN. 2021. <https://www.cnn.com/2021/11/04/perspectives/labor-shortage-us-economy/index.html> TCHS-CS

What's more, not only did labor costs dramatically accelerate in 2021, but the inability to find workers impacted some companies' operations and contributed to lower [profits](https://investors.fedex.com/news-and-events/investor-news/investor-news-details/2021/FedEx-Corp-Reports-First-Quarter-2022-Results/). Meeting demand for 3 million to 4 million more workers as the US economy continues to reopen in 2022 will be a major challenge. The US needs to find ways to raise the number of workers through larger and more economically motivated immigration policies, and higher labor force participation. For example, the federal government can make labor market needs for specific skills a larger consideration in immigration policy. And companies should attempt to hire more workers from demographic groups that typically participate less in the labor force. [3 reasons it's so hard for companies to hire right now — and what they can do about it](https://www.cnn.com/2021/11/02/perspectives/linkedin-jobs-labor-shortage/index.html) If we do not address these issues, a continuing labor shortage would pose a serious risk to the 2022 US inflation and economic growth outlook. First, wages for new hires will continue to rapidly grow. That, on top of an escalating cost of living, will increase wage growth for workers who stay in their jobs. Across the board, higher annual raises and special adjustments to retain workers are likely to further increase companies' overall labor costs. For the first time in decades, the scenario of a wage-price spiral, where higher prices and rising wages feed each other, leading to faster growth in both, could actually hinder economic growth. In such an environment, the Federal Reserve will be forced to raise interest rates multiple times in 2022 and materially slow GDP growth by more than what is already currently being forecasted.

#### **Sustained economic growth reduces poverty, improves quality of life, and is key to finding solutions for future global calamities. The aff is key to save the world.**

**DFID-**  (Department for International Development. Growth: Building jobs and prosperity in developing countries. <https://www.oecd.org/derec/unitedkingdom/40700982.pdf>) TCHS-CS

**Economic growth is the most powerful instrument for reducing poverty and improving the quality of life in developedcountries. Both cross-country research and country case studies provide overwhelming evidence that rapid and sustained growth is critical to making faster progress towards the Millennium Development Goals – and not just the first goal of halving the global proportion of people living on less than $1 a day.** Growth can generate virtuous circles of prosperity and opportunity. Strong growth and employment opportunities improve incentives for parents to invest in their children’s education by sending them to school. This may lead to the emergence of a strong and growing group of entrepreneurs, which should generate pressure for improved governance. Strong economic growth therefore advances human development, which, in turn, promotes economic growth. But under different conditions, similar rates of growth can have very different effects on poverty, the employment prospects of the poor and broader indicators of human development. The extent to which growth reduces poverty depends on the degree to which the poor participate in the growth process and share in its proceeds. Thus, both the pace and pattern of growth matter for reducing poverty**. A successful strategy of poverty reduction must have at its core measures to promote rapid and sustained economic growth.** The challenge for policy is to combine growthpromoting policies with policies that allow the poor to participate fully in the opportunities unleashed and so contribute to that growth. This includes policies to make labour markets work better, remove gender inequalities and increase financial inclusion. Asian countries are increasingly tackling this agenda of ‘inclusive growth’. India’s most recent development plan has two main objectives: raising economic growth and making growth more inclusive, policy mirrored elsewhere in South Asia and Africa. Future growth will need to be based on an increasingly globalised world that offers new opportunities but also new challenges. New technologies offer not only ‘catch-up’ potential but also ‘leapfrogging’ possibilities. New science offers better prospects across both productive and service sectors. Future growth will also need to be environmentally sustainable. Improved management of water and other natural resources is required, together with movement towards low carbon technologies by both developed and developing countries. **With the proper institutions, growth and environmental sustainability may be seen as complements, not substitutes**. DFID will work for inclusive growth through a number of programmes and continues to spend heavily on health and education, which have a major impact on poor people’s ability to take part in growth opportunities. More and better research on the drivers of growth will be needed to improve policy. But ultimately the biggest determinants of growth in a country will be its leadership, policies and institutions