

The Deficit of Decent Work as a Global Problem of Social and Labor Segment

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ABSTRACT. The overview of the current trends in social and labor segment globally and in the Ukrainian economy is provided. The crises in functioning of the social and labor segment as the forms of expression of the deficit of decent work were isolated. The reasons destabilizing the social and labor segment and limiting the development of the decent work institute are presented. The findings on the situation of self-employment and vulnerable employment worldwide are given. The modern transformations in employment through the lens of decent work are disclosed, with a focus on vulnerable employment. A correlation between inequality in income and a deficit of decent work is shown. The relationship and interaction between decent work and human values in terms of the new economy and post-industrial society development as a philosophical platform of the modern concept of decent work is proven. The aggravation of the crisis of values of the labor life in the light of deficit of the decent work is explained. The conceptual foundations of the decent work are revealed. The author's vision of the decent work institute as an integrated political, economic, and social platform of sustainable development is reasoned. The criteria and components of the decent work are presented. The importance of inclusive labor markets to expand the scale of decent work is disclosed. The strategic landmarks of overcoming the deficit of decent work are delineated.

KEYWORDS. Social and labor segment, decent work, decent work deficit, decent work concept.

Introduction

At the turn of the millennium, the multilevel transformations affecting all segments of human life occurred and continue to occur in the world economy and society. The existing trends of the social and labor segment development strengthened and new risks and threats occurred under the influence of various factors, the major of which are the globalization with the mixed results of its impact on the labor market, development of the new economy and post-industrial society, as well as prevalence of economic over social component.

The study of issues of the social and labor segment by authors allowed making the following conclusion: if the core issues of the social and labor segment are viewed through the prism of their origin, the

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main "thrombus" towards sustainable development of social and labor segment is the deficit of decent work, i.e. the labor, which results in everything required for human existence, prosperity and development; labor with which the progress in all areas of economic and social life is associated. Maintenance of the decent work deficit is the evidence of failures in political, economic and social decisions made by the politicians and management at all levels. Also, this is a consequence of profound changes in the sources and driving forces of development characteristic of formation of a new multi-dimensional economy, the impact of which on human development is ambiguous and contradictory. The new economy creates both new opportunities and new challenges.

Numerous articles and other publications are devoted to the issue of decent work, the vast majority of which begins with a reference to the idea of decent work, which was first made public by the ILO in 1999. We would like to note that the report of the ILO Director General, J.A. Somavia, on the 87th session of the International Labor Conference defines decent work as labor with protected rights of workers, providing adequate income and ensuring the social security². Also, decent work embodies sufficient work in the sense that each individual has full and free access to the opportunities to earn and receive income. Also, compliance with the principles of decent work means new perspectives in terms of economic and social development, new opportunities in which employment, income and social protection can be achieved without compromise between the rights of workers and social standards³. According to ILO methodology, the progress in employment is measured by the indicators of employment, social protection, compliance with workers' rights, and social dialogue institute development. Certainly, an invaluable merit in initiating and promoting the idea of decent work in the globalized world belongs to the International Labor Organization. The speeches of its heads, reports circulated as ILO documents, numerous resolutions and other legal and methodological materials of this respected international organization certainly contributed to the fact that the idea of decent work, so to speak, began to acquire the mass, and the first programs of decent work implementation appeared at the national level.

Undeniable is the fact is that tens of domestic scientific schools for decades of the twentieth century productively engaged in the study of scientific and applied aspects of the phenomena, processes, and components of social and employment activities, which at a certain stage

² *Decent work. Report of the Director-General.* International Labour Conference. 87th Session. International Labour Office, Geneva, 1999.

³ *Decent work: Some Strategic Challenges Ahead.* Report of the Director-General. International Labour Conference. 97th Session. International Labour Office, Geneva, 2008.

of social and economic development acquired the capacious name of a decent work. The issue of decent work is studied by domestic authors from the standpoint of conceptual aspects of the decent work as part of the legal policy of the State, covering the political, economic, social and cultural phenomena, which are the prerequisites for effective and productive work⁴; examination of decent work components, including the safe working conditions⁵; prerequisites for implementation of the decent work concept in socio-economic development of Ukraine⁶; identification of the problems of employment opportunities, the overcoming of which is recognized to be the key component of decent work⁷; adaptation of conceptual and methodological universal aspects of measuring the decent work to the national labor market and the national legislation of Ukraine in terms of rights and opportunities of the citizens⁸; study of the moral characteristics of decent work in the current context of globalization⁹; the mechanism of ensuring the decent work according to the principles of corporate social responsibility¹⁰; the impact of decent work on building a socially oriented economy¹¹; ensuring the preconditions to implement the concept of decent work through increased competitiveness of human capital assets¹².

Foreign authors proposed various methodological approaches to the criteria and indicators of decent work forming the basis of understanding its nature and semantic saturation. Thus the scientific and applied studies authored by R. Anker, F. Egger, F. Mehran, J. Ritter, and I. Chernyshev contain the indicators, criteria and parameters characterizing the decent work through the prism of equal opportunities for women and men to obtain decent and productive work in terms of freedom, equity, security and human dignity. Also, the potential indicators which can be applied in the event of relevant

⁴ Hostiuk, O. "The concept of decent work as part of legal state policy". *Pidpriemnytstvo, gospodarstvo i pravo* 6 (2016): 90-93. [In Ukrainian].

⁵ Husiev, A. "Protection of labour as a component of the decent work". *Visnyk Natsional'noho tekhnichnoho universytetu Ukrainy "Kyivs'kyj politekhnichnyj instytut"*. Seriya: Hirnytstvo 26 (2014): 134-141. [In Ukrainian].

⁶ Zhadan, O. "The concept of decent work as the foundation of social and economic development of the country". *Teoriia ta praktyka derzhavnoho upravlinnia* 2 (2014): 8-15. [In Ukrainian].

⁷ Il'ienko, N. "Employment opportunities as one of the progressive trends for providing the existence of decent work in Ukraine". *Naukovi pratsi Natsional'noho universytetu kharchovykh tekhnolohij* 4 (2014): 111-123. [In Ukrainian].

⁸ Kalachova, I. "Conceptual and methodical aspects of measuring of decent work". *Ekonomika promyslovosti* 3 (2006): 229-234. [In Ukrainian].

⁹ Kaplina, H. "Features the concept of decent work in Ukraine". *Aktual'ni problemy prava: teoriia i praktyka* 26 (2013): 47-54. [In Ukrainian].

¹⁰ Lebediev, I. *Corporate social responsibility in the context of decent work: Monograph*. Odessa: Atlant, 2014. [In Ukrainian].

¹¹ Rudakova, S. "Decent work as the factor of development of socially oriented economy in Ukraine". *Ukrains'kyj sotsium* 2 (2012): 121-134. [In Ukrainian].

¹² Shaul's'ka, L. "Implementation of the Concept of decent work on the basis of ensuring competitiveness of human capital assets". *Visnyk Pryazovs'koho derzhavnoho tekhnichnoho universytetu. Seriya: Ekonomichni nauky* 28 (2014): 278-283. [In Ukrainian].

changes or innovations as regards collection of statistical information were proposed¹³. A distinctive feature of the approach developed by D. Bescond, F. Mehran and A. Chataignier is the indicator selection methodology, namely assessment of a decent work of the socially vulnerable populations i.e. the young, the elderly, children 10-14 years old and women¹⁴. The integral index of decent work, the major component of which is safety and security of employees, was proposed by F. Bonnet, G. Standing and J. Figueiredo¹⁵. The feature of identification of the decent work by G. Fields was assessment of the employment availability in the context of development¹⁶.

However, the publications on decent work feature an uncritical, superficial perception of most postulates declared in the materials of international organizations and set out in the scientific literature. The scientific community often ignores the obvious fact that the deficit of decent work appears to be a current global issue.

Based on the topic relevance, the main objective of this research is scientific theoretical foundation of the decent work deficits phenomenon, conceptual foundations of decent work and definition of strategic guidelines to overcome the deficit of decent work.

Main part

In recent years, the authors of publications emphasize the fact that the world of work, the world of industrial relations at the turn of the millennium, figuratively speaking, capsized. Probably, the main contradiction, which appeared at the end of the 20th and at the beginning of the 21st centuries is that at the time when it would seem that the economic development must ultimately "work" in the interests of the absolute majority of the population, having the economic, technological, managerial, and organizational preconditions for it, the institutes of economy and society began to push the man back to the background, and economic expediency takes precedence over social orientation. We have to admit that asymmetries in economic and social development, volatility in its broadest sense, desocialization of relations in the labor segment, reduced social cohesion, and distribution of social

¹³ Anker, R., Chernyshev, I., Egger, Ph., Mehran, F., and J. Ritter. "Measuring Decent Work with Statistical Indicators". *Working Paper 2* (2000). International Labour Office, Geneva

¹⁴ Bescond, D., Chataignier, A., and F. Mehran. "Seven indicators to measure decent work: An international comparison". *International Labor Review (Geneva)* 142 no.2 (2003): 179-212.

¹⁵ Bonnet, F., Figueiredo, J., and G. Standing. "A family of decent work indexes". *International Labor Review, Geneva* 142 no. 2 (2003): 213-238.

¹⁶ Fields, G. "Decent work and development policies", *International Labour Review, Geneva* 142 no. 2 (2003): 239-262

exclusion are the threatening trends, undesired realities of the new century¹⁷.

Development of the new economy is increasingly accompanied by effect of the numerous contradictory trends in the field of human development and functioning of the social and labor sectors on a global scale. The latter is increasingly associated with a unique symbiosis of phenomena, processes, achievements, losses and development trends having an unambiguous assessment.

In the examples of developed countries, transition economics, and based on the practices of Ukrainian economy we can establish a complex web of conflicting trends in the field of social, labor, and human development, among which we will highlight the following:

— the demand for highly skilled, creative staff as a powerful medium of human capital, which increasingly coexists with unemployment of unskilled workers, which are also not mobile to a sufficient extent and are not able to acquire new competencies required by modern production;

— differentiation of labor income of the workers, which often exceeds the real differences in the levels of accumulated human capital and the results of its use, becomes hypertrophic;

— against the backdrop of improving the structure of jobs and a generally stable increase of the average employment income of workers, the ghetto of the marginal employment with inadmissible reward for the provided work services, which does not ensure a decent life is expanded. The poverty among people involved in the areas of employment is maintained at a large scale and is a factor reducing the social cohesion of society;

— the multilevel and widespread changes in the labor market are occurring, which, however, do not always meet the interests of employees. Thus, the use of non-standard forms of employment and modes of work and atypical employment contracts acquires unprecedented scale. The spread of these forms of employment and employment contracts still more and more often becomes a consequence of not so much real changes in the structure of organizational and economic features of its functioning as a weakening of the balance of forces employers and employees as a result of weakness (inadequacy) of the national legislation on labor and reduction of the role of social dialogue. The labor legislation tends to liberalization, and the

¹⁷Herasyenko, O. "Transformation of social and labor sphere: background, regularities, imperatives". *Formuvannia rynkovoï ekonomiky* 23 (2010): 37–38. [In Ukrainian]; Kolot, A. "Asymmetries in social/labour sector development: manifestations, causes and preconditions for overcoming". *Aktual'ni problemy ekonomiky* 6, no. 132 (2012): 205–211. [In Ukrainian]; Kolot, A. "Strengthening of the asymmetries in a social-labour sector as a modern trend and the challenge of sustainable development". *Politicheskaja jekonomija: jelektron. zhurn.* 3 (2012): 143–155. [In Russian].

collectively-contractual regulation does not cover the whole variety of the forms of employment, which is a reality of today;

— there are signs of desocialization of the social and labor relations, expressed in reduced share of wages in the GDP of many countries, including the developed ones; complicated public access to hitherto existing forms and types of social protection; increased staff contributions to the social insurance funds; attempts of authorities to resolve the problems arising from deterioration of demo-economic indicators, and shifting of work to people;

— the interests of improving the competitiveness of the economy and creation of conditions for sustainable social development require a closer attention to the problems of socially responsible business conduct. However the proportion of business structures systematically maintaining their image, working hard at improvement of their reputation and operating according to the principles of social responsibility remains low;

— the major segments of social structure of society are getting still more and more different in terms of well-being, lifestyle, and behavior standards. The split of societies aggravated by economic globalization in its current form, complicates the formation and operation of democratic institutions of the state and civil society, since the foundation of democracy, i.e. social harmony on the basic values and principles of life is undermined.

Thus, the world in general and the world of work in particular is increasingly polarized, stratified and differentiated, which is becoming more unstable and unfair, and asymmetries in these conditions are no longer the exception but the rule.

It should be noted that the most recent financial crisis and subsequent permanent crisis phenomena created the new problems in development of the social and labor segment "working" for maintenance of the decent work deficit. We are talking about massive violations by employers, such as:

— dismissal due to biased bases (repeated failure to fulfill the functions, discrepancy between the employee's competencies and existing requirements based on certification results);

— forced resignation instead of dismissal due to staff downsizing subject to payment of a compensation;

— a unilateral amendment of employment contract (reduced wages, reduced cost of ensuring the safe working conditions, forced renewal of the employment contract from indefinite for a fixed-term);

— non-payment or late payment of wages;

— incomplete settlements during dismissal;

— introduction of atypical working time schedules mostly meeting the needs of employers;

— work overtime without payment or compensation.

As regards the existence of the deficit of decent work, we must emphasize the following: the forms of manifestation of the decent work deficit are becoming more diversified, and the extent and depth of such manifestation is intensified. The latter is evidenced by the following:

— a permanent increase in unemployment rate in the open or hidden forms;

— distribution of non-standard forms of employment and atypical employment contracts without proper social protection;

— an increase in the share of jobs, the employment at which does not ensure a socially acceptable level of employment income;

— availability of poor working conditions and increased social vulnerability of workers in the various forms of expression;

— an increase in the scope and depth of asymmetries in the social and labor segment, reproducing the conditions for maintenance and growth of the deficit of decent work.

The reasons destabilizing the social and labor segment simultaneously serve as factors limiting the development of the decent work institute. We attribute the following to the latter:

1) globalization of the world economy in its present form and the ambiguity of the consequences of its impact on all components of the institute of decent work;

2) liberalization of socio-economic policy, the component which is the so-called economocentrism. The latter results in prevalence of economic over social, the dominance of the status where economic expediency takes precedence over social orientation and interests of human development of the absolute majority of population are relegated to the background;

3) formation of a new economy fundamentally changing the established elements of the labor market (demand, supply, the price of labor services) and the mechanisms of its operations enhances the multidimensional nature of changes in the labor market;

4) an increased segmentation of the social and labor segment in which pre-industrial, industrial and postindustrial modes and methods of regulation coexist;

5) transformation of employment institute and a multidimensional nature of changes in the labor market;

6) reduced role of the social dialogue in optimizing the relationship between major social forces. One of the consequences of this unintended trend was the widespread practice of a monopoly dictate in the labor

market by employers, and the massive neglect of the decent work principles by the latter;

7) low role of the state in ensuring a sustainable development of social and labor segment inadequate to the current needs;

8) limited scope and formal format of introduction of the institute of social responsibility in the segment of labor and industrial relations;

9) the crisis of the values of society as a whole and values of the working life in particular.

Among these factors, the transformation of the institute of employment and multidimensional nature of changes in the labor market is central. Radical changes in employment is an objective response of the economic system and its social and labor component to the challenges of dynamic changes, namely technological, organizational, motivational, demo-economic, consumer and others. Still, it is an evidence of development of relations in the new economy in functioning of the modern labor market. Today, the fundamental innovations in the field of employment can be considered the staff leasing, remote employment, non-standard working time schedules etc. The labor market flexibility in its various forms and manifestations acquires new quality. We must conclude that both domestic and international analyzes of economic activity of the population is increasingly filled with terms of "vulnerable employment", "unprotected employment", "nonstandard employment", "self-employment" and so on. In the report on Human Development 2014, "Ensuring sustainable human progress: reduced vulnerability and formation of viability", prepared by UNDP, it is noted that nearly half of workers worldwide work in the conditions of vulnerable employment, are stuck to vulnerable jobs and, typically, are not subject to the jurisdiction of labor legislation and social protection. Over the years, in response to economic instability and periodic crises, the employers are increasingly using the part-time or temporary employment¹⁸. The said report notes that the high proportion of "working poor" is covered non-standard forms of employment, i.e. by the forced part-time and temporary work in developed countries, and by informal employment in the developing countries¹⁹.

A separate and growing segment of the labor market in the transition economies and developed countries is the self-employment sector. Its dynamic development began with the start of economic reforms and is the result of two main factors. One of the segments of self-employed persons is represented by workers who have consciously chosen this type of employment as being in their interests, which makes it possible to

¹⁸ *Human Development Report 2014. Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience.* New York, UNDP, 2014: 68.

¹⁹ *Ibid.*, P. 67.

obtain certain benefits and advantages of fostering an industrial independence; to implement the existing ideas and development; to achieve a higher level of income compared to the market price of labor of persons working under employment; and to take advantage of favorable tax conditions and other preferences. The second segment of self-employed persons includes the persons for which the employment economies has a forced nature due to shortage of decent jobs in the wage labor segment. This forced self-employment is the bottom tier of employment,²⁰ and it is rightly regarded as a kind of alternative to unemployment. Most researchers share the opinion that a too high level of self-employment (where its share is as high, or even higher than one third of the total jobs), is an evidence of archaic economy and a lack of jobs in the formal sector.

The data on the total and non-agricultural self-employment in the context of transition countries are listed in table 1.

It is rightly to conclude that a high proportion of self-employed persons may indicate that the lion's share is "engaged in business when required", while the main purpose of these persons is to ensure the current needs, and the problems of expanding the business, development of new activities, and gaining access to untapped markets is not the goal²¹.

Table 1 General and Non-Agricultural Self-Employment in Two Groups of Countries with Transition Economies in 2008, %

Country	Total self-employment	Non-agricultural self-employment
<i>Central and Eastern Europe</i>		
Romania	32.6	7.2
Macedonia	28.2	12.7
Bosnia	27.5	
Poland	22.9	11.4
Croatia	21.6	11.5
Czech Republic	16.4	15.4
Slovenia	14.5	7.2
Slovakia	13.8	13.5
Bulgaria	12.4	8.4

²⁰ Fields, G. "Labour market modelling and the urban informal sector: Theory and evidence. In D. Turnham, B. Salomé, & A. Schwarz (Eds.). *The informal sector revisited*, Paris: Organisation for Economic Cooperation and Development (1990): 49-69.

²¹ *Eastern Partner Countries. Progress in the Implementation of the Small Business Act*. Paris, 2011.

Country	Total self-employment	Non-agricultural self-employment
Hungary	12.3	11.0
Lithuania	11.5	7.4
Latvia	10.0	6.4
Estonia	7.7	6.7
<i>CIS countries</i>		
Georgia	64.2	30.6
Azerbaijan	57.6	
Tajikistan	50.0	46.6
Kirghizia	50.0	
Armenia	38.9	9.5
Kazakhstan	33.8	13.3
Moldova	38.1	32.0
<i>Ukraine</i>	18.0	18.0
Russia	7.3	4.6
On average, CEE	17.8	9.9
On average, CIS	39.1	23.0
All transition countries	26.5	14.7

Source: Vishnevskaya, I. "Self-employment in transition economies". *MEiMO* 10 (2013): 62.

The extent of unprotected employment on a global scale can be judged according to Table 2.

Table 2 Scale of Vulnerable Employment in 2010 and 2012

Region	Vulnerable employment, % of the total employment	
	2010	2012
The world in general	53.1	49.2
Developed countries and the European Union	11.2	10.1
Other European countries* and CIS	23.8	19.7

Source: ILO 2013 d

* – related to the Central and South-Eastern Europe, which are not members of the European Union.

Still, it should be emphasized that the fundamental cause of the crisis of decent work is the crisis of values experienced by society for decades. We are talking about the crisis of the values of life in general and

working life in particular. The crisis of the decent work and the crisis of the working life are largely not economic, but non-economic, moral and spiritual crises. A strange paradox is that the fundamental basis of the business system remains a model of an "economic man" in its classic form. The moral basis of the model of "economic man", namely the universal ethical values, i.e. honesty, integrity, hard work, responsibility to society, moderation in consumption, was destructed in the business environment. The modern market has become insensitive to perception of ethical values. One of the most important reasons for this phenomenon is the focus of an "economic man" solely on material needs. But man is a multifaceted and unique personality operating simultaneously in the multidimensional external and internal worlds, acting at a conscious and subconscious level, worried about expansion of its potential opening the horizons to meet its diverse needs. Hence is the conclusion, one of the vectors of balancing different benefits of social interaction is the consistency of values.

Defining a certain contribution of representatives of the scientific community to study the issues of human values, we have to recognize that achievement in this area are still bordering with failures. There is still not enough awareness that the values of the work life cannot establish themselves without their formation and achievement in the context of implementation of the decent work principles.

The framework conditions of the modern concept of decent work are stipulated by globalization processes under the influence of which an idea of the standard of work life, social and labor relations, social justice, and development of capabilities of a working man is formed. Within a common approach to the issue of decent work in different socio-economic formations, an integral criterion of the decent work at the global level for the poorest member countries of the ILO can be ensuring the employment opportunities, and for developed countries – ensuring the quality of employment with the spectrum of relevant standards of competitive jobs, guarantees of compliance with the workers' rights, and equal opportunities. In this definition, there is no disagreement with the main aspects of decent work contained in ILO reports and programs (performance, security, respect for the workers' rights).

The basis for implementation of the decent work concept at the macroeconomic level in Ukraine should become the national initiatives to reduce the deficit of decent work and approximation with the European standards of working life. Based on this premise, the decent work at the macro level is a socially useful, productive employment in the formal sector, carried out in terms of a perfect social organization of labor, and provides for access to decent jobs, subject to the rights and

opportunities of the human labor. The main targets of reaching the European standards of working life are determined by intentions of cooperation in the field of employment, social policy and equal opportunities, indicating the formations of a global outline of the national economy and Ukrainian society²².

The institute of decent work in its institutional dimension should be seen as a comprehensive political, economic, and social platform, which should unite the efforts of public authorities, social partners at all levels of the hierarchical structure of the global and national economy, the representative bodies of the civil society in order to secure the socioeconomic progress by operation of productive, knowledge-operated jobs, improved working conditions, socialization of labor relations, empowerment of employees, and development of their capabilities.

The significance of the decent work institute in the social and labor segment is primarily determined by the fact that the implementation of its principles is aimed at achievement of both economic and social progress. The decent work is vital for all parties and actors of social and labor relations. With respect to employees, the implementation of decent work programs ensures access to the jobs and productive employment. The latter, in turn, is the key to solving the strategic problems of poverty among working persons and consistent improvement of the quality of working life. For employers, implementation of decent work is a prerequisite for fulfillment of the organization mission. The decent work is crucial for acquiring the competitive advantages, and ensuring a sustainable economic development. For the state and society, assertion of the principles of decent work to create a strong economic foundation for social policy and simultaneously a strong social orientation of economic policy. In addition, it is a means of achievement and distribution of the fruits of progress is the basis of a balanced, socially oriented development model.

The component of the decent work deficit is deepening strains in the relations of distribution, including in distribution of work, and distribution of capital. The extremely deformed distribution relationships produce a rising inequality in a variety of forms. Implementation of the principles of decent work is directly related to overcoming of excessive inequality in incomes of the economically active population. Statistical data and special study findings argue that the rising inequality is correlated with a deficit of decent work (Table 3).

²² Agreement on Association between Ukraine and the European Union, the European Atomic Energy Community and their Member States. International document, 2014. http://zakon4.rada.gov.ua/laws/show/984_011 [In Ukrainian].

Table 3 Data Describing Regional Variation (Inequality) in Income and Relation to the Decent Work Deficit

Jeanie coefficient	Inequality level	Regional structure	Deficit of decent work in the relevant regions
<0.3	Low	Central, northern, north-eastern continental Europe	Relatively low
0.3 – 0.4	Average	Predominantly southern Europe, the Anglo-Saxon countries, the Baltic States, some Asian countries	Average
0.4 – 0.5	High	CIS countries, many countries in Asia, Latin America and Africa	High
> 0.5	Very high	Most countries in Latin America and Africa	Very high

Note. Compiled by the authors according to the materials the International Labor Organization.

Implementation of the principles of decent work is directly related to progressive changes in the social stratification of society. Consistent expansion of the decent work segment is the shortest way to overcome various manifestations of inequality and discrimination.

Global problems of the labor market and, consequently, decent work is the increase in unemployment. First of all it affects youth who first enters the labor market. Even the problem of the "working poor", which has extremely intensified in the past few decades, fades into insignificance compared to the situation in the youth labor market. There can be more than a dozen of the reasons for this state, but the major ones related to the shortage of decent jobs and emergence of a new technological structure, which determines the reduction of the production complexity, resulting in the job loss. The known ratio of 20:80, according to which the new economy will require no more than 20% of the economically active population is now discussed by theorists and practitioners not as a future prediction, but as a real scenario. Rather, this assessment is unduly pessimistic. However, the results of almost all studies, both theoretical and applied, empirical, evidence that a new economy with its information and communication, network and nanotechnology will increasingly be causing significant changes in the structure and scope of employment.

In recent years, the government, including the representatives of the parties to social partnerships in many foreign countries, conduct active discussions on the so-called "inclusive markets", "integration policies", overcoming social isolation. Inclusive labor markets, according to the proceedings of the 97th session of the International Labor Conference,

require effective institutions in the labor segment, which would support the enterprises and market economy in such a way that the needs from the perspective of freedom, equality and justice, guarantees of security, safety and dignity were properly taken into account. The problem is to find the required balance between the democratic freedom of expression, government regulation and the needs of the enterprise."²³ The inclusive labor market is characterized by the fact that it does not tolerate social isolation, alienation and non-observance of the principles of social justice for all its members.

With all importance of a number of conditions and directions of decent work, we still have to realize that the main path to the decent work goes through the creation of new and development of the existing sustainable, competitive entities providing decent jobs with decent working conditions, decent remuneration for labor services, adequate social protection, and ensure the equality and freedom. This concept should prevail in all programs, doctrines, and strategies of the decent work institute development.

The latest global financial crisis, permanent crisis accompanying the development of the national economies, and stagnation experienced by the world economy should convince the political elite, all from whom the formulation and implementation of the social and economic policy depends, that the main vector of social development should have social and employment perspective, that the basis of the social policy at the current stage must be its social and labor component, and that the productive employment, decent remuneration for labor services and adequate social protection should be seen as a task of global priority.

So we have to admit that for the reasons of both objective and basically subjective nature, the institute of decent work does not show a stable growth dynamics. This is especially true for the developing countries and transition economies, including Ukraine. ILO's call for implementation of decent work, numerous decisions and resolutions of this authoritative international organization remain a political slogan not perceived by the political elite at the subconscious level. There is no instrument of the macro- and microeconomic policies with an emphasis on productive employment, decent job creation, and empowerment of a working man. The conviction that decent work prospects are not associated with informal but with formal sector of the economy, not with informal but with formal employment, that we cannot cross the "red line" in the use of non-standard forms of employment, generating a number of social and economic risks, is formed in the public consciousness too slowly. Until now, the scientists do not share the

²³ *Decent work: Some Strategic Challenges Ahead*. Report of the Director-General. International Labour Conference. 97th Session. International Labour Office, Geneva, 2008.

opinion that it is the deficit of decent work which is the main cause of degradation of social and labor segment and that poverty, social isolation, social exclusion, social non-cohesion, and the lack of social stability have the same roots.

The authors associate the development of the decent work institute with creation of employment opportunities, free and productive labor, its safety and equality at work.

Decent employment opportunities is primarily an expansion of the formal economy, official employment in compliance requirements, which are not interchangeable, but only complementary. In our view, the mechanisms of the informal economy operation (legal, economic, institutional, ethical etc.) form and continuously recreate the conditions in which the simultaneous presence of all signs of the decent work is impossible. It is our deep conviction that improvement of the employment opportunities must increasingly be based on scaling the tertiary sector and innovation segment, improving the competitiveness of jobs, and use of the highly skilled labor force, which in turn provides for a comprehensive professional development of staff and decent remuneration for labor.

The implementation of the principles of free work as work without coercion means the guarantee of choosing the forms of employment and a place of work, and ensures the freedom to form associations.

Productive work as a component of the concept of decent work requires a high level of return for all parties to the social and industrial relations from the use of employment potential to be manifested in growth of the macro- and microeconomic indicators, providing for a decent remuneration according to the work results provided a balanced ensuring of the interests of these parties.

Labor safety will guarantee social security (health insurance, pensions, benefits, financial support in the event of accidents and diseases at work), compliance with sanitary hygienic labor conditions and safety at the job.

Equality at work is possible subject to creation of equal opportunities for access to jobs and ensuring the non-discrimination on all grounds, including the age and gender differences, and limited physical abilities of a man.

So decent work presents a dynamic combination of conditions, opportunities and rules ensuring a productive, free, secure, and beneficial employment, under which an employee can receive an appropriate employment income, develop their potential and self-realize itself, and an employer will become able to improve the competitiveness and to provide for a balanced development of the company. The signs of decent work should be considered the formal employment, equal access

to jobs for all groups of population (including the socially vulnerable groups), compliance with labor laws, employment security, social security, labor safety, favorable working conditions, adequate remuneration (with high wages and social benefits), advanced forms of work organization (including the use of flexible forms), appropriate level of organizational and technical support and maintenance of jobs, the lack of physical and psychological overload at work, a favorable moral and psychological climate in the team, respect for human dignity, the ability to develop the employment potential and improve the competitiveness, the opportunity to participate in various forms of industrial democracy, and the ability to defend one's own interests, both individually and through representative bodies of the social dialogue (trade union).

Conclusions

Under the influence of a number of factors, both internal and external, the world of work and industrial relations changes in an extremely controversial manner, and the process of such changes will continue to be intensified. This dictates the need for a comprehensive, impartial, unbiased analysis of the transformation of social and labor segment, as well as isolation of characteristic tendencies, trends, and dominants of social and labor development.

The research conducted by the authors argues that the deficit of decent work is one of the most pressing problems of modern economy and its institutes. The new format of the decent work concept must, first, become a branched system of scientific views on the philosophy of development of the world of work according to the principles of decent work; second, become a basis for development of the institutional support of decent work; and third, acquire the status of a platform based on which the public-contractual and managerial leverage on the key components of decent work must be formed.

The modern philosophy of decent work and social and economic mechanisms to overcome the deficit in this area built on its principles should be considered, in our opinion, as a democratic requirement of society to the government bodies and social partners at all levels with respect to creation of decent jobs, expansion of access to the latter and formation of appropriate conditions (legal, organizational, economic, institutional, physiological etc.) for productive employment. This requirement is aimed at overcoming the deficit of decent work and further development of social and labor segment.

We believe that the updated concept of decent work must absorb the invaluable theoretical and applied developments made with direct

involvement and support of the ILO and other international institutions in the field of social and labor development, and at the same time take into account the latest trends in transformation of social and labor segment, prevent fragmentation, vagueness of the previous developments and provide the institutes of economy and society with a clear doctrine of changes in social and labor segment.

Without new approaches to formation of social and labor policy, without awareness of the new structure and hierarchy of development factors, without understanding that under present conditions the most optimal social and employment policy is a highly professional economic policy aimed at building a new economy, the sources of development of which are an innovative labor and intellectual capital, without a new perception of the authentic role of a man, his/her motives, interests, any action on the part of the state institutions are doomed to failure. In the best case, society will have economic growth without social development, and in the worst, the degradation of both economic and social dimension.

The theoretical and methodological substantiation of the concept of decent work proposed to potential readers are the result of implementation of the first stage of the research project "Social and economic mechanisms of ensuring the decent work conditions in terms of the European integration processes and innovative investment model of economic development of Ukraine" and were presented in publications of this article authors²⁴. An updated concept of the decent work is formed in view of the fact that the objectives of the decent work is a two-pronged process of combination and interaction of its components (access to decent jobs, safe, favorable working conditions, empowerment of employees, etc.) with potential of external conditions to approve the decent work (economic, social, legal, institutional, etc.) created at all levels of the hierarchical structure of the economy and society with support of state institutions and social partnership. In addition to the world's scientific and applied achievements on identification of the decent work the authors developed the proposals on the socio-economic dimension of decent work in view of the current national economic transformation of Ukraine²⁵; and substantiated the decent work deficit correlation with the crisis of values²⁶.

²⁴ Kolot, A., and O. Herasymenko. "Theoretical and methodological basis of decent work: problems and directions of development". *Sotsial'no-trudovi vidnosyny: teoriia ta praktyka* 2 no.10 (2015): 21-42. [In Ukrainian]; Kolot, A., and O. Herasymenko. "Decent work as a concept and strategic direction of the development of social and labor sphere". *Ukrayina: aspekty pratsi* 6 (2015): 3-13. [In Ukrainian].

²⁵ Kolot, A., and O. Herasymenko. "Socio-economic dimension of decent work in the coordinates of the new economy". *Ukrayina: aspekty pratsi* 3-4 (2016): 10-24. [In Ukrainian].

²⁶ Kolot, A., and O. Herasymenko. "Values of working life and decent work: the philosophy of cooperation and development". *Ukrayina: aspekty pratsi* 1-2 (2016): 3-13. [In Ukrainian].

Given the prevailing conditions (deficit of decent work, crisis of labor values), the representatives of scientific schools and primarily the schools of socio-labor orientation, should pay an increased attention to the issue of progress in the work and values of the working life in terms of the new economy and post-industrial society development; to build a road map for empowerment of the decent work and achievement of real human values. From the obsession with growth without development, it is time to move to building a new decent work and search for a new paradigm of values of the working life. The scientific results described earlier and theoretical and practical thesis presented in this article form the basis for further scientific and applied investigations on the mechanisms and instruments to ensure a decent work conditions subject to formation of a new economy and European integration processes.

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