



# DECENT WORK



**8** DECENT WORK AND  
ECONOMIC GROWTH



The concept of work is defined as the physical and mental efforts made for the continuation of life. This can be an "action", or it can also be a "work" or a "duty" to be done. The concept of work has a long history and is an integral part of our daily life. Work, which determines both the lifestyle of the working people and their place in society, also has an important place in the center of our lives as it enables people to maintain their existence as a source of livelihood.(1)

In today's working conditions, many opportunities and opportunities do not reach the employees. The concept of "decent work" was brought to the agenda by the International Labor Organization (ILO) for the first time in 1999 and it aims to provide every employee with many opportunities and opportunities in working conditions.(2) "Decent work" describes a conceptual framework that refers to individuals' rights to work and employment, occupational health and safety conditions, social security opportunities, and their right to express themselves through trade unions or other mechanisms of representation and participation.(3) The concept of decent work reflects the wishes of employees in work life. This means that women and men are treated equally by offering equal opportunities; It includes job opportunities where workers can be productive and have a fair income, provides safety in the workplace and social protection for families, offers better possibilities for personal development and social integration, provides freedom for people to express their concerns, organize and participate in decisions that affect them.(4)

In addition, the ILO has developed an agenda for working life. It supports countries through integrated Decent Work Country Programs, which it has prepared in coordination with its components. The implementation of the Decent Work Agenda is achieved through the implementation of the ILO's four strategic goals, where the gender goal intersects with all other goals:

## **EMPLOYMENT**

The ILO states that without productive employment, the goals of decent work cannot be achieved. The purpose of the ILO is not only to create jobs but also to ensure that the jobs created are acceptable.<sup>(4)</sup> The quantity and quality of employment should be considered together. In other words, the qualifications must be acceptable as much as the amount of work done. When we consider the qualitative dimension, such as obtaining appropriate income in return for work and ensuring the continuity of this income<sup>[5]</sup>; Working conditions such as night work, week holidays, paid leave, working hours also have an important place.<sup>[6]</sup> Another feature that should be in this context is to prevent the use of child labor by determining the minimum age and to ensure that working under this age is prohibited. In addition, part-time or full-time work should be done by the will of the employees.<sup>[7]</sup>

## **SOCIAL SECURITY (SOCIAL PROTECTION)**

Social security (Social protection) is one of the most important systems that mediate the realization of the social state principle and social justice in a country. This system meets the subsistence and life needs of people whose earnings are permanently or temporarily cut due to a physiological, socioeconomic, or occupational risk.[8] Economic security against social risks should be provided to all without discrimination; Social security protects the individual in cases of sickness, disability, old age, unemployment, and dismissal from work.[9] In addition, prevention of work accidents and occupational diseases includes protection from heavy working conditions and periods.[10]

## **FUNDAMENTAL RIGHTS REGARDING WORKING LIFE**

Basic principles and rights regarding working life; freedom of association and recognition of the right to collective bargaining can be grouped under the headings of eliminating all forms of forced and compulsory labor, discrimination in employment and occupation, and child labor. (9) According to the ILO, there are certain rights in working life. Some of these are the right to be protected from forced labor, the right to organize and bargain collectively, and the right to protection from discrimination. In addition, prohibiting all kinds of discrimination on the basis of national origin, gender, age, race, and religion is also important for decent work. (7) These fundamental rights are not only the most important conventions and recommendations adopted by the ILO; It also has the feature of being the most ratified conventions by the member states of the ILO. (11)

## SOCIAL DIALOGUE

Social dialogue is a process in which economic and social policies and common issues related to working life are negotiated and these issues are mutually consulted by exchanging information. It is also expressed as a tool that contributes to the solution of difficult problems and develops social cohesion. (4) Social dialogue generally takes place at three different levels. This is the determination of wages and working conditions between the employer and the worker, the negotiation between the workers and the management regarding the participation in the functions of the enterprise, and the determination and implementation of social and economic policies between the social partners and government representatives.[12]

## CONCLUSION

Nowadays decent work is recognized as a global need. Adopting the target of decent work, the ILO states that this is needed, but it has not been successful in creating decent works. In addition, the psychological health effects of stable or non-standard employment conditions continue to be neglected, as work-related inequalities remain somewhat invisible, particularly in economically rich countries. [14] The decent work agenda is not formally integrated with psychology, but there is some psychological theory and research on the subject. Holland spent a lot of effort in the development of theory to understand and predict the nature of good human-environment fit. [15] In addition, individuals with job satisfaction are more likely to be psychologically well. [16],[17]

These problems will be alleviated by the creation of laws, regulations, and institutions that will enable people to work without pressure in an environment where they both earn enough to live on, have reasonable security, and opportunities for personal growth are steadily increasing. Therefore, the ILO's decent work goal should be adopted at a national and global scale and efforts should be made to achieve it.

## References

- [1] Tınar M. Y. (1996). Çalışma Psikolojisi. 1. Baskı, İzmir.
- [2] Kılıç C. (2014). Yüksek Kaliteli İşler Ekonomide Atılım Yaptırır. Milliyet Gazetesi. <https://www.milliyet.com.tr/yazarlar/cem-kilic/yuksekkaliteliislerekonomideatilim-yaptirir-1894960>.
- [3] Işığışok, Ö. (2005). XXI. Yüzyılda İstihdam ve İnsana Yakışır İş. Bursa: Ezgi Kitapevi Yayınları.
- [4] Somavia, J., & General, I. D. (1999). Decent work. In Report of the Director-General to the 87th Session of the International Labour Conference. (Geneva: ILO).
- [5] Anker, R., Chernyshev, I., Egger, P., Mehran, F., Ritter, J. A. (2002). Measuring Decent Work with Statistical Indicators. International Labour Review, Geneva, 142 (2).
- [6] Palaz, S. (2005). Düzgün İş (Decent Work) Kavramı ve Ölçümü: Türkiye ve OECD Ülkelerinin Bir Karşılaştırması, Sosyal Siyaset Konferansları Dergisi, Sayı: 50, ss. 479-505.
- [7] Kapar R. (2004). Uygun İş Bağlamında Çalışan Yoksullar. Sosyal Siyaset Konferansları 48. Kitap, İstanbul Üniversitesi Yayın No: 4531, 185-204.
- [8] Talas C. (1997). Toplumsal Ekonomi. Ankara: İmge Yayınevi.
- [9] Işığışok Ö. (2009). Küreselleşme Sürecinde İnsana Yakışır İş. Sosyal Siyaset Konferansları Dergisi, 56. Kitap, 307-331.

[10] Sengenberger, W. (2001). Decent Work: The International Labour Organization Agenda, Dialogue and Cooperation.

[11] Erdut, Z. (2003). Küreselleşme Bağlamında Uluslararası Sosyal Politika ve Türkiye. Dokuz Eylül Yayınları, 2. Basım, Kasım, İzmir.

[12] Ghai D. (2003). Decent Work: Concept and Indicators. International Labour Review, 142 (2), 113-146.

[13] Yıldırım, S. and İslamoğlu, E. (2014). "İnsana Yakışır İş" Kavramı Bağlamında Türkiye'de Ev Hizmetinde Çalışan Kadınlar. SGD-Sosyal Güvenlik Dergisi, 4 (2), 145-175.

[14] Benach, J., Solar, O., Santana, V., Castedo, A., Chung, H., and Muntaner, C. (2010). A micro-level model of employment relations and health inequalities. Int. J. Health Serv. 40, 223–227.

[15] Holland, J. L. (1997). Making Vocational Choices: A Theory of Vocational Personalities and Work Environments. Odessa. FL: Psychological Assessment Resources, Inc.

[16] Lent, R. W., & Brown, S. D. (2013). Promoting work satisfaction and performance. Career Choice and Development: Putting Theory and Research, 621-652.

[17] Swanson, J. L. (2012). Work and psychological health. In N. A. Fouad, J. A. Carter, & L. M. Subich (Eds.), APA handbook of counseling psychology, Vol. 2. Practice, interventions, and applications (pp. 3–27). American Psychological Association.



# **Psychological Health and Safety Solutions**

## **Contact**

**N\_HumaN**

**Adalet Mah. Manas Bulvarı No:39 Folkart Towers B Kule**

**Kat:31 Bayraklı/İzmir**

**+90 232 390 91 97**

**+90 535 624 90 35**

**[www.nhumandanismanlik.com](http://www.nhumandanismanlik.com)**

**[info@nhumandanismanlik.com](mailto:info@nhumandanismanlik.com)**