

Decent work: the concept and factors of proposal

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The problem of decent work is becoming more popular among leading research centers, social activists and the government of Russian Federation with each passing year. In the first quarter of 2009 17.4% of the Russia's population was living under the absolute poverty level (Bobylev, 2010.). The unemployment rate reached the highest point at 8.5% of economically active population in 2009 after the world economic crisis (ILO, 2011). These make the proposal of effective employment policy in the country particularly vital. Nevertheless there is no complex decent work country program.

The goal of this research paper is to give methodological analysis of the principles of decent labour. To achieve this goal we analyze the evolution of the concept of labour during last two centuries. We also investigate the factors that have led to the proposal of the conception of decent labour at the end of the XX-th century.

The category of labour is one of the basic in economic science. Before proposing the concept of "decent labour" at the end of the XX century economists were considering concepts of productive and unproductive labour, average labour, "socially necessary" labour, surplus labour, estranged labour, concrete and abstract labour, intellectual and physical labour, decent labour. The development of conceptions of labour made the way from the concept of labour as one of the factors of production to the understanding labour as the necessary element of the progress of the society.

At the beginning of XX century labour relations got moral evaluation. F. Taylor, H. Fayol, E. Mayo were considering different ways to raise productivity of labour. Their suggestions included implication of rating and stimulating methods as well as creation of human-oriented conception. E. Durkheim (1997) stated that workers should have had the opportunity to realize their abilities and to take appropriate place in the society. So scientists have closely come to the concept of decent labour that has finally been formed at the end of XX century. With the development of informative society at the beginning of the XXI century issues of labour quality which leads to national wealth growth and meet the needs of economy of knowledge have come into existence.

Decent labour means productive labour which provides security of human rights, deserved income and social security. The opportunity to earn should be given for everyone (ILO, 2006).

Despite the recognition of the given definition of decent labour by broad audience, there are several narrow definitions of this concept. For example, decent labour is introduced as deserved wage or acceptable social security (Smirnova, 2010) or only safe labour which doesn't endanger life, health and worker's ability to work during his/her working activity (Fienbur, 2009). Labour law defines decent work through regulating and securing actions against relations appearing on the issue of realizing the right of human dignity in the work process (Khudiakova, 2010).

The main factors that led to the proposal of decent labour at the end of the XX century were the development of social-labour relations, economic theory's evolution (proposal of the concepts of human behavior, new management school, theory of human capital), the increasing interest to the economy of knowledge and new labour ethics formation. But the leading factor that influenced all economic processes is globalization. Globalization influences world trade's growth rates, world migration, new jobs coming into existence. Transnational companies' activity raises the awareness of issues of local labour markets' development, unified management policies, companies' responsibilities for the workers.

One of the instruments ILO proposes for promoting decent labour throughout the world is DWCP (Decent work country program). Russia's labour market desires introduction of DWCP

as well. There have been taken some action in the direction of promoting of principals of decent labour in Russia from the beginning of 2000. For example, Cooperation program between ILO and Russia for 2006 – 2009 was adopted; minimum wage laws at federal and regional levels have been passed; introduction of “Occupational safety standards system” GOST 12.0.230-2007 have been made. “The ILO Recommendation concerning HIV and AIDS and the World of Work in action in Russia” have been presented. These actions led to achieving short-term balance at the local labour markets.

Given analysis shows that understanding of the concept of labour has been developed during XVIII – XX centuries. In this research work main factors of proposing the conception of decent labour have been examined. We assume that the issues of decent labour are very important and there are various objectives to be taken under consideration. We find it important to study the infrastructural surrounding of Russia’s labour market as well as the difficulties that employment policies face on the way of achieving the main principles of decent labour.

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