

### Decent Work Indicators

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#### Abstract:

Decent work is a concept that combines access to full and productive employment with the qualitative dimensions of work, including rights at work, social protection, and the promotion of social dialog. The aims of this research are to examine the indicators of decent work along the ten substantive elements of the decent work measurement framework, investigate the decent work practices in different countries, and assess the progress toward decent work. The ten substantive elements include employment opportunities; unacceptable work; adequate earnings and productive work; decent working hours; work-life balance; stability and security of work; fair treatment in employment; safe work environment; social protection; and social dialog and workplace relations. The research findings revealed the extent of decent work deficits among countries and over time. Essentially, as an employee, decent work contributes to an improved quality of life. This work's novelty lies in representing all methods used to measure decent work indicators and numerical evidence among countries.

**Keywords:** decent work, decent work deficit, social protection, social dialog.

### 体面劳动指标

#### 摘要:

体面工作是一个概念，将获得充分和生产性就业的机会与工作的质量维度结合起来，包括工作权利、社会保护和促进社会对话。本研究的目的是沿着体面劳动衡量框架的十个实质性要素考察体面劳动指标，调查不同国家的体面劳动实践，并评估体面劳动的进展情况。这十大实质性要素包括就业机会；不可接受的工作；充足的收入和生产性工作；体面的工作时间；工作与生活的平衡；工作的稳定性和安全性；就业方面的公平待遇；安全的工作环境；社会保护；以及社会对话和工作场所关系。研究结果揭示了不同国家和不同时期体面劳动赤字的程度。从本质上讲，作为一名雇员，体面的工作有助于提高生活质量。这项工作的新

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颖性在于代表了各国用于衡量体面劳动指标和数字证据的所有方法。

**关键词：**体面工作、体面工作赤字、社会保护、社会对话。

## 1. Introduction

Work is an integral part of human life and central to people's well-being. The International Labor Organization defines decent work as productive work for women and men in conditions of freedom, equity, security, and human dignity (International Labour Organization, 1999). Specifically, decent work involves opportunities for productive work that delivers a fair income, security in the workplace, social protection for workers and their families, better prospects for personal development and social integration; freedom to express their concerns, organize, and participate in the decisions that affect their lives; and equality of opportunity and treatment.

The framework of decent work indicators is based on four strategic pillars: full and productive employment, rights at work, social protection, and the promotion of social dialog (Figure 1) (International Labour Organization, 1999). The full and productive employment component involves dimensions such as employment opportunities, paid employment, and safe working conditions. The rights at work component encompasses, e.g., forced labor, child labor, equal treatment in employment, and freedom of association. The social protection component entails, e.g., social security insurance, old age pensions, and other types of social protection for workers. The social dialog component involves, for example, union density, collective bargaining coverage, and other types of social dialog between employers, government, and workers.



Figure 1. Four strategic pillars of decent work (Developed by the author)

The principle of decent work was also incorporated into the United Nations Millennium Development Goals

(MDGs) as part of MDG 1 (eradicate extreme poverty and hunger). The creation of work that respects the dignity, rights, and well-being of the worker is key to achieving this goal. According to Moussa (2017), decent work plays a crucial role in economic development. Decent work also reduces employee turnover and labor disputes (Yan, 2013), in addition to improving employee engagement (Tao et al., 2016) and creativity (Chunguo & Gang, 2018).

Specifically, this research is a synthesis of existing literature on decent work, indicators of decent work, and progress toward decent work at the country level. The objectives of the study are: (i) to examine the indicators of decent work along the four strategic pillars: full and productive employment, rights at work, social protection, and the promotion of social dialogue; (ii) to investigate the decent work practices in different countries and assess the progress toward decent work; (iii) to propose policy recommendations to improve decent work at the organizational and worker levels.

The organization of this research paper is as follows. The first section is the introduction. The second section details the 10 substantive elements corresponding to the four strategic pillars of decent work and its indicators (or proxy measures) under the 10 substantive elements. The third section briefly discusses the methodology used in this study. The fourth section presents empirical evidence of decent work practices in different countries and progress toward decent work. Conclusions and policy recommendations are provided in the last section.

## 2. Measurement of Decent Work

The indicators of decent work can be categorized into two main groups: (i) indicators along the four strategic pillars of the Decent Work Agenda, i.e., employment creation and enterprise development, standards and rights at work, social protection, and social dialogue (Ghai, 2003); (ii) indicators under the substantive elements of decent work (Anker et al., 2003). Both groups of decent work indicators are interrelated. Appendix 1 presents the overlap between both groups of the indicators of decent work.

Ghai (2003) categorized indicators of decent work according to its four strategic pillars: full and productive employment, rights at work, social protection, and the promotion of social dialog. For the full and productive employment pillar, decent work is applied to both the formal and informal sectors. It includes adequate work opportunities and remuneration. For the rights at work pillar, decent work entails freedom to express concerns, organize, and participate in decisions that affect lives. For the social protection pillar, decent work encompasses security in the workplace and social protection for families. On the

social dialog front, decent work involves negotiation, consultation, or exchange of information between representatives of governments, employers, and workers on issues of common interest.

Anker et al. (2003) relied on 11 substantive elements for decent work indicators. The first ten substantive elements are concerned with the general characteristics of work that individuals view as important elements of decent work, while the eleventh substantive element describes the characteristics of the economy and workforce that form the context for determining the levels, patterns, and sustainability of decent work. Nevertheless, this current research focuses on the first ten substantive elements. The 10 substantive elements of the framework of decent work indicators include employment opportunities, unacceptable work, adequate earnings and productive work, decent working hours, stability and security of work, balancing work and family life, fair treatment in employment, safe work environment, social protection, and social dialog and workplace relations.

Bonnet et al. (2003) categorized decent work indicators into seven socioeconomic security indexes: labor market security index, employment security index, job security index, work security index, skill reproduction security index, income security index, and voice representation index. Zhaowen (2011) categorized 11 decent work indicators into six categories: adequate employment opportunities, productive work, free work, equal work, safe work, and dignified work. Bescond et al. (2003) proposed seven indicators of decent work: appropriate income, overtime work, unemployment rate, number of children out of school, youth unemployment rate, gender difference in labor force participation, and number of the elderly without social security.

This research work focuses on the 10 substantive elements of the framework of decent work indicators, including employment opportunities, unacceptable work, adequate earnings and productive work, decent working hours, stability and security of work, combining work and family life, fair treatment in employment, safe work environment, social protection, and social dialog and workplace relations (Anker et al., 2003).

In Appendix 2, the letter *M* denotes the decent work indicator with the potential to become a main indicator, *A* denotes the indicator that could be an additional indicator when more data become available, and *F* denotes the indicator that is currently not feasible but will be included when more data become available (i.e., future indicator). Specifically, this research primarily discusses the main indicators, and the additional and future indicators are detailed in Appendix 2.

### **2.1. Employment Opportunities**

Decent work involves employment opportunities for all who seek employment. Employment opportunities can be measured at the labor force participation rate or unemployment and underemployment. The four main

indicators of decent work under the first substantive element include the employment-to-population ratio, unemployment rate; youth not in education, employment, or training; and informal employment.

The employment-to-population ratio measures the proportion of the working age population that is employed. An increase in the employment-to-population ratio indicates increasing employment opportunities in terms of the quantity of workers. Meanwhile, the unemployment rate indicates the percentage of unemployed individuals in the labor force. High unemployment indicates low employment opportunities and underutilization of the labor supply.

Youth not in education, employment, or training (NEET) refers to young individuals (16-24 years old) who are no longer in school, do not have a job, or are not trained to do a job. A high NEET rate indicates that a large number of youths are discouraged from working or do not have access to education or training. Meanwhile, informal employment is based on casual employment and personal and social relations rather than formal or contractual arrangements, which usually results in a lack of rights and protection associated with formal employment. A decline in informal employment as a share of total employment indicates progress toward decent work.

### **2.2. Unacceptable Work**

There are two forms of unacceptable work: forced labor and child labor. According to the ILO Forced Labor Convention 1930 (No. 29), forced labor is all work or service that is exacted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily. In other words, forced labor is any work relationship in which people are employed against their will with the threat of destitution, detention, violence, or other forms of extreme hardship. The main indicator of forced labor is the forced labor rate, which is the proportion of the employed in forced labor.

Child labor is defined as work that deprives children of their childhood, potential, and dignity and is harmful to physical and mental development. Children are considered to be in child labor if they are: (i) below the age of 12 and working; (ii) aged 12-14 years and working more than 14 hours per week; (iii) aged 12-14 years and working 14 hours or less per week but in a hazardous industry and/or occupation or under hazardous conditions; (iv) aged 15-17 years and working more than 42 hours per week; (v) aged 15-17 years and working less than or 42 hours per week but in a hazardous industry and/or occupation. The main indicator of child labor is the child labor rate, which is calculated by dividing the number of children in child labor aged 5 to 17 by the total number of children aged 5 to 17, multiplied by 100.

### **2.3. Adequate Earnings and Productive Work**

Adequate earnings refer to a wage that provides for the satisfaction of the needs of a worker and their

family. Productive employment is defined as employment that yields sufficient returns to labor to allow a worker and their dependents a level of consumption above the poverty line. There are two main indicators under this substantive element: the working poverty rate and the incidence of low pay.

The working poverty rate indicates the proportion of the employed population living in poverty despite being employed, implying that their employment-related incomes are insufficient to lift them and their family out of poverty (i.e., incomes below the poverty line). The poverty line or poverty threshold is the minimum amount of money for a person to fulfill basic necessities of life, such as food and shelter.

The incidence of low pay refers to the share of workers earning less than two-thirds of the median earnings. The cutoff of two-thirds of the median earnings used for the low pay rate in most developing countries is below the subsistence minimum, which is the minimum level of income necessary to ensure sustenance and other basic personal needs. A decrease in the working poverty rate and low pay rate signal an improvement in the living conditions of workers and their families at the low end of the wage distribution.

#### **2.4. Decent Working Hours**

A typical indicator of decent working hours is excessive working time. In 1991, the ILO standard on working set a maximum of 8 h per day or 48 h per week, with a few exceptions under special circumstances (Hours of Work (Industry) Convention, 1991). Those who work more than 48 h per week are regarded as working excessively long hours. Excessive working hours are a threat to physical and mental health, interfere with work-life balance, and often signal an inadequate pay rate. A decrease in employment with excessive working time indicates progress toward decent work.

#### **2.5. Stability and Security of Work**

Work must be stable and secure for the economic and mental well-being of an employee. Job change has a negative effect on workers as it disrupts the process of human capital accumulation, access to benefits, particularly pensions, and other aspects of individuals' lives, such as the relocation of the entire family to find a new job.

The main indicator of stability and security of work is the precarious employment rate (PER). Precarious employment refers to employment that offers compensation, hours, or security inferior to a regular job. Specifically, PER is the share of the employed whose contract of employment is of relatively short duration or whose contract can be terminated on short notice. Workers in precarious employment include: 1) casual workers whose employment contracts are not expected to continue for a longer period; 2) seasonal workers whose contract duration is determined by seasonal factors such as climate, public holidays, and agricultural season; 3) short-term workers whose

contracts are expected to last for a short period but longer than that of casual workers. An increase in the PER indicates a deterioration in decent work as an increasing number of jobs become unstable and/or insecure.

#### **2.6. Combining Work and Family Life**

A balance between professional and personal life is crucial to an employee's physical and mental well-being. Due to the increasing participation of women in the paid labor market, two indicators are associated with this substantive element: (i) asocial/unusual hours or excessive working hours and (ii) maternity protection. Excessive working hours negatively affect individual and family health and well-being. The number of men and women who enjoyed the benefit of paternity/maternity leave could be used as an indicator of maternity protection.

#### **2.7. Fair Treatment in Employment**

There are two indicators under this substantive element: occupational segregation by sex; and female share of employment in middle and senior management. Labor markets around the world are highly segmented based on gender. Occupational segregation is also associated with lower wages for women, lower status, and fewer opportunities for advancement vis-à-vis their male counterparts.

Specifically, there are three proxy measures of gender-based occupational segregation: (i) the female share of employment relative to the male share in each of the International Standard Classification of Occupations (ISCO) sub-major groups. A sub-major group with a higher female share of employment is female-dominated, and that with a lower share of female employment is regarded as male-dominated; (ii) occupational distribution of employment by sex (using sub-major groups); (iii) Duncan's dissimilarity index, which measures occupational segregation based on gender, where a segregation index value of 0 indicates perfect gender integration with the workforce while a value of 1 indicates complete gender segregation with the workforce.

The female share of employment in managerial and administrative occupations refers to the proportion of females to total employment in middle and senior management corresponding to ISCO-88 Major Group 1, specifically sub-major groups 11 (chief executives, senior officials and legislators) and 12 (administrative and commercial managers). The female share of employment in ISCO-88 Sub-Major Groups 11 and 12 suggests a female role in decision-making and the economy.

#### **2.8. Safe Work Environment**

Workplace health and safety is vital for decent work. The main indicator of a safe work environment is the fatal frequency rate of injuries, which is the number of fatal injuries per million hours worked. Longitudinal data can reveal progress or deterioration in occupational

safety and health and the effectiveness of prevention measures.

### 2.9. Social Protection

Lack of social protection leaves people vulnerable to poverty, inequality, and social exclusion throughout their life cycle. The solution lies in social protection that protects us against: (a) lack of work-related income due to sickness, disability, maternity, employment injury, unemployment, old age, or death of a family member; (b) inaccessibility to healthcare; (c) insufficient family support, particularly small children and the elderly; (d) poverty and social exclusion.

There are two main indicators under this substantive element: the share of population at or above normal pensionable age who benefit from old age pension; and public social security expenditure as a percentage of gross domestic product (GDP). Old age pension refers to periodic payments intended to maintain the beneficiary's income after retirement from gainful employment at the statutory age and/or support the income of older persons. Public social security spending as a percentage of GDP indicates social spending in a given country relative to the size of its economy. A fall in total public social security expenditure as a percentage of GDP could be attributed to higher employment rates (decrease in unemployment) or a reduction in occupational injuries.

### 2.10. Social Dialog and Workplace Relations

Social dialog refers to all types of negotiation, consultation, or exchange of information between representatives of stakeholders on issues of common interest. Workplace social dialog provides employees with the freedom to voice their concerns and participate in decision-making. There are three main indicators under this substantive element: labor union density rate, employer organization density rate, and collective bargaining coverage rate.

The labor union density rate is the share of employees who are union members, expressed as a percentage. Higher levels of the union density indicate higher bargaining power of workers in negotiations with employers and the government. The employer organization density rate is the share of employees working in enterprises belonging to an employer's organization. The collective bargaining coverage rate indicates the number of employees whose pay and/or conditions of employment are determined by one or more collective agreements as a percentage of the total number of employees.

## 3. Research Methodology

This research is a synthesis of existing literature on decent work, indicators of decent work, and progress toward decent work at the country level and across different countries. The study data were gathered from existing peer-reviewed publications and reports by local government agencies and international organizations, such as the National Statistical Office and International

Labor Organization. The analysis results included the author, year and country of publication, aim of the study, main indicators of decent work under the 10 substantive elements, research methodology (i.e., research design, data collection, and analysis methods), and sampling method. The main limitations of this research include: (i) variation in the indicators of decent work from country to country and (ii) limited availability or unavailability of data.

### 3.1. Search Strategy

A systematic search was used to find relevant published articles that aligned with the objectives. In this study, the search strategy used a search engine through the following website addresses: ScienceDirect ([www.sciencedirect.com](http://www.sciencedirect.com)), Springer Link ([link.springer.com](http://link.springer.com)), SAGE Journals ([journals.sagepub.com](http://journals.sagepub.com)), Google Scholar ([scholar.google.com](http://scholar.google.com)), Taylor & Francis ([www.tandfonline.com](http://www.tandfonline.com)), EBSCOhost ([www.ebsco.com](http://www.ebsco.com)), and ProQuest ([about.proquest.com](http://about.proquest.com)). A targeted search was conducted using the keywords 'decent work' in the title and 'decent work' in the abstract. The author did not impose a time limit on the studies included because decent work is a relatively new research topic.

### 3.2. Inclusion and Exclusion Criteria

This review concerned studies that 1) were published as articles in academic journals and 2) reported the results of empirical studies. A citation was excluded if 1) it was a book review, 2) it was a book or chapter, or 3) no empirical data were reported.

A systematic review is conducted in several steps. The first step is identification; the keyword was identified for the article search. The second step is data screening for inclusion and exclusion criteria. Next, findings from the relevant articles are analyzed, and empirical evidence among countries is summarized and presented (Figure 2).

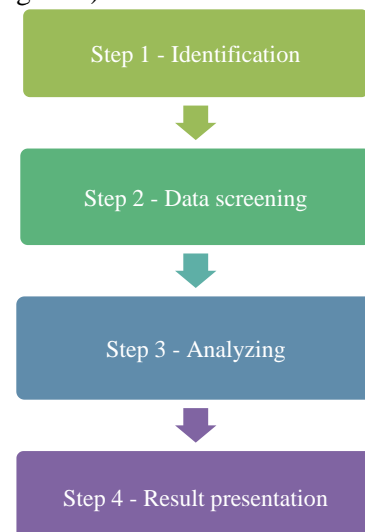


Figure 2. Research methodology (The author)

## 4. Empirical Findings

The study findings in the form of empirical evidence

are presented along the 10 substantive elements corresponding to the four strategic pillars of decent work. The empirical findings include the authors, year studied, countries studied, and statistics of the main and additional indicators of decent work. Appendix 3 summarizes the study data from peer-reviewed publications and reports by local government agencies and international organizations, including the authors, year and country of publication, research topics, research design, and decent work indicators.

#### 4.1. Employment Opportunities

As shown in Table 1, the labor force participation rate in Thailand was 69.7%, of which 62.3% were females, and 77.3% were males (Tonguthai, 2002). The labor force participation rate in Denmark was 78.2%, vis-à-vis 50.4% in Morocco (Bescond et al., 2003). Meanwhile, China had the highest employment-to-population ratio of 75.6% compared with 41.6% in Italy (Ghai, 2002).

Table 1. Empirical findings on employment opportunities (Developed by the author)

Authors	Year studied	Countries studied	Labor force participation rate (%)	Employment to population ratio (%)	Unemployment rate (%)	Youth unemployment rate (%)	
Ghai (2002)	1997	China		75.6	3		
		Indonesia		62	4		
		Thailand		70.9	0.9		
		Italy		41.6			
		Sweden		62.9			
		Morocco				17.8	
		Botswana				Total 21.5	
Tonguthai (2002)	2000	Thailand	Male 77.3		Male 2.4		
			Female 62.3		Female 2.3		
			Total 69.7				
Anker et al. (2003)	2000	Indonesia	67.9	64.4			
		Norway	73.5	70.8			
		France				26.2	
Bescond et al. (2003)	2001	German				10.0	
		Sri Lanka			8.7		
Bescond et al. (2003)	2002	France			8.9		
		2000	Panama				28.9
		2002	Australia				12.4
		2001	Morocco	50.4			
		2002	Denmark	78.2			
Moktan (2016)	2009–2010	India	39.2		Total 2.5		
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan	2009–10	54.96	52.18	5.26	
			2010–11	54.9	51.89	5.74	
			2012–13	54.58	51.34	5.99	
			2013–14	54.54	51.5	5.62	
			2014–15	54.66	51.58	5.78	
			2017–18	53.37	50.29	5.68	
					Urban 3.4		

The unemployment rates were low in most Asian countries, e.g., around 2.4% in Thailand (Tonguthai, 2002), 4% in Indonesia, and 3% in China (Ghai, 2002), but very high in African countries, e.g., 17.8% in Morocco and 21.5% in Botswana (Ghai, 2002). In India, the rate of unemployment in urban areas (3.4%) was higher than that in rural areas (1.6%) (Moktan, 2016), indicating a deficit in decent work in terms of employment opportunity in urban areas. The youth unemployment rate is very high in France (26.2%) (Anker et al., 2003) and Panama (28.9%) (Bescond et al., 2003), compared with 10% in Germany (Anker et al., 2003) and 12.4% in Australia (Bescond et al., 2003).

Najeeb Ullah and ur Haseeb (2020) found that the labor force participation rates in Pakistan were between

53.37 and 54.96% in 2009–2018, while the employment to population ratio decreased over the same period from 52.18% to 50.29%, leading to an increase in the unemployment rate from 5.26% to 5.68%. The findings suggest that Pakistan made little progress in terms of employment opportunities in 2009–2018.

#### 4.2. Unacceptable Work

According to Table 2, the child labor situation in Pakistan, a form of unacceptable work, improved because of strict law enforcement, declining from 17.41% in 2009–2010 to 13.08% in 2017–2018 (Najeeb Ullah & ur Haseeb, 2020). In Bangladesh, which is a low-income country, the child labor rate was as high as 30.1%, compared to middle-income countries such as China (11.6%) and Thailand (16.2%) (Ghai, 2002).

Table 2. Empirical findings on unacceptable work (Developed by the author)

Authors	Year studied	Countries studied	% child labor rate	% children not attending school (aged 5-9 years)		
Ghai (2002)	1995	China	11.6			
		India	14.4			
		Vietnam	1.0			
		Thailand	16.2			
		Bangladesh	30.1			
Anker et al. (2003)	1999	Kenya		34.4		
		Turkey		10.3		
		Namibia		10.1		
Bescond et al. (2003)	1995–1999	Developed economies		Boys 8.4 Girls 8.1		
		Asia and the Pacific		Boys 23.1 Girls 17.2		
		Latin America and the Caribbean		Boys 26.9 Girls 24.5		
		East Central and North America		Boys 27.9 Girls 31.5		
		Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan		
				2009–10	17.41	
2010–11	16.37					
2012–13	15.82					
2013–14	14.90					
2014–15	14.03					
		2017–18	13.08			
		(Child = 10-17 years)				

The percentage of children not attending school is another proxy measure for unacceptable child labor. The non-attendance rates range from 10.1% to 34.4% in the countries studied. Children working as employees is another proxy measure of unacceptable child labor. According to Bescond et al. (2003), the percentage of children not enrolled in school in developed countries (8.4% for boys and 8.1% for girls) was significantly lower than that in Asia and the Pacific (23.1% for boys and 17.2% for girls).

#### 4.3. Adequate Earnings and Productive Work

The working poor are defined as working people whose incomes are below the poverty line of US\$14.40 (1995 purchasing power parity) per day (Ghai, 2002). According to Ghai (2002), the ratio of the working poor to the employed population varied widely, ranging from 5.1% in Brazil to 72.6% in Zambia, as shown in Table 3.

Table 3. Empirical findings on adequate earnings and productive work (Developed by the author)

Authors	Year studied	Countries studied	Proportion of the working poor to employed population (%)	Low-paid employment (%)	Income variation (%)	Provision of entry-level training (% of samples)	Opportunity to improve skills and experience (%)
Ghai (2002)	1990	Australia	8				
		USA	14				
		Japan	4				
	1997	Indonesia	15.2				
		India	44.2				
		China	18.5				
		Brazil	5.1				
Zambia	72.6						
Anker et al. (2003)	2001	Jordan		15.4			
		UK		9.3			
Bescond et al. (2003)	2000	Costa Rica		11.5			
		Mexico		17.0			
	2001	Switzerland		5.6			
		UK		9.3			
Kantor et al. (2006)	2004	Japan					
		Surat, India					
		India					
					Salary workers		
					Male 6.0		
					Female 4.9		
					Self-employed		
					Male 29.0		
					Female 37.6		

				<i>Piece rate</i>	
				Male 40.2	
				Female	
				44.2	
Nizami and Prasad (2017)		IT industry in India		86	81
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan			
		2009–10	23.9		
		2010–11	24.28		
		2012–13	20.78		
		2013–14	23.38		
		2014–15	24.4		
		2017–18	25.23		
Sazali and Tumin (2020)	2015	Kuala Lumpur, Malaysia	28.3		

Another indicator of decent earnings is the rate of low-paid employment. Low-paid jobs are usually defined as those that pay less than two-thirds of the national median gross hourly wages. In 2015, 28.3% of full-time workers in Malaysia were estimated to be in low-paid employment (Sazali & Tumin, 2020). Meanwhile, Anker et al. (2003) and Bescond et al. (2003) defined low-paid jobs as those that pay less than half of the median income. Anker et al. (2003) reported that the percentage of low-paid employment in Jordan was 15.4% compared with 9.3% in the United Kingdom. Bescond et al. (2003) found that 17% of workers in Mexico were employed in low-paid jobs, compared with 13.7% and 9.3% in Japan and the UK, respectively. Najeeb Ullah and ur Haseeb (2020) found that low-paid employment in Pakistan increased from 23.9% in 2009 to 25.23% in 2018.

Kantor et al. (2006) studied decent work in Surat, India, and used income variation as an index for income stability. The income variation is the maximum less the minimum earnings of the previous as a share of the maximum. The income variation is considerably higher for self-employed (33% on average) and piece-rate workers (42% on average), compared with salary workers (5.5% on average).

Productive work involves acquiring new skills through training or work experience. The indicators of productive employment include provision of entry-level training to employees; and opportunities to improve work skills and experience. Nizami and Prasad (2017) found that 86% of IT employees in India received entry-level training at the time of recruitment and 81% of the employees were provided opportunities for career growth.

#### 4.4. Decent Working Hours

Excessive hours of work are harmful to physical and mental health, interfere with work-life balance, and often signal an inadequate pay rate. Anker et al. (2003) found that more people worked long hours in Turkey (12.2%) than in the U.S. (10.8%). Bescond et al. (2003) reported that 13% of workers in Canada worked 49 or more hours per week. The figures were 12% in Denmark and 15.2% in Spain. Elsybaey (2018) found that in Egypt, the private sector had the highest share of employed individuals working excessive hours (> 48 hours/week) (37.5%), followed by the investment sector (27.1%) and the government sector (8.0%). In Malaysia, 21% of workers worked excessive hours in 2016 (Sazali & Tumin, 2020), as shown in Table 4.

Table 4. Empirical findings on decent working hours (Developed by the author)

Authors	Year studied	Countries studied	Actual hours worked (50-59 hours) (%)	Share of employed individuals working excessive hours (%)	Frequency of work on weekends/public holidays (1-2 times a month) (%)	Excessive hours of work (49 hours or more per week) (%)
Anker et al. (2003)	1994 2001	Turkey USA	12.2 10.8			
Bescond et al. (2003)		Turkey Yemen Spain Denmark Canada				39.6 29.3 15.2 12 13
Kantor et al. (2006)	2004	Surat, India		Male 86.2 Female 44.2		
Nizami and Prasad (2017)		IT industry, India	6		69	
Elsybaey (2018)	2017	Egypt - Private sector - Investment		37.5 27.1		

		sector - Government	8.0
Vargas Montero et al. (2020)	2018	sector Costa Rica	
Banerjee and Kundu (2020)	2016–2017	West Bengal, India	Rural 69.8 Urban 34.8
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan 2009–10 2010–11 2012–13 2013–14 2014–15 2017–18	41.9 41.13 38.66 41.76 41.69 40.32
Sazali and Tumin (2020)	2016 2018 2017 2018 2018	Malaysia Thailand Bangladesh USA UK	21 21.8 50.5 19.2 11.5

Najeeb Ullah and ur Haseeb (2020) found that the proportion of workers working excessive hours in Pakistan slightly decreased from 41.9% in 2010 to 40.32% in 2018, suggesting an improvement in the country's working conditions. Banerjee and Kundu (2020) reported that 69.8% of informal workers in rural India worked excessive hours, compared with 34.8% in urban areas. Kantor et al. (2006) found that the share of male workers working excessive hours was significantly higher than that of female workers (86.2% vs 44.2%). The frequency of work on weekends or public holidays is another indicator of excessive workload. Nizami and Prasad (2017) found that 69% of IT employees had to work on weekends or public holidays at least once a month.

One indicator of work security is the percentage of employed workers with job tenure of one year or longer. Low job security is represented by a high percentage of employed workers with job tenure of 1 year or less and a high percentage of temporary employees. The one-year cutoff mitigates the effects of demographics of the labor force. Anker et al. (2003) found that 26.8% of workers in the U.S. had tenure of 1 year or less, compared to 18.2% in Brazil. In addition, temporary workers accounted for 21% of the workforce in the Philippines in 1998. Mehta (2016) found that 95% of female employees in the Indian ICT sector were permanent employees. Elsybaey (2018) found that the share of women with permanent jobs (82.7%) was higher than that of their male counterparts (73.9%), as shown in Table 5.

#### 4.5. Work Security and Stability

Table 5. Empirical findings on work security and stability (Developed by the author)

Authors	Year studied	Countries studied	Proportion of non-contractual workers (%)	Employed individuals with tenure of 1 year or less (%)	% of employees who are temporary (permanent)	Employees who engage in on-the-job searches (% of samples)	Precarious employment rate (%)
Anker et al. (2003)	1998 1999 2000 2000	Finland Brazil USA Finland Poland		19.7 18.2 26.8		20.9 5.8	
	1998	Philippines				21.4	
Kantor et al. (2006)	2004	Surat, India	Male 67.8 Female 78.4				
Edralin (2014)	1995–2011	Philippines					13.8
Mehta (2016)	2011	India			95		
Nizami and Prasad (2017)		IT industry, India	91			28	
Elsybaey (2018)	2017	Egypt			Male 73.9 Female 82.7		
Banerjee and Kundu (2020)	2016–2017	West Bengal, India	98.4				
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan 2009–10 2010–11 2012–13 2013–14					16.87 16.62 19.54 19.39

2014–15  
2017–1819.07  
20.54

Another indicator of employment stability and security is the precarious employment rate. Precarious work refers to non-standard or temporary employment that is poorly paid, insecure, unprotected, and unable to support a household. Edralin (2014) found that the precarious employment rate in the Philippines was 13.8%. Najeeb Ullah and ur Haseeb (2020) reported that the precarious employment rate in Pakistan increased from 16.87% in 2009 to 20.54% in 2018, suggesting that Pakistan experienced a deficit in decent work in terms of stability and security of work.

Nizami and Prasad (2017) and Banerjee and Kundu (2020) found that more than 90% of Indian workers were non-contractual workers. Meanwhile, Kantor et al. (2006) found that the share of female non-contractual workers (78.4%) was higher than that of their male counterparts (67.8%). Another indicator of stability and security of employment is on-the-job search. On-the-job search is inversely correlated with employees' levels of satisfaction with their current working conditions.

Nizami and Prasad (2017) found that 72% of IT employees in India were satisfied with their current working conditions, as evidenced by a relatively low level of on-the-job search (28%).

#### 4.6. *Balancing Work and Family Life*

The high employment rate of women with small children is a proxy measure of work-life imbalance. Anker et al. (2003) found that the employment of women with children under 6 years old in the U.S. was as high as 61.5%. Employee benefits are also an indicator of decent work, especially maternity leave for female workers. Kantor et al. (2006) reported that in Surat, India, only 9.5% of males and 10.2% of females were entitled to parental leave. The duration of maternity leave is also important for decent work. Anker et al. (2003) found that maternity leave was 21.5 weeks in Italy and 18 weeks in Poland, as shown in Table 6.

Table 6. Empirical findings on balancing work and family life (Developed by the author)

Authors	Year studied	Countries studied	Maternity leave (%)	Employment rate of women with children under 6 (%)	Duration of paid maternity leave (weeks)	Issues disrupting work-life balance (% of samples)	Number of work-life balancing facilities provided by the employer (%)
Anker et al. (2003)	1999–2000	Australia		45			
		Italy		45.7	21.5		
		USA		61.5			
		Poland		47.6	18		
Kantor et al. (2006)	2004	Surat, India	Male 9.5 Female 10.2				
Nizami and Prasad (2017)		IT industry, India				88	48

Another indicator of work-life imbalance is the number of issues that disrupt their work and family life (i.e., work-life balance), such as work pressure, overwork, lack of time for family, and work-related health problems. Nizami and Prasad (2017) found that 88% of IT employees in India experienced work-related issues that affected their work-life balance.

Work-life balancing facilities provided by the employer are another indicator of work-life balance, including flexible working hours, sick child leave, permission to bring children to the workplace, nursery for young children, access to telephone for personal use, and grievance-settling mechanisms. Nizami and Prasad (2017) reported that 48% of IT employees in India were provided with all of these work-life facilities.

#### 4.7. *Fair Treatment in Employment*

As shown in Table 7, in Australia, 4.1% of the managerial and administrative positions belonged to females, opposed to 8% in Japan. In Thailand, the figure was 22.2% (Ghai, 2002). According to Anker et al. (2003), the share of female employment in managerial and administrative occupations in the United States was 12.8%. Mehta (2016) found that female managers represented only 3.7% of the top managerial positions in the Indian IT sector. Najeeb Ullah and ur Haseeb (2020) found that the proportion of female managers in Pakistan increased from 19.36% in 2009 to 38.18% in 2018.

Table 7. Empirical findings on fair treatment in employment (Developed by the author)

Authors	Year studied	Countries studied	Index of dissimilarity	% of females in managerial and administrative occupations	Gender discrimination (% of samples)	Promotion/hiring discrimination (%)	Equal opportunity for professional development and salary increases (%)
Ghai (2002)	1992	Australia		41.1			
		China		11.6			
		India		2.3			
		Japan		8.0			
		Thailand		22.2			
Tonguthai (2002)	2000	Sweden		38.9			
		Thailand		9.55			
Anker et al. (2003)	1990	France	0.56				
	1990	Mauritius	0.59				
	1981	India	0.45				
	1991	USA		12.8			
	1990	Spain		2.1			
Mehta (2016)	2011	Tunisia		2.1			
		India		3.7		10	
Nizami and Prasad (2017)		India			Caste 34 Religion 30 Regionality 30 Gender 34	62/44	
Vargas Montero et al. (2020)	2012	Costa Rica					100
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan					
		2009–10		19.36			
		2010–11		21.06			
		2012–13		12.39			
		2013–14		34.51			
2014–15		34.45					
2017–18		38.18					

Nizami and Prasad (2017) found that 34% of unfair treatment at work was attributable to employees' caste and 30% to their religion and regionality. In addition, 62% of the employees experienced promotion discrimination, and 44% reported hiring discrimination. Vargas Montero et al. (2020) found that all cooperative workers (100%) were provided with equal opportunities for professional development and salary increases, independent of their age, sex, race, or creed.

#### 4.8. Safe Work Environment

The proxy measures or indicators of safe work can be categorized into two groups: indicators related to

danger at the workplace, such as fatal and non-fatal injury rates, and indicators related to preventive efforts. As shown in Table 8, in Malaysia, the rate of fatal injuries per 100,000 workers decreased from 8.3 in the 1980s to 5.3 in the 2010s (Sazali & Tumin, 2020). In addition, the rate of fatal injuries per 100,000 workers in Panama (14) was higher than in Finland (3.2) and Egypt (8) (Anker et al., 2003). Meanwhile, Najeeb Ullah and ur Haseeb (2020) found that the non-fatal injury rate in Pakistan increased from 3.01% in 2009–2010 to 3.77% in 2017–2018, indicating deteriorating occupational safety and health conditions.

Table 8. Empirical findings on safe work (Developed by the author)

Authors	Year studied	Countries studied	Fatal injury rate per 100,000 wage workers	Non-fatal injury rate (%)	Number of visits by each inspector	Inspector per 100,000 workers	% of individuals working in unhealthy and dangerous conditions	% of individuals working with dangerous substances	Workplaces with an occupational health and safety office (%)
Anker et al. (2003)	1998	Finland	3.2						
	1999	Panama	14						
	1999	Egypt	8						
Kantor et al. (2006)	2004	Surat, India					Male 49.7 Female 40.1	Male 31.0 Female 9.6	
		India					Backache 87.7 Eye problems 83.3 Neck pain 80.3		
Mehta (2016)	2011	India							

Nizami and Prasad (2017)		IT industry, India				Sleep disorder 73.0 Eye strain 78 Backache 65 Stiff neck 34 Depression 7 Headache 1
Vargas Montero et al. (2020)	2018	Costa Rica				12.5
Banerjee and Kundu (2020)	2016–2017	West Bengal, India				45.9
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan				
		2009–10	3.01			
		2010–11	3.57			
		2012–13	4.10			
		2013–14	4.31			
		2014–15	4.05			
		2017–18	3.77			
Sazali and Tumin (2020)	1980s 1990s 2000s 2010s	Malaysia	8.3 11.1 11 5.3		2010: 3.8 2018: 3	
	2015			115	3.3	
	2016			112	3	
	2017			107	3	
	2018			106	3	

Safe work refers to work conditions that preserve, maintain, and promote the physical and psychological integrity of workers. Nizami and Prasad (2017) used work-related health problems as a proxy measure of decent work deficit and found that 78% of the employees suffered from eye strain, followed by backaches (65%) and stiff neck due to sedentary lifestyles (34%). Mehta (2016) found that long working hours contributed to a variety of health problems in the IT sector of India, where most employees (73%–87.7%) suffered from backache, eye problems, neck pain, and sleep disorders. Banerjee and Kundu (2020) found that 45.9% of informal workers in India were forced to work in unhealthy and dangerous working conditions. Kantor et al. (2006) used the share of individuals working with dangerous substances as an indicator of safe work and found that 31% of male and 9.6% of female workers worked with dangerous substances.

Another indicator of safe work is the government or organization's preventive efforts, as proxied by the ratio

of inspectors to 100,000 employed workers. Sazali and Tumin (2020) found that in Malaysia, the ratio of inspectors to 100,000 workers decreased from 3.8 in 2010 to 3.0 in 2018, suggesting an understaffing problem. Vargas Montero et al. (2020) found that in Costa Rica, 12.5% of cooperatives had an occupational health and safety office.

#### 4.9. Social Security

The proportions of workers covered by social security in the UK and the USA were 22.8% and 16.5%, respectively, compared with 1.7% in Indonesia and 3.6% in China (Ghai, 2002). Public social security spending accounted for 14.1% of gross domestic product in Japan, compared with 3.9% in Indonesia and 8.2% in Mexico (Anker et al., 2003). Najeeb Ullah and ur Haseeb (2020) reported that public social security spending in Pakistan decreased from 2.9% between 2009 and 2012 to 1.9% in 2017–2018, as shown in Table 9.

Table 9. Empirical findings on social security (Developed by the author)

Authors	Year studied	Countries studied	Public social security expenditure (% of GDP)	Pensions	Workers with social security (%)	Employees deprived of social security (%)	Employees receiving social security schemes (%)
Ghai (2002)	1996	China	3.6				
		Indonesia	1.7				
		Japan	14.1				
		UK	22.8				
		USA	16.5				
Anker et al. (2003)	1998–1999	Japan	15				
		Indonesia	3.9				
		Mexico	8.2				
Kantor et al. (2006)	2004	Surat, India		Male			
				41.9			

				Female 8.3		
Mehta (2016)	2011	India			33	
Moktan (2016)	2009– 2010	India				Total 96.9 Urban 97.4 Rural 96.7
Nizami and Prasad (2017)	-	India				1 SS scheme : 41 2 SS schemes: 24 3 SS schemes: 17 4 SS schemes: 10 5 SS schemes: 9
Banerjee and Kundu (2020)	2016– 2017	West Bengal, India			19.2	
Najeeb Ullah and ur Haseeb (2020)	2009– 2018	Pakistan	2009–10 2010-11 2012–13 2013-14 2014–15 2017–18	2.9 3.6 3.3 2.5 2.5 1.9		

In India, social security includes provident funds, pensions, healthcare services, maternity benefits, old age benefits, and gratuities (Nizami & Prasad, 2017). Approximately one-third (33%) of female workers in the IT sector were fully covered by social security schemes (Mehta, 2016). Kantor et al. (2006) found 41.9% and 8.3% of male and female workers in Surat, India, received pension benefits. Nizami and Prasad (2017) found that 41% of IT employees benefited from one social security scheme, whereas only 9% of them were covered by all five. Banerjee and Kundu (2020) reported that 19.2% of informal workers in India were covered by one government social security scheme. Moktan (2016) found that 97.4% of workers in urban areas and 96.7% in rural areas in India were deprived of social security. The findings could be attributed to the fact that most of them were employed in the informal sector.

#### 4.10. Social Dialog and Employers' and Workers' Representation

The union density or union membership rate is the number of labor union members who are employees as a percentage of the total number of employees in a given industry or country. As shown in Table 10, the union density varies from country to country. In Europe, the union density rate was as high as 88% in Sweden and as low as 10% in France. In Southeast Asia, the union density rate in the Philippines was 30.2% compared with only 4.2% in Thailand (Ghai, 2002). According to Anker et al. (2003), the union density rate in the U.K. was 32.9% and merely 4.2% in Thailand. Moktan (2016) found that 57.9% of wage workers were non-unionized or unrepresented by associations, indicating a deficit in decent work in terms of social dialog and workers' representation.

Table 10. Empirical findings on social dialog and employer and worker representation (Developed by the author)

Authors	Year studied	Countries studied	Labor union density rate (%)	Number of labor union members	Non-unionized workers (%)	Collective bargaining coverage rate (%)	Existence of a worker's union at the workplace (%)	Forum for dialog between management and employees (%)
Ghai (2002)	Late 1990s	Sweden	88.0			85.0		
		France	10.0			90.0		
		Japan	22.5			21.0		
		Malaysia	13.4			2.6		
		Philippines	30.2			18.8		
		Thailand	4.2			26.7		
Anker et al. (2003)	1994–1995	Panama	20.1			16		
		Thailand	4.2			26.7		
		UK	32.9			25.6		
Mehta (2016)	2011	India	4.0					
Moktan (2016)	2009–2010	India			Total 57.9 Rural 54.7 Urban 59.6			
Nizami and Prasad (2017)							42	77
Najeeb Ullah and ur Haseeb (2020)	2009–2018	Pakistan		934,579 943,006 459,727				

2013-14	467,300
2014-15	472,467
2017-18	498,389

Najeeb Ullah and ur Haseeb (2020) used the number of labor union members as an indicator of social dialog and found that the number of labor union members in Pakistan decreased from 934,579 workers in 2009–2010 to 498,389 workers in 2017–2018, suggesting distrust between workers and labor union leaders. Nizami and Prasad (2017) found that 42% of IT workers in India reported the existence of a worker's union in their workplace, and 77% reported a worker-manager forum at their workplace, indicating improvement in social dialog. Mehta (2016) reported that only 4% of female IT workers in India were unionized. In France and Sweden, 85% and 90% of the workers, respectively, were covered by collective agreements, compared to only 2.6% in Malaysia (Ghai, 2002). The collective bargaining coverage rate in Thailand was 26.7% between 1994 and 1995 (Anker et al., 2003).

## 5. Conclusion, Policy Recommendations, and Contribution

Work is central to people's livelihood, identity, and well-being (Eichhorst et al., 2018). A decent job provides workers with adequate financial resources, promotes physical and mental health and well-being, and creates a sense of purpose. This research is a synthesis of existing literature on decent work, indicators of decent work, and progress toward decent work. The study data were gathered from existing peer-reviewed publications and reports by local government agencies and international organizations. The objectives of this study were to examine indicators of decent work along the four strategic pillars of the decent work agenda and investigate decent work practices in different countries and progress toward decent work.

The research findings revealed that most of the empirical studies failed to investigate all of the 10 substantive elements of the decent work measurement framework, rendering a direct comparison between countries using normalized index values impossible. In most developing countries, data on certain decent work indicators are unavailable, particularly data relating to safe work environment, work-life balance, unacceptable work, and certain aspects of social dialog. As a result, new and effective tools for collecting statistics related to decent work practices should be devised and adopted to compile statistical data on decent work.

The contribution of this research is to shed light on the indicators of decent work under the ten substantive elements of the decent work measurement framework. Academically, decent work indicators serve as valuable tools for policymakers to assess the effectiveness of labor market policies and interventions. By tracking indicators related to decent work, policymakers can gauge whether their initiatives improve overall employment quality and promote inclusive growth.

The research is also expected to provide

stakeholders (i.e., employees, employers, and governments) with tools to monitor and assess progress toward decent work. Furthermore, it is expected that the decent work indicators discussed in this research would enable the ILO to: (i) better benchmark, monitor, and evaluate progress toward decent work, (ii) identify cases of best practice and extract policy lessons, and (iii) critically evaluate the ILO's contribution to the attainment of decent work for women and men around the world.

The author recommends developing tools needed for developing countries to measure decent work as a standard part of their national statistical programs. It should be acknowledged that data will not be available to measure some major aspects of decent work in most developing countries. The government should invest in the development of survey instruments for individuals and establishments so that decent work in its broader sense can be measured better. Appropriate decent work survey questions should be developed, tested, and calibrated over the next several years by building on current efforts and experiences.

## 6. Limitations and Further Study

This research focuses primarily on the main indicators of decent work. Future research could thus extend the scope to investigate additional and future indicators. Additional indicators are sometimes substituted due to the availability of data, and future indicators are updated and developed by the International Labor Organization (ILO).

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## Appendix

Appendix 1. Interrelation between 2 approaches in the measurement of decent work (Developed by the author)

Ghai (2003)	Anker et al. (2003)
1. Employment	1. Employment opportunities (1+3)
2. Social security (protection)	2. Unacceptable work (2+3)
3. Workers' rights	3. Adequate earnings and productive work (2+3)
4. Social dialog	4. Decent hours (2+3)
	5. Stability and security of work (1+2+3)
	6. Combining work and family life (2+3)
	7. Fair treatment in employment (1+2+3)
	8. Safe work environment (2+3)
	9. Social protection (2+3)
	10. Social dialog and workplace relations (3 + 4)

*Notes:* These 10 aspects of decent work are complemented by an eleventh group of indicators that summarize key aspects of the economic and social context of decent work. The final group of

indicators is intended to describe the characteristics of the economy and population that form the context for determining the levels, patterns, and sustainability of decent work.

Appendix 2. 10 indicators of decent work, including main, additional, and future indicators (Developed by the author)

10 indicators	Main indicators (M)	Additional indicators (A)	Future indicators (F)
1. Employment opportunities	- Employment-to-population ratio - Unemployment rate - Youth not in employment, education, or training - Informal employment rate	- Labor force participation rate - Youth unemployment rate - Unemployment by level of educational attainment - Employment by status of employment - Proportion of own-account workers and contributing family workers in total employment - Share of wage employment in non-agricultural employment	- Labour underutilization (time-related underemployment rate)
2. Unacceptable work	- Child labor rate	- Hazardous child labor rate - Rate of the worst forms of child labor other than hazardous work - Forced labor rate - Forced labor rate among returned migrants	-
3. Adequate earnings and productive work	- Working poverty rate - Employees with low pay rate	- Average hourly earnings by occupation group - Average real wages - Minimum wage as a percentage of the median wage - Manufacturing wage index - Employees with recent job training	-
4. Decent hours	Employment with excessive working time (more than 48 h per week)	- Employment by weekly hours worked (hours in standardized hour bands) - Average annual working time per employed person - Time-related underemployment rate	- Paid annual leave
5. Stability and security of work	Precarious employment rate	- Job tenure - Subsistence worker rate - Real earnings of casual workers	-
6. Combining work and family life			- Asocial/unusual hours - Maternity protection
7. Fair treatment in employment	- Occupational segregation by sex - Female share of employment in senior and middle management	- Gender wage gap - Share of women in wage employment in the non-agricultural sector - Indicator of fundamental principles and rights at work - Measure for discrimination by race/ethnicity, of indigenous people and (recent) migrant and rural workers where relevant and available at the national level to be developed by the Office	- Measure of dispersion for sectoral/occupational distribution of (recent) migrant workers - Measure for the employment of persons with disabilities <i>Memo item:</i> Indicators under other substantive elements marked with S should be reported separately for men and women in addition to the total.
8. Safe work environment	Occupational injury frequency rate, fatal	- Occupational injury frequency rate, nonfatal - Time lost due to occupational injuries - Labor inspection (inspectors per 10,000 employed persons)	-
9. Social protection	- Share of the population above the statutory pensionable age (or aged 65 or above) benefiting from an old-age pension - Public social security expenditure (percentage of GDP)	- Healthcare expenditures not financed out of pocket by private households - Share of the economically active population contributing to a pension scheme	- Share of the population covered by (basic) healthcare provision (S) (to be developed by the Office; additional indicator) - Public expenditure on needs-based cash income support (% of GDP) - Beneficiaries of cash income support (% of the poor) - Sick leave (developmental work to be done by the Office; additional indicator)
10. Social dialog	- Labor union density rate - Employers' organization density rate - Collective bargaining coverage rate - Indicators of freedom of association and collective	Days not worked due to strikes and lockouts	-

Appendix 3. Summary of studies used as empirical evidence  
(Developed by the author)

Studies	Sample countries	Design Data collection/sample Analysis method	Decent work indicators				
Moktan (2016)	India	Government of India's published data on four quinquennial rounds: 1993–1994, 1999–2000, 2004–2005, and 2009–2010	- Employment opportunities: EPR, unemployment rate, informal employment, and employment by status - Social security: share of population benefiting from pension - Social dialog: % of workers with no union	Kantor et al. (2006)	India	Interview with 814 households and individual workers from March to May 2004, 407 males and females	and child labor, discrimination at work, and freedom of association - Social dialog: collective bargaining, economic democracy, and participation at the national level - Labor market security: excessive hours and difficulties finding new work - Employment security: dismissal notice, type of the contract, and job tenure - Job security: skill transfer
Sazali and Tumin (2020)	Malaysia	Department of Statistics (DOS)	- Decent wages and productive employment - Decent hours: excessive hours and time-related underemployment - Safety at work: work-related injuries and labor inspection				- Work security: perceived health and safety conditions; exposure to dangerous substances or work conditions - Skill reproduction security: source of skill training and length of training received; access to training in the current job
Banerjee and Kundu (2020)	India	550 informal workers (350 from urban areas and 200 from rural areas) were interviewed face-to-face from September 2016 to March 2017	- Labor market security: potential underemployment - Employment security: type of the contract, having social security, and fear of losing the job - Work security: job affecting health, harassment faced during work, and access to basic amenities - Skill reproduction security: received vocational training for the present job - Income security: hourly income, personal debt, and non-wage benefits - Representation security: member of any union	Tonguthai (2002)	Thailand	NSO and case studies	- Income security: earnings from work and their variation - Representation security: membership in an organization representing work interests; cooperative membership - LFP, UR - Average wage of workers - Opportunities for promotion - Women in decision-making positions - Skill training
Ghai (2002)	All countries	ILO data	- Employment dimension: employment opportunities, renumeration, and conditions of work - Social security indicators - Rights of workers: forced	Anker et al. (2003)	All countries	ILO Bulletin of Labor Statistics, ILO	- Case studies: occupational health and safety, labor unions - Employment opportunities - Unacceptable work - Adequate earnings and

			productive work - Stability and security of work - Combining work and family life - Fair treatment in employment - Safe work environment - Social protection - Social dialog - Economic and social context	Edralin (2014)	Philippines	A survey conducted in 12 unionized hotel establishments	- Social security - Social dialogue, employers' and workers' representation Precarious work
Bescond et al. (2003)	All countries	Labor Force Survey	7 indicators - Low hourly pay - Excessive hours of work - Unemployment - Children not attending a school - Youth unemployment - Male-female gap in labor force participation - Old age without pension	Mehta (2016)	India	Survey with 220 women employees in the ICT sector	<i>Employment opportunities</i> - Employment level - Employment status - Earnings <i>Working conditions</i> - Working hours and annual leave - Rights of workers - Health conditions - Discrimination and safety - Social security - Social dialog
Vargas Montero et al. (2020)	Costa Rica	Survey (questionnaire) with 20 cooperatives	- Skill reproduction security - Employment security - Work security - Income security - Job security - Representation security				
Nizami and Prasad (2017)	India	Survey using a questionnaire and interview with 272 IT employees	Adequate income, productive work, stability and security of work, decent hours, safe work, balancing work and family life, fair treatment in employment, social security, social dialog, and complacent work				
Elsybaey (2018)	Egypt	Household Labor Force Survey 2017	- Work stability - Excessive hours				
Najeeb Ullah and ur Haseeb (2020)	Pakistan	Labor Force Survey 2008–2009 to 2017–2018	10 indicators - Employment opportunities - Adequate earnings and productive work - Decent working time - Combining work, family, and personal life - Child labor abolition - Stability and security of work - Equal opportunity and treatment in employment - Safe work environment				

Notes: ILO - International Labor Organization, NSO - National Statistics Office, LFPR - labor force participation rate, UR - unemployment rate, EPR - employment-to-population ratio

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