Decent work: An aim for all made by all

Tânia Ferraro
Leonor Pais
Nuno Rebelo dos Santos

ABSTRACT

The aim of this article is to analyse the 11 substantive elements of the Decent Work concept developed by the International Labour Organization. We identify 4 main aspects regarding the pursuit of decent work, which are challenges for the different agents who operate in society: (1) the responsibility shared among the various social agents; (2) cultural differentiation in expressing Decent Work; (3) its evolving character arising from the advancement of scientific knowledge; and finally, (4) the global interdependence in the scenario in which social agents operate. Four propositions aligned with those aspects are formulated, and consequences for research and intervention are proposed.

Keywords: Decent work; Decent Work Agenda; Ethics; Human rights; Labour relations;

JEL Classification: Z Other Special Topics (Z00)

Authors:

Tânia Ferraro; PhD Student, Faculty of Psychology and Educational Sciences, University of Coimbra, Coimbra, Portugal
Address: FPCE, Rua do Colégio Novo, S/N, 3000-115 Coimbra, Portugal
Tel: +351 912252585
Email: taniaferraro@gmail.com

Leonor Pais; Professor at Faculty of Psychology and Educational Sciences, University of Coimbra, Coimbra, Portugal
Address: FPCE, Rua do Colégio Novo, S/N, 3000-115 Coimbra, Portugal
Tel: +351 919276549
Email: leonorpais@fpce.uc.pt

Nuno Rebelo dos Santos; Professor at University of Évora
Escola de Ciências Sociais, Universidade de Évora, Évora, Portugal
Address: Departamento de Psicologia, Largo dos Colegiados, 2, 7004-516 Évora, Portugal
Tel: +351 964217152
Email: nrs@uevora.pt

1 This study was supported in part by grant from the Coordenação de Aperfeiçoamento de Pessoal de Nível Superior –CAPES Foundation, Ministry of Education of Brazil, Brasília - DF 70040-020, Brazil (bolsista CAPES, Proc. Nº BEX 9703/13-6).