



Decent Work Conditions and Work-Life Flow

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8th Sustainable Development Goal

8 DECENT WORK AND
ECONOMIC GROWTH

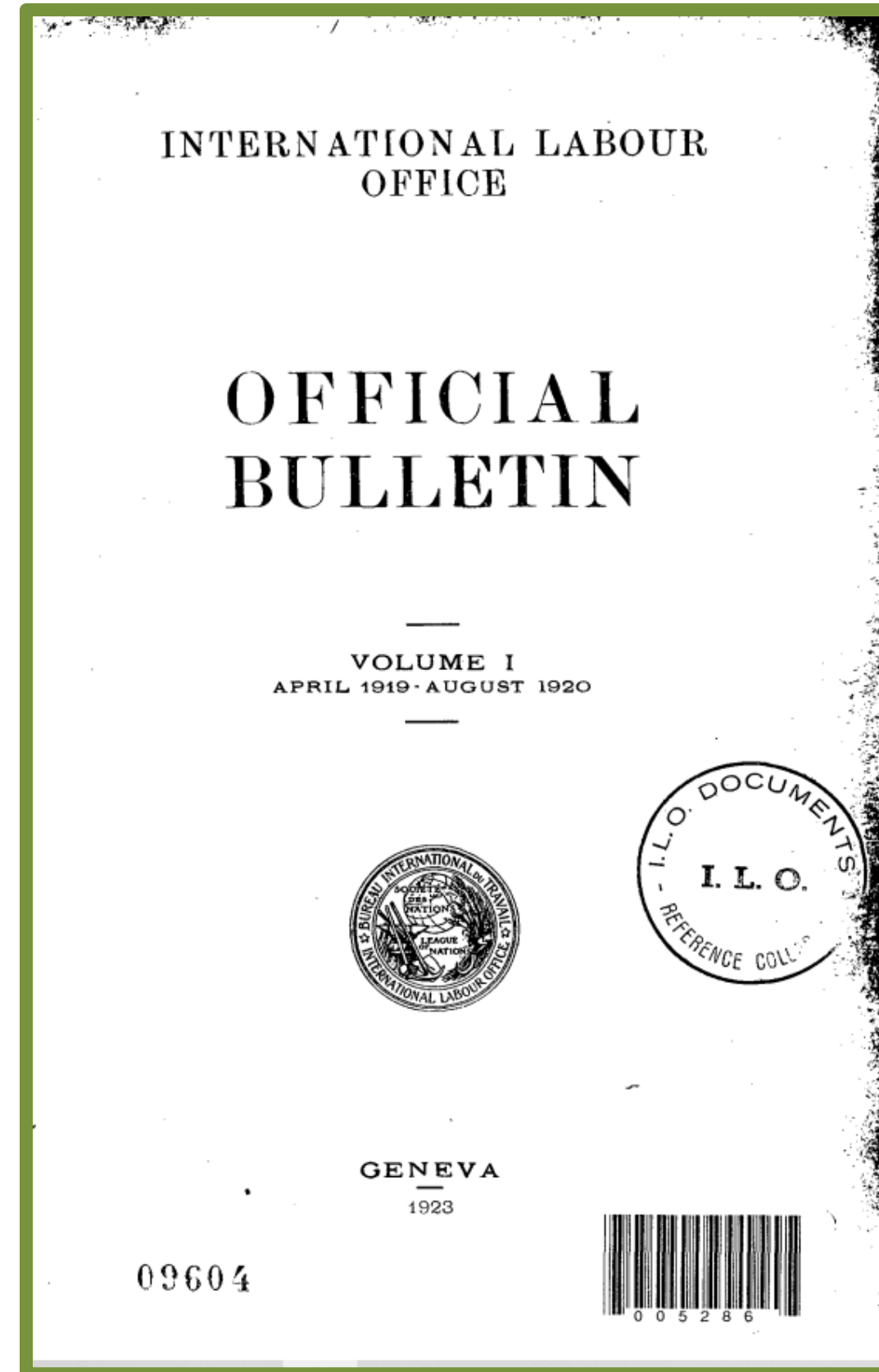


The pursuit of peace



International Labour Organization Agenda

Treaty of Versailles (1919)





International Labour Organization

Treaty of Versailles (1919):

PART XIII [LABOUR] The Constitution of the International Labour Organisation (pp.227)
Whereas the League of Nations has for its object the **establishment of universal peace**, and such a peace can be established only if it is based upon **social justice**; And whereas **conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest** so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required...
The HIGH CONTRACTING PARTIES, moved by **sentiments of justice and humanity** as well as by the **desire to secure the permanent peace** of the world agree to the following...



International Labour Organization

Treaty of Peace of Versailles (1919):

CHAPTER I.

ORGANISATION.

ARTICLE 387.

A permanent organisation is hereby established for the promotion of the objects set forth in the Preamble.

The original Members of the League of Nations shall be the original Members of this organisation, and hereafter membership of the League of Nations shall carry with it membership of the said organisation.

Decent work

- “The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity” (Juan Somavia, ILO Director-General – 1999-2012).



Injustice → Social tension → War

Decent work → Social justice → Peace



Decent work is primarily about making the world peaceful
and, by doing that, secondarily,
creating conditions to allow the business to happen

DW substantive elements

(International Labor Organization)

1. Employment opportunities
2. Adequate earnings and productive work
3. Decent working time
4. Combining work, family and personal life
5. Work that should be abolished
6. Stability and security of work
7. Equal opportunity and treatment
8. Safe work environment
9. Social security
10. Social dialogue
11. Economic and social context for DW



Psychological dimensions

1. Fundamental principles and values at work
2. Adequate working time and workload
3. Fulfilling and productive work
4. Meaningful remuneration for the exercise of citizenship
5. Social protection
6. Opportunities
7. Health and safety

Ferraro, T., dos Santos, N. R., Pais, L. & Mónico, L. (2016). Historical landmarks of decent work. *European Journal of Applied Business and Management*, 2(1), 77-96.

Ferraro, T., Pais, L., dos Santos, N. R., & Moreira, J. M. (2018). The Decent Work Questionnaire: Development and validation in two samples of knowledge workers. *International Labour Review*, 157(2), 243-265. <https://doi.org/10.1111/ilr.12039>

What is the nature of the human being behind the decent work concept?

Deserves respect

Must be heard about their working life

Their time life is unique and worthy

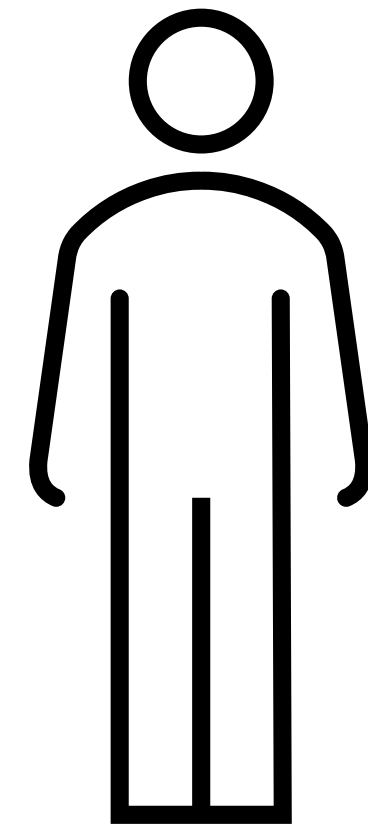
Must be protected from injuries and risks

Deserves to be able to make plans for their lives

Continuously develops

Has the right to pursue fulfillment from their work

Must be helped in case of need

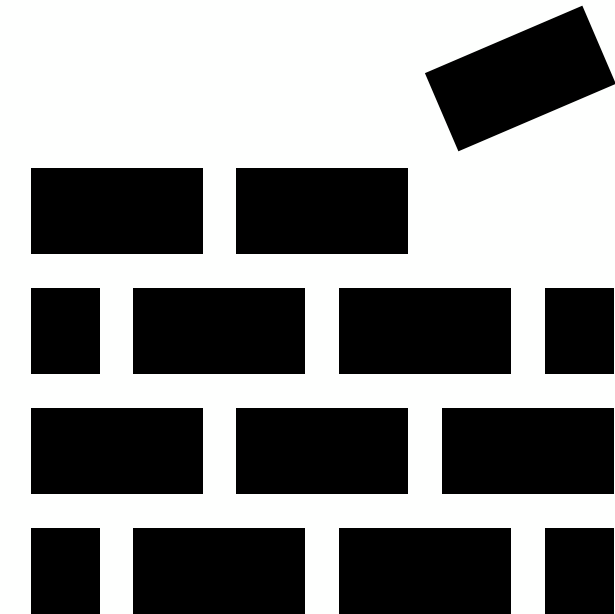


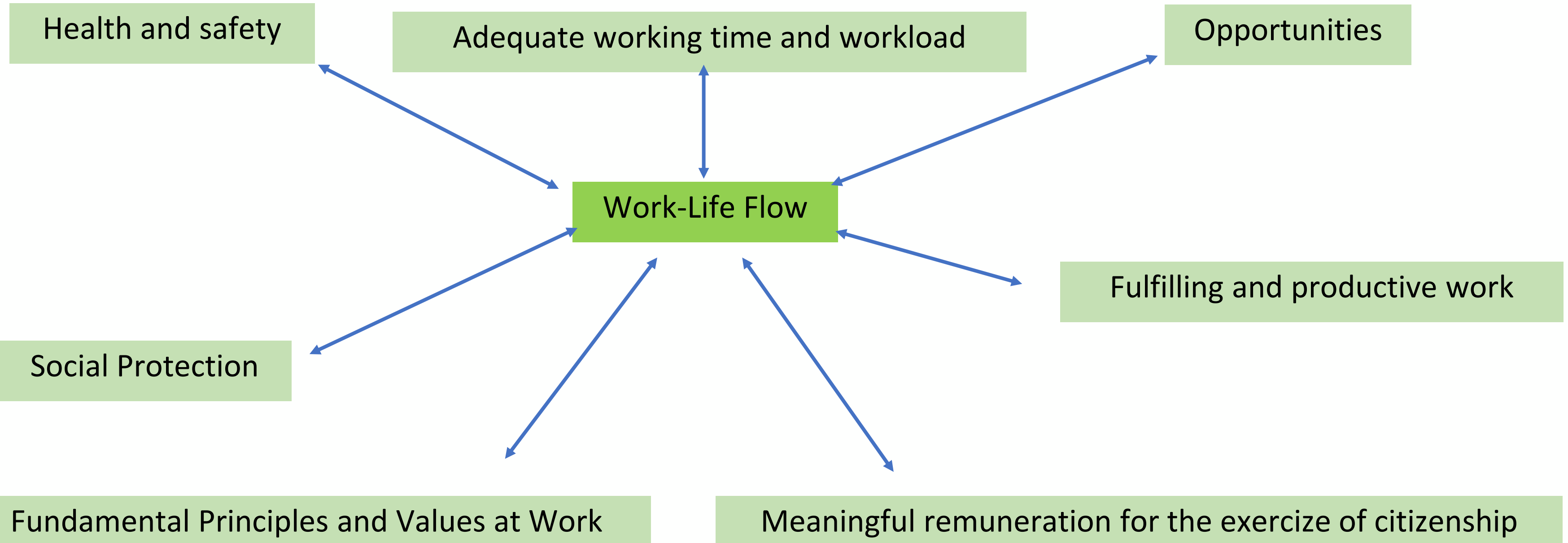
Any lowering of the decent work concept, making it less than what is described here, is a way of undermining the human being and consequently boycotting the most important mission of the ILO to promote social justice and peace by disseminating decent work worldwide



What is work?

The social institution that connects each person to the community by enabling them to give a contribution to the common good and receive back







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Thank You

*In case of questions or comments,
please reach out to us!*

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<https://www.work-life-flow.eu/>