

# DECENT WORK: DEFINITION AND INDICATORS

Decent work is employment that respects the fundamental rights of the human person as well as the rights of workers in terms of conditions of work safety and remuneration. In general, work is considered as decent when;



Secure employment



Fair wages



Social protection



Safe working conditions



Social dialogue



Labour rights & standards

## Measurement of Decent Work



Adequate earnings and productive work



Equal opportunity and treatment in employment



Economic and social context for decent work



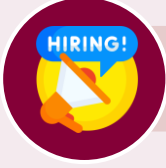
Combining work family and personal life



Social dialogue, workers' and employers' representation



Work that should be abolished includes forced labour, child labour, and exploitative practices



Employment Opportunities



Decent working time



Social security



Safe work environment



Stability and security of work

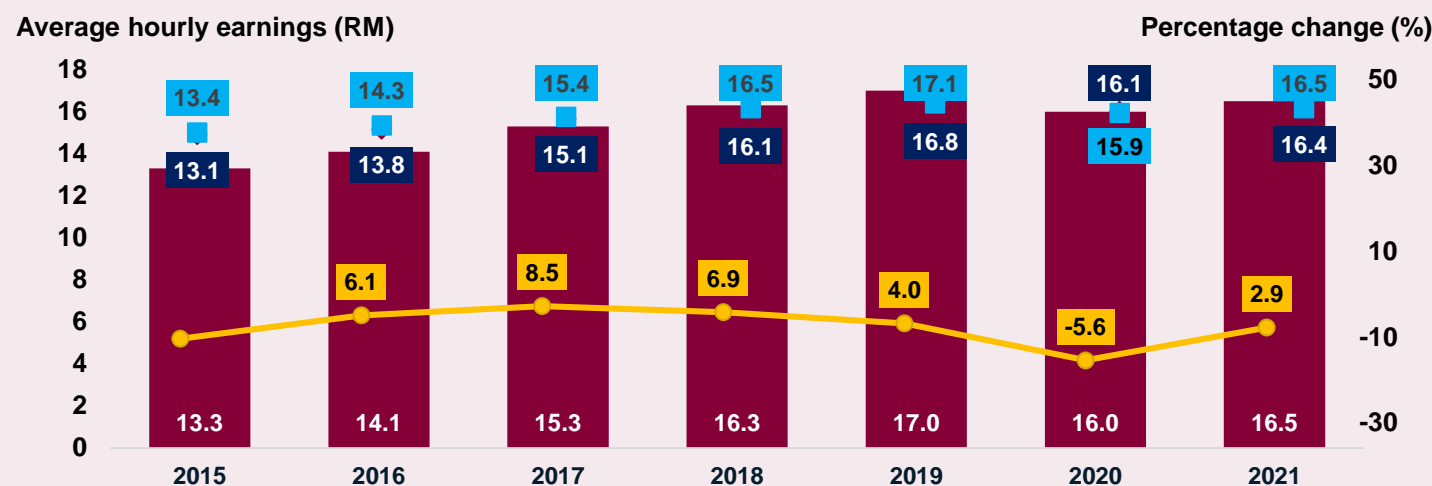
Sources: International Labour Organization



# Case of Study: Measurement of Equal opportunity and treatment in employment

## Total Average Hourly Earnings, 2015 - 2021

■ Total ■ Male ■ Female —●— Percentage change of total hourly earnings



Source: Labour Market Review, Q1 2023

Average hourly earnings are key to determine wage gap. In Malaysia, earnings increased from RM13.3 in 2015 to RM17.0 in 2019, reflecting steady growth over the five-year period. However, a decline occurred in 2020, with earnings dropping to RM16.0 before recovering to RM16.5 in 2021. In 2020, both genders experienced similar trends, with male earnings falling to RM15.9 and female earnings to RM16.1.

## Benefits of Decent Work

01

### Sustainable Development

Aligns with Malaysia's Vision 2030 and United Nation Sustainable Development Goals (SDGs)

02

### Social Stability & Inclusion

Promotes equal opportunities for all workers, including women and marginalized groups

03

### Better Working Conditions & Well-being

Provides safer workplaces, reducing accidents and health risks

04

### Improved Living Standards

Ensures fair wages that support a decent quality of life

