

Review

Employment and Decent Work: A Catalyst for Sustainable Economic and Social Development

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Abstract: Employment and decent work are the main factors for realistic economic growth and social integration for global stability. Decent work is a holistic, profitable employment, better take-home pay, security in the place of work, social welfare, and regard for the rights of workers (ILO, 1999). Despite the global developments, such as the International Organization in the United Nations that was created for Sustainable Development Goal 8 (SDG 8), a lot of developed countries in their developing regions are experiencing problems connected to joblessness, partial employment, casual labour, and hazardous working environments (United Nations, 2015). This paper examines the meaning of employment and decent work, its importance to economic development, peaceful coexistence, and the difficulties in achieving it. A qualitative analytical approach and secondary data from global labour reports were used to carry out the research work, and the results show that it's necessary and compulsory to promote decent work and employment in the world at large. Considering the results of the work, we recommend that equitable workforce policies, competency building, and enhanced institutional labour institutions be the roadmap to realizing decent work for all.

Keywords: Employment, Decent Work, Labour Market, Sustainable Development, SDG 8

INTRODUCTION

Employment is a basic approach by which people achieve self-reliance, earn income, and foster development both locally and at the national level. In addition, when people work with little or no regard for their rights, issues such as income, job security, and social protection usually lead to hardship and social disparities instead of curtailing them (World Bank, 2020). In order to have a better understanding of this reality, an emphasis was

placed on the meaning of employment and decent work, in terms of standards and numbers of employment by the International Labour Organization (ILO, 1999).

In the entire world, the relevance of jobs and decent work is known by Sustainable Development Goal 8, whose main goal is to foster holistic and enduring economic growth and development, gainful and effective engagement, and decent work for everyone (United Nations, 2015). Notwithstanding these responsibilities, numerous financial enterprises in underdeveloped parts of the nations face high rates of public and private unemployment, high prevalence of commercial enterprises such as trading, and job insecurity (ILO, 2021).

This paper studies employment and decent work as interdependent principles, looking into their relevance, obstacles, and effects for realistic development.

CONCEPTUAL CLARIFICATION

The relevance of employment and decent work is recognized by Sustainable Development Goal 8. Its main objective is to foster holistic and enduring economic growth and development, gainful and effective engagement, and decent work for everyone (United Nations, 2015). Notwithstanding these responsibilities, numerous financial enterprises in underdeveloped parts of the nations face high rates of public and private unemployment, a high prevalence of informal employment, and weak job security (ILO, 2021). This paper studies employment and decent work as interdependent concepts, looking into their relevance, obstacles, and effects for realistic development.

EMPLOYMENT

Employment refers to engagement in commercial tasks that bring about financial rewards, such as profits or take-home pay. It can be through formal engagement in the public and private institutions or informal arrangements such as trading in marketplaces (World Bank, 2020). Moreover, employment includes entrepreneurship, self-employment, and wage employment. Though employment is used to determine commercial accomplishment, they do not really address the quality of jobs and the welfare of workers (ILO, 2021).

DECENT WORK

Decent work is defined as goal-oriented activities that bring about fairness in take-home pay, enable job security, social welfare, respect the rights of workers, and give room for group and individual development and social integration (ILO, 1999). Basically, decent work stands on a foundation of social dialogue, creation of employment, rights of workers, and social protection (ILO, 2021).

THEORETICAL FRAMEWORK

This study is rooted in Human Development Theory, which describes development as the enlargement of the abilities and freedom of human beings (Sen, 1999). With this understanding, we can say that employment is not just the main source of financial rewards but a means of acquiring honor, human worth, self-respect, civic engagement, and total life satisfaction. Decent work fortifies the abilities of people, it provides social welfare, opportunities for personal growth and development and (Sen, 1999).

GLOBAL CONTEXT OF EMPLOYMENT AND DECENT WORK

The employment sectors at the global level are influenced by continuous joblessness, partial employment and job insecurity. Calculatively, more than 60% of both employed and unemployed are internationally engaged in trading, and they are usually vulnerable (ILO, 2021). Problems like these are typically found in both underdeveloped and developing nations. This is a situation whereby there is economic instability, a problem of growing population, limitations in industrial establishment and inability to create jobs (World Bank, 2020).

As a result, these challenges of unemployment, partial employment, job insecurity, social welfare and discrimination deeply affect many, like youth and women. (United Nations, 2015).

IMPORTANCE OF EMPLOYMENT AND DECENT WORK

Categorically, the importance of decent work and employment is discussed under the following: ECONOMIC DEVELOPMENT.

Decent work improves production outcomes, augments family earnings, and encourages stabilized commercial growth and development. Employees whose income is moderately okay and have hope of continuity on the job will joyfully add to the growth of national economies through buying goods and services for human consumption and tax payment (World Bank, 2020).

SOCIAL STABILITY

The problem of unemployment, partial employment, job insecurity, political instability and poor working conditions worsens the level of social unrest, injustice, poverty, income inequality, robbery, bribery and corruption. On the other hand, social stability is a result of decent work with the promotion of mutual relationships among others, reduction of crime, bribery and corruption, injustice, eradication of social unrest,

and it encourages people to participate in the government of the people by the people and for the people (ILO, 2021).

HUMAN DIGNITY AND SOCIAL WELLBEING

According to Chat GPT 2026, Human dignity refers to the Adamic worth, regard, esteem, respect, honor and value that everyone inherits for being human. This means that everybody needs to be fairly treated and respected in line with the protection of their rights. Moreso, human Well-being is the overall success of the quality of individuals ' lives. Decent work promotes human dignity by having regard for the rights of workers, job security, social welfare, encouraged working conditions, safety in the place of work and equality in the take-home pay. (Sen, 1999).

CHALLENGES TO ACHIEVING DECENT WORK

Despite all efforts to making sure that decent work is achieved all over the globe,t here are still challenges militating against its advocacy such as longstanding problem of unemployment

and underemployment (ILO, 2021), global problem of informal employment such trading and engagement in entrepreneurial activities (World Bank, 2020), weakness in labour laws enforcement (ILO, 2021), problem of nepotism and lack of adequate education systems (United Nations, 2015), unequal treatment of both workers at work place and unfair treatment of the workers (ILO, 2021) So the above listed barriers call for the attention of labour market to expedite actions to arrest the situation so as to reduce or eradicate the challenges, and create enabling environment for the workers and create employment opportunities for the unemployed

POLICY IMPLICATIONS AND STRATEGIES

The achievement of employment and decent work lies with the lawmakers and the executive arms of the government of the nations. In lieu of this, policymakers should empower the Ministry of Labour and the monitoring system to curb excesses against employment and decent work around the world. (ILO, 2021).

The policymakers should enforce policies that help to acquire the required skills and knowledge in the labour market (World Bank, 2020). This will translate into industrial institutions by preventing nepotism.

The policymakers should make and enforce policies that promote equal access to commercial growth and development that create quality jobs (United Nations, 2015).

There should be a policy that creates room for social discussion among workers, employers and the governments of the nations (ILO, 1999).

The lawmakers should make policies that protect the traders and entrepreneurs. If all this were implemented, employment and decent work would be achieved. Expand social protection system (ILO, 2021).

CONCLUSION

Employment and decent work are very important to achieving realistic economic growth, social welfare development, justice, and respect for workers' rights. Moreso, creation of employment opportunities is not negotiable if employment and decent work must be achieved, and it should be carried out with a high level of transparency, equal opportunity, fair treatment and on meritorious grounds. To get this done, decent work for everyone demands a well-planned initiative that must involve all employers, the governments of the nations, workers, the policy makers and international organizations. In view of this, there should be labour policies that will maintain and prioritize labour policies on fairness, meritocracy, transparency, inclusion, and protection of workers' rights and respect for their dignity. This will definitely transform the growth of economies and help to achieve employment and decent work globally.

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