

Bogdan Ślusarz

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ORCID: 0000-0003-4399-4706

b.slusarz@wpa.uz.zgora.pl

Uniwersytet Zielonogórski

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Review of the book

“Decent Work: Imperatives, Ukrainian Realities, Facilitating Mechanisms”, ed. A.M.

Kolot, Kiev: KNEU, 2017, pp. 501

Recenzja monografii

pt. *Godna praca: imperatywy, ukraińskie realia, mechanizmy wsparcia*, red. A.M. Kolot,

Kiev: KNEU, 2017, ss. 501

Monograph “Decent work: imperatives, Ukrainian realities, facilitating mechanisms” is an important and thorough study of the team of authors, which has theoretical and practical significance. First of all, it gives a holistic view of the decent work issue, which has a global character. It reflects the author's vision of the essence, significance, assessment of the state and prospects for the development of decent work in the context of European integration processes.

Although decent work has a global nature, the depth and scope of this issue are, undoubtedly, different for every country. Unfortunately, in terms of selected indicators and the situation in general, Ukraine remains one of the lowest in the list of countries with transition economy. The paradox is that in conditions when the economy and society have undergone many positive changes of technical, technological, organizational, managerial, social and cultural nature and when human-oriented development should dominate, the undesirable trends in the social and labor sphere, new challenges and threats emerge, causing the lack of decent work. A large number of issues that are one way or another related to decent work: imperatives of the new economy and the institution of decent work, labor values, cultural transformation, development of decent work in the value system of sustainable development, current trends in employment and values of working life under the influence of expanding the use of modern technologies; social protection; the latest directions of social interaction modernization in terms of building a new economy and post-industrial society; social responsibility of business has been analyzed in the reviewed monograph in accordance with the conceptual ideas mentioned earlier.

These issues are considered in the context of the relationship with work (decent work). The most famous researchers of labor issues in its social and economic dimension of the pre-industrial and industrial era were A. Smith, Ricardo, K. Marx, A. Marshall and other prominent scientists. It was Adam Smith who introduced the term "economic man" as a free individual who is not only endowed with desires and has his own interests, but also has the ability to create something new and useful to society.

The authors of the monograph reveal the essence of the labor process itself. In their opinion, it is a dynamic system of creation, production, expedient transformations; it is, primarily, a mental process, a process of thinking; it is a symbiosis of the intellectual and the physical. The result of the labor process is a certain value of individual and social nature.

The second and the third sections are devoted to employment and labor incomes, which are also subject to influences and changes in the conditions of new economy and the need to ensure decent work.

At the present stage Ukraine has an inefficient model of the labor market as evidenced by the negative dynamics of its indicators and the imbalance of its key parameters. The authors emphasize that distortions in the compensation system that cause inadequate remuneration for work, pose a significant obstacle to the implementation of the principles of decent work. The spread of decent work in the Ukrainian economy is constrained by disparities in the employment structure, which collectively lead to inefficient use of social labor. Ukraine, as the majority of the countries of the world, is experiencing not only a change of scales, but also a deep transformation of content, structure, types and forms of employment. Ukrainian labor market is gradually providing global trends. It is also worth noting the author's approach to the formation of indicators for assessing labor income policy from the standpoint of implementing the principles of decent work at the sectoral, macro- and micro-levels.

The fourth section provides a broad description of social protection of the population and occupational safety as the basic foundations for the implementation of decent work concept. Policy in this area shouldn't promote egalitarianism and welfare mentality in the process of distribution and consumption of wealth. On the contrary, it should strengthen the motivation to work, promote the legalization of shadow incomes of the population and increase compensation level, prevent the existence of arrears in wages. With an effective policy in the field of social protection of the economically active population, the country's leadership can accurately assess the economic situation for the needs of its citizens and allocate available budget funds and other resources in the best way to meet the needs.

The given theoretical generalizations concerning social protection, its structure and content provided an opportunity to develop a methodical basis of an estimation of social protection of economically active population and to suggest indicators from a position of decent work principles realization. This new, comprehensive and targeted approach of determining the conditions, opportunities and priorities of social protection in Ukraine provides an opportunity to conduct social diagnosis of high quality and formulate and implement efficient social policy.

The monograph attracts attention not only by its fundamentality, complexity and depth of the considered issues, but also by certain features. Firstly, by a high theoretical and methodological level, significant deepening of the already known problems of the decent work concept, development of social and labor sphere. Secondly, by complex, multifaceted consideration of issues. Thirdly, by deep predicament of scientific and applied aspects of the studied problems, the organic relationship between theory and practice. In particular, most of its sections have clear indications of what managerial actions are needed to solve identified issues.

The essence of professional development as a component of decent work is revealed in the next, fifth section of the monograph. It is concluded that professional development can provide rapid adaptation to change, and hence decent work in terms of employment, if it is considered as a necessary process of the life cycle of the organization. Thus, for constant competitiveness under changing employment conditions, organizations are forced to make social investments in the professional development of staff. The last two sections of the monograph (the sixth and the seventh) deserve special attention. In these sections the authors consider the importance of constant social dialogue and the development of social responsibility. The authors highlight that in conceptual meaning the particularity of the social investment state is the emphasis in public policy on the development of human and social capital, active employment policy, transition to active labour activity stimulation. The institutional format for the embodiment of decent work is a new model of the welfare state as a symbiosis of the neo-paternalistic political platform and the ideological foundations of social investment state.

Taking the above mentioned into consideration, it is possible to conclude that thanks to the approach chosen by the authoring team, the monograph is very multifaceted. The problems of decent work are considered by all of the researcher purely from their own point of view and on the basis of their own research. The monograph causes activation of creative thought of its

readers. It is also necessary to mention near-perfect editorial work in the monograph, entirely scientific, without populism, style of material presentation.

The monograph is a significant contribution to solving complex methodological problems associated with the formation and development of decent work. Theoretical, methodological and practical orientation of the monograph determines its relevance to the process of insuring social orientation of Ukrainian economy. Theoretical justifications, conclusions and suggestions are of considerable interest for both science and managerial practice.

The practical significance of the monograph is that the obtained scientific results can be used in the process of formation of the strategy of social development of Ukraine and its regions, social policy of the state improvement and creation of the strategy of the advanced development of decent work.