



BUSINESS PERSPECTIVES



LLC "CPC "Business Perspectives"  
Hryhorii Skovoroda lane, 10, Sumy,  
40022, Ukraine

[www.businessperspectives.org](http://www.businessperspectives.org)

**Received on:** 7<sup>th</sup> of May, 2020

**Accepted on:** 20<sup>th</sup> of May, 2020

**Published on:** 21<sup>st</sup> of May, 2020

© Ella Libanova, 2020

Ella Libanova, Doctor of Economics,  
Professor, Academician of the NAS  
of Ukraine, Director of Ptoukha  
Institute for Demography and Social  
Studies of the National Academy of  
Sciences of Ukraine.



This is an Open Access article,  
distributed under the terms of the  
[Creative Commons Attribution 4.0  
International license](https://creativecommons.org/licenses/by/4.0/), which permits  
unrestricted re-use, distribution,  
and reproduction in any medium,  
provided the original work is properly  
cited.

Ella Libanova (Ukraine)

## REVIEW OF THE MONOGRAPH DECENT WORK: IMPERATIVES, UKRAINIAN REALITIES, MECHANISMS FOR ENSURING

The development of society at the turn of the Millennium showed radical changes in the correlation of driving forces and factors of economic prosperity and social progress and clearly demonstrated the priority role of a human being in ensuring them.

The experience of economically developed countries and, to an even greater extent, states that have made an economic breakthrough in different periods of the 20th and early 21st century, confirms the decisive importance of an individual as the owner of human capital and the subject of social quality.

Nowadays, competitive human capital and high social quality provide the highest rates of economic growth, and countries whose policies are aimed primarily at ensuring the development of human potential achieve the greatest success.

When approving a human-centered model that focuses on the dominance of human development, decent work is given priority, which in Ukraine has not yet become the dominant factor in economic growth and positive social dynamics.

One of the challenges of today has been to rethink the vectors of social and labor development, which in the long run should use innovative mechanisms to overcome the decent work deficit and formulate a qualitatively new socio-economic policy on this basis.

Promoting a fundamental rethinking of the dominants of labor development and the establishment of paradigm shifts both in understanding the imperatives, trends, and the development prospects of a decent work institute, and in mastering modern theoretical and applied tools for overcoming the decent work deficit has become the main objective of research, the results of which are covered in the monograph *Decent Work: Imperatives, Ukrainian Realities, Mechanisms for Ensuring*, prepared by a team of authors led by Anatoliy Kolot, Doctor of Economics, Professor.

The importance of a decent work institute has been convincingly proven in terms of benefits for all parties and subjects of social and labor

1 Kolot, A. M. (Ed.), Daniuk, V. M., Herasymenko, O. O. et. al (2017). *Hidna Pratsia: Imperatyvy, Ukrainski Realii, Mekhanizmy Zabezpechennia* [Decent Work: Imperatives, Ukrainian Realities, Mechanisms for Ensuring] (monograph) (500 p.). Kyiv: KNEU. (In Ukrainian). <https://ir.kneu.edu.ua/bitstream/handle/2010/22643/Kolot.pdf>

relations: for employees – as guarantees of access to productive employment and ensuring the quality of working life; for employers – as a condition for gaining competitive advantage and ensuring sustainable economic development; and for the state and society – as a framework for the formation of a solid economic basis for social policy and a strong social orientation of economic policy.

The structure of the monograph logically combines theoretical, methodological and analytical components of the study, which has become the basis for balanced and informed proposals on mechanisms and tools for implementing the principles of decent work.

The author's concept of decent work as a general idea that defines a strategy for implementing reforms in the social and labor sphere is the theoretical basis of a comprehensive study, the results of which are presented in this peer-reviewed monograph.

As a contribution to the development of a political platform for implementing the decent work principles developed by the International Labour Organization, the authors of the monograph proposed scientific and applied scenarios for identifying progress in the social and labor sphere and substantiated the vectors for overcoming the decent work deficit.

According to these conceptual canons, a large-scale in-depth analysis of modern Ukrainian realities of social and labor development in the context of decent work principles was carried out.

The theoretical and conceptual position and analytical tools presented in the monograph allowed the authors to develop a roadmap for introducing the decent work principles into the practice of both government institutions and business organizations, which are entrusted with the role of social partners in promoting decent work in Ukraine.

The argumentation of the possibilities of ensuring decent work in Ukraine in modern conditions by identifying decent work deficits and developing on this basis mechanisms and tools for implementing the National Decent Work Program in Ukraine, emerging from international development programs, by reforming and modernizing all social labor sphere components, is of practical value.

The scientific and applied work of the authors on a new model of employment, income policy, social protection and occupational safety, professional development, social dialog and social responsibility as a component of a holistic concept of decent work is of particular importance.

All this provides grounds for giving high marks to the scientific findings published in the monograph *Decent Work: Imperatives, Ukrainian Realities, Mechanisms for Ensuring*, as well as their novelty, originality, and practical orientation, which is of interest to government officials, employers, trade unions, and representatives of the scientific community and education sector.

**Ella Libanova,**

Doctor of Economics, Professor, Academician of the NAS of Ukraine,  
Director of Ptoukha Institute for Demography  
and Social Studies of the National Academy of Sciences of Ukraine