

Decent Work Indicators: The Case of Staff in Agricultural Organizations in Guilan Province, Iran

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Introduction: Decent work is central to sustainable poverty reduction and is a means for achieving equitable, inclusive and sustainable development (ILO, 2013). Decent work was introduced first time by Mr. Juan Somavia, in his address to the 87th International Labour Conference in 1999 (Somavia, 2000). Also, decent work is considered as one of the sustainable development goals 2030. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (Anker et al., 2003).

Purpose: The main purpose of this study was to assess decent work indicators in a typical agricultural organization (Jihad-e-Keshavarzi) in Guilan Province, northern Iran, using a specific questionnaire for this purpose.

Design/methodology/approach: The statistical population was composed of all staff members of the Agricultural Organization (N = 1,341), out of which the sample size was determined as 401 staff members according to the random cluster sampling methodology. The main research tool was a researcher-made questionnaire divided in two sections. First section was related to respondent's demographic information and characteristics while second section was related to decent work. The questionnaire's face and content validities were confirmed by a panel of experts while its Cronbach's alpha reliability coefficient was estimated to 0.932. Data were analyzed by SPSS for Windows (V.19) using both summary statistics and multivariate statistical analysis (K-mean cluster analysis).

Findings: Finding revealed that average employee's salary has a positive significant relationship with the decent work while there is no significant difference in the level of decent work by employees' gender. Results of cluster analysis showed that 44.14 percent of respondents included in the first cluster (moderate level of decent work), 23.19 percent in the second cluster (high of decent work) and rest 32.67 percent in the third cluster (low level decent work). Considering the high importance of decent work for working lives and social security, decision makers must pay more attention to it and try to improve the level of decent work indicators in any work environment (Table 1).

Table1.

Frequency Distribution of Respondents' Level of Decent Work Based On Cluster Analysis

Cluster	Mean	Frequency	Percentage
1 (medium level of decent work)	3.09	177	44.14
2 (high level of decent work)	3.93	93	23.19
3 (low level of decent work)	2.30	131	32.67
Total		401	100

Conclusion: among six indicators to measure decent work in Guilan Province Agricultural Organization, dignity at work was at first rank. It means that workers be treated with respect at work, and be able to voice concerns and participate in decision-making about working conditions. An essential ingredient is workers' freedom to represent their interests collectively. Totally, most of agricultural staffs showed the low to moderate level of decent work in their work condition.

References

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