

## **DECENT WORK PLACE**

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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 - respect for the physical and mental integrity of the worker in the exercise of his/her employment." (United Nations, 2006). It applied to both formal and informal sector and must address all kind of jobs, people and families.

Whilst, the International Labour Organization (ILO), had determined decent work involves opportunities for work that are productive and deliver 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 (International Labour Organisation, n.d).

While, work place or place of employment is a location where people perform tasks, jobs and projects for their employer. Types of workplaces are vary across industries and can be inside a building or outdoors. Workplaces can be mobile, in which peoples works in different locations on daily days. The growth of technology has led to a new type of workplace, i.e. virtual workplace, that allows people to work remotely (Indeed for Employers, n.d).

The workplace setting depends on the type of work required and the industry. Examples of workplaces include; office which a common workplace type where employees of a company work from a centralized location; home office; factory or distribution centres', farms or outdoor location and stores. Each type of workplaces, help businesses deliver their products or services to consumers in an efficient way. Corporate team members use their place of work to collaborate and develop new ideas, products and services to offer to their customers. Businesses use factories to create their product and distribution centres' to coordinate the shipment of the product to stores or directly to the consumer. Stores exist to sell the product to consumers by giving a space for customers to see the product physically.

Basically, establishing an enjoyable place to work is important for employee retention and satisfaction, which allows business to focus on product or service

growing and development. There are six steps or important elements to build a great workplace. First, **develop workplace atmosphere plans with company leaders**. This step is to ensure the leadership team agrees on what your workplace model will be. Two ways communication is important in getting feedback from every leader in order to support and making the business an enjoyable place to work. Second, **train leaders in building interpersonal relationship**. It's important to communicate with the team members and understand their professional and personal need.

Third, **interact with the people at your business** by talking with the personnel in various department across the company to hear their idea or perspective on the business, customers and their work-life balance. Valued them as a member of the company. Forth, **incorporate the employees' feedback into your workplace model**. After meeting with various teams, review their feedback with the leadership and incorporate the idea into the workplace. This shows that the leadership values the employees by listening to them, which can increase workplace morale.

Fifth, **communicate workplace and policy changes to the team**. The employees must be informed about the changing and how it's intended to improve their working environment before implementing any workplace updates. Sixth, **implement a workplace improvement plan**. After sharing the updates with the team, you can act on the improvement plan and ensure it's carried out in a timely.

Generally, the idea of decent work place, has been endorsed under United Nation Declaration of Human Rights, by The General Assembly of the United Nation in December 1948, proposed the guidelines to follow in implementing decent work at work place (Bluestein, Olle, Connors-Kellgren, & Diamonti, 2016) as follows:

- a) everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment;
- b) everyone, without any discrimination, has the right to equal pay for equal work;
- c) everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection;
- d) Everyone has the right to form and to join trade union for the protection of his interest

Tremendous impact such as happy, fulfilled and passionate on employer, employees and communities can be seen through the promotion of decent work including ensuring decent workplace for all. Furthermore, one the most significant benefit to encourage employee happiness is through productivity boosting. Jobs allow for the production of goods and services in the economy and the transition from low to high productivity has proven to lease to economic growth for society as a whole. Moreover, decent work ensures inclusive growth, with fair wages and equal opportunities for all. However, to create decent job opportunities, skills matching should be the major focus together with education background and training.

There is a direct correlation between employee happiness and productivity. Here are a few reasons why creating a happier work environment will drive greater output. First, empowered employee feels more responsible in their tasks including decision-making. Second, they're more enthusiastic about their work and motivated to complete their work on time and committed to maintaining quality. Because of find joy in their jobs, they're also more determined to make a good impression and satay with the company. Finally, they provide a better customer experience. When an employee is happy, they're more like to become to work with a positive and professional attitude and they'll consistently provide better service.

The second, is improving living standard. Employee with work being the main source of income, creating jobs can increase material well-being, family stability, and create a virtuous cycle of poverty reduction. Having a decent job and a social protection coverage can provide people with a sense of dignity, eventually lead to their social inclusion.

The third, social cohesion. Joblessness is often seen by the public as being linked to weak democracy. Unemployment and poor condition breed frustration and a sense of social injustice. This situation can be seen among the young people; one risk of feeling excluded form civic participation or community activities can be that young people turn toward violent group and civil unrest. Promoting employment and decent jobs helps build public trust and encourages civic engagement, especially as employment help fifth social isolation. When people are engaged in a decent job and enjoy labor right, they feel of the community.

As essential to boost employee satisfaction in organization, the company may implement these ways to show you value them. Employers could consider skills and experience as a benchmark in determining fair compensation to employee. Recognize employee contribution also one of the most important factors in employee satisfaction. Notify employee on their performance, so they'll feel more confident in their abilities and be more likely to continue their positive habits.

The management may provide reliable tools or technology, a comfortable work environment, training and career development will prepare your workforce for success. When an employee does more than expected, such as delivering an important project well before its deadline, earning an exceptionally positive customer or exceeding sales quota, be sure reward them. A reward can be monetary or non-monetary. By providing constructive feedback by regularly meet with their direct report to discuss performance and helpful advice for improvement also may lead to employee happiness.

The last is by create a friendly, communicative culture between management and employee. Its essential employees feel safe, supported and valued in the workplace to be happy. Allocate times to assess your company culture and look for areas of opportunity. It's critical you eliminate any instances of bullying or discrimination and foster feedback and open communication between employees and leadership.

As a conclusion, creating more and better job has become a global priority to the company. Indeed, jobs matter for poverty reduction, productivity growth and social cohesion. As a result, government and development partners have included the promotion of employment and decent work in their strategic agenda. However, employment promotion is no simple task. The employment situation in certain country is the result of a complex interplay of many factor and policies. For example, in Malaysia, Occupational, Safety and Policy has been enforced under the Ministry of Human Resource in an effort to ensure that all its citizens and others who may be involved in its activities are in a healthy and safe work environment.

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