

Travail D cent – Fiches pratiques

Open and flexible description of what "Decent Work" means to Enabel.

Decent Work:



1. Provides a fair income or living wage that allows for a decent living standard, quality of life, and contributive capacity for social protection investments that address risks of income loss, vulnerabilities and inequalities in the labour market. ***A benchmark should be done in areas of intervention to calculate the local costs of a healthy diet, water, housing, education, healthcare, transportation, clothing, and other essential needs including provision for unexpected events (death, accident, etc.).***



2. Is in compliance with ILO international labour standards that defend basic human and labour rights, such as safe and healthy working conditions without any form of discrimination and harassment and the need for indiscriminatory, safe and healthy working conditions.



3. Is accompanied by a productive work environment stimulating outputs proportional to invested efforts and contributing to inclusive and sustainable economic growth. This includes good working conditions for occupational health and safety, work security, opportunities for personal development and social protection.



4. Empowers the worker to defend his/her rights and interests through available grievance mechanisms and access to remedy without the fear of retaliation, and social dialogue - facilitated by trade unions through collective bargaining and freedom of association - and mechanisms of conflict prevention and management of conflict resolution.



Open and flexible description of what “Decent Job” means to Enabel in Uganda :

'very' decent job

Fair compensation in terms of professional and educational background of the employee and economic activity/ fair salary/ fair income

- Capacity to afford food, water, housing, education, healthcare, transport, clothing and other essential needs (for each member of the family) including provision for unexpected events
- Increase in earning in line of the economic situation, performance reports, experience, etc.
- Written contract with employer or licence for self-employed (formal)

In respect to ILO Standards

- Decent working time (if overtime need to be compensated within local limit)
- Prevention of forced labor, child labor, exploitation by the intermediaries
- Good work/life balance (including activities for staff wellbeing)
- Safe and healthy working conditions (PPE, assistive technology, etc.)
- Equal and fair treatment without any form of discrimination, harassment, coercive and abusive acts
- Provision of occupational and personal development opportunities (trainings)
- Training for safety, health and working conditions
- Ensuring social integration at the work place
- Available grievance mechanisms, access to remedy without the fear of retaliation, effective and timely measures taken by the employer

Social security

- Access to pension scheme
- Access to healthcare
- Compensation for injuries at work and workplace accidents
- Social protection support (e.g. cash income support)
- Paid sick leaves/ annual leave / maternal-paternal leave

Social dialogue

- Freedom of association (collective bargaining - union membership)
- Tripartite consultation in case of conflict



Open and flexible description of what “Decent Job” means to Enabel in Uganda :

decent job



Fair compensation/ fair salary/ fair income

- Minimum capacity to afford nutritious food, water, housing, education, healthcare, transport, clothing and other essential needs (for each member of the family) including provision for unexpected events
- (Mutual) full understanding of terms of (self-)employment



In respect to ILO Standards:

- Decent working time as per mutual agreement
- No worst forms of child labour, no forced labour
- Safe and healthy working conditions
- Equal and fair treatment without any form of discrimination, coercive and abusive acts
- Available grievance mechanisms, access to remedy without the fear of retaliation, effective and timely measures taken by the employer



Social security

- Access to healthcare
- Compensation for injuries at work and workplace accidents
- Sick leaves / annual leave/ maternal-paternal leave



Social dialogue

- Freedom of association (collective bargaining - union membership)
- Tripartite consultation in case of conflict



Open and flexible description of what “Decent Job” means to Enabel in Uganda :

not decent job

Not fair compensation / not fair salary/ not fair income

- No capacity to afford nutritious food, water, housing, education, healthcare, transport, clothing and other essential needs (for each member of the family) including provision for unexpected events
- Lack of informed consent of terms of employment

Not in line with ILO International Labor Standards

- Forced labour, child labour
- Lack of occupational health and safety, precarious working conditions
- Discrimination, harassment, abuse
- No grievance mechanism and/or no access to remedy due to its absence or fear of retaliation

Social security

- Lack of access to healthcare
- No paid sick leaves/ annual leave / maternal-paternal leave

Social dialogue

- No freedom of association (collective bargaining - union membership)
- Lack of tripartite consultation in case of conflict

On the basis of these criteria, a rating system could be established in order to be able to more easily assess the "level of decency" of a job. A scale of 1 to 4 for each criterion is considered. The possibility of ticking "not applicable" would be provided for, so that this rating system could be suitable for both salaried work and self-employment.

Worst forms of child labour and any type of forced labour constitute the exclusion criteria for decent job rating system.



Open and flexible description of what “Decent Employer” means to Enabel in Uganda :

decent employer



- Gives a fair compensation to his employee (living wage) for them to be able to afford food, water, housing, education, healthcare, transport, clothing and other essential needs (for each member of the family) including provision for unexpected events
- Increase the wage of his employees in line of the economic situation, performance reports, experience, etc.
- Gives a written contract to his employees



With respect to ILO International Labor Standards, the enterprise provides:

- Decent working time (if overtime need to be compensated within local limit)
- Good work/life balance
- Safe and healthy working conditions (PPE, assistive technology, etc.)
- Equal and fair treatment without any form of discrimination, coercive and abusive acts
- Provision of occupational and personal development opportunities (trainings)
- Ensuring social integration at the work place
- Available grievance mechanisms, access to remedy without the fear of retaliation, effective and timely measures



Gives acces to social security

- Access to pension scheme
- Access to healthcare
- Compensation for injuries at work and workplace accidents
- Paid sick leaves/ annual leave / maternal-paternal leave



Engages in social dialogue

- Freedom of association (collective bargaining - union membership)
- Tripartite consultation in case of conflict

