

Measuring decent work through an instrument aligned with sustainable elements

Medir el trabajo digno mediante un instrumento alineado con elementos sostenibles

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Abstract	Resumen
<p>Based on the theoretical construct of Decent Work, defined as that dignified and productive work that is generated in conditions of freedom, equity, security and dignity, in which rights, wages and integrity of the personnel who execute it, are protected (OIT, 1999) and, which is also considered an auxiliary tool to advance equality and the promotion of full working conditions, a methodological design was carried out to build a practical instrument to measure levels by means of which, given the perception and experience of the of middle and lower ranks workers have on those elements, that those who hold positions of higher ranks in organizations do know in depth, this, in order that, given the approval of being companies or organizations that have programs endorsed by national legislation and attending to international suggestions, such as the Agenda 2030, a diagnosis can be made so that the implementation of management strategies in this regard is effective and the gaps of discrimination and inequality that may exist, are minimized. For this purpose, it is based on the premise that organizations do consider the elements of decent work, so it will be observed the consolidation that is in reality, to avoid probable injustices in labor matters. The construction of the instrument is described from the stages of theoretical formulation, its validity and objectivity to support that it is a useful research tool in the measurement of sustainable parameters, since legislative elements are aligned with the provisions of Sustainable Development Goal 8, which promotes decent work through specific aims.</p>	<p>Con base en el constructo teórico de Trabajo Decente, definido como aquel trabajo digno y productivo que se genera en condiciones de libertad, equidad, seguridad y dignidad, en el que se protegen los derechos, el salario y la integridad del personal que lo ejecuta (OIT, 1999) y, que además se considera una herramienta auxiliar para avanzar en la igualdad y la promoción de condiciones plenas de trabajo, se realizó un diseño metodológico para construir un instrumento práctico de medición de niveles mediante el cual, dada la percepción y experiencia de la de trabajadores de mandos medios y bajos tienen sobre aquellos elementos, que quienes ocupan cargos de mayor jerarquía en las organizaciones sí conocen a profundidad, esto, con el fin de que, dada la aprobación de ser empresas u organizaciones que cuentan con programas avalados por la legislación nacional y atendiendo a sugerencias internacionales, como la Agenda 2030, se pueda realizar un diagnóstico para que la implementación de estrategias de gestión al respecto sea efectiva y las brechas de discriminación y desigualdad que puedan existir, se minimicen. Para ello, se parte de la premisa de que las organizaciones sí consideran los elementos del trabajo decente, por lo que se observará la consolidación que se tiene en la realidad, para evitar probables injusticias en materia laboral. Se describe la construcción del instrumento desde las etapas de formulación teórica, su validez y objetividad para sustentar que es una herramienta de investigación útil en la medición de parámetros sustentables, ya que los elementos legislativos están alineados con lo establecido en el Objetivo de Desarrollo Sostenible 8, que promueve el trabajo decente a través de metas específicas.</p>
Decent work, Injustices, Labor matters	Trabajo decente, Injusticias, Materia laboral

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Introduction

At the international level, the issue of decent work is fundamental, since having productive employment allows to generate income that provides security for society and development for enterprises, state and isolation. Facing the planet a pandemic such as that caused by COVID-19, the economy is affected even more, and therefore improvement strategies have been implemented within the work contexts in order to promote and rescue their organizations, from the position in which they were coupled and with the circumstances they face today (OIT, 2021).

The International Labour Organization - ILO-, in conjunction with the International Monetary Fund -IMF-, the Organization for Economic Cooperation and Development -OECD-, as well as the United Nations -UN-, through the suggestions provided by the Sustainable Development Goals -SDG, s- of the Agenda 2030, work together and independently, urging the spread of productive jobs that increase the prospects for the personal and professional society development. Programs and objectives are established in order to promote sustainable economic growth by giving opportunity to the inclusion and eradication of diverse deficiencies (OIT, 2021).

Mexico does not exempt itself from the situation that nations face; workers live unfair labor situations due to lack of good communication and implementation of strategies that have a favorable impact on companies and therefore their employees. There are laws, standards and guidelines that companies do not apply effectively, avoiding quality of life and economic growth due to the lack of good personnel management (OIT, 2013).

Against this background, an adjustment is necessary to cause the alignment of the elements of decent work contemplated in legislation and, those emanating from international suggestions through organizations such as the UN, based on the comprehensive attention of workers, observation and recommendation in case of unethical actions or labor impartiality, reorientation to administrative behaviors or omissions in terms of normativity, monitoring of equal labor value and non-discrimination.

It is important to converge areas of opportunity within labor contexts, where the problems faced by organizations are analyzed individually, reporting through measurement instruments a solution that facilitates the vision of the situation of affectation to Mexican organizations, making decisions with social responsibility aligned with decent work and economic growth. It is important to converge areas of opportunity within labor contexts, where the problems faced by organizations are analyzed individually, reporting through measurement instruments a solution that facilitates the vision of the situation of affectation to Mexican organizations, making decisions with social responsibility aligned with decent work and economic growth.

To achieve this purpose, a pre-operative study is presented for a diagnosis, in which the objective is to design a measurement instrument for the evaluation of the elements that denote decent work within the organizations based on international and national suggestions and regulations, to provide strategic guidelines in Mexican organizations and, in turn, information to the instances that influence the reforms and management of public policies.

Theoretical basis

During the United Nations General Assembly in 2015, the four pillars of the Decent Work program: (1) job creation, (2) social protection, (3) rights at work and, (4) social dialogue, became the elements that Goal 8 of the Agenda 2030, calls for promoting sustained, inclusive and sustainable economic growth, full productive employment and decent work, as a key policy area for the ILO.

The 2030 Agenda in its goal 8 (UN, 2016), aims to drive the direction to increase productive actions for the innovation of organizations, implementing strategies for employment, strengthening the financial and safe capacity for all, protecting labor rights, promoting policies for the eradication of forced labor by putting an end to human trafficking, to progressively achieve, production and economic growth.

Granados (2011), considers that not only economic, technological and efficiency development ensure the renown of companies, since the value of human capital is fundamental for organizations to function properly, so that their skills, knowledge and applied techniques will give a prominent position to the company. In addition, Ban Ki-moon, Secretary General of the United Nations, states that economic growth alone is not enough; more must be done to empower people through decent work, support them through social protection, and ensure that the voices of the poor and marginalized are heard.

On the other hand, the Mexican Standard NMX-R-025-SCFI-2 015: Labor equality and non-Discrimination, aims to evaluate and certify the practices in terms of labor equality and non-discrimination implemented in the workplace, in addition to complying with national and international regulations on equality and non-discrimination in the workplace, social security, adequate work environment, accessibility, ergonomics and freedom of association (Gobierno de México, STPS, 2015).

The IMF (2010) declares to improve the integration of social policies with employment and national and international macroeconomic policy, with the commitment that policy priorities will produce and strengthen more and better jobs, as well as more developed economies.

The exhaustive analysis of SDG 8, suggests the perspective of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (ONU, 2016) together with the Mexican Standard NMX-R-025-SCFI-2015 on labor equality and non-Discrimination, have simultaneity with respect to the fundamental objective that is decent work or decent employment through fair income, safe working environment conditions and social protection, as well as having a workforce with the training, knowledge and skills that are necessary to carry out productive and rewarding work, which allows the full participation of society.

For Cruz (2018), the concept of quality of working life is aligned with meeting the needs of both personal and work employees. Being the satisfaction of employees a variable that comes from the union environment in which they operate, where, if it is positive, it will generate active conditions and emotions, as well as the opposite, it will cause adverse contexts. The OECD and the ILO declare the robust employment relationship as a combination to minimize inequality and solve challenges in changing labor contexts, establish better jobs by posing digital challenges and constructive labor relations avoiding economic stagnation according to the Sustainable Development Goals benefiting governments, companies, employers and worker's organizations (OIT, 2018).

In this way, the importance of integral personal growth is conceived, since together with organizational, national and international policies conceive a mixture of those personal competencies that impact on work, the work system, compliance and quality, which allows and size the quality of life (Grote y Guest, 2017).

Methodological basis

It is considered pertinent to carry out diagnoses that allow the measurement of decent development in agencies or institutions, so in its development, an information collection instrument is required that allows linking it with the suggestions issued in SDGs by the United Nations Organization (2016) in its comprehensive growth plan for society based on Sustainability.

For the construction of the instrument, a methodology with a qualitative approach is considered, using Document Analysis as a data production technique (Sutu, Boniolo, Dalle y Elbert, 2005) and, continues the formalization of construction and validation of measurement instruments according to methodology proposed by Martínez and Bednarek (2018). A descriptive report is constructed, in which it is intended to detect or identify keywords, approach, theories, hypotheses, variables and definitions that are related to a given approach (Hernández, 2014).

The methodological strategy is bibliographic, starting the report with general conceptions about decent work and national legislation, to conclude in the construction of a figurative representation of what is perceived of these and that will be used as a guide in the process of knowing the factors and other elements that intervene in this respect of global sustainable suggestions (Sutu, Boniolo, Dalle y Elbert, 2005). This representation contains the description of the main analytical categories that allow comparing, complementing or emphasizing the lack of those factors and other elements that are identified and are the basis of these descriptions.

It is divided to disseminate the achievement of this diagnosis to be developed, and in the first instance a Measurement Instrument is built that takes from a questionnaire included in the NMX-R-025-SCFI, created to obtain decent work information and, from the indicators that Sustainable Development Goal 8, in its decent development goals and, are interrelated through their own methodology (Martínez and Bednarek, 2018), exposed in this document and validated based on the proposal of Hernández (2018), for the creation of a practical, specific instrument that can be considered within rapid audits of personnel with medium and descending ranks.

Stages for the construction of the instrument

They planned stages that served as a guide; for practical purposes of dissemination, they are summarized as:

1. Conceptualization of decent work according to Sustainable Regulations.
 - a. Identification of normative elements of decent work.
2. Overview of measurable elements suggested by international organizations.
 - a. Identification of criteria and indicators of decent work practices in the context of Sustainable Development.

3. Construction of figurative representation of descriptive elements to support bases for further research.
4. Construction of the measurement instrument based on decent work and sustainability research lines.
5. Validation of the measuring instrument through research criteria.

Results

To achieve this objective, a platform based on the review of the specialized literature on decent work legislation in the country is necessary, relating it to the promotion of inclusive, sustainable economic growth, productive employment and decent work itself in order to identify and design the necessary indicators, factors and elements, extending this literal review. towards foros mundiales that promote actions based on sustainability and in general, to the conservation and recovery of the environment, so the provisions of elements that are integrated into those previously identified were considered, such is the case of Sustainable Development Goal 8 (ONU, 2016).

The result of this literary study is the basis that allowed the creation of a measurement instrument that will be used in the search for the formalization of fieldwork to evaluate and provide strategic guidelines for the offer of decent work in Mexican organizations.

Stage 1. Conceptualization of decent work according to Sustainable Regulations:

Based on the theory analyzed, decent work, is considered for the object of this study, as: “construct that influences at the promotion of economic, social policies to provide a balanced development in the workplace, presenting the dialogue between actors as a management mechanism, for the relationship between work and sustainable development”.

Regarding the identification of important elements that influence decent work and its monitoring and evaluation, it is considered a particular Objective, emanating from the SDGs, considering that organizations must be immersed in Social Responsibility and Sustainability, and which, in the future, will be recognized as a criterion:

(8) Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

To consider itor within the basis for the construction of a measurement instrument, the goals and indicators are described, with an orientation towards the construct of the study; this work has been concentrated in Table 1, presented below:

Sustainable Criterion: Promote sustainable economic growth, full and productive employment and decent work for all	
8.2	Achieving higher levels of economic productivity through diversification, technological modernization and innovation, including by focusing on high value-added and labour-intensive sectors.
	Annual growth rate of real GDP per person employed.
8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and foster the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services.
	Percentage of informal employment in the non-agricultural sector, by sex.
8.4	Progressively improve the efficient production and consumption of global resources by 2030, decoupling economic growth from environmental degradation, in line with Programmes on Sustainable Consumption and Production Patterns, starting with developed countries.
	Domestic material consumption in absolute terms, domestic material consumption per capita and domestic material consumption per GDP.
	Material footprint in absolute terms, material footprint per capita and material footprint per GDP
8.5	By 2030, achieve full and productive employment and decent work for all women and men, including youth and persons with disabilities, as well as equal pay for work of equal value.
	Average hourly earnings of male and female employees, broken down by occupation, age and persons with disabilities.
	Unemployment rate, disaggregated by sex, age and persons with disabilities.
8.6	By 2020, significantly reduce the proportion of young people who are not employed, educated or trained.
	Proportion of young people (aged 15-24) not in education, employment or training.

8.7	Take immediate and effective measures to eradicate forced labor, end contemporary forms of slavery and trafficking in persons, and ensure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and by 2025, end child labor in all its forms.
	Proportion and number of children between 5 and 17 years of age engaged in child labor, broken down by sex and age.
8.8	Protect labour rights and promote a safe and secure working environment for all workers, including migrant workers, in particular migrant women and people in precarious employment.
	Level of national compliance with labour rights (freedom of association and collective bargaining) as provided by International Labour Organization (ILO) textual sources and domestic legislation, disaggregated by sex and migration status.
	Frequency rates of fatal and non-fatal occupational injuries, disaggregated by sex and immigration status.
8.10	Strengthen the capacity of domestic financial institutions to promote and expand access to banking, financial and insurance services for all.
	Proportion of adults (15 years of age and older) who have an account with a bank or other financial institution or mobile money service provider.
8b	By 2030, develop and implement a global strategy for youth employment and implement the International Labour Organization's Global Jobs Pact.
	Existence of an organized and ongoing national strategy for youth employment, either as a stand-alone strategy or as part of a national employment strategy.

Table 1 Identification of SDG 8 targets / indicators leading to decent work
Source: Own elaboration

Stage 2. Identification of normative elements in Mexico, based on decent work.

The analysis of the literature on decent work guides the labor aspect in the mitigation of impacts on workers; for the purposes of this study, within the legislative framework in Mexico, the basis for identifying indicators are elements extracted from the tool used in NMX-R-025-SCFI, in a questionnaire format, which in its application and analysis, are involved: the Management and Gender Equality System and the Subcommittee on Help and Prevention of Conflicts of Interest.

Table 2 shows a selection of elements emanating from the questionnaire that in its original format contains 40 items to be assessed on a 7-level Likert scale, focused on the analysis of decent work: employment, labor law, social dialogue, security and social protection. Once the elements sought by the sustainable criterion 8 have been analyzed, this re-classification tends to capture information aimed at the relationship of the axes considered:

Fair salary according to the effort made
The hours dedicated to employment, is within regulations
Working conditions are within Regulations
Receive training to improve job functions
Employment provides economic and job stability
Medical assistance, disabilities are granted; Occupational safety
Receive benefits that include rest, obligatory and voluntary economic bonuses
Personal integrity is respected, valued by all members of the organization
There is discrimination because of physical and mental conditions of people
Has suffered harassment within the organization
Respect for Human Rights is considered
There is a harmonious work environment; Senior Management listens to opinions and these are free
There is a close and cordial relationship with the trade unions

Table 2 Normative Elements in Mexico in relation to decent work
Source: Own elaboration based on NMX-R-025-SCFI

Stage 3. Matrix presentation of the international and national axes on decent work

In this stage, the information obtained from the literary analysis carried out is concentrated and, presented in a relationship matrix, which shows the indicators that impact the criterion statable (Table 3):

Sustainable criterion: SDG 8		Policy elements on decent work
8.2	Diversification, technological modernization and innovation, intensive use of labor.	Working conditions are within regulations
		There is discrimination because of people's physical and mental conditions.
		Receive benefits that include rest, obligatory and voluntary economic bonuses
		Medical assistance, disabilities are granted; Occupational safety

8.3	Development-oriented policies, decent job creation, entrepreneurship, creativity and innovation; promoting micro, small and medium-sized enterprises, access to financial services	Receive training to improve job functions
		Respect for Human Rights is considered
		There is a close and cordial relationship with the trade unions
8.5	Full and productive employment and decent work for all women and men, including youth and persons with disabilities; Equal pay for work of equal value	Fair salary according to the effort made
		The hours dedicated to employment, is within regulations
		Working conditions are within regulations
		Receive training to improve job functions
		Employment provides economic and job stability
		Medical assistance, disabilities are granted; Occupational safety
		Receive benefits that include rest, obligatory and voluntary economic bonuses
		Personal integrity is respected, valued by all members of the organization
		There is a harmonious work environment; Senior Management listens to opinions and these are free
8.6	Reduce the proportion of young people who are not employed, educated or trained	Fair salary according to the effort made
		The hours dedicated to employment, is within regulations
		Working conditions are within regulations
8.7	Eradicate forced labour, end slavery, human trafficking and child labour	Receive training to improve job functions
		Working conditions are within Regulations
8.8	Labour rights and safe working environment, including migrant workers, migrant women and people in precarious employment	Fair salary according to the effort made
		Working conditions are within regulations
		Medical assistance, disabilities are granted; Occupational safety
		There is discrimination because of people's physical and mental conditions.

		Has suffered harassment within the organization
		Respect for Human Rights is considered
		There is a close and cordial relationship with the trade unions
8.10	Improving and expanding access to banking, financial and insurance services for all	Employment provides economic and job stability Receive benefits that include rest, obligatory and voluntary economic bonuses
8b	Youth employment strategies and implementing the ILO Global Jobs Pact	There is a close and cordial relationship with the trade unions

Table 3 List of elements of decent work at the national and international levels
Source: Own elaboration

Once the relationship between the national elements that are evaluated in national organizations and the international suggestions emanating from SDG 8 (UN, 2016) is confirmed and specified, the information is reorganized that will allow the construction of a practical tool, easy to apply and analyze.

Stage 4. Construction of the measurement instrument based on decent work and sustainability research lines

Based on the previous stages, seeking to influence the promotion of economic and social policies to provide balanced development in the workplace through dialogue, an instrument is built that measures the employee-organization interaction and closely includes the relationship with government policies.

DECENT WORK MEASUREMENT AND MONITORING													
NAME:	DATE:												
DEPARTMENT:	MEASUREMENT: _____ MONITORING: _____												
Instructions: To each statement presented, as perceived by experience and daily coexistence, express in the indicated box with the value that you consider closest, respecting the marked range. If any item you consider is not at the minimum level expressed, omit your answer and if you consider it pertinent, in the field of observations you can contemplate a brief comment on the omission (s).													
EXAMPLE: Fair wage according to the effort made:													
<table><tr><td>Enunciados para medir el Trabajo Decente en mi organización:</td><td colspan="3">Escenario Laboral</td></tr><tr><td></td><td>Preparado (61-75)</td><td>Competente (76-90)</td><td>Consolidado (91-100)</td></tr><tr><td>Salario justo de acuerdo con el esfuerzo realizado</td><td></td><td>80</td><td></td></tr></table>		Enunciados para medir el Trabajo Decente en mi organización:	Escenario Laboral				Preparado (61-75)	Competente (76-90)	Consolidado (91-100)	Salario justo de acuerdo con el esfuerzo realizado		80	
Enunciados para medir el Trabajo Decente en mi organización:	Escenario Laboral												
	Preparado (61-75)	Competente (76-90)	Consolidado (91-100)										
Salario justo de acuerdo con el esfuerzo realizado		80											

(if I consider my salary to be good, but I also think I could, according to my ability be a percentage up, I can give it an 80 as a value, then I select the Competent box, since it is in that range and, I place for election 80).

Statements to measure Decent Work in my organization:	Labor Scenario		
	Prepared (61-75)	Competent (76-90)	Consolidated (91-100)
Fair salary according to the effort made			
The hours dedicated to employment, is within regulations			
Working conditions are within Regulations			
Receive training to improve job functions			
Employment provides economic and job stability			
Medical assistance, disabilities are granted; Occupational safety			
Receive benefits that include rest, obligatory and voluntary economic bonuses			
Personal integrity is respected, valued by all members of the organization			
There is discrimination because of physical and mental conditions of people			
Has suffered harassment within the organization			
Respect for Human Rights is considered			
There is a harmonious work environment; Senior Management listens to opinions and these are free			
There is a close and cordial relationship with the trade unions			
FOR THE EXCLUSIVE USE OF THE APPLICATOR:			
TOTAL			
Remarks:			
THANK YOU FOR YOUR PARTICIPATION			

Source: Own elaboration

Regarding the levels associated with the perception of the respondent, it refers to three that denote degree of acceptance and advanced degree of compliance, that is, a medium-low level is not presented, since it is based on the premise of contemplating the elements of decent work, verifying alignment with SDG 8 and, the correct execution of the same for the decision making that contributes to the improvement of each element observed.

Simultaneously to the qualitative interpretation of the results, these levels allow to build a graph of general acceptance of the company / organization, when contemplating quantitative values, since the response of the employee must be the numerical connotation that perceives that element deserves and that goes in the indicated range that goes from 61-75, 76-90 or, from 91-100.

CONSOLIDATED (91-100): There is company-government collaboration through public policies based on decent work.

COMPETENT (76-90): Promotes within the managerial strategies, the implementation of decent work programs.

PREPARED (61-75): Complies with decent work elements promoted by national regulations and UN suggestions through the fulfilment of SDG 8.

The instrument is elaborated considering that the organizations fight and cooperate with national agencies and attend to international suggestions, however, the omissions presented and therefore the injustices in which the collaborators are immersed are evident; Given this fact, it is intended to qualify the level of consolidation that exists in all the ranks of an organization, and not only to demonstrate that in the organization they are carried out by response of the middle and high ranks.

Stage 5. Validation of the measuring instrument through research criteria

The instrument built in diagram format, allows to measure individually the knowledge and understanding of reality that is perceived through the collectively valued experience, generating a representation of the level of work that is lived in a company or organization. Being able to implement this instrument for research purposes requires its validation. This test has been endorsed in the proposal to establish acceptance criteria: validity and objectivity (Hernández, 2014) and offering its implementation in field study, as a line of applied research.

Validity

To denote the validity of an instrument created for research, elements of content construct, criteria and expert opinion are checked (Hernández, 2014).

Construct validity

The definition of Decent Work is formalized, which is analyzed according to the purpose pursued and elements such as:

- Reflective capacity, which infers individual acceptance and understanding in favor of a collective construct.
- Levels, express ranges according to the acceptance shown by the workers surveyed.
- SDG, which is expressed through individual actions and collective strategies, to promote in a transversal way.

Content validity

The literary foundation focuses on the purpose of decent work with reference in Mexican legislation, as well as on the suggestions made by the UN through SDG 8; this also guides the measurement of representative levels. Given this evaluation, the parameters are obtained, which denoted an analytical exercise that allowed to observe that in reality what is intended to be measured is measured.

Criterion validity

To check the effectiveness of measuring the demonstrated levels, the possibility of applying the instrument in an organization is created to observe the practicality in the understanding and interpretation of the analysis carried out by the researchers. The participation and endorsement of the assumptions presented according to the operation of the instrument is positive, considering suggestions and guidance in updated and relevant processes, provided by the literature on the subject.

Objectivity

The objectivity of the diagram constructed in two senses is analyzed, the literary foundation, which is supported by the description of decent work, in which the implementation of SDG 8 is observed and, the evidence of methodological rigor in its construction and validation, so that Basing the literature on this, expresses objectivity by verifying that there is no research tendency or bias.

Conclusions

It considered aligning, identifying and designing a compatible, simple and easy-to-apply instrument, which identifies quantitatively and qualitatively, indicators, factors and elements related to decent work and NMX-R-025-SCFI-2015 so that later, it serves as a diagnosis from which decisions emanate. Presenting a measurement instrument under a line of research based on the sustainability of decent work, pursues a search for synchrony with the legality referred to the right of workers within the development and progress of society and organizations, to promote benefits within a productive environment.

Due to a prominent neglect that has caused in the country, loss of jobs, deficient orientation and occupational training and, a series of labor abuses (Segovia, 2014), resources have permeated oriented to the acquisition of technical-professional competences, which evidenced skills, abilities, coordination, adaptation, among others, by employees, concentrating these on diagnoses that express vulnerability, strengths but also areas of opportunity to achieve environments conducive to integral development, a fact that promotes the relevance of studies to support the bases of a measurement instrument that allows evaluating the international and national elements that promote decent work.

The social and labor impact of this study denotes an evaluation where parameters of legal and vulnerable action are established and allows organizations to conduct themselves under strategies that cover needs identified with the guide of values and principles, without losing the organizational vision (Sánchez y Calderón, 2012).

The effort to achieve the fulfillment of sustainability goals within Mexican companies and organizations has expanded based on the perception of employees of the treatment received in an integral manner and the way in which they seek to integrate labor strategies and social and economic welfare. In this way, information about decent work provides alternative solutions not only in the integral management of the employee, but also foresees the environmental and social elements, to integrate the information into management strategies in favor of general welfare without sacrificing conditions of profitability.

It is concluded from this study that there are fundamental elements that should directly influence the strategic plans of companies, in order to monitor and evaluate specifications of legislation and global agreements based on labor supply in a timely manner. The construction of a measuring instrument promotes a culture for the allocation of reliable elements, validated to conduct research and to endorse quantitative results derived from everyday observations.

The foundation that this study provides, becomes a reliable information parameter for the objective. Based on methodological rigor, it is concluded that the objective of this study provides, based on the premise that organizations do consider the elements of decent work, a well-founded and validated instrument that promotes knowledge aligned with sustainable principles by all members of an organization and, it is possible in its application, demonstrate that it punctually fulfils the values pursued by decent work.

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