

## ANNEX I. THE ACTION

### 1. DESCRIPTION

#### 1.1 Title

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**Monitoring and Assessing Progress on Decent Work in Developing Countries (MAP)**

#### 1.2 Location(s)

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Country(ies), region(s), town(s)

**Global project with concentration in the following pilot countries:**

	Asia	Africa	Americas	CIS and Central Asia
Low income	Bangladesh Vietnam	Niger Zambia		
Lower middle income	Indonesia		Peru	Ukraine
Upper middle income	Malaysia		Brazil	Russia

NB: Pilot countries may be changed or increased on the basis of joint agreement between the EC and ILO.

#### 1.3 Summary

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Duration of the action	48 months
Objectives of the action	<p>Overall objective: the realisation of decent work as a contribution to social justice and reducing poverty and income inequality in developing and transition countries.</p> <p>Specific objective: the development – in support of the global decent work policy agenda – of a global methodology to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work.</p>
Target group(s) <sup>1</sup>	Government agencies, workers' organisations, employers' organisations, national statistical offices, and research institutions involved in data collection and analysis.

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<sup>1</sup> "Target groups" are the groups/entities who will be directly positively affected by the project at the Project Purpose level

Final beneficiaries <sup>2</sup>	All women and men engaged in the labour force, especially those without access to decent work and with earnings below the poverty line.
Estimated results	The production of a global methodology to self-monitor and self-assess progress towards decent work will strengthen the capacity of target groups to establish benchmarks for measuring progress towards decent work, and will make it possible for actors of social dialogue to formulate coherent policies that better promote decent work for all women and men in the labour force.
Main activities	<ul style="list-style-type: none"> <li>▪ Identification of country-specific decent work indicators</li> <li>▪ Improvement of statistical instruments (questionnaires, sample design and estimation procedures)</li> <li>▪ Collection of statistics related to decent work indicators</li> <li>▪ Improvement of coordination between national level producers and users (including policymakers) of decent work statistics</li> <li>▪ Empirical analysis on the determinants of trends in decent work</li> <li>▪ Training on self-monitoring and self-assessing of decent work</li> <li>▪ Tripartite dialogue to discuss policy implications at country level</li> <li>▪ Regional workshops for disseminating methodology and results</li> <li>▪ Support global and regional databases</li> <li>▪ Maintain global website and database to disseminate results</li> <li>▪ Global conference to raise global awareness on decent work indicators</li> <li>▪ Global manual on self-monitoring and self-assessing decent work</li> <li>▪ Toolkit to mainstream decent work in EC development cooperation</li> </ul>

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<sup>2</sup> “Final beneficiaries” are those who will benefit from the project in the long term at the level of the society or sector at large

## 1.4 Objectives

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**The overall development objective of the project is the realisation of decent work as a contribution to social justice and poverty reduction in developing and transition countries.** Decent work is a joint objective of the International Labour Organisation (ILO) and the European Union (EU). Since 1999 the promotion of decent work, defined as “productive work in conditions of freedom, equity, security and human dignity”, has become the main objective of the ILO. The 2008 *ILO Declaration on Social Justice and a Fair Globalization* reaffirmed the commitment of Member States to promote decent work based on the four equally important strategic objectives, namely promoting employment, developing and enhancing measures of social protection (social security and labour protection), promoting social dialogue and tripartism, and respecting, promoting and realizing the fundamental principles and rights at work. In recent years, the objective of decent work has been consistently highlighted in EC and EU policy statements. The *European Consensus on Development* indicated that “the EU will contribute to strengthening the social dimensions of globalization, promoting employment and decent work for all” and that “the Community will promote decent work for all in line with the International Labour Organisation agenda”. Various communications have also highlighted that the EC support for decent work is a means to promote European values and a European model of development which combines economic competitiveness and social justice.

Decent work has become a widely shared goal, beyond the ILO and the EU. Developing and transition countries have endorsed the objective of decent work and have developed (or are in the process of developing) their own country-owned decent work strategies. International endorsement of the decent work objective was also expressed at the 2005 World Summit, where Heads of State resolved to make the goals of full and productive employment and decent work for all “a central objective of our relevant national and international policies as well as our national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals”. The 2006 Ministerial Declaration of the UN Economic and Social Council (ECOSOC) also underscored the importance of decent work and called for the whole multilateral system to mainstream the goals of full employment and decent work in their policies, programmes and activities. EuropeAid is actively contributing to raise awareness and enhance understanding of decent work and employment concepts among all EC delegations in the world.

**The specific immediate objective of the project is the development – in support of the global decent work policy agenda – of a global methodology to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work.** This methodology is a necessary step towards the realisation of decent work. The 2008 *ILO Declaration on Social Justice and a Fair Globalization* encourages Member States to consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made”. Such indicators and statistics will make it possible for policy makers, social partners, academics and the general public to know how their country is performing, and to understand and evaluate the effects of different policy combinations. The proposed global methodology will use a selection of decent work indicators identified through a tripartite expert meeting held at the ILO in September 2008, and use them in at least 10 pilot countries. Based on the experience in pilot countries, the methodology will then be disseminated at the global level. The project will be

designed in such a way as to fully take into account the characteristics and diverse nature of the economic and social situations of all the countries covered, recognizing the importance of country-ownership and national circumstances and priorities.

## **1.5 Justification**

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### ***1.5.1 Relevance of the action to the objectives and priorities of the programme***

The EC new thematic programme called INVESTING IN PEOPLE (2007-2013) establishes a financing instrument to promote a broad-based approach to development. In the fourth pillar (“Other aspects of human and social development”), the programme’s first component aims at “promoting social cohesion, employment and decent work”. The programme also states that “many of the activities should be implemented in partnership with the ILO and/or other appropriate partners”. The present project is in line with this programme’s objective of “concentrating on developing methods to monitor and assess progress on employment, decent work and social cohesion in EC’s partner countries, identifying good practice and supporting a global policy dialogue between governments, social partners and other relevant stakeholders operating in this area”. The project also responds to the overall programmes’ objective to support “supplementary action designed to underpin country and regional programmes” and to “support and shape the policy agenda for global initiatives of direct benefit to the EC’s partner countries”. The project was also designed to fit with the objective of the INVESTING IN PEOPLE programme to provide “a global platform for identifying and exchanging experience, innovation and best practice between countries facing similar social and human development challenges as with countries at different levels of development”, while at the same time responding to the expectation that projects should be creative.

### ***1.5.2 Identification of perceived needs and constraints in the target country/ies, in particular in the region(s) concerned.***

There is an urgent need in the target countries for a sound methodology for self-monitoring and self-assessment of progress towards decent work. The focus on decent work is to promote an integrated view of the quality and the quantity of employment, and ensure that these objectives are addressed and promoted together as effectively as possible. So far, a comprehensive methodology to monitor decent work in such an integrated manner has not been piloted and tested. Most of the work on the monitoring of labour markets remains heavily focused on the quantity of employment only.

As was emphasized in a report of the ILO Director-General in March 2008 (GB.301/17/6), the ILO has already undertaken a significant amount of research into various methods of measuring the different dimensions of decent work. In particular, the ILO has: (i) carried out tests of some of the proposed indicators in pilot countries, leading to a seminar on the use of labour force surveys for their collection; (ii) undertaken several thematic and regional compilations of statistics and statistical indicators for measuring dimensions of decent work; (iii) carried out pilot experiments in measuring some of the qualitative aspects of decent work; (iv) established a task team to consolidate the various proposals for relevant indicators into an integrated set; (v) published a special issue of the *International Labour Review* in 2003 devoted to measuring decent work; (vi) collaborated with the United Nations Economic Commission for Europe (UNECE), EUROSTAT and the European Foundation for the

Improvement of Working and Living Conditions, as well as with Statistics Canada to develop measures of the quality of employment, which encompasses some of the dimensions of decent work.

This work has culminated in a tripartite expert meeting held at the ILO in Geneva, on September 8-10, 2008, where participants – including members of employers’ organisations, workers organisation, governments, and independent academics – agreed on a list of “main decent work indicators”. These include the following (classified here under the four strategic objectives of decent work). In addition to these indicators, the group of experts identified a number of “additional indicators” and some “candidates for future inclusion”.

**Table 1: List of “main decent work indicators”**

<b>Elements of the Decent Work Agenda</b>	<b>Indicators</b>
Employment Opportunities	<ol style="list-style-type: none"> <li>1. Employment-to-population ratio</li> <li>2. Unemployment rate</li> <li>3. Youth not in education and not in employment</li> <li>4. Informal employment</li> <li>5. female share of employment</li> </ol>
Social Protection	<ol style="list-style-type: none"> <li>6. Working Poor</li> <li>7. Low Pay Rate (below 2/3 of median)</li> <li>8. Excessive Hours</li> <li>9. Number and wages of casual/daily workers</li> <li>10. Occupational Injury Rate</li> <li>11. Public Social Security Expenditure</li> <li>12. Share of population at and above 65 benefitting from a pension</li> </ol>
Social Dialogue, workers and employers’ representation	<ol style="list-style-type: none"> <li>13. Union density rate</li> <li>14. Enterprises to employer organisation</li> <li>15. Collective bargaining coverage rate</li> </ol>
Fundamental Principles and Rights at Work	<ol style="list-style-type: none"> <li>16. Child labour</li> <li>17. Occupational segregation by sex</li> <li>18. Indicator for FRPW (FoA and CB) to be developed by the ILO</li> </ol>

The successful development of a methodology to measure progress towards decent work will seek to address needs and constraints in at least three distinct areas:

*Decent work indicators:* a list of core indicators will be selected among the above list of main decent work indicator during the initial phase of the project and proposed for use at the country level. At the same time, decent work indicators should also reflect country-specific circumstances and priorities. Therefore, in the context of this project, it is proposed that the list of core indicators will be examined at the national level in pilot countries, with a view to ensure that these indicators are relevant and with a view to possibly complement the list of core indicators with some additional indicators (i.e. chosen among the broader list of “additional indicators” identified by experts during the tripartite meeting in September 2008) to reflect national circumstances.

*Data collection:* Although many developing and transition countries collect some relevant statistics for monitoring and assessing progress towards decent work (much of which often remains unpublished), it is essential for developing and transition countries to improve their statistical instruments (such as labour force surveys and other household surveys or enterprise surveys) and upgrade their capacity to collect statistics in line with the identified decent work indicators. A recent EC funded project run by the ILO on the development of decent work indicators in two countries (Philippines and Uganda) suggests that a special effort is needed for improving administrative databases, such as administrative records in ministries or labour inspection services. Few researchers have experience with this kind of data, which are often incomplete and call for statistical methods to fill in missing values. Overall, there is therefore a need to develop a set of guidelines on how to collect more comprehensive decent work statistics and how to broaden national labour force surveys into “decent work surveys”.

*Integrated policy analysis of decent work:* To be useful for policy-making, trends need to be identified and the data must be interpreted and correlated with policy variables, including in particular labour market policies and institutions (such as minimum wages or collective bargaining) as well as economic policies (such as macroeconomic policies). As we have already emphasized, the value added of the concept of decent work is that it encapsulates an integrated approach, ensuring that the quality and quantity of employment are addressed and analysed together. Only with such an integrated approach does it become possible to take into account the cumulative effects and the interactions between various dimensions of decent work, and to determine how different policies, or overall policy coherence, affect decent work in different sectors or regions. Identified policy options must be consistent with public budget spending (including external aid) and can then be evaluated and planned on the basis of their effect on the overall welfare of economically active persons.

### ***1.5.3 Description of the target group(s) and final beneficiaries and estimated number***

The present project will focus its activities on pilot countries, selected from different regions of the world. The selection of countries will not only reflect the global coverage of the project, but will also allow the project to fulfil the objective of the thematic programme INVESTING IN PEOPLE which is to provide a global platform for identifying and exchanging experience, innovation and best practice between countries facing similar social and human development challenges as with countries at different level of development.

In the pilot countries, direct recipients include government agencies (including Ministries of Labour), National Statistical Offices, research institutions involved in data collection and analysis, workers’ organisations, and employers’ organisations. Intended beneficiaries of the project are all women and men engaged in the labour force, especially those with earnings below the poverty line and without access to decent work. Indeed, the larger objective of the project is to develop a global methodology which will promote better self-monitoring of decent work outcomes in developing and transition countries world-wide. An important aspect of the project is thus the production of tools and instruments, and the dissemination of good practices, which will promote replication beyond the pilot countries covered by the project, encouraging other countries to develop their own strategies for better monitoring decent work. This should ultimately benefit all women and men engaged in the labour force throughout developing and transition countries.

***1.5.4 Reasons for the selection of the target group(s) and identification of their needs and constraints. How does the Action contribute to the needs of the target group(s) and final beneficiaries?***

The proposed pilot countries have been selected on the basis of the following criteria: 1) the selected countries should represent the experiences from all major developing and transition regions; 2) most importantly: there should be a demand for technical collaboration from the selected countries, and hence a potential for strong national ownership of the methodology for self-monitoring and self-assessing progress towards decent work; 3) the project should include countries at different stages of development, including low income countries, lower middle income countries and upper middle income countries. Ideally, but not necessarily, the selected countries should have, or be in a process of developing, a country-owned decent work strategy or a draft “decent work country programmes” (DWCP), which would provide the basis for monitoring progress towards decent work (see the appendix for a country by country selection criteria).

The needs and constraints have been identified by the target groups themselves. The Action will improve the capacity of national statistical offices and research institutions in collecting and analysing decent work statistics, and it will strengthen government, social partners and the wider stakeholders (civil society) to identify the appropriate decent work indicators and later - through social dialogue – to formulate appropriate policy recommendations which take into account priorities and constraints set by the overall public budget allocations to promote decent work for the project’s ultimate beneficiaries. Hence, all policy recommendations should be consistent with budget constraints of selected countries. This principle should apply as well when the outcome is extended to other countries. The EC is making a major effort, in line with the Paris Declaration, to ensure macro economic stability and public finance consistency when intervening with cooperation budget supports. The ILO is also making a major effort to promote overall policy coherence.

## **1.6 Detailed description of activities**

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General comment: the ILO local staff and the EC Services (HQ and Delegations) will be invited to participate in all workshops/meetings with a view to promote active collaboration and networking with and among them, in line with the strategic EC-ILO partnership. This will help the project capitalise on EC operational experiences in the field of employment and active labour market measures as well as build on ongoing activities between the ILO and the EC (for example the EUROsociAL-Employment project in latin America) and EC-funded activities which have shared goals (for example, the EC and Andean Community Project, ANDESTAD as regards harmonization of labour indicators among member countries). Delegations are in principle expected to help with the provision of key information. The establishment of systematic contacts between the ILO and EC delegations is in line with the objectives of the regional seminars between the EC and the ILO organised since 2006 (Asia 2006; Latin America in 2007; ACP in 2009). Other donors with decent work/employment-oriented interventions should also be involved and informed.

The project will involve activities in the selected pilot countries, as well as regional activities and global activities (please note that the activities listed below are not necessarily described in chronological order, i.e. some country activities may precede global activities or regional activities in some pilot countries).

### **At the global level:**

#### ***Activity 1: hold a global meeting of experts on decent work indicators***

The project will start with a global workshop involving a selected number of technical experts (statisticians, academics, and researchers) with representation from all the regions covered by the project. The purpose of the expert meeting will be i) to present and launch the project and ii) seek technical input and advice on how best to develop the global methodology for self-monitoring and self-assessing progress towards decent work. This workshop will be an opportunity to take stock of past and existing initiatives to develop decent work indicators both in international organisations and academic or research institutions, and to discuss how existing methodologies and networks may be used for the project components linked to i) statistical data collection and ii) empirical policy analysis of decent work data.

The global meeting of experts will be organised by the CTA, the project staff and the ILO, as a follow-up to the ILO tripartite meeting of experts held in September 2008 to discuss a global template of decent work indicators.

#### ***Activity 2: initiate and maintain a website and media activities on decent work indicators***

The project will increase its visibility and communication potential by establishing a website from the start of the project, and expected to be continued throughout the project, on the tools and methodologies for self-monitoring and self-assessing decent work at the national and global level. The website will include the EC logo and contain updated information and a global database on the project activities and decent work indicators. At the same time, the project will design and implement, throughout the project duration, a media strategy.

The website will be established by the project staff in HQ with the assistance of consultants and the collaboration with the ILO Communication Department.

## **In all regions:**

### ***Activity 3: hold regional workshops on decent work indicators***

The project will support multi-disciplinary workshops at regional levels with select academics and policy analysts on the concept of decent work and its analysis. This workshop will be used to launch regional “decent work networks” and to generate awareness and interest on monitoring and analysing decent work at regional level. As already pointed out, the concept of decent work is useful to move beyond the traditional employment/unemployment figures, which can be largely irrelevant in poor countries. Even in middle-income countries, people’s welfare does not only depend on whether or not people are employed but also on whether they enjoy rights, have good working conditions, and access to social security. This activity will contribute to raising awareness about decent work and to building future research capacity and ownership at the national level.

The logistical aspects of the activity will be subcontracted and the substantive input will be provided by the CTA and by ILO experts from ILO HQ, regional, sub-regional and/or country offices and experts in the regions.

## **In each of the selected pilot countries:**

### ***Activity 4: prepare background country-studies***

The project will start with an overview, in each pilot country, that will take stock of the main elements of the country’s decent work country programme (DWCP), a list of what other cooperation projects related to decent work and employment are on-going or in the pipeline for ILO, EC and other donors with a view to identify future synergies of this intervention, as well as taking stock of existing decent work statistics produced at the national level, which could be used to identify and monitor trends in decent work. These studies will provide an overview of existing survey instruments (such as labour force surveys, household surveys or other kind of surveys) as well as an overview of administrative databases, including relevant databases from ministries of labour and labour inspection services. This study will be used as background material for the next activity.

This activity will be sub-contracted to national consultants who will produce these studies under the guidance of the CTA and the regional focal points of the project.

### ***Activity 5: hold one national consultation workshop to identify decent work indicators, taking into account both international labour standards and specific country circumstances***

The project will hold a national consultation workshop in which national stakeholders will identify, jointly with ILO experts, the most relevant decent work indicators and develop a plan for national action in data collection, analysis and dissemination. Input from EC cooperation that is relevant to decent work indicators will also be welcome.

As pointed out above, general lists of possible decent work indicators related to wages, conditions of work, social security, and other dimensions already exist. However, these lists are typically very long and comprehensive. Thus, at the country level, some process of

prioritisation and selection of the most appropriate decent work indicators is required, reflecting both national ownership and feasibility.

This activity will be organised by the ILO and the project staff. A comprehensive and consolidated list of possible decent work indicators has been produced as an outcome of the ILO tripartite meeting of experts in September 2008, and will be discussed and adapted for the needs of the current project in the context of Activity 1.

***Activity 6: support national statistical offices or other relevant institutions in collecting better statistics linked to the identified decent work indicators***

Based on the decent work indicators identified at national level as well as on the recommendations for data collection, the project will support work to improve the collection of relevant decent work statistics. This can be resource-intensive, especially since statistics related to selected indicators should be representative and produced at a useful level of disaggregation (sex, age, ethnicity, region, etc...). The activities of the project will be very country-specific and will largely depend upon the existing statistical capacity of the pilot countries. Activities are likely to include the insertion of “decent work modules” into existing labour force surveys and other household surveys, establishment surveys or other instruments, and support will be proposed for the improvement of administrative record databases. Some activities will be straightforward and others will be more creative. Some issues may require special statistical methods for estimating hidden or hard-to-reach populations. Other statistics such as, say, data on the level of wages and working time for ethnic minorities may be collected through additional questions or modules that can be added to labour force surveys and other household surveys. In all cases, the objective will be to ensure sustainability of results through integration of modules or new questions into existing national statistical instruments.

This work will be subcontracted to national statistical institutes or other relevant national institutions (such as for example the Ministry of Labour, which may collect useful administrative record data). The ILO will provide its technical cooperation for this exercise, drawing on the large expertise of the ILO Policy Integration and Statistics Department, the ILO specialised programmes (such as the Conditions of Work and Employment Programme) or Departments (such as the Social Security Department) as well as Regional and Sub-regional Offices.

***Activity 7: carry out country-studies on “decent work indicators”***

On the basis of identified decent work indicators and after the collection of data by national statistical offices, each pilot country will be in a position to produce country-studies on “decent work indicators”.

Studies should include summary statistics on decent work and – when possible - highlight trends in decent work over time at the appropriate level of disaggregation (by sectors, region, age and sex of workers, etc...), as well as providing an interpretation of these trends and a discussion of the main determinants of decent work. The studies should also be undertaken with a view to formulate recommendations on how decent work statistics could be improved and, especially, on how different labour and economic policies - and overall policy coherence – can contribute to reducing existing gaps in decent work. Policy recommendations should be consistent with budget constraints of selected countries and take into account budget planning/spending alternatives. The exact methodology for country-studies will need to be

worked out at the country level, depending on what data is available. In each country, researchers will be encouraged to identify the most appropriate mix of qualitative and quantitative methods to study the determinants of decent work.

This work will be subcontracted to consultants and trained researchers from national academic or research institutions and networks, under the technical guidance of the CTA and the regional focal points, in coordination with relevant ILO departments and programmes. The subcontracted research institution is also expected to work in close cooperation with the national statistical offices and other institutions which collect the necessary data for the country-studies. It is also conceivable that in some cases, country-studies could be broken up into components, and subcontracted to various institutions including national statistical offices and separate research institutions.

***Activity 8: hold national meetings of researchers and policy makers to disseminate the results of country-studies and to determine, through social dialogue, how the results should be reflected in the national decent work strategies and/or the ILO decent work country programmes (DWCP).***

The ultimate objective of the self-monitoring and self-assessment of progress in decent work is to inform policy making. For this purpose, the statistics and the country studies will be presented to the national stakeholders, including government, employers' and workers' organizations, and civil society who will debate on how the results should feed back into policy making and how to act on the policy recommendations. The Ministry of Finance should also be involved at this meeting as public finance management and planning is crucial for the implementation of decent work integrated actions and the sustainability of outcomes. The stakeholders may also advise on how to further improve in the future the methodology used for identifying decent work indicators, producing statistics, and analysing trends. This activity is expected to contribute to higher national ownership of the decent work objective at national level and to the sustainability of the project.

This activity will be organised by the ILO and the regional focal points, under the guidance of the CTA.

***Activity 9: publish and launch country studies***

In order to raise awareness of the population at large and support a wider sense of national ownership on decent work, the country studies will be published at the national level and will be accompanied by an active media campaign to disseminate its most important results. This will include support for the production of posters, radio and television, and other materials, with the involvement of the ILO Communications Department and the Regional Offices in line with UN-EC Joint Visibility Guidelines.

This work will be subcontracted to local communication consultants or companies, under the guidance of the CTA and in consultation with the Regional Offices and the ILO Communications Department, which is in charge of promoting decent work.

**In all regions:**

***Activity 10: hold training and knowledge-sharing workshops***

An important aspect of the project is the dissemination of the results to promote replication beyond the countries covered by the project, encouraging other countries to develop their own strategies for better monitoring decent work results. The project will therefore carry out workshops in each of the regions to disseminate methodologies, statistics and experiences from pilot countries and train academics, researchers, and statisticians from countries not covered in the project. This activity will also be used to receive feedback on the proposed “global methodology for self-monitoring and self-assessment of decent work” and will contribute to reinforcing the regional decent work research networks.

This activity will be fully subcontracted, possibly to the ILO training centre.

### **At the global level:**

#### ***Activity 11: Incorporation of the decent work statistics into decent work databases***

The statistical information on key dimensions of decent work will be most useful if made available in an accessible and user-friendly format. As part of this objective, the project will provide support for the integration of country-statistics into regional databases as well as provide support for a global database on wages and conditions of work at ILO Headquarters (TRAVAIL). In addition to statistical information obtained from the project, all relevant metadata, survey questionnaires and methods and pertinent project documents would be posted on the website described under Activity 2. Existing databases would be strengthened under the project, including adding graphics and mapping functions to existing statistical data and making information available in multiple languages.

This activity will involve project staff and consultants working with the regional ILO decent work information specialists.

#### ***Activity 12: produce and publish a manual on the “global methodology to self-monitor and self-assess progress towards decent work” in support of the global decent work agenda***

The larger objective of the project is to promote better monitoring of decent work outcomes in developing countries world-wide. An important aspect of the project is therefore the dissemination of the results and the production of a global methodology, which will promote replication beyond the pilot countries covered by the project, encouraging other countries to develop their own strategies for better monitoring decent work results. This is one of the key activities of the project and will be implemented by the ILO, drawing on the experiences accumulated through all activities implemented by the present project in pilot countries. This manual will be an important future EC/ILO tool in support of decent work world-wide, will be mainstreamed within ILO activities at the country-level, and will be distributed and made available to all ILO members beyond the pilot countries.

The manual will be developed by the CTA of this project, in cooperation with regional focal points and various ILO Department and with technical inputs from both ILO and EC staff.

#### ***Activity 13: produce a toolkit for mainstreaming decent work***

On request of the EC, the project will produce a toolkit for mainstreaming decent work in social and non-social EC development cooperation projects to ensure wider /more practical dissemination of decent work indicators and the mainstreaming of decent work to the donor

community. This will be a tool for EC management and operational staff for mainstreaming decent work in the external cooperation of the EC.

This toolkit will be produced by a consultant under the supervision of the CTA and in consultation with the EC.

#### ***Activity 14: global conference on monitoring and assessing progress towards decent work***

The final activity of the project will be a global conference to present and discuss the new “global methodology for the self-monitoring and self-assessment of progress towards decent work”, seeking to raise global awareness and to determine future steps to mainstream the methodology in all decent work country programmes (DWCP). The global conference may be held in Brussels thus enabling maximum visibility for the project and ensuring accessibility for the EU member states.

The logistical part of this activity will be fully subcontracted and the substantive input will be provided by the CTA, ILO experts and EC experts.

## **1.7 Methodology**

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### ***1.7.1 Methods of implementation and reasons for the proposed methodology***

The development of a global methodology and tools to allow developing countries to self-monitor and self-assess progress towards decent work will involve several steps, as well as a dose of creativity (as emphasized in the INVESTING IN PEOPLE programme). In general terms, the methodology is to rely on recommendations on the measurement of labour statistics adopted at the International Conference of Labour Statisticians as well as international labour standards but also to take into account the characteristics and diverse nature of the economic and social situations of all the countries covered, recognizing the importance of country-ownership and national circumstances and priorities. More specifically, the methodology will involve a balance of actions at the national, regional and global level.

*At the national level, in the pilot countries:*

The project will promote a participatory approach to ensure genuine **national ownership** of the projects goals and objectives and long term sustainability. The involvement of government, workers’ representatives, employers’ representatives and civil society will help fostering social dialogue on decent work. The EC delegations will be invited to actively participate in all activities. So, for example, all stakeholders will be presented with statistical evidence on decent work trends, and will be involved in formulating policy recommendations for addressing national gaps in decent work. This will ideally be rooted in the national decent work strategies and the decent work country programmes (DWCP).

The project will also take into account and **build on the existing national capacity** for data collection and analysis. Indeed, the project intends to work as much as possible with installed national capacity in National Statistical Offices (NSOs), Ministries of Labour and research institutions involved in empirical policy analysis, and where necessary to add to the existing capacity through training and technical cooperation activities. So, for example, the project

will work with national institutions to identify data collection instruments, questionnaires, and possible modules that should be used in conjunction with labour force surveys or other instruments to collect decent work statistics.

In the project there is strong emphasis on **gender equality, human rights, and good governance**. To the extent possible all decent work data will be disaggregated by sex, by ethnic origin where relevant and by age structure, with reference to the 15-24 year old. Human rights as they relate to “core labour standards” also represent a substantial part of the decent work statistics. Regarding good governance, the whole greater purpose of decent work statistics is to allow for better knowledge and hence more informed policy decisions.

*At the regional level:*

The project will promote the **exchange of experiences and best practices** between countries with different levels of development. In particular, the regional activities will help the project draw the lesson from the different constraints and realities of low-income countries and medium-income countries within a same geographical region. Regional activities will also permit to draw on some experiences of - and to mainstream decent work in – the countries that are not among the specifically selected pilot countries.

*At the global level:*

The project will draw on the national experiences in the pilot countries and on the regional experiences, to develop a global methodology for self-monitoring and self-assessing progress towards decent work. This global methodology will be an important **tool in support of the global decent work policy agenda**. It will also be useful to support EC operational efforts in favour of decent work and social protection. A key aspect of the project is therefore the production of tools and instruments, and the dissemination of good practices, which will promote replication beyond the pilot countries covered by the project, encouraging other countries to develop their own strategies for better monitoring decent work results.

*Awareness raising, publicity and visibility:*

Effective communication benefits both the ILO and the EC and both parties have a common interest in promoting technical cooperation projects that reflect their shared values and commitment. To this end, the project will disseminate information through various communication and dissemination tools including press releases, press conferences, public conferences and seminars, logos, plaques, etc. in compliance with the “EU Visibility Guidelines for External Relations”. Measures to raise awareness will be focused on governments of target countries, final beneficiaries, and the general public, both local and EU.

***1.7.2 Where the action is the prolongation of a previous action, explain how the action is intended to build on the results of this previous action***

Setting up decent work indicators with a view to allow decent work monitoring will help the EC in its efforts to widen operations to decent work/employment areas in particular when the EC adopt budget support operational modalities in conformity with the Paris declaration. Decent work indicators may in fact be used when setting up and implementing general or sector budget supports thus allowing a wider dialogue with partner countries as regards social development and poverty reduction in line with MDG objectives or by enhancing

mainstreaming of decent work issues. There are also regional technical cooperation initiatives funded by the EC which complement this activity (such as the EUROsociAL-Employment project in Latin America).

The action also extends and complements the ILO's emphasis on decent work country programmes. Indeed, many Member States have now developed nationally-owned decent work strategies and have agreed (or are in the process of agreeing) on so-called "Decent Work Country Programmes (DWCPs)" with the ILO. These DWCPs now represent the operational framework for all ILO activities at country level and are based on the principle of national ownership and permit donors to align their support on national priorities and country-owned decent work strategies. Monitoring decent work outcomes is thus in the continuity of ensuring positive results of national decent work strategies and overall positive impact of ILO and donor assistance to developing countries within the context of the ILO's new system of results-based management (RBM).

The action is also the prolongation of several ILO initiatives to identify decent work indicators and to support better data collection and analysis. This work was initiated in 2003 with the publication of a special issue of the *International Labour Review* on "Measuring Decent Work" and was also reflected in a recent paper on the "Measurement of the Quality of Work". This paper, which proposes a number of statistical indicators to measure the quality of work, was produced by a Task Force which brought together the existing frameworks for measuring quality of work of the ILO, the Statistical Office of the European Communities (EUROSTAT), the Conference of European Statisticians, and the Statistical Commission and United Nations Economic Commission for Europe. The present project also builds on the ongoing collaboration between the ILO and the European Foundation's Survey on Working Conditions.

**1.7.3 *Where the action is part of a larger programme, explain how it fits or is coordinated with this programme. Please specify the potential synergies with other initiatives, in particular from the EC***

In recent years, the European Union has expressed strong support for decent work. The importance of employment and social cohesion has been recognised in EC and EU policy statements on development in recent years (including the European Consensus on Development, and the Communication on Decent Work and on Investing in People). Over the last few years, the European Commission has developed a number of complementary strategies for ensuring that EU policy and action play a greater part in promoting decent work. These complementary strategies include: 1) stepping up cooperation with the ILO, the UN and other organisations to explore in greater depth the problem of decent work and raising awareness in order to convince and mobilise more effectively; 2) harnessing the EU's external policies more effectively through the European neighbourhood policy, bilateral and regional relations, development cooperation, and the Generalised System of Preferences (GSP+); 3) Strengthening international and multilateral governance in order to promote the social dimension of globalization, and; 4) working with social partners and civil society, and supporting corporate social responsibility (CSR); 5) further promoting employment, decent work and social protection in the EC/EU cooperation (see above under 1.8.2).

The current component will be linked to another component which will contribute to generate the necessary data for the proposed ILO project on "Assessing and addressing the effects of

trade on employment” also submitted under the new EC thematic programme INVESTING IN PEOPLE. This other project aims to build the capacities of countries to assess the impact of trade on both the quality and quantity of employment so that they can design complementary labour market policies and ensure greater coherence between trade policies and labour market policies. Both projects seek to jointly contribute to improved monitoring and analysis of decent work in a manner that supports the formulation of effective and coherent policies to promote decent work.

#### ***1.7.4 Procedures for follow up and internal/external evaluation***

A simplified reporting per activity and per pilot country will be provided to the EC services every 6 months according to a format agreed with the EC.

A joint steering committee (ILO-EC HQ) will be set up. This steering group will closely monitor the developments, outputs and outcomes. The first meeting could take place after the first 3 or 6 months and then every year in Brussels or Geneva. The steering committee will allow the ILO and EC to exchange, acknowledge progress, and jointly steer the project.

A mid-term evaluation will be carried out after 24 months in order to review progress and advise on necessary corrective action. Towards the end of the project, an independent evaluation report will be commissioned.

Key indicators of achievements include: 1) the publication of the manual and the country studies on the self-monitoring and self-assessment of progress towards decent work; 2) the publication of country studies and sub-sequent social dialogue to formulate policy recommendations

#### ***1.7.5 Description of the role and participation in the action of the various actors (local partner, target groups, local authorities, etc.), and the reasons for which these roles have been assigned to them.***

In implementing the project, the ILO will work closely and collaboratively with national stakeholders and through national agencies. At one level, government officials, employers’ and workers’ representatives will have a key role in the action as they are jointly responsible for implementing decent work country strategies and monitoring progress towards decent work at the national level. Here the project will seek to involve key ministries, including Ministries of Labour and other Ministries whose activity impacts on decent work and labour market outcomes. At a second level, the project will involve statisticians and other researchers from national statistical offices, academic and research institutions who will be key in the identification of decent work indicators, production of statistics, and the technical analysis of the data.

#### ***1.7.6 Team proposed for implementation of the action***

The project will be coordinated by one Chief Technical Advisor (CTA)/Senior International Expert (SIE) located at the ILO HQ to provide overall technical and strategic guidance on the substance of the project and oversee timely implementation of all activities. The senior international expert has overall management responsibility. He/she will report to the head of the Policy Integration and Statistics Department of the ILO. The CTA/SIE will be assisted by

one project assistant (50%), who will carry out administrative work, simple web-site related tasks as well as provide logistical support for the implementation of global activities.

The CTA/SIE will coordinate the work at HQ with the ILO Statistics Bureau, the Policy Coherence Group, and programmes in other relevant Departments, such as TRAVAIL. The CTA/SIE will also coordinate the work with regional focal points, identified by ILO HQ and regional offices. These focal points are ILO staff, whose time allocated to the project can be considered as one of various ILO contributions to the project. Their responsibilities will include: a) monitoring progress of the project and activities within each region; b) establishing and maintaining close links with key stakeholders and initiating project activities in consultation and collaboration with national stakeholders; c) participating in training of national implementing agencies in programme design, monitoring, evaluation and reporting, with implementing agencies or consultants, d) preparing short progress reports.

In light of existing capacity constraints, these regional focal points will be provided some limited support in terms of human resources. In Asia (4 countries), the project will provide for one international professional (P) during four years located in Bangkok; For Latin America, the project will provide for one national officer (NO) during three years in Brazil. Regarding sub-Saharan Africa and Transition Europe, the project will rely on consultants guided and supervised by the CTA and other ILO HQ staff from relevant departments. National and international consultants will be used to implement specific project activities.

The project will be implemented in close consultation with all relevant ILO Departments, country-offices, sub-regional offices and/or regional offices, as well as in close cooperation with the EC Delegations. Financial administration of the project will be carried out through ILO Geneva.

#### ***1.7.7 Main means proposed for implementation of the action (equipment, tools...)***

- Consultation meetings and social dialogue involving tripartite committees in each country
- Training seminars
- Sensitisation seminars with guidance tools to stimulate action
- Multi-faceted awareness raising campaigns using print and audio material
- Regional conferences and workshops for network building
- Regional and global level decent work indicators database development
- Website development for global communication
- Development/adaptation/translation of existing training tools
- Statistical tools for data gathering

Equipment:

- Computers
- Office supplies

## 1.8 Duration and action plan

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The duration of the action will be **48 months**.

### **First year Action Plan**

In the first year, the project will start with the recruitment of all project staff. The *global meeting of experts on decent work indicators* to launch the project and to seek technical input and advice on how best to develop the global methodology for self-monitoring and self-assessing progress towards decent work will be held in the first three months of the project, whereas at least three of the four *regional workshops on decent work indicators* to launch regional “decent work networks” and to generate awareness and interest on monitoring and analysing decent work at regional level will be held in the remaining part of the year.

Regarding country-level activities, the project will launch the *background country-studies* to document existing decent work statistics in all pilot countries as rapidly as possible and should also be finalised not later than 6 months after the global meeting of experts. As soon as these background studies become available, the project will implement the *national consultation workshops* to identify national decent work indicators and to develop a plan for national action for data collection, analysis and dissemination. It is expected that at least 5 such workshops will be implemented in the last 6 months of the project’s first year, while the remaining workshops should be implemented in the first 3 months of year 2 of the project.

In those countries, where national consultations workshops can be held during the first year, the project will also start providing *support to national statistical offices* for data collection during the last 6-months of the first year. In all other countries, this activity will start in the first half of the second year, and will continue throughout the second year and if necessary the third year (LFS need to be first re-designed and then implemented at national level. One entire cycle may take at least 1 year).

The *website and media activities* with updated information on decent work indicators and project activities as well as the *development of databases* will be initiated as soon as possible and continued throughout the project.

Year 1													
Activity	Semester 1						Semester 2						Implementing body
	Month 1	2	3	4	5	6	7	8	9	10	11	12	
Website and media activities	x	x	x	x	x	x	x	x	x	x	x	x	CTA, ILO and consultants
Development of databases	x	x	x	x	x	x	x	x	x	x	x	x	CTA, ILO and consultants
Preparation Phase: Consultation with local partners and recruitment of project staff	x	x	x										CTA, ILO HQ and ILO RO and SRO
Global expert meeting			x										CTA and ILO Geneva
Regional workshops				x	x	x	x	x	x	x	x	x	Consultants with ILO Regional offices and CTA
National background studies				x	x	x	x	x	x				National Consultants under supervision of CTA and ILO RO and SRO
National consultations on decent work indicators					x	x	x	x	x	x	x	x	ILO and CTA
Support for data collection							x	x	x	x	x	x	ILO, CTA and consultants

### Action Plan for years 2-3-4

*Decent work country studies* will be launched as soon as the necessary data is considered available during years 2 and 3 of the project. These studies will be **published** and **national dialogue** on decent work indicators will be held after these country-studies become available, in the later part of year 2 and during year 3 of the project. The **regional training and knowledge-sharing workshops** are planned for the last semester of year 3 and the first semester of year 4, once the experience in pilot studies have become available and can be transformed into training material. The last activities of the project, in year 4, will be the **global publication of country-studies** in a book, the finalisation of the global methodology in form of a **manual**, the **toolkit** and the **final Conference** in Brussels.

For the following years:									
Activity	Semester 3	4	5	6	7	8	9	10	Implementing body
Website and media activities	x	x	x	x	x	x			ILO and consultants
Regional and global database	x	x	x	x	x	x			ILO and consultants
National consultations on decent work indicators	x								ILO
Support for data collection	x	x	x	x					Subcontracted
Decent work country-studies	x	x	x	x					Subcontracted
National social dialogue on decent work indicators		x	x	x					ILO
Regional training and knowledge-sharing				x	x				Subcontracted, ILO training centre
Manual and Toolkit				x	x				CTA with ILO and consultants
Global validation conference in Brussels						x			ILO in close consultation with EC

## **2. EXPECTED RESULTS**

### **2.1 Expected impact on target groups/beneficiaries**

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**Indicate how the action will improve:**

#### **1.1.1 the situation of target groups/beneficiaries**

The development of a global methodology to self-monitor and self-assess progress towards decent work will strengthen the capacity of target groups to establish benchmarks for measuring progress towards decent work. This will make it possible for policy makers, social partners, EC delegations and HQs or the general public to know how selected countries are performing, to know how different type of workers, economic sectors or geographical areas differ in terms of access to decent work, and to improve their understanding of which policies best ensure progress towards decent work. Ultimately, then, monitoring and analysis of the determinants of decent work will lead to policy changes which will promote decent work of the beneficiaries.

#### **1.1.2 the technical and management capacities of target groups and/or any partners where applicable.**

Government authorities/officials responsible for promoting decent work, employers' and workers' organizations, national statistical offices and researchers will have strengthened technical capacities in effectively monitoring and analysing decent work and in formulating policies to narrow the national gaps in decent work.

### **2.2 Concrete outputs**

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- Country reports on the statistics of nationally-selected decent work indicators
- Country-studies with policy recommendations using the decent work statistics
- One ILO-EC training manual on the “global methodology to self-monitor and self-assess progress towards decent work” in support of the global decent work agenda
- A toolkit for mainstreaming decent work in EC development cooperation
- A website on monitoring decent work outcomes and related research
- Regional and global level decent work indicators databases with statistical information and project document from pilot countries
- A Global Conference

### **2.3 Multiplier effects**

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The larger objective of the project is to promote better monitoring of decent work outcomes in developing countries world-wide. An important aspect of the project is therefore the dissemination of the results and the production of tools and instruments (including one manual) which will promote replication beyond the pilot countries covered by the project, encouraging other countries to develop their own strategies for better monitoring decent work results. Replication will be encouraged by the ILO through national dialogue within the

context of “Decent Work Country Programmes (DWCPs)”, which now represent the operational framework for all ILO activities at country level and in the context of EC external cooperation.

## **2.4 Sustainability**

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### **1.4.1 The financial aspect (how will activities be financed when the grant ends?)**

In the pilot countries, once the decent work indicators have been identified and the methodology has been tested, it is expected that future activities will be funded through inclusion national budget allocations (this being hopefully planned in the policy recommendation activity), with possible ILO support through decent work country programmes. Clear and active involvement of the national authorities in charge of the budget planning (mainly Ministry of Finance) will ensure that financial consequences of the implementation of decent work have been fully realised.

### **1.4.2 Institutional level (Will structures allowing the activities to continue be in place at the end of the action? Will there be local "ownership" of action outcomes?)**

One important aspect of the project is to address the issue of sustainability. Although the project is expected to produce “stand-alone” outputs (country-studies, a technical manual, toolkit, etc...), one key challenge is that countries will continue monitoring decent work results for policy making and impact analysis after the end of the project. This is why the proposal attaches so much importance to the consensus-building among stakeholders throughout the different phases of the project. It is expected that such a participative approach will boost country-ownership and ensure the sustainability of the project. It has to be repeated also that the current action complement the framework of “Decent Work Country Programmes (DWCPs)”, which represent the operational framework for all ILO activities at country level and are based on the principle of national ownership and permit donors to align their support on – or in any case contribute to - national priorities and country-owned decent work strategies. In their partnerships with the ILO and partner countries, donors are increasingly linking technical cooperation to country-owned decent work strategies or mainstreaming decent work aspects. This should ensure sustainability.

### **1.4.3 Policy level where applicable (What structural impact will the action have - e.g. will it lead to improved legislation, codes of conduct, methods, etc?)**

The global methodology to strengthen the capacity of developing countries to self-monitor and self-assess progress towards decent work will be a fundamental step towards the realization of decent work. It will allow country policy makers and social partners to know how their country is performing, and donors’ cooperation activities to establish benchmarks against which progress can be monitored, and ultimately to formulate well-informed policy measures that will contribute to make decent work a reality for more women and men on this planet.