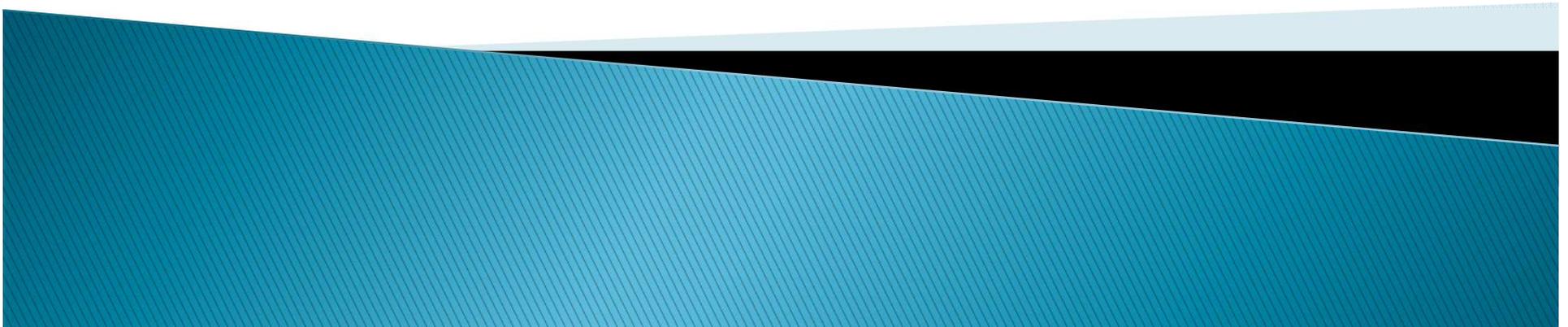


Decent work country profile for South Africa

MAP Meeting
Geneva, 27–29 June 2012



Background

The Profile analyses progress and challenges across the 10 internationally agreed thematic areas of decent work.

Within each area, the profile is based on:
statistical Decent Work Indicators
“qualitative” Legal Framework Indicators.

Profile:

Omits indicators which not available in SA
– adds and adapts to suit SA needs



Structure of report

12 chapters:

- ❑ Summary of economic and social context
- ❑ Chapter for each thematic area = 10 chapters
- ❑ Recommendations for monitoring indicators for SA's Decent Work Programme.

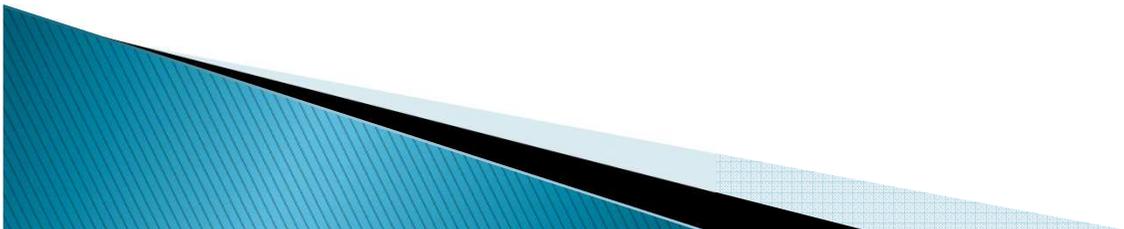
To note:

- ❑ Overall, good data from Statistics South Africa for quantitative indicators. But administrative data for Legal Framework Indicators often weak.
- ❑ Report is result of good collaboration between Statistics South Africa, Dept of Labour & ILO.



The 10 thematic areas

- employment opportunities
- adequate earnings and productive work
- decent hours
- combining work, family and personal life
- work that should be abolished
- stability and security of work
- equal opportunity and treatment
- safe work environment
- social security
- promotion of social dialogue and representation of workers and employers



Background & Progress in SA

1. Employment opportunities	1. Unemployment: 25.2% 1.1 Informal employment: 30%
2. Adequate earnings and productive work	2. 34% of non-agricultural workers earned less than two-thirds of median monthly earnings.
3. Decent hours	3. 24% of workers work more than 48 hours per week.
4. Combining work, family and personal life	4. Women responsible for 57% of hours spent on work
5. Work that should be abolished	5. Approx. 10% of those aged 10-17 years vulnerable on one of the indicators



Background and Progress in SA

6. Stability and security of work	6. 12% of employees on limited duration contracts; 22% on contracts of unspecified duration
7. Equal opportunity & treatment	7. African men – 14% of top management; African women – 6% 7.1 Gender wage gap: 30%
8. Safe work environment	8. Data weaknesses
9. Social security	9. 46% of EAP have pension contributions; 32% of employees entitled to medical aid benefits
10. Social dialogue & representation	10. 30% trade union density; 32.7% collective bargaining coverage



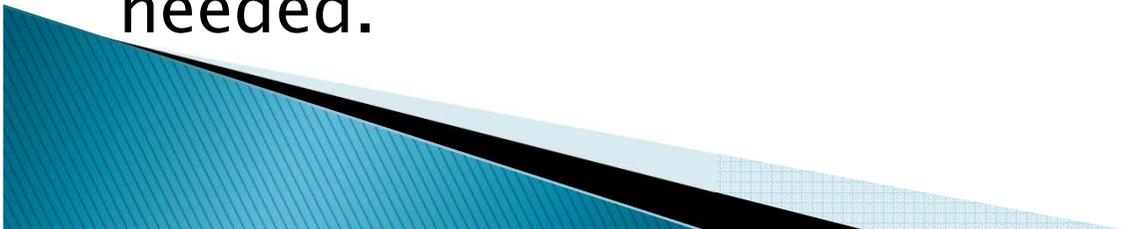
Proposal for monitoring indicators

Chosen indicators are those:

- most relevant for outputs of the Programme
- for which data either already available or could be available without major effort, expense or lapse of time
- for which timely data are available on an ongoing basis

Small-ish number (28) of indicators to avoid spending energy and other resources on M&E rather than on implementation.

Indicators to be used as warning signals of where things are going wrong and further investigation is needed.



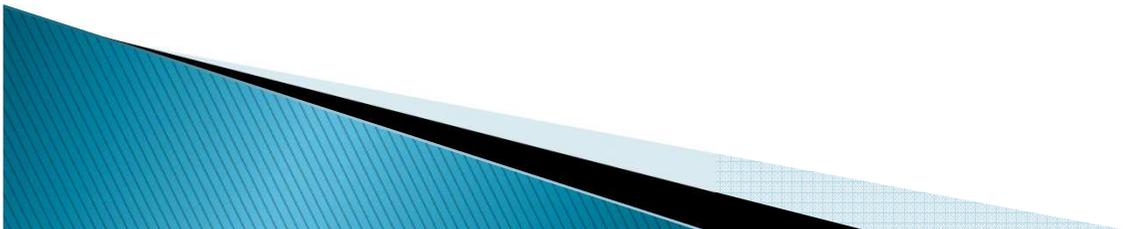
Proposed indicators 1

OUTCOME 1: Up-to-date International Labour Standards are ratified, complied with and reported on

- List of conventions with ratification and reporting details

OUTCOME 2: Labour administrations apply up-to-date labour legislation and provide effective services

- Number of unfilled labour inspector posts
- Number of labour inspectors per 10,000 paid employees
- Number of labour inspectors per 10,000 employed people
- Number of labour inspections per 10,000 paid employees
- Number of labour inspections per 10,000 employed people



Proposed indicators 2

OUTCOME 3: More women and men, especially youth and persons with disabilities, have access to productive and decent employment through inclusive job rich growth

- Employment-to-population ratio (by gender, race, age)
- Unemployment rate (by gender, race, age)
- Expanded unemployment rate (by gender, race, age)
- Youth not in education or employment (by gender, race, age)
- Informal employment (by gender, race, age)
- % of own-account and contributing family workers in total employment (by gender)
- Median real earnings of employees (by gender and race)
- Minimum hourly wages in sectoral determinations
- Rate of work with decent hours (by gender and race)
- Occupational segregation among employees (by gender, race, age)
- Share of women in wage employment in non-agricultural sector (by gender)
- Gender monthly wage/earnings gap by employment status

Proposed indicators 3

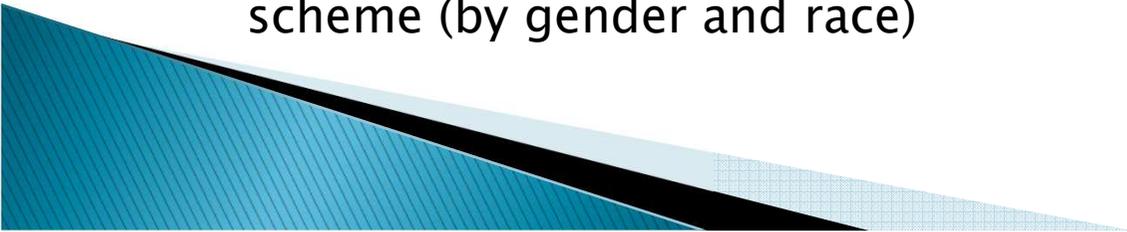
OUTCOME 4: Sustainable and competitive enterprises create productive and decent jobs especially among women, youth and persons with disabilities

- Employment by status in employment (by gender, race, age)
- Median real earnings of employers (by gender and race)
- Median real earnings of self-employed (by gender and race)

OUTCOME 5: Skills development increases the employability of workers and the inclusiveness of growth

- Covered by the occupational segregation and earnings indicators

OUTCOME 6: More people have access to better managed and more gender equitable social security and health benefits

- Share of employees whose employers contribute to a medical scheme (by gender and race)
 - Share of employees whose employers contribute to a retirement scheme (by gender and race)
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Proposed indicators 4

OUTCOME 7: Workers and enterprises benefit from improved safety and health conditions at work

- Reported occupational fatalities disaggregated by mines/other
- Reported occupational non-fatal injuries disaggregated by mines/other

OUTCOME 8: The World of Work responds effectively to the HIV&AIDS epidemic

- HIV prevalence rate (by gender)
- Number of people on antiretroviral treatment provided by government.

OUTCOME 9: Strengthened labour market institutions and capacitated social partners (tripartite-plus) contribute to effective social dialogue and sound industrial relations

- Trade union density rate (by race and gender)
 - Collective bargaining coverage of workers (by race and gender)
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