

ILO Framework on the Measurement of Decent Work

**National Validation Workshop for Indonesia
Decent Work Country Profile
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In this presentation

- ILO Concept of Decent Work (DW)
- Monitoring progress towards DW
- Principles and framework for measuring DW
 - Statistical decent work indicators (DWIs)
 - Legal framework indicators (LFIs)
- Decent Work Country Profiles



ILO concept of Decent Work

The concept of Decent Work has been defined by the ILO and endorsed by the international community as:

“Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.”

(Juan Somavia, ILO Director-General, 1999 ILC Report).



Decent Work as a global goal

- Endorsed by ECOSOC, Presidential Summits and Head of State Summits in all regions, UN system, European Union, among others.
- ILO Declaration on Social Justice for a Fair Globalization (2008) endorses Decent Work Agenda:
 - (i) Fundamental principles and rights at work
 - (ii) Promoting employment
 - (iii) Social Protection
 - (iv) Social Dialogue and tripartism



Commitments to monitor progress towards Decent Work

- 2008 Declaration on Social Justice for a Fair Globalization recommends that ILO Members may consider:
 - “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made”
- Monitoring of Millennium Development Goals (MDGs):
 - Goal 1, Target 1.B: Achieve full and productive employment and decent work for all, including women and young people.
 - Goal 3, Target 3A: Eliminate gender disparity in primary and secondary education (indicator 3.2)



Decent Work measurement goes beyond traditional labour statistics

- Workers experience decent work (or decent work deficits) from a perspective which goes beyond the scope of traditional labour statistics. They might ask:
 - How family-friendly are work arrangements?
 - Do workers have to work long hours?
 - Can I join a union?
 - Do migrant workers face discrimination?
 - What happens when I fall sick?
 - How dangerous is work?
 - Will I get paid maternity / paternity leave when I have a child?
- On some of these questions, traditional labour market statistics can give answers – but it's more difficult for others.



Principles and framework for measuring Decent Work

- Purpose of the measurement framework:
 - to assist constituents to assess progress towards DW &
 - to offer comparable information for analysis and policy development.
- **NO** ranking of countries & **NO** composite index.
- Needs to cover all four dimensions of Decent Work derived from various sources: household and establishment surveys, administrative records, qualitative information, e.g. laws, court decisions and policies, among others.



Tripartite Meeting of Experts on the Measurement of Decent Work (Sept. 2008)

- Mandate: provide guidance on options for measuring decent work
- Objective: review the conceptual framework of the proposal and list of indicators, including statistical indicators and indicators on fundamental principles and rights at work and indicators on the legal framework
- The results of the tripartite meeting were presented to the ILO Governing Body and to the 18th International Conference of Labour Statisticians in 2008



Substantive elements of the DW framework

1. Economic and social context for decent work
2. Employment opportunities (1 + 2)
3. Adequate earnings and productive work (1 + 3)
4. Decent hours (1 + 3)
5. Combining work, family and personal life (1 + 3)
6. Work that should be abolished (1 + 3)
7. Stability and security of work (1, 2 + 3)
8. Equal opportunity and treatment in employment (1, 2 + 3)
9. Safe work environment (1 + 3)
10. Social security (1 + 3)
11. Social dialogue, workers' and employers' representation (1 + 4)

Note: (1) Fundamental principles and rights at work (2) Employment opportunities (3) Social Protection (4) Social Dialogue



Different types of statistical indicators

- A layered approach to indicators:
 - Main indicators (M): Core set of indicators to monitor progress towards decent work (18).
 - Additional indicators (A): To be used where appropriate, and where data are available (25).
 - Context indicators (C): Provide information on the economic and social context for decent work (11).
 - Future indicators (F): Currently not feasible due to conceptual or data availability issues, but to be included in the future (12).
 - Information included under legal framework (L) (21).
- Disaggregation by sex is encouraged where possible and appropriate.
- Countries are encouraged to select from the total list of indicators and add additional indicators to reflect national circumstances.



18 Main Statistical DWIs

- 1 – Employment-to-population ratio
- 2 – Unemployment rate
- 3 – Youth not in education and not in employment
- 4 – Informal employment
- 5 – Working poverty rate
- 6 – Low pay rate (below 2/3 of average hourly earnings)
- 7 – Excessive hours (more than 48 hours per week)
- 8 – Incidence of children in child labour
- 9 – Precarious employment rate
- 10 – Occupational segregation by sex
- 11 – Female share of employment in ISCO-08 sub-major groups 11,12 and 13
- 12 – Occupational injury rate, fatal
- 13 – Share of population above a specified age benefiting from a pension
- 14 – Public social security expenditure (% of GDP)
- 15 – Union density rate
- 16 – Enterprises belonging to employer organization [rate]
- 17 – Collective bargaining coverage rate
- 18 – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office



Importance of Legal Framework for DW

- The ILO Declaration on Social Justice for a Fair Globalization emphasizes the role of international labour standards as a useful means of achieving the four strategic objectives of the *decent work agenda*:
 - National law may help to clarify what DW implies in the country context.
 - Well-drafted, inclusive and fully implemented labour laws are *a prerequisite for achieving DW* at the country level. Good laws can contribute to *securing the decent work agenda* and its implementation.



Legal Framework Indicators (LFIs)

LFIs give descriptive information on 21 pre-determined topics relevant to DW. Structure of LFIs:

Law, policy or institutions: Content of law, policies and institutions related to the subject-matter & a description of the groups of persons that these apply to.

Qualifying Conditions: When relevant, e.g. criteria for eligibility for a given benefit

Financing: When relevant, e.g. who contributes how much?

Evidence of implementation effectiveness: Comments of ILO supervisory bodies related to implementation

Coverage of workers in law: If available, a broad estimate in percentage of the workforce covered by the law is indicated.

Coverage of workers in practice: If available, a broad estimate in percentage of workers covered in practice is indicated.

Ratification of ILO Conventions: Title of relevant ILO convention(s) and date of ratification, if any.



What is a Decent Work Country Profile?

- The Profiles are brief assessment reports on national progress towards DW over the last decade:
 - Compile all available data on statistical and legal framework indicators usually based on a national list of DWIs
 - Analyze gaps and trends on within the socioeconomic context and the national labour and social policies
 - DWIs and the Profiles inform the design of national policies and programmes (e.g. Decent Work Country Programmes) by providing baseline information
 - DWIs and the Profiles can also be used as monitoring tools of national policies and programmes by assessing progress to selected targets



How are the Profiles developed?

- Drafted collaboratively by national consultants and ILO experts (coordinated by a team in Geneva)
- National partners are consulted/involved during indicator compilation
- Profiles are validated by the national tripartite constituents prior to publication
- Profiles are published by the ILO in the national language and at least one official ILO language



Origins of Indonesia DW Country Profile

Tripartite Consultation Workshop on Measuring Decent Work in Indonesia (24-25 March 2010)

- Selection of a full (and priority) list of Decent Work Indicators for Indonesia
- Identification of data gaps and possible initiatives to enhance measurement of decent work (e.g. pilot survey, administrative data)
- Request for training assistance on tabulation and analysis of Decent Work Indicators
- Request for **data compilation and analysis** of Decent Work Indicators → **Indonesia Decent Work Country Profile**



Indonesia DW Country Profile: Process and Timeline (1)

- 1) Development of Legal Framework Indicators
 - ILO Geneva
 - Q2 – Q3 2010
- 2) Review of Legal Framework Indicators
 - MOMT
 - Q4 2010
- 3) Tabulation of statistical indicators from survey data
 - BPS
 - Q4 2010 – Q1 2011
- 4) Tabulation of statistical indicators from administrative records
 - MOMT
 - Q4 2010 – Q1 2011



Indonesia DW Country Profile: Process and Timeline (2)

- 5) Data analysis and development of draft Profile
 - Team from University of Indonesia and ILO Jakarta
 - Q1 – Q2 2011
- 6) Review and editing of draft Profile
 - ILO Bangkok, Geneva and Jakarta
 - May 2011
- 7) Tripartite validation workshop
 - National tripartite constituents and stakeholders
 - June 2011
- 8) Final revisions, translation and publication
 - University of Indonesia and ILO
 - Q3 2011



Next sessions of the workshop

- Presentation of the Decent Work Country Profile for Indonesia
- Possible links between the DW Country Profile and the DW Country Programme and other strategic documents for Indonesia
- Discussion of the contents of the Profile by the constituents



THANK YOU!

