

# Measuring Decent Work

## Developing Decent Work Country Profiles\*

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**Launching of the Indonesia Decent Work Country Profile,  
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# What is Decent Work?

- Productive work that delivers...<sup>\*</sup>
  - ☐ A fair income
  - ☐ Security in the workplace
  - ☐ Social protection for workers and their families
  - ☐ Better prospects for personal development and social integration
  - ☐ Freedom to express concerns, organize and participate in decisions that affect lives
  - ☐ Equality of opportunity and treatment for all.



# Decent work as the ILO's main objective

- ILO Declaration on Social Justice for a Fair Globalization (2008) endorses Decent Work Agenda as main objective of the ILO's work.
  - With its 4 strategic objectives:
    - (i) fundamental principles and rights at work,
    - (ii) promoting employment,
    - (iii) social protection,
    - (iv) social dialogue and tripartism.
- Agenda now has international consensus on its importance for poverty reduction and development:
  - new target MDG 1b on full and productive employment- and a set of related indicators for measuring progress.



# Decent Work Indicators and MDG indicators

- Overlap with MDG indicators:
  - *Employment-to-population ratio (M)*
  - *Own-account and contributing family workers as % of total employment (A)*
  - *Working poverty rate (US\$1 a day) (M)*
  - *Labour productivity growth rate (C)*
  - *Share of women in wage employment in the non-agricultural sector (A).*
- DWIs complement MDG indicators for monitoring progress on decent work and the implementation of Decent Work Country Programmes.



# Importance of measuring decent work

- **In order to know how well we are progressing toward decent work, we need to be able to measure it;**
- ILO Declaration on Social Justice for a Fair Globalization (2008) recommended “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made” on decent work;
- **Why?** So we are better able to identify decent work gaps and deficits, and develop effective solutions to overcome them.



# Tripartite Meeting of Experts on the Measurement of Decent Work

- In 2008 the ILO Governing Body mandated a TME to provide guidance on options for measuring decent work;
- The GB set the basic principles for measurement of decent work (need to cover all elements of DW agenda, no ranking of countries- no index, draw on existing statistics, include information on rights at work, etc.)



# Using Decent Work Indicators to monitor DWCPs and National Development Plans

- Analysis of DWIs can be used to **mainstream Decent Work issues into national development plans** & identify performance indicators for monitoring and evaluation:
  - *where are we starting?* → **baseline indicators**
  - *where are we going?* → **target indicators**
- Other uses:
  - **Policy advocacy** –and incorporation of DW concerns into NDPs
  - Setting **DWCP** priorities; monitoring DWCP progress



# TME recommendations: Decent work country profiles

## ➤ **Presentation of information in DW country profiles:**

- Can be adapted to country needs by adding additional indicators (A) as required;
- Period is a long time-horizon (e.g. 2000-2010).
- Started in 2009 with four (4) pilot countries from different regions (Austria, Brazil, Tanzania, Ukraine);
- Nov 2009: GB approved the extension of DW measurement to other Member States; aim to compile a comprehensive set of Decent Work Country Profiles by 2015.



# ILO's current work on Decent work country profiles

- Country Profiles are currently being developed in Africa, Asia, Europe, Latin America
- Profiles developed alongside parallel support to strengthen national **capacities** to **self-monitor** progress towards decent work,
- MAP Project: 9 countries

[Bangladesh, Brazil, Indonesia, Niger, Peru, Russia, Ukraine, Cambodia and Zambia]



# Taking the process forward (1): example of South Africa (country level), Context

- The SA Decent Work Country Programme (DWCP 2010-2014), implementation & monitoring
- **DWCP Priority 2: Employment Promotion**, Outcome 3: *More women and men, especially youths and persons with disabilities, have access to productive and decent employment through inclusive job rich growth*
- **Output 3.2:** *Strengthened national capacity to analyse and access data on decent work following locally relevant indicators*
- **Objective of the process:** preparation and analysing DWIs in SA, identification of relevant indicators for regular monitoring of the national DW agenda.



# Taking the process forward (2): example of South Africa (country level), Process

- Led by the National Economic Development and Labour Council (NEDLAC), a tripartite think tank and advisory body on all labour matters in SA;
- NEDLAC recommended the objective of the process, i.e.: (i) preparation and analysis of DWI in SA, and (ii) identification of relevant indicators for regular monitoring of the SA DW agenda (added 1 chapter);
- NEDLAC recommended the preparation of regular (yearly) decent work country profile (bulletin) for SA, using the identified 28 relevant indicators for the country's decent work agenda.



# Taking the process forward (3): MAP activities in Indonesia

- MAP is supporting the government and BPS in the following areas:
  - *Development and publication of the DW Country Profile;*
  - *Training support in survey design, sampling and analysis of DWIs;*
  - *Support to BPS to include DW module into LFS 2012;*
  - *Sectoral Analysis (national) for the DW Country Profile;*
  - *Development of 3 x Provincial DW Profiles (East Java, East Nusa Tenggara and Maluku).*



# Taking the process forward (4): Selected findings from the profile (for policy)

- Since 1996: increases in **incomes** (and wages), declines in **poverty**, and rising **labour productivity**
- **Fewer children out of school** (and fewer in child labour), and literacy rates are improving (socio-economic context for decent work)
- However, **creating decent jobs for a growing population** has proved challenging: EPR at 60 % for more than a decade and far lower among women
- **Unemployment is lower today than its peak** in 2005; however it remains higher than in 1996. Young people disproportionately affected
- Also a worryingly high proportion of youth that are simultaneously **out of education and out of employment (NEET)**



# Taking the process forward (5): Selected findings from the profile (for policy)

- ***The situation of women in the workplace has improved:***
  - *Women make up a greater share of “prestigious” occupations (ISCO-88 groups 11 and 12)*
  - *Narrowing gender wage gap, although it is still a problem*
  - *Women also more likely found in “vulnerable employment.”*
- ***Quality of employment is still a major concern in Indonesia:***
  - *informal economy still large (around 60% of employment)*
  - *number of casual workers is on the rise*
- ***Indicators of social dialogue are hampered by a lack of data.***  
*Improving the data quality is something the ILO –and MAP project- is actively engaged in*



# Taking the process forward (6): regular monitoring and regional DW profiles

- Having this information on a one-off basis is beneficial....but it is not enough to produce one profile
- There is need for a continual flow of data, and continual analysis of such, so that Indonesia can monitor progress towards its respective goals / adjust and introduce relevant policies to keep on track.
- Need to take the process to the subnational level: to inform / improve local development planning.



# *Thank you for listening!*

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