



# Regional Training and Knowledge Sharing Workshop for Measuring Decent Work in Asia and the Pacific

Workshop Report  
Bangkok, 27-30 November 2012



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**ILO REGIONAL OFFICE FOR ASIA AND THE PACIFIC**  
**ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

**Workshop Report**

## **Regional Training and Knowledge Sharing Workshop for Measuring Decent Work in Asia and the Pacific**

**27-30 November 2012**  
**Bangkok, Thailand**

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“Monitoring and Assessing Progress on Decent Work” (MAP).

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Group picture of the participants of the workshop and the ILO team



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## Introduction

Monitoring and assessing progress (MAP) towards decent work at the country-level is a long-standing concern for the ILO and its constituents. Against this background, the ILO *Declaration on Social Justice for a Fair Globalization* (2008) recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.<sup>2</sup>

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Commission, is implementing the technical cooperation project “Monitoring and Assessing Progress on Decent Work (MAP)”. The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work.

The *Regional Training and Knowledge Sharing Workshop on Enhancing Labour Statistics for Measuring Decent Work in Asia and the Pacific* which took place in Bangkok, Thailand from 27<sup>th</sup> -30<sup>th</sup> November 2012 was organized as one of the key regional activities under the MAP project. The meeting was jointly organized and funded by the MAP project, the ILO Department of Statistics and the ILO Regional Office for Asia and the Pacific. It involved 36 participants, including government officials from ministries of labour and national statistical offices of Bangladesh, Brunei Darussalam, Cambodia, Indonesia, Malaysia, Mongolia, Myanmar, Nepal, Papua New Guinea, The Philippines, Thailand, Samoa and Sri Lanka. In addition, workers’ and employers’ representatives from the Philippines also participated, as well as and representatives from the ASEAN and SAARC.

The ILO was represented by Senior Economist from the Regional Economic and Social Analysis Unit, Bangkok, Senior Economist from the Policy Integration Department, Geneva, Senior Statistician from Bureau of Statistics, Geneva, Senior Regional Statistician, Bangkok, and Regional Labour Market Information Officer, Bangkok as well as national programme officers from Bangladesh, Cambodia and the Philippines. The EC was represented by the Deputy Head of the EU Delegation to Thailand.

The highly participatory workshop included technical discussions and provided an opportunity for statisticians and policymakers to exchange country experiences in the measurement of decent work and the application of Decent Work Indicators in measuring and monitoring progress on decent work. The participants also received guidance on statistical and legal Decent Work Indicators, and worked in groups on practical examples dealing with concepts, definitions, data sources and methods of data collection.

This report provides the key summary of the Workshop discussions and outcomes and can be a useful reference, for those engaged and interested in the measurement of decent work.



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## List of acronyms and abbreviations

|                    |                                                     |
|--------------------|-----------------------------------------------------|
| ADB                | Asian Development Bank                              |
| ALM                | ASEAN Labour Minister                               |
| ASCC               | ASEAN Socio-Cultural Community                      |
| ASEAN              | Association of South East Asian Nations             |
| BBS                | Bangladesh Bureau of Statistics                     |
| CAPI               | Computer Assisted Personal Interviewer              |
| CLS                | Child Labour Survey                                 |
| CSO                | Central Statistical Organization                    |
| DHS                | Demographic Health Survey                           |
| DW                 | Decent Work                                         |
| DW Country Profile | Decent Work Country Profile                         |
| DWI                | Decent Work Indicators                              |
| EC                 | European Commission                                 |
| EPU                | Economic Planning Unit                              |
| DOS                | Department of Statistics                            |
| HIES               | Household Income and Expenditure Survey             |
| ICLS               | International Conference of Labour Statisticians    |
| ICT                | Information and Communications Technology           |
| ILO                | International Labour Organization                   |
| ISS                | Informal Sector Survey                              |
| LEP                | Labour and Employment Plan                          |
| LFS                | Labour Force Survey                                 |
| LMIS               | Labour Market Information System                    |
| MAP                | Monitoring and Assessing Progress on Decent Work    |
| MOHR               | Ministry of Human Resources                         |
| MOLE               | Ministry of Labour and Employment                   |
| MOMT               | Ministry of Manpower and Transmigration             |
| NHREP              | National Human Resource Employment Policy           |
| NIS                | National Institute of statistics                    |
| NSO                | National Statistics Office                          |
| OSH                | Occupational Safety and Health                      |
| PDP                | Philippine Development Plan                         |
| PNG                | Papua New Guinea                                    |
| SAARC              | South Asian Association for Regional Cooperation    |
| SPC                | Secretariat of the Pacific Community                |
| TME                | Tripartite Meeting of Experts                       |
| UNDP               | United Nations Development Programme                |
| UNESCAP            | United Nations Economic Commission for Asia-Pacific |
| UNWOMEN            | United Nations Women                                |



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## 1. Welcome and Opening Session

*Moderator: Ms Sukti Dasgupta, Senior Economist, Regional Economic and Social Analysis Unit, ILO Bangkok*

### 1.1. Welcome Address by the EC Representative

*Mr Attila Nyitrai, Deputy Head of Delegation, EU Delegation to Thailand*

Mr Nyitrai thanked the guest speakers and the ILO Bangkok for organizing the regional workshop and welcomed all participants. He started by providing some statistics on the labour market situation in the Asia and the Pacific. He stressed the fact that a majority of people in the region lived on less than USD 2 a day and many workers did not have access to social protection. He also noted the difficulties of measuring Decent Work (DW) and acknowledged the ILO's efforts in this area.

In closing, Mr Nyitrai noted that the workshop provided a good opportunity for countries in Asia and the Pacific to share experiences and present good practices to each other which would then improve knowledge and enhance national capacities in measuring and monitoring progress on DW.

### 1.2. Opening Remarks by the ILO representative

*Ms Thetis Mangahas, Deputy Regional Director, ILO Regional Office for Asia and the Pacific*

Ms Mangahas welcomed the participants and thanked the EC for supporting the ILO in its endeavours to help build capacities of countries in measuring and assessing progress towards Decent Work. She mentioned that the global economic crisis was still unfolding and that, according to the ILO's estimates, 200 million workers in the world were unemployed with youth unemployment numbering 75 million. She also noted that although growth prospects had remained moderate in Asia, there were still 90 million workers unemployed and a high percentage of people working in low quality jobs. She stressed the need for data as governments in the region look to design informed policies to deal with labour market imbalances. Like Mr Nyitrai, she also noted the difficulty in measuring Decent Work and said that the four-day regional workshop was a good platform for countries in Asia and the Pacific to come together, share experience gained under the MAP project and discuss current statistics and ways forward.



Opening remarks by Ms Thetis Mangahas, Deputy Regional Director, ILO Regional Office for Asia and the Pacific

## 2. Introduction: Measuring Decent Work in Asia

*Presenter: Mr Nikolai Rogovsky, Senior Economist, Policy Integration Department, ILO Geneva*

Mr Rogovsky stated that the global economic crisis had magnified the importance of measuring Decent Work as policy makers needed good data more so than ever before for guidance. He stressed the need to boost capacity for measuring Decent Work through an internationally recognized methodology that was adopted by the ILO in 2008 and that had concerted validation and review mechanisms supported by all constituents. He then introduced the Monitoring and Assessing Progress on Decent Work project (MAP). The main goals of the project are to assist constituents from developing countries to assess their progress towards Decent Work, by compiling and analysing both statistical and legal framework indicators, and to monitor progress made over time. He further stated that the ILO was compiling a comprehensive set of Decent Work Country Profiles based on national lists of Decent Work Indicators (DWIs) available on the ILO website and MAP website. The profiles had been produced with the aim of arming constituents with facts in order to facilitate and better inform social dialogue and policymaking.

*Mr Tite Habiyakare, Senior Regional Statistician, ILO Regional Office for Asia and the Pacific*

Mr Habiyakare reviewed the 18 main Decent Work Indicators, and presented the ILO/EC Manual on concepts and definitions of Decent Work Indicators<sup>1</sup>. He mentioned that participants could consult this document as a means to find sound methods of self-

<sup>1</sup> Downloadable here: [http://www.ilo.org/stat/Publications/WCMS\\_183859/lang--en/index.htm](http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm)

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assessing progress on DW. He also noted that an important feature of the revised ILO proposal on Decent Work Indicators is the inclusion as main indicators of statistics on the proportion of young people not in employment and not in education, a statistic that has recently generated much interest and discussion, as well as statistics on informal employment.

### **3. National Experiences with Decent Work Indicators**

*Moderator: Ms Sukti Dasgupta, Senior Economist, Regional Economic and Social Analysis Unit, ILO Bangkok*

#### **3.1. Decent Work Indicators and Monitoring Decent Work in Cambodia**

*Presenters: Mr Heang Kanol, Deputy Director General, National Institute of Statistics, Cambodia; Mr Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training*

Mr Kanol presented a brief overview of the DW country programme in Cambodia. He said that a framework for monitoring and assessing progress on DW was first discussed at a 'National Tripartite Consultation & Capacity Building Workshop' in Cambodia in May 2011, during which tripartite constituents identified a list of 63 indicators and 20 priority indicators covering working time, earnings, employment quality, poverty, occupational safety and health, and rights at work. The indicators proposed in the ILO global list for measuring Decent Work supplemented the indicators identified at the workshop. Thereafter, an outline for a Decent Work Country Profile was developed with each chapter having its own set of indicators together with legal framework indicators as per the ILO standard template.

Mr Kanol also noted that the main achievements for Cambodia in this regard had been the publication of the Decent Work Country Profile and the completion of the combined Cambodia Labour Force and Child Labour Survey (LFS-CLS) 2012. This survey included an enhanced questionnaire which was designed with ILO/MAP assistance, and which now enables the National Institute of Statistics (NIS) to calculate a number of additional DWIs that were not available in the Decent Work Country Profile. A new Decent Work Country Profile would, he noted, be developed based on the results of the 2012 LFS-CLS. However, he added that future data collection would be difficult since labour force surveys were irregular and administrative sources still weak in Cambodia. In concluding, Mr Kanol noted that the NIS was planning to conduct the LFS more regularly from now on (budget depending) and was also willing to support improvements to administrative data (collected usually in other ministries).

#### **3.2. Manpower Statistics of Indonesia and Decent Work Monitoring**

*Presenter: Ms Selviana, Ministry of Manpower and Transmigration*

Ms Selviana stated that measuring Decent Work was part of Indonesia's national development plan. She gave a brief overview of the MAP project in Indonesia explaining that under the project, a Tripartite Consultation Workshop on Measuring Decent Work was organized in Jakarta in March 2010, during which national DWIs were identified. Based on

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the data compilation, the Decent Work Country Profile had been completed, which illustrated recent Decent Work trends in Indonesia.

Ms Selviana noted that the objective of the Profile was to take stock of the progress made in Indonesia since 1996, and assess the remaining challenges and provide insights into the policies required to address them. The profile covers eleven thematic areas of Decent Work, and drew on relevant statistics and presented important aspects of the legal framework for Decent Work in Indonesia. Data was compiled based on national surveys and administrative records. She highlighted the two major surveys carried out regularly in Indonesia: the National Labour Force Survey (SAKERNAS) conducted twice a year, and the National Socio-Economic Survey (SUSENAS), a multi-purpose survey with a complex methodology.

Ms Selviana also stated that Indonesia is currently working on developing DW profiles at regional and provincial levels (with ILO-MAP support). She noted that one of the main challenges that the country faced in terms of data collection and production was that regional and provincial staff lacked training and resources. This also meant that there was no proper communication and coordination between central and provincial offices of the Ministry of Manpower and Transmigration (MoMT). In this regard, Indonesia planned to improve capacity of staff at regional and provincial levels and facilitate better communication and data flows between MoMT and its subnational offices.

#### Plenary Discussion

- Ms Sukti Dasgupta of the ILO said that Indonesia was a very mature example of a statistical system and contained much of what the ILO/MAP would want to see – regular data collection systems for all key decent work indicators and political awareness of and support for the process. She noted that Indonesia’s work on developing Provincial Decent Work Profiles was very commendable and could make sense for a number of other countries, where geographical disparities in Decent Work may be highly significant.
- A participant from Bangladesh raised an important issue regarding difficulties in measuring Decent Work in developing countries like Bangladesh where statisticians lacked adequate training. He suggested that pilot study must be done before carrying out new survey and enumerators must be trained. Also, he further mentioned that another major challenge for Bangladesh was that at the country level, there was not much attention given to the process of data collection and not everyone working at the Ministry of Labour was committed. Hence, he proposed that further training should be provided at this level in order to strengthen the capacity of the staff at the Ministry of Labour.

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## 4. Sources of Data Collection

*Moderator/speaker: Ms Sophia Lawrence, Department of Statistics, ILO Geneva*

Ms Lawrence stated that there were different types of data sources and different government actors would often have to work together to get the full set of indicators for measuring decent work (and developing national assessments like the Profiles). She stated that the three broad, primary types of sources of data were: surveys or censuses of individuals and households; of establishments and businesses; and administrative records. She noted that official statistical sources such as labour force surveys, establishment surveys, the population census or population registers (in some countries) were part of the regular data collection system in countries. She also said that administrative records kept for institutional purposes needed to be turned into a useful statistical source, as, it must be noted that they only reflected a *reference population* covered by the particular administrative system. For additional coverage, estimates may have to be developed to simulate full coverage.

Ms Lawrence also noted a coverage problem in Asia: that many surveys did not include important groups of workers, such as migrant workers, informal workers, temporary, sporadic or casual workers. Regarding standard establishment surveys, she added that they often did not contain seemingly key information such as employees' sex (as this was not needed for payrolls). A key factor here is to design all of the applicable surveys to use comparable classifications (industry, occupation, status in employment, age-groups etc.) in order to make them comparable, hence more relevant and useful for measuring DW.

Ms Lawrence mentioned that until the 2000s, the population census did not include many questions to capture labour force characteristics of the economically active population. However, where other data sources were rare or non-existent, many countries were recognizing how useful population censuses were as an information source when others were lacking and how important they might be, especially for small area estimates. Regarding Labour force surveys, properly designed questions with follow-up probing questions could generate useful information covering "ambiguous" economic activities that might otherwise not be captured. Choosing the right questions, she stressed, was therefore a key element in questionnaire design. Ms Lawrence also said that the census was used as benchmark for the LFS and administrative records were useful to adjust, in turn, the LFS results.

### Plenary discussion

- Ms Lawrence added that a common problem was that different government offices might often use different sectoral classifications, leading to data incompatibility and incoherence within the country. Training might thus be required in order to remedy this, through better coordination to ensure national harmony. Countries might base these variables either on a national classification or on the international standard classifications and using international guidelines.
- Ms Lawrence noted that in other cases, certain ministries might not have the authority to collect certain data. In these cases, and in general she recommended the establishment of inter-ministerial steering committees/boards (together with related capacity building training), which would help build consensus and promote coherence and cooperation in data collection/production across government.
- Ms Lawrence said that the concept of unemployment was really one of zero-hours worked, which many people in the developing world simply could not afford – making the concept very unhelpful for many countries. The existing concept of

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underemployment was more relevant in these circumstances. Also new concepts such as ‘unmet need for employment’ or ‘marginally attached persons’ i.e. those available for work but not seeking it and those who want to work more but are not available, were emerging as useful alternatives. The aim is to shift the focus away from the traditional use of ‘unemployment’ as a key variable towards taking a more nuanced and insightful look at this phenomenon of unmet need for employment together with unemployment and disaggregating it in more relevant ways.

## **5. Collecting Decent Work Data from Administrative Records**

*Moderator: Mr Tite Habiyakare, ILO Bangkok*

### **5.1. Administrative Data for Policy Making in Sri Lanka**

*Presenters: Ms Chandani Amarathunga, Additional Commissioner General of Labour, Department of Labour, Sri Lanka; Mr Weerasinghe Premakumara, Director of Statistics, Department of Census and Statistics*

Ms Amarathunga said that administrative data played an important role in the statistical system in Sri Lanka. With regard to DWIs, administrative data is mostly collected from the Ministry of Labour and Labour Relations, and Ministry of Education. Some of the data collected include labour inspection data, fatal and non- fatal accidents, trade unions, industrial disputes, social security and so on.

However, she noted that collecting good administrative data was not easy and Sri Lanka faced a number of challenges. One such challenge was timeliness and accuracy of reporting. Primary reporters often did not strictly follow the time schedule planned, and accuracy of the information filled by them was affected by a lack of training. Another challenge they face is a lack of coordination among various government divisions due to the absence of a centralized database system.

Ms Amarathunga said that some of the steps taken by the Sri Lankan government in order to address these issues included computerization and consolidation of various administrative data sources, as well as training and workshops for labour officers. Furthermore, Sri Lanka was drafting a labour inspection guide in order to assist labour officers during inspection and it was also preparing an ILO training manual on collection of administrative data.

#### Plenary Discussion

- *Ms Sophia Lawrence* of ILO Geneva noted that Indonesia seemed to have a fairly robust ‘vertical’ system for gathering statistical data from largely autonomous regional or provincial statistical bodies into a central organization (BPS –or Statistics Indonesia). However, as this system did not extend to administrative records, these often therefore remained ‘locked’ within the regions. As a result, there might be some coordination issues involved to enable the use of administrative sources from decentralized bodies, especially in larger countries like Indonesia and so a national statistical ‘law’ in support of international ‘guidelines’ were useful to ensure this..
- Mr Tite Habiyakare of the ILO used the example of Indonesia where provinces have an administrative autonomy and therefore have no obligation in reporting

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data from administrative records to the central government. The ILO's recommendation in collecting such data would be to refer to the national statistics law/act, which government institutions should not see as a threat but as an added value for improving the collection of labour statistics from administrative records. Where administrative decentralisation is very strong National Statistical Offices (NSOs) would be the best to collect data from administrative records provided this is clearly indicated in their mandate. Citing Sri Lanka's example where district offices were directly under the central government, Mr Habiyakare said that even in such cases some regulations were needed on how labour data from various administrative records could be gathered at a central level, and this may need some agreement between all national authorities and stakeholders.

- Ms Sophia Lawrence of ILO Geneva said that as administrative records already existed within institutions their use for labour statistics was usually free; they were also very useful sources of data to provide information on the function of the concerned institutions. If the ILO could help to strengthen national government capacities and mobilize resources and action, data collection/production of labour statistics would be greatly improved.

## **6. Wage Indicators: Development and Application for Policy Making**

*Moderator: Mr Tite Habiyakare, ILO Bangkok*

Mr Habiyakare first spoke of the 12<sup>th</sup> International Conference of Labour Statisticians (ICLS) of 1973 with the resolution concerning an integrated system of wages statistics that defined the concept of 'wage' still in use today. The ILO's Convention 160 in 1985 broadened the scope of this in terms of measurement and data production, and the 16<sup>th</sup> ICLS in 1998 took the wage concept further to define income from employment. He added that the definition of wage covers all gross remuneration in cash, allowances regularly received and payment in kind, but still excluded employers' contributions paid to social security and pension schemes or certain bonuses paid at retirement or resignation. The concept of 'total labour cost' was rather broad and included family care, health insurance, social security and all other employer costs collectable by the individual employee.

Mr Habiyakare added that the ILO encouraged the publication of both the average and the median wage for the calculation of certain indicators and analysis of wage distributions.<sup>2</sup>

### **6.1. Wage Indicators: Development and Application for Policy Making, The Philippines**

*Presenter: Ms Teresa V. Peralta, Director, Bureau of Labour and Employment Statistics*

Ms Teresa Peralta opened her presentation by speaking about the development of the Philippine statistical indicators on adequate earnings and productive work, which took guidance from the recommended list of indicators of the International Tripartite Meeting of Experts (TME) on the Measurement of Decent Work in 2008.

<sup>2</sup> The ILO's latest *Global Wage Report* comes out on 5<sup>th</sup> December 2012 and participants are encouraged to access it.

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Furthermore, she said that The Labour Force Survey (LFS), conducted by the National Statistics Office (NSO), was the source of wage statistics on the decent work element of adequate earnings and productive work. The survey covered around 51,000 sample households nationwide.

The compilation of the DWIs on adequate earnings and productive work involved the following activities:

1. Assessment of the availability of data on the statistical indicators recommended by the TME (2008);
2. Determination of proxy statistical indicator as earlier discussed;
3. Preparation of the annotated outline on the tabulations;
4. Data research/tabulations for indicators that are not “off-the-shelf” or those that required further disaggregation. The public-use files or micro data of the LFS facilitated data compilation.

Indicators on adequate earnings and productive work together with the other indicators of the decent work framework were presented in a tripartite validation workshop in March 2012 prior to the finalization of the Decent Work Country Profile, with ILO/MAP support.

Ms Peralta also noted that The Philippine Development Plan (PDP 2011-2016), which provides the strategic policy framework for the country, placed emphasis on inclusive growth and poverty reduction –central to which is the concept of decent work. She also added that the key national framework concerning decent work, the Philippine Labour and Employment Plan (LEP), was crafted through “tripartite plus” consultations (meaning the tripartite constituents plus additional stakeholders), and that this elaborated on policies and programs that underscore the strategic objectives of the decent work agenda (i.e. full and productive employment, rights at work, social protection and the promotion of social dialogue).

Ms Peralta added that the national LFS offered some robust wage data, including special modules on domestic workers (in 2007 and 2011) that have produced important evidence, for example, in the lead up to the Philippines passing the ILO Convention 189 on Domestic Workers. The Philippines was also planning to design and develop provincial-based LFS that is expected to begin in 2014.

#### Plenary Discussion

- A participant from Cambodia said that in countries such as his, wages also included benefits such as bonuses, loans and other allowances. The participant asked whether such benefits should be counted as wages or not. Mr Habiyakare of the ILO responded that with the exception of loans, if such allowances are directly paid to the employees and are not employers’ contribution to social security schemes, they should be counted in wages.
- A participant asked Ms Peralta on how they managed to set up a national minimum wage. She replied that, in the Philippines, representatives from the Employers’ organization, workers’ organization and the government had regular consultations on the issues of jobs, wages, and labour productivity through the Tripartite Wages and Productivity Commission. So, the recommendation from the Philippines to other countries in this regard would be to work towards an institutionalized system of regular social dialogue, to gain mutual trust and cooperation between parties.

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## 7. Measuring Informality

*Moderator: Mr Tite Habiyakare, ILO Bangkok*

Mr Habiyakare introduced the session by summarising the conceptual framework for measuring employment informality. The resolution concerning statistics of employment in the informal sector that was adopted by the 15<sup>th</sup> ICLS in 1993, and the guidelines concerning the statistical definition of informal employment were adopted by the 17<sup>th</sup> ICLS in 2003. Furthermore, the ILO has released a pre-edited version of a manual titled *Measuring Informality: a new Statistical Manual on the informal sector and informal employment*<sup>3</sup> to help constituents, especially in statistical offices and ministries of labour, to define, quantify and characterize the contribution of the informal sector and informal employment in total employment as well into national accounts.

### 7.1. Measuring Informality: Bangladesh Experience

*Presenters: Mr Muhammad Shamsul Alam, Bangladesh Bureau of Statistics, Mr Muhammad Aminul Islam, Department of Labour and Employment*

Mr Alam said that many people were employed in the informal sector in Bangladesh. However, he noted that informal jobs were associated with lower productivity and wages, less social protection and high vulnerability to poverty. Moreover, he noted that informal sector and informal employment statistics had not yet been regularly collected nor included in Bangladesh's official labour force statistics.

He also said that Bangladesh Informal Sector Survey (ISS) 2010 was conducted alongside the 2010 Labour Force Survey with support from the Asian Development Bank (ADB). This joint undertaking, using the mixed survey approach, was cost effective, and it also allowed collection of valuable data on the informal economy. Mr Alam noted that the Bangladesh Bureau of Statistics (BBS) was planning to combine both the surveys from now on.

However, he noted that lack of training among survey staff resulted in a number of data inconsistencies that made data integration between the datasets for ISS and LFS more time consuming. Hence, he stressed that survey staff should be properly trained in future.

Mr Alam concluded his presentation by saying that the BBS was planning to conduct the national LFS more frequently from now on and next LFS was planned for 2013 with ILO-MAP support. BBS also planned to obtain administrative data from agencies that were under Ministry of Labour and Employment (MoLE) and had already started dialogue with the stakeholders for generating relevant data on DWIs.

<sup>3</sup> Downloadable here: [www.ilo.org/stat/Publications/WCMS\\_182300/lang--en/index.htm](http://www.ilo.org/stat/Publications/WCMS_182300/lang--en/index.htm)

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## 7.2. Measuring Informal employment in Nepal: A Case of Nepal Labour Force Survey 2008

*Presenters: Ms Ganga Devi Dabadi, Central Bureau of Statistics (Nepal), National Planning Commission Secretariat, Mr Indra Prasad Bashyal, Under Secretary, Ministry of Labour and Employment (Nepal)*

Ms Dabadi started by introducing the Nepal LFS 2008. She said that it was the second and the most recent LFS conducted by Nepal and the concepts and definitions followed the ILO guidelines. She also stated that informal employment measurement was conducted for the first time in the 2008 survey, even though it only measured the non-agricultural sector in this regard.

Ms Dabadi noted that the 2008 LFS survey results had identified the informal sector as an important contributor to the economy and efforts were being made by the government to bring informal enterprises under formal jurisdiction (i.e. law). She added that a new labour law was being drafted and all enterprises would be brought under the law regardless of their size. Furthermore, she stressed that the Social Security Act currently being drafted would further encourage formal rather than informal employment. Lastly, she noted that an annual household budget survey would be carried out from 2013 and this survey will further help collect employment information.

### Plenary Discussion

- A participant from the Philippines said their National Statistics Office (NSO) also published an LFS-based ISS in 2008, using almost the same definition as Nepal, based on the 2003 ICLS guidelines.. However, unlike Nepal they also covered the agricultural sector and other industries. One problem they found was that for family workers, employee income was often not distinguished from normal family costs. In the Philippines, the only type of registration they count as an indicator of formality is business registration and they do not rely on any other type of registration, such as social security or regulatory bodies.
- A representative from Indonesia said that in the absence of a direct measurement of informal employment, the BPS used proxy statistical estimates through cross-tabulations of two variables, employment status and occupation. However, in order to measure informal employment directly, the BPS and ADB had recently conducted a pilot survey on the informal sector and employment in two provinces: Yogyakarta and Banten.

## 8. Labour Force Surveys

*Moderator: Sophia Lawrence, ILO Geneva*

Ms Sophia Lawrence provided a brief introduction of the Labour Force Surveys (LFS). She noted that these household surveys were very important for measuring DW indicators and that the majority of the DW indicators had a household survey as a main source. She noted that DW indicators are advantageously measured through LFS and often based on the standards adopted by the ICLS. She developed further on how to formulate questions for a standard LFS questionnaire. Providing examples of Cambodia LFS 2012 and Philippines DW indicators on precarious work, she showed how core LFS questions were derived in these countries based on key issues pertaining to these countries and as well as international standards.

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## 8.1. Labour Force Survey in the Case of Thailand

*Presenter: Mr Anon Juntavich, Statistician, National Statistics Office*

Mr Juntavich stated that in Thailand, the monthly LFS was a major source of labour statistics. He said that data was collected between 1<sup>st</sup> and 12<sup>th</sup> of every month and there were over 900 enumerators nationwide. Time lags were 2 months and 1 month after field operations for quarterly and monthly surveys, respectively. The central office (NSO) produced the reports collected from regional/provincial levels. Also, Thailand was now planning to introduce paperless questionnaires (enumerators would input question answers on a tablet computer) in order to improve data quality and save time.

In closing, Mr Juntavich mentioned that conducting LFS regularly on a monthly basis had helped policy makers monitor the Thai Labour Development Plan and to measure the impact of economic crisis. Furthermore, it had also helped to facilitate comparisons with international labour statistics.

## 8.2. Labour Force Survey of Mongolia

*Presenter: Ms E. Gantuya, Officer of Population and Social Statistics Department of National Statistics*

Ms Gantuya spoke about the Mongolia LFS, noting that Mongolia conducted its first LFS in 2002-2003 and since then had conducted it on a regular (quarterly) basis. In addition, Child Labour Survey (CLS) and Informal Sector Survey (ISS) were also carried out on a regular basis. In closing, she stated that Mongolia planned to revise the methodology, concepts, definitions and indicators of labour statistics and LFS in line with the Mongolian context.

### Plenary Discussion

- A participant from the audience asked how the NSO (Mongolia) managed to attract consistent government funding to the national statistics team to collect data and to conduct regular labour force surveys. Ms Gantuya responded by saying that they had a national statistics law, meaning the government was obliged to allocate budgets for statistics and surveys.

## 9. Complementary Surveys For Decent Work Data

*Moderator: Mr Nikolai Rogovsky, ILO Geneva*

### 9.1. Complementary Surveys for Decent Work Data: The Experience of Myanmar's Household Income and Expenditure Survey

*Presenter: Ms Thaingyehtun, Ministry of Labour*

Ms Thaingyehtun began her presentation by giving a brief introduction of the statistical information system of the Central Statistical Organization (CSO) of Myanmar. She stated that the major surveys conducted by CSO were Household Income and Expenditure Survey (HIES), Price Survey, National Mortality Survey and Manufacturing Survey for Private Industry Zone. She further added that the CSO was also planning to conduct a Private Sector Construction Survey (2013-2014), Mass Media Survey (2014-2015), a

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Household Assets and Liabilities Survey (2014-2015) and an Informal Sector Survey (2014-2015).

## **9.2. Alternative Sources For Decent Work Data: Experience of Papua New Guinea**

*Presenters: Mr Roko Koloma Vanua, National Statistics Office, Mr Geno Rua, Department of Labour and Industrial Relations*

Mr Vanua stated that In Papua New Guinea (PNG), labour data could be obtained from other complementary surveys and censuses such as the Population and Housing Census, the Demography and Health Survey, the Household Income and Expenditure Survey (HIES), and the Agriculture Sample Survey.

However, he added that PNG had yet to conduct a national LFS. He also noted that data on DW was important for the development of the country's poverty reduction strategy, and for its employment policies. In addition, he noted that with the recent upturn in economic activity in PNG fuelled by major investment projects (liquefied natural gas & mining in particular) the need for a national Labour Market Information System (LMIS) was becoming increasingly important for both government and investors alike. Hence, in this regard, the NSO is planning to develop a strategy to develop statistics in PNG and conduct an LFS –budgetary support depending- in the near future.

## **9.3. Design and Methodology of School to Work Transition Survey with Labour Market Indicators as well as Samoa Future Plans for Labour Statistics.**

*Presenters: Ms Taupisioletoga Faamau, Assistant Chief Executive Officer, Ministry of Commerce Industries and Labour and Mr Ponifasio Vasa, Chief Programmer/Principal Statistician, Samoa Bureau of Statistics*

Ms Taupisioletoga Famau gave a brief overview of major surveys carried out in Samoa. She stated that major surveys conducted in Samoa were the Household Income and Expenditure Survey (HIES, in every 5 years), the Business and Activity Survey (every 3 years), the Demographic Health Survey (DHS, every 5 years), and the Labour Market Survey and the Minimum Wage Survey.

Ms Famau then noted that the new Employment Relations Bill 2012 had recently been enacted as a law. In addition, a national LFS project was now underway with technical and financial support from the ILO and was planned for completion in 2015. She said that ILO would assist the Ministry of Commerce, Industry and Labour Corporate in setting up the centralized unit for the effective and efficient operation of a labour market information system for employers and workers through their establishment survey.

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## 10. Questionnaire Design For Decent Work Indicators: Labour Force And Other Household Surveys

*Moderators: Mr Tite Habiyakare, ILO Bangkok and Sophia Lawrence, ILO Geneva*

In this session, the participants were divided into three groups for group work exercise. Each group was asked to examine from three national questionnaires and an ILO sample questionnaire, specific questions pertaining to key decent work concepts [i.e. currently employed, unemployed, and persons not in the labour force; informal employment; time related underemployment working time and earnings], and determine which specific DWIs could be derived from those questions. Where they thought certain DWIs could not be calculated, groups were asked to propose modifications/amendments to the survey questions, including supplementary probing questions, so as to capture the information needed to derive the indicators.

Finally, participants were asked to recommend a possible “core” set of LFS questions for each of the given decent work concepts, for a better measurement of the key DWIs and to enhance comparability of surveys in the Asia-Pacific region. Each group was given 30 minutes to discuss their exercise and then was asked to present their results to the plenary. Each group nominated one team leader and one presenter.

Below are the questions given to each group followed by the presentations:

### 10.1. Group A

*Identification of persons currently employed, unemployed, and persons not in the labour force: core questions for the two separate sections (example: Section A and Section G of the ILO proposed individual questionnaire)*

DWI: M-1, M-2, and M-3

The group first looked at the sample questionnaires and attempted to map the different question formulations used to determine key employment indicators. They constructed a matrix to show different questions used for measuring employment, unemployment and person not in the labour force across different countries: the Philippines, Bangladesh, Cambodia and Indonesia. From this, they sought to learn from each other. They concluded that all questionnaires used would be able to derive the following key employment indicators: -

- Employment – to – population ratio
- Unemployment rate
- Youth not in education and not in employment
- Informal employment
- Labour force participation rate
- Youth unemployment rate
- Proportion of own-account workers and contributing family workers in total employment

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However, due to time constraint, the group was not able to come up with recommendations on core LFS model questions for the Asia-Pacific region, but noted that this should be work in progress spearheaded by ILO.

## **10.2. Group B**

*Characteristics of main job and informal employment: example from Section B of the ILO proposed individual questionnaire.*

DWI: M-4, M-8, M-9, M-10, M-11, M-13, and M-15

Group B approached the exercise differently than group A. They went through each of the questions from the section B of the ILO proposed questionnaire and discussed about how to get more information directly for policy making.

Also, based on the questionnaire, the group came up with the following indicators: -

- a) Informal Employment
- b) Child Labour
- c) Stability & Security of Work
- d) Proportion of Own account
- e) Contributing family workers
- f) Occupational Segregation by sex
- g) Female share of employer
- h) Paid leave & sick
- i) Union density

## **10.3. Group C**

*Hours of work (example from Section D), Time related underemployment (example from Section E of the ILO proposed individual questionnaire). This group also worked on earnings questions, using examples from national LFS sample questions from countries such as Bangladesh, Cambodia, Indonesia, Philippines, Thailand, etc.*

On hours of work, the group looked at questions such as total working days and total number of working hours of all jobs during the previous week. In measuring hours of work, the group suggested on calculating normal working hours per day for each of the last seven days on the basis that normal working hours varied in each country.

For time related underemployment, the group proposed the same questions as recommended by the ILO, combined with information on the number of additional hours being sought from a) current job held, b) additional job, and c) new job that would replace original job in hours worked. They noted that all three of these must be outlined in the questionnaire to make it clear, as per ILO recommendations.

As per earnings, the group said that in Indonesia, the LFS asked employees net salary per month, whereas in the Philippines, the payment of wages was calculated on a daily basis.

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Hence, whether wages are requested as gross or net varied across countries and also payment of wages could vary in different countries.

#### Plenary discussion

- Ms Sophia Lawrence of the ILO clarified the concept of normal working hours. She noted that the concept was actually based on national legislation and it was a set number of hours for a specific reference period. So, normal working hours, she noted, was a good reference with which to establish a threshold for calculating time related underemployment –and thus, to avoid capturing in the measurement those stating themselves as underemployed who might actually be working excessive hours already. Applying this concept, she added, is therefore a matter of national interpretation (and may well differ across sectors within countries), but there remain international guidelines for all working time concepts (set out by the ILO – 18<sup>th</sup> ICLS, 2008).
- In some sectors, particularly government service, “hours worked” are pre-specified (they may also be set by collective agreements in the private sector), but may differ in reality from that specification. In these cases, the ILO would therefore recommend to ask questions such as ‘hours actually worked’ day-by-day in the last seven days as part of the labour force survey questionnaire (or equivalent household-based survey) or the ‘hours usually worked’ over a longer reference period.
- Also, in terms of calculating earnings, Ms Lawrence noted that as is the case in most establishment surveys where we only obtain information on *wage employees*, we are missing a large group of self-employed people. Therefore, the LFS, despite its difficulties to obtain sensitive information, could be used for earnings from all status in employment categories, countries should therefore take this into consideration when preparing questions on earnings.

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## **11. Strengthening Surveys, Building Labour Statistics Systems**

*Moderator: Ms Sophia Lawrence, ILO Geneva*

### **11.1. Indonesian National Labour Force Survey**

*Presenter: Ms Krismawati, Head of Subdirector of Wages and Income*

Ms Krismawati spoke about the development of the system of measuring labour statistics in Indonesia over time. She mainly spoke about the history of the National Labour Force Survey (SAKERNAS) and showed how SAKERNAS had evolved and improved over time and that the data collection had become more frequent.

She noted that SAKERNAS had a household survey approach and collected mainly employment data. Also, since 2011, SAKERNAS had been conducted on a quarterly basis and was a key indicator of labour market. She further noted that the sample design for survey planning had been redesigned recently to fit quarterly survey using 2010 Population Census data.

Ms Krismawati also spoke about Indonesia's plan on improving the current state of SAKERNAS. Regarding survey design, she noted that new sample design would be evaluated and the quality and the relevance of quarterly statistics would be improved from a more efficient sample design. Indonesia was also planning to provide training to SAKERNAS officers and introduce Computer Assisted Personal Interviewer (CAPI) for data collection. Furthermore, with regard to data processing, Indonesia planned to use Information and Communications Technology (ICT) to improve timeliness, efficiency and quality management.

### **11.2. Provincial Labour Force Survey Design And Development In The Philippines**

*Presenter: Mr Florante C. Varona, National Statistics Office*

Mr Varona spoke about the design of the 2003 master sample. In the Philippines, the National Statistics Office (NSO) had employed the concept of a master sample in the design and conduct of its household surveys. A master sample is a sample from which subsamples can be selected to serve the needs of different surveys. It promotes efficiency on the use of limited resources and allows the linking of different survey variables.

He noted that the 2003 master sample would be used for a period of 10 years and so sample elements should be replaced by a new set at certain points in time. He further said that there was a need for a new master sample with provinces and highly urbanized cities as major domains in order to generate provincial level estimates in response to the growing demand for statistics, especially at the sub-national level. He also added that ILO/MAP had already supported pilot LFS in Agusan Sur and Antique provinces. Lastly, Mr Varona said that the Philippines Government was planning to conduct Provincial Labour Force Survey starting 2014 and Provincial Family Income and Expenditure Survey in 2015.

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### **11.3. Data Integration From The Administrative And Survey/ Census Data In Malaysia**

*Presenter: Mr Ab. Razak Othman, Senior Assistance Director, Institute of Labour Market Analysis & Information, Ministry of Human Resources Division*

Mr Othman stated that there are various sources of administrative data in Malaysia such as data collected by the Ministry of Human Resources (MOHR), the Department of Statistics (DOS), the Economic Planning Unit (EPU) and so on. In order to fully utilize the data from these various sources, the MOHR as planning to collect data from multiple sources and registers as opposed to collecting data from a single “best” source. He further noted that the MOHR planned to augment survey and census data with administrative data from government sources. Furthermore, it was planning to construct a data warehouse consisting of sample representatives from the entire labour market and data cleansing, codification and deployment of analysis and data mining tools.

### **11.4. Enhancing labour statistics for measuring decent work in Asia and the Pacific**

*Presenter: Ms Ruri Narita Artiesia, ASEAN Secretariat*

Ms Artiesia began her presentation by providing a brief introduction of the ASEAN community. Adding further, she noted that since 2000, the ASEAN Labour Ministers (ALM) Work Programme had guided ASEAN’s work on labour and human resources. With ASEAN’s labour force currently totalling 285 million, the bloc recognised the importance of job creation, developing the quality of the workforce, and providing social security to all workers regardless of their status and background. Furthermore, she added that ASEAN had made a ground-breaking move to address the issue of migrant workers in January 2007, when its Leaders signed the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers. The Declaration mandates ASEAN countries to promote equitable and appropriate employment protection, payment of wages, and adequate access to decent working and living conditions for migrant workers.

Ms Artiesia also noted that one of the key ASEAN Socio Cultural Community (ASCC) Blueprint’s strategic objectives, envisioned for the implementation of the Roadmap for an ASEAN Community (2009-2015), was to incorporate Decent Work Principles in to ASEAN work culture (including workplace safety and health) and ensure that the promotion of entrepreneurship becomes an integral part of the organisation’s “forward looking” labour market and employment policy. For this purpose, the ASEAN Secretariat had come up with an ASCC Scorecard as a monitoring system of the ASCC Blueprint’s Strategic Objectives. She also mentioned that a list of scorecard indicators had been prepared in consultation with the delegates from ASEAN member states, the Secretariat and representatives from ILO, UNDP, UNESCAP, and UNWOMEN. Below is the list of “scorecard” indicators under the strategic objective related to the promotion of Decent Work: -

- a) Employment-to- population ratio, 15 years and over
- b) Unemployment rate
- c) Low pay rate (below 2/3 median earning)
- d) Excessive hours
- e) Occupational injuries

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- f) Union density rate

### Plenary Discussion

- The participants commended Indonesia's efforts to collect labour force survey data on a quarterly basis. The representatives of Indonesia said that employment data is of specific strategic importance, since it was needed not only by government policymakers but also the President himself. Hence, improving data quality is politically very important, too. The representatives also added that as part of their on-going improvements to the national statistical set-up, Indonesia would by 2015 move to a monthly SAKERNAS (labour force survey).
- A participant from Bangladesh asked about the usefulness of collecting the employment data on a quarterly –or even monthly- basis given the high costs associated with the collection process. Mr Habiyakare of the ILO responded by noting that in more developed economies in particular, people are gaining and losing jobs on a daily basis, making the labour market highly dynamic and prone to rapid adjustments. Therefore, collecting employment data more frequently would give a more accurate national picture for continuous monitoring of employment issues.
- A representative from SAARC asked about the funding mechanisms of ASEAN. The ASEAN representative responded by saying that ASEAN member states are very active and ASEAN activities are funded through cost sharing of member states.
- Ms Sophia Lawrence of the ILO noted that in this globalized world, one needed to coordinate and communicate and a lot can be learned from South- South cooperation.

## **12. Analysing and Interpreting Decent Work Data for Policymaking**

*Presenter: Mr Nikolai Rogovsky, ILO Geneva*

Mr Rogovsky introduced the ILO Knowledge Management Gateway to the participants. He noted that the gateway was a one-stop access to country specific information on decent work, aggregated by policy components and descriptors. He said that it would support the wider knowledge management efforts of the ILO, as it would improve the accessibility and usability of ILO databases and information sources. He added that the Gateway would help answer the key question of what Decent Work policies work well and where, for all countries to see. He also noted that the three main 'pillars' of the Gateway are ILO-STAT database, NORMLEX and Policy databases and Gateway had direct links to all them. Adding further, he said that the Gateway would also contain various links beyond its three 'pillars'; including reports and publications, evaluations, and the role of social partners.

The Gateway would benefit the ILO, its constituents and the public, as it would provide user-friendly access to important policy-oriented information. It would also bridge the information gap between the Headquarters, regional offices and country offices. Mr Rogovsky also mentioned that as of now, the Gateway was running in prototype form only, and that the ILO is aiming for it to cover up to 30 countries by 2015. Finally, he noted that the Gateway was one way of exploring opportunities for involving constituents more proactively in information provision and updating.

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## 12.1. Strengthening the Collection and Management of Decent Work Data for Policy Making: The Sri Lankan Experience

*Presenters: Ms Amarathunga, Department of Labour (Sri Lanka); and Mr Weerasinghe Premakumara, Department of Census and Statistics (Sri Lanka)*

In the first part of her presentation, Ms Amarathunga noted that data collected through various administrative sources in Sri Lanka were analysed and disseminated in the National Social and Labour Training Report, which was produced twice a year. She also added that various stakeholders were using the report across government in their policy-making processes.

Ms Amarathunga then provided a detailed explanation to the audience on how Sri Lanka had used key ILO DWIs to set out problem identification for policy making for National Human Resources and Employment Policy (NHREP). She further noted that the Government of Sri Lanka commenced the formulation of the NHREP, with support from the ILO in June 2011 and the comprehensive policy document was launched in October 2011.

### Plenary Discussion

- A participant from Samoa asked the ILO on what kind of statistics and information would the Gateway contain, as some government information were private. The ILO responded that the Gateway would only use information that was already publicly available at the country level.

## 13. Summary and Ways Forward

*Moderator/Speaker: Ms Sukti Dasgupta, ILO Bangkok*

Ms Dasgupta briefly summarized the main outcomes and recommendations that had emerged from the workshop which are listed below:

### (i) **COMPILATION AND ANALYSIS OF DECENT WORK INDICATORS (DWIs)**

- Measurement of main DWIs (i.e. the 18 main indicators from the ILO proposal) on a regular basis (at least annually):
  1. **Countries with advanced labour statistics systems** may wish to consider the production of Decent Work Indicators on annual basis (where survey data permits), with a focus on the recommended 18 main DWIs (plus additional indicators as per the country context). Examples of countries where this would be possible include Indonesia, Malaysia, Mongolia, the Philippines, Sri Lanka, and Thailand;
  2. **Countries whose labour statistics systems are still under development** may wish to consider pilot studies on DWIs, especially when new labour force surveys are being implemented and analysed. Examples of such countries include Bangladesh, Cambodia, and Nepal;
  3. **Countries where labour statistics are not yet fully collected** may wish to consider further in-country training on DWI development (with a view to initiating further steps toward

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their collection), as well as the inclusion of proposed *core questions* into their future LFS to derive key indicators. Examples of such countries include Brunei Darussalam, Myanmar, and Papua New Guinea.

- Producing DWIs from administrative sources / records:
  4. Countries with sources that allow for the development of data collection systems to produce DWIs from administrative records such as OSH, social protection, and social dialogue, may learn from examples presented by Malaysia and Sri Lanka, which are investing in the regularized collection and management of administrative records for informing policymaking.
- Decent Work Country Profiles:
  5. Countries may consider the production of Decent Work Country Profiles, inspired by the examples of MAP countries, i.e. Bangladesh, Cambodia, Indonesia, and the Philippines. If national constituents and social partners agree to such production, countries may also consider producing the profiles on regular basis. Profiles produced on a 3 to 5 yearly basis, with annual “updates” of key indicators and developments would be adequate to track progress on national decent work objectives, in line with the Decent Work Country Programmes.

**(ii) POSSIBLE “CORE QUESTIONS” FOR LABOUR FORCE SURVEYS IN THE REGION, TO DERIVE KEY DECENT WORK INDICATORS**

6. The workshop worked on the development of “core questions” for LFS - on the basis of the core questionnaire developed by the ILO - to help measure the main DWIs, and proposed that this work be continued -in collaboration with ILO- to include these into national labour statistics data collection systems.

**(iii) DEVELOPMENT OF LABOUR STATISTICS SYSTEMS**

- Systems of regular labour force surveys:
  7. Asia-Pacific countries may consider following the examples of Indonesia, Malaysia, the Philippines, Sri Lanka, and Mongolia by establishing –or moving towards- a system of *quarterly* labour force surveys. Countries may examine various approaches and processes to reach such a system, such as those presented by Indonesia and the Philippines;
  8. Advanced Asia-Pacific member States may consider providing assistance to their counterparts with lower statistical capacity, and in line with the different national contexts (relevant in particular to smaller Pacific Island countries).
- Integrated systems of labour statistics:
  9. Ministries of Labour and National Statistical Offices (or their equivalents) should consider efforts to develop and strengthen *integrated* systems of labour statistics (i.e. combining survey based data with relevant data from other sources, particularly government administrative records), with ILO assistance where required.

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- The role of regional bodies (ASEAN, SAARC, SPC):
    10. Regional bodies such as the Association of Southeast Asian Nations (ASEAN), the South Asian Association for Regional Cooperation (SAARC) and the Secretariat of the Pacific Community (SPC) should consider supporting and promoting harmonization of labour statistics and decent work indicators among member States.
    11. Regional bodies should consider providing support to and advocate for integrated labour statistics systems among their member States;
    12. Regional bodies should consider supporting the development of a regional system of statistical decent work indicators.
    13. Regional bodies may also consider including the measurement of selected main decent work indicators into their programme monitoring systems, in line with their labour related priorities. ASEAN's recent experience with its recently developed "scorecard indicator" system for the labour market may provide insights in this regard.
    14. Regional bodies should consider promoting funding of labour statistics activities in member States through cost-sharing and South-South cooperation mechanisms, with ILO assistance if required.
  - The role of the ILO and social partners:
    15. ILO social partners (employers' and workers' organizations) have a major role to play in the development of functional labour statistics systems, and may produce statistics and decent work indicators covering their work programme, particularly those on social dialogue (trade union density and collective bargaining coverage). Social partners may also consider supporting and promoting the production and harmonization of labour statistics and indicators by all Asia-Pacific member States, as well as contributing to integrated labour statistics systems at the national level;
    16. ILO may consider expanding its capacity building programme in the Asia-Pacific region toward the collection and enhancement of labour statistics, with a particular emphasis on regular production of the main decent work indicators and related national assessments of progress made towards decent work. ILO should also continue supporting regional knowledge-sharing initiatives among Asia-Pacific member States; participants at this workshop requested the ILO to advise a follow-up and sustainability strategy to the MAP Project before its completion in 2013.

### **13.1. Closing Remarks**

Ms Sophia Lawrence thanked all the participants and shared her conclusions of the workshop. She suggested that participants think about the outcomes and recommendations of the workshop and its link with policy making and development in their countries. She said that, in Geneva, the main goal and mandate of ILO-STATISTICS was to enhance labour statistics and in order to have a statistical system of programmes and indicators,

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ILO would need to reinforce the capacity of countries at different levels of statistical development.

She also noted the complexity of developing questionnaires for capturing DW elements through LFS and further said that ILO-STATISTICS was also working on other sources of statistics, as coherent data system is the one that draws from all sources. She also highlighted the importance of administrative data to the participants and mentioned that ILO-STATISTICS was also working on projects regarding a sources and methods compilation for administrative data, and eventually on migrant labour statistics. She further added that ILO Geneva was preparing for the next International Conference of Labour Statisticians to be held in October 2013. Therefore also, in terms of sustainability of DW indicators, she suggested the participants go back to their countries and brief their governments on issues relating to the sustainability of data production; allowing their governments to in turn share their concerns through the ICLS in Geneva.

Mr Rogovsky of ILO Geneva thanked the ILO Bangkok for organizing the workshop. He highlighted the cultural and geographical diversity of Asia-Pacific region and noted the importance of knowledge sharing in this region through these kinds of workshops. He also talked about the links between data and policy and stressed that data should not only be collected for the purpose of collecting but should be analysed and used for making policy decisions. He also spoke about the Policy Integration Department website of the ILO and said that it contained a lot of information on Decent Work and also other areas of work of the department. He also presented the new MAP project website including various documents and reports on the experience gained from the MAP countries on the measurement of decent work.

Mr Habiyakare of ILO Bangkok thanked all the participants and acknowledged the high dynamic of the Region in the production of labour statistics, despite the persistent capacity issues in certain countries. He acknowledged the participants who raised the issue on the funding constraints in their countries in the area of measuring labour statistics, and indicated the importance of national commitment in putting in place a sustainable labour statistics system. He indicated that ILO's main role is on building the capacity of countries in the collection and analysis of labour statistics, and that the ILO is not a funding agency. He stressed that due to limited resources the ILO assistance is mostly demand-driven, with priority on technical assistance given to selected countries where capacity is considered as low; the aim is to ensure that all countries in the region are brought to certain similar levels in the collection and dissemination of labour statistics. He further highlighted the role of regional community and the role of social partners in developing and strengthening the national statistical system.

Ms Dasgupta first of all thanked the representatives from ILO Geneva, Ms Sophia Lawrence and Mr Nikolai Rogovsky for their time and contribution to the workshop. She then thanked Mr Tite Habiyakare, Mr David Williams of ILO/MAP Bangkok for successfully organizing this workshop. She then thanked all the participants for taking the time out from their busy schedules back home and participating in this workshop.

She stressed the importance of data for informed policy making. She provided an example of Cambodia where the government had requested the ILO to conduct the national LFS after 11 years because it lacked labour market data in order to design an employment policy. She also recommended that the participants brief their governments and constituents back home on the sustainability of statistical systems so they can raise their concerns in Geneva.

## Annex I. Workshop Agenda

*Agenda: Regional training & knowledge sharing workshop on enhancing labour statistics for measuring Decent Work in Asia & the Pacific  
Amari Watergate Hotel, Bangkok, 27<sup>th</sup>-30<sup>th</sup> November 2012*

| Time             | Tuesday 27 <sup>th</sup> November                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Wednesday 28 <sup>th</sup> November                                                                                                                                                                                                                   | Thursday 29 <sup>th</sup> November                                                                                                                                                                                                                                                                                                                                                                                                              | Friday 30 <sup>th</sup> November                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <b>0900-1030</b> | <p><b>OPENING REMARKS</b></p> <ul style="list-style-type: none"> <li>- <b>Ms Thetis Mangahas</b>, Deputy Regional Director, ILO Regional Office for Asia and the Pacific</li> <li>- <b>Mr Attila Nyitrai</b>, Deputy Head of Delegation, EU Delegation to Thailand</li> </ul> <p><b>1. INTRODUCTION: MEASURING DECENT WORK IN ASIA</b></p> <p><i>Nikolai Rogovsky, Snr Economist, Policy Integration Department, ILO Geneva</i><br/><i>Tite Habiyakare, Senior Regional Statistician, ILO Bangkok</i></p> <ul style="list-style-type: none"> <li>- ILO framework for measuring DW</li> <li>- Introducing the EU/ILO MAP project</li> <li>- Overview of selected DWIs</li> </ul> | <p><b>5. WAGE INDICATORS: DEVELOPMENT AND APPLICATION FOR POLICYMAKING</b></p> <p><i>Moderator: Tite Habiyakare</i></p> <p>Country experiences:</p> <ul style="list-style-type: none"> <li>- <b>Philippines</b></li> <li>- <b>Thailand</b></li> </ul> | <p><b>9. QUESTIONNAIRE DESIGN FOR DECENT WORK INDICATORS: LABOUR FORCE &amp; OTHER HOUSEHOLD SURVEYS</b></p> <p><i>Moderators / facilitators: Tite Habiyakare, Sophia Lawrence</i></p> <p><b>Group work exercise</b><br/><i>Examine some sample questionnaires and determine what decent work measurements can (not) be produced from the survey, along with recommendations for how to improve the questionnaire to fill the DWI gaps.</i></p> | <p><b>11. ANALYSING AND INTERPRETING DECENT WORK DATA FOR POLICYMAKING</b></p> <p><i>Moderator/speaker: Nikolai Rogovsky</i></p> <p>Key themes:</p> <ul style="list-style-type: none"> <li>- Interpreting DWIs and assessing progress on Decent Work</li> <li>- Devising labour market policies from DWIs</li> <li>- Using DW data in development plans</li> <li>- ILO's role in assisting with country level analysis</li> </ul> <p>Country experience:</p> <ul style="list-style-type: none"> <li>- <b>Sri Lanka</b></li> </ul> |

| <i>Tea/coffee break</i> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <b>1100-1230</b>        | <b>2. NATIONAL EXPERIENCES WITH DECENT WORK INDICATORS</b><br><br><i>Moderator: Sukti Dasgupta , Snr Economist, Regional Economic and Social Analysis Unit, ILO Bangkok</i><br><br>Key themes: <ul style="list-style-type: none"> <li>- national DWI lists</li> <li>- Data sources and availability</li> <li>- Development of DW Profiles</li> <li>- Main achievements/challenges</li> </ul> Country Experiences: <ul style="list-style-type: none"> <li>- <b>Cambodia, Indonesia</b></li> </ul> Open Discussion | <b>6. MEASURING INFORMALITY</b><br><br><i>Moderator/speaker: Tite Habiyakare</i><br><br>Key themes <ul style="list-style-type: none"> <li>- How to measure informality</li> <li>- ILO manual on informal employment</li> </ul> Country Experiences: <ul style="list-style-type: none"> <li>- <b>Bangladesh:</b> calculating informal employment using LFS data</li> <li>- <b>Nepal:</b> 2008 LFS survey</li> </ul> Open Discussion | <b>SESSION 9 CONTINUED...</b><br><br><ul style="list-style-type: none"> <li>- Groups report back to the plenary</li> </ul> Open discussion                                                                                              | <b>12. SUMMARY AND WAYS FORWARD</b><br><br><i>Moderator/speaker: Sukti Dasgupta</i><br><br>Summary of workshop recommendations, incl. roundup of national plans for: <ul style="list-style-type: none"> <li>(i) DWI collection</li> <li>(ii) Use of “model” LFS questionnaire</li> <li>(iii) Developing regular systems of labour statistics</li> </ul> <b>Closing:</b> <ul style="list-style-type: none"> <li>- Workshop review &amp; evaluation</li> <li>- Closing remarks: Nikolai Rogovsky and Sophia Lawrence / Tite Habiyakare</li> </ul> <p style="text-align: center;"><b>+++ END +++</b></p> |
| <i>Lunch</i>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>1400-1515</b>        | <b>3. SOURCES OF DECENT WORK DATA</b><br><br><i>Moderator/speaker: Sophia Lawrence, Department of Statistics, ILO Geneva</i><br><br>Key themes: <ul style="list-style-type: none"> <li>- Household surveys</li> <li>- Censuses</li> </ul>                                                                                                                                                                                                                                                                        | <b>7. LABOUR FORCE SURVEYS</b><br><br><i>Moderator: Sophia Lawrence</i><br><br>Country Experiences: <ul style="list-style-type: none"> <li>- <b>Thailand</b></li> <li>- <b>Mongolia</b></li> </ul> Open Discussion                                                                                                                                                                                                                 | <b>10. STRENGTHENING SURVEYS, BUILDING LABOUR STATISTICS SYSTEMS</b><br><br><i>Moderator: Sophia Lawrence</i><br><br>Key themes <ul style="list-style-type: none"> <li>- Improving labour force surveys: moving to quarterly</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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|                         | <ul style="list-style-type: none"> <li>- Establishment Surveys</li> <li>- Administrative records</li> </ul> <p>Open Discussion</p>                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                        | <p>/ provincial level data collection</p> <p>Country experiences:</p> <ul style="list-style-type: none"> <li>- <b>Indonesia, Philippines</b></li> </ul> <p>Open Discussion</p>                                                                                                                                                                                                                               |  |
| <b>Tea/coffee break</b> |                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                              |  |
| <b>1545-1700</b>        | <p><b>4. COLLECTING DECENT WORK DATA FROM ADMINISTRATIVE RECORDS</b></p> <p><i>Moderator: Tite Habiyakare</i></p> <p>Key themes:</p> <ul style="list-style-type: none"> <li>- How to collect administrative data: challenges and strategies</li> <li>- Country experience: <b>Sri Lanka</b></li> </ul> <p>Open Discussion</p> <p><b>1800hrs – Welcome Reception @ 8<sup>th</sup> floor garden</b></p> | <p><b>8. COMPLEMENTARY SURVEYS FOR DECENT WORK DATA</b></p> <p><i>Moderator: Nikolai Rogovsky</i></p> <p>Country Experiences:</p> <ul style="list-style-type: none"> <li>- <b>Myanmar</b></li> <li>- <b>Papua New Guinea</b></li> <li>- <b>Samoa</b></li> </ul> <p>Open Discussion</p> | <p><b>SESSION 10 CONTINUED...</b></p> <p>Key themes</p> <ul style="list-style-type: none"> <li>- Developing integrated databases of labour statistics</li> </ul> <p>National/regional experiences:</p> <ul style="list-style-type: none"> <li>- <b>Indonesia</b></li> <li>- <b>Malaysia</b></li> <li>- <b>ASEAN:</b> Developing common labour indicators for member states</li> </ul> <p>Open Discussion</p> |  |

## Annex II. List of Participants

### Regional Training and Knowledge Sharing Workshop: Enhancing Labour Statistics for Measuring Decent Work in Asia and the Pacific Amari Watergate Hotel, Bangkok, 27-30 November 2012

| No | Country    | Name                       | Position                                            | Organization                                           | Address                                                                              | Tel                  | Fax             | Email                                                                                                                                    |
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| 4  | Brunei     | Ms Hajah Rina Haji Ghani   | Economic Officer                                    | Department of Economic Planning and Development        | 2A Jln Ong Sum Ping, Brunei Darussalam                                               | 673 2233344 ext 402  | 673 2230236     | <a href="mailto:rinaghani299@gmail.com">rinaghani299@gmail.com</a>                                                                       |
| 5  | Brunei     | Ms Aslina Abdulkhan        | Assistant Statistics Officer                        | Department of Economic Planning and Development        | 2A Jln Ong Sum Ping, Brunei Darussalam                                               | 673 223 3344 ext 422 | 673 223 0236    | <a href="mailto:aslina.abdulkhan@jpke.gov.bn">aslina.abdulkhan@jpke.gov.bn</a>                                                           |
| 6  | Cambodia   | Mr Sophon Hoeung           | Director of L.M.I.                                  | Ministry of Labour Vocational Training                 | No 3 Russi Blvd, Khan Toul Kork Phnom Penh                                           | (855) 12 477 077     |                 | <a href="mailto:hoeungsophon@gmail.com">hoeungsophon@gmail.com</a>                                                                       |
| 7  | Cambodia   | Mr Kanol Heang             | Deputy Director General                             | National Institute of Statistics, Ministry of Planning | No 386 Preah Monivong Blvd., Sagkat Boeung Keng Kang I, Khan Chamkar Mon, Phnom Penh | (855) 16 551 075     | (855) 23 213650 | <a href="mailto:heangkanol@gmail.com">heangkanol@gmail.com</a>                                                                           |
| 8  | Indonesia  | Mr Djuharsa Djajadihardja  | Head of Research, Development and Information Board | Ministry of Manpower & Transmigration                  | Jl. TMP. Kalibata, No. 17 Jakarta Selatan 12750 Gd. Utama Lt 3                       | (6221) 7989904       | (62 21) 7900039 | <a href="mailto:djuharsa@nakertrans.go.id">djuharsa@nakertrans.go.id</a> ,<br><a href="mailto:djuharsa@yahoo.com">djuharsa@yahoo.com</a> |

|    |           |                           |                                                                               |                                         |                                                                                                                       |                                          |                   |                                                                                                                                                                                |
|----|-----------|---------------------------|-------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9  | Indonesia | Ms Koesprayekti Saptarina | Head of International Relation Unit, Social Security and Labour Inspection    | Ministry of Manpower & Transmigration   | TMP Kalibata, No. 17 Main Building, Fl. 3rd                                                                           | (62 21) 798 9904                         | (62 21) 798 1658  | <a href="mailto:rinabsd@yahoo.co.id">rinabsd@yahoo.co.id</a>                                                                                                                   |
| 10 | Indonesia | Ms Selviana               | Head of Programme Evaluation & Report                                         | Ministry of Manpower & Transmigration   | TMP Kalibata, No. 17 Main Building, Fl. 3rd                                                                           | (62 21) 798 9904                         | (62 21) 798 1658  | <a href="mailto:selviana_mohamad@yahoo.com">selviana_mohamad@yahoo.com</a> ,<br><a href="mailto:selviana@yahoo.com">selviana@yahoo.com</a>                                     |
| 11 | Indonesia | Mr Taofik Hidayat         | Manpower Data Information Center Staff                                        | Ministry of Manpower & Transmigration   | TMP Kalibata, No. 17 Main Building, Fl. 3rd                                                                           | (62 21) 7900039                          | (62 21) 7900039   | <a href="mailto:taofik.hidayat@gmail.com">taofik.hidayat@gmail.com</a>                                                                                                         |
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| 14 | Mongolia  | Mr Bayarkhuu Batsuuri     | Officer, Department of Monitoring - Evaluation and Internal Audit             | Ministry of Labour                      | Peace Avenue, Bayanzurkh District, Ulaanbaatar                                                                        | (976) 9919 5694                          | (976) 51 261516   | <a href="mailto:enkhbayar@mswl.gov.mn">enkhbayar@mswl.gov.mn</a>                                                                                                               |
| 15 | Mongolia  | Ms Enkhtaivan Gantuya     | Officer of Population and Social Statistics Department                        | National Statistical Office of Mongolia | Government Building 3, room 306, Baga Toiruu -44, Sukhbaatar District, Ulaanbaatar 20A                                | (976 11) 32 91 25                        | (976 11) 32 45 18 | <a href="mailto:gantuya@nso.mn">gantuya@nso.mn</a> ,<br><a href="mailto:gantuya18@yahoo.com">gantuya18@yahoo.com</a> ,<br><a href="mailto:nso@magicnet.mn">nso@magicnet.mn</a> |

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|----|------------------|----------------------------|---------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------|-----------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 16 | Myanmar          | Ms Thaingiyehtun           |                                                               | Ministry of Labour                          | Building 51, Nay Pyi Taw                                             | 009 594 9328162, 009 5944 8544681 | 95 67 430083                | <a href="mailto:thaingi528@gmail.com">thaingi528@gmail.com</a>                                                                                                                                                                   |
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| 19 | Nepal            | Ms Ganga Devi Dabadi       | Director, Planning, Coordination & Standardization Section    | Central Bureau of Statistics                | Thapathali, Kathmandu                                                | 977 1 424 5946                    | 977 1 422 7720              | <a href="mailto:gangadabadi@hotmail.com">gangadabadi@hotmail.com</a>                                                                                                                                                             |
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| 25 | Philippines      | Susanita Tesiorna          | Vice President                                                | Trade Union Congress of the Philippines     | Unit 601 Marbella II, Roxas Boulevard, Malate, Manila                | 63 0917 582 1250, 63 9472812811   | 63 2 697 6595, 63 2 5253522 | <a href="mailto:sgtesiorsna.allwies@gmail.com">sgtesiorsna.allwies@gmail.com</a> ,<br><a href="mailto:tucp.education@gmail.com">tucp.education@gmail.com</a> ,<br><a href="mailto:secrtucp@tucp.org.ph">secrtucp@tucp.org.ph</a> |

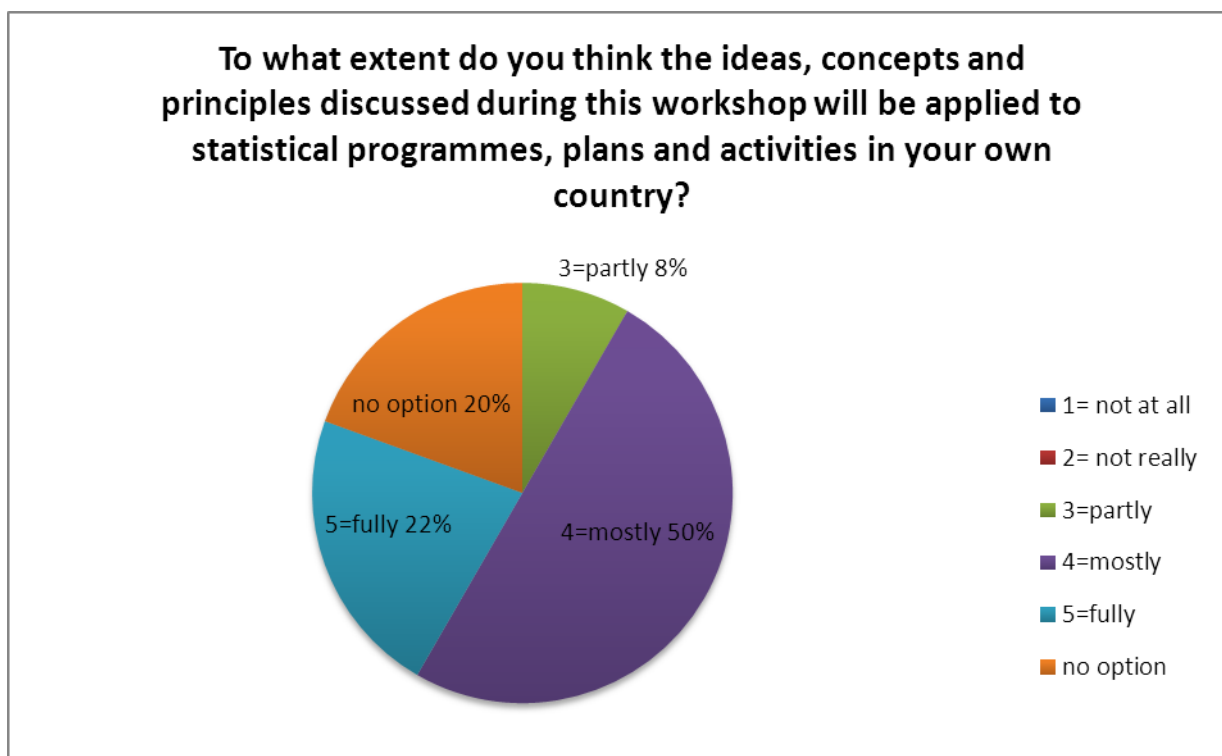
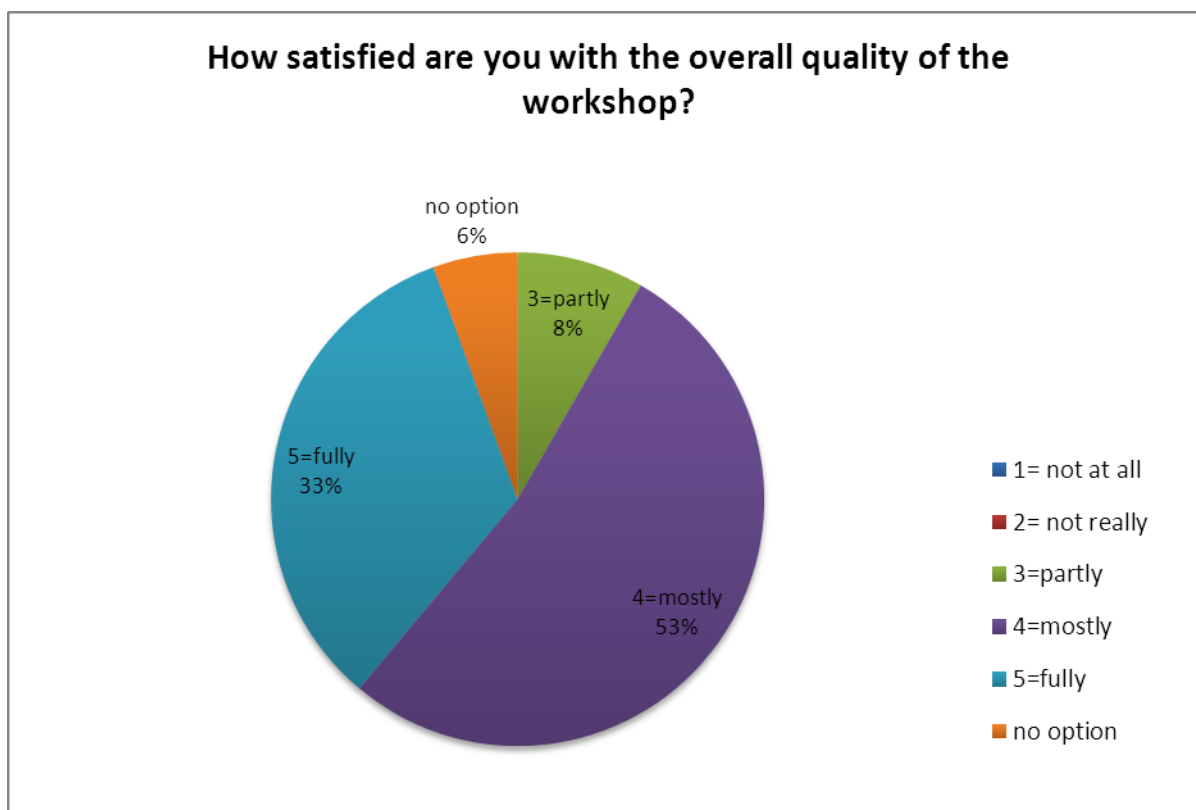
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|----|--------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
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| 29 | Sri Lanka                | Mr WWMAS Premakumara                    | Director Statistics                                                                     | Department of Census and Statistics     | Sample Surveys Division, 8th Floor, Unity Plaza Bldg., Colombo 04                       | 94 112 555573                        | 94 112 508690    | <a href="mailto:premakumara@statistics.gov.lk">premakumara@statistics.gov.lk</a>                                                                   |
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|    | <b>ILO Participation</b> |                                         |                                                                                         |                                         |                                                                                         |                                      |                  |                                                                                                                                                    |
| 33 | Bangladesh               | T.I.M. Nurunnabi Khan                   | Programme Officer                                                                       | ILO-Dhaka                               | House No. 12 Road No. 12 (New), Dhanmondi Residential Area, Dhaka 1209                  | (880 2) 911 2836, 911 2976, 911 2907 | (880 2) 811 4211 | <a href="mailto:nabi@ilo.org">nabi@ilo.org</a>                                                                                                     |

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|----|-----------------------------|-------------------------|--------------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------|------------------------------------------------------------------------------------|
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|    | <b>Resource<br/>Persons</b> |                         |                                                  |                                                 |                                                                                                                        |                                  |                     |                                                                                    |
| 36 | Switzerland                 | Nikolai Rogovsky        | Senior Economist                                 | INTEGRATION, ILO-Geneva                         | CH-1211, Geneva 22                                                                                                     | (41 22) 799<br>6116              | (41 22)<br>799 8451 | <a href="mailto:rogovsky@ilo.org">rogovsky@ilo.org</a>                             |
| 37 | Switzerland                 | Sophia Lawrence         | Statistician                                     | STATISTICS, ILO-Geneva                          | CH-1211, Geneva 22                                                                                                     | (41 22) 799<br>6384              | (41 22)<br>799 6957 | <a href="mailto:lawrence@ilo.org">lawrence@ilo.org</a>                             |
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|    | <b>EU</b>                   |                         |                                                  |                                                 |                                                                                                                        |                                  |                     |                                                                                    |
| 39 | Thailand                    | Mr Attila Nyitrai       | Deputy Head of<br>Delegation                     | Delegation of the European<br>Union to Thailand | Kian Gwan House II,<br>19th Floor, 140/1<br>Wireless Road; Bangkok<br>10330                                            | (66 2) 305<br>2600               | (66 2)<br>305 9113  | <a href="mailto:Attila.NYITRAI@eeas.europa.eu">Attila.NYITRAI@eeas.europa.eu</a>   |
| 40 | Thailand                    | Mr Luca Pierantoni      | Attache<br>(Cooperation)                         | Delegation of the European<br>Union to Thailand | Kian Gwan House II,<br>19th Floor, 140/1<br>Wireless Road; Bangkok<br>10330                                            | (66 2) 305<br>2600               | (66 2)<br>305 9113  | <a href="mailto:Luca.PIERANTONI@eeas.europa.eu">Luca.PIERANTONI@eeas.europa.eu</a> |
|    | <b>ILO Bangkok</b>          |                         |                                                  |                                                 |                                                                                                                        |                                  |                     |                                                                                    |
| 41 | Thailand                    | Thetis Mangahas         | Deputy Regional<br>Director                      | ILO-Bangkok                                     | c/o United Nations<br>Building, Rajdamnern<br>Nok Avenue, Bangkok<br>10200                                             | (66 2) 288<br>1722               | (66 2)<br>288 1076  | <a href="mailto:mangahas@ilo.org">mangahas@ilo.org</a>                             |

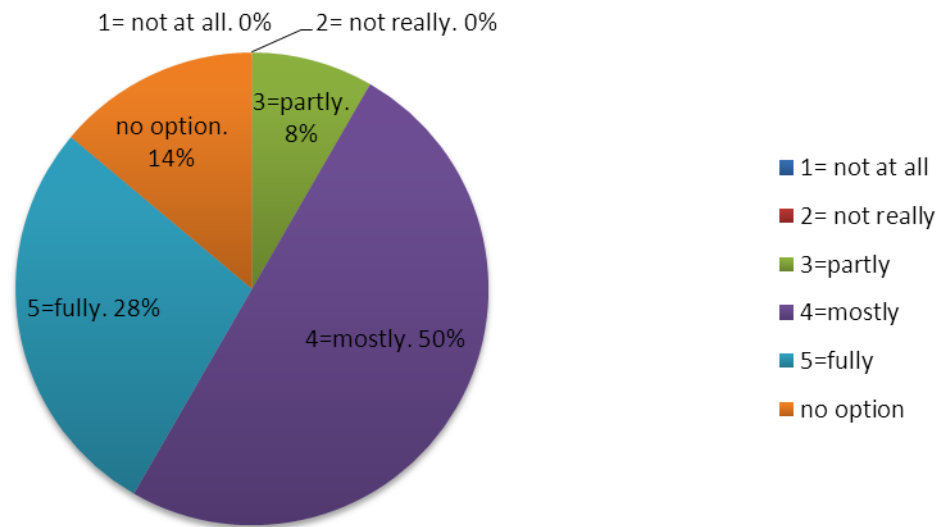
|    |          |                              |                                   |             |                                                                   |                 |                 |                                                            |
|----|----------|------------------------------|-----------------------------------|-------------|-------------------------------------------------------------------|-----------------|-----------------|------------------------------------------------------------|
| 42 | Thailand | Ms Sukti Dasgupta            | Senior Economist                  | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 | (66 2) 288 1792 | (66 2) 288 1076 | <a href="mailto:dasgupta@ilo.org">dasgupta@ilo.org</a>     |
| 43 | Thailand | Mr Tite Habiyakare           | Regional Labour Statistician      | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 | (66 2) 288 2246 | (66 2) 288 1076 | <a href="mailto:habiyakare@ilo.org">habiyakare@ilo.org</a> |
| 44 | Thailand | Mr David Williams            | Labour Market Information Officer | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 | (66 2) 288 1459 | (66 2) 288 1076 | <a href="mailto:williamsd@ilo.org">williamsd@ilo.org</a>   |
| 45 | Thailand | Ms Rakawin Leechanavanichpan | Programme Officer                 | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 | (66 2) 288 1732 | (66 2) 288 1076 | <a href="mailto:rakawin@ilo.org">rakawin@ilo.org</a>       |
| 46 | Thailand | Mr Marko Stermsek            | Intern                            | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 |                 | (66 2) 288 1076 | <a href="mailto:G8bkkresa@ilo.org">G8bkkresa@ilo.org</a>   |
| 47 | Thailand | Mr Tiraphap Fakthong         | Intern                            | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 |                 | (66 2) 288 1076 | <a href="mailto:g21bkkresa@ilo.org">g21bkkresa@ilo.org</a> |
| 48 | Thailand | Ms Monrudee Sucharitakul     | Senior Secretary                  | ILO-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 | (66 2) 288 2277 | (66 2) 288 1076 | <a href="mailto:monrudee@ilo.org">monrudee@ilo.org</a>     |
| 49 | Thailand | Ms Sarah McLeish             | Intern                            | DWT-Bangkok | c/o United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200 |                 | (66 2) 288 1076 | <a href="mailto:g14bkkdwt@ilo.org">g14bkkdwt@ilo.org</a>   |

## Annex III. Summary of Participant Evaluations

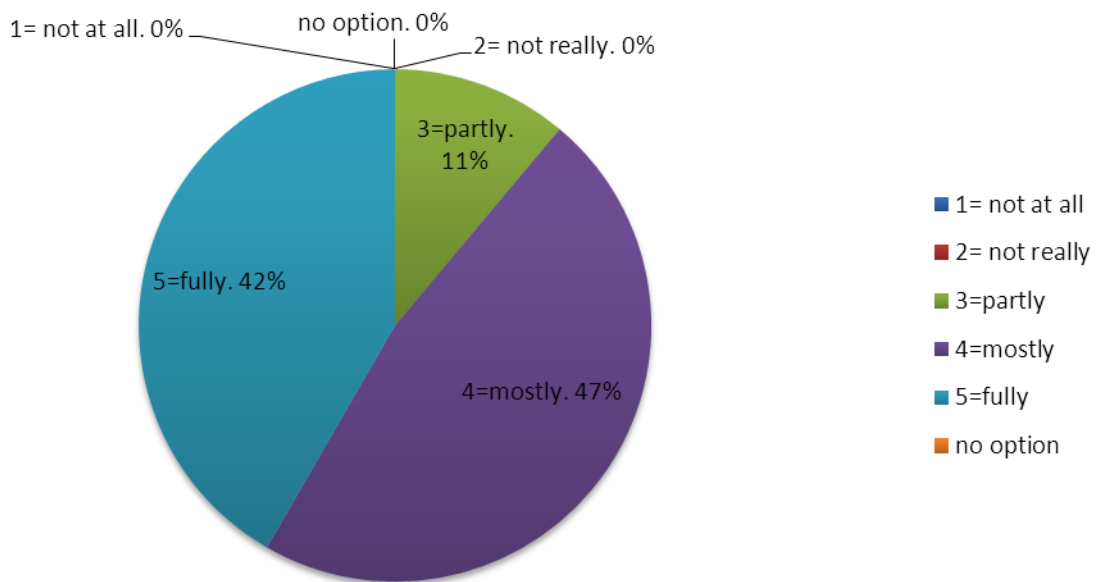
Total number of participants = 36



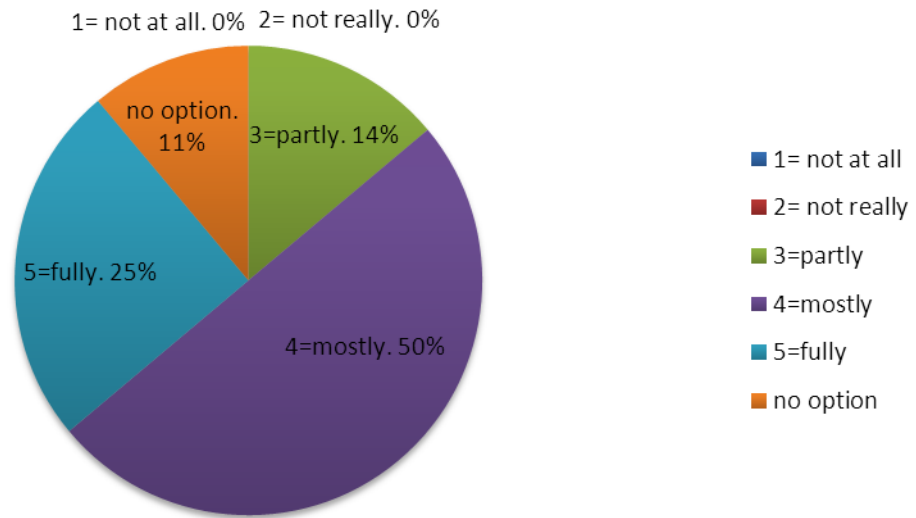
**To what extent will your ministry/agency/organization benefit from your participation in this workshop?**



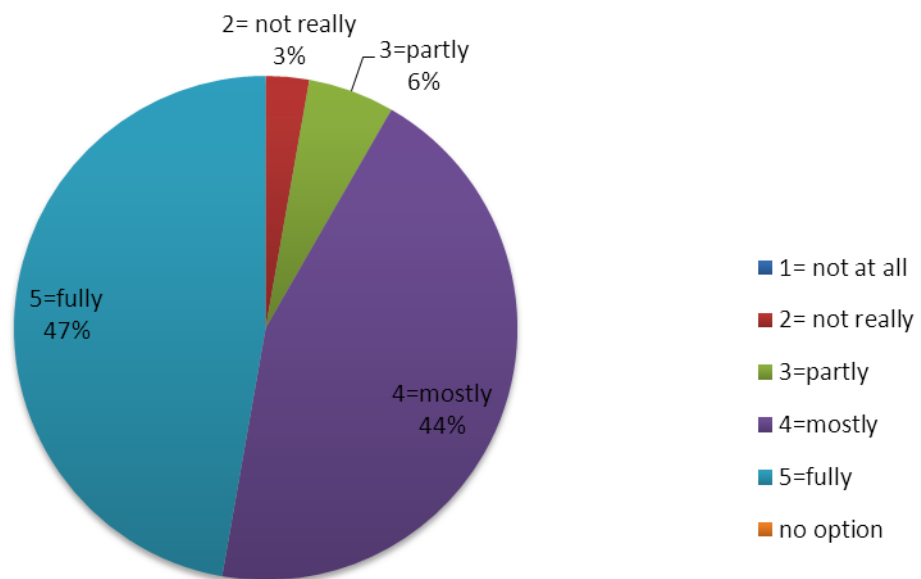
**Having participated, are you now clear about the objectives of the workshop?**



### To what extent were the workshop's objectives achieved?



### Do you think that the workshop was well organized?



## Annex IV. ILO Standard List of Decent Work Indicators

Measurement of decent work based on guidance received at the Tripartite Meeting of Experts on the Measurement of Decent Work (September 2008)

| Substantive element of the Decent Work Agenda                                                                                                                                           | Statistical Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Legal Framework Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Numbers in brackets refer to ILO strategic objectives:<br>1. Standards and fundamental principles and rights at work;<br>2. Employment;<br>3. Social protection;<br>4. Social dialogue. | Selection of relevant statistical indicators that allow monitoring progress made with regard to the substantive elements.<br><br>M – Main decent work indicators<br>A – Additional decent work indicators<br>F – Candidate for future inclusion / developmental work to be done by the Office<br>C – Economic and social context for decent work (S) indicates that an indicator should be reported separately for men and women in addition to the total.                                                                                                                                                                                                                                                                                                                                                                                                                                        | L – Descriptive indicators providing information on rights at work and the legal framework for decent work.<br>Description of relevant national legislation, policies and institutions in relation to the substantive elements of the Decent Work Agenda; where relevant, information on the qualifying conditions, the benefit level and its financing; evidence of implementation effectiveness (as recorded by ILO supervisory bodies); estimates of coverage of workers in law and in practice; information on the ratification of relevant ILO Conventions. |
| <b>Employment opportunities (1 + 2)</b>                                                                                                                                                 | M – Employment-to-population ratio, 15-64 years (S)<br>M – Unemployment rate (S)<br>M – Youth not in education and not in employment, 15-24 years (S)<br>M – Informal employment (S)<br>A – Labour force participation rate, 15-64 years (1) [to be used especially where statistics on Employment-to-population ratio and/or Unemployment rate (total) are not available]<br>A – Youth unemployment rate, 15-24 years (S)<br>A – Unemployment by level of education (S)<br>A – Employment by status in employment (S)<br>A – Proportion of own-account and contr. family workers in total employment (S) [to be used especially where statistics on informal employment are not available]<br>A – Share of wage employment in non-agricultural employment (S)<br>F – Labour underutilization (S)<br>Memo item: Time- -related underemployment rate (S) (grouped as A under “Decent Working Time” | L – Government commitment to full employment<br>L – Unemployment insurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

|                                                                 |                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                |
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| <b>Adequate earnings and productive work (1 + 3)</b>            | M – Working poverty rate (S)<br>M – Low pay rate (below 2/3 of median hourly earnings) (S)<br>A – Average hourly earnings in selected occupations (S)<br>A – Average real wages (S)<br>A – Minimum wage as % of median wage<br>A – Manufacturing wage index<br>A – Employees with recent job training (past year / past 4 weeks) (S)                       | L – Minimum wage                                                                                                                                                                                               |
| <b>Decent Working Time (1 + 3)*</b>                             | M – Excessive working time (more than 48 hours per week; 'usual' hours) (S)<br>A – Usual hours worked (standardized hour bands) (S)<br>A – Annual hours worked per employed person (S)<br>A – Time-related underemployment rate (S)<br>F – Paid annual leave (developmental work to be done by the Office; additional indicator)                           | L – Maximum hours of work<br>L – Paid annual leave                                                                                                                                                             |
| <b>Combining work, family and Personal life (1 + 3)</b>         | F – Asocial / unusual hours (Developmental work to be done by the Office)<br>F – Maternity protection (developmental work to be done by the Office; main indicator)                                                                                                                                                                                        | L – Maternity leave (incl. weeks of leave, and rate of benefits)<br>L – Parental leave*                                                                                                                        |
| <b>Work that should be abolished (1 + 3)</b>                    | M – Child labour [as defined by ICLS resolution] (S)<br>M – Other worst forms of child labour (S)**<br>A – Hazardous child labour (S)<br>A – Forced labour (S)**                                                                                                                                                                                           | L – Child labour (incl. public policies to combat it)<br>L – Forced labour (incl. public policies to combat it)                                                                                                |
| <b>Stability and security of work (1, 2 + 3)</b>                | Stability and security of work (developmental work to be done):<br>M - Precarious Employment rate **<br>A - Job tenure**<br>A - Subsistence worker rate**<br>A – Real earnings casual workers** (S)<br>Memo item: Informal employment grouped under employment opportunities.                                                                              | L – Termination of employment* (incl. notice of termination in weeks)<br>Memo item: 'Unemployment insurance' grouped under employment opportunities; needs to be interpreted in conjunction for 'flexicurity'. |
| <b>Equal opportunity and treatment in Employment (1, 2 + 3)</b> | M – Occupational segregation by sex<br>M – Female share of employment in senior and middle management* (ISCO88 groups 11 and 12)<br>A – Gender wage gap<br>A – Share of women in wage employment in the non-agricultural sector<br>A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and | L – Equal opportunity and treatment*<br>L – Equal remuneration of men and women for work of equal value*                                                                                                       |

|                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                    |
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|                                                                        | <p>occupation) to be developed by the Office</p> <p>A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.</p> <p>F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers</p> <p>F – Measure for employment of persons with disabilities</p> <p>Memo item: Indicators under other substantive elements marked (S)</p>                                                                                                                                                                                                                             |                                                                                                                                                                                                                    |
| <b>Safe work environment (1 + 3)</b>                                   | <p>M – Occupational injury rate, fatal</p> <p>A – Occupational injury rate, nonfatal</p> <p>A – Time lost due to occupational injuries</p> <p>A – Labour inspection (inspectors per 10,000 employed persons)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>L – Employment injury benefits*</p> <p>L – Safety and health labour inspection</p>                                                                                                                              |
| <b>Social security (1 + 3)</b>                                         | <p>M – Share of population aged 65 and above benefiting from a pension (S)</p> <p>M – Public social security expenditure (% of GDP)</p> <p>A – Healthcare exp. not financed out of pocket by private households</p> <p>A – Share of population covered by (basic) health care provision (S)</p> <p>F – Share of econ. active population contributing to a pension scheme (S)</p> <p>F – Public expenditure on needs based cash income support (% of GDP)</p> <p>F – Beneficiaries of cash income support (% of the poor)</p> <p>F – Sick leave (developmental work to be done by the Office; additional indicator)</p> <p>[Interpretation in conjunction with legal framework and labour market statistics.]</p> | <p>L – Pension</p> <p>L – Incapacity for work due to sickness / sick leave</p> <p>L – Incapacity for work due to invalidity</p> <p>Memo item: ‘Unemployment insurance’ grouped under employment opportunities.</p> |
| <b>Social dialogue, workers’ and employers’ representation (1 + 4)</b> | <p>M – Union density rate (S)</p> <p>M – Enterprises belonging to employer organization [rate]</p> <p>M – Collective bargaining coverage rate (S)</p> <p>M – Days not worked due to strikes and lockouts**</p> <p>F – Indicator for Fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office</p>                                                                                                                                                                                                                                                                                                                                               | <p>L – Freedom of association and the right to organize</p> <p>L – Collective bargaining right</p> <p>L – Tripartite consultations</p>                                                                             |
| <b>Economic and social context for decent work</b>                     | <p>C – Children not in school (% by age) (S)</p> <p>C – Estimated % of working age population who are HIV positive</p> <p>C – Labour productivity (GDP per employed person, level and growth</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>L – Labour administration**</p> <p>Developmental work to be done by the Office to reflect environment for Sustainable enterprises, incl. indicators for (i) education, training and lifelong learning, (ii)</p> |

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|  | rate)<br>C – Income inequality (percentile ratio P90/P10, income or consumption)<br>C – Inflation rate (CPI)<br>C – Employment by branch of economic activity<br>C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)<br>C – Labour share in GDP<br>C (additional) – Real GDP per capita in PPP\$ (level and growth rate)<br>C (additional) – Female share of employment by industry (ISIC tabulation category)<br>C (additional) – Wage / earnings inequality (percentile ratio P90/P10) | entrepreneurial culture, (iii) enabling legal and regulatory framework, (iv) fair competition, and (v) rule of law and secure property rights.<br>Developmental work to be done by the Office to reflect other institutional arrangements, such as scope of labour law and scope of labour ministry and other relevant ministries. |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Source: ILO compilation on the basis of the Discussion paper for the Tripartite Meeting of Experts on the Measurement of Decent Work (Geneva, 8-10 September 2008).

\*Wording modified by ILO in the pilot phase; \*\*Indicator added