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Monitoring and Measuring Decent Work

***Report on Progress and Outcomes
of the ILO pilot programme
2009-2013***

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*International Conference of Labour Statisticians
2 to 11 October 2013*

Background (a): Resolution IV - 18th ICLS



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Resolution concerning further work on the measurement of decent work

- The ICLS recognized the need to measure DW: 4 strategic pillars
- The ICLS referred to the 2008 ILO Declaration on *Social Justice for a Fair Globalization* which endorses the Decent Work Agenda and recommends “***the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made***”.
- The ICLS reviewed the guidance provided by the TME on the Measurement of DW (Sept. 2008): List of statistical indicators and legal indicators covering the 4 dimensions of DW (under 10 substantive elements) as the basis of a conceptual framework

Background (b): Resolution IV - 18th ICLS



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The 18th ICLS recommended to:

- (i) Prepare **pilot Decent Work Country Profiles** as part of the framework for measuring decent work (as per TME on the MDW and GB guidance, 2008)
- (ii) Ensure consistency and international comparability by using as far as possible, **internationally statistical standards** for definitions of statistical DW indicators.
- (iii) Conduct **further developmental work** on statistical indicators as per TME and ICLS guidance
- (iv) Report back on **progress and outcomes** for the 19th ICLS (this paper presented today)

Background (c): the ILO conceptual framework



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TME (Sept. 2008) proposed a set of indicators

categorised into **10 thematic areas**, plus one for the socio-economic context – related to the 4 pillars of DW

This conceptual framework is based on a **layered approach**:

Statistical Indicators

- “Main” Indicators: parsimonious core set of indicators
- “Additional” Indicators: to be used where appropriate/data available
- “Future” Indicators :currently not feasible/not yet defined
 - Gender disaggregation of these indicators is encouraged

Legal Framework indicators : 21 qualitative indicators (legal inf.)

- **Countries are encouraged to select from the total list of indicators and add indicators to reflect national circumstances**

Recommendation I

The conceptual framework in action: Decent Work Country Profiles



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- Decent Work Country Profiles have been the main vehicle for testing the conceptual framework on the measurement of DW
- The DW indicators used for the Profiles follow a number of key principles (outlined by the TME):
 - ❖ Must cover **all elements** of decent work
 - ❖ Cover **all workers**, including gender, vulnerable groups, informal workers
 - ❖ Include information on **rights at work** and the **legal framework**
 - ❖ Based to the extent possible on agreed **international standards**
 - ❖ Can be adapted to **national circumstances** and evolve dynamically over the years as further refinements and new indicators are needed
 - ❖ Draw on existing **in-country statistics** from official sources
 - ❖ Do not provide **any ranking** of countries (no index)
- **Main Aims** : (i) to assess progress towards decent work at country level
(ii) to boost a fact-based social dialogue
(ii) to inform policymaking and development planning

Recommendation I

What is a Decent Work Country Profile?



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- ▶ **A summary assessment** of recent national progress towards DW
- ▶ Information on (1) **statistical** and (2) **legal framework indicators** based on national list of DW indicators
- ▶ **Gap and trends analysis** within national socioeconomic context
- ▶ **Baseline information** for design of national policies & programmes
- ▶ **Tool for monitoring** national policies and programmes by assessing progress on selected **targets**
- ▶ To date: **20+ DW Profiles** completed/underway globally:
 - **Asia:** Bangladesh, Cambodia, Indonesia, the Philippines, Pakistan
 - **Africa:** Cameroun, Namibia, Niger, Senegal, South Africa, Tanzania, Zambia.
 - **Latin America:** Brazil, Peru. **MENA:** Jordan
 - **Europe /CIS :** Austria, Armenia, Azerbaijan, Moldova, Ukraine

Recommendation I

Decent Work Country Profiles: stages of development



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1. Early
consultations
and
identification of
DWIs at the
national level

2. Compile
Statistical
and Legal
Framework
Indicators
from
national
sources

3.
Preparation
of a Draft
Profile
(by national
experts)

4. Tripartite
Validation
Workshop

5. Revision
and
finalization

6.
Publication
and
wide
dissemina-
tion

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Recommendation I

Decent Work Country Profiles: what have we learned?



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- ***About the design...***

- 1) The framework for measuring DW is both **relevant and feasible** to implement in a range of countries (regardless level of development)
- 2) However, the **comprehensiveness** of the end-product (i.e. indicator coverage, depth of analysis) **varies** according to country capacity
- 3) The **standardised yet flexible format** is broadly supported by constituents

- ***About the process...***

- 1) Profiles have helped constituents to **map the decent work landscape** helped **inform policymaking** and development planning
- 2) **Tripartite consultation/engagement** has strengthened the **legitimacy** of data and boosted **social dialogue** on decent work

- ***About what constituents want...***

- 1) Constituents want **stronger national data collection** instruments
- 2) Some countries require **follow-up support** to strengthen institutional capacity – to **sustain** the process of measuring decent work
- 3) Some countries want **more and more detailed indicators**, and **update their Country Profile** on a regular basis for monitoring purposes

Recommendation II

Indicators: Concepts and Definitions



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Recom. II: definitions of statistical indicators should be based as far as possible on existing international statistical standards

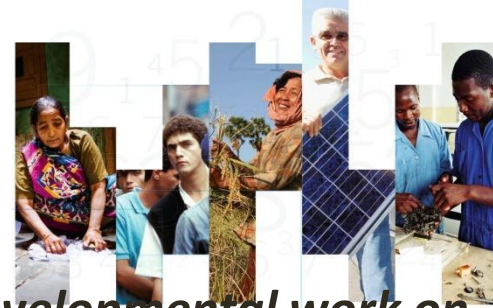
ILO guidance on concepts and definitions of DW indicators:

Manual on “Decent Work Indicators: Concepts and definitions”

- Provides **guidance on statistical indicators**: measurement objectives & rationale, method of computation, concepts & definitions, data sources, metadata & disaggregation, and guidelines to interpretation
- **Guidance on the 21 legal framework indicators**
- **Guidance regarding national application of international standards** including concept definitions and methods; thresholds and age bands; classification systems, etc.
- Aimed at **national data producers and data users** (incl. constituents, policymakers, researchers) and ILO staff
- Based on **experiences** of pilot countries (pilot process 2009-2013)
- Published in 2012 and updated version released in 2013

Recommendation III

Further Developmental Work



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- ***As per 18th ICLS recommendations, refinement /developmental work on statistical indicators undertaken on:***
 - ✓ Stability and Security at work : indicators developed on precarious employment, job tenure, subsistence workers
 - ✓ Equal opportunity and treatment in employment : further indicators included (female wage employment)
 - ✓ Quantitative indicator on freedom of association and rights at work (on-going)
- ***Constituents have also made recommendations during the pilot phase:***
 - ✓ Possible **re-classification** of certain “main” and “additional” indicators
 - ✓ Various **new indicators** should be considered, including:
 - Enterprises, incl. SMEs & conducive business environment
 - Migration
 - Skills & training
 - Green jobs and environmental sustainability

Capacity Building Activities on Monitoring and Assessing Progress on Decent Work at the country level



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Constituents have requested supports on monitoring and assessing progress on DW at the country level. These needs have been addressed by a number of capacity building activities.

- **EC/ILO MAP project (2009-2013) in collaboration with STATISTICS Dept.**
- ✓ Training and knowledge-sharing workshops at country and regional level
- ✓ In-country technical assistance (incl. LFS survey design, data processing/analysis)
- ✓ Supports to regional initiatives on measuring decent work
- ✓ Guidance tools on best practices:
 - Manual on Decent Work Indicators. Concepts and definitions (2012/13)
 - Guidelines on Assessing Progress on Decent Work (2013, forthcoming)
 - Manual on Monitoring Decent Work: lessons learnt from MAP project (2013, forthcoming)
- ✓ Global conference, November 2013, Brussels

Department of Statistics

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Thank you!

For more information, please visit us:

www.ilo.org/mdw

and

www.ilo.org/map