

Measurement Mechanisms of Decent Work

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Background

- Decent work agenda
- Framework to measure and monitor decent work
- Statistical indicator and source of information
- Current situation

Decent Work Agenda

Decent work stands on four pillars

- Strategic Objectives of the ILO:

Labour standards & rights at work	Employment & income opportunities
Social protection	Social dialogue

Framework to measure & monitor progress towards the attainment Decent Work

Priority areas	E&I	SP	SD	LS
1. Employment opportunities	X	X		
2. Adequate earnings and productive work	X		X	
3. Decent hours	X		X	
4. Combining work, family and personal life	X		X	
5. Work that should be abolished	X		X	
6. Stability and security of work	X	X	X	
7. Equal opportunity and treatment in employment	X	X	X	
8. Safe work environment	X		X	
9. Social security	X		X	
10. Social dialogue, workers' and employers' rep.	X			X

Employment opportunities indicators

	Indicator	Source
Main	Employment-to-population ratio, 15-64 years	QLFS
	Unemployment rate	QLFS
	Youth not in education and not in employment, 15-24 years	GHS
	Informal employment	QLFS
Additional	Labour force participation rate, 15-64 years	QLFS
	Youth unemployment rate, 15-24 years	QLFS
	Unemployment by level of education	GHS
	Employment by status in employment	QLFS
	Proportion of own-account and contr. family workers in total employment	QLFS

Adequate earnings and productive work

	Indicator	Source
Main	Working poor	LCS
	Low pay rate (below 2/3 of median hourly earnings)	QLFS
	Average hourly earnings in selected occupations	QLFS
	Average real wages	QLFS
Additional	Minimum wage as % of median wage	
	Employees with recent job training (past year / past 4 weeks)	

Decent hours

	Indicator	Source
Main	Excessive hours (more than 48 hours per week; 'usual' hours)	QLFS
Additional	Usual hours worked (standardized hour bands)	QLFS
	Time-related underemployment rate	QLFS
	Paid annual leave (developmental work to be done by the Office; additional indicator)	

Work that should be abolished

	Indicator	Source
Main	Child labour	SAYP
Additional	Hazardous child labour	SAYP
	Other worst forms of child labour	?

Equal opportunity and treatment in employment

	Indicator	Source
Main	Occupational segregation by sex Female share of employment in ISCO-88 groups 11 and 12	QLFS
Additional	Gender wage gap Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination) Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level. Measure for employment of persons with disabilities	QLFS

Social Security

	Indicator	Source
Main	Share of population aged 65 and above benefiting from a pension	GHS
	Social security coverage (pension and/or health)	QLFS
	Share of economically active population contributing to a pension fund	QLFS
	Sick leave	QLFS

Social dialogue

	Indicator	Source
Main	Union density	QLFS
	Collective bargaining coverage rate	QLFS

Combining work, family and personal life

	Indicator	Source
Main	Unusual hours	QLFS
	Maternity protection	QLFS

Sources from Statistics South Africa

Source	Frequency
Quarterly Labour Force Survey (QLFS)	Quarterly
Living Conditions Survey (LCS)	Every five years
General Household Survey	Annual
Activities of Young people Survey (Child Labour Indicators)	Every five years

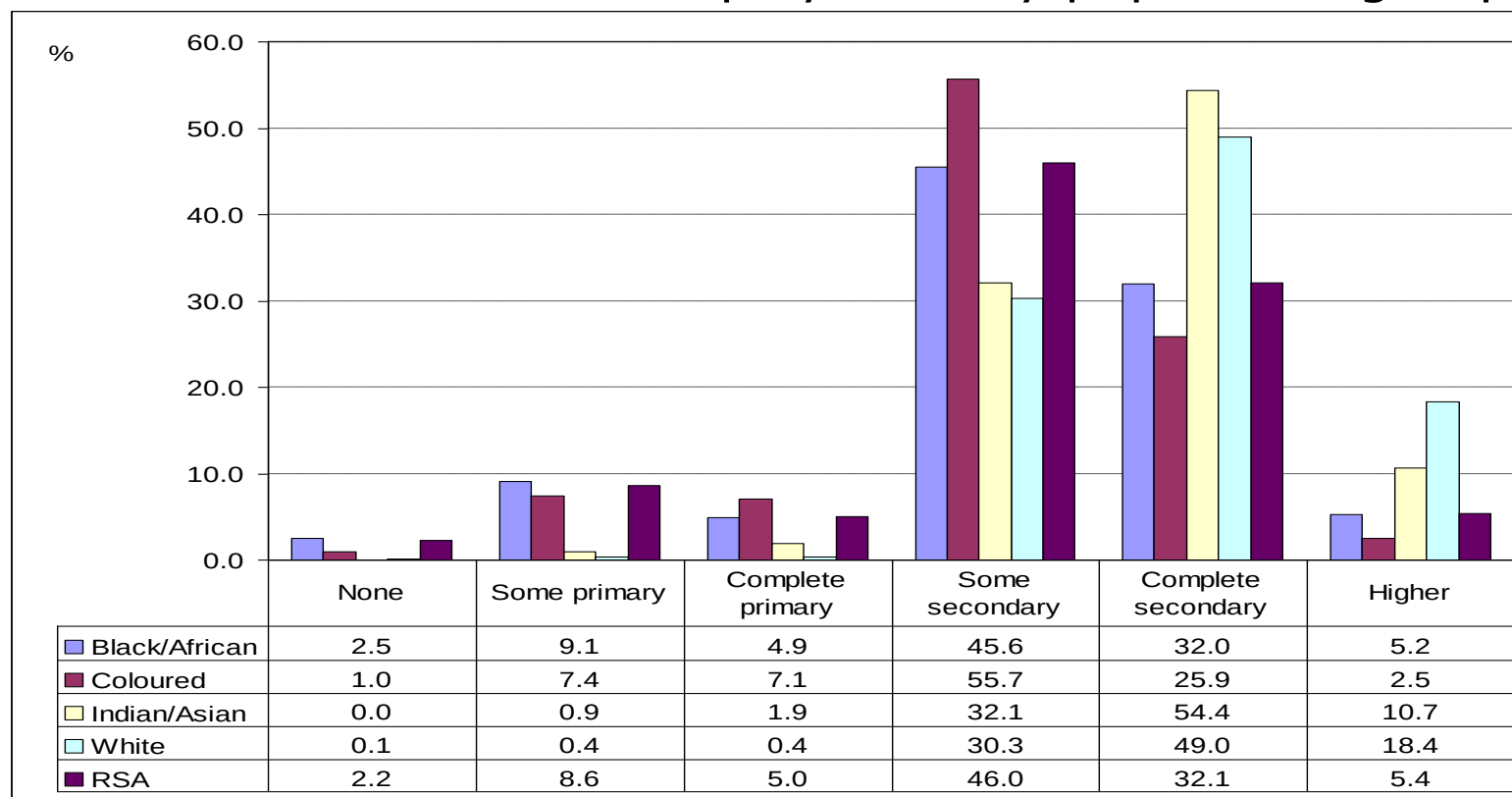
Current Situation

Employment opportunities indicators

Labour market indicators	Men	Women	All
Unemployment rate	21,8	26,6	24,0
Employed / population ratio (Absorption)	47,6	34,3	40,8
Labour force participation rate	60,9	46,8	53,6

Employment opportunities indicators: cont.

Education level and unemployment by population group



- 61.8% of the unemployed (looking for jobs) persons have not completed matric
- 62.1% of the unemployed blacks do not have matric

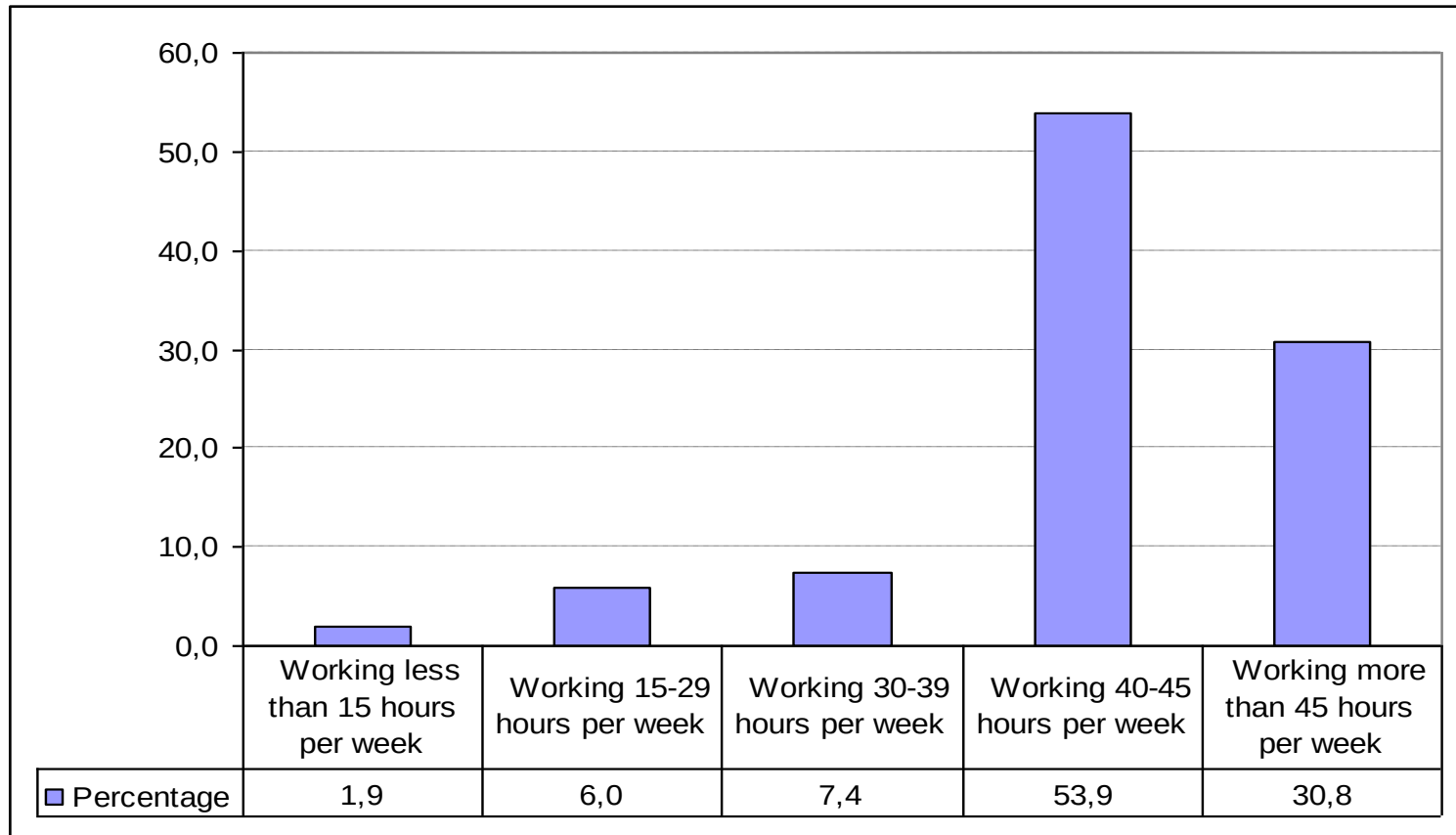
Employment opportunities indicators: cont.

Employment by status in employment



- 9% of employed men are either own account worker or unpaid contributing family member while 11,8% of employed women fall in this category

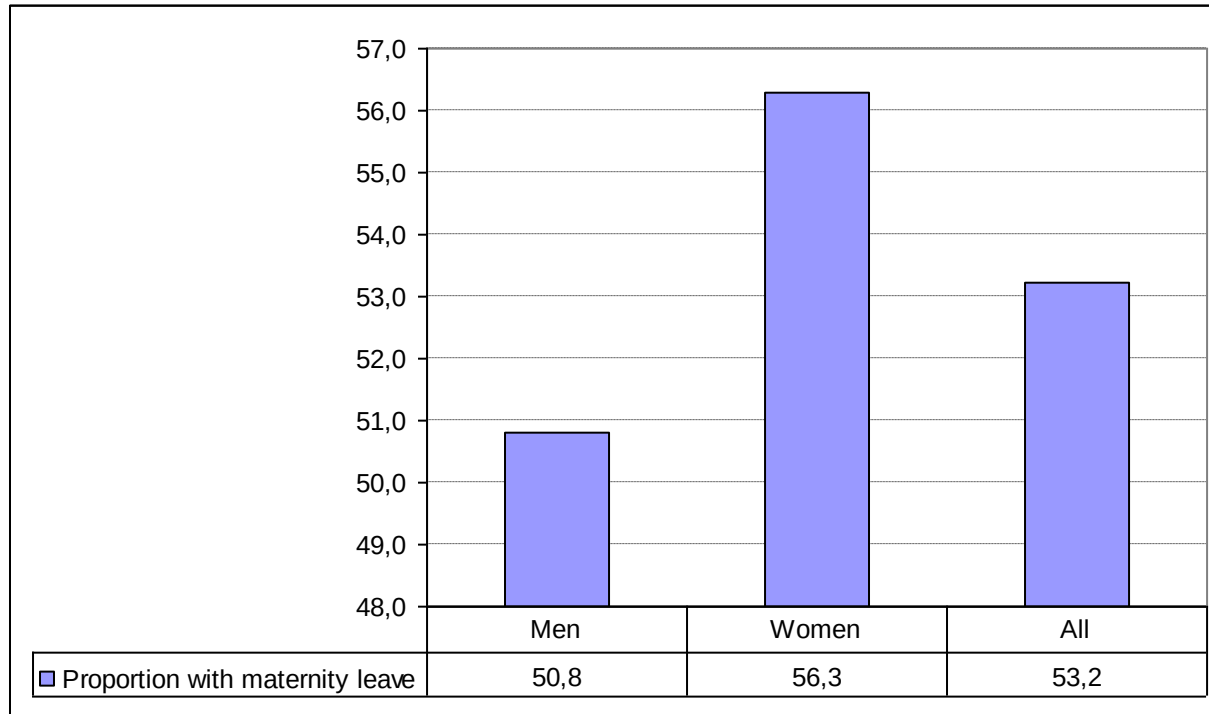
Decent hours indicator: hours of work



30.8% of employed persons work more than 45 hours a week

Combining work, family and personal life

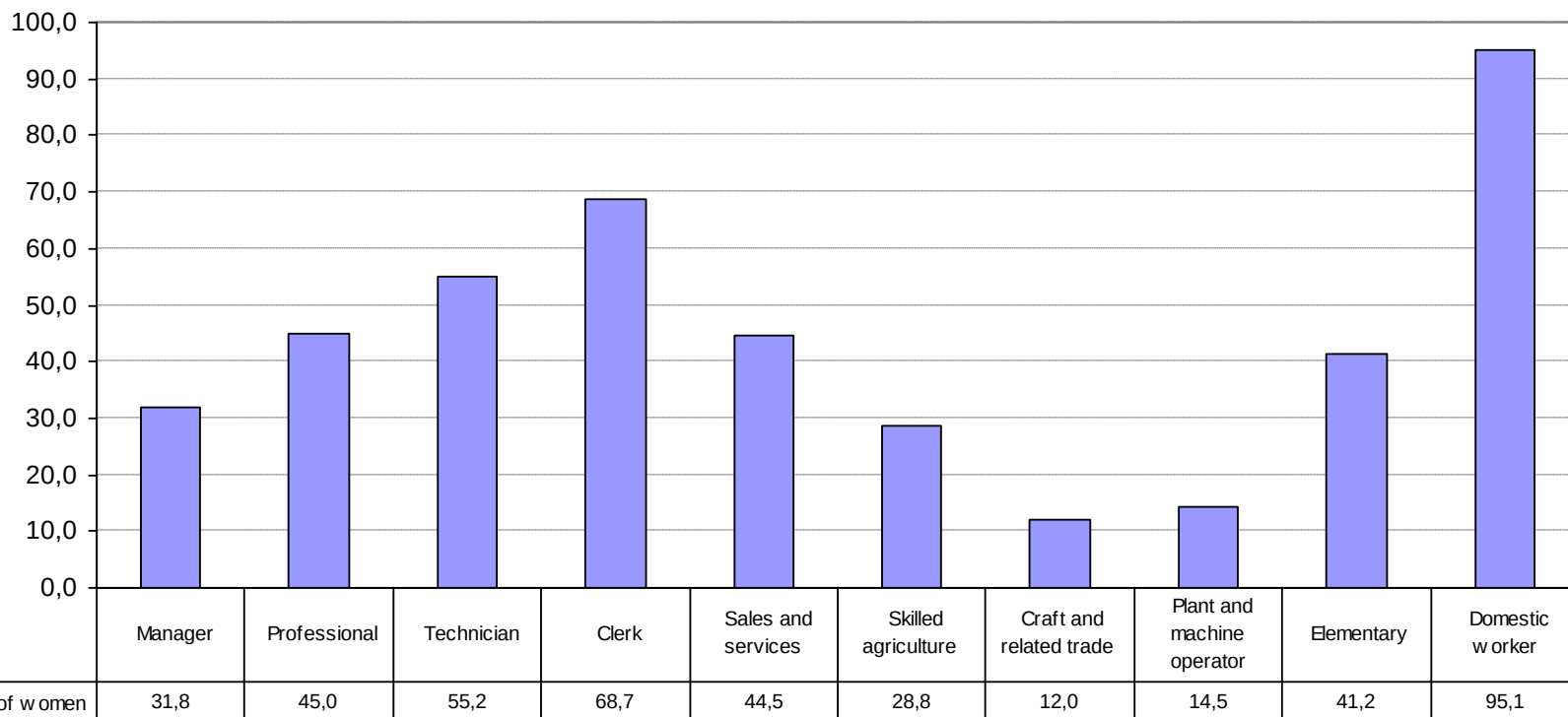
Entitlement to maternity/paternity leave



- Only 56,3% of working women are entitled to maternity leave

Equal opportunity and treatment in employment:

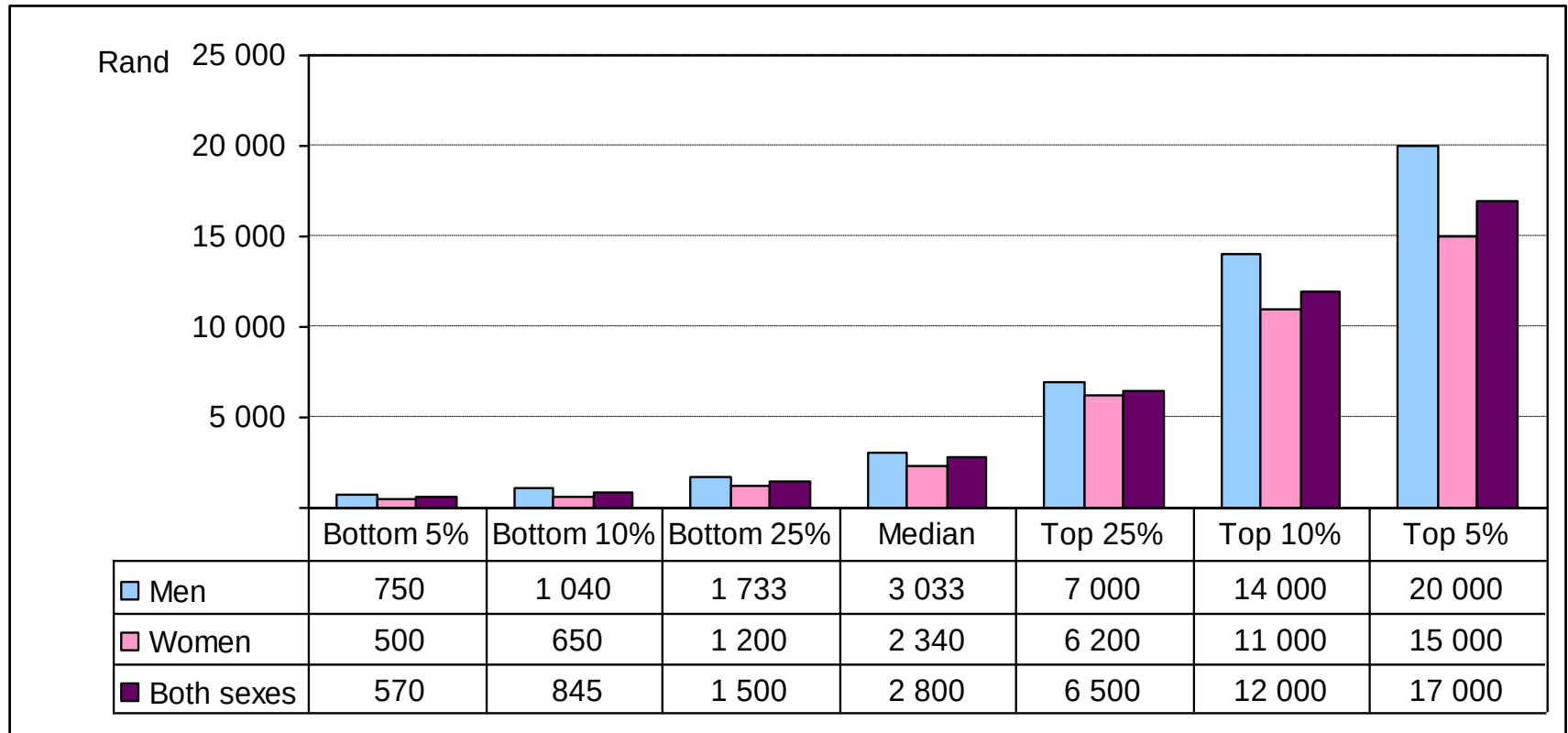
Occupational share of women: 2010



- Only 31,8% of manager are women

Equal opportunity and treatment in employment cont...

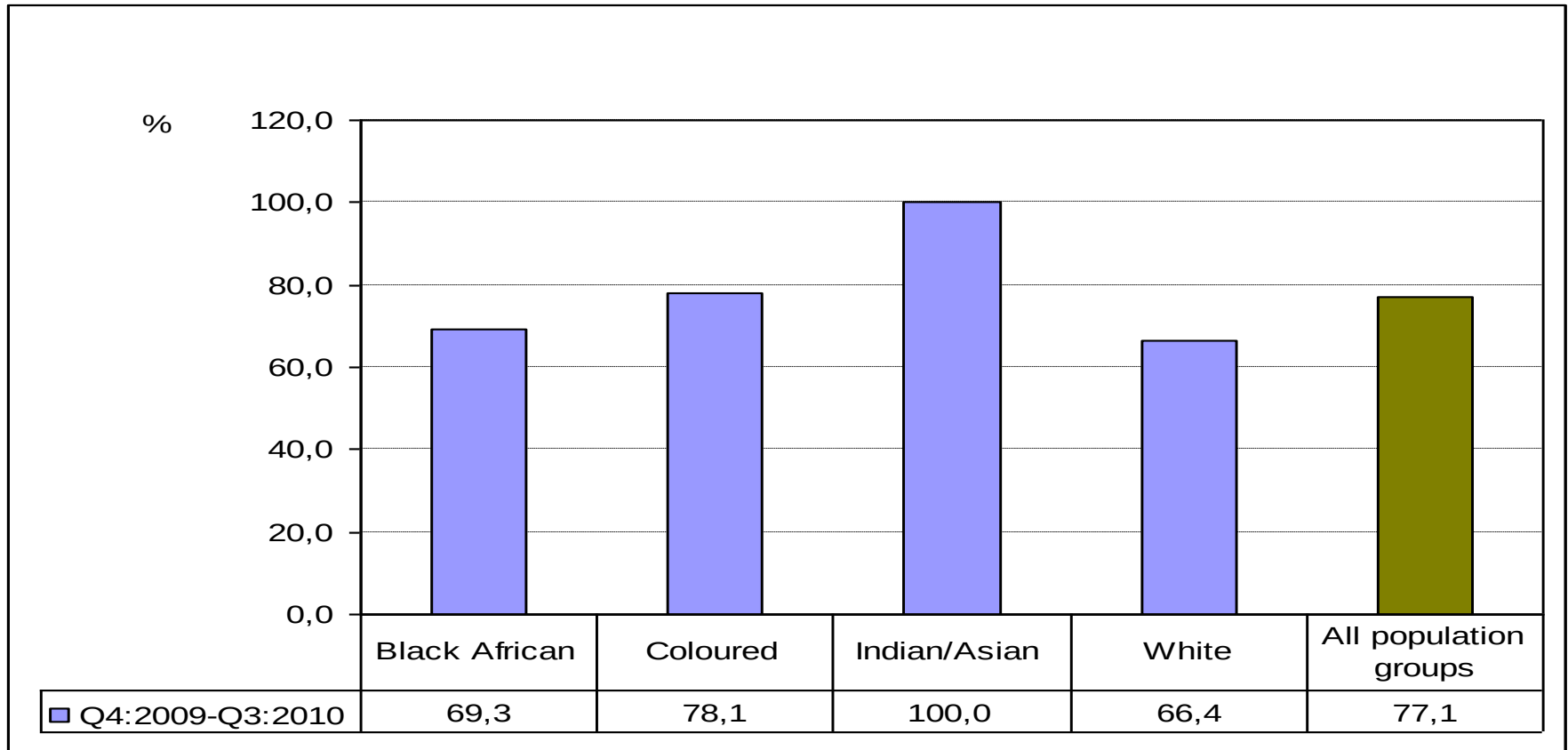
Distribution of monthly earnings for employees by sex



- The median monthly earnings for men (R3 033) were higher than that for women (R2 340) - women in paid employment earned 77,1% of what men did.
- The lower 5% of men earned R750 or less while women earned R500 or less

Equal opportunity and treatment in employment cont...

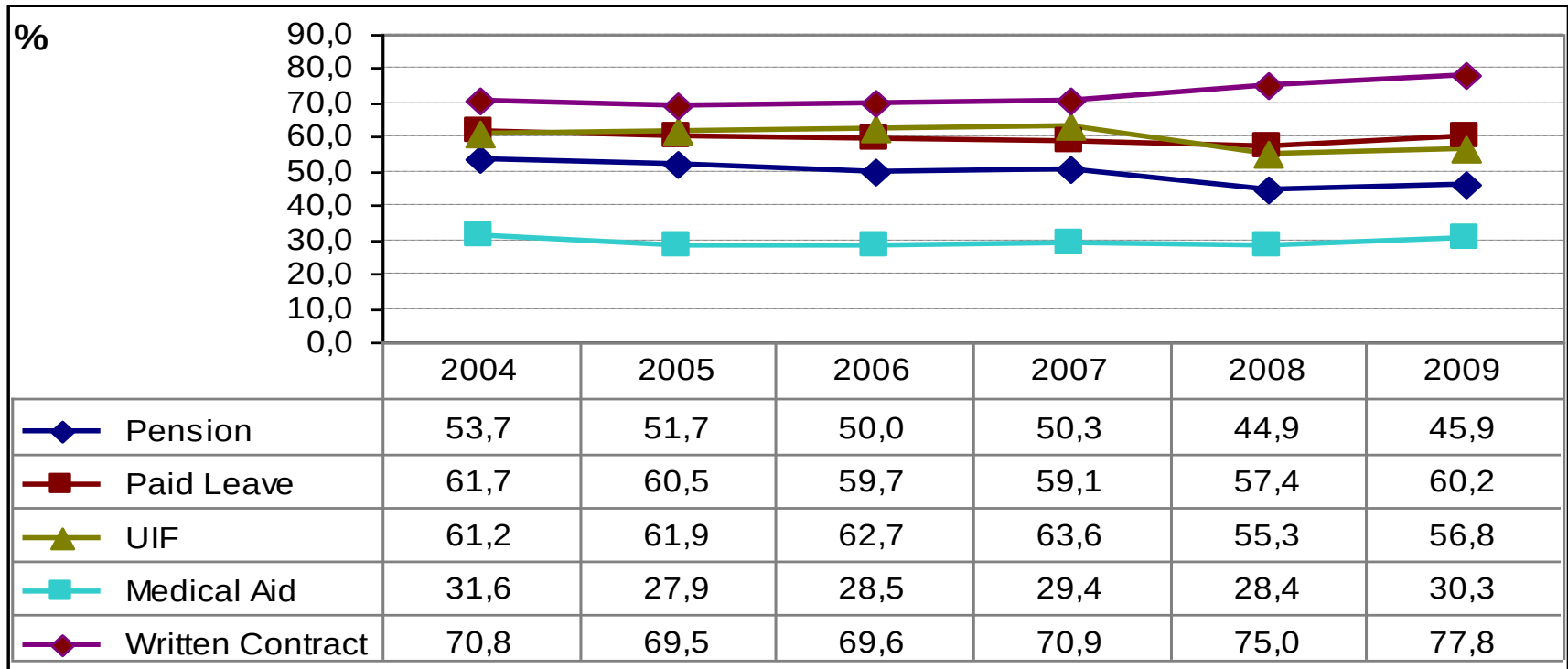
Distribution of female-to-male monthly earnings ratios for employees by population group



Women-to-men median earnings ratios were higher among Indian/Asian (100,0%) and coloured (78,1%) than among black Africans (69,3%) and white population (66,7%).

Social Security

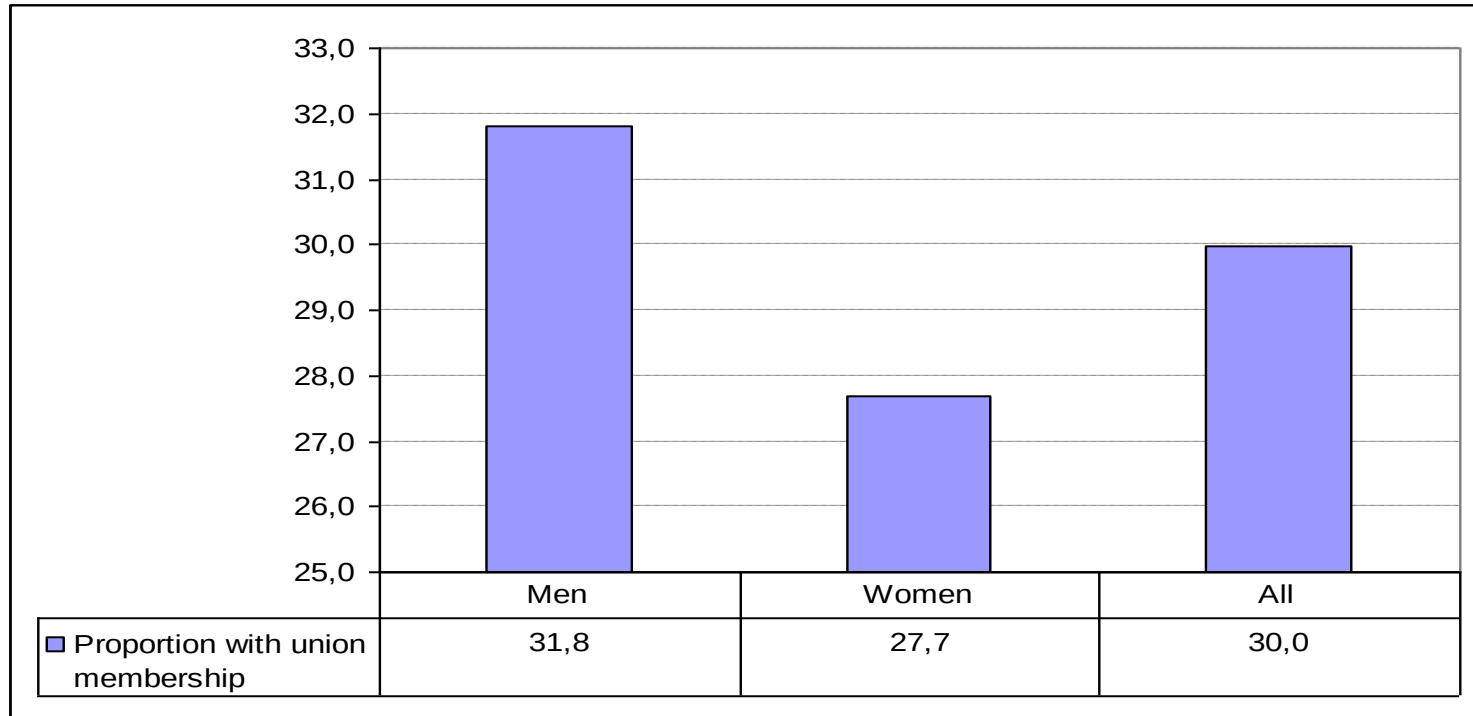
Access to benefits, 2004–2009



- 45,9% of the employees whose employer contribute to pension or retirement for them
- 30,3% of employees are entitled to medical aid benefit

Social Dialogue indicators

Union membership, 2010



Only 30% of the employees are members of a trade union

Social Dialogue indicators: cont.

Number of employees by ways in which annual salary increment is negotiated

	Men		Women		All	
	Number	%	Number	%	Number	%
Individual and employer	935	15,1	681	14,0	1617	14,6
Union and employer	1541	24,9	992	20,4	2533	22,9
Bargaining council	591	9,6	481	9,9	1072	9,7
Employer only	2701	43,7	2374	48,9	5075	46,0
No regular salary increment	372	6,0	297	6,1	669	6,1
Other	42	0,7	32	0,6	73	0,7
Total	6182	100,0	4857	100,0	11039	100,0

- only 32,6% of employees have their salaries negotiated through some collective bargaining

Thank you