Measuring Decent Work

Developing Decent Work Country Profiles*

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Launching of the Indonesia Decent Work Country Profile,
Jakarta, 23 May 2012

* Further details on decent work indicators in ILO web sites:
What is Decent Work?

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

Decent work as the ILO’s main objective

- ILO Declaration on Social Justice for a Fair Globalization (2008) endorses Decent Work Agenda as main objective of the ILO’s work.
  - With its 4 strategic objectives:
    1. fundamental principles and rights at work,
    2. promoting employment,
    3. social protection,
    4. social dialogue and tripartism.

- Agenda now has international consensus on its importance for poverty reduction and development:
  - new target MDG 1b on full and productive employment- and a set of related indicators for measuring progress.
Decent Work Indicators and MDG indicators

- Overlap with MDG indicators:
  - Employment-to-population ratio (M)
  - Own-account and contributing family workers as % of total employment (A)
  - Working poverty rate (US$1 a day) (M)
  - Labour productivity growth rate (C)
  - Share of women in wage employment in the non-agricultural sector (A).

- DWIs complement MDG indicators for monitoring progress on decent work and the implementation of Decent Work Country Programmes.
Importance of measuring decent work

- In order to know how well we are progressing toward decent work, we need to be able to measure it;

- ILO Declaration on Social Justice for a Fair Globalization (2008) recommended “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made” on decent work;

- **Why?** So we are better able to identify decent work gaps and deficits, and develop effective solutions to overcome them.
In 2008 the ILO Governing Body mandated a TME to provide guidance on options for measuring decent work;

The GB set the basic principles for measurement of decent work (need to cover all elements of DW agenda, no ranking of countries - no index, draw on existing statistics, include information on rights at work, etc.)
Using Decent Work Indicators to monitor DWCPs and National Development Plans

- Analysis of DWIs can be used to **mainstream Decent Work issues into national development plans** & identify performance indicators for monitoring and evaluation:
  - *where are we starting?* → **baseline indicators**
  - *where are we going?* → **target indicators**

- Other uses:
  - **Policy advocacy** – and incorporation of DW concerns into NDPs
  - Setting **DWCP** priorities; monitoring DWCP progress
TME recommendations: Decent work country profiles

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

- Country Profiles are currently being developed in Africa, Asia, Europe, Latin America

- Profiles developed alongside parallel support to strengthen national capacities to self-monitor progress towards decent work,

- MAP Project: 9 countries

[Bangladesh, Brazil, Indonesia, Niger, Peru, Russia, Ukraine, Cambodia and Zambia]
Taking the process forward (1): example of South Africa (country level), Context

- The SA Decent Work Country Programme (DWCP 2010-2014), implementation & monitoring

**DWCP Priority 2: Employment Promotion**, Outcome 3: More women and men, especially youths and persons with disabilities, have access to productive and decent employment through inclusive job rich growth

**Output 3.2**: Strengthened national capacity to analyse and access data on decent work following locally relevant indicators

**Objective of the process**: preparation and analysing DWIs in SA, identification of relevant indicators for regular monitoring of the national DW agenda.
Taking the process forward (2): example of South Africa (country level), Process

- Led by the National Economic Development and Labour Council (NEDLAC), a tripartite think tank and advisory body on all labour matters in SA;

- NEDLAC recommended the objective of the process, i.e.: (i) preparation and analysis of DWI in SA, and (ii) identification of relevant indicators for regular monitoring of the SA DW agenda (added 1 chapter);

- NEDLAC recommended the preparation of regular (yearly) decent work country profile (bulletin) for SA, using the identified 28 relevant indicators for the country’s decent work agenda.
MAP is supporting the government and BPS in the following areas:

- **Development and publication of the DW Country Profile**;
- **Training support in survey design, sampling and analysis of DWIs**;
- **Support to BPS to include DW module into LFS 2012**;
- **Sectoral Analysis (national) for the DW Country Profile**;
- **Development of 3 x Provincial DW Profiles (East Java, East Nusa Tenggara and Maluku)**.
Since 1996: increases in **incomes** (and wages), declines in **poverty**, and rising **labour productivity**

**Fewer children out of school** (and fewer in child labour), and literacy rates are improving (socio-economic context for decent work)

However, **creating decent jobs for a growing population** has proved challenging: EPR at 60 % for more than a decade and far lower among women

**Unemployment is lower today than its peak** in 2005; however it remains higher than in 1996. Young people disproportionately affected

Also a worryingly high proportion of youth that are simultaneously **out of education and out of employment** (**NEET**)
Taking the process forward (5): Selected findings from the profile (for policy)

- **The situation of women in the workplace has improved:**
  - Women make up a greater share of “prestigious” occupations (ISCO-88 groups 11 and 12)
  - Narrowing **gender wage gap**, although it is still a problem
  - Women also more likely found in “vulnerable employment.”
- **Quality of employment is still a major concern in Indonesia:**
  - **informal economy** still large (around 60% of employment)
  - **number of casual workers** is on the rise
- **Indicators of social dialogue are hampered by a lack of data.** Improving the data quality is something the ILO—and MAP project—actively engaged in
Taking the process forward (6): regular monitoring and regional DW profiles

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

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