

Monitoring and Assessing Progress on Decent Work Global methodology from lessons learned ILO/EC MAP project

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OUTLINE

- **Description of the MAP project:** origins, objectives, activities, results.
- **Presentation of the global methodology and related tools** developed under the MAP project from experience gained and lessons learned

Manual from lessons learned and related technical tools to strengthen the capacity of developing and transition countries **to monitor and assess progress towards decent work**



Origins of the MAP project (1)

- **Employment and Decent Work** as key means of achieving equitable, inclusive and **sustainable development**
- Decent Work refers to “*opportunities for women and men to obtain work in conditions of freedom; equity; security and human dignity*”
- Work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families and gives workers freedom to express their concerns, to organize and to participate in decisions that affect their lives.



Origins of the MAP project (2)

- **International endorsement** of Decent Work Agenda : UN system, EU, MDGs, future SDGs
- **Developing countries** have endorsed decent work objectives and developed DW strategies
- They called for assistance to **support their efforts to monitor & assess progress** on DW.

Sound measurement of decent work helps to transform the Decent Work Agenda from a political ambition to concrete action & quantifiable outcomes



Duration and countries of the MAP project

Prolongation of ILO and European initiatives, started early 2000 on the measurement of DW

➤ Period: **2009-2013**

➤ **Countries** selected :

❖ *4 Low-income countries:*

Bangladesh, Cambodia, Niger, Zambia

❖ *4 Lower middle-income countries:*

Indonesia, Peru, Philippines, Ukraine

❖ *1 Upper middle-income country:* Brazil



Objectives of the MAP project

- *Overall objective:* “the realisation of **Decent Work** as a contribution to social justice and **reducing poverty** and income inequality in developing and transition countries”
- *Specific objective:* “the development –in support of the global decent work policy agenda- of a **global methodology** to strengthen the capacity of developing and transition countries **to self-monitor and self-assess progress towards decent work**”



The MAP project activities (1)

Project activities implemented at the national, regional and global levels (14 activities)

At the country level:

- (1) Tripartite consultations for the identification of decent work indicators (as relevant indicators in the national context)
- (2) Capacity building activities on data collection and analysis
- (3) Technical assistance on improvement of statistical instruments
- (4) Technical assistance on the preparation of national studies
- (5) Tripartite consensus building on main results of national assessments on decent work and policy implications
- (6) Dissemination, media campaigns and links to policy making



The MAP project activities (2)

At the regional level:

- (1) Regional workshops on the measurement of decent work (DW)
- (2) Assistance to regional initiatives on measuring decent work and regional databases
- (3) Training and knowledge-sharing workshops

At the global level :

- (1) Manual on global methodology and related technical tools
- (2) Toolkit on mainstreaming DW in EC development cooperation
- (3) Global meetings to raise awareness and discuss the global methodology
- (4) Support global databases on DW and maintain global website to disseminate results



Main results of the MAP project (1)

- *In pilot-countries*: indicators developed, national assessments produced and used for policy making; ownership increased and social dialogue boosted
- *At the country and regional levels*: awareness on decent work increased
- *Non MAP countries* can use the global methodology (manual and corresponding tools) to initiate their own process on monitoring and assessing progress on decent work



Main results of the MAP project (2)

Global methodology to monitor and assess progress on decent work developed from the experience gained in project countries to:

- strengthen **national capacities**
- make it possible for policy makers and actors of **social dialogue**, to formulate **coherent policies** that better promote decent work for all women and men in the labour force



The Manual from lessons learned: a pragmatic and flexible tool

Manual: *Monitoring and Assessing Progress on Decent Work. Lessons learned from MAP project*

- (1) A **step-by-step guidance** which can be adjusted to national circumstances, suggesting **concerted and coordinated process** among national stakeholders, broad-based participation and **social dialogue**
- (2) **Pragmatic tool** including concrete examples, best practices, and guiding principles
- (3) **Common understanding** on the process on monitoring and assessing decent work at the national level
- (4) A methodology designed to be both **internationally relevant and flexible** in its application (country level)



The Manual from lessons learned: a step-by-step guidance

The manual on *Monitoring and Assessing Progress on DW. Lessons learned from the MAP project* provides a **step-by-step guidance**:

Step 1: how to **identify decent work indicators** in order to take into account national needs and circumstances?

Step 2: what are the main **data collection challenges?** main sources and how national data collection instruments can be upgraded/improved?

Step 3: how to **prepare national assessments** on decent work and how the main results can be used in **policy-making?**



Three complementary technical tools

The manual on *Lessons learned from the MAP project* is complemented by three technical tools:

Step 1: ***Manual on Decent Work Indicators***: concepts and definitions, method of computation, data sources, metadata and interpretation guidelines

Step 2: ***Labour Force Survey Toolkit***: guidance on questionnaire design, data processing and tabulation

Step 3: ***Guidelines on Assessing Progress towards Decent Work at the national level***: guidance on analysing decent work indicators together in national contexts and for different population groups as part of the process of developing country profiles, including checklists and concrete examples



The ILO conceptual framework: a key reference

Main question:

How decent work can be measured and monitored in practice, since decent work is a wide-ranging concept with both quantitative and qualitative components?

The ILO conceptual framework: a set of indicators that can be adapted to national circumstances; 4 principles:

- (1) Both quantitative *and* the qualitative dimensions are considered: statistical and legal framework indicators
- (2) Need to interpret decent work indicators within the social, demographic and economic context
- (3) Definitions based on international standards
- (4) Flexible framework to respond to national requirements



The ILO conceptual framework: a key reference

10 substantive elements covering the four decent work dimensions:

- **employment opportunities** (11 statistical indicators, 2 legal indicators)
- **adequate earnings and productive work** (7 statistical indicators, 1 legal indicator)
- **decent working time** (5 statistical indicators, 2 legal indicators)
- **combining work, family and personal life** (2 statistical indicators, 2 legal indicators)
- **work that should be abolished** (5 statistical indicators, 2 legal indicators)
- **stability and security of work** (4 statistical indicators, 1 legal indicator)
- **equal opportunity and treatment in employment** (8 statistical indicators, 2 legal indicators)
- **safe work environment** (4 statistical indicators, 2 legal indicators)
- **social security** (8 statistical indicators, 3 legal indicators)
- **social dialogue** (5 statistical indicators, 3 legal indicators)
- **the economic and social context for decent work** (12 statistical indicators, 3 legal indicators)



Step 1. How to identify decent work indicators?

Step 1. Development of decent work indicators at the national level

- national stakeholders and social partners agree on a comprehensive list of indicators relevant to their country, through tripartite consultations
- concepts/definitions, disaggregation level, and main sources are discussed and identified
- main data collection gaps are identified

The ILO conceptual framework

71 Statistical Indicators

21 Legal framework Indicators

Manual on *Decent Work Indicators*

(concepts and definitions, methods of computation, data sources...)



Sep 1. Lessons learned and guiding principles(1)

The ILO conceptual framework has proven adequate and feasible in all pilot-countries (flexibility to add indicators reflecting national circumstances)

- ***A process of prioritization and selection of the most appropriate indicators is required, reflecting national ownership and feasibility***

National partners are encouraged to define their own set of indicators by selecting from the ILO framework and adding other indicators or levels of disaggregation, through **tripartite consultations**

Project countries: national lists of indicators for assessing progress and short list of priority indicators for national monitoring



Sep 1. Lessons learned and guiding principles(2)

In most countries, national adaptations (classifications, thresholds, specific definitions) have been included according to national legal frameworks and requirements, along with international definitions

- ***The selection of indicators should take into account international statistical standards along with national definitions and classifications***

To ensure consistency and international comparability, detailed definitions and methods of computation based on international statistical standards are presented in the Manual on *Decent Work Indicators*



Sep 1. Lessons learned and guiding principles(3)

- ***The selection of indicators should be the outcome of a tripartite consultation process***

Tripartite consensus is needed for ensuring : (1) credibility and legitimacy of data and conclusions of country assessments; (2) ownership and sustainability of the process

- ***Strong institutional coordination mechanisms are essential***

Ministries of labour and employment, should take a strong lead in coordinating the process of developing decent work indicators -with other line ministries, workers' and employers' organisations and national statistical offices-



Step 2. What are the main data collection challenges?

Step 2. Collection of statistical data and qualitative information on the selected indicators

- main sources and main statistical gaps are identified
- data collection instruments are developed, upgraded or improved (surveys, administrative records)
- institutional mechanisms are set up to improve coordination between statistical agencies, ministries and workers' and employers' organisations to ensure regular and timely data

Labour Force Survey Toolkit
(questionnaire design, data processing, tabulation)



Step 2. Lessons learned and guiding principles(1)

➤ **Key statistical instruments to measure decent work**

The majority of decent work indicators (60 to 70%) are compiled from household-based labour force surveys; other sources are also used: administrative records, census, establishment surveys, specific surveys...

No single source: all available information shall be used, by considering quality, coverage and sampling issues.

➤ **Major challenge: quality, frequency and scope of data available**, in particular from administrative sources



Step 2. Lessons learned and guiding principles(2)

Extensions, improvements and refinements of existing data collection tools are generally needed (all countries)

Efforts made in the pilot-countries to:

- Broaden the scope of decent work components: additional questions, modules in LFS, combined surveys (LFS-CLS)
- Revise the questionnaire design and improve compliance with international statistical standards

Such improvements helped to increase data quality and ensure accurate measurement of the key dimensions of decent work



Step 2. Lessons learned and guiding principles(3)

- Conducting **regular labour force surveys** is considered a key prerequisite for sustainability of the process
- Government efforts to strengthen data collection instruments - LFS, administrative records - are needed, to **enhance quality, coverage and frequency of data**
- **Effective coordination** of national statistical systems
- **Integrated information systems** for decent work is essential to ensure accessibility and sustainability of the measurement and the monitoring of decent work



Step 3. How to prepare national assessments and link to policy making?

Step 3. Development of decent work country profiles from the nationally selected indicators, to inform policy makers:

- trend analysis: dynamic picture of progress and gaps on decent work
- review and validation of main results by national stakeholders through social dialogue
- wide dissemination of the studies, media campaign, policy briefs
- policy making: priority areas and target indicators are identified for designing and monitoring national policies and programmes

Guidelines on *Assessing progress on decent work at the national level*
(integrated analyse of statistical and legal indicators within the national context)



Step 3. Lessons learned and guidance principles (1)

Methodology and design of national reports has proven applicable and relevant to national requirements in wide variety of countries

- Decent Work Country Profiles: a standard structure to report on progress made (11 chapters)
- A standard but flexible structure :
 - extra chapters (indicators and programmes on decent work, enterprises...)
 - additional profiles (provincial profiles, second edition with a sub-regional perspective...)



Step 3. Lessons learned and guidance principles (2)

How to analyse the decent work indicators: for an integrated approach:

- the decent work indicators are analysed all together rather than individually
- data trends interpreted within the social and economic context
- quantitative indicators analysed with contextual information on the legal and policy framework, including rights at work
- indicators disaggregated for different population groups

➤ See Guidelines *Assessing progress on decent work*



Step 3. Lessons learned and guidance principles (3)

Tripartite consensus building is essential for the development of decent work country profiles

- The development process of decent work country profiles involves **close engagement of social partners** from start to finish (from the identification of indicators to the validation of the report, and its dissemination for discussion with policy makers)
- Tripartite consultations are a key factor in fostering **national ownership** over the process and enhancing the relevance of the studies to national policymaking. They also encourage **fact-based social dialogue** and consensus building on key decent work issues
- A close collaborative work between statistical offices, national agencies and social partners (on data compilation and analysis), and coordinated processes for the review of the report and the dissemination of its main results are needed



Step 3. Lessons learned and guidance principles (4)

Decent work country profiles as major inputs for policy-making:

- National planning, programming and targeting:
 - Priority areas (main deficits on decent work)
 - Target indicators (baseline information and indicators)
- Evidence-based national dialogue among national stakeholders and social partners
- Reference for review of existing laws, policies, and institutional arrangements
- Advocacy tool for enhancing national data collection instruments



Thank you for your attention !

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