



Regional Workshop on the Measurement of Decent Work

Workshop Report

Lima, 15–16 April 2010



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**ILO REGIONAL OFFICE FOR LATIN AMERICA AND THE CARIBBEAN (RO-LIMA)
ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

Workshop Report

**Regional Workshop on
the Measurement of Decent Work**

**15 - 16 April 2010
Lima, Peru**

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List of acronyms and abbreviations

ACTRAV	Activities for Workers (Actividades para los Trabajadores)
ANDESTAD	UE-CAN Statistics Project
ATE	State Workers Association (Asociación Trabajadores del Estado) (Argentina)
CAN	Andean Community
CGTP	General Confederation of Workers of Peru (Confederación General de Trabajadores del Perú)
CONFIEP	National Confederation of Private Enterprise Institutions (Confederación Nacional de Instituciones Empresariales Privadas) (Peru)
CUT	United Workers Union (Central Unica dos Trabalhadores) (Brazil)
EAP	Economically Active Population
ECLAC	Economic Commission for Latin America and the Caribbean
ENAHU	National Household Survey (Encuesta Nacional de Hogares) (Peru)
ENIVE	Specialised Household Survey on Levels of Employment (Encuesta de Hogares Especializada en Niveles de Empleo) (Peru)
ENOE	National Survey of Occupations and Employment (Encuesta Nacional de Ocupaciones y Empleo) (Mexico)
HDWA	Hemispheric Decent Work Agenda
IBGE	Brazilian Institute of Geography and Statistics (Instituto Brasileiro de Geografia e Estatística)
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
ILC	International Labour Conference
ILO	International Labour Organisation
ILO-SRO for the Andean Countries	International Labour Office – Sub-Regional Office for the Andean Countries
INDEC	National Statistics and Census Institute (Instituto Nacional de Estadísticas y Censos) (Argentina)
INEGI	National Institute of Statistics and Geography (Instituto Nacional de Estadística y Geografía) (Mexico)
INEI	National Statistics Institute (Instituto Nacional de Estadística e Informática) (Peru)
IOE	International Organisation of Employers
IOS	Social Observatory Institute (Instituto Observatório Social) (Brazil)
ISCI	International Standard Classification of Industry
ISCO	International Standard Classification of Occupations
KILM	Key Indicators of the Labour Market (ILO)
LACLIS	Latin American and Caribbean Labour Information System
MAP	Monitoring and Assessment of Progress on Decent Work Project
MTE	Ministry of Labour and Employment (Brazil)
MTESS	Ministry of Labour, Employment and Social Security (Argentina)
MTPE	Ministry of Labour and Employment Promotion (Peru)
NDWP	National Decent Work Programmes

PEEL	Labour Studies and Statistics Program (Programa de Estudios y Estadísticas Laborales) (Peru)
PME	Monthly Employment Survey (Encuesta Mensual de Empleo) (Brazil)
PNAD	National Household Sample Survey (Encuesta Nacional por Muestra de Domicilios) (Brazil)
SIALC	Latin American and Caribbean Labour Information and Analysis System (Sistema de Información y Análisis Laboral de América Latina y el Caribe)
SITD	System of Decent Work Indicators (Sistema de Indicadores de Trabajo Decente) (Argentina)
STPS	Secretariat of Labour and Social Welfare (Mexico)
UNECE	United Nations Economic Commission for Europe

1. Summary

The ILO's "Monitoring and Assessment of Progress on Decent Work" (MAP) Project receives funding from the European Union to support the monitoring and evaluation of progress on decent work. One means toward this goal is the use of an international methodology initially proposed by a Tripartite Meeting of Experts on the measurement of Decent Work (September 2008), which was supported by the 18th International Conferences of Labour Statisticians (ICLS) (November 2008). Brazil and Peru are pilot countries for this project in the region, and the Regional Workshop on Measurement of Decent Work was one of the project activities.

The Regional Workshop was held to share the conceptual framework for measurement of decent work, examining statistical indicators, such as progress by the countries participating in the event (Argentina, Brazil, Mexico, Panama and Peru) on systems of indicators of decent work. It was also a step toward a prospective plan for development of Decent Work indicators as part of the labour information systems used by the region's countries.

The participants emphasised the high priority placed on decent work indicators for assessment and the design, monitoring and evaluation of policies in the various areas of decent work, including employment, social protection, labour rights and social dialogue. They acknowledged, however, that the measurement of decent work is complex because the concept has many facets and because various instruments, sources and conceptual frameworks are used.

Both Argentina and Mexico presented the experience they had with measuring Decent Work indicators some years ago, while Brazil and Peru discussed their progress as MAP Project pilot countries. It was noted that among the regular statistics in their labour information systems, the five participating countries have already developed a series of main indicators for the global plan for measuring decent work. In other words, countries in the region already have experience and have made some progress in developing Decent Work indicators, indicating that implementation of the international methodology is feasible.

Discussions highlighted the need to finish the definition and design of some indicators and clarify others, because even with clear direction in certain areas (such as the concept of informal sector employment and informal employment), there are still some difficulties in making them operative. Reference was also made to other indicators whose measurement requires special effort, such as child labour and forced labour, and some classification variables, such as people with disabilities and ethnic groups.

Social dialogue was one of the areas that generated substantial discussion in the experience of Argentina and Peru; because of its complexity, participants considered continuing the discussion important. Employer representatives highlighted the need to continue working on economic and social context variables to develop indicators related to enterprise sustainability.

To facilitate the next steps in implementation of the MAP Project in Peru, greater involvement and participation by social stakeholders was proposed, along with other activities to disseminate information and consultation with employer and workers organisations.

The countries noted that the ILO's participation was key to giving impetus to this process, and emphasised that more active participation by national institutions is also necessary for developing proposals appropriate to the situation in the region. It is also important to

ensure that the effort is adequately institutionalised so the system of Decent Work indicators is sustainable, and there is a need for transparency and joint efforts to raise public awareness. Since tripartism is a key practice in this process, it was proposed that an effort be made to convene various sectors of society, including academia.

Several areas for technical assistance were proposed and will be considered in the project work plan. All are related to the measurement of Decent Work indicators in Latin American and Caribbean countries. They include: productivity; employment in the informal sector and informal employment; working poor; social security coverage; child labour; forced labour; labour accidents; trade union membership; collective bargaining coverage; enterprises belonging to employer organisations; compliance with the fundamental principles and rights; progress on social dialogue; etc.

It was also proposed that the process of developing the indicators be accompanied by an experimentation or test phase during a transition period, which would involve providing the support necessary for inclusion of areas of interest in national tools for gathering information, such as household surveys or administrative records, because it is necessary to understand and evaluate the results of the indicators and their ability to reflect the phenomena under study.

It was also noted that the entire process should be accompanied by a stimulus for harmonising instruments and variables, in the form of technical assistance and training for the entities involved in Latin America and the Caribbean, at least to move toward a basic set of region-wide indicators, which could be the main (“M”) Decent Work indicators. That would make it possible to expand the results beyond the MAP Project’s initial pilot countries.

In the area of cooperation, it was proposed that one way of working on this system of indicators in the region would be to form national technical working groups, which could be part of a regional network, to discuss issues related to development of the system of indicators. Such an effort should be spearheaded by the ILO.

These ideas can be followed up as part of the four-year MAP Project (which began in 2009) and by the ILO’s technical units, especially the Statistics Department (STATISTICS/Geneva) and the Labour Information System for Latin America and the Caribbean (SIALC), a program of the Regional Office (ILO/Lima).

1.1. General data

Title: “Regional Workshop on Measurement of Decent Work”

Languages: Spanish, Portuguese

Place: Lima - Peru

Date: 15-16 April 2010

Latin American countries participating: Argentina, Brazil, Mexico, Panama and Peru

European Union countries participating: None

No. of participants: 28 participants

Coordinators: Malte Luebker, Mónica Castillo, Miguel Del Cid, and Rosa Ana Ferrer (ILO outside consultant).

1.2. Rationale

1.2.1. *Consistency with ILO’s main objective*

The ILO Declaration on Social Justice for a Fair Globalization” (2008) makes the Decent Work Agenda the ILO’s main objective and recommends that member countries consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made.”

1.2.2. *Need for measurement of progress on Decent Work*

The ILO has promoted Decent Work since 1999, using various tools that have been disseminated in various forums. The Director General’s Minutes from the 2001 International Labour Conference (ILC) note that Decent work: i) is a goal, as it reflects the desire of men and women for productive work, under conditions of freedom, fairness, security and human dignity; ii) offers an integrated framework for policy development; iii) provides a way of organising programmes and activities, which implies setting goals and establishing indicators for measuring progress; and iv) serves as a platform for promoting external collaboration and dialogue, because the collaboration and commitment of constituents is necessary for attaining goals.

The ILO has developed a series of studies of methodologies for measuring the four dimensions of Decent Work — Rights, Employment and Income, Social Protection and Social Dialogue. They have been disseminated and discussed at technical workshops and seminars and have served as the basis for efforts at measurement. Meetings have included the 17th ICLS (2003), the report of which included a list of 29 basic indicators of decent work, and, especially, the Tripartite Meeting of Experts on the Measurement of Decent Work (2008), which proposed a methodology for measurement.

Member countries have participated in this process through agencies directly involved in the issue, such as national statistics institutes and ministries of labour; workers’ organizations, employer organizations, and research centres have also called for a

comprehensive proposal for measurement of decent work to assess, monitor and evaluate the status of Decent Work in each country.

1.2.3. *Tripartite Meeting of Experts on the Measurement of Decent Work*

The Tripartite Meeting of Experts on the Measurement of Decent Work, which was approved by the ILO Governing Body, was held in September 2008. The purpose of the meeting was to provide guidance for the development of a common framework for measurement of Decent Work that could be implemented in countries, taking into account the multidimensional nature of the issue.

To develop a system for measuring progress on Decent Work, the following considerations were kept in mind:

1. Reflecting constituents' needs and the circumstances of each country; this requires a series of indicators that would also be available to other countries.
2. Insofar as possible, information about countries should be presented in a format and with methodologies that allow comparison.
3. Development of composite indices of decent work would not be the best option for the ILO.
4. Because of the multidimensional nature of decent work, measurement implies the use of quantitative and qualitative indicators, some of which should measure the implementation of international norms; the context must also be considered.
5. Monitoring of the new Goal 1.B, "full and productive employment and decent work for all, including women and youth," taking into account four indicators: employment-to-population ratio; share of employed population earning less than one dollar PPP per day; proportion of own-account and contributing family workers in total employment; and GDP growth rate per employed person (labour productivity).

The workshop participants were: 20 experts (five from government, five from workers' organizations, five from employer organizations, and five independent) plus ILO staff.

Key principles of the proposed methodology for measurement are that it include all workers, be aimed at improving the situation of the most vulnerable workers, and reflect interest in the living conditions of workers and their families.

Development of a methodology for measuring progress on decent work is conceived as a process with three components: i) definition of a global model of indicators (qualitative and quantitative) for measuring progress on decent work; ii) gathering and analysis of statistics and qualitative information for the selected indicators in each country; iii) development of a decent work profile for each country, based on those indicators.

The Tripartite Meeting also discussed the conceptual framework, which consists of 66 indicators covering the ILO's four strategic indicators, organised around the 10 substantive elements of the Decent Work Agenda, plus an economic and social context area.

1. Employment opportunities (1, 2); 11 statistical indicators
2. Adequate income and productive work (1, 3); 7 statistical indicators
3. Decent hours (1, 3); 5 statistical indicators

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4. Combining work, family and personal life (1, 3); 2 statistical indicators
 5. Work that should be abolished (1, 3); 4 statistical indicators
 6. Stability and security of work (1, 2, 3); 2 statistical indicators
 7. Equal opportunity and treatment in employment (1, 2, 3); 7 statistical indicators
 8. Safe work environment (1, 3); 4 statistical indicators
 9. Social security (1, 3); 8 statistical indicators
 10. Social dialogue and representation of workers and employers (1, 4); 5 statistical indicators
 11. Economic and social context of decent work; 11 statistical indicators

Note: The numbers in parentheses refer to the strategic objectives, (1) Rights at work; (2) Employment opportunities; (3) Social protection; and (4) Social dialogue.

The proposal also includes qualitative indicators related to systematic information about rights at work and the legal framework for decent work, which complement the statistical indicators and provide a better understanding of the situation. There are 20 legal framework indicators related to the 10 substantive elements of the Decent Work Agenda.

The goal of selecting the proposed indicators was to establish an internationally relevant model that could be adapted to each country's circumstances. A differentiated approach was therefore used:

Statistical indicators:

- Main indicators (M): a set of basic indicators for measuring progress on Decent Work; 18 indicators.
- Additional indicators (A): to be used when appropriate and when data are available; 25 indicators.
- Context indicators (C): provide information about the economic and social context of Decent Work; 11 indicators.
- Indicators that could be included in the future (F): indicators that are relevant but not currently feasible, to be included when data are available; 12 indicators.

Legal framework indicators:

- Information about the legal framework (L): information about rights at work and the legal framework for Decent Work.
- Other:
- Sex (S), indicates that an indicator must be presented as a breakdown by sex as well as a total value. Gender is a cross-cutting variable.
- The decision was made to allow inclusion of national indicators to reflect circumstances in each country.
- The results of the Tripartite Meeting of Experts were presented to the ILO Governing Board at the 18th ICLS in 2008.

1.2.4. The Monitoring and Assessment of Progress on Decent Work (MAP) Project

The Monitoring and Assessment of Progress on Decent Work (MAP) Project is implemented by the ILO with financial support from the European Commission (EC), and is based on the Meeting of Experts' proposal for measurement of Decent Work (September 2008). The project has a 48-month time frame.

The overall objective of the MAP Project is to achieve Decent Work as a contribution to social justice, poverty reduction and greater equality in countries in transition and developing countries. One specific objective is the development of a global methodology to support the Decent Work Agenda and capacity building for countries' institutions in the monitoring and evaluation of progress on Decent Work.

The project's target groups are government agencies, especially those in the labour sector and national statistics offices; research centres that collect and analyse information; and organisations of employers and workers.

The project's ultimate beneficiaries are women and men in the labour force, especially those who, for various reasons, lack access to Decent Work and have an income below the poverty line.

Beneficiary countries: The MAP Project has 10 direct beneficiary countries worldwide: Niger and Zambia in Africa; four in Asia (Bangladesh, Indonesia, Cambodia and a fourth to be determined); two in Europe (Ukraine and a second to be determined); and Brazil and Peru as pilot countries in Latin America and the Caribbean. The idea of the project is to draw on all these experiences to develop a methodology on which there is basic consensus.

The project's expected results are: development of a global methodology for monitoring and assessment of progress on Decent Work; capacity building to enable countries to monitor and evaluate progress on Decent Work; establishment of reference points and best practices for measuring progress; and capacity building for social stakeholders to develop consistent policies to promote Decent Work for women and men in the labour force.

The project includes national activities, to be implemented in the beneficiary countries, as well as regional and global activities. The activities are:

At the national level:

- National studies of labour statistics systems; these studies are designed to include an overview of various sources, the degree of development of the various instruments, household surveys, surveys of enterprises, administrative records, and available information, taking as a reference the indicators adopted internationally and those identified by national stakeholders as indicators appropriate for each country.
- National consultation workshops to identify specific indicators appropriate for each country, taking into consideration the sources and instruments available in the country.
- Support for national statistics offices or other agencies responsible for collecting data related to Decent Work indicators. The ILO will provide technical assistance to labour sector agencies and statistics offices to develop instruments related to surveys that collect information about Decent Work indicators. This includes the entire survey process (questionnaires, sample design, estimations, etc.) and administrative records.

-
- National reports on progress on decent work; this will be done once progress has been made on identifying decent work indicators for the country. Studies will be carried out to identify trends, interpret data and facilitate use of the information for policy making.
 - National meetings with policy makers; these meetings will make the system of indicators and studies available to various stakeholders, especially national agencies responsible for labour policy and labour conditions. In countries that have National Decent Work Plans, this activity is expected to be part of those plans.
 - Publication of national studies.

At the regional level:

- Regional workshops to disseminate the methodology and results; this activity is related to discussion and dissemination of the methodology and results achieved in Latin America and the Caribbean and in other regions.

At the global level:

- Worldwide meeting of experts on decent work indicators; some meetings have already been held.
- Development and maintenance of Web sites; this involves the use of information and communication technologies to disseminate information about Decent Work and the results and progress in each country.
- Inclusion of Decent Work statistics in global databases; progress is needed in this area, in both ILO databases and those of other international bodies.
- Global monitoring and evaluation manual; the European Commission has proposed developing a global manual for monitoring and evaluating Decent Work conditions.
- Toolbox for cooperation by European Union countries; this is another area to be developed to support cooperation activities.
- Global conference on monitoring and evaluation of progress on Decent Work; a global conference will be held to evaluate the project's accomplishments.

1.2.5. *MAP Project progress in Latin America and the Caribbean*

The project began in 2009, working initially with Brazil, which has held a national consultation workshop, organised discussions with various social stakeholders, including representatives of workers and employers, and developed and published the “Profile of Decent Work in Brazil.”

In Peru, in accordance with the MAP Project document and work plan, a national workshop was held, a national document was drafted on the availability of sources of information on Decent Work indicators, and a “Tripartite Consultation Workshop on Measurement of Decent Work in Peru” was held on 12 and 13 April 2010.

2. Workshop description

2.1. Opening

2.1.1. ***Opening remarks, Director of the ILO Regional Office for Latin America and the Caribbean***

Mr. Jean Maninat, ADG and Regional Director for the Americas, stated that the worst of the global crisis appears to have past and slow recovery of the global economy is expected. Nevertheless, he stressed that this process will not have an immediate impact on employment, which will show a slower trend. Within this context, he reflected on the need to promote the creation of jobs that represent decent work. He said that democratic societies should take steps to ensure that people have more and more possibilities for decent work. In 2009, the ILO and its constituents promoted the Global Jobs Pact, which includes a series of measures aimed at creating jobs, protecting workers and stimulating economic recovery, encouraging governments to choose such a course in accordance with each country's situation. The pact was the outcome of efforts by many countries around the world, their experiences, and their ability to respond in a timely way to the employment crisis. Governments, workers and employers gave their best efforts to the task, and policies were implemented to keep the crisis from having an even greater negative impact.

2.1.2. ***Remarks about the workshop, head of the European Union Delegation on Political, Economic and Trade Affairs***

Ms. Marianne Van Teen, head of the Political, Economic and Trade Affairs Section of the European Union Delegation, stated that Decent Work was the main topic of the Forum on Social Cohesion held in Lima in February in preparation for the summit between Latin America and the European Union, which will be held in May of this year. The forum addressed the promotion of decent work for youths and, especially, new skills for emerging jobs. She stated that contributing actively to decent work is part of the European Union's social agenda and its sharing of knowledge, experience, values and its integrated economic-social development model. She added that economic growth often is not enough to reduce poverty, and increased productivity does not always lead to better wages or jobs that could be considered decent work. Therefore, she said, it is necessary to take a consistent, global approach to combat shortfalls in fundamental social rights and bring about changes in the concept of development.

The European Union seeks to identify countries' best practices in this area, engage in in-depth analysis of decent work and its interaction with other policies, build the capacity of partner countries and develop appropriate indicators.

2.1.3. ***Opening remarks, Dr. Manuela García Cochagne, Minister of Labour and Employment Promotion***

Dr. Manuela García, Peruvian Minister of Labour and Employment Promotion, stated that one of the MTPE's priorities is to direct efforts toward the promotion of Decent Work, and that she hoped discussion in the workshop would lead to clear indicators and statistics in this area, as it is important that governments consider this information and direct public policy to foster decent work to guarantee the welfare of workers and their families.

In Peru, the MTPE's Labour Statistics and Studies Programme (*Programa de Estadísticas y Estudios Laborales*, PEEL) has done valuable work in providing information about the situation of employment and Decent Work in the country. She also highlighted efforts by the MTPE and ILO to design strategies for addressing the problem of child labour, stating that there is political will to address the issue quickly. She said the workshop would contribute to these efforts. She also stated that the ministry is part of and is committed to the government's response to the crisis, through its programmes, including Revalora, a programme that has facilitated the training of workers at reputable institutions, helping to make them more employable. Despite the crisis, she said, and in contrast with some other countries, employment in Peru continues to grow. With oversight and labour inspection, the goal is for work to be done under appropriate conditions, in accordance with national legislation and ILO conventions.

2.2. Workshop objectives

1. To share experiences and disseminate, among representatives of Labour Ministries and National Statistics Institutes of selected countries from the region, the conceptual and methodological framework for measuring progress on Decent Work resulting from the Tripartite Meeting of Experts held in September 2008 and the ILO's 18th International Conference of Labour Statisticians.
2. To examine progress made by labour and statistics institutions in the region in the measurement of Decent Work and their opinions about problems and challenges they face in obtaining efficient, timely indicators from surveys and administrative records.
3. To define a prospective plan for developing Decent Work indicators and including them in dissemination tools in labour information systems in Latin America and the Caribbean.

2.3. The ILO framework on measurement of Decent Work

Ms. Mónica Castillo, head of the ILO Statistics Department's Decent Work Data Production Unit in Geneva, described the ILO's framework for measurement of Decent Work. She explained that the framework is based on a series of global ILO tools, highlighting the 1999 ILC and the ILO Declaration on Social Justice for a Fair Globalisation (2008), which affirmed the Decent Work Agenda as the main objective of the ILO's work. The declaration includes the four strategic objectives that guide the ILO's activities and recommends that member countries establish appropriate indicators or statistics — with ILO assistance, if necessary — to monitor and evaluate progress.

She emphasised the importance of decent work indicators and statistics, especially at times of economic crisis, and noted that they also enhance surveys and analyses and guide the development, monitoring and evaluation of countries' decent work, poverty reduction and economic development programmes. She noted that there is a need to improve labour statistics to cover the four strategic areas of decent work.

Since 2000, Ms. Castillo said, the ILO has launched various initiatives for the measurement of decent work, both at headquarters and in regions of the world. The LACLIS application developed by the ILO Regional Office for Latin America and the Caribbean, in close collaboration with SIAL and other ILO offices, includes 18 decent work indicators for 41 countries and territories in Latin America and the Caribbean, based on regional studies and input. These indicators are reflected in the list of decent work indicators discussed at the Tripartite Meeting of Experts on Measurement of Decent Work (September 2008).

Ms. Castillo described and analysed the work done by the Tripartite Meeting of Experts, whose mandate was to provide advice about options for measuring decent work. She described the conceptual framework, which groups the proposed indicators under the 10 substantive elements of the Decent Work Agenda, plus an economic and social context area, for a total of 66 statistical indicators. Gender is considered a cross-cutting issue, and a differentiated approach is taken (main, additional and future indicators) so the indicators can be applied internationally, but can also be adapted to national circumstances.

She noted the multidimensional nature of decent work and the implications of that characteristic for its measurement, as well as the inclusion of statistical indicators and legal framework indicators in the proposed model, because they complement one another. She noted, however, that in this workshop, discussion would focus on statistical indicators.

Ms. Castillo also mentioned the need to monitor progress on decent work once countries have made estimations using the selected indicators, taking into account demographic, economic and sectoral influences, as well as changes in legislation on rights at work and its enforcement.

2.4. The “Monitoring and Assessment of Progress on Decent Work” (MAP) Project: objectives, outputs and results.

Mr. Miguel Del Cid, director of SIALC and regional coordinator of the MAP Project, presented the “Monitoring and Assessment of Progress on Decent Work” (MAP) Project. He stated that Decent Work refers to objective working conditions, the conditions in which work is performed, and is therefore applicable to enterprises, regions, countries and groups of countries, and that Decent Work indicators must be adapted to each of those circumstances.

In discussing the background of the MAP Project, he mentioned the Decent Work Agenda and various international forums in which heads of state committed to making decent work a goal for the international development agenda, national development strategies and poverty reduction programmes. One important element in this process is the inclusion, within the framework of the Millennium Development Goals, of Goal 1B, which refers to decent, productive work for all, including women and youth; four indicators have been adopted and are being monitored internationally to assess progress in this area. He also mentioned other elements that must be considered, including the Declaration on Social Justice for a Fair Globalisation (2008) and, more recently, the Global Jobs Pact (2009), which highlight the relevance of labour statistics and the need to support the development of labour statistics systems for the ILO’s Global Decent Work Agenda.

As part of these efforts, and as a result of the Tripartite Meeting of Experts on Measurement of Decent Work, the ILO launched the MAP Project. Miguel Del Cid discussed the overall and specific objectives of the project, its beneficiaries, the countries included as pilots (Brazil and Peru, in this region), the project’s results, and its activities (national, regional and global) during its 48-month time frame. He stated that the idea of the project is to draw on various experiences to develop a methodology on which there is basic consensus among the stakeholders involved. In countries that have National Decent Work Plans, this activity is expected to be part of the plans.

Among the activities planned for the region are workshops to share the methodology and progress being made in the pilot countries on the identification of relevant, appropriate and consistent indicators for measuring decent work, and to identify other activities that could be implemented in the region, including international cooperation actions.

2.5. Group work on opportunities and challenges for measuring Decent Work in Latin America

The participants formed three groups — tripartite, insofar as possible — to discuss and identify opportunities and challenges related to the measurement of Decent Work in Latin America. They responded to the following questions: i) Why should your country monitor and assess progress on Decent Work? What are the benefits and practical applications for your country? and ii) What are the challenges and potential problems?

A spokesperson for each group presented the results in a plenary session, and after discussion, clusters of opportunities and clusters of challenges were identified based on the group reports. The participants requested a process to prioritize results, and the clusters were organized in order of priority.

2.5.1. Cluster of opportunities

Cluster 1: Allows assessments so that various stakeholders, especially governments and organisations of workers and employers, can promote and guide discussion of proposals and/or policies for achieving decent work and addressing the needs of different groups.

Cluster 2: Allows the measurement of indicators for monitoring trends in Decent Work, along with the development of a common methodology that can serve as a reference for other international frameworks.

Ultimately, the participants indicated that the most important opportunity was the one described in Cluster 1.

2.5.2. Cluster of challenges

It was noted that one challenge to progress on decent work in all of Latin America is to maintain the possibility of a model of growth and development that focuses on the production of goods and services that promote employment, rather than on financial speculation.

Cluster 1: Reinforce the public statistics system so it can do its work effectively, providing it with the necessary human, technical and financial resources in an environment of institutional solidity and technical autonomy.

Cluster 2: Measurement of decent work is a complex task because of its many dimensions and the variety of sources of information and indicators used (which differ in coverage, frequency, concepts, etc.).

Cluster 3: Make appropriate, relevant international comparisons with decent work indicators.

Cluster 4: Raise public awareness about decent work. Society must be educated to internalise the concept of decent work.

Cluster 5: Ensure public financing and more participation in financing by stakeholders.

In this case, the participants determined that the ideas in Cluster 2 summarised the main challenge for measurement of decent work in Latin America.

2.6. **The Hemispheric Agenda and national Decent Work Programmes in Latin America and the Caribbean**

Miguel Del Cid, director of ILO-SIALC and regional coordinator of the MAP Project, stated that the Hemispheric Decent Work Agenda for 2006-2015 was discussed and adopted at the 16th American Regional Meeting of the ILO (Brasília, May 2006). The agenda summarises the expectations, principles and goals adopted by the ILO, with the support of its constituents, to promote decent work and contribute to poverty reduction over the next 10 years.

The Office considers the agenda a programme document that sets priorities for technical cooperation with countries. The Hemispheric Agenda describes the overall context and socio-economic and labour trends, followed by the main challenges to creating decent work, with regard to economic growth, fundamental rights at work, building trust in democracy and social dialogue, strengthening social protection, and increasing inclusion in society and the labour force to reduce inequality. The Hemispheric Agenda includes a proposal for general policies and initiatives in 11 specific areas of intervention (international labour norms, gender equality, youth employment, small and micro enterprises, informal economy, rural sector and local development, occupational training, employment services, wages and earnings, security and health at work, migrant workers), which each country can adapt to its national circumstances. National Decent Work Programmes are the tools with which countries implement the Hemispheric Agenda, because they allow for consensus on priority goals and results in the areas of employment, social protection, labour rights and social dialogue.

For the ILO, National Decent Work Plans are a management and programming tool for technical assistance and serve as a reference for allocation of cooperation resources. Various countries in the region have adopted such plans and are making efforts to develop a series of indicators that will enable them to monitor their goals and objectives.

2.7. **Profile of Decent Work in Brazil: the MAP Project's vision**

José Ribeiro, of the ILO MAP Project in Brazil, briefly described the project's activities in that country, including the first tripartite workshop on decent work indicators, the development of the Profile Report on Decent Work in Brazil, its presentation to the Governing Body in November 2009, and the project's launch in Brazil in December of that year.

This is the first systematic effort to measure progress on decent work in Brazil, based on recommendations from the Tripartite Meeting of Experts on Measurement of Decent Work and the ILO Governing Body (September and November 2008). He described the structure of the Report on Decent Work in Brazil, noting that the main source of information was the National Household Sample Survey (*Encuesta Nacional por Muestra de Domicilios*, PNAD) carried out by the Brazilian Geography and Statistics Institute (*Instituto Brasileiro de Geografia e Estatística*, IBGE). Some administrative records and socio-economic studies by other agencies were also used. He stated that breakdowns by sex, colour/race and urban/rural area were done whenever possible. Because it is part of a pilot project, the report's format and content were relatively rigid, which made more in-depth analysis with additional indicators or geographic data difficult.

He described and commented on the main results of the report, organised around the 11 substantive elements of decent work. For each, he described the sources of information and the main indicators (57 indicators) used, new indicators to be developed (24 indicators),

and results broken down as described above. He also described the impact of the report on decent work in Brazil, which attracted significant media attention (TV, radio, print media and Internet sites).

In its activities, the MAP Project participates with and relates to other agencies that have labour statistics systems (including MERCOSUR; the National Association of Planning, Research and Statistics Institutions; the Ministry of Labour and Employment; and the Ministry of Planning, Budget and Administration). Future project activities will include development of methodologies and surveys for better measuring decent work indicators in Brazil.

2.7.1. Remarks by the Brazilian Ministry of Labour and Employment (MTE)

María Emilia Piccinini Veras, general coordinator of statistics for the Brazilian Ministry of Labour and Employment (MTE), highlighted the extreme importance of decent work indicators as a tool for systematically monitoring trends in decent work, and stated that the decent work indicators pose great challenges, because they address the main problems of employment.

She referred to the information in Report on Decent Work in Brazil, which warned about trends reflected in various indicators between 1992 and 2007, including child labour, inequality between men and women in terms of earnings and participation in the labour force, and the status of youth.

She focused her comments on information from one of the MTE's administrative registers, a census of formal enterprises that collects information annually about more than 7 million enterprises and 59 million formal workers (with work contracts), including public employees. Data include flows of workers in these formal-sector enterprises (entries and departures). The data show increased participation by women in the labour market, as well as a persistent wage differential between women and men, despite women's increasing education. She highlighted progress in women's participation in the construction trade between 1992 and 2007, as well as job stability, noting that a high rate of workers of both sexes remaining in their jobs for more than a year. She indicated that these results confirm the trends indicated by the PNAD, despite differences in methodology.

She also mentioned the MTE's progress on work to be abolished and oversight to detect cases of child labour and forced labour, which is a great challenge; other ministry programmes also provide assistance to these groups (such as the *Bolsa Familia* programme, to ensure basic living conditions).

2.7.2. Remarks by the Brazilian Geography and Statistics Institute (IBGE)

Cimar Azeredo Pereira, coordinator of labour and employment for the IBGE, described indicators in the annual National Household Sample Survey (PNAD) and the Monthly Employment Survey (PME), which covers six regions, which are two of the IBGE surveys that collect information about employment.

He showed and commented on trends in a broad set of demographic (changes in population distribution) and employment indicators, with breakdowns by geographic area, sex, colour/race and age. Another breakdown variable for some indicators was education (school enrolment, illiteracy, higher education), which provided information about workers with different levels of education. This shows the richness of information available in Brazil, which allows analysis of specific population groups.

He discussed rates of participation in the labour force, the size of the EAP, employment rates and unemployment rates, and highlighted trends in formal employment (with a contract) and informal employment (without a contract) during and after the crisis. He also discussed social security indicators, which show different trends in different regions, reflecting problems that some will encounter in the future. He reviewed earnings indicators, by economic activity and other variables, as well as information about minimum wages, and commented on the decrease in child labour and other indicators. The statistics are a way of showing the difficulties experienced by different population groups and can be used for the design of public policies.

He also noted that the IBGE has a project for an ongoing PNAD, which would be carried out quarterly, and which would provide socio-economic indicators for which there is growing demand, in areas related to health, education and employment.

2.7.3. General discussion

In the comments, Rodrigo Negrete, a researcher for the General Strategy Office of the National Statistics and Geography Institute (INEGI), stated that unemployment and/or increasingly precarious employment affects both workers and their families, and that this aspect is not being considered, but could be addressed through household surveys in Latin America. Information could include how many households are headed by people who are unemployed, underemployed or employed in the informal sector, or by people with another characteristic of precarious employment, as well as the dependency ratio. He emphasised that this situation is more serious in the case of single women who are heads of households. José Ribeiro added that this concern could be reflected in the indicators on “Combining work, family and personal life,” and that there has been extensive discussion to develop summary measures in various areas, but it has not always been possible to take every issue into account.

Carlos Mejía, a member of the CGTP Organisation Commission, raised the issue of institutional stability, asking about Brazil’s experience in ensuring technical autonomy for a statistics system that responds to interests of the state, and how the political will was achieved to make the system work. The Brazilian participants said the country respects the IBGE’s work, the comparison of results from different sources of information or studies, and the approach taken by its technical staff, and recognises the way in which the institution has made the production of statistical information more democratic, based on discussion and taking into account suggestions from various sectors of society (including trade unions and employer organisations, which request information and presentations from the IBG). Its policy for dissemination of information includes user-friendly platforms for public consultation. María Emilia Piccinini Veras stated that the variables to be studied in the MTE’s administrative formal employment records were discussed in advance with academics, giving them greater credibility. Information is also available at the municipal level a few days after the end of each month, responding to the needs of public and private users.

The stability of work was another issue that came up for discussion. Mr. Julio Barrenechea, adviser to the National Society of Mining, Petroleum and Energy, CONFIEP, asked if the indicator that is used is related only to time employed, or if other aspects of employment stability are considered. The Brazilian representatives stated that other indicators for duration were used, with a five-year time horizon, along with average years in a job. The MTE’s administrative records can be used to monitor workers and understand migration from one occupation to another, as well as one geographic area to another.

Sergio Woyecheszen, representative of the Argentine Industrial Union (UIA), suggested that the economic context area include some indicators that demonstrate the importance of innovation and productive chains for growth and development.

2.8. Measurement of Decent Work in Argentina

The speaker for this session was Diego Schleser, director general of Labour Studies and Statistics for the Undersecretariat of Technical Programming and Labour Studies of the Ministry of Labour, Employment and Social Security (MTESS), who presented Argentina's Decent Work Indicators System (SITD), which was developed by the ministry in 2006 with ILO assistance.

He spoke about the reasons for monitoring decent work indicators, noting that in analysing the labour market, it is important to address shortcomings in workers' labour conditions and not focus only on shortfalls in employment, which is usually the priority. He also indicated that the system of decent work indicators must be discussed publicly, including various public and private sectors of society and the media. Such debate leads to changes in analysis, shifting away from the idea of employment as the sole objective and taking into account the quality of employment. For the government, promotion of full employment should aim at full decent employment. These changes can be achieved using the Decent Work paradigm.

In implementing the system, methodological problems and difficulties with availability of information were encountered, but one key aspect was discussion — within the MTESS and with workers and employers — of the definition of Decent Work, indicators, and how they could be made operative for measurement (for example, what constitutes productive employment or adequately remunerated employment).

He noted that the ILO's four strategic objectives converge in this system of indicators, and mentioned the criteria used to develop the system. Available indicators that were easily communicated served as the basis for the system, since they had already been developed for the Millennium Development Goals. The SITD includes two basic areas — one quantitative, focusing on sufficient work for all, which has a single indicator, and one qualitative, which has three dimensions: i) decent and secure work; ii) welfare and equity; and iii) respect for the fundamental rights at work. Each of these areas has sub-dimensions. In all, this area has 13 indicators. Gender is a cross-cutting issue, and there is a group of context indicators for the dimensions. Each dimension was presented, with its respective sub-dimensions and indicators, including the definition of each indicator and the concepts used to estimate it.

Diego Schleser discussed the SITD's limitations, noting that international recommendations and national statistical systems do not provide the elements necessary for developing an optimal system of indicators. In 2006, a preliminary version of the SITD was published and presented for discussion. Debate remains open for enhancement of the system. Issues that must still be discussed in greater depth include the conceptual framework for quantitative description of progress on social dialogue and freedom of association in collective bargaining; productivity with human capital; and underemployment from the standpoint of production and productivity.

In his final remarks, he noted that an SITD is crucial, because it changes the analysis and study of an integrated, multidimensional set of indicators focusing on high-quality, productive work. This means addressing the methodological issue so as to describe shortcomings in the area of decent work. He also noted that an SITD should be established as a tool for discussion and analysis of labour issues.

2.8.1. *Remarks from the National Statistics and Census Institute (INDEC)*

Claudio Comari, director of the Permanent Household Survey, in INDEC's National Office of Statistics on Living Conditions, emphasised that the SITD is a key tool for strengthening

a rights-based approach over the econometric approach that guided labour statistics for so long. Its advantages include that it is a multidimensional, integrated system of indicators, despite pressure to use summary measures. No single indicator determines progress (or lack of progress) on decent work; integrated analysis of the information, including scope, is necessary. This is a challenge for the agencies responsible for managing the system.

Efforts to facilitate interpretation and use of the information will encourage debate in various sectors of society, and the information can be used to shape and monitor public policy and address social problems.

He said he believes that the current situation in the region is conducive to such an approach, which requires enhancing statistics systems. Argentina works with other members of MERCOSUR, where these topics can also be discussed.

2.8.1.1. General discussion

In the general discussion, several participants asked about the process of institutionalising these indicators and inter-sector relations, because sources of information differ. Mr. Schleser noted that the process of connecting the MTESS with other agencies (the social security and tax systems and the Health Ministry also keep administrative records) is under way, and it has not been decided whether the system should be institutionalised within the state. The study was specifically an effort by the MTESS, which sought collaboration from other agencies, but all the agencies have not taken ownership of the indicators.

Cinthia Pok, representative of the State Workers Association (*Asociación Trabajadores del Estado*, ATE), stated that in the SITD, more discussion is needed of the indicator, “Sufficient work for all,” because there are population groups that are not shown as actively seeking work, but who are available and objectively lack work, but have not been included in the measurement (beneficiaries of employment plans who are not actively seeking work). She also noted that one of the necessary underpinnings of any decent work system is consistency between statistical information and the actual situation, which also requires a series of institutional elements, as well as greater participation by society, because these elements must be addressed collectively.

Asked about the indicator, “Proportion of workers with inadequate earnings,” Schleser said it referred to workers whose income is less than the basic market basket corresponding to the poverty level. For those who work fewer than 35 hours a week, the market basket is divided by the number of hours worked. He added that there is a lack of consensus about which market basket should be used and if the cost should be covered by the worker or by the household.

2.9. Decent Work indicators: measurement in Mexico

Rodrigo Negrete, a researcher in the INEGI General Strategy Division, began by noting that for Latin American countries, it is necessary to calculate the unemployment rate, but that other indicators are also needed to better analyse the region’s heterogeneous labour markets. He suggested not ignoring the analytical possibilities offered by the ILO’s Key Indicators of the Labour Market (KILM), for more ambitious frames of reference. He referred to five indicators: employment rate, underemployment rate, employment rate in the informal sector, paid workers without legal benefits, and rate of critical employment conditions, which together allow better analysis and are a key part of any set of labour market indicators. He highlighted labour market adjustment mechanisms used in the region, such as quantity, costs and quality of employment, and suggested that these be included in the frame of reference for studying the region’s markets.

He described Mexico's experience with implementing the conceptual framework for measuring the quality of employment developed by a working group made up of the United Nations Economic Commission for Europe (UNECE), EUROSTAT, the ILO and Statistics Canada. He explained the principles on which the working group's proposal is based, noting that it focuses on the status of people who are employed, does not seek a composite indicator, and assumes multiple indicators. He described the thematic structure, which has seven dimensions and 12 sub-dimensions, with 47 indicators. These were tested in eight countries (Germany, Finland, France, Israel, Italy, Mexico, Moldavia and Ukraine), although all countries did not comply with all indicators.

Using an analytical approach, the 38 indicators produced by Mexico are grouped into six categories:

1. Indicators that respond to the economic cycle.
2. Indicators whose interpretation depends on the context: they are not self-evident, and their meaning is not always clear unless a time horizon is considered.
3. Indicators that follow their own inertia, regardless of the economic context or point in time.
4. Indicators with an undisputed meaning, beyond economic contexts and cycles.
5. Indicators that could have significant meaning, but that require greater precision in terms of what they include or exclude.
6. Indicators with ambiguous meaning or interpretation.

Only 27 of these indicators point to labour market adjustments in the economic cycle or reflect inequalities or highly vulnerable social situations. This group can subsequently be reduced using multivariate statistical methods.

Even within this conceptual framework, the KILM indicators remain relevant, as is the case with informal employment and employment in the informal sector. He only suggested changing the term "informal employment" to unprotected employment, to avoid confusion. He also included the concept of underemployment, but suggested a review of certain operative criteria in its construction.

He noted that the framework that was tested needed more indicators of trends in real wages, pensions and the labour vulnerability of older or aging workers. He also noted that indicators about the quality of social security services were not included, adding that "Public social security spending (% of GDP)" is not sufficient to show change in this area, which affects workers' standard of living.

He said the most useful characteristic of the European initiative is the general framework and the dimensions described; with regard to the indicators, he said it is important to take into account the experiences of the region's countries and give them concrete form.

2.9.1. *Remarks by representative of the Labour and Social Welfare Secretariat*

Eloísa Pulido Jaramillo, director of analysis of contract and wage information for the Labour and Social Welfare Secretariat (STPS), described Mexico's Information System of Employment and Occupational Quality Indicators, which was developed by the Labour Secretariat and is accessible only to ministries and state governments. The indicators were chosen to reflect decent work and long-term trends.

The system includes five dimensions and 13 decent work indicators:

Labour regulations:	i) Employment rate in the informal sector; ii) Net share of employment, workers aged 14 and 15 years (*)
Employment opportunities:	i) Unemployed more than nine weeks; ii) Net female share of employment; iii) Gender gap
Adequate earnings:	i) Gender wage gap; ii) Variation in average wage; iii) Rate of critical employment conditions
Workers' skills:	i) Workers' average years of education
Social welfare:	i) Rate of occupational accidents and illnesses per 100 insured workers; ii) Rate of permanent incapacity per 1,000 insured workers; iii) Deaths were 10,000 insured workers
Social dialogue:	i) Labour peace

(*) Refers to adolescents aged 14 and 15 years, because those are the data available; this could provide information about child labour, which should be monitored regularly.

The source of information is the National Survey of Occupations and Employment (*Encuesta Nacional de Ocupaciones y Empleo, ENOE*). The system allows ongoing monitoring of the indicators, with regional coverage. Data are current, and data for the past 10 years are presented, allowing analysis of trends for each indicator and comparison of results from different states.

2.9.1.1. General discussion

It was asked whether migration is a variable in this system and if it is considered an inertial indicator. Rodrigo Negrete stated that migration is a difficult variable to analyse, that it is important for Mexico, because of its proximity to the United States, and that it would be important to include it in some way among the indicators.

Regarding the question about public access to the employment quality system, since it would contribute to public oversight, it was commented that this might be possible in the future, and it was noted that the system is an application, but the information is public (taken from the ENOE) and is available on the INEGI Web site through a user-friendly interface. It was noted that INEGI is governed by a constitutional autonomy law similar to the one for the Central Reserve Bank, and various factors ensure its institutional stability and transparency. It works with other agencies to improve statistics, and, by law, must maintain a national catalogue of indicators, which is considered state information. The intention is to include MDG indicators, and decent work indicators can also be suggested. Under the transparency law, any citizen can request information and the agency is required to respond.

Diego Schleser of MTESS stated that it would be interesting to replicate the differentiation between indicators related to the economic cycle and those that are more inertial or structural in the decent work system. This would give the system more power, allowing identification of aspects of the labour market that do not depend on the economic situation and are related to government policy.

There were several comments about certain proposed indicators related to the conceptual framework or their operative construction. The area that drew the most comment was informal employment; participants suggested further attention to the conceptual and operative definition and discussion of modification of the name, because it could confuse non-expert users. It was also noted that the system does not include indicators related to

persons with disabilities, and greater attention should be given to that issue. There were also comments in agreement with Rodrigo Negrete's remark that it is necessary to clarify what is included and not included in social security expenditure as percentage of GDP.

Mónica Castillo of ILO-Geneva stated that the new ILO Statistics Department's priorities include training for constituents, development of a glossary, and materials to clarify concepts that cause confusion, which could include aspects mentioned by participants during the discussion. She also commented that a manual for measurement of informal employment is being developed, which could be of assistance. She added that another area that causes confusion is classification by status in employment; this is also on the work agenda.

2.10. Decent work indicators in Peru

Rosa Ana Ferrer, an outside consultant to the ILO, explained that with the launch of MAP Project activities in Peru, the country has a study of the availability of statistics and sources of information for decent work indicators, and a national consultation workshop was held to disseminate the conceptual and methodological framework for measurement of decent work proposed by the ILO (Tripartite Meeting of Experts held in September 2008). Relevant Decent Work indicators were identified for the country, along with priorities for technical assistance on those issues, which could be provided by the ILO or the MAP Project.

She noted that in the workshop, discussion groups were formed for different thematic areas. They reviewed 66 indicators proposed in the global framework, which were later discussed in plenary sessions. This process was important for exchanging ideas. The participation of representatives of various agencies that produce labour statistics enriched discussion of possibilities for measurement of the indicators, and there was very active participation by representatives of organisations of employers and workers, as well as experts on employment issues. It would have been helpful to invite more representatives of workers and employers to ensure greater participation in the process; that will be corrected in future activities targeting those groups.

In this process, the complexity of measuring various topics and indicators became clear; the plenary asked the ILO to continue developing the measurement methodology for those indicators. In particular, participants noted that other indicators should be proposed for the area, "Social dialogue and representation of workers and employers," to reflect forums for social dialogue related to Decent Work, rather than focusing on collective bargaining.

Development of statistics in Peru will provide access to a significant number of decent work indicators, many of which are already being calculated and published. Household surveys are the main sources of information for decent work indicators, but there is also information from the MTPE's and other agencies' administrative records, as well as specific studies and statistics. She noted that adjustments must be made to the household surveys to follow the ILO's recommendations for measurement.

Fourteen indicators were prioritised in the workshop, of which eight are main indicators, two are additional indicators, and four are new indicators (plus one indicator that was added to an indicator proposed by the ILO).

Review of the entire set of indicators allowed identification of areas in which statistics producers need technical assistance, including measurement of forced labour and child labour.

2.10.1. Remarks by INEI representative

Rofilia Ramírez, the INEI's technical director of demographics and social indicators, presented preliminary results of the estimation of various decent work indicators constructed using information collected by the ENAHO survey between 2004 and 2008. The estimations took into account the recommendations of the 18th ICLS (2008, the technical workshop on measuring labour underutilisation (2009) and technical assistance provided to the MTPE by Ralf Hussmanns of the ILO Statistics Unit in Geneva (2010), in which the INEI also participated.

Progress on estimation of decent work indicators falls into four substantive areas — Employment opportunities, Adequate earnings and productive work, Decent hours, and Equal opportunity and treatment in employment — plus economic and social context. Some breakdowns by sex, level of education and geographic area were also included.

She said it was possible to construct all of the main and additional indicators for Employment opportunities, noting that some were already included in statistics regularly produced by the INEI, while others are used to monitor MDG goal 1B, and it was only necessary to adjust the age range. She noted that the future indicator, "Labour underutilisation," with its various components (unemployed, discouraged workers, underutilisation of skills, low earnings, etc.), is currently being developed with the ILO, and the final version should be ready in July of this year.

She said it is feasible to monitor these indicators, but it would be helpful to continue sharing and discussing the difficulties encountered in measurement, to enhance the process.

2.10.2. Remarks by the MTPE representative

Speaking on behalf of the MTPE, PEEL-MTPE researcher Vicente Corzo said the MTPE has many years of experience with household surveys that study employment and has been developing indicators related to the concept of decent work. In an effort to generate more such indicators and review technical and conceptual aspects, it received technical assistance from ILO-Geneva in March of this year. The Specialised Survey of Levels of Employment (*Encuesta Especializada en Niveles de Empleo*, ENIVE) was used for this. ENIVE studies various issues related to employment and allows construction of decent work indicators. Special modules have been included to study specific issues, such as labour conditions (2007) and use of time (2008). ENIVE results are presented annually and are available on the MTPE Web site, allowing monitoring of the indicators.

He stated that some years ago, the MTPE calculated an indicator of occupational adaptation, which, viewed from the standpoint of a shortfall, lack of occupational adaptation, is related to the components of the indicator of Labour underutilisation. He presented the results of levels of occupational adaptation and non-adaptation and labour underutilisation, as well as the most common professional occupations, which provide information about market saturation in these occupations.

The MTPE's PEEL is a solid research unit, which, based on results from various ministry surveys, carries out studies that are subsequently used by decision makers. Two relevant projects are a study of labour conditions and their impact on the job satisfaction of private-sector wage earners in Metropolitan Lima, and a study of the use of time and gender inequalities in paid and domestic labour in Metropolitan Lima, a pioneering study that shows differences in use of time by gender. The study includes an estimate of the value of unpaid labour in Metropolitan Lima as a contribution to the country's GDP.

The ministry also has administrative records on various issues related to strikes, occupational accidents, collective bargaining and other matters, as well as historical information. This is the progress the MTPE has made so far in constructing decent work indicators as proposed by the ILO.

2.10.3. General discussion

In the discussion, CONFIEP representative Julio Barrenechea said he believed it was necessary to continue consultations with organisations of employers and workers, because they were not adequately represented at the national workshop. Because there are more representatives of government agencies, he said, it is necessary to expand the discussion and possibly readjust the indicators prioritised for Peru. Similarly, Jorge Illingworth, expert in employer activities in the ILO's Sub-Regional Office for the Andean Countries, said that more participation by these groups is necessary for tripartite validation of the national results. He noted that the inclusion of other economic context indicators related to sustainable enterprises would be desirable, and there is a need to continue the discussion.

On this topic, CGTP representative Carlos Mejía stated that discussion in the workshop focused on identification of indicators and required the participation of technical staff responsible for producing statistics in various government agencies, but that the CGTP representative made comments as necessary and believed the results for Peru represented significant progress, and that prioritising was important, because having too many indicators could become unmanageable.

In reference to decent work indicators, Alfredo Torres, MTPE assistant director of labour safety and health inspection, suggested that the area of safety and health at work include indicators that reflect progress in prevention. He proposed that the ILO develop such a proposal.

Mónica Castillo, ILO-Geneva, noted that there was agreement to keep working on indicators for areas that remained open in the national workshop, because the process has just begun.

With regard to the regional workshop, one of the questions was about the possibility of a unified indicator, since all of the countries were calculating the main decent work indicators. Rodrigo Negrete of INEGI-Mexico stated that in a rights-based approach, it is impossible to weight the measurement, so it would be very difficult to arrive at a single indicator. Rofilia Ramírez of INEI-Peru commented that in operative terms, each indicator refers to different population groups (different age ranges, only wage earners, only youth, etc.), which would make it impossible to weight the results for a compound indicator. Representatives of the MAP Project stated that the proposed global model does not include a compound indicator because the idea is for countries to use the decent work indicators as input for public policy in the various substantive areas of decent work and to facilitate monitoring and evaluation of progress in those areas, which would be difficult to do with a compound indicator.

In response to a question about the availability of statistical information about race, Rofilia Ramírez of INEI-Peru said the ENAHO survey does not include race, but does ask indirectly about ethnic origin, with a question about the interviewee's native language. She noted that this variable has limitations, because Spanish becomes the predominant language from generation to generation, so the variable does not yield reliable results about race.

With regard to institution building, Carlos Mejía of the CGTP-Peru asked about mechanisms to ensure that production of statistics is autonomous from political power; about training for staff members who collect and process statistical information; and about the stability of technical staff. Rofilia Ramírez said the INEI's work is transparent, because

the databases and algorithms are available to the public through the agency's Web site. With regard to personnel, she said statistics are compiled by career staff members.

2.11. Participants' vision of statistics and measurement of Decent Work

This issue was addressed during the four previous presentations (Brazil, Mexico, Peru and Argentina). The Panamanian representative added that the table of availability of indicators in the annex to this report should include the indicators available in that country.

2.12. Exercise to determine availability of Decent Work indicators in the countries represented

Participants were asked to describe the main decent work indicators produced in their countries. The results are included in the table of indicators in Annex I, which shows that the five participating countries produce nearly all the indicators. After brief remarks about this situation, the group continued with the next session.

2.13. The new ILO Statistics Department: new approach to Decent Work indicators and their inclusion in the global toolkit

This session was led by Mónica Castillo, head of the ILO Decent Work Statistical Production Unit in Geneva, who described various aspects of the work to be done by the new ILO Statistics Department (created in May 2009, to replace the former Statistics Bureau), whose director now reports directly to the ILO director general. The department's new mandate reinforces statistical work, especially coordination of statistics throughout the ILO.

She mentioned the department's various work areas, all of which are related to the statistics process (aimed at enhancing quality in production and dissemination), and its relationship with countries and constituents (technical assistance, training), as well as coordination of statistics activities with other ILO technical units and international bodies and research centres in the regions, working more closely with structures in the field. She emphasised up-to-date statistics for monitoring the impact of the crisis, as well as labour indicators defined by the four strategic areas of the Decent Work Agenda.

The Statistics Department's Decent Work Data Production Unit is divided into three sub-units: i) Short-term indicators; ii) Annual indicators; and iii) Data processing. Another small unit is responsible for statistical methods, such as making data less seasonal.

Mónica Castillo mentioned the department's current outputs, noting that they will soon change, and highlighted the merger of LABORSTA and KILM into a new ILO statistical database. She also said the variables and presentation of information from the old October survey were being redefined and would be included in the Labour Statistics Yearbook after a process of consultation and consensus building with experts (data producers and users).

She described the results expected for 2010-2011, breaking them down into six areas. Taken together, those results are important for encouraging enhancements in various aspects of labour market statistics, including timeliness of data, quality, conceptual aspects, technical assistance and cooperation (a standard questionnaire on the labour force will be developed). She emphasised the development of definitions of Decent Work indicators and the technical capacity building programme for ILO constituents and staff on measurement

of such indicators, which will enable countries to progress on measurement, monitoring and assessment of decent work. She noted that the department plans to hire a regional adviser on Decent Work statistics for Latin America, to be located in Santiago, Chile, as of late 2010.

2.13.1. General discussion

One questions referred to the new Statistics Department's relationship with the MAP Project. Mónica Castillo said there is already close collaboration with the project. Work will continue on the definition of decent work indicators. Regarding the round of 2010 censuses, some countries lack even annual employment surveys; the employment data available therefore comes only from the census, and these will be found in the LABORSTA database.

In response to the question about ILO collaboration on continuous censuses, Mónica Castillo said the ILO generally assists countries as necessary, depending on the information gaps and needs in specific areas. If necessary, the ILO could hire expert consultants on the issue of continuous censuses, if it does not have an expert. She noted, however, that the office mainly assists countries with efforts related to surveys that study employment.

2.14. **Prospective plan for development of Decent Work indicators in Latin America and their inclusion in labour information systems**

This session was led by Miguel Del Cid, director of SIALC and regional coordinator of the MAP Project, who briefly reviewed the workshop's identification of follow-up actions for the process, mentioning pending issues that arose during the discussions. These are related to the conceptual framework, because it is necessary to define future ("F") indicators and determine how they will be made operative, although clarification is needed in some cases, because there are recommendations from the ICLS. Other issues that require further discussion include additional indicators related to solidifying the institutional framework for dialogue, with statistics and indicators about enterprise affiliation, and indicators related to the principles and fundamental rights.

He mentioned that for the next steps in Peru, with implementation of the MAP Project, greater involvement and participation by social stakeholders has been suggested, and it would be possible to plan some activities with organisations of employers and workers. The office's structure is conducive to such activities and can draw on the experiences of other countries.

Miguel Del Cid mentioned the possibilities for horizontal cooperation offered by the MAP Project, the ILO Statistics Department in Geneva, and SIALC in Panama, as well as the opportunity to draw on the experiences of Argentina, Brazil and Mexico and make them available to other countries that are committed to the process.

UIA representative Sergio Woyecheszen said that as part of its cooperation with ECLAC, his organisation uses PADIWIN, a database of various indicators from Latin American countries that could enhance the economic context of the model for measurement of decent work. He asked if the ILO Statistics Unit could reach a cooperation agreement for using that database.

Various participants mentioned the need to move toward regional harmonisation of Decent Work indicators. José Ribeiro (ILO) noted the importance of promoting the issue in the process of technical cooperation to facilitate comparison of indicators among countries. He

also suggested creating forums for dialogue, such as a working group, that involves ministries of labour, constituents and statistics institutes in a project that allows for such discussion, the emergence of indicators, harmonisation, and the proposal of measurement tools or special or supplementary models for household surveys that study employment.

Diego Schleser said the new Statistics Department could give significant impetus to the system of Decent Work indicators, especially in conceptual and methodological content. These issues could be discussed at regular tripartite meetings, which could include other countries in the region. This could be done with greater initiative on the part of Latin American countries.

With regard to Peru, Carlos Mejía of the CGTP suggested that the MAP Project encourage regular tripartite coordination opportunities for discussing these issues with the MTPE and INEI. He added that these efforts should be aimed at fleshing out the concept of Decent Work.

Mónica Castillo said that these opportunities for discussion (national or regional) and training fall within the aegis of the new ILO Statistics Department, and it will be necessary to define priorities and seek funding and technical cooperation projects for such activities.

Ana Yara Paulino, of the Social Observatory Institute (*Instituto Observatório Social, IOS*) / Unified Workers Union (*Central Unica de los Trabajadores, CUT*), suggested that before the meetings on measurement of decent work, an executive summary should be sent to participants so they are better prepared for the presentations. To enhance the process, time should be allowed for worker organisations to discuss the material in their own forums. She also suggested that the minutes of some sessions of these meetings, particularly those describing how decisions were reached, should be made available. She noted that greater participation by worker organisations would be advisable in this type of meeting. She asked about follow-up of the agreements from the last ICLS regarding work hours for child labour. Mónica Castillo commented that there is a unit in charge of the issue of child labour, including statistics, but the Statistics Unit must ensure that the methodologies are appropriate and will participate in this year's global report. Regarding work hours, experts will be consulted about the concept they prefer to use, to reach consensus on the one that is most appropriate.

Rodrigo Negrete of INEGI commented that these indicators can be tested internally, since it is technically possible to generate them, but a longer observation period would be needed before they can be made official and released publicly, because they must be interpreted correctly. This could also help reduce the number of indicators. It would also be helpful to observe trends in the indicators before, during and after the crisis (2008-2010).

Rofilia Ramírez of INEI asked if the MAP Project will be able to provide financial resources for working on documentation, metadata and algorithms, as well as inclusion of questions or modules in surveys that are sources of information for measurement of decent work. Miguel Del Cid said those efforts fall within the spirit and scope of the project, but that a project such as this could provide support that covers a marginal cost of a given measurement effort. The project has possibilities for funding certain publications, but the country would have to determine when will be ready to disseminate the results.

Rodrigo Negrete of INEGI suggested that there be an incentive for countries that begin experimenting with this framework and submit information during the experimentation phase. One incentive could be the chance to participate in discussions and propose modifications. This maturation process would have to be very participatory and involve academics. Once this period (which could be two years) ended, only countries that had experimented with the proposal would be able to participate in the discussion with the right to a vote. In working meetings, therefore, it would be possible to discuss the experimentation process and not only conceptual issues, and final indicators would be

defined. Mónica Castillo said it would be appropriate to establish an initial maturation period. In this model, she said, there are always adjustments, because the situation changes (new sources of information emerge, as do new priorities related to decent work, etc.).

3. Profile of participants

The workshop involved representatives of Ministries of Labour and National Statistics Institutes of selected countries in the region: Argentina, Brazil, Mexico, Panama (only representatives of the Ministry of Labour and Labour Development attended) and Peru, as well as representatives of organisations of workers and employers designated by the ILO Governing Body. Representatives of the Andean Community (CAN) and academic institutions and research centres also attended.

4. Conclusions

- 1.** When the work sessions ended, the planned objectives had been met: i) share experiences and disseminate the conceptual and methodological framework for measurement of progress on decent work among representatives of ministries of labour and national statistics institutes in Argentina, Brazil, Mexico, Panama and Peru, as well as among representatives of employers and workers; ii) be familiar with progress made by institutions involved in labour issues and statistics used for measurement of Decent Work and their views regarding problems and challenges related to obtaining efficient, timely indicators from surveys and administrative records; and iii) make future plans for the development of Decent Work indicators and their inclusion in the dissemination tools used by labour information systems in the region.
- 2.** It was determined that most of the main (“M”) Decent Work indicators in the ILO’s international proposal are produced by the participating countries, Argentina, Brazil, Mexico, Panama and Peru (see Annex I). This means countries in the region have experience and have made progress on the construction of decent work indicators in the region, demonstrating that implementation of the international proposal is feasible, at least in terms of availability of information. Household surveys are the main sources of data for decent work indicators, although administrative records, especially those kept by labour ministries, are also important.
- 3.** One challenge that was highlighted is the complexity of measuring decent work; it is therefore necessary to develop the conceptual framework and support countries in the operative construction of indicators. Some issues merit special effort, such as measurement of forced labour and child labour, and the development of other classification variables, such as identification of the disabled population and ethnic groups.
- 4.** In the experiences presented, especially those in Argentina and Peru, the area of social dialogue was considered one of the most complex; more discussion of this issue is therefore indicated. Employer representatives have also indicated the need to continue working on the economic and social context area, to include indicators that show the sustainability of enterprises.
- 5.** The participants recognise that the ILO has the organisational structure to promote the issues discussed and observed (MAP Project, Statistics Department at Geneva headquarters, ILO offices in the field, and offices for activities with employers and workers), and its support and the impetus it can give the process are therefore crucial. Nevertheless, countries must also show greater initiative in offering proposals that reflect the situation in the region.

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6. Institutional solidity is necessary for a sustainable system, because national budgets ensure continuity and the possibility of monitoring and evaluating decent work. The fact that household surveys and administrative records are the main source of information for these indicators makes development of a system of indicators viable.
 7. Transparency in the management and use of the system of indicators was a recurring theme. Including mechanisms to guarantee tripartism; the participation of various sectors of society, including academia; and access to microdata and applied methodologies are crucial for ensuring that the system is publicly recognised. This will make the monitoring and assessment of decent work feasible and allow the information to be used in public policy making.

4.1. Follow-up, action areas and proposals for coordination

1. The MAP Project will stay in touch with workshop participants and send them the report, which can be used as a reference for dissemination of the system of decent work indicators in the region's countries through various media, such as forums of workers and employers, as well as among public agencies and academics.
2. In the case of Peru, greater participation by organisations of employers and workers was suggested. This will be taken into account in implementation of the MAP Project, for specific information and consultation activities with each sector of society.
3. Various topics for technical assistance were proposed and will be considered in the project's work plan. All are related to measurement of Decent Work indicators in Latin American and Caribbean countries, and include: productivity; employment in the informal sector and informal employment; the working poor; social security coverage; child labour; forced labour; occupational accidents; trade union density; collective bargaining coverage; enterprises belonging to employer organisations; compliance with the principles and fundamental rights; progress on social dialogue; etc.
4. It was also proposed that the process of developing the indicators be accompanied by an experimentation or test phase during a transition period, which would mean providing the support necessary for the inclusion of areas of interest in national instruments for compiling information, such as household surveys and administrative records, because it is necessary to understand and evaluate the results of the indicators and their ability to show the phenomena to be studied.
5. It was noted that this entire process should be accompanied by an incentive for harmonisation of instruments and variables, in the form of technical assistance and training for the entities involved throughout Latin America and the Caribbean, at least to move toward a basic set of indicators in the region, which could be the main decent work indicators ("M"). This would expand the results of this effort beyond the pilot countries initially chosen by the MAP Project.
6. In the area of cooperation, it was proposed that one way of working on the system of indicators in the region would be to form national working groups, which could be part of a regional network that would discuss the issues involved in the development of this system of indicators being promoted by the ILO.
7. Follow-up of these needs can be done as part of the MAP Project, which has a four-year time frame (beginning in 2009), and through the ILO technical units, especially the Statistical Development and Analysis Unit (STATISTICS/Geneva) and the Labour

Information System for Latin America and the Caribbean (SIALC) of the ILO Regional Office (ILO/Lima).

Annex 1. Availability of Decent Work indicators in Argentina, Brazil, Mexico, Panama and Peru

EMPLOYMENT OPPORTUNITIES

EMPL-1	M – EMPLOYMENT-TO-POPULATION RATIO, 15-64 YEARS (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA
EMPL-2	M – UNEMPLOYMENT RATE (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA
EMPL-3	M – YOUTH NOT IN EDUCATION AND NOT IN EMPLOYMENT, 15-24 YEARS (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA
EMPL-4	M – INFORMAL EMPLOYMENT (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA

ADEQUATE EARNINGS AND PRODUCTIVE WORK

INGR-1	M – WORKING POOR (S)	MEXICO	ARGENTINA	PERU	PANAMA	BRAZIL
INGR-2	M – LOW PAY RATE (BELOW 2/3 OF MEDIAN HOURLY EARNINGS) (S)	MEXICO	ARGENTINA	PERU	PANAMA	BRAZIL

DECENT HOURS

HRS-1	M – EXCESSIVE HOURS (MORE THAN 48 HOURS PER WEEK; 'USUAL' HOURS) (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA
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COMBINING WORK, FAMILY AND PERSONAL LIFE

	COMBINING WORK, FAMILY AND PERSONAL LIFE	BRAZIL				
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WORK THAT SHOULD BE ABOLISHED

ABOL-1	M – CHILD LABOUR (S)	MEXICO	ARGENTINA	PERU	BRAZIL	PANAMA
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STABILITY AND SECURITY OF WORK

ESTAB-1	M – STABILITY AND SECURITY OF WORK	MEXICO	ARGENTINA	PANAMA	BRAZIL	
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EQUAL OPPORTUNITY AND TREATMENT IN EMPLOYMENT

IGUAL-1	M – OCCUPATIONAL SEGREGATION BY SEX	MEXICO	ARGENTINA	PANAMA	BRAZIL	
IGUAL-2	M – FEMALE SHARE OF EMPLOYMENT IN ISCO-88 GROUPS 11 AND 12	MEXICO	ARGENTINA	PERU	PANAMA	BRAZIL
IGUAL-3	A – GENDER WAGE GAP	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL

SAFE WORK ENVIRONMENT

ENTOR-1	M – OCCUPATIONAL INJURY RATE, FATAL	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL
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SOCIAL SECURITY

SEG-1	M – SHARE OF POPULATION AGED 65 AND ABOVE BENEFITING FROM A PENSION	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL
SEG-2	M – PUBLIC SOCIAL SECURITY EXPENDITURE (% OF GDP)	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL

SOCIAL DIALOGUE AND REPRESENTATION OF WORKERS AND EMPLOYERS

DIAL-1	M – UNION DENSITY RATE (S)	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL
DIAL-2	M – ENTERPRISES BELONGING TO EMPLOYER ORGANISATION	PERU		ARGENTINA	PANAMA	BRAZIL
DIAL-3	M – COLLECTIVE BARGAINING COVERAGE RATE (S)	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL

ECONOMIC AND SOCIAL CONTEXT FOR DECENT WORK

	C. CHILDREN NOT IN SCHOOL (% BY AGE) (S)	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL
	ESTIMATED % OF WORKING-AGE POPULATION WHO ARE HIV POSITIVE					
	C. LABOUR PRODUCTIVITY (GDP PER EMPLOYED PERSON, LEVEL AND GROWTH RATE)	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL
	C. INCOME INEQUALITY (PERCENTILE RATIO P90/P10, INCOME OR CONSUMPTION)	MEXICO	PERU	ARGENTINA	PANAMA	BRAZIL
	C. INFLATION RATE	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL
	C. EMPLOYMENT BY BRANCH OF ECONOMIC ACTIVITY	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL
	C. EDUCATION OF ADULT POPULATION (ADULT LITERACY RATE, ADULT SECONDARY-SCHOOL GRADUATION RATE) (S)	MEXICO	PERU	PANAMA	ARGENTINA	BRAZIL
	C. LABOUR SHARE IN GDP	PERU	MEXICO	ARGENTINA	PANAMA	BRAZIL
	C. REAL GDP PER CAPITA IN PPP\$ (LEVEL AND GROWTH RATE)	PERU	MEXICO	PANAMA		BRAZIL
	FEMALE SHARE OF EMPLOYMENT BY INDUSTRY (ISIC TABULATION CATEGORY)	MEXICO	PERU	PANAMA	ARGENTINA	BRAZIL
	C. WAGE / EARNINGS INEQUALITY (PERCENTILE RATIO P90/P10)	MEXICO	PERU	PANAMA	ARGENTINA	BRAZIL

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Annex 3. Workshop programme

OBJECTIVES

- (i) Share experiences and disseminate, among representatives of labour ministries and national statistics institutes, the conceptual and methodological framework for measurement of progress on decent work, derived from the outcomes of the Tripartite Meeting of Experts held in September 2008 and the ILO's 18th International Conference of Labour Statisticians.
- (ii) Review the progress made by labour and statistics institutes in the region on measurement of decent work and their views of problems and challenges in obtaining efficient, timely indicators from surveys and administrative records.
- (iii) Define a prospective plan for developing decent work indicators and including them in dissemination tools for labour information systems in Latin America and the Caribbean.

PARTICIPANTS

Representatives of ministries of labour and national statistics institutes of selected countries in the region (Argentina, Brazil, Mexico, Panama and Peru) will be invited.

15 April

9:00 – 9:25 **Opening**

- Welcome remarks, Jean Maninat, Regional Director, ILO Regional Office for Latin America and the Caribbean
 - Remarks by the Representative of the European Commission Delegation
- Moderator:* Miguel Del Cid, SIALC/Panama

9:25 – 9:50 **Presentation of ILO framework for measurement of decent work**

Speaker: Mónica Castillo, ILO/STATISTICS/Geneva
Moderator: Rosa Ana Ferrer, ILO Consultant, MAP Project

9:50 – 10:15 **MAP Project: Objectives, outputs and results**

Speaker: Miguel Del Cid, SIALC/Panama
Moderator: Rosa Ana Ferrer, ILO Consultant, MAP Project

10:15 – 10:30 **Discussion**

10:30 – 11:00 *Coffee / tea break*

11:00 – 11:30 **Group work on opportunities and challenges for measuring decent work in Latin America**

- Participants will divide into tripartite groups to discuss and identify opportunities and challenges for measurement of decent work.
- Discussion questions:*
1. Why should your country monitor and assess progress on decent work? What are the benefits and practical applications for your country?
 2. What are the challenges and potential problems?

11:30 – 12:00 **Plenary**

12:00 – 12:30 **The Hemispheric Agenda and national decent work programs in LAC**

Speaker: Miguel Del Cid, SIALC/Panama
Moderator: Rosa Ana Ferrer, ILO Consultant, MAP Project

12:30 – 14:00 *Lunch*

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- 14:00 – 15:00 Profile of Decent Work in Brazil: Overview of MAP Project**
- José Ribeiro, MAP Project, ILO, Brazil
 - Comments: Ministry of Labour and Employment, Brazil
IBGE, Brazil
- Moderator:* Mónica Castillo, ILO/STATISTICS/Geneva
- 15:00 – 15:30 General discussion**
- 15:30 – 16:00 Coffee / tea break**
- 16:00 – 16:30 Decent Work indicators in Peru**
- Speaker:* Rosa Ana Ferrer, ILO outside consultant
- Comments: Representative of Ministry of Labour, Peru
Representative of National Statistics Institute (*Instituto Nacional de Estadística e Informática*, INEI)
- Moderator:* Miguel Del Cid, SIALC/Panama
- 16:30 – 17:00 General discussion**
- 17:00 – 17:15 Closing**

16 April 2010

- 9: 00 – 10:00 Experience with measurement of Decent Work in Argentina**
- Speaker:* Ministry of Labour, Employment and Social Security, Argentina
- Comments: INDEC/Argentina
- Moderator:* Rosa Ana Ferrer, ILO Consultant, MAP Project
- 10:00 – 10:30 General discussion**
- 10:30 – 11:00 Coffee / tea break**
- 11:00 – 12:00 Statistics and labour agencies' views about measurement of decent work**
- Speaker:* Representatives of Mexico
- Moderator:* Mónica Castillo, ILO/STATISTICS/Geneva
- 12:00 – 12:30 General discussion**
- 12:30 – 14:00 Lunch**
- 14:00 – 15:00 Statistics and labour agencies' views about measurement of decent work**
- Speakers:* Representatives of Panama
- Moderator:* Miguel Del Cid, SIALC/Panama
- 15:00 – 15:30 General discussion**
- 15:30 – 16:00 Coffee / tea break**
- 16:00 – 16:30 Exercise to determine availability of decent work indicators in countries represented**
- Rosa Ana Ferrer, ILO Consultant, MAP Project
- 16:30 – 16:50 The new ILO Statistics Department: new approach to decent work indicators and their inclusion in dissemination tools worldwide**
- Speaker:* Mónica Castillo, ILO/STATISTICS/Geneva
- Moderator:* Rosa Ana Ferrer, ILO Consultant, MAP Project

16:50 – 17:10 Prospective plan for development of decent work indicators in Latin America and their inclusion in labour information systems

Speaker: Miguel Del Cid, SIALC/Panama

Moderator: Mónica Castillo, ILO/STATISTICS/Geneva

17:10 – 17:30 General discussion

17:30 – 17:45 Closing

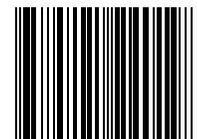
- Jean Maninat, Regional Director, ILO Regional Office for Latin America and the Caribbean
 - Miguel Del Cid, SIALC/Panama
 - Mónica Castillo, ILO/STATISTICS/Geneva
- Moderator:* Rosa Ana Ferrer, ILO Consultant, MAP Project

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

Monitoring and assessing progress towards decent work is a longstanding concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other government agencies, workers’ and employers’ organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy-makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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