



MEASUREMENT OF DECENT WORK AND MEASUREMENT OF QUALITY OF EMPLOYMENT

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Decent Work Measurement Framework (DWMF): Key features

- **The DWMF launched in 2008 remains the ILO's overarching indicator framework used for monitoring progress towards decent work**
 - Decent work-related SDG indicators closely align with those in the DWMF
 - Permits monitoring of paid work (employment) and unpaid forms of work
 - Includes 71 statistical indicators and 21 legal framework indicators
- **Purpose:** to (i) assist ILO constituents in Member States to assess progress towards decent work and (ii) offer comparable information for analysis and policy development.



Characteristics of the Decent Work Measurement Framework

- Developed by ILO based on worldwide consultations in all regions, refined by a Tripartite Meeting of Experts, presented to the 18th ICLS in 2008
 - Covers all four dimensions of Decent Work – mutually reinforcing
 - Takes the worker's perspective into account
 - Concern for all workers and their families, including most vulnerable
 - Relevant for countries at all levels of development
 - Indicators support monitoring gender equality in the workplace
 - No ranking of countries & no composite index
 - Groups statistical AND legal framework indicators under 11 categories
 - Layered approach to statistical indicators & by sex
 - International statistical standards (ICLS) and labour code standards (International Labour Conference) guide indicator scope, definitions
 - Relies on official sources of information
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- Dynamic, international model that can adapt to national circumstances



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ILO assistance to countries on Decent Work Measurement Framework implementation

- **ILO continued to assist countries** with implementation of the Decent Work Measurement Framework in data collection and indicator construction, as requested by Member States
- **Use of ILO Manual:** *Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators (2013)*. Available at: https://www.ilo.org/stat/Publications/WCMS_223121/lang--en/index.htm



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ILO Capacity Building on Decent Work Measurement

- **Decent work measurement is incorporated in various ILO statistical capacity-building activities, for example:**

- Masters in Applied Labour Economics for Development (MALED) ILO/ITC training on labour statistics
- Labour Market Statistics and Analysis Academy, ILO/ITC
- Regional capacity-building workshops (e.g. SADC countries, Fragile States of West Africa, Asia-Pacific countries and MEDSTAT IV)
- Capacity-building on rural-urban labour statistics
- Training on gender mainstreaming in labour statistics and videos

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UNECE Expert Group on Measuring Quality of Employment (MQE) and Purpose of the Framework

- **ILO continued to collaborate on MQE**
 - Worked to ensure coherence with the existing Decent Work Measurement Framework and indicators
- After completion of two task forces (2005, 2007), the **Conference of European Statisticians established an Expert Group on Measuring Quality of Employment (MQE)**
 - Expert Group carried out its work from 2012 to 2015
- **Objectives of the UNECE Expert Group on MQE:**
 - Review the conceptual structure of measuring quality of employment
 - Revise the set of indicators
 - Develop operational definitions and computation guidelines for the indicators
- **Purpose of the Framework on MQE:** Provide a structured and coherent system for measuring quality of employment

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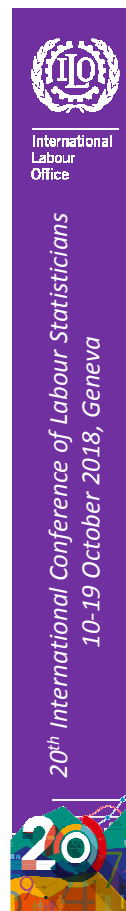


Composition of UNECE Expert Group MQE

- **Expert Group members represented:**

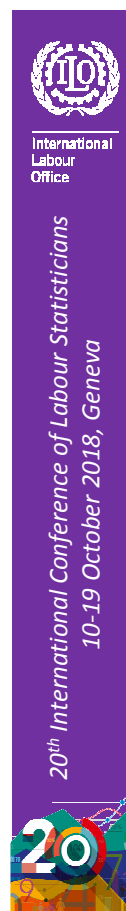
- **Six international organizations:** Eurofound, Eurostat, ILO, OECD, UNECE (secretariat) and Women in Informal Employment Globalizing and Organizing (WIEGO)
- **15 National Statistics Offices:** Azerbaijan, Australia, Canada, Finland, France, Germany (chair), Israel, Italy, Luxembourg, Mexico, Republic of Moldova, Netherlands, Poland, Switzerland, the United Kingdom

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Characteristics of the Framework on Measuring Quality of Employment

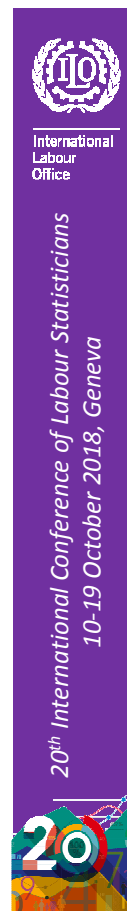
- Developed under auspices of the Bureau of the Conference of European Statisticians by the Expert Group on Measuring Quality of Employment (UN Economic Commission for Europe is secretariat)
 - Structure is transparent and logical
 - Dimensions and indicators have a clear relationship with quality of employment
 - Tool box approach: dimensions and indicators are broad enough to allow the countries maximum choice
 - All aspects should be important enough to justify measurement (at least in a few countries)
 - Statistics should be technically feasible to produce
 - International statistical recommendations should be followed (ICLS and others)
 - Structure includes 7 dimensions, 12 sub-dimensions and 67 statistical indicators
 - Dimensions, sub-dimensions and indicators are sufficiently broad for adaptations to national circumstances
 - Includes only statistical indicators
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UNECE Handbook on Measuring Quality of Employment (2015) and Creation of new Steering Group on MQE

- **The Expert Group prepared the UNECE Handbook on Measuring Quality of Employment**
 - Endorsed by the Conference of European Statisticians in 2015
 - Handbook available at:
https://www.unece.org/stats/publications/stat_qua_emp.html
- **In 2015, the Bureau of the Conference of European Statisticians mandated a new steering group to coordinate work on MQE**
 - Provides follow-up on the implementation of the recommendations in the handbook
 - Identifies priority areas for further work and research to support countries in measuring quality of employment

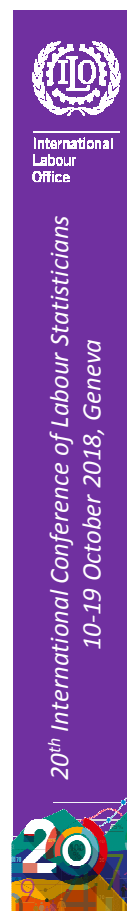
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Impact of 19th ICLS Resolution I on MQE and comparative analysis of the two indicator frameworks

- **In 2017, ILO shared options to address the impact of the 19th ICLS Resolution on work statistics on indicators in the MQE Framework with the Group of Experts on MQE**
 - MQE framework focuses on employment (not all forms of work)
 - Some MQE indicators are affected by the narrower scope of employment (presents inconsistencies of worker scope)
 - e.g. child labour rate and informal employment rate
- **The ILO prepared a comparative analysis of the Decent Work Measurement Framework (DWMF) and the Framework for MQE**
 - Reviews similarities, differences and complementarities characterizing the two frameworks
 - Analysis shared during the 2017 World Statistics Congress in Marrakech, Morocco, and the WORK2017 Conference in Turku, Finland

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Similarities and differences between the two indicator frameworks

• Similarities:

- Both contain statistical indicators -- some identical
- Both rely on international statistical standards
- Both recommend the use of similar official data sources
- A handbook is available for both of the frameworks
 - Some indicator sheets in the MQE framework borrow from the DWMF indicator sheets: ensures maximum coherence

• Differences:

- Existence of a policy agenda behind the framework
- Development process differences
- Labour force classification and worker scope differences
- Topic areas and statistical indicator content sometimes differ
- Types of indicators differ

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Similarities and differences in topic areas between the two indicator frameworks (Differences highlighted in red)

ILO Decent Work Measurement Framework: Substantive Elements	UNECE Framework on Measuring Quality of Employment: Dimensions & Subdimensions
1. Employment opportunities	No equivalent (except Context for MQE)
2. Adequate earnings and productive work	2a. Income from employment
3. Decent working time	3a. Working hours
4. Combining work, family and personal life	3b. Working time arrangements
	3c. Balancing work and non-working life
5. Work that should be abolished	1b. Child labour and forced labour
6. Stability and security of work	4a. Security of employment
7. Equal opportunity and treatment in employment	1c. Fair treatment of employment
8. Safe work environment	1a. Safety at work
9. Social security	2b. Non-wage pecuniary benefits
	4b. Social protection
10. Social dialogue, workers' and employers' representation	5. Social dialogue
No equivalent (except 1 indicator in Dimension 2 & Context)	6. Skills development and training
No equivalent	7a. Workplace relationships
No equivalent	7b. Work motivation
11. Economic and social context for decent work	No equivalent (except Context for MQE)
- Proposes a layered approach to indicators	- Regular and experimental indicators
- Statistical and legal framework indicators	- Contains only statistical indicators

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Complementarities between the two frameworks

- Differences between the frameworks serve to highlight their complementarities.
- Notably: topics and indicators not covered in one framework may be quite useful for complementing the other.
- Example 1: if employment opportunities or legal framework indicators are considered valuable to interpret selected quality of employment indicators, data users may wish to borrow from the DWMF.
- Example 2: if indicators on skills development and training or subjective indicators may add value to a selected set of decent work indicators, data producers and users of decent work indicators may wish to consult the FMQE for guidance.