Session on data gaps: The Policy angle

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Fourth ILO Employment Policy Research Symposium
15-16 November 2021; ILO, Geneva
Background

- The Employment Policy Department of the ILO monitors employment policies and their impact in order to assist ILO constituents.
  - GB/343/INS/3/2 request for a “recovery tracking framework at the national level” which highlights the importance of employment impact assessment

- A particular area is to share lessons from good practice and innovative approaches from all over the world

- There is a Task Force on Employment Impact Assessments
Pre – Covid 19

• Focus on ILO practice on Employment Impact Assessments
• Review of methods and applications
• Course with ITC Turin, 3 editions
Some results of that review

- 62 studies by the EPD (or by EPD staff) between 2000 and 2018
- 14 manuals, guidance documents, meta-studies
More on indicators

• ILO practice:
  • Focus on number of jobs /equivalent jobs
  • Need for information on quality (composition, attributes)
Covid-19

- Covid-19 has brought
  - Increased spending on existing programs/policies
  - Modifications to existing policies/programs
  - New policies and programs
  - And there are other areas uncovered. (Mental health for example - youth related)

- Most cases include multiple interventions
  - Need for integrated evaluations (beyond individual assessments)
  - Need for enhanced tools

<table>
<thead>
<tr>
<th>Instruments</th>
<th>Maintenance and promotion of employment relationship</th>
<th>Economic security for formal unemployed workers</th>
<th>Economic security for families and individuals in the informal economy</th>
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<tbody>
<tr>
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<td>Payroll subsidies</td>
<td>Expansion of contributory unemployment insurance</td>
<td>Conditional benefits</td>
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<td>Unemployment insurance benefits to cover suspensions,</td>
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<td>Unconditional benefits</td>
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<td>periods of reduced hours and events other than dismissal</td>
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<td>Non-monetary benefits</td>
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<td>Subsidies for the return and hiring of workers</td>
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<td>Recipients</td>
<td>Formal employed persons (full- and part-time and on leave),</td>
<td>Unemployed</td>
<td>Unemployed, persons outside of the labour force and workers in the informal economy</td>
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<td>New formal workers</td>
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<td>Persons with or without low income, regardless of their employment status</td>
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<td>Examples</td>
<td>Argentina, Brazil, Chile, Costa Rica, Paraguay, Colombia, Dominican Republic, Uruguay, Peru, Trinidad and Tobago</td>
<td>Uruguay, Chile, Ecuador, Argentina, Colombia</td>
<td>Chile, Argentina, Brazil, Paraguay, Colombia, Costa Rica</td>
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<td>Characteristics</td>
<td>Temporary nature</td>
<td>Relatively low coverage (whether owing to the contributory nature or to insufficient financing)</td>
<td>Response speed</td>
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<td>Sustainability</td>
<td>Relatively small benefits</td>
<td>Temporary nature</td>
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<td>Coverage, registration systems, duplication of benefits/beneficiaries</td>
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Source: ILO, based on the policies used by the countries of Latin America and the Caribbean.
The role of the economic structure

- Most assessments
  - focus on the adjustment via quantities or income
  - Less emphasis in the adjustment via quality (informality, for example)

- The quality dimension
  - Usually is the adjustment variable in developing countries
    - Ex. Informality as an adjustment variable
    - Observed versus potential
    - highlights the role of policies related to the economic structure

- Covid 19:
  - massive recompositions by sector, firm size, etc

Productivity differentials between formal and informal economies, around 2018 (informal=1).

Source: Chacaltana, J Bonnet, F and Garcia J (Forthcoming) using data from the WB (informal GDP) and ILO (informal employment)
Balance

• Covid 19 and recovery
  • Need for renewed efforts on Employment Impact Assessments
  • Heterogeneity (need for country based assessments)

• Challenges
  • Data availability
  • Individual versus integrated policy frameworks (individual versus larger, more complex policy packages)
  • Immediate outcomes/impacts versus longer term effects (scars; development of capacity and structures for implementation; observed, potential)