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Session 1:

**DECENT WORK MEASUREMENT
FRAMEWORK AND INDICATORS**

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ILO concept of Decent Work

The concept of Decent Work has been defined by the ILO and endorsed by the international community as

“Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity”.

(Juan Somavia, ILO Director-General).

Decent Work as the ILO's main objective

- ***ILO Declaration on Social Justice for a Fair Globalization (2008)*** endorses Decent Work Agenda as the main objective of the ILO's work.
 - Strategic objectives:, (i) promoting employment; (ii) social protection; (iii) social dialogue and tripartism (iv) fundamental principles and rights at work.
- Recommends that ILO Members may consider:
 - “...the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made...”

Implications for measurement

- ILO has worked on measurement of decent work since 2000, both in HQ and field.
- What does the Decent Work Agenda imply for measurement of decent work?
 - Coverage of all elements of the Decent Work Agenda (beyond employment).
 - Coverage of all working people.
 - Concern for the most vulnerable groups of working people.
 - Cross-cutting concern for gender.
 - Importance of social & economic context.

Tripartite Meeting of Experts on the Measurement of Decent Work and the 18th ICLS

- GB mandate for TME to provide guidance on options for measuring decent work:
 - Held in September 2008 with participation of 20 experts (3 x 5 experts + 5 independents), plus advisers, observers and ILO staff.
 - Reviewed list of **statistical indicators**.
 - Stressed importance of rights and recommends to provide **systematic information on rights at work and the legal framework for decent work** in a manner consistent with ILO supervisory system.
 - No ranking of countries.
- 18th ICLS Resolution concerning further work on the measurement of decent work (Nov.-Dec. 2008).

Measuring decent work: Rights at work

- Rights at work and the legal framework for decent work need to be fully reflected:
 - Number of ratifications & complaints is inadequate proxy for actual application of labour standards.
- Two proposals:
 - Textual description of legal framework and data on actual application for all substantive elements of decent work (L).
 - Construction of indicators for countries' compliance with Fundamental Principles and Rights at Work, starting with Freedom of Association and Collective Bargaining.

Measuring decent work: Gender

- Gender as a cross-cutting concern of the Decent Work Agenda:
 - Should not be treated in isolation, but measurement should inform about women's and men's access to decent work across all substantive elements.
 - Therefore, wherever possible, indicators should be reported separately for men and women in addition to the total.
 - In addition, indicators for vertical and horizontal segregation are included under 'Equal opportunity and treatment in employment'.

Different types of indicators

- A layered approach to indicators:
 - Main indicators (M): parsimonious core set of indicators to monitor progress towards decent work.
 - Additional indicators (A): to be used where appropriate, and where data are available.
 - Context indicators (C): provide information on the economic and social context for decent work.
 - Future indicators (F): currently not feasible, but to be included as data become more widely available.
 - Information included under legal framework (L).

Grouping of indicators under substantive elements of decent work

- Grouping of indicators under substantive elements of the Decent Work Agenda:
 - Employment opportunities (1 + 2)
 - Adequate earnings and productive work (1 + 3)
 - Decent hours (1 + 3)
 - Combining work, family and personal life (1 + 3)
 - Work that should be abolished (1 + 3)
 - Stability and security of work (1, 2 + 3)

Note: (1) Rights (2) Employment (3) Social Security (4) Social Dialogue

Grouping of indicators under substantive elements of decent work

- Grouping (continued):
 - Equal opportunity and treatment in employment (1, 2 + 3)
 - Safe work environment (1 + 3)
 - Social security (1 + 3)
 - Social dialogue, workers' and employers' representation (1 + 4)
 - Economic and social context for decent work

Note: (1) Rights (2) Employment (3) Social Security (4) Social Dialogue

Grouping of indicators under substantive elements of decent work

Employment opportunities

- **M – Employment-to-population ratio, 15-64 years (S) MDG**
- **M – Unemployment rate (S)**
- **M – Youth not in education and not in employment, 15-24 years (S)**
- **M – Informal employment (S)**
- A – Labour force participation rate, 15-64 years (S)
- A – Youth unemployment rate, 15-24 years (S)
- A – Unemployment by level of education (S)
- A – Employment by status in employment (S)
- A – Proportion of own-account and contr. family workers in total employment (S) **MDG**
- A – Share of wage employment in non-agricultural employment (S) **F MDG**
- F – Labour underutilization (S)
- **L – Government commitment to full employment**
- **L – Unemployment insurance**

Grouping of indicators under substantive elements of decent work

Adequate earnings and productive work

- **M – Working poor (S) MDG**
- **M – Low pay rate (below 2/3 of median hourly earnings) (S)**
- **A - Average hourly earnings in selected occupations (S)**
- **A - Average real wages (S)**
- **A - Minimum wage as % of median wage**
- **A - Manufacturing wage index**
- **A - Employees with recent job training (past year/ past 4 weeks) (S)**
- **L – Statutory minimum wage**

Grouping of indicators under substantive elements of decent work

Decent hours

- **M – Excessive hours (more than 48 hours per week).**
- A - 'Usual' hours) (S)
- A -Usual hours worked (standardized hour bands) (S)
- A - Annual hours worked per employed person (S)
- F -Time-related underemployment rate (S)
- Paid annual leave (developmental work to be done by the Office; additional indicator)
- **L – Maximum hours of work**
- **L – Paid annual leave**

Grouping of indicators under substantive elements of decent work

Combining work, family and personal life

- F – Asocial / unusual hours (Developmental work to be done by the Office)
- F – Maternity protection (developmental work to be done by the Office; main indicator)
- **L – Maternity leave (incl. weeks of leave, replacement rate and coverage)**
- L (additional) – Paternity and parental leave

Grouping of indicators under substantive elements of decent work

Stability and security of work

- **M – Stability and security of work** (developmental work to be done by the Office).
- **A – Number and wages of casual/daily workers (S)**
- **L – Employment protection legislation** (incl. notice of termination in weeks).

Grouping of indicators under substantive elements of decent work

Work that should be abolished

M – Child labour [as defined by the 18th ICLS Resolution] (S)

A – Hazardous child labour (S)

F – Other worst forms of child labour (S)

F – Forced labour (S)

L – Child labour (incl. public policies to combat it)

L – Forced labour (incl. public policies to combat it)

Grouping of indicators under substantive elements of decent work

Equal opportunity and treatment in employment

- **M – Occupational segregation by sex.**
- **M – Female share of employment in ISCO-88 groups 11 and 12 (ISCO-08 groups 112 and 113).**
- A – Gender wage gap.
- A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office.
- A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
- F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers .
- F – Measure for employment of persons with disabilities.
- **L – Anti-discrimination law based on sex of worker.**
- **L – Anti-discrimination law based on race, ethnicity, religion or national origin.**

Grouping of indicators under substantive elements of decent work

Safe work environment

M – Occupational injury rate, fatal

A – Occupational injury rate, non-fatal

A – Time lost due to occupational injuries

A – Labour inspection (inspectors per 10,000 employed persons)

L – Occupational safety and health insurance

L – Labour inspection

Grouping of indicators under substantive elements of decent work

Social security

- **M – Share of population aged 65 and above benefiting from a pension (S).**
- **M – Public social security expenditure (% of GDP)**
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- **A – Health-care exp. not financed out of pocket by private households).**
- **A – Share of population covered by (basic) health care provision (S).**
- **F – Share of econ. active population contributing to a pension scheme (S) .**
- **F – Public expenditure on needs-based cash income support (% of GDP).**
- **F – Beneficiaries of cash income support (% of the poor).**
- **F – Sick leave (developmental work to be done by the Office; additional indicator) .**

- **L – Pension (public / private).**
- **L – Incapacity for work due to sickness / sick leave.**
- **L – Incapacity for work due to invalidity.**

Grouping of indicators under substantive elements of decent work

Social dialogue, workers' and employers'

- **M – Union density rate (S).**
- **M – Enterprises belonging to employer organization [rate].**
- **M – Collective bargaining coverage rate (S).**
- **M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office.**
- **A – Strikes and lockouts/rates of days not worked.**

- **L – Freedom of association and right to organize.**
- **L – Collective bargaining right.**
- **L – Tripartite consultations.**

Grouping of indicators under substantive elements of decent work

Economic and social context for decent work

- C – Children not in school (% by age) (S).
 - C – Estimated % of working-age population who are HIV positive.
 - C – Labour productivity (GDP per employed person, level and growth rate)
- MDG**
- C – Income inequality (percentile ratio P90/P10, income or consumption).
 - C – Inflation rate (CPI).
 - C – Employment by branch of economic activity.
 - C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S).
 - C – Labour share in GDP.
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- C (additional) – Real GDP per capita in PPP\$ (level and growth rate).
 - C (additional) – Female share of employment by industry (ISIC tabulation category).
 - C (additional) – Wage / earnings inequality (percentile ratio P90/P10) .

Decent work country profiles

- Presentation of information on decent work country profiles:
 - Can be adapted to country needs by adding additional indicators (A) as required.
 - Long time-horizon (e.g. 1999-2009).
 - Started with pilot countries from different regions (Austria, Brazil, Tanzania, Malaysia, Ukraine).
 - Pending successful pilot phase, the aim is to compile around 30 country profiles per year.

Decent Work Indicators, PRS and National Development Frameworks

- Decent work country profiles can inform DWCPs, PRS and National Development Frameworks.
- Decent Work Indicators can be adapted and included in national monitoring frameworks.
 - Incorporate objectives of the Decent Work Agenda beyond the employment.
 - Offer opportunity to compare progress against that of other countries and to draw policy lessons / provide them to other countries.



Reducing decent work deficits globally

