User Manual for DW4SD Resource Platform

MULTILATERALS
1. Introduction

The Decent Work for Sustainable (DW4SD) Resource Platform is a web-based tool created in order to provide integrated guidance and resource on Decent Work and Sustainable Development. It promotes efforts to situate the concept of Decent Work in national processes aimed at translating the Agenda for Sustainable Development into national plans, programmes and budgets, including the formulation of next generation DWCPs and UNDAFs and MAPS (Mainstreaming, Acceleration and Policy Support) processes. It also can support Voluntary National Reviews (VNRs).

Decent work and sustainable development are intimately related and mutually reinforcing. The 2030 Agenda and its Sustainable Development Goals (SDGs) therefore offer opportunities for the ILO to expand the reach of the Decent Work Agenda and forge new partnerships at country, regional and global levels. This requires that constituents and ILO officials are equipped with the knowledge and support tools to engage in SDG processes.

The structure of the DW4SD Resource Platform consists of 24 thematic areas. Each thematic area provides the user with background information, relevant SDG targets and ILO policy outcomes and a discussion guide. The associated resource library includes good practice models, relevant international labour standards, SDG target indicators, and tools and services related to the thematic area. An accompanying Training of Trainers Guide is housed at the ILO International Training Centre.

ILO and the ITC have initiated regional training series on the use and application of the DW4SD Resource Platform.

The DW4SD Resource Platform allows users to explore the nexus between decent work and the SDGs through two entry windows: The SDGs and the DWA through the policy outcomes. The two windows are interconnected allowing the user to pivot between the DWA and SDG perspective.

2. Purpose

DW4SD Resource Platform is developed based on the DW4SD Companion which was designed in response to the guidance provided by constituents. The ILO Governing Body (GB), at its 325th Session (October 2015), instructed the Office to ensure that the DWA is adequately reflected in the “UN system’s response to the 2030 Agenda”. The 2016 International Labour Conference (ILC) adopted a Resolution on Advancing Social Justice through Decent Work, which called upon the ILO to:

- “Support Members to better align Decent Work Country Programmes with national and, where appropriate, regional sustainable development strategies that integrate the 2030 Agenda and its decent work components, as well as with United Nations planning frameworks at the country or, where appropriate, regional level.”

- “Strengthen the ILO’s capacity and that of its constituents to contribute to the achievement of decent work and related goals of the 2030 Agenda at the national, regional and international levels, based on the integrated approach of the Social Justice Declaration”.

The Office responded to these decisions by developing the ILO Implementation Plan - 2030 Agenda for Sustainable Development. The DW4SD Companion, developed in accordance with the Implementation Plan, is meant to:

- Foster understanding of the concepts and components of decent work and sustainable development, and the interlinkages between them;
Raise awareness of the importance of Decent Work for the implementation and achievement of the SDGs, and vice versa;

Serve as a lens to examine how national policies, strategies and programmes impact employment and decent work, with the aim of maximizing this impact; and

Provide an entry point for structured discussions around the centrality of employment and Decent Work in national SDG processes, both at the formulation stage and at the implementation and monitoring stages.

In this respect, the DW4SD Resource Platform will enhance the ability of ILO constituents and staff to advocate for decent work in all contexts by providing a policy basis grounded in the SDGs. As a knowledge sharing platform, it will facilitate communication throughout the Office as a staff development tool and can help to ensure that development policies are reoriented towards sustainable development and decent work.

The DW4SD Resource Platform can be accessed from the following URL:
http://www.ilo.org/decent-work-and-sdg

The resource platform is available in English, French, Spanish in the URL above, and also in Russian.

3. How to Use
The DW4SD Resource Platform can be used in different ways, including for self-study or as information material, but its main purpose is to advocate for the centrality of Decent Work in relation to Sustainable Development. Therefore, it could be used to:

- analyse and inform national planning and budgeting processes;
- emphasize the role of employment and decent work in UN country team planning processes;
- support the work of interministerial working groups on decent-work related issues;
- provide support to donor coordination mechanisms;
- support the formulation of Decent Work Country Programmes.

It allows users to browse across the resource platform by using variables such as the 24 thematic areas, SDG, Policy Outcomes and the type of information. For example, users can explore a wide range of information and knowledge on SDGs and DW through the Resource Library. Good practices provide around 160 final evaluation cases from 2007 to 2017 covering the 24 thematic areas. Tools and Services includes around 1,000 instructional materials, publications, web pages for courses, database pages etc. categorised by thematic areas. Furthermore, the DW4SD Resource Platform contains labour standards providing conventions and ratifications as well as specific SDG indicators under ILO custodianship or other agencies for each thematic area. It facilitates research by providing users with navigational tools to access a wealth of data conveniently reorganised with a DWA and SDG perspective.

4. DW4SD Resource Platform Structure
The DW4SD Resource Platform concretizes the Decent Work Agenda and Sustainable Development Goals relationship by means of 24 thematic areas; each section introduces the subject matter, explains how it relates to Sustainable Development, to Decent Work, and to ILO’s four cross-cutting policy drivers, identifies partnerships that have been established relevant to the theme, provides an
outline of ILO’s capacity in the area, proposes a discussion guide, and offers web-based resources and reference material.

4.1 Main page and menus
The main page consists of the main navigation menu on the top left and two central entry windows: ‘Sustainable Development Goals (SDGs)’ and the DWA through ‘the Policy Outcomes’ icons.
5.1.1 Main navigation menus

The Navigation Menus on the Main page consists of Thematic Areas, Sustainable Development Goals, Policy Outcomes and Search Resources which are explained below:

• Thematic Areas
  o Clicking on Thematic Areas will take you to an interactive list of 24 Thematic Areas

• Sustainable Development Goals (SDGs)
  o Clicking this will take you to the 17 SDGs as well as SDG targets and related Thematic Areas

• Policy Outcomes
  o This will take you to the 10 Policy Outcomes and a page of ‘Policy Outcomes and related Thematic Areas’

• Search Resources
  o There are two sub-categories accessible here which are ‘tools and services’ and ‘good practices’.
4.2 Sustainable Development Goals

5.2.1 SDG entry – Landing page

When you click one of 17 SDG icons, it will take you to the selected goal’s page containing its targets and related thematic areas. This allows the navigation of all 17 SDGs to facilitate your other SDG searches.

It will show you all SDG targets under selected SDG and related thematic areas to each target. When you click it, it will take you to the description page of chosen thematic area.
5.2.2 SDG entry – Main navigation menu

We can click a SDG icon or a title to access detailed information of selected SDG in association with other thematic areas on the next page.

This link takes you to the page including all SDGs, their targets and related thematic areas by target (see p.15).

You can see the 17 Sustainable Development Goals on this page.
5.3 Policy Outcomes

5.3.1 Policy Outcomes entry – Landing page

When we click one of 10 PO icons, it will take you to the selected PO’s page containing its description and related thematic area.

It will show you related thematic areas to the selected PO. When you click it, it will take you to the description page of the chosen thematic areas.
5.3.2 Policy Outcomes entry – Main navigation menu

You can see the 10 Policy Outcomes on this page.

We can click a PO icon or a title to access detailed information of selected PO in association with other thematic areas on the next page.

This link takes you to the page including all POs and related thematic areas by PO (see p.8).
5.4 Thematic Areas

The structure of the DW4SD Resource Platform’s 24 thematic areas provides the user with background information, including numerous references and hyperlinks, on selected ILO intervention areas; each section includes an explanation of the linkage between the thematic area and the SDGs on the one hand, and the DWA on the other, and offers information on relevant partnerships and ILO capacity.

When you click the Thematic Areas on the navigation menu to the left, it will show you the 24 Thematic Areas.
5.4.1 Thematic Areas Contents

**Left menu**

DW4SD Resource Platform: it is a main menu for navigation between Thematic Areas, SDG, PO and Search Resources.

See other Thematic Areas: it enables users to browse other areas easily.

**Right menu**

In this section: It consists of 1) relevant SDG targets; 2) relevant Policy Outcomes; 3) Discussion guide on the selected Thematic Area. Each category will be explained later.

Resource library: it provides 1) Tools and Services; 2) Good Practices; 3) Labour Standards; 4) Indicators on the selected Thematic Area. Each category will be explained later.
Each thematic area has a box on the top which indicates relevant SDG targets for Sustainable Development and relevant Policy Outcomes for Decent Work. When you click relevant SDG targets or Policy Outcomes, it will guide you to the page with an overview of related SDG targets or Policy Outcomes in association with other thematic areas.

1. Active Labour Market Policies

The box ‘On this page’ contains the sections: DWA-SDG Relationship, Cross-cutting policy drivers, Partnerships, ILO capacity and Resources. It is helpful to reduce your search time and to take you directly to the information that you are looking for in the body text of the page.
ILO’s Decent Work agenda consists of four pillars, which are employment, social protection, rights at work and social dialogue. Gradation of blue colour indicates the degree of relationship between thematic area and pillar as follows.

<table>
<thead>
<tr>
<th>Sustainable Development</th>
<th>Decent work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economy</td>
<td>Employment</td>
</tr>
<tr>
<td>Relevant SDG Targets</td>
<td>Relevant Policy Outcomes</td>
</tr>
<tr>
<td>8.3, 8.4, 9.3</td>
<td>1, 4, 10</td>
</tr>
</tbody>
</table>

The 2030 Agenda for Sustainable Development has three dimensions to achieve its goals - economic, social and environmental. Gradation of blue colour indicates the degree of relationship mirroring each thematic area’s relevance to each dimension.
5.4.1.1 General description

General description provides background information of selected thematic area, relevant references and hyperlinks.

1. Active Labour Market Policies

<table>
<thead>
<tr>
<th>Sustainable Development</th>
<th>Decent work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economy</td>
<td>Social</td>
</tr>
<tr>
<td>Relevant SDG Targets 1, 5, 8.5, 9.a, 9.b</td>
<td>Relevant Policy Outcomes 1, 2, 10, 3, 4, 6</td>
</tr>
</tbody>
</table>

In 2016, 197 million people were unemployed and youth unemployment stood at 71 million. The challenge for governments is to generate opportunities for full, productive and freely chosen and decent employment for all women and men who seek work.

In this context, the primary goal of active labour market policies (ALMPs) is to increase the employment opportunities for job seekers through more effective and efficient matching of jobs (vacancies) and jobseekers and improving the employability of workers to reduce the skills mismatch. In so doing ALMPs can contribute to employment and economic growth and reduce unemployment as fast as possible and in the best possible job match, by providing them with the support they need to successfully re-enter the labour market.

ALMPs are usually targeted at specific groups facing particular labour market integration difficulties: younger and older people, demobilized soldiers and those particularly hard to place and far away from the labour market such as people with disabilities, the youth neither in employment, education or training (NEET), and migrants. Active labour market policies may be classified in four categories:

Prominent examples of such ALMPs include the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA) in India which guarantees one hundred days of wage-employment per financial year to a rural household whose adult members volunteer to do unskilled manual work, as well as the South African Expanded Public Works Programme (EPWP) which aims at providing “an important avenue for labour absorption and Income transfers to poor households in the short to medium-term”, also providing poverty and income relief through socially useful activities. Both of these schemes also have taken specific measures to provide women with equal opportunities for employment and skills development.
5.4.1.2 DWA-SDG Relationship and Cross-cutting Policy Drivers

**DWA-SDG Relationship**

ALMPs are situated at the intersection between the employment (seen in broad terms – quantity and quality) and social protection dimensions of the Decent Work Agenda, and are designed to add social value to economic investments, and economic value to social expenditures. Consequently, ALMPs address both the economic and the social dimension of sustainable development and in specific cases, the environmental dimension as well. ALMPs are primarily linked to SDG target 8.5 “by 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”, but will also play a key role in supporting target 8.b, which calls for a global strategy on youth employment and 9.a, 9.b and 9.3 facilitating sustainable and resilient infrastructure development in development countries, supporting domestic technology through its employment-intensive public works interventions and promoting access of small-scale industrial and other enterprises to financial services and their integration into value chains and markets. SDG target 8.5 is associated with ILO policy outcomes 1, 2 and 10. The ILO has developed numerous ALMP tools and strategies, such as employment-intensive investments, technical and vocational training programmes, the establishment and modernisation of public employment services, career counselling and guidance, employment services for the youth, and targeted programmes for the integration of persons with disabilities.

**Cross-cutting policy drivers**

The ILO puts emphasis on the full respect of all relevant international labour standards in the implementation of ALMPs.

There are relevant Conventions: In addition to those enlisted under section 3, there are other Conventions, such as Employment Service Convention, 1948 (No. 88), Private Agencies Convention, 1997 (No. 181), Vocational Rehabilitation and Employment (Disabled Persons) Convention (No. 159), and Older Workers Recommendation, 1980 (No. 126).

Moreover, the ILO advises governments and other implementing partners on the application of such labour standards in labour market programmes. The dual nature of ALMPs as economic and social interventions make them particularly attractive to all three members of the ILO constituency: their design, implementation and monitoring would benefit from a concerted action initiated through social dialogue between government and the social partners.

The phrase “and equal pay for work of equal value” highlights the gender equality and non-discriminatory dimension of SDG target 8.5. ALMPs designed in support of SDG target 8.5 must incorporate this dimension, and apply relevant labour standards. The ILO supports member states to assess and strengthen the capacity for provision of employment services to women such as the support to the Turkish Public Employment Service Agency in in the last and current biennium.
5.4.1.3 Partnerships, ILO Capacity, Resources, Footnotes and References

> **Partnerships**

ALMPs have gained prominence in recent years as a concrete solution to (youth-) unemployment. Related ILO programmes are being financed by the World Bank, the European Union, UN agencies and several bilateral development partners, but also (and increasingly) by the national budgets of implementing countries. In many cases ILO’s role consists of providing specific, technical labour market policy expertise while the ALMPs themselves are implemented by other partners, including government agencies and the private sector with the technical advisory support from the ILO.

The Inter-Agency Social Protection Assessments (ISPA) Initiative, which involves some 20 international development partners, provides a concrete example of successful partnership around ALMPs. The ILO is leading the ISPA working group on public works programme tool assessment \(^{[8]}\) to analyse the strengths and weaknesses of existing policies, schemes and programmes and administrative and implementation structures in place, contributing to social protection systems and offering active labour market policy options for further action.

> **ILO Capacity**

At ILO headquarter level the technical units in charge of employment policy \(^{[9]}\) (EMP/LAB), employment-intensive investments \(^{[9]}\) (EMP/INVEST), skills development \(^{[9]}\) (SKILLS), employment services and active labour market policies \(^{[9]}\), application of standards \(^{[9]}\), gender, equality and diversity \(^{[9]}\), and workers \(^{[9]}\) and employers \(^{[9]}\) activities can and do provide support to ALMPs in the field. All ILO technical teams in the field include specialists covering several, if not all, these areas of expertise.

> **Resources**

Resources on active market labour policies can be found at various ILO websites,

- labour market policy
- employment services
- skills development and employability
- employment-intensive approaches
- gender equality in the world of work
- disability at the workplace
- reintegration of ex-combatants
- labour market page of the ITC Turin

\(^{17}\) - Passive labour market policies are those that are concerned with providing replacement income during periods of joblessness or job search, such as unemployment insurance or social transfers. They are included, for brevity, under the section on the extension of social protection. It should be noted that due to mainly fiscal constraints countries, particularly in the industrialised world, are adopting activation measures whereby recipients of passive policies are obliged to actively search for employment or participate in active measures, otherwise they face sanctions. In such cases, active and passive measures become mutually supportive and complementary.

\(^{15}\) EC. *European Semester Thematic Fiche - Active Labour Market Policies*. Brussels:
5.4.2 In this section on the menu to the right

5.4.2.1 Relevant SDG targets
Clicking this menu will take you to relevant SDG targets to chosen theme. In addition, each relevant SDG provides other related thematic areas, which allow users to understand interactive relations between SDGs and Thematic Areas. The right side menu also enables users to browse other areas including the resource library. Moreover, when you click a target in the box ‘SDG targets on this page’, it will take you to the target directly.

5.4.2.2 Relevant Policy Outcomes
Clicking this menu will not only take you to relevant Policy Outcomes of selected theme but also to other related thematic areas. Furthermore, clicking one of targets in the box ‘Policy Outcomes on this page’ enables you to go to targeted Policy Outcomes directly.
5.4.2.3 Discussion guide

The discussion guide included in each section is meant as a tool for the individual or collective assessment (self-study or group discussion) of how the thematic area under review is reflected in national-level strategies, policies and plans, including UN Development Assistance Frameworks.

You can download the discussion guide in excel

5.4.3 Resource library

The Resource library on the right menu contains four categories: 1) Tools and Services; 2) Good Practices; 3) Labour Standards; and 4) Indicators; Additionally, ‘Tools and Services’ and ‘Good practices’ are also accessible via the tab of ‘Search Resources’, on the main navigation menu to the left, however, if you want to search for specific resources regarding a selected area, using the resource library is more practical.
5.4.3.1 Tools and Services

It is based on the compilation prepared by Policy Department and the DW4SD Platform reorganises the entire content by 24 thematic areas.

You can explore all publications, books, meeting documents, ILO Research papers, Handbooks and etc. on the **selected thematic areas**. Note that the selected thematic area can be addressed in the documents as central subject as well as a cross-cutting issue. The relevance of the publication for the thematic area might therefore not be immediately evident in its title.

This indicates that it is **under the selected thematic areas**.
5.4.3.2 Good Practices
It is based on project evaluations provided by the Evaluation Department’s data base called ‘iTrack’ and categorised by 24 the thematic areas.

This indicates that it is under the selected thematic areas

You can explore relevant evaluations or case studies on the selected thematic areas

It will allow you to browse good practices by regions or country
5.4.3.3 Labour Standards

It shows you related conventions and ratifications for a chosen thematic area.

When you click a convention or ratification, it will take you to the ILO's information system on international labour standards and the respective text. You can also access the list of member States having ratified the labour standards.

Click one of the conventions, ratifications or recommendation.
5.4.3.4 Indicators

It provides relevant indicators developed by the inter-Agency and Expert Group on SDG indicators (IAEG-SDGs) as per thematic areas in order to measure statistically or monitor progress.

ILO serves as ‘custodian’ for 14 of those indicators while 17 additional indicators are considered of particular interest for DW. Some of them also contain links for downloadable metadata and country data series as they are on the UNSTATS system.
will allow users to explore the concepts, definitions, methodology, data sources, data availability, etc. concerning relevant indicators.