

Monitoring and Measuring Decent Work

Report on Progress and Outcomes of the ILO pilot programme, 2009-2013



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International Conference of Labour Statisticians
2 to 11 October 2013

Overview & structure

Background

- Recap on the 18th ICLS and its recommendations, the conceptual framework for measuring DW

Recommendation I

- The framework in action: DW country profiles

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- Indicators: concepts and definitions

Recommendation III

- Further developmental work and constituent recommendations



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1. Background: Recap on the 18th ICLS



18th ICLS: Resolution IV concerning further work on the measurement of decent work

Recommendations:

- (i) Prepare pilot **Decent Work Country Profiles** as part of a framework for measuring decent work (as per Tripartite Meeting of Experts and Governing Body guidance)
- (ii) Ensure consistency and international comparability by using **internationally agreed statistical definitions** for indicators.
- (iii) Conduct **further developmental work** on statistical indicators as per TME and ICLS guidance
- (iv) Report back on **progress and outcomes** for the 19th ICLS (this paper presented today)

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1. Background: the conceptual framework for measuring decent work



2008: GB and TME proposed a number of preliminary indicators, which formed the basis of a conceptual framework for measuring Decent Work.

Statistical Indicators – 3 main types

- ❖ “Main” Indicators
- ❖ “Additional” Indicators
- ❖ “Future” Indicators

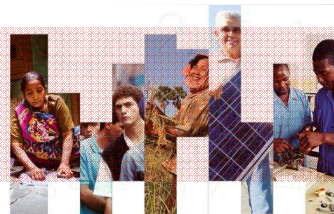
Indicators categorised into **10 thematic areas** (plus one for the socio-economic context) – related to the 4 strategic pillars of the ILO

21 Qualitative **Legal Framework indicators** also proposed

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Recommendation I

The conceptual framework in action – Decent Work Country Profiles



- ▶ **Decent Work Country Profiles** have been the main vehicle for testing the conceptual framework at the national level.
- ▶ **Profiles follow a number of key principles** (outlined by the TME):
 - ❖ Must cover *all elements* of decent work
 - ❖ based on a standard (but adaptable) list of *decent work indicators* (DWIs)
 - ❖ **No ranking** of countries (no index)
 - ❖ Draw on existing *in-country statistics*
 - ❖ Include information on *rights at work* and the *legal framework*
- ▶ **Main Aims** : (i) to assess progress towards decent work
(ii) to inform policymaking and development planning

Recommendation I

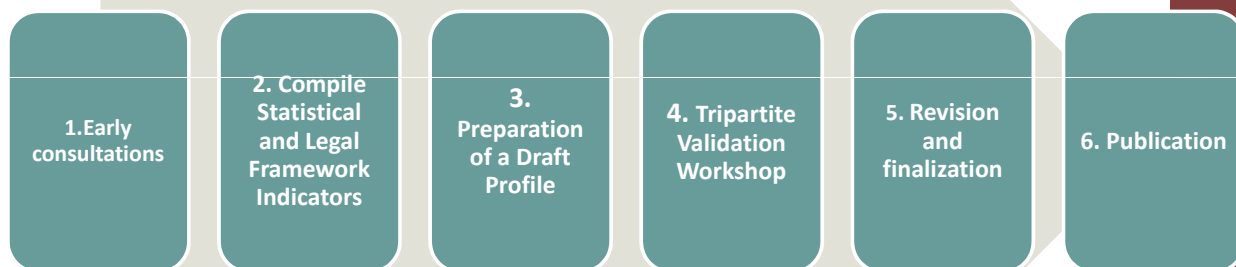
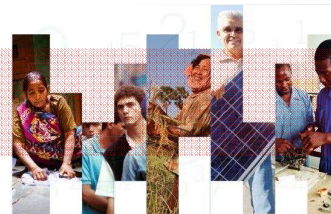
What is a Decent Work Country Profile?



- ▶ **A summary assessment** of recent national progress towards decent work
- ▶ Information on (1) **statistical** and (2) **legal framework indicators** based on national list
- ▶ **Gap and trends analysis** within national socioeconomic and policy context
- ▶ **Baseline information** for design of national policies and programmes
- ▶ **Tool for monitoring** national policies and programmes by assessing progress on selected **targets**
- ▶ To date: **20+ DW Profiles** completed/underway globally

Recommendation I

DW country profiles: stages of development



Recommendation I

DW Country Profiles: What have we learned?



About the design...

- (1) The framework for measuring DW is both **relevant and feasible** to implement in a range of countries
- (2) However, the **comprehensiveness** of the end-product (i.e. indicator coverage, depth of analysis, etc) **varies** according to country capacity
- (3) The **standardised yet flexible format** is broadly supported by constituents

About the process...

- (1) Profiles have helped constituents to **map the decent work landscape** helped **inform policymaking** and development planning
- (2) **Tripartite consultation** and **engagement** has strengthened the **legitimacy** of data and information contained in the profiles

Recommendation I

DW Country Profiles: What have we learned?



About what constituents want...

- (1) Constituents want **stronger national data collection** instruments
- (2) Some countries require **follow-up support** to strengthen institutional capacity – to **sustain** the process of measuring decent work
- (3) Some countries want **more and more detailed indicators**

These needs have been addressed by a number of capacity building activities

EC/ILO MAP project (2009-2013)

- ✓ Training and knowledge-sharing workshops
- ✓ In-country technical assistance (incl. LFS survey design & database development)
- ✓ Guidance tools on best practices (e.g. DWI manual and global methodology for measuring DW)

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Recommendation II

Indicators: concepts and definitions



Since 2008: ILO has designed, refined and tested a framework for measuring decent work

2012 ILO manual on “Decent Work Indicators: Concepts and definitions”

- ✓ Based on experiences of pilot countries
- ✓ Provides practical guidance on DWIs, concepts and definitions
- ✓ Covers both statistical and legal framework indicators
- ✓ Aimed at constituents, policymakers, ILO staff, researchers
- ✓ Updated version released in 2013

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Recommendation III Further Developmental Work



As per 18th ICLS recommendations, work undertaken on:

- ✓ % of persons in casual/seasonal/short term employment (“precarious employment”)
- ✓ % of women in non-agricultural wage employment
- ✓ Quantitative indicator on freedom of association and rights at work (on-going)

Constituents have also made recommendations during the pilot phase:

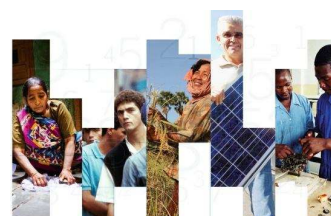
- ✓ Possible **re-classification** of certain “main” and “additional” indicators
- ✓ Various **new indicators** should be considered, including:
 - Enterprises, incl. SMEs and conducive business environment migration
 - Skills & training
 - Green jobs and environmental sustainability

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Thank you!

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