Monitoring and Measuring Decent Work

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

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

Recommendation II

- Indicators: concepts and definitions

Recommendation III

- Further developmental work and constituent recommendations
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
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

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

1. Early consultations
2. Compile Statistical and Legal Framework Indicators
3. Preparation of a Draft Profile
4. Tripartite Validation Workshop
5. Revision and finalization
6. Publication

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).

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.
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

Thank you!

For more information, please visit us: www.ilo.org/mdw