Overview of Decent Work Indicator Framework

Manpreet Singh - International Labour Organization

Second Meeting of the UN Committee of Experts on Business and Trade Statistics
New York, United States June 11 –13, 2019
ILO Mandate

• The only tripartite U.N. agency

• The ILO brings together governments, employers and workers of 187 member States, to:
  
  - set labour standards;
  
  - develop policies; and
  
  - devise programmes promoting decent work for all.

- The ILO has also served as secretariat for the International Conference of Labour Statisticians since 1923.
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.”

1999 International Labour Conference Report
Decent work as a global goal

**Endorsed by** ECOSOC, Presidential Summits and Head of State Summits in all regions, UN system, European Union, among others.

ILO Declaration on Social Justice for a Fair Globalization (2008) endorses Decent Work Agenda and its 4 dimensions:

(i) International labour standards and fundamental principles and rights at work  
(ii) Employment creation  
(iii) Social Protection  
(iv) Social Dialogue and tripartism
Commitments to monitor progress towards decent work

2008 Declaration on Social Justice for a Fair Globalization 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”

Monitoring of Sustainable Development Goals (SDGs) to 2030

Selected decent work-related indicators are part of the broader SDG indicator set
Coherence between national policies on decent work and statistical planning

Tripartite constituents define decent work policy areas to be targeted (Decent Work Country Programme, DWCP)

Tripartite constituents define decent work indicators to meet the needs for monitoring DWCP

NATIONAL STATISTICS OFFICE develops and maintains surveys to produce statistics for construction of DW indicators

MINISTRY OF LABOUR, SOCIAL SECURITY AGENCY etc. develop & maintain administrative records that can be used for statistics to construct DW indicators

ILO Decent Work Indicator Manual guides the construction of indicators
### Structure of Decent Work Measurement Framework

#### Grouping of statistical and legal framework indicators under 10 substantive elements:

1. Economic and social context for decent work (1 + 3)
2. Adequate earnings and productive work (1 + 3)
3. Decent working time (1 + 3)
4. Combining work, family and personal life (1 + 3)
5. Work that should be abolished (1 + 3)

6. Stability and security of work (1, 2 + 3)
7. Equal opportunity and treatment in employment (1, 2 + 3)
8. Safe work environment (1 + 3)
9. Social security (1 + 3)

10. Social dialogue, workers’ and employers’ representation (1 + 4)

11. Economic and social context for decent work

---

**Note:** 1 = Rights at work, 2 = Employment opportunities, 3 = Social Protection, 4 = Social Dialogue
Different types of statistical 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
- **Legal framework indicators (L)**: Qualitative information included under the legal framework

**NOTE:**
- Gender is a cross-cutting concern of the Decent Work Agenda
- An (S) suggests the indicator be presented by sex in addition to the total value
18 Main statistical indicators in the DW Measurement framework

1 – EMPL-1. Employment-to-population ratio (EPR)
2 – EMPL-2. Unemployment rate (UR)
3 – EMPL-3. Youth not in employment, education or training (NEET), 15-24 years
4 – EMPL-4. Informal employment rate (IER)
5 – EARN-1. Working poverty rate (WPR)
6 – EARN-2. Employees with low pay rate (ELPR)
7 – TIME-1. Employment in excessive working time (more than 48 hours per week)
8 – ABOL-1. Child labour rate (CLR)
9 – STAB-1. Precarious employment rate
10 – EQUA-1. Occupational segregation by sex
11 – EQUA-2. Female share of employment in senior and middle management
12 – SAFE-1. Occupational injury frequency rate, fatal
13 – SECU-1. Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old-age pension
14 – SECU-2. Public social security expenditure (percentage of GDP)
15 – DIAL-1. Trade union density rate (TUR)
16 – DIAL-2. Employers’ organization density rate (ED)
17 – DIAL-3. Collective bargaining coverage rate
18 - DIAL-4. Indicator for Fundamental Principles and Rights at Work
Decent work measurement goes beyond traditional labour statistics

Workers experience decent work (or decent work deficits) from a perspective which goes beyond the scope of traditional labour statistics.

They might ask:
- How family-friendly are work arrangements?
- Do I get a living wage?
- Do workers have to work long hours?
- Can I join a union?
- Do migrant workers face discrimination?
- What happens when I fall sick?
- How dangerous is work?
- Will I get paid maternity / paternity leave when I get a baby?

On some of these questions, traditional labour market statistics can give answers – but it’s more difficult for others.
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.
Manual on Decent Work Indicators

Title: Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators

Purpose: Pragmatic tool to provide a basic understanding of how to define and interpret statistical and legal framework decent work indicators

Intended users: Both users and producers of statistical and legal framework decent work indicators

Manual content: Chapters by substantive element, sections by type of indicator (statistical or legal framework)
Challenges and opportunities

• New Sustainable Development Goals, targets and decent work-related indicators

• Ensuring incorporation of new international statistical standards in the Decent work indicators

• Supporting development of new indicators to include in the Decent work measurement framework that relate to unpaid forms of work

• Developing and strengthening partnerships to support this work