



# Overview of Decent Work Indicator Framework

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# 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.

# 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.”**

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



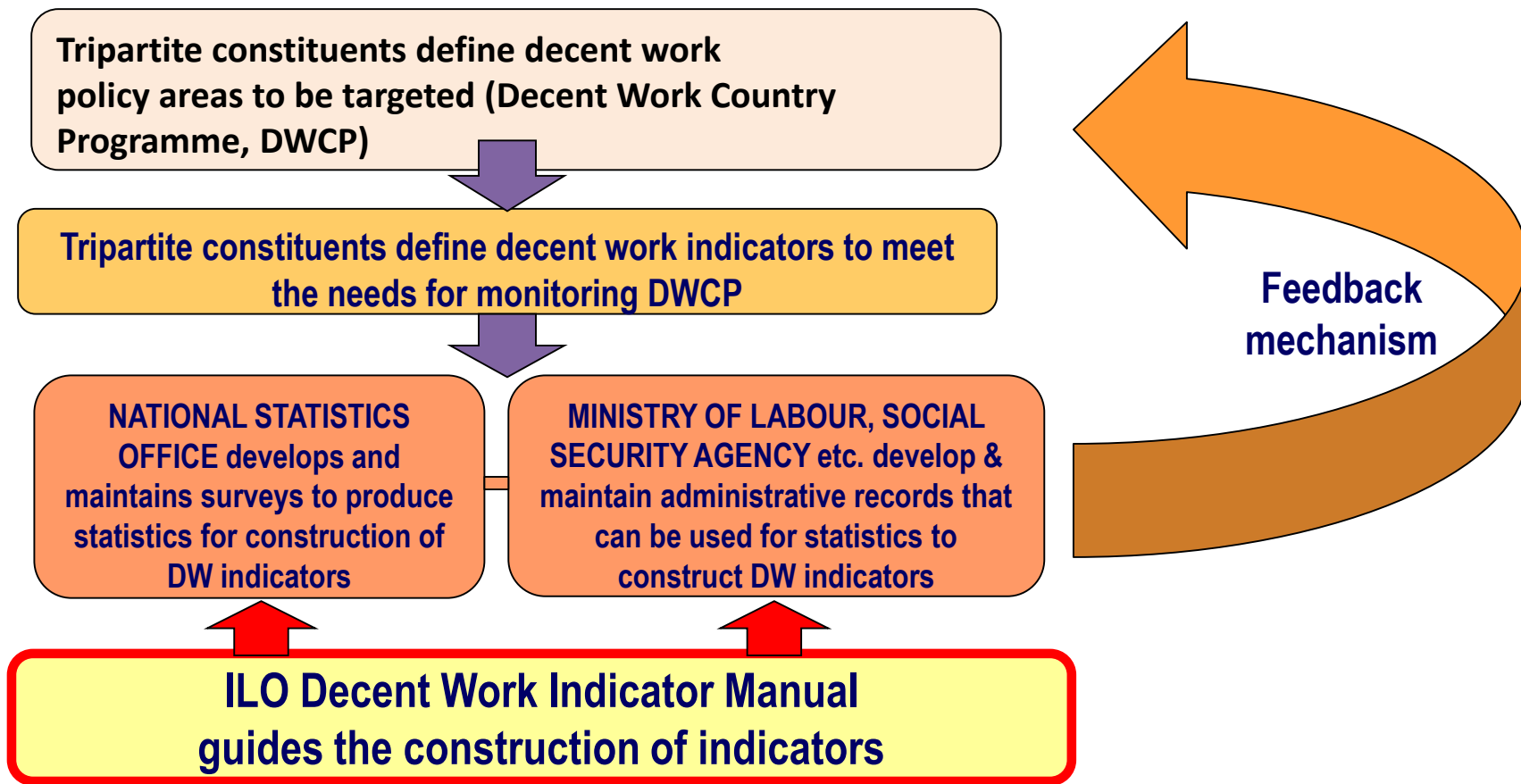
**2008 Declaration** on Social Justice for a Fair Globalization **recommends** that ILO Members may consider:

“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



# 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)

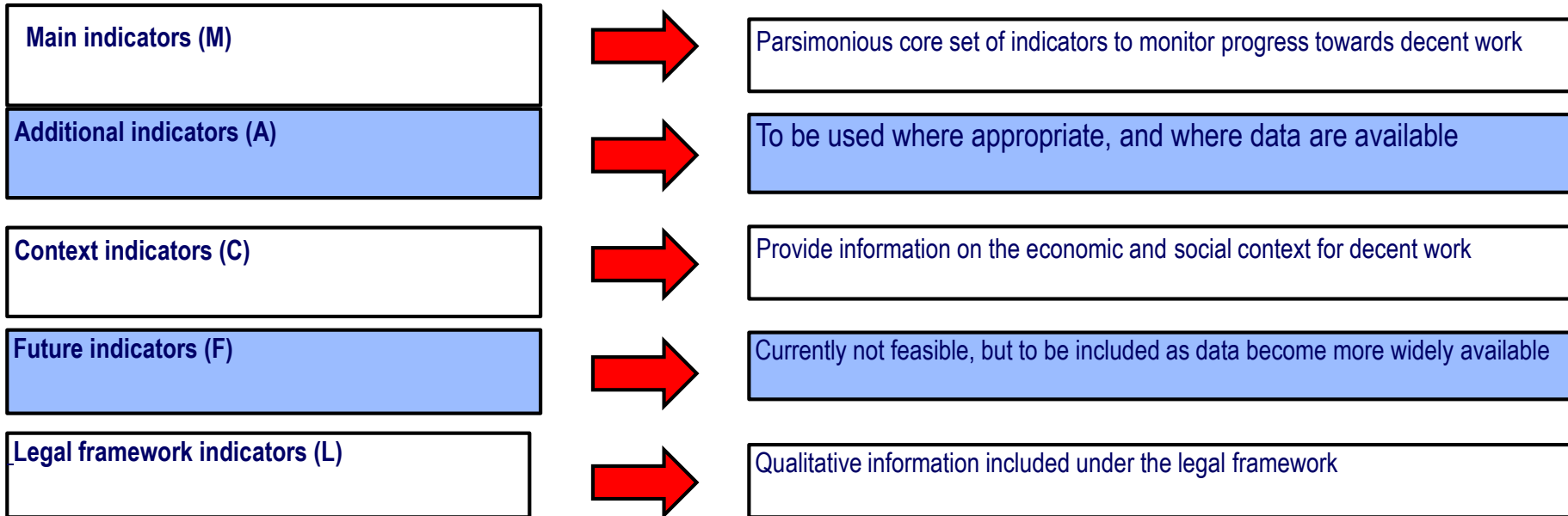
Plus one area on economic and social context

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:



**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



SOCIAL JUSTICE  
DECENT WORK

