Indicator Proposal Summary Template

Full name of the Indicator: Employment-to-population ratio by sex, age and disability status

Custodian Agencies: International Labour Organization

Goals and targets addressed:

- Goal 1 End poverty in all its forms everywhere
  - By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day;
- Goal 5 Achieve gender equality and empower all women and girls
  - Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life;
- Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
  - 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
  - Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services;
  - Target 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training;

What type of proposal (replacement, refinement, adjustment and addition), for replacement, refinement and adjustment, please list the original indicator and its number: Addition

1. Background and rationale for the indicator proposal

There are currently two indicators aimed at monitoring progress towards the achievement of 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*): indicator 8.5.1 (*Average hourly earnings of female and male employees, by occupation, age and persons with disabilities*) and indicator 8.5.2 (*Unemployment rate by sex, age and persons with disabilities)*.

The average hourly earnings indicator is a good measure of the extent to which work of equal value actually receives equal pay, especially given that this allows for the calculation of wage gaps (gender wage gaps, etc.).

However, the unemployment rate is an insufficient measure to monitor progress towards achieving full and productive employment and decent work for all, especially for specific population groups such as women and persons with disabilities. The indicator does not take into account the fact there are significant proportions of women and persons with disabilities that are excluded from labour markets because they face various obstacles in the labour market. The employment-to-population ratio disaggregated by sex, age and disability status is a suitable indicator to supplement the unemployment rate and provide a more comprehensive picture of an economy's ability to ensure employment for all, and as such, for monitoring the progress towards more inclusive labour markets. It also provides valuable information on participation gaps (e.g. by sex, age and disability status), thus casting light on difficulties faced by particular population groups to access employment (and not just the difficulties in finding employment as evidenced by unemployment rates).

In addition, the suggested indicator provides more reliable estimates for small population groups, such as persons with disabilities, than indicator 8.5.2, especially when data compiled through sample surveys.

2. Information on how and when the methodology has become an international standard and who is the governing body that approves it

The concepts, definitions and methodology on which the indicator is based are set in *the Resolution concerning statistics of work, employment and labour underutilization*, adopted by the 19th ICLS in 2013: http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adoptedby-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm. The indicator has a long history as an indicator for monitoring developmental goals (e.g. it was one of the official indicators for monitoring the progress towards MDG Target 1B)

3. Data sources and data availability

The main source of information needed for construction the proposed indicator are national labour force surveys but also other types of household surveys with a module on employment as well as population censuses.

The ILO central online statistical database ILOSTAT currently has country-level data going back to 1947, and projections going until 2030. In most cases, data are disaggregated by sex and age groups. Disaggregations by disability status are currently available for 65 countries.

Estimates are produced at global, regional and country level and disaggregated by sex and age groups (i.e. 15-24, 25+, 15+, 15-64, 65+). Regional and global estimates disaggregated by disability status are not currently available.

4. Confirmation/explanation of joint submission with other partner/co-custodian agencies (if applicable)

5. Conclusion

The proposed indicator employment-to-population ratio by sex, age and disability status addresses a crucial aspect of the Target 8.5 that the indicator framework currently does not yet capture: inclusiveness of the labour market and equal employment opportunities for all, especially women, youth and persons with disabilities. International statistical standards supporting the production of this indicator are available and have been widely used by national statistical agencies. Real data are used from official statistical sources conducted by national statistical agencies.