



**UNECE/ILO/EUROSTAT and Statistics Canada
Meeting on Measuring Quality of Employment
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Linkages between the Decent Work and Quality of Employment frameworks

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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”.

(Juan Somavia, ILO Director-General)

Decent work as the ILO's main objective

- ❖ ILO Declaration on Social Justice for a Fair Globalization (2008) endorses Decent Work Agenda as main objective of the ILO's work.
 - Strategic objectives: (i) fundamental principles and rights at work, (ii) promoting employment; (iii) social protection; (iv) social dialogue and tripartism.
- ❖ 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”
- ❖ Endorsed by ECOSOC, Presidential Summits and Head of State Summits in all regions, UN system, European Union.

Limits of the past statistical system to measure decent work

- ❖ Decent work dimensions have not been adequately covered in the system of labour statistics.
- ❖ Historically, labour statistics have focused on:
 - Labour supply and labour demand in an economy
 - ✓ Employment and unemployment statistics; (ICLS 1925 ... 1998)
 - Volume of work and wages in an economy
 - ✓ Statistics of wages and hours of work (ICLS 1923, 1925 ...)
 - Classifications:
 - ✓ Classification of industries and occupations (ICLS 1923, 1925 ...)
 - ✓ International Standard Classification of Occupations (ISCO) (ICLS 1949, ..., 1988, 2008)
 - ✓ International Classification of Status in Employment (ICSE) (ICLS 1957, 1993)

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.

Implications for measurement

- ILO has worked on measurement of DW work since 2000, both in HQ and field.
- What does the DW Agenda imply for measurement of decent work?
 - Coverage of all elements of the DW Agenda (beyond employment).
 - Coverage of all workers.
 - Concern for the most vulnerable workers.
 - Cross-cutting concern for gender.
 - Importance of social & economic context.

Governing Body discussion and 18th ICLS

- ❖ Governing Body discussions (303th Session, November 2008) set the basic principles for measurement of decent work:
- ❖ Purpose is to: (i) assist constituents to assess progress towards decent work and (ii) offer comparable information for analysis and policy development.
 - NO ranking of countries & NO composite index.
 - Needs to cover all dimensions of Decent Work, i.e. go beyond employment and include rights, social protection and social dialogue.
- ❖ Measurement to draw mainly on existing statistics.
- ❖ 18th ICLS Resolution.

Governing Body discussion (Cont'd)

- ❖ The 306th Session of the Governing Body stressed the importance of the development of the DW Country Profiles that should cover ten thematic areas of decent work – ranging from “employment opportunities” to “social dialogue, workers’ and employers’ representation”.
- ❖ Each thematic area was expected to reflect a number of statistical and legal framework indicators.
- ❖ The Governing Body called for the broadening collaboration with member States with a view to compiling a comprehensive set of decent work country profiles by 2015.

Governing Body discussion (Cont'd)

- ❖ The GB also requested the Office to mobilize extra-budgetary resources to enable a comprehensive set of profiles to be prepared over the period covered by the Strategic Policy Framework 2010-2015.
- ❖ The GB stressed that this effort would need to be built into the regular programme of collaboration between the ILO and its member States and sequenced in a way that maximizes synergies with other activities, for example, by providing analytical framework for the review of DW Country Programmes.
- ❖ It was also expected that the ILO would assist member States to insert indicators for decent work into their national monitoring frameworks.

Governing Body discussion (Cont'd)

- ❖ The Office's work on DW Country Profiles has been led by a small multidisciplinary team established at the Policy Integration Department.
- ❖ This team:
 - coordinates the efforts of a number of the units both at the headquarters and in the field;
 - actively collaborates with the constituents;
 - works closely and benefits from both resources and expertise of the project on "Monitoring and assessing progress on decent work" (MAP), financed by the European Commission.
- ❖ This project aims at identifying national needs and constituents' priorities for the collection of decent work indicators, and subsequently supporting the design of suitable survey instruments as well as data collection and analysis over the period 2009-2012.

Governing Body discussion (Cont'd)

- ❖ In 2010-2011 the Office has worked on the DW Country Profiles for the countries covered by the MAP project, and for a number of other countries (Ethiopia, Cameroon, Armenia, Senegal, Azerbaijan, South Africa, Austria, United Republic of Tanzania (mainland)).
- ❖ The Office is further strengthening the methodology of the measurement of decent work (ILO Policy Integration Department (Department of Statistics and NORMES)).
- ❖ Is currently finalizing a Reference Guide for the DW indicators, as well as model terms of reference and the model drafting guidelines for the development of the DW country profiles.

Governing Body discussion (Cont'd)

The progress to date varies among countries:

- Decent work country profiles for the United Republic of Tanzania (mainland), Brazil, Austria and Ukraine were published.
- The profile for Indonesia is available as a pre-print version.
- Advanced draft profiles have been already discussed at the national tripartite validation workshops in Armenia, Ethiopia, Azerbaijan.
- Till the end of 2011 validation workshops are scheduled to take place in Zambia, South Africa, Cameroon and Cambodia. For these countries the profiles are expected to be published in the first half of 2012.
- The Office is also involved in the development of the decent work profiles for Brazil's major states.
- A number of new DW country profiles will be prepared next year.

Quality of Employment

From the perspective of the International Labour Organization, the quality of employment is about:

- security of tenure and prospects for career development
- working conditions
- hours of work
- safety and health
- fair wages and returns to labour
- opportunities to develop skills
- balancing work and life, gender equality, job satisfaction and recognition and social protection.
- It is also about freedom of association and having a voice in the workplace and the society.
- Finally, it is about securing human dignity and eliminating discrimination, forced labour, human trafficking and forms of child labour, especially in its worst forms.

European Union Agenda

- ❖ In Europe, the promotion of quality of work is a “guiding principle” in the Social Policy Agenda of the European Union (EU).
- ❖ In 2000, heads of state and governments of the EU met in Lisbon to launch a series of reforms.
- ❖ At this meeting, a new “overall goal of moving to full employment through creating not only more, but also better jobs” was set.
- ❖ Subsequent meetings of the European Council have also concluded that promoting quality and productivity at work is a priority for the EU.

Towards a single Quality of Employment Framework

- ❖ While several related frameworks exist, each suits a particular purpose or policy agenda.
- ❖ None attempts to produce a broad, overall framework for the measurement of quality of employment.
- ❖ There remains a need to develop a single, coherent framework around which statistics on quality of employment can be developed and organized.

ILO Decent Work Dimensions	EU Quality of Work Dimensions	European Foundation Job and Employment Quality Dimensions
1. Employment opportunities	1. Intrinsic job quality 2. Inclusion and access to the labour market 3. Diversity and non-discrimination	1. Career and employment security.
2. Adequate earnings and productive work	4. Skills, lifelong training and career development	1. Career and employment security. 2. Skills development
3. Decent hours	Some aspects of working time are implicitly included	3. Reconciliation of working and non-working life. 4. Health and well-being.
4. Combining work, family and personal life	6. Work organisation and work-life balance	3. Reconciliation of working and non-working life.
5. Work that should be abolished	Not defined	Not defined
6. Stability and security of work	5. Flexibility and security	4. Health and well-being.
7. Equal opportunities and fair treatment in employment	7. Gender equality	1. Career and employment security.
8. Safe work environment	8. Health and safety at work	4. Health and well-being.
9. Social security	Not included but a set of indicators have been defined	1. Career and employment security
10. Social dialogue, workers' and employers' representation	9. Social dialogue and worker involvement	1. Career and employment security
11. Economic and social context of decent work	10. Overall work performance	Not included

Groupings of Indicators under Substantial Elements of Quality of Employment

The following seven dimensions are suggested:

1. Safety and ethics of employment

- (a) Safety at work
- (b) Child labour and forced labour
- (c) Fair treatment in employment

2. Income and benefits from employment

- (a) Income
- (b) Non-wage pecuniary benefits

Groupings of Indicators under Substantial Elements of Quality of Employment

3. Working hours and balancing work and non- working life

(a) Working hours

(b) Working time arrangements

(c) Balancing work and non-working life

4. Security of employment and social protection

(a) Security of employment

(b) Social protection

Groupings of Indicators under Substantial Elements of Quality of Employment

5. Social dialogue

6. Skills development and training

7. Workplace relationships and work motivation

(a) Workplace relationships

(b) Work motivation

Quality of Employment	Decent Work
1. Safety and ethics of employment a) Safety at work b) Child labour and forced labour c) Fair treatment in employment	8. Safe work environment 5. Work that should be abolished 7. Equal opportunity and treatment in employment
2. Income and benefits from employment a) Income b) Non-wage pecuniary benefits	Adequate earnings and productive work
3. Working hours and balancing work and non-working life a) Working hours b) Working time arrangements c) Balancing work and non-working life	3. Decent hours 4. Combining work, family and personal life
4. Security of employment and social protection a) Security of employment b) Social protection	6. Stability and security of work 9. Social security
5. Social dialogue	10. Social dialogue, workers' and employers' representation

6. Skills development and training	1. Employment opportunities
7. Workplace relationships and work motivation a) Workplace relationships b) Work motivation	11. Economic and social context for decent work

Comparing Quality of Employment with Decent Work

1. The **first five dimensions** proposed by Quality of Employment framework are included in the ILO Decent Work framework
2. Within Quality of Employment framework the **Fair treatment in employment** doesn't identify specific indicators
3. The **dimensions 6 and 7** (Skills development and life-long learning, Workplace relationships and intrinsic nature of work) are **specific of the Quality of Employment framework**
4. The dimension **Employment opportunities** is **specific of Decent Work framework**

DW Indicators: linkages with QE indicators

- The comparative exercise demonstrates a high degree of convergence and overlap existing between the frameworks of Quality of Employment and Decent Work.
- The QE is largely complementary to the DW in relation to the measurement of qualitative dimensions and aspects of persons in employment.
- Consequently, it may be recommended to use the QE framework, dimensions and indicators in order to carry out an in-depth qualitative analysis of progress towards decent work.



***Reducing decent work deficits globally –promoting
quality of employment on each workplace***

