



Comparison of the Decent Work Measurement Framework and the Framework on Measurement of Quality of Employment

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Contents

- Subgroup 2 Journal article objective, audience and structure
- The DW Measurement Framework and the Framework on MQE
 - Concepts and principles of each framework
- Impact of 19th ICLS Resolution concerning statistics of work, employment and labour underutilization on the DWMF and FMQE
- Main similarities, differences and complementarities between the frameworks & concluding remarks
- Presentation of the frameworks in international conferences and next steps to finalize journal article



Journal article objective, audience and structure

- **Objective:** To share information on:
 - The key similarities, differences and complementarities between the Decent Work Measurement Framework (DWMF) and the Framework on Measuring Quality of Employment
 - The impact of the 19th ICLS Resolution on Work statistics on the two frameworks and their respective indicators
 - The relationship between these frameworks and the respective indicators and the recently launched SDG indicators related to employment and decent work
- **Audience:** Data users (including policymakers) and producers
- **Structure:** Divided into chapters focussing on the topics outlined above.



Demand for different indicator frameworks on MQE and Decent Work

- **Changing realities due to globalization and rapid technological change** - shaping the world of work.
- **Increasing array of modalities of employment** including non-standard forms of employment
 - Zero-hours contracts, mini-jobs, and intermediated work arrangements through online platforms
 - Impact on job security and working conditions
- **Different indicator frameworks developed** to address the need for country-level information on the quality of employment and decent work.





Decent Work Measurement Framework (DWMF)

Purpose: to (i) assist ILO constituents in Member States to assess progress towards decent work and (ii) offer comparable information for analysis and policy development.

Characteristics:

- Developed by ILO secretariat based on worldwide consultations, refined by a **Tripartite Meeting of Experts**, presented to the **18th International Conference of Labour Statisticians (ICLS) in 2008**
- **Covers all four dimensions of Decent Work** – mutually reinforcing
- Takes the **worker's perspective** into account
- **Concern for all workers and their families**, including **most vulnerable**
- **Relevant for all countries**, i.e. countries at all levels of development
- Indicators support **monitoring gender equality** in the workplace
- **No ranking of countries & no composite index**
- **Groups statistical AND legal framework (qualitative) indicators under 11 substantive elements**
- **Layered approach to statistical indicators** (main, additional, future, context) & by sex
- **International statistical and labour code standards** guide indicator scope, definitions
- Dynamic, international model that **can adapt to national circumstances**

Sources of information: Official sources including household and establishment surveys, administrative records, qualitative legal framework information, among others



18 Main statistical indicators in the DW Measurement framework: 12 titles have changed since 2008* or are new**

- 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 – ABLOL-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 - (Note: To be developed by the Office)



Framework for Measuring Quality of Employment (FMQE)

Purpose: Provide a structured and coherent system for measuring quality of employment

Characteristics:

- Developed under auspices of the **Bureau of the Conference of European Statisticians**, developed by the **Expert Group on Measuring Quality of Employment** (UN Economic Commission for Europe is secretariat)
- Structure is **transparent and logical**
- Dimensions and indicators have a **clear relationship with quality of employment**
- **Tool box approach:** dimensions and indicators are broad enough to allow the countries maximum choice
- **All aspects should be important enough to justify measurement** (at least in a few countries)
- Statistics should be **technically feasible to produce**
- **International statistical recommendations should be followed** (ICLS and others)
- Structure includes 7 dimensions and 12 sub-dimensions
- Dimensions, sub-dimensions and indicators are **sufficiently broad for adaptations to national circumstances**
- Includes **objective and subjective statistical indicators**

Sources of information: Recommended sources of statistical information include household surveys, establishment surveys, and administrative records



Impact of 19th ICLS Resolution on work statistics (2013) on the DWMF and FMQE (1)

- **First international statistical definition of work; paid and unpaid forms of work**
- Important consequences, but affect the frameworks differently due to differences in worker scope.
- **The narrower definition of employment as “work for pay or profit”**
 - Main revision affecting the frameworks
- **In the past, measurement of different unpaid forms of work that were part of employment under “old” definition was problematic**
 - Few good estimates exist across countries
- **Statistics for specific indicators whose scope is employed persons will be affected only to the extent that:**
 - Forms of work other than employment were actually measured as part of employment in the past AND
 - A relatively large portion of employment (using old definition) was in own-use production of goods, unpaid apprentices, certain volunteer workers (w/in the SNA production boundary)



Impact of 19th ICLS Resolution on work statistics (2013) on the DWMF and FMQE (2)

- The **FMQE uses employment as its conceptual reference scope**; should now reflect the narrower definition of employment.
 - The FMQE contains some sub-dimensions and indicators whose scope could not be limited to new definition of employment
 - Source of inconsistency with the 19th ICLS
 - Many FMQE dimensions and indicators could also be relevant for unpaid forms of work -- countries may consider extending scope to cover other forms of work as relevant.
- The **DWMF uses work as the reference scope**; allows broadest set of work-related indicators.
 - Unpaid forms of work are fully within the scope of decent work
 - Indicators could be expanded to cover unpaid forms of work defined in new standards.



Similarities between the two frameworks

- **Both contain statistical indicators** -- some identical
- **Both rely on international statistical standards**, especially ICLS standards, for concept definitions, classifications, etc.
- **Both recommend the use of similar official data sources**
 - labour force surveys and related household surveys
 - establishment surveys
 - administrative records
- **A handbook is available for both of the frameworks**, with guidelines on indicator sheets structured around key substantive elements or dimensions.



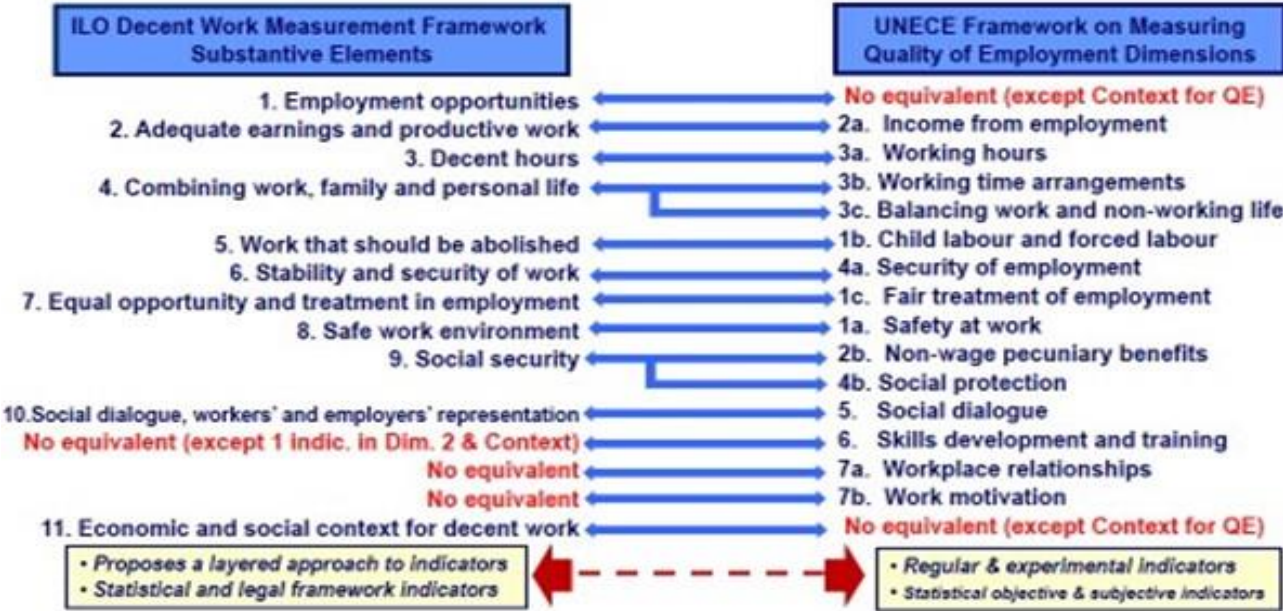
Differences between the two frameworks

- Existence of a policy agenda behind the framework
- Development process differences
- Labour force classification and worker scope differences
- Topic areas and statistical indicator content sometimes differ
- Types of indicators differ



Similarities and differences in topic areas between the DWMF and the FMQE

Figure 1. Similarities and differences in topic areas between the Decent Work Measurement Framework and Framework on Measuring Quality of Employment





Complementarities between the two frameworks

- Differences between the frameworks serve to highlight their complementarities.
- Notably: topics and indicators not covered in one framework may be quite useful for complementing the other.
- Example 1: if employment opportunities or legal framework indicators are considered valuable to interpret selected quality of employment indicators, data users may wish to borrow from the DWMF.
- Example 2: if indicators on skills development and training or subjective indicators may add value to a selected set of decent work indicators, data producers and users of decent work indicators may wish to consult the FMQE for guidance.



Concluding remarks on the frameworks

- Decent work and quality of employment: aspects of people's lives that are **important topics for research and policy** today and in the future.
- Important for users of the frameworks:
 - To have **clear objectives in mind** regarding worker coverage, topic scope and types of indicators needed.
 - To be aware of **official data sources available or needed** to produce the information.
 - To review the characteristics of the DWMF and FMQE to see **which best corresponds to their specific objectives**.
- Despite differences in the frameworks, a key common feature is the **reliance on ICLS standards** used in concept definitions, classifications and methods.
- A **highly coordinated approach** was used to develop the indicator sheets to achieve maximum coherence and complementarity
 - Will yield **benefits for users who wish to draw from both**.



Presentation of the frameworks in conferences and next steps to finalize journal article

- **Participation in the 61st ISI World Statistics Congress (July 2017)**
 - ILO organized an IAOS session entitled, “Measurement of decent work, quality of employment and job quality: Comparisons of international frameworks and national experiences”
 - 5 papers submitted (Azerbaijan, Germany, Morocco, ILO and OECD); ILO paper compared DWMF and FMQE
- **Participation in the WORK2017 Conference: Work and Labour in the Digital Future (August 2017)**
 - ILO delivered a presentation entitled, “International Frameworks on Measuring Decent Work and Quality of Employment in Support of Sustainable Development: Key differences and complementarities”
- **Next steps to finalize journal article**
 - Currently seeking comments on completed draft chapters from Steering Group Members
 - Need to draft remaining chapters
 - Contact journals to review/publish paper (e.g. International Labour Review)



Additional information and references

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- Castillo, Monica. *International frameworks on measuring decent work and quality of employment: Key differences and complementarities*. Paper presented to the ISI World Statistics Congress, Marrakech. July 2017.
- EUROSTAT. Selected Quality of Employment indicators for EU countries available in the Eurostat database: <http://ec.europa.eu/eurostat/data/database>
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- International Labour Organization. The EU-funded project entitled, "Monitoring and Assessing Progress on Decent Work (MAP)" provided support to nine pilot countries testing the Decent Work Measurement Framework in four regions, i.e. Africa, Asia, Latin America and Europe. For more information on the MAP project, please see: <http://www.ilo.org/integration/themes/mdw/map/lang--en/index.htm>.
- International Labour Organization. ILO Decent Work Country Profiles: <http://www.ilo.org/integration/themes/mdw/lang--en/index.htm>.
- International Labour Organization. *Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators*, Geneva. October 2013. Available at: http://www.ilo.org/stat/Publications/WCMS_223121/lang--en/index.htm
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- United Nations Economic Commission for Europe. Conference of European Statisticians, 63rd plenary session, Geneva. 15 - 17 June 2015. See: <http://www.unece.org/index.php?id=38920#/>
- United Nations Economic Commission for Europe. *Handbook on Measuring Quality of Employment*. Geneva. October 2015. Available at: http://www.unece.org/stats/publications/stat_qua_emp.html
- United Nations Economic Commission for Europe (UNECE). Expert Group on Measuring Quality of Employment website: <http://www.unece.org/statistics/about-us/statstos/expert-group-on-measuring-quality-of-employment.html>



ILO Portals of interest

- ILO Department of Statistics: <http://www.ilo.org/stat/lang--en/index.htm>
- ILO Portal on Measuring Decent work:
<http://www.ilo.org/integration/themes/mdw/lang--en/index.htm>
- ILO Portal on Decent work and the 2030 Agenda for sustainable development:
<http://www.ilo.org/global/topics/sdg-2030/lang--nl/index.htm>
- ILO Portal on international statistical standards set by the International Labour Conference and the International Conference of Labour Statisticians:
<http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/lang--en/index.htm>
- ILO Statistics Training Programme
<http://www.ilo.org/stat/Areasofwork/Training/lang--en/index.htm>
- ILO Statistics publications portal: <http://www.ilo.org/stat/Publications/lang--en/index.htm>
- ILO Statistical manuals: <http://www.ilo.org/stat/Publications/statistical-manuals/lang--en/index.htm>



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