

**Appendix 1: Revised Office proposal for the measurement of decent work based on guidance received at the TME on the Measurement of Decent Work  
(to be read in conjunction with the Discussion paper<sup>\*</sup> and the detailed comments made by experts as reflected in the Chairperson's report)**

<p><b>Substantive element of the Decent Work Agenda</b></p> <p>Numbers in brackets refer to ILO strategic objectives:</p> <ol style="list-style-type: none"> <li>Standards and fundamental principles and rights at work;</li> <li>Employment;</li> <li>Social protection;</li> <li>Social dialogue.</li> </ol>	<p><b>Statistical indicators</b></p> <p>Selection of relevant statistical indicators that allow monitoring progress made with regard to the substantive elements.</p> <p>M – Main decent work indicators</p> <p>A – Additional decent work indicators</p> <p>F – Candidate for future inclusion / developmental work to be done by the Office</p> <p>C – Economic and social context for decent work</p> <p>(S) indicates that an indicator should be reported separately for men and women in addition to the total.</p> <p>See Appendix table 2 of the discussion paper for full discussion of statistical indicators (reference number in brackets; n.a. where no reference number is available).</p>	<p><b>Information on rights at work and the legal framework for decent work</b></p> <p>Description of relevant national legislation in relation to the substantive elements of the Decent Work Agenda; where relevant, information on the benefit level; evidence of implementation effectiveness and the coverage of workers in law and in practice; complaints and representations received by the ILO; observations by the ILO supervisory system and cases of progress; information on the ratification of relevant ILO Conventions (1, 2, 3 + 4)</p> <p>L – Subject covered by information on rights at work and the legal framework for decent work</p> <p>See Appendix table 4 of the discussion paper for full discussion of information on rights at work and the legal framework for decent work.</p>
<p><b>Employment opportunities (1 + 2)</b></p>	<p><b>M – Employment-to-population ratio, 15-64 years (S) (2)</b></p> <p><b>M – Unemployment rate (S) (3)</b></p> <p><b>M – Youth not in education and not in employment, 15-24 years (S) (4b)</b></p> <p><b>M – Informal employment (S) (6)</b></p> <p>A – Labour force participation rate, 15-64 years (1) [to be used especially where statistics on Employment-to-population ratio and/or Unemployment rate (total) are not available]</p> <p>A – Youth unemployment rate, 15-24 years (S) (4)</p> <p>A – Unemployment by level of education (S) (3a)</p> <p>A – Employment by status in employment (S) (5)</p> <p>A – Proportion of own-account and contr. family workers in total employment (S) (5b) [to be used especially where statistics on informal employment are not available]</p> <p>A – Share of wage employment in non-agricultural employment (S) (5a)</p> <p>F – Labour underutilization (S)</p> <p><u>Memo item:</u> Time-related underemployment rate (S) (15) grouped as A under "Decent hours"</p>	<p><b>L – Government commitment to full employment</b></p> <p><b>L – Unemployment insurance</b></p>

<sup>\*</sup> See ILO, *Measurement of decent work, Discussion paper for the Tripartite Meeting of Experts on the Measurement of Decent Work*. Geneva: ILO, 2008.

Substantive element of the DWA	Statistical indicators	Information on rights at work and the legal framework for decent work
Adequate earnings and productive work (1 + 3)	<p><b>M – Working poor (S) (9)</b></p> <p><b>M – Low pay rate (below 2/3 of median hourly earnings) (S) (10)</b></p> <p>A – Average hourly earnings in selected occupations (S) (12a)</p> <p>A – Average real wages (S) (12)</p> <p>A – Minimum wage as % of median wage (n.a.)</p> <p>A – Manufacturing wage index (12c)</p> <p>A – Employees with recent job training (past year / past 4 weeks) (S) (13)</p>	L – Statutory minimum wage
Decent hours (1 + 3)	<p><b>M – Excessive hours (more than 48 hours per week; 'usual' hours) (S) (14)</b></p> <p>A – Usual hours worked (standardized hour bands) (S) (14a)</p> <p>A – Annual hours worked per employed person (S) (14b)</p> <p>A – Time-related underemployment rate (S) (15)</p> <p>F – Paid annual leave (developmental work to be done by the Office; additional indicator)</p>	<p>L – Maximum hours of work</p> <p>L – Paid annual leave</p>
Combining work, family and personal life (1 + 3)	<p>F – Asocial / unusual hours (Developmental work to be done by the Office)</p> <p>F – Maternity protection (developmental work to be done by the Office; main indicator)</p>	L – Maternity leave (incl. weeks of leave, replacement rate and coverage) L (additional) – Paternity and parental leave
Work that should be abolished (1 + 3)	<p><b>M – Child labour [as defined by draft ICLS resolution] (S) (8)</b></p> <p>A – Hazardous child labour (S) (n.a.)</p> <p>F – Other worst forms of child labour (S) (n.a.)</p> <p>F – Forced labour (S) (n.a.)</p>	<p>L – Child labour (incl. public policies to combat it)</p> <p>L – Forced labour (incl. public policies to combat it)</p>
Stability and security of work (1, 2 + 3)	<p><b>M – Stability and security of work (developmental work to be done by the Office).</b></p> <p>A – Number and wages of casual/daily workers (S) (12b)</p> <p><u>Memo item:</u> Informal employment grouped under employment opportunities.</p>	L – Employment protection legislation (incl. notice of termination in weeks) <u>Memo item:</u> Unemployment insurance grouped under employment opportunities; needs to be interpreted in conjunction for 'flexicurity'.
Equal opportunity and treatment in employment (1, 2 + 3)	<p><b>M – Occupational segregation by sex (19)</b></p> <p><b>M – Female share of employment in ISCO-88 groups 11 and 12 (19a)</b></p> <p>A – Gender wage gap (n.a.)</p> <p>A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office (n.a.)</p> <p>A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.</p> <p>F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers (20)</p> <p>F – Measure for employment of persons with disabilities (n.a.)</p> <p><u>Memo item:</u> Indicators under other substantive elements marked (S) indicator should be reported separately for men and women in addition to the total.</p>	<p>L – Anti-discrimination law based on sex of worker</p> <p>L – Anti-discrimination law based on race, ethnicity, religion or national origin</p>

Substantive element of the DWA	Statistical indicators	Information on rights at work and the legal framework for decent work
<b>Safe work environment (1 + 3)</b>	<b>M – Occupational injury rate, fatal (21)</b> A – Occupational injury rate, non-fatal (21a) A – Time lost due to occupational injuries (n.a.) A – Labour inspection (inspectors per 10,000 employed persons) (22)	<b>L – Occupational safety and health insurance</b> <b>L – Labour inspection</b>
<b>Social security (1 + 3)</b>	<b>M – Share of population aged 65 and above benefiting from a pension (S) (25)</b> <b>M – Public social security expenditure (% of GDP) (24)</b> A – Health-care exp. not financed out of pocket by private households (n.a.) A – Share of population covered by (basic) health care provision (S) (25a) F – Share of econ. active population contributing to a pension scheme (S) (25b) F – Public expenditure on needs-based cash income support (% of GDP) (24a) F – Beneficiaries of cash income support (% of the poor) (24b) F – Sick leave (developmental work to be done by the Office; additional indicator) [Interpretation in conjunction with legal framework and labour market statistics.]	<b>L – Pension (public / private)</b> <b>L – Incapacity for work due to sickness / sick leave</b> <b>L – Incapacity for work due to invalidity</b> <u>Memo item:</u> Unemployment insurance grouped under employment opportunities.
<b>Social dialogue, workers' and employers' representation (1 + 4)</b>	<b>M – Union density rate (S) (26)</b> <b>M – Enterprises belonging to employer organization [rate] (27)</b> <b>M – Collective bargaining coverage rate (S) (28)</b> <b>M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office (30)</b> A – Strikes and lockouts/rates of days not worked [interpretation issues] (29)	<b>L – Freedom of association and right to organize</b> <b>L – Collective bargaining right</b> <b>L – Tripartite consultations</b>
<b>Economic and social context for decent work</b>	<b>C – Children not in school (% by age) (S) (7)</b> <b>C – Estimated % of working-age population who are HIV positive (31)</b> <b>C – Labour productivity (GDP per employed person, level and growth rate) (E1)</b> <b>C – Income inequality (percentile ratio P90/P10, income or consumption) (E3)</b> <b>C – Inflation rate (CPI) (E4)</b> <b>C – Employment by branch of economic activity (E5)</b> <b>C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S) (E6)</b> <b>C – Labour share in GDP (E7)</b> C (additional) – Real GDP per capita in PPP\$ (level and growth rate) (E2) C (additional) – Female share of employment by industry (ISIC tabulation category) (E5a) C (additional) – Wage / earnings inequality (percentile ratio P90/P10) (n.a.)	Developmental work to be done by the Office to reflect environment for <i>sustainable enterprises</i> , incl. indicators for (i) education, training and life-long learning, (ii) entrepreneurial culture, (iii) enabling legal and regulatory framework, (iv) fair competition, and (v) rule of law and secure property rights. Developmental work to be done by the Office to reflect to reflect other institutional arrangements, such as scope of labour law and scope of labour ministry and other relevant ministries.

Source: ILO compilation on the basis of the Discussion paper for the Tripartite Meeting of Experts on the Measurement of Decent Work (Geneva, 8 -10 September 2008).