



# Measuring and monitoring decent work in rural areas in support of sustainable development

M. Castillo | ILO | Geneva | Switzerland

D. Levakova | ILO | Geneva | Switzerland

H. Kashef | ILO | Geneva | Switzerland

DOI: 10.1481/icasVII.2016.a05c

## ABSTRACT

Making progress towards sustainable development and poverty reduction will require a concerted effort to promote decent work in rural areas, particularly among developing countries. It will require analysis of targeted indicators on decent work in rural and urban areas that can be used to advance national development agendas. But what do we know about rural workers and their participation in the labour market or, more broadly, about decent work in rural areas as compared to urban areas? The internationally agreed decent work measurement framework and recently adopted standards by the International Conference of Labour Statisticians (ICLS) on measuring paid and unpaid forms of work are the starting point for the measurement and monitoring of decent work.

However, currently there are different criteria applied by countries to define rural areas. The paper presents the case that the lack of a harmonized international statistical definition of rural and urban areas combined with a major data gap for even a basic set of decent work indicators in many countries limits the possibility of providing meaningful analysis on decent work in rural areas at the national, regional or global levels and presents recommendations on the way forward to address the challenges.

**Keywords:** Decent work, labour market, labour statistics, International Conference of Labour Statisticians (ICLS), rural areas, rural workers

## PAPER

### 1. Introduction

Achieving sustainable development is the key challenge of our time. Countries have adopted a set of ambitious goals and specific targets that seek to end poverty, protect our planet and ensure prosperity for all by 2030. The largest concentration of the world's poor, about 800 million poor women, children and men, live in rural areas, many of whom work as subsistence farmers, herders, fishers, and artisans (Rural Poverty Portal, IFAD). Making real progress towards the Sustainable Development Goals (SDGs) will require a concerted effort to promote decent work in rural areas, particularly among developing countries. While rural poverty is a complex issue, achieving full and productive employment and decent work in rural areas is recognized as a principle means of tackling it.

Launched in 1999, the concept of decent work is understood as a need of people in all societies regardless of level of development. It is defined as opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. The Decent Work Agenda has received widespread international endorsement. During the 2005 United Nations World Summit, Heads of State and Government expressed their strong support for a fair globalization and for making the goals of full and productive employment and decent work for all, including for women and young people, a central objective of their policies and national development strategies.

The International Labour Organization's (ILO) Declaration on Social Justice for a Fair Globalization adopted in 2008 by ILO Member States represents a road map for the promotion of a fair globalization based on decent work, and is intended as a tool to accelerate progress in the implementation of the Decent Work Agenda at the country level (ILO 2008). It acknowledges the universality of the Decent Work Agenda in which all ILO Members will pursue policies based on the four strategic objectives – international labour standards and fundamental principles and rights at work, employment creation, social protection, and social dialogue and tripartism. These objectives are seen as inseparable, interrelated and mutually supportive.

The Declaration calls upon the ILO to assist Member States in their efforts towards its implementation and states 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." To facilitate such technical assistance, in 2008 the ILO convened a tripartite meeting of experts to establish a measurement framework to monitor progress towards decent work.

In 2008, the Framework on the Measurement of Decent Work (FMDW) was presented to the International Conference of Labour Statisticians (ICLS) and to the ILO Governing Body both of which have encouraged an ILO work programme to further develop and test the framework. The FMDW has since been successfully piloted in different countries and nearly 20 decent work country profiles have been developed on the basis of the framework. The newly adopted SDG targets and indicators that relate to employment and decent work, particularly under Goal 8 “Promote inclusive and sustainable economic growth, employment and decent work” offer a fresh opportunity to redouble efforts towards monitoring decent work, including in rural areas, in order to address extreme poverty of many developing countries.

## 2. The Framework on Measuring Decent Work (FMDW)

The FMDW is intended to assist countries to assess progress towards decent work and to offer comparable information for analysis and policy development. It offers the possibility of disaggregating most statistical indicators by rural and urban area to analyse differences by geographic area and includes a specific indicator to measure the discrimination of rural workers. It is a model of international relevance that allows the adaptation to national circumstances and priorities and that has the potential to evolve dynamically over time. The framework can be applied to all countries, although it is recognized that adequate technical support is required for countries with limited statistical capacity.

The FMDW covers ten dimensions or substantive elements as follows: (1) employment opportunities; (2) adequate earnings and productive work; (3) decent working time; (4) combining work, family and personal life; (5) work that should be abolished; (6) stability and security of work; (7) equal opportunity and treatment in employment; (8) safe work environment; (9) social security; and (10) social dialogue, employers’ and workers’ representation. These substantive elements are closely linked to the four strategic objectives of the Decent Work Agenda noted above and represent the structural dimensions of the framework under which both statistical and legal framework indicators on decent work are organized. There is an additional substantive element related to the economic and social context for decent work whose indicators are not intended to measure decent work per se but rather serve to provide data users information that relates to the characteristics of the economy and population. The substantive elements and corresponding statistical and legal framework indicators are presented in the Annex.

The statistical indicators were identified by looking through the eyes of people, that is, from the perspective of how decent work is perceived by individual people. They are quantitative indicators that can be derived from official national data sources. The legal framework indicators are qualitative in nature and are primarily based on legal, policy or programme texts and other related information. While statistical indicators make up the vast majority of the indicators in the FMDW, the legal framework indicators are equally important. The two sets of indicators are mutually reinforcing and thus both considered essential for monitoring progress towards decent work in a given national economy.

There is a layered approach to the statistical indicators as follows. Main indicators represent a parsimonious core set of indicators to monitor progress towards decent work. Additional indicators are to be used where appropriate, and where data are available. Future indicators are currently not feasible, but are to be included as data become more widely available. Gender equality is a cross-cutting element in the Decent Work Agenda, thus it is recommended that the indicators be disaggregated by sex whenever possible.

Many of the decent work statistical indicators are best calculated using estimates derived from a labour force survey (LFS). The primary objective of a LFS is to obtain reliable estimates about the labour force of a given population based on a sample of households. This instrument permits the estimation of the number of persons employed as well as the size of the working age population and can be designed to provide both stock and flow estimates. It generally covers all workers, including all self-employed persons and often allows disaggregation of data by demographic variables such as sex, age group and in some cases, ethnic group. Moreover, it often allows breakdowns by status in employment, occupation group and economic activity group. Other sources are used to complement the estimates from labour force surveys such as other topic-specific household surveys (like child labour surveys) and other household surveys, employment-related establishment surveys, and administrative records.

The measurement scope of the FMDW extends to all persons in a given country who are or potentially could be engaged in productive work in the broadest sense. It includes both persons in the labour force and persons outside the labour force. Its scope goes beyond the working age population since child labour is included. Moreover, because one of the main pillars is the objective of social protection for all, including workers and non-workers, children and adults, the population scope on this topic covers the entire population in a given country. It covers all usual residents and therefore covers migrant workers and non-migrants and workers of all ethnic and indigenous origins.

## 3. Concept definitions: What is meant by work, employment, rural, and rural workers?

The ICLS and concept definitions of work and employment

Since 1923, the ILO has been responsible for organizing the International Conference of Labour

Statisticians (ICLS). The ICLS is held every 5 years and seeks to promote the development and use of statistical concepts, definitions, and methods. ICLS standards are the world reference for producing statistical information on employment and unemployment and a wide range of other decent work-related subjects. In 2013, the 19th ICLS adopted a new international statistical standard, the "Resolution concerning statistics of work, employment and labour underutilization" (referred to hereafter as the Resolution) (ILO, 2013). The Resolution adopted in 2013 establishes a new framework on work statistics, defining the concept of work as comprising "any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use".

Work is defined irrespective of its formal or informal character or of the legality of the activity. It excludes activities that do not involve producing goods or services (e.g. begging and stealing), self-care (e.g. personal grooming and hygiene) and activities that cannot be performed by another person on one's own behalf (e.g. sleeping, learning and activities for own recreation). According to the Resolution, the concept of work covers all activities within the general production boundary as defined in the System of National Accounts 2008 (SNA 2008). According to the Resolution, work can be performed in any type of economic unit as distinguished by the SNA 2008, namely: (i) market units (i.e. corporations, quasi-corporations and household unincorporated market enterprises, the latter encompassing, as a subset, informal sector units); (ii) non-market units (i.e. government and non-profit institutions serving households); and (iii) households that produce goods or services for own final use.

The Resolution identifies five mutually exclusive forms of work, distinguishing them on the basis of the intended destination of the production (for own final use; or for use by others, i.e. other economic units) and the nature of the transaction (i.e. monetary or non-monetary transactions, and transfers). These include:

- a) **own-use production work** comprising production of goods and services for own final use (an unpaid form of work) - (note that own-use production of goods includes as a subset category, subsistence food production);
- b) **employment work** comprising work performed for others in exchange for pay or profit;
- c) **unpaid trainee work** comprising work performed for others without pay to acquire workplace experience or skills;
- d) **volunteer work** comprising non-compulsory work performed for others without pay;
- e) **other work activities** (including such activities as e.g. unpaid community service and unpaid work by prisoners, when ordered by a court or similar authority, and unpaid military or alternative civilian service).

Own-use production of goods, employment, unpaid trainee work, a part of volunteer work and "other work activities" are within the SNA 2008 production boundary, while own-use production of services and the remaining part of volunteer work are beyond the SNA production boundary but inside the SNA general production boundary. In the previous ICLS standards on measuring employment and unemployment adopted in 1982, employment corresponded to persons engaged in activities within the SNA production boundary, and thus for example included subsistence farming activities. Figure 1 below presents the conceptual framework for work statistics.

The current definition of employment (work for pay or profit) is thus much narrower than it was under the previous standards and excludes own-use production of goods (including subsistence workers) and other unpaid forms of work. This change is expected to have a notable impact on various headline indicators in the future as countries begin to implement the standards in their household surveys (including LFS). Thus for example, countries which have in the past included persons engaged in subsistence food production activities in employment may well see increases in the unemployment rates, particularly in rural areas. Until now, rural unemployment rates have been consistently lower than urban unemployment rates in many developing countries, but this situation will likely reverse with the implementation of the 19th ICLS Resolution. It is thus important that countries produce parallel series (using the old and new standards) for at least 12 months and carry out an appropriate communications strategy with data users to inform them of the changes in methodology and any changes in the time series.

### Definition of rural and urban areas

The definition of rural and urban areas as used in labour statistics or other statistical domains is a complex issue, since there are no existing international statistical guidelines that would allow coherent, harmonized reporting. Currently, a broad array of different criteria is applied in national definitions of rural/urban areas reflecting a myriad of geographic and socio-economic realities in countries across the globe. This situation presents serious challenges when attempting to make cross-country comparisons of labour statistics by rural/urban area or even regional or global estimates of different indicators, for example, labour force participation rates, gender pay gaps, youth unemployment rates,

Figure 1 – Conceptual framework for work statistics

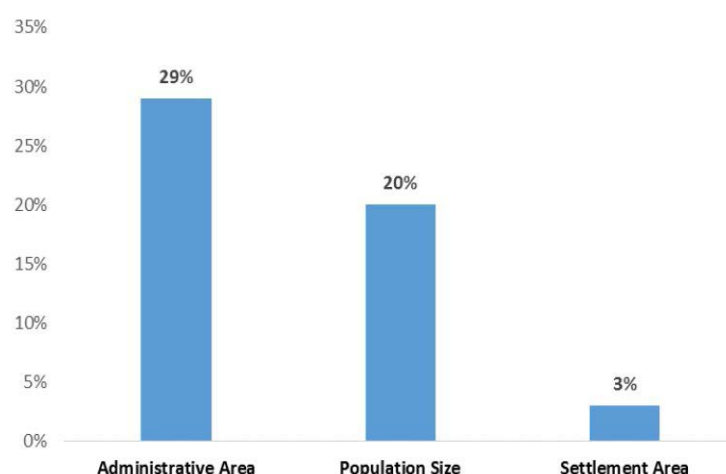
Intended destination of production	For own final use		For use by others						
			Own-use production work	Employment (work for pay or profit)	Unpaid trainee work	Other work activities	Volunteer work		
Forms of work	of services	of goods					in market and non-market units	in households producing	
								goods	services
Relation to 2008 SNA	Activities within the SNA production boundary								
	Activities inside the SNA general production boundary								

Source: ILO, 2013

or child labour rates, to name just a few.

The ILO has developed an inventory of country-level statistical definitions of rural and urban areas for 214 countries/territories which confirms that the definitions are highly heterogeneous (Robles, Kashef and Castillo, 2016). Countries often define urban areas and provide no specific definition of rural areas. The fact that rural areas in many countries are defined de facto by urban areas is telling, since it signals that urban areas are the main target, and rural areas, a residual category. A majority of countries (52%) base their definitions on a single criterion, most often administrative area, population size or type of settlement area (Figure 2). It is interesting to note that predominance of agricultural activities is not commonly used as a single criterion.

Figure 2 – Percentage of countries applying a single criterion to define rural/urban areas by the main criterion



Source: ILO, 2016. Values are given as a percent of 214 countries, 52 percent of which applied a single criterion

Forty-eight percent of countries use multiple criteria to define rural/urban areas, that is, they combine criteria such as administrative area, population size and/or density, predominance of agricultural/non-agricultural activities, and availability of infrastructure services and amenities, among others to distinguish between rural and urban areas. Where multiple criteria were found to define rural/urban areas, the vast majority (60 percent) of countries use administrative area and other criteria, mainly population size and/or density. Predominance of agriculture/non-agriculture activities together with other criteria are used in 15 percent of the countries, mainly in Europe, Central Asia and Africa. Availability of infrastructure services and amenities along with other criteria are applied in 12 percent of the countries.

Some key similarities and differences in the rural/urban definitions across regions should be mentioned. In Latin America, Asia and Europe, administrative area is the most common criterion, followed by population size. Both Latin America and Asia apply predominance of agriculture/non-agriculture

activities as a third most commonly used criterion. In Africa, population size is the most commonly applied criterion, followed by administrative area, predominance of agricultural/non-agricultural activities, and availability of infrastructure services and amenities.

The highly heterogeneous criteria used to define rural/urban areas in different countries and regions around the world is an issue that needs to be addressed. In order to have meaningful cross-country comparisons of different statistical indicators disaggregated by rural/urban areas, the international statistical community should establish an internationally recognized definition of rural and urban. A recently published FAO working paper proposes a conceptual framework and territorial definitions to support better coherence and comparisons of rural statistics (Offutt, 2016).

### Definition of worker and rural worker

While the ICLS recently adopted a statistical definition of the concept of work, it didn't explicitly define "worker". However, since according to the 19th ICLS Resolution work refers to the productive activities carried out within the SNA general production boundary, a worker by extension can be understood as any person that is engaged in one or more of the five forms of work defined in the Resolution during a given reference period. A rural worker can then be defined for statistical purposes as a worker engaged in any job or work activity that is located in a rural area during a given reference period. This issue requires special attention in survey measurement, since often the geographic location of the household or housing unit in a household survey is assumed to be the same as the geographic location of the person's job(s) or work activity(ies). However, individual workers may be living in one geographic area and working in another. This is depicted in Figure 3 below, where cells 2 and 3 reveal situations where a worker's household is located in one geographic area but the job or work activity is in another.

**Figure 3 – Worker's household location versus job or work activity location**

	Urban household	Rural household
Urban-based job or work activity	Urban household and urban-based job or work activity 1	Rural household and urban-based job or work activity 2
Rural-based job or work activity	Urban household and rural-based job or work activity 3	Rural household and rural-based job or work activity 4

Source: ILO

In order to best identify the geographic location of the job/work activity, specific questions should be introduced in the questionnaire that allow identification of the geographic location according to the national definition of rural and urban areas. Such a question(s) should be appropriately tested prior to full-scale implementation in a household survey. The ILO is currently field testing a question on this in model LFS questionnaires that are part of a pilot LFS programme intended to support countries to implement the 19th ICLS Resolution on work statistics.

### 4. What do available data reveal about decent work and the labour market situation of rural workers?

When reviewing data currently available in international labour statistics repositories such as ILOSTAT, it is evident that substantial data gaps exist for even several main decent work indicators. When seeking decent work indicators disaggregated by rural/urban areas or additional disaggregations, for example, by rural/urban areas and by sex or age, data are even scarcer. The most commonly available indicators disaggregated by rural/urban areas for a large set of countries are basic labour market indicators related to employment, unemployment and labour force. Table 1 below presents the very limited country coverage of decent work indicators disaggregated by rural/urban areas available in ILOSTAT. This table reveals that the only substantive elements of the FMDW for which statistics are readily available are (1) Employment opportunities (denoted EMPL) with six variables/indicators, and (2) Social security (SECU) with seven indicators. Thus, for eight of the ten substantive elements, there are too few countries producing the corresponding statistical indicators to allow their inclusion in the database. Whilst there are also some indicators available under the substantive element of Economic and social context for decent work (CONT), these do not allow the direct monitoring of decent work.

The ILO Department of Statistics has recently begun to analyse the few available labour market indicators disaggregated by rural/urban areas. It should be noted that the available statistics reflect definitions on employment, unemployment and labour force that correspond to international standards adopted by the 13<sup>th</sup> ICLS in 1982. The scarce availability of quality labour statistics, the lack of implementation of the 19<sup>th</sup> ICLS Resolution on work statistics, and the lack of a commonly applied international definition of rural/urban areas makes analysing the labour market situation in different countries an enormous



challenge. The lack of harmonization in concept definitions and methods limits the possibility of constructing regional or global estimates, or even averages for a small set of countries.

**Table 1: Country coverage of decent work indicators by rural/urban areas and further disaggregations by sex and age (in number of countries)**

TOPIC	Indicator	RUR/URB	RUR/URB + SEX	RUR/URB + AGE (Youths and Adults)	RUR/URB + SEX + AGE (Youths and Adults)
CONT	Estimates and projections of the total population	195	195	195	195
CONT	Working-age population	116	110	35	34
CONT	Poverty gap at national poverty line	67			
CONT	Poverty gap at rural poverty line	67			
CONT	Poverty headcount ratio at national	98			
CONT	Rural poverty headcount ratio at rural poverty line	97			
EMPL	Labour force	113	110	38	36
EMPL	Labour force participation rate	93	88	31	31
EMPL	Employment	122	117	36	35
EMPL	Employment-to-population ratio	99	92	31	31
EMPL	Unemployment	113	108	35	34
EMPL	Unemployment rate	112	102	32	32
SECU	Active contributors to an old age contributory scheme as % of employment	21	21		
SECU	Share of population above statutory pensionable age receiving a contributory old age pension	20	20	NA	NA
SECU	Legal health coverage	159			
SECU	Out-of-pocket expenditure	118			
SECU	Coverage gap due to financial resources deficit	147			
SECU	Coverage gap due to health professional staff deficit	161			
SECU	Maternal mortality ratio per 10 000 live births by geographical coverage	142			

Source: ILOSTAT. Note: Countries are counted if they present at least one data point for the indicator from 1980 until 2015

The analysis below seeks to present the changes during the period 2012-13 in just three available labour market indicators—labour force participation rate, employment to population ratio, and unemployment rate—in a few selected countries to show the key differences between urban and rural areas using existing concept definitions. It exemplifies the challenges to analysing the indicators as available today disaggregated by rural/urban areas, where cross-country comparisons are not possible.

### Labour market situation in selected countries, 2012-13

During 2012-13, global growth was slow in the wake of the 2008 global financial crisis. According to the IMF, during 2013 advanced economies began to expand again but needed to continue restructuring the weakened financial sector and promote job growth (IMF, 2013).

Emerging market economies faced the challenges of slowing growth and a more difficult global financial situation.

Table 2 below presents labour market data for seven countries for which the trends and rural/urban differences are noteworthy during the period. The set of indicators cannot be compared across countries, since there are serious data comparability issues involving measurement of the labour market concepts and definitions of rural and urban areas.

As noted previously when describing the currently applied (13th ICLS, 1982) standards on the measurement of employment and unemployment, due to the current broad measurement of employment, all but one country present lower unemployment rates in rural areas as compared with urban areas in both years. The exception is Sri Lanka that reported a slightly higher rural unemployment rate in 2012 as compared with the urban rate, but this situation reversed in 2013.

With the forthcoming implementation of the 19th ICLS Resolution on work statistics, many countries will show the reverse situation, that is, rural unemployment rates are expected to be higher than urban unemployment

**Table 2: Key labour market information for selected countries (percentages)**

Countries	Labour force participation RUR/URB + AGE (Youths and Adults)				Employment-to-population ratio				Employment-to-population ratio			
	Rural		Urban		Rural		Urban		Rural		Urban	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Armenia	73.3	72.5	57.1	58.3	69.4	68.2	42.5	44.6	5.3	6.0	25.5	23.4
Dominican Republic	62.8	53.4	66.1	57.5	54.3	45.8	56.0	48.6	13.6	14.2	15.3	15.4
Egypt	50.0	49.9	46.8	46.7	45.0	44.6	39.2	39.0	9.9	10.7	16.3	16.5
Indonesia	70.5	67.4	65.3	66.1	67.2	64.0	60.3	61.3	4.7	5.1	7.7	7.3
Iran, Islamic Republic of	40.0	39.7	36.5	36.9	36.2	36.7	30.9	31.4	8.2	7.0	13.8	11.8
Serbia	48.0	50.1	45.7	47.3	38.3	40.9	33.4	35.6	20.1	18.4	26.9	24.9
Sri Lanka	48.0	55.3	43.7	49.0	46.1	52.9	42.1	46.4	4.0	4.2	3.7	5.3

Source: ILOSTAT

rates. Moreover, with the implementation of the Resolution, countries will have a broader set of labour underutilization indicators to choose from to complement the unemployment rate, allowing for a more refined analysis and more targeted policy interventions in both urban and rural areas.

Another point to note from the data in Table 2 is that a particular labour market indicator for a rural area will sometimes move in the opposite direction when compared with the indicator for an urban area, reflecting specific labour market demand and supply conditions in the different geographic areas. This is exhibited in the cases of Armenia and Indonesia, where the rural unemployment rates increased during the period (reflecting a decline in rural labour demand that exceeded the decline in rural labour supply) while the urban unemployment rates declined (reflecting an increase in urban labour demand that exceeded the increase in the labour supply).

Finally, some of the indicators in Table 2 present very large differences between rural and urban areas. In Armenia for example, there is a 20.2 and 17.4 percentage point gap between the rural and urban unemployment rates in 2012 and 2013, respectively. Serbia, Iran and Egypt present somewhat smaller but still notable differences between urban and rural unemployment rates in both years. Iran and Serbia report low values of employment-to-population ratios, while Serbia, Dominican Republic and Egypt report high values of unemployment rates. Disaggregations by sex, age, ethnicity and other factors are highly important for understanding some of these values in rural areas, but such data are not always available.

## 5. Conclusions

Policymakers increasingly require more refined analysis based on targeted decent work indicators and greater levels of disaggregation by sex, age, ethnicity and other variables in addition to geographic area, and this demand is expected to grow considerably in the coming years due to the launch of the Sustainable Development Goal (SDG) indicators. Yet, despite the existence of robust conceptual frameworks and international recommendations related to the measurement of decent work and work statistics, there remain many obstacles that prevent the production of timely, high quality statistics on decent work and productive employment disaggregated by rural and urban areas. The international statistical community should act quickly and create opportunities to meet the challenges, including considering new strategies and partnerships. There are a number of interrelated measures and steps that should be considered in this process, that include the

following:

1. Countries need to build capacity as regards the latest statistical standards on work statistics and other ICLS standards, in order to implement the standards in their labour statistics system and produce high quality statistics. This should be accomplished through technical assistance.
2. ILO Guidance and toolkits that support the implementation of the international standards need to be developed and shared with countries.
3. An international statistical definition on rural/urban areas should be developed in collaboration with national statistical offices and international agencies. Countries should be encouraged to continue to use national definitions as appropriate, but would use the international definition for international reporting and cross-country comparisons.
4. A statistical conceptual framework on rural workers should be developed that is consistent with the latest ICLS standards and considers decent work indicators specifically for rural workers that go beyond the existing set of decent work indicators.
5. Capacity-building activities (training) should be strengthened around the topic of rural labour statistics and analysis, including topics of gender mainstreaming in rural labour statistics, youth and ethnicity in rural labour statistics, and other selected topics pertinent to rural development and poverty reduction.
6. Partnerships among donors and various international agencies with a mandate on rural labour statistics should be strengthened in order to support countries on rural labour statistics production and analysis.

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## ANNEX I

**Table A. Measurement of decent work based on guidance received at the Tripartite Meeting of Experts on the Measurement of Decent Work (September 2008)**

Substantive element of the Decent Work Agenda	Statistical Indicators	Legal Framework Indicators
Numbers in parentheses in the first column below refer to ILO strategic objectives: 1. Standards and fundamental principles and rights at work; 2. Employment; 3. Social protection; 4. Social dialogue.	Selection of relevant statistical indicators that allow monitoring progress made with regard to the substantive elements. M – Main decent work indicators A – Additional decent work indicators F – Candidate for future inclusion / developmental work to be done by the Office C – Economic and social context for decent work (S) indicates that an indicator should be reported separately for men and women in addition to the total.	L – Descriptive indicators providing information on rights at work and the legal framework for decent work. Description of relevant national legislation, policies and institutions in relation to the substantive elements of the Decent Work Agenda; where relevant, information on the qualifying conditions, the benefit level and its financing; evidence of implementation effectiveness (as recorded by ILO supervisory bodies); estimates of coverage of workers in law and in practice; information on the ratification of relevant ILO Conventions.
<b>Employment opportunities (1 + 2)</b>	M – Employment-to-population ratio (S)* M – Unemployment rate (S) M – Youth not in employment, education, or training, 15-24 years (S)* M – Informal employment rate (S)* A – Labour force participation rate (1) [to be used especially where statistics on Employment-to-population ratio and/or Unemployment rate (total) are not available] A – Youth unemployment rate, 15-24 years (S) A – Unemployment by level of educational attainment (S)* A – Employment by status in employment (S) A – Proportion of own-account workers and contributing family workers in total employment (S)* [to be used especially where statistics on informal employment are not available] A – Share of wage employment in non-agricultural employment (S) F – Labour underutilization (S) Memo item: Time-related underemployment rate (S) grouped as A under “Decent Working time”	L – Government commitment to full employment L – Unemployment insurance

<b>Adequate earnings and productive work (1 + 3)</b>	<p>M – Working poverty rate (S)*  M – Employees with low pay rate (below 2/3 of median hourly earnings) (S)*  A – Average hourly earnings by occupation group (S)*  A – Average real wages (S)  A – Minimum wage as a percentage of median wage  A – Manufacturing wage index  A – Employees with recent job training (past year / past 4 weeks) (S)  M – Employment in Excessive Working Time (more than 48 hours per week) (S)*  A – Employment by weekly hours worked (hours in standardized hour bands) (S)*  A – Average annual working time per employed person (S)*  A – Time-related underemployment rate (S)  F – Paid annual leave (developmental work to be done by the Office; additional indicator)  F – Asocial / unusual hours (developmental work to be done by the Office)  F – Maternity protection (developmental work to be done by the Office; main indicator)</p>	<p>L – Statutory minimum wage*</p>
<b>Decent Working Time (1 + 3)*</b>	<p>M – Employment in Excessive Working Time (more than 48 hours per week) (S)*  A – Employment by weekly hours worked (hours in standardized hour bands) (S)*  A – Average annual working time per employed person (S)*  A – Time-related underemployment rate (S)  F – Paid annual leave (developmental work to be done by the Office; additional indicator)  F – Asocial / unusual hours (developmental work to be done by the Office)  F – Maternity protection (developmental work to be done by the Office; main indicator)</p>	<p>L – Maximum hours of work  L – Paid annual leave</p>
<b>Combining work, family and personal life (1 + 3)</b>	<p>F – Asocial / unusual hours (developmental work to be done by the Office)  F – Maternity protection (developmental work to be done by the Office; main indicator)</p>	<p>L – Maternity leave (including weeks of leave, and rate of benefits)  L – Parental leave*</p>
<b>Work that should be abolished (1 + 3)</b>	<p>M – Child labour rate [as defined by ICLS resolution] (S)*  A – Hazardous child labour rate (S)*  A – Rate of worst forms of child labour (WFCL) other than hazardous work (S)**  A – Forced labour rate (S)**  A – Forced labour rate among returned migrants (S) **</p>	<p>L – Child labour (including public policies to combat it)  L – Forced labour (including public policies to combat it)</p>
<b>Stability and security of work (1, 2 + 3)</b>	<p>M – Precarious employment rate**  A – Job tenure**  A – Subsistence worker rate**  A – Real earnings of casual workers** (S)  Memo item: Informal employment is grouped under employment opportunities.</p>	<p>L – Termination of employment* (incl. notice of termination in weeks)  Memo item: 'Unemployment insurance' is grouped under employment opportunities; needs to be interpreted in conjunction for 'flexibility'.</p>
<b>Equal opportunity and treatment in employment (1, 2 + 3)</b>	<p>M – Occupational segregation by sex  M – Female share of employment in senior and middle management*  A – Gender wage gap  A – Share of women in wage employment in the non-agricultural sector  A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office.  A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant</p>	<p>L – Equal opportunity and treatment*  L – Equal remuneration of men and women for work of equal value*</p>

	and available at the national level to be developed by the Office. F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers F – Measure for employment of persons with disabilities. Memo item: Indicators under other substantive elements marked (S) indicator should be reported separately for men and women in addition to the total.	
<b>Safe work environment (1 + 3)</b>	M – Occupational injury frequency rate, fatal* A – Occupational injury frequency rate, nonfatal* A – Time lost due to occupational injuries A – Labour inspection (inspectors per 10,000 employed persons) M – Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old-age pension (S) * M – Public social security expenditure (percentage of GDP) A – Healthcare expenditure not financed out of pocket by private households A – Share of economically active population contributing to a pension scheme (S) * F – Share of population covered by (basic) health care provision (S) (to be developed by the Office; additional indicator) F – Public expenditure on needs based cash income support (% of GDP) F – Beneficiaries of cash income support (% of the poor) F – Sick leave (developmental work to be done by the Office; additional indicator) [Interpretation in conjunction with legal framework and labour market statistics.]	L – Employment injury benefits* L – Occupational safety and health (OSH) labour inspection
<b>Social security (1 + 3)</b>		L – Old-age social security or pension benefits (public/private)* L – Incapacity for work due to sickness / sick leave L – Incapacity for work due to invalidity Memo item: 'Unemployment insurance' is grouped under employment opportunities.
<b>Social dialogue, workers' and employers' representation (1 + 4)</b>	M – Trade union density rate (S) * M – Employers' organization density rate (ED) (S)* M – Collective bargaining coverage rate (S) M/F – Indicator for Fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office; main indicator A – Days not worked due to strikes and lockouts *	L – Freedom of association and the right to organize L – Collective bargaining right L – Tripartite consultations
<b>Economic and social context for decent work</b>	C – Children not in school (percentage by age) (S) C – Estimated percentage of working-age population who are HIV-positive C – Labour productivity (GDP per employed person, level and growth rate)	L – Labour administration** Developmental work to be done by the Office to reflect environment for Sustainable enterprises, incl. indicators for (i) education, training and lifelong learning, (ii)

	<p>C – Income inequality (90:10 ratio)  C – Inflation rate (Consumer Price Index, CPI)  C – Employment by branch of economic activity  C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)  C – Labour share of Gross Value Added (GVA)*  C (additional) – Real GDP per capita (level and growth rate)*  C (additional) – Female share of employment by economic activity (ISIC tabulation category)*  C (additional) – Wage / earnings inequality (90:10 ratio)*  C (additional) – Poverty measures **</p>	<p>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 other institutional arrangements, such as scope of labour law and scope of labour ministry and other relevant ministries.</p>
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**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).

\*Wording modified by ILO in the pilot phase; \*\*Indicator added by ILO in the pilot phase (2009-2013).



Table B. Sustainable Development Goal (SDG) Indicators related to Monitoring Decent Work

SDG Goal	Indicator number	Indicator name
Goal 1. End poverty in all its forms everywhere	1.1.1	Proportion of the population below the international poverty line
	1.a.2	Proportion of total government spending on essential services
	1.3.1	Coverage of social protection floors
Goal 5. Achieve gender equality and empower all women and girls	5.5.2	Proportion of men and women in managerial positions
	8.2.1	Annual growth of real GDP per employed position
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.3.1	Proportion of Informal employment in non-agriculture employment
	8.5.1	Average hourly earnings of female and male employees
	8.5.2	Unemployment rate
	8.6.1	Proportion of youth not in education, employment or training
	8.7.1	Proportion and number of children engaged in child labour
	8.8.1	Frequency rates of fatal and non-fatal occupational injuries
Goal 10. Reduce inequality within and among countries	8.8.2	Increase in compliance of labour rights
	8.b.1	Total government spending in social protection and employment programmes as a proportion of national budgets and GDP
	10.4.1	Labour share of GDP
	10.7.1	Recruitment costs borne by employee as a proportion of yearly income
	16.10.1	Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months

**Note:** Other SDG indicators not listed above may also be relevant for monitoring progress towards decent work. The above list includes only those for which the ILO is closely involved or a direct custodian. While the language formulation in the above indicators may differ slightly from that used in the decent work indicators, nearly all of the listed SDG indicators are also decent work indicators. Note also that while SDG indicator 8.3.1 related to informal employment excludes agriculture, the corresponding decent work indicator (EMPL-4) does not exclude agriculture.