

Measuring progress towards decent work

Measuring what a programme achieves on decent work is challenging. While this toolbox cannot provide a solution for all of the intrinsic challenges, this section provides in some first-steps and suggestions that can get you started on developing a good measurement framework.

Creating decent jobs

A decent work programme should be accompanied by a measurement framework that tracks how the programme contributes to decent work as an outcome. Some important challenges in designing such a framework are:

Binary

Decent Work as an ILO concept, is binary. That means that either work is decent or it is not. For work to be decent, it needs to meet all of the requirements (as described....). For some requirements, contextualization allows for setting a fitting threshold for when requirements are met. An example of which is fair compensation in the form of a living wage.

While this may well be difficult to achieve in a fragile setting, at least its value is determined by the setting, i.e., different in Burundi than in Belgium.

Some of the other requirements, however, allow for little contextualization. This is the case for, e.g., social protection in the form of a pension or fair treatment in relation to gender or religion. As a result, a programme may find it difficult to claim that they have created x number of decent jobs. This, despite having supported entrepreneurs that in turn offer jobs with better than average working conditions.

ILO measures decent work at the macro-level (e.g., at country level) through (mostly) statistical indicators. And, translating these to the micro-or meso-level is not so straightforward.

Progress towards decent work

Nonetheless, decent work programmes can bring decent work closer by addressing one or more of the decent work deficits that are identified, e.g., the lack of decent working hours or insufficient pay. A programme that successfully promotes social dialogue while capacitating worker organizations to claim their rights, may be such an example.

The Decent Work Check

The decent work check, developed by the Wageindicator foundation and in use since 2007, helps raise awareness of workplace rights by considering the different work aspects which are important in attaining decent work. The decent work check is added as a resource to the Decent Work library.