Last updated: March 2020  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.10: Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all  
  
Indicator 8.10.1: (a) Number of commercial bank branches per 100,000 adults and (b) number of automated teller machines (ATMs) per 100,000 adults  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
International Monetary Fund (STAFI - Financial Access Survey Team)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
The number of commercial bank branches per 100,000 adults  
  
The number of automated teller machines (ATMs) per 100,000 adults  
  
  
  
Rationale:  
  
Access to and use of formal financial services is essential. Services such as savings, insurance, payments, credit and remittances allow people to manage their lives, plan and pay expenses, grow their businesses and improve their overall welfare. As banks remain one of the key institutions for access to formal financial services, having an accessible bank branch is an important initial point of access to financial services and therefore use of them. Bank branches are complemented by other important points of access such as automated teller machines of all formal financial institutions, which can extend financial services to remote locations.   
  
  
  
Concepts:  
  
  
  
The number of commercial bank branches per 100,000 adults refers to the number of commercial banks branches at end-year reported by the Central Bank or the main financial regulator of the country.   
  
To make the indicator meaningful for cross-country comparison, the number of commercial banks branches is scaled per 100,00 adults.  
  
  
  
The number of automated teller machines (ATMs) per 100,000 adults, refers to the number of ATMs in the country for all types of financial institutions such as: commercial banks, non-deposit taking microfinance institutions, deposit taking micro finance institutions, credit union and financial cooperatives, among other. This information is reported every year by the Central Bank or the main financial regulator of the country.   
  
To make the indicator meaningful for cross-country comparison, the number of ATMs is scaled per 100,00 adults.  
  
  
  
Comments and limitations:  
  
Since 2009, the Financial Access Survey (FAS) collects information from administrative sources on an annual basis. The Central Bank or the main financial regulator reports yearly information including the two indicators that are part of the SDGs. Since its launch, 189 economies have contributed to the FAS, which now contains more than 100 series on financial inclusion covering the period 2004-2018.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
The indicators are calculated based on data collected directly from the Central Bank or the main financial regulator in the country. The formula to obtain these indicators are:  
  
  
  
  
  
  
  
  
  
  
  
Where “i” indicates the country and “t” indicates the year. The source of information for the number of commercial bank branches and the number of ATMs is the FAS, while the source of information for the adult population is the World Development Indicators.  
  
  
  
Disaggregation:  
  
Data are provided at country level, by year. Aggregates are compiled by region in accordance with UN suggested regional aggregations.  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
Missing values are registered as empty. “n/a” are used when the country indicates that those services or institutions do not exist in the country, or alternatively, do not fall under the supervisory scope of a regulatory agency.   
  
  
  
At regional and global levels  
  
“n/a” are used when the country indicates that those services or institutions do not exist in the country, or alternatively, do not fall under the supervisory scope of a regulatory agency. Trend extrapolation is used for countries that have not reported for 2018.  
  
  
  
  
  
  
  
Regional aggregates:  
  
Country level: information provided by the authorities, recalculated as number of access points per 100,000 adults. For regional values, the FAS aggregates information of all countries and uses country’s adult population as weights.  
  
  
  
Sources of discrepancies:  
  
The FAS is an administrative source survey, with information from Central Banks or other main financial regulators. The data collection is centralized at the regulatory agency, which sources data from financial institutions and financial services providers for series for which data are available. The regulatory agency reports aggregates for the total economy in the FAS survey. The FAS survey provides country-level metadata that explain the institutional coverage of each reporting economy. Data from the FAS survey may differ from household-based surveys because of possible difference in coverage, scope, or concept definitions.  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
Information collected by the FAS relies on the “FAS Guidelines and Manual”, which is published every year in English, Spanish and French. To foster the use of a common methodology, the definitions of financial institutional units and instruments covered in the FAS are primarily based on the IMF’s Monetary and Financial Statistics Manual and Compilation Guide (http://imf.org/). The FAS also publishes a Glossary for FAS indicators.  
  
  
  
All these documents can be found in FAS website - documents.  
  
  
  
Quality assurance  
  
FAS data are collected through the Integrated Collection System (ICS) which allows for a secure submission of country information. Data submitted by countries are received internally in a system that facilitates the validation process conducted by the FAS Team.   
  
  
  
Each submission is carefully reviewed, and when necessary, the FAS Team engages with the country authorities for clarifications or adjustments to the data provided. In case a country needs to add additional relevant information pertinent to the data reported, they can do so through the metadata portal in ICS.  
  
  
  
Data Sources  
  
  
  
Description:  
  
The indicators in the FAS database are collected on an annual basis since 2009, covering the period 2004-2018. Information is collected from Central Banks or other main financial regulators for 189 countries.   
  
  
  
All data and metadata are available free of charge to the public on the IMF’s FAS website, along with other key documents.  
  
  
  
Collection process:  
  
Every year, the FAS Team reaches out to FAS respondents to initiate the annual survey process. Data are compiled by countries and sent to the IMF through the ICS which allows for a secure submission of country information. Data are processed and validated by the FAS Team.   
  
  
  
Each submission is carefully reviewed, and when necessary, the FAS Team engages with the country authorities for clarifications or adjustments to the data provided. In case a country needs to add additional relevant information pertinent to the data reported, they can do so through the metadata portal in ICS.  
  
  
  
Every year, submissions are disseminated on the FAS website (data.imf.org/fas) on a rolling basis as soon as they are reviewed and validated by the FAS Team.  
  
  
  
Data Availability  
  
  
  
Description:  
  
Covering 189 economies, the FAS provides a unique set of high-quality global supply side data. It contains 121 times series and 64 indicators that are expressed as ratios to GDP, land area, or adult population to facilitate cross-country comparisons.   
  
  
  
Time series:  
  
2004-2018; on an annual basis.  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 The 2020 data collection round will be launched around end-March 2020; collection occurs on an annual basis.  
  
   
  
Data release:  
  
FAS data are publicly disseminated on a rolling basis as soon as submissions are reviewed and validated by the FAS Team, with complete dissemination at end-September each year. Submissions that have passed through the validation process are made available in the FAS website on the following Monday after completion.  
  
  
  
Data providers  
  
Central Banks or other financial regulators.  
  
  
  
Data compilers  
  
International Monetary Fund.  
  
  
  
References  
  
URL:  
  
http://data.imf.org/fas  
  
References:  
  
FAS website:  
  
http://data.imf.org/fas

Last updated: March 2020  
  
  
  
Goal: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors  
Indicator: 8.2.1: Annual growth rate of real GDP per employed person  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
The annual growth rate of real GDP per employed person conveys the annual percentage change in real Gross Domestic Product per employed person.  
  
  
  
Rationale:  
  
Real GDP per employed person being a measure of labour productivity, this indicator represents a measure of labour productivity growth, thus providing information on the evolution, efficiency and quality of human capital in the production process.  
  
  
  
Economic growth in a country can be ascribed to many factors, including increased employment and more effective work by those who are employed. This indicator casts light on the latter effect, therefore being a key measure of economic performance. Labour productivity (and growth) estimates can support the formulation of labour market policies and monitor their effects. They can also contribute to the understanding of how labour market performance affects living standards.  
  
  
  
Concepts:  
  
Gross Domestic Product (GDP): It is the main measure of national output, representing the total value of all final goods and services within the System of National Accounts (SNA) production boundary produced in a particular economy (that is, the dollar value of all goods and services within the SNA production boundary produced within a country’s borders in a given year). According to the SNA, “GDP is the sum of gross value added of all resident producer units plus that part (possibly the total) of taxes on products, less subsidies on products, that is not included in the valuation of output … GDP is also equal to the sum of the final uses of goods and services (all uses except intermediate consumption) measured at purchasers’ prices, less the value of imports of goods and services GDP is also equal to the sum of primary incomes distributed by resident producer units.”  
  
  
  
Real Gross Domestic Product (GDP): Real GDP refers to GDP calculated at constant prices, that is, the volume level of GDP, excluding the effect of inflation and favouring comparisons of quantities beyond price changes. Constant price estimates of GDP are calculated by expressing values in terms of a base period. In theory, the price and quantity components of a value are identified and the price in the base period is substituted for that in the current period.  
  
  
  
Employment: All persons of working age who, during a short reference period (one week), were engaged in any activity to produce goods or provide services for pay or profit.  
  
  
Comments and limitations:  
  
Output measures are obtained from national accounts and represent, as much as possible, GDP at market prices for the aggregate economy. However, despite common principles that are mostly based on the United Nations System of National Accounts, there are still significant problems in international consistency of national accounts estimates, based on factors such as differences in the treatment of output in services sectors, differences in methods used to correct output measures for price changes (in particular, the use of different weighting systems to obtain deflators) and differences in the degree of coverage of informal economic activities.  
  
  
  
Data on employment used in the denominator of this indicator refer, as much as possible, to the average number of persons with one or more paid jobs during the year. That is, the reliability of the employment data is also dependent on the degree of coverage of informal activities by the statistical source used.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
  
  
The numerator and denominator of the equation above should refer to the same reference period, for example, the same calendar year.  
  
  
  
If we call the real GDP per employed person “LabProd”, then the annual growth rate of real GDP per employed person is calculated as follows:  
  
  
  
  
  
Disaggregation:  
  
No disaggregation required for this indicator.  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
Multivariate regression techniques are used to impute missing employment values at the country level.  
  
For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf.  
  
  
  
At regional and global levels  
  
  
  
  
  
Regional aggregates:  
  
To address the problem of missing data, the ILO designed several econometric models which are used to produce estimates of labour market indicators in the countries and years for which real data are not available. The employment data derived from the ILO modelled estimates are used to produce estimates on labour productivity. These models use multivariate regression techniques to impute missing values at the country level, which are then aggregated to produce regional and global estimates. For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf.  
  
  
Sources of discrepancies:  
  
  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
See:  
  
Estimates and projections of labour market indicators (http://www.ilo.org/empelm/projects/WCMS\_114246/lang--en/index.htm)  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm)  
  
ILO Manual – Decent Work Indicators, Concepts and Definitions – Chapter 1, Economic and social context for decent work http://www.ilo.org/integration/resources/pubs/WCMS\_229374/lang--en/index.htm (second version, page 214)  
  
Resolution concerning statistics of work, employment and labour underutilization http://www.ilo.ch/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
System of National Accounts 2008 http://unstats.un.org/unsd/nationalaccount/sna2008.asp   
  
Trends Econometric Models: A Review of Methodology http://www.ilo.org/empelm/pubs/WCMS\_120382/lang--en/index.htm  
  
ILOSTAT Database (https://ilostat.ilo.org/)  
  
ILOSTAT Database – Topics - Labour productivity (https://ilostat.ilo.org/topics/labour-productivity/).  
  
  
  
Quality assurance  
  
  
  
  
  
  
  
Data Sources  
  
  
  
Description:  
  
Output measures used in the numerator of this indicator (Gross Domestic Product) are best obtained from the production side of national accounts and represent, as much as possible, GDP at market prices for the aggregate economy (adjusted for inflation, in constant prices).  
  
  
  
Employment data used in the denominator are preferably derived from labour force or other household surveys with an employment module. In the absence of a household survey, establishment surveys, administrative records or official estimates based on reliable sources can be used as well as population censuses. It is however important to note that employment data from establishment surveys will capture the number of jobs and not the number of persons employed as preferred for the denominator. Also, establishment surveys cover, in many cases, the formal sector and employers and employees only, not accounting for the whole economy.  
  
  
  
When calculating this indicator, it is important to ensure that the coverage of the employment data is consistent with that of the national accounts.  
  
  
  
Collection process:  
  
For the purposes of international reporting on the SDG indicators, the ILO uses country-level estimates of GDP in constant 2010 US$ from the World Bank’s World Development Indicators database and country-level estimates on employment from household surveys or derived from the ILO’s TEM to calculate levels and growth rates of labour productivity at the country, regional and global levels.  
  
  
  
Data Availability  
  
  
  
Description:  
  
   
  
  
  
Time series:  
  
Data for this indicator is available as of 2000 in the SDG Indicators Global Database, but time series going back to 1991 and including projections up to 2024 are available in ILOSTAT.  
  
  
  
Calendar  
  
  
  
Data collection:  
  
   
  
   
  
Data release:  
  
ILO estimates of labour productivity are part of the ILO modelled estimates series, analysed in the ILO's World Employment and Social Outlook reports. The ILO estimates are released once per year (January).  
  
  
  
Data providers  
  
National statistical offices, and in some cases labour ministries or other related agencies.  
  
  
  
Data compilers  
  
ILO.  
  
  
  
References  
  
  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm)  
  
Estimates and projections of labour market indicators (http://www.ilo.org/empelm/projects/WCMS\_114246/lang--en/index.htm)   
  
ILO Manual – Decent Work Indicators, Concepts and Definitions – Chapter 1, Economic and social context for decent work http://www.ilo.org/integration/resources/pubs/WCMS\_229374/lang--en/index.htm (second version, page 2149)  
  
Resolution concerning statistics of work, employment and labour underutilization http://www.ilo.ch/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
System of National Accounts 2008 http://unstats.un.org/unsd/nationalaccount/sna2008.asp   
  
Trends Econometric Models: A Review of Methodology http://www.ilo.org/empelm/pubs/WCMS\_120382/lang--en/index.htm   
  
ILOSTAT Database (https://ilostat.ilo.org/)  
  
ILOSTAT Database – Topics - Labour productivity (https://ilostat.ilo.org/topics/labour-productivity/).  
  
  
  
  
  
Related indicators as of February 2020

Last updated: 12 February 2018  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead  
  
Indicator 8.4.1: Material Footprint, material footprint per capita, and material footprint per GDP  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
United Nations Environment Programme (UNEP)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
Material Footprint (MF) is the attribution of global material extraction to domestic final demand of a country. The total material footprint is the sum of the material footprint for biomass, fossil fuels, metal ores and non-metal ores.   
  
  
  
Rationale:  
  
Material footprint of consumption reports the amount of primary materials required to serve final demand of a country and can be interpreted as an indicator for the material standard of living/level of capitalization of an economy. Per-capita MF describes the average material use for final demand.   
  
  
  
Concepts:  
  
Domestic Material Consumption (DMC) and MF need to be looked at in combination as they cover the two aspects of the economy, production and consumption. The DMC reports the actual amount of material in an economy, MF the virtual amount required across the whole supply chain to service final demand. A country can, for instance have a very high DMC because it has a large primary production sector for export or a very low DMC because it has outsourced most of the material intensive industrial process to other countries. The material footprint corrects for both phenomena.  
  
  
  
Comments and limitations:  
  
The global material flows database is based on country material flow accounts from the European Union and Japan and estimated data for the rest of the world.   
  
  
  
Methodology  
  
  
  
Computation Method:  
  
It is calculated as raw material equivalent of imports (RMEIM) plus domestic extraction (DE) minus raw material equivalents of exports (RMEEX). For the attribution of the primary material needs of final demand a global, multi-regional input-output (MRIO) framework is employed. The attribution method based on I-O analytical tools is described in detail in Wiedmann et al. 2015. It is based on the EORA MRIO framework developed by the University of Sydney, Australia (Lenzen et al. 2013) which is an internationally well-established and the most detailed and reliable MRIO framework available to date.   
  
  
  
Disaggregation:  
  
The MF indicator can be disaggregated to four main material categories, a varying number of economic sectors whose expenditure require materials and to three domestic final demand sectors (household consumption, government consumption and capital investment) and foreign final demand (i.e. exports).   
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
A zero is imputed when no positive real value was officially recorded, in the base data sets used, for any of the underlying components which make up this aggregated total. Thus “0.0” can represent either NA, or a genuine 0.0, or (crucially) a combination of both, which is a common situation. This allows for values to be easily aggregated into further aggregations; however, it should be thus noted that due to imputing missing values as ‘0.0’, the aggregations may represent a lower value than actual situation.   
  
  
  
At regional and global levels  
  
Similarly, missing values are imputed as zero in the regional and global aggregations. However, in the case where no data is available at all for a particular country then the per capita and per GDP estimates are weighted averages of the available data.   
  
  
  
Regional aggregates:  
  
See: http://uneplive.unep.org/media/docs/graphs/aggregation\_methods.pdf  
  
  
  
Sources of discrepancies:  
  
  
  
Data Sources  
  
  
  
Description:  
  
The global material flows database is based on country material flow accounts from the European Union and Japan and estimated data for the rest of the world. Estimated data is produced on the bases of data available from different national or international datasets in the domain of agriculture, forestry, fisheries, mining and energy statistics. International statistical sources for DMC and MF include the IEA, USGS, FAO and COMTRADE databases.   
  
  
  
Collection process:  
  
The IRP Global Material Flows and Resource Productivity working group compiles the data from countries and from other sources.  
  
  
  
Data Availability  
  
  
  
Description:  
  
The data covers more than 170 countries.   
  
  
  
Time series:  
  
The data set covers each nation individually, over a time period of 47 years (1970-2017).  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 Under discussion  
  
   
  
Data release:  
  
11 September 2017  
  
  
  
Data providers  
  
National Statistical Offices   
  
  
  
Data compilers  
  
UNEP, OECD and EUROSTAT  
  
  
  
References  
  
  
  
URL:  
  
  
  
References:  
  
EUROSTAT (2013). Economy-wide material flow accounts. Compilation guide 2013.  
  
Wiedmann, T., H. Schandl, M. Lenzen, D. Moran, S. Suh, J. West, K. Kanemoto, (2013) The Material Footprint of Nations, Proc. Nat. Acad. Sci. Online before print.  
  
Lenzen, M., Moran, D., Kanemoto, K., Geschke, A. (2013) Building Eora: A global Multi-regional Input-Output Database at High Country and Secotr Resolution, Economic Systems Research, 25:1, 20-49.   
  
  
  
Related indicators as of February 2020  
  
Indicator 12.2.1

Last updated: 27 December 2017  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment  
  
Indicator 8.8.2: Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status  
  
  
  
Institutional information  
  
  
  
Organization:  
  
International Labour Organization (ILO)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
The indicator will cover all ILO member states seeking to measure the level of national compliance with fundamental rights (freedom of association and collective bargaining, FACB) based on six international ILO supervisory body textual sources and also on national legislation. It is based on a coding process starting from coding the sources relevant to the year evaluated, coding the non-compliance identified in the collected sources and by converting the coding into indicators.   
  
  
  
Rationale:  
  
The indicator has a range from 0 to 10. The lower the number, the better the country scores in compliance with labour rights (FACB), the higher the worse. After coding 1 an observed non-compliance and 0 as no observed non-compliance, the identification of a number of evaluation criteria for which non-compliance is observed (weighted and non-weighted), using a Delphi method, weights are defined and then a normalization process is in place to set the range between 0 and 10, 10 being assigned to countries with all-encompassing prohibition of Freedom of association and Collective Bargaining (FACB) rights.   
  
  
  
Concepts:  
  
Freedom of association and collective bargaining rights and their supervision  
  
The principles of freedom of association and collective bargaining (FACB) are and have long been at the core of the ILO’s normative foundations. These foundations have been established in the ILO’s Constitution (1919), the ILO Declaration of Philadelphia (1944), in two key ILO Conventions (namely the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)) and the ILO Declaration on Fundamental Principles and Rights at Work (1998). They are also rights proclaimed in the Universal Declaration of Human Rights (1948) and other international and regional human rights instruments. With the adoption of the 1998 ILO Declaration, the promotion and realization of these fundamental principles and rights also became a constitutional obligation of all ILO member States.  
  
  
  
 FACB rights are considered as ‘enabling rights’, the realisation of which is necessary to promote and realise other rights at work. They provide an essential foundation for social dialogue, effective labour market governance and realization of decent work. They are vital in enabling employers and workers to associate and efficiently negotiate work relations, to ensure that both employers and workers have an equal voice in negotiations, and that the outcome is fair and equitable. As such they play a crucial role in the elaboration of economic and social policies that take on board the interests and needs of all actors in the economy. FACB rights are also salient because they are indispensable pillars of democracy as well as the process of democratization.  
  
  
  
FACB rights, together with other international labour standards, are backed by the ILO’s unique supervisory system. The ILO regularly examines the application of standards in member States and highlights areas where those standards are violated and where they could be better applied. The ILO’s supervisory system includes two kinds of supervisory mechanisms: the regular system of supervision and the special procedures. The prior entails the examination of periodic reports submitted by member States on the measures taken to implement the provisions of ILO Conventions ratified by them. The special procedures, that is, representations, complaints and the special procedure for complaints regarding freedom of association through the Freedom of Association Committee, allow for the examination of violations on the basis of a submission of a representation or a complaint.  
  
  
  
In an effort to address some of the shortcomings of previous methods, the ILO developed an alternative coding scheme which provides the foundation for its new method of constructing labour rights indicators (Sari and Kucera, 2011). Among the most important improvements over the previous method are the following:  
  
Coding seven rather than just three textual sources and thus making full use of textual sources available through the ILO’s supervisory system, as well as coding national legislation.  
  
Distinct evaluation criteria for violations of FACB rights in law (de jure) and in practice (de facto).   
  
Greater emphasis on violations of FACB rights regarding due process.  
  
Greater emphasis on violations of FACB rights committed against officials of workers’ and employers’ organizations.  
  
Eliminating catch-all evaluation criteria, such as “Other de jure acts of prohibitions, infringements and interference” or “Other de facto acts of prohibitions, infringements and interference”.  
  
Coding violations against both workers and workers’ organizations and employers and employer’s organizations.  
  
Following from the prior points, an increase in the number of evaluation criteria from 37 to 180 (103 evaluation criteria for workers’ organizations and 77 evaluation criteria for employers’ organizations).  
  
More comprehensive definitions of what constitutes a violation of each of the evaluation criteria.  
  
The use of the Delphi method of expert consultation to derive weights for each of the evaluation criteria.  
  
Perhaps most fundamentally, whereas the previous method was the work of an economist, the new method was developed in equal measure by a labour lawyer and an economist working in close collaboration, with the coding done by labour lawyers rather than economists.   
  
  
  
Regarding the main elements of the new method, the use of the Delphi method to derive weights, and the rules for converting the coded information into normalized indicators ranging in value from 0 to 10 (best and worst possible scores, respectively).   
  
Key premises  
  
The key premises on which the indicators are based are: (i) definitional validity – the extent to which the evaluation criteria and their corresponding definitions accurately reflect the phenomena they are meant to measure; (ii) transparency – how readily a coded violation can be traced back to any given textual source; and (iii) inter-coder reliability – the extent to which different evaluators working independently are able to consistently arrive at the same results.  
  
  
  
Definitional validity. As these are meant to be indicators of international FACB rights, the evaluation criteria and their corresponding definitions are directly based on the ILO Constitution, ILO Conventions No. 87 and 98 and the related body of comments of the ILO supervisory bodies. Given that the ILO supervisory system is also guided by these definitions, this facilitates the act of coding itself given the heavy reliance on ILO textual sources produced by the supervisory system.   
  
  
  
Transparency. A key rationale for the large number of evaluation criteria is to eliminate catchall evaluation criteria for violations of FACB rights not elsewhere coded, that is, violations for which there are no explicit evaluation criteria. More generally, the aim was to avoid pigeon-holing violations that are not of similar character or severity. This level of detail also facilitates the transparency of the method, in that very specific violations can be readily traced back to individual textual sources. This is made possible by the coding itself, in which violations are coded with the letters “a” through “g,” with each letter standing for one of the seven textual sources coded, as discussed below.   
  
  
  
Inter-coder reliability. The method is based on clear and comprehensive coding rules as well as definitions for each of the evaluation criteria with the aim of making the indicators reproducible. Inter-coder reliability was assessed in the process of training teams of lawyers (sequentially and independently of each other) to do the coding and in double-checking their coding, which resulted in a number of clarifications and refinements to the coding rules and definitions. This process led to the conclusion that the inter-coder reliability of the method depends first and foremost on the coders being sufficiently well-trained and in particular being sufficiently well-versed in the coding rules and definitions to be able to apply them consistently.   
  
  
  
  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
Table 1 enumerates the evaluation criteria for workers and their organizations and Table 2 the evaluation criteria for employers and their organizations. As shown in these tables, the evaluation criteria are grouped into broad categories represented by Roman numerals, which are themselves split into violations of FACB rights in law and in practice. In other words, most of the evaluation criteria representing violations in law have a partner representing violations in practice, and vice versa.   
  
Violations in law refer to national legislation that is not in conformity with FACB rights as defined by the ILO as well as to actions taken on the basis of such legislation.  
  
Violations in practice refer to acts committed and in violation of the existing national legislation that is in conformity with FACB rights as defined by the ILO.  
  
  
  
Table 1: Evaluation Criteria, Delphi Method Results and Weights  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
Delphi method results  
  
   
  
   
  
   
  
   
  
   
  
1st round  
  
   
  
2nd round  
  
   
  
   
  
   
  
Evaluation Criteria  
  
   
  
Avg.  
  
Std.  
  
   
  
Avg.  
  
Std.  
  
   
  
Weights  
  
Workers and their organizations  
  
   
  
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(1 to 5)  
  
Dev.  
  
   
  
(1 to 2)  
  
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Establishment of a Commission of Inquiry under Article 26 of the ILO Constitution  
  
   
  
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2.00  
  
   
  
Ia. Fundamental civil liberties in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
1  
  
Arrest, detention, imprisonment, charging and fining of trade unionists in relation to their trade union activities  
  
   
  
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2  
  
Infringements of trade unionists' basic freedoms   
  
   
  
4.46  
  
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4.71  
  
0.47  
  
   
  
1.93  
  
3  
  
Infringements of trade unions' and trade unionists' right to protection of their premises and property  
  
   
  
3.85  
  
0.83  
  
   
  
3.93  
  
0.62  
  
   
  
1.73  
  
4  
  
Excessive prohibitions/restrictions on trade union rights in the event of state of emergency  
  
   
  
3.68  
  
1.09  
  
   
  
3.64  
  
0.63  
  
   
  
1.66  
  
5  
  
Lack of guarantee of due process and/or justice re violations nos. 1-4  
  
   
  
4.23  
  
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4.43  
  
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Ib. Fundamental civil liberties in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
6  
  
Killing or disappearance of trade unionists in relation to their trade union activities  
  
   
  
5.00  
  
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7  
  
Committed against trade union officials re violation no. 6  
  
   
  
4.92  
  
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8  
  
Lack of guarantee of due process and/or justice re violation no.6  
  
   
  
4.39  
  
0.76  
  
   
  
4.57  
  
0.51  
  
   
  
1.89  
  
9  
  
Other violent actions against trade unionists in relation to their trade union activities  
  
   
  
4.16  
  
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10  
  
Committed against trade union officials re violation no.9  
  
   
  
4.16  
  
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4.29  
  
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1.82  
  
11  
  
Lack of guarantee of due process and/or justice re violation no.9  
  
   
  
4.01  
  
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4.36  
  
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1.84  
  
12  
  
Arrest, detention, imprisonment, charging and fining of trade unionists in relation to their trade union activities  
  
   
  
4.62  
  
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13  
  
Committed against trade union officials re violation no.12  
  
   
  
4.54  
  
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4.79  
  
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14  
  
Lack of guarantee of due process and/or justice re violation no.12  
  
   
  
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Infringements of trade unionists' basic freedoms  
  
   
  
4.23  
  
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Committed against trade union officials re violation no.15  
  
   
  
4.23  
  
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4.29  
  
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1.82  
  
17  
  
Lack of guarantee of due process and/or justice re violation no.15  
  
   
  
4.16  
  
0.89  
  
   
  
4.50  
  
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18  
  
Attacks against trade unions' and trade unionists' premises and property  
  
   
  
4.01  
  
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4.07  
  
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19  
  
Committed against trade union officials re violation no.18  
  
   
  
4.01  
  
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4.07  
  
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1.77  
  
20  
  
Lack of guarantee of due process and/or justice re violation no.18  
  
   
  
4.08  
  
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4.07  
  
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21  
  
Excessive prohibitions/restrictions on trade union rights in the event of state of emergency  
  
   
  
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22  
  
Lack of guarantee of due process and/or justice re violation no.21  
  
   
  
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IIa. Right of workers to establish and join organizations in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the right to establish and join organizations  
  
   
  
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4.86  
  
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24  
  
Exclusion of workers from the right to establish and join organizations  
  
   
  
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4.43  
  
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25  
  
Previous authorization requirements  
  
   
  
3.38  
  
0.63  
  
   
  
3.50  
  
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1.63  
  
26  
  
Restrictions on the freedom of choice of trade union structure and composition  
  
   
  
3.46  
  
0.76  
  
   
  
3.50  
  
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Imposed trade union unity  
  
   
  
3.83  
  
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3.71  
  
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1.68  
  
28  
  
Dissolution/suspension of legally functioning organizations  
  
   
  
4.45  
  
0.74  
  
   
  
4.57  
  
0.51  
  
   
  
1.89  
  
29  
  
Provisions in law allowing for anti-union discriminatory measures in relation to hiring, during employment (e.g. transfers and downgrading) and dismissal  
  
   
  
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0.74  
  
   
  
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Lack of adequate legal guarantees against anti-union discriminatory measures  
  
   
  
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1.75  
  
31  
  
Provisions in law allowing for interference of employers and/or public authorities  
  
   
  
4.08  
  
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4.21  
  
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32  
  
Lack of adequate legal guarantees against acts of interference   
  
   
  
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1.01  
  
   
  
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33  
  
Infringements of the right to establish and join federations/confederations/international organizations  
  
   
  
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1.73  
  
34  
  
Lack of guarantee of due process and/or justice re violations nos. 23-33  
  
   
  
3.93  
  
1.11  
  
   
  
4.21  
  
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IIb. Right of workers to establish and join organizations in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
35  
  
General prohibition of the development of independent workers' organizations  
  
   
  
4.54  
  
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4.71  
  
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36  
  
Exclusion of workers from the right to establish and join organizations  
  
   
  
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4.43  
  
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37  
  
Previous authorization requirements  
  
   
  
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38  
  
Restrictions on the freedom of choice of trade union structure and composition  
  
   
  
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Imposed trade union unity  
  
   
  
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Dissolution/suspension of legally functioning organizations  
  
   
  
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1.95  
  
41  
  
Anti-union discriminatory measures in relation to hiring, during employment (e.g. transfers and downgrading) and dismissal  
  
   
  
4.23  
  
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4.29  
  
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42  
  
Committed against trade union officials re violation no. 41  
  
   
  
4.39  
  
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4.57  
  
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1.89  
  
43  
  
Lack of guarantee of due process and/or justice re violation no. 41  
  
   
  
3.93  
  
1.18  
  
   
  
4.21  
  
0.58  
  
   
  
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44  
  
Acts of interference of employers and/or public authorities  
  
   
  
3.85  
  
0.83  
  
   
  
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1.75  
  
45  
  
Lack of guarantee of due process and/or justice re violation no. 44  
  
   
  
3.85  
  
1.14  
  
   
  
4.07  
  
0.73  
  
   
  
1.77  
  
46  
  
Infringements of the right to establish and join federations/confederations/international organizations  
  
   
  
3.83  
  
0.80  
  
   
  
4.14  
  
0.53  
  
   
  
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47  
  
Lack of guarantee of due process and/or justice re violations nos. 35-46  
  
   
  
3.93  
  
1.11  
  
   
  
4.07  
  
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IIIa. Other union activities in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
48  
  
Infringements of the right to freely draw up constitutions and internal rules and administration  
  
   
  
3.54  
  
0.85  
  
   
  
3.50  
  
0.76  
  
   
  
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49  
  
Infringements of the right to freely elect representatives  
  
   
  
3.93  
  
0.96  
  
   
  
4.21  
  
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Infringements of the right to freely organize and control financial administration  
  
   
  
3.46  
  
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3.36  
  
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1.59  
  
51  
  
Infringements of the right to freely organize activities/programmes  
  
   
  
3.99  
  
0.83  
  
   
  
4.21  
  
0.43  
  
   
  
1.80  
  
52  
  
Prohibition of all political activities  
  
   
  
3.62  
  
1.34  
  
   
  
3.93  
  
0.92  
  
   
  
1.73  
  
53  
  
Lack of guarantee of due process and/or justice re violations nos. 48-52  
  
   
  
4.00  
  
1.24  
  
   
  
4.29  
  
0.73  
  
   
  
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IIIb. Other union activities in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
54  
  
Infringements of the right to freely draw up constitutions and internal rules and administration  
  
   
  
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Infringements of the right to freely elect representatives  
  
   
  
4.16  
  
0.70  
  
   
  
4.29  
  
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56  
  
Infringements of the right to freely organize and control financial administration  
  
   
  
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Infringements of the right to freely organize activities/programmes  
  
   
  
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Prohibition of all political activities  
  
   
  
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59  
  
Lack of guarantee of due process and/or justice re violations nos. 54-58  
  
   
  
3.85  
  
1.17  
  
   
  
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IVa. Right to collective bargaining in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the right to collective bargaining  
  
   
  
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1.93  
  
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Insufficient promotion of collective bargaining  
  
   
  
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62  
  
Exclusion of workers from the right to collective bargaining  
  
   
  
4.15  
  
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4.29  
  
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1.82  
  
63  
  
Exclusion/restriction of subjects covered by collective bargaining  
  
   
  
3.46  
  
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1.68  
  
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Compulsory arbitration accorded to collective bargaining  
  
   
  
3.62  
  
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65  
  
Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of trade unions entitled to collective bargaining   
  
   
  
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Acts of interference in collective bargaining  
  
   
  
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3.64  
  
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1.66  
  
67  
  
Violations of collective agreements  
  
   
  
3.68  
  
1.16  
  
   
  
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68  
  
Infringements of the consultation with workers' organizations  
  
   
  
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1.02  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 60-68  
  
   
  
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IVb. Right to collective bargaining in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of collective bargaining  
  
   
  
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Insufficient promotion of collective bargaining  
  
   
  
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Exclusion of workers from the right to collective bargaining  
  
   
  
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Exclusion/restriction of subjects covered by collective bargaining  
  
   
  
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Compulsory arbitration accorded to collective bargaining  
  
   
  
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Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of trade unions entitled to collective bargaining   
  
   
  
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Acts of interference in collective bargaining  
  
   
  
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Violations of collective agreements  
  
   
  
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78  
  
Infringements of the consultation with workers' organizations  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 70-78  
  
   
  
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Va. Right to strike in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the right to strike  
  
   
  
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1.95  
  
81  
  
Exclusion of workers from the right to strike  
  
   
  
4.16  
  
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4.29  
  
0.73  
  
   
  
1.82  
  
82  
  
Exclusion/restriction based on the objective and/or type of the strike  
  
   
  
2.77  
  
1.25  
  
   
  
2.86  
  
0.95  
  
   
  
1.46  
  
83  
  
Provisions in law allowing for the suspension and/or declaration of illegality of strikes by administrative authority  
  
   
  
3.16  
  
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3.36  
  
0.63  
  
   
  
1.59  
  
84  
  
Lack of compensatory guarantees accorded to lawful restrictions on the right to strike  
  
   
  
3.08  
  
1.12  
  
   
  
3.21  
  
0.97  
  
   
  
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Infringements of the determination of minimum services  
  
   
  
2.77  
  
0.70  
  
   
  
2.79  
  
0.43  
  
   
  
1.45  
  
86  
  
Compulsory arbitration accorded to strikes  
  
   
  
3.54  
  
1.22  
  
   
  
3.57  
  
0.94  
  
   
  
1.64  
  
87  
  
Excessive prerequisites required for exercising the right to strike   
  
   
  
3.54  
  
0.85  
  
   
  
3.86  
  
0.53  
  
   
  
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Acts of interference during the course of strike action  
  
   
  
3.31  
  
1.07  
  
   
  
3.43  
  
0.65  
  
   
  
1.61  
  
89  
  
Imposing excessive sanctions in case of legitimate strikes  
  
   
  
4.08  
  
1.07  
  
   
  
4.29  
  
0.73  
  
   
  
1.82  
  
90  
  
Lack of guarantee of due process and/or justice re violations nos. 80-89  
  
   
  
4.08  
  
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Vb. Right to strike in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of strikes  
  
   
  
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Exclusion of workers from the right to strike  
  
   
  
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Exclusion/restriction based on the objective and/or type of the strike  
  
   
  
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Suspension and/or declaration of illegality of strikes by administrative authority  
  
   
  
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Lack of compensatory guarantees accorded to lawful restrictions on the right to strike  
  
   
  
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Infringements of the determination of minimum services  
  
   
  
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Compulsory arbitration accorded to strikes  
  
   
  
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Excessive prerequisites required for exercising the right to strike   
  
   
  
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Acts of interference during the course of strike action  
  
   
  
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Imposing excessive sanctions in case of legitimate strikes  
  
   
  
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101  
  
Committed against trade union officials re violation no. 100  
  
   
  
4.08  
  
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102  
  
Lack of guarantee of due process and/or justice re violations nos. 91-101  
  
   
  
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Table 2: Evaluation Criteria, Delphi Method Results and Weights  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
 Delphi method results  
  
   
  
   
  
   
  
   
  
   
  
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Evaluation Criteria - Employers and their organizations  
  
   
  
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Establishment of a Commission of Inquiry under Article 26 of the ILO Constitution  
  
   
  
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Ia. Fundamental civil liberties in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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Arrest, detention, imprisonment, charging and fining of members of employers' organizations  
  
   
  
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Infringements of members of employers' organizations' basic freedoms   
  
   
  
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Infringements of employers' organizations' right to protection of their premises and property  
  
   
  
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Excessive prohibitions/restrictions on employers' organizations' rights in the event of state of emergency  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 1-4  
  
   
  
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Ib. Fundamental civil liberties in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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Killing or disappearance of members of employers' organizations in relation to their related activities  
  
   
  
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Committed against officials of employers' organizations re violation no. 6  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.6  
  
   
  
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Other violent actions against members of employers' organizations in relation to their related activities  
  
   
  
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Committed against officials of employers' organizations re violation no.9  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.9  
  
   
  
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Arrest, detention, imprisonment, charging and fining of members of employers' organizations in relation to their related activities  
  
   
  
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Committed against officials of employers' organizations re violation no.12  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.12  
  
   
  
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Infringements of members of employers' organizations' basic freedoms  
  
   
  
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Committed against officials of employers' organizations re violation no.15  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.15  
  
   
  
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Attacks against employers' organizations' premises and property  
  
   
  
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Committed against officials of employers' organizations re violation no.18  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.18  
  
   
  
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Excessive prohibitions/restrictions on employers' organizations' rights in the event of state of emergency  
  
   
  
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Lack of guarantee of due process and/or justice re violation no.21  
  
   
  
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IIa. Right of employers to establish and join organizations in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the right to establish and join organizations  
  
   
  
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Exclusion of other employers from the right to establish and join organizations  
  
   
  
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Previous authorization requirements  
  
   
  
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Restrictions on the freedom of choice of employers' organizations' stucture and composition  
  
   
  
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Imposed unity of employers' organizations  
  
   
  
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Dissolution/suspension of legally functioning organizations  
  
   
  
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Provisions in law allowing for interference of workers' organizations and/or public authorities  
  
   
  
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Lack of adequate legal guarantees against acts of interference   
  
   
  
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Infringements of the right to establish and join federations/confederations/international organizations  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 23-31  
  
   
  
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IIb. Right of employers to establish and join organizations in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the development of independent employers' organizations  
  
   
  
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Exclusion of employers from the right to establish and join organizations  
  
   
  
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Previous authorization requirements  
  
   
  
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Restrictions on the freedom of choice of employers' organizations' stucture and composition  
  
   
  
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Imposed unity of employers' organizations  
  
   
  
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Dissolution/suspension of legally functioning organizations  
  
   
  
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Acts of interference of workers' organizations and/or public authorities  
  
   
  
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Lack of guarantee of due process and/or justice re violation no. 39  
  
   
  
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Infringements of the right to establish and join federations/confederations/international organizations  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 33-41  
  
   
  
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IIIa. Other activities of employers' organizations in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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Infringements of the right to freely draw up constitutions and internal rules and administration  
  
   
  
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Infringements of the right to freely elect representatives  
  
   
  
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Infringements of the right to freely organize and control financial administration  
  
   
  
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Infringements of the right to freely organize activities/programmes  
  
   
  
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Prohibition of all political activities  
  
   
  
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Prohibition of employers' access to their premises during industrial action  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 43-48  
  
   
  
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IIIb. Other activities of employers' organizations in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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Infringements of the right to freely draw up constitutions and internal rules and administration  
  
   
  
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Infringements of the right to freely elect representatives  
  
   
  
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Infringements of the right to freely organize and control financial administration  
  
   
  
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Infringements of the right to freely organize activities/programmes  
  
   
  
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Prohibition of all political activities  
  
   
  
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Prohibition of employers' access to their premises during industrial action  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 50-55  
  
   
  
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IVa. Right to collective bargaining in law  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of the right to collective bargaining  
  
   
  
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Insufficient promotion of collective bargaining  
  
   
  
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Exclusion of employers from the right to collective bargaining  
  
   
  
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Exclusion/restriction of subjects covered by collective bargaining  
  
   
  
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Compulsory arbitration accorded to collective bargaining  
  
   
  
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Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of employers' organizations entitled to collective bargaining   
  
   
  
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Acts of interference in collective bargaining  
  
   
  
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Violations of collective agreements  
  
   
  
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Infringements of the consultation with employers' organizations  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 57-65  
  
   
  
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IVb. Right to collective bargaining in practice  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
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General prohibition of collective bargaining  
  
   
  
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Insufficient promotion of collective bargaining  
  
   
  
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Exclusion of employers from the right to collective bargaining  
  
   
  
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Exclusion/restriction of subjects covered by collective bargaining  
  
   
  
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Compulsory arbitration accorded to collective bargaining  
  
   
  
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Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of employers' organizations entitled to collective bargaining   
  
   
  
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Acts of interference in collective bargaining  
  
   
  
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Violations of collective agreements  
  
   
  
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Infringements of the consultation with employers' organizations  
  
   
  
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Lack of guarantee of due process and/or justice re violations nos. 67-75  
  
   
  
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0.61  
  
   
  
1.76  
  
  
  
  
  
The rough doubling of evaluation criteria by splitting them into violations in law and in practice makes their sizeable number more tractable for coders. Such branching relationships among the evaluation criteria extend to two additional types of evaluation criteria addressing “Lack of guarantee of due process and/or justice” and “Violations committed against trade union officials” and “Violations committed against officials of employers’ organizations”.   
  
  
  
The evaluation criteria “Lack of guarantee of due process and/or justice” are incorporated into the main categories of evaluation criteria as the last-listed evaluation criteria within each, with the exception of category on “Fundamental civil liberties in practice”. This is based on the premise that the exercise of FACB rights depends on their effective protection defined in terms of fair and sufficiently prompt trials by an independent and impartial judiciary. Under the category of “Fundamental civil liberties in practice,” on the other hand, these evaluation criteria are attached to each of the six more specific evaluation criteria. This emphasis on fundamental civil liberties in practice is meant to reflect the emphasis of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and Committee on Freedom of Association (CFA), in particular their view that a free and independent movement of workers and employers (and their organizations) can develop only to the extent that fundamental human rights are respected and where in the event of violations, measures are taken to identify, bring to trial and convict the guilty parties (ILO, 2006, Paras. 33 and 51). In addition, these criteria are attached to “Anti-union discriminatory measures” and “Acts of interference of employers and/or public authorities” and “Acts of interference of workers’ organizations and/or public authorities” under the category of “Right to establish and join organizations in practice”, motivated by Article 3 of ILO Convention 98 which states that “Machinery appropriate to national conditions shall be established, where necessary, for the purpose of ensuring respect for the right to organise...”.  
  
  
  
The evaluation criteria “Violations committed against trade union officials” and “Violations committed against officials of employers’ organizations” are attached to the specific evaluation criteria under the category of “Fundamental civil liberties in practice” (the case of ‘excessive prohibitions/restriction in the event of state of emergency’ does not apply here). In addition, this criterion is attached to “Anti-union discriminatory measures” under the category of “Right of workers to establish and join organizations in practice” as well as to “Use of excessive sanctions in case of legitimate and peaceful strikes” under the category of “Right to strike in practice”. The emphasis on officials is motivated by the view that violations against them are particularly damaging to the exercise of FACB rights.   
  
  
  
In keeping with the definition for SDG indicator 8.8.2, while all violations of FACB rights based sex or migrant status will be coded and embodied in the indicator, the textual information on which this coding is based will also be made available in a separate document in an effort to highlight such violations.   
  
Textual sources  
  
The present method makes use of six ILO textual sources: Reports of the Committee of Experts on the Application of Conventions and Recommendations; Reports of the Conference Committee on the Application of Standards; Country Baselines Under the ILO Declaration Annual Review; Representations under Article 24 of the ILO Constitution; Complaints under Article 26 of the ILO Constitution and Report on the Committee on Freedom of Association.  
  
  
  
The method also codes relevant national legislation for non-ratifying countries. The coding of national legislation is particularly important to offset information asymmetries between ratifying and non-ratifying countries as regards FACB rights in law. Note that ratifying countries are defined as those that have ratified both Conventions 87 and 98, in which case its national legislation is not coded at present. Non-ratifying countries, on the other hand, fall into two categories, those that have ratified neither 87 nor 98 and those that have ratified only one of these Conventions. If a country has ratified only 87, its national legislation is coded for violations pertaining to 98, as violations under 87 fall under the remit of the ILO’s Committee of Experts as well as Committee on the Application of Standards. Similarly, if a country has ratified only 98, its national legislation is coded for violations pertaining to 87. Note that for federal states, only federal-level legislation is coded.   
  
  
  
The seven textual sources are recapitulated in Table 3, along with the associated letters by which they are coded as well as whether these sources pertain to ratifying countries, non-ratifying countries, or both.   
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
Table 3: Textual Sources  
  
   
  
Coding letter  
  
Ratifying countries (Both C. 87 & C. 98)  
  
Non-ratifying countries  
  
Reports of the Committee of Experts on the Application of Conventions and Recommendations  
  
a  
  
X  
  
   
  
Reports of the Conference Committee on the Application of Standards  
  
b  
  
X  
  
   
  
Country Baselines under the ILO Declaration Annual Review  
  
c  
  
   
  
X  
  
Representations under Article 24 of the ILO Constitution  
  
d  
  
X  
  
   
  
Complaints under Article 26 of the ILO Constitution  
  
e  
  
X  
  
   
  
Reports of the Committee on Freedom of Association  
  
f  
  
X  
  
X  
  
National legislation  
  
g  
  
   
  
X  
  
  
  
Using the Delphi Method to Construct Evaluation Criteria Weights  
  
The application of the Delphi method involved two rounds of surveys conducted via email of internationally-recognized experts in labour law having knowledge of the ILO’s supervisory system and particular knowledge of FACB rights as defined by the ILO. Regional representation was another consideration. Experts remained anonymous with respect to each other throughout the process. Initial invitations to participate were sent to 37 experts, of whom 18 initially agreed to participate and of whom 14 went through both survey rounds. Of these 14 experts, 13 were lawyers and one a political scientist, with five based in Western Europe, one in Eastern Europe, three in the US, two in Latin America, two in Asia and one in Africa.   
  
Applying the weights, normalization and default scores  
  
The raw coding uses the letters “a” through “g” (again, with each letter corresponding to one of the seven textual sources) to represent coded violations of FACB rights for each evaluation criteria, yielding a column of 180 cells for any given country and year. In order to apply the weights, any cell containing one or more letters is assigned a value of 1 and any blank cell for which there are no coded violations is assigned a value of 0, creating a binary coding column. The number of letters in a cell does not affect the construction of the binary coding column, in order to avoid double-counting given that the textual sources commonly reference each other. The cells of the column of weights is then multiplied by corresponding cells of the binary coding column, and summing across the cells of the resultant column yields a weighted non-normalized score for any given country and year. A hypothetical example is provided in Table 4, showing only those evaluation criteria with coded violations. In this example, 24 evaluation criteria are coded. Applying the weights yields a non-normalized score of 42.3 and a normalized score of 4.5, based on the rules describe next.   
  
  
  
Table 4: Hypothetical Example of Coding and Indicator Construction (for a Single Country and Year)  
  
Evaluation Criteria  
  
   
  
Textual coding  
  
Binary coding  
  
Weights  
  
Binary coding x Weights  
  
   
  
Ia. Fundamental civil liberties in law  
  
   
  
   
  
   
  
   
  
   
  
2  
  
Infringements of trade unionists' basic freedoms   
  
   
  
i  
  
1  
  
1.93  
  
1.93  
  
   
  
Ib. Fundamental civil liberties in practice  
  
   
  
   
  
   
  
   
  
   
  
6  
  
Killing or disappearance of trade unionists in relation to their trade union activities  
  
   
  
fhi  
  
1  
  
2.00  
  
2.00  
  
9  
  
Other violent actions against trade unionists in relation to their trade union activities  
  
   
  
fhi  
  
1  
  
1.82  
  
1.82  
  
12  
  
Arrest, detention, imprisonment, charging and fining of trade unionists in relation to their trade union activities  
  
   
  
hi  
  
1  
  
1.95  
  
1.95  
  
   
  
IIa. Right of workers to establish and join organizations in law  
  
   
  
   
  
   
  
   
  
   
  
25  
  
Exclusion of other workers from the right to establish and join organizations  
  
   
  
ahi  
  
1  
  
1.86  
  
1.86  
  
31  
  
Lack of adequate legal guarantees against anti-union discriminatory measures  
  
   
  
a  
  
1  
  
1.75  
  
1.75  
  
34  
  
Infringements of the right to establish and join federations/confederations/international organizations  
  
   
  
abhi  
  
1  
  
1.73  
  
1.73  
  
   
  
IIb. Right of workers to establish and join organizations in practice  
  
   
  
   
  
   
  
   
  
   
  
39  
  
Previous authorization requirements  
  
   
  
fhi  
  
1  
  
1.70  
  
1.70  
  
44  
  
Committed against trade union officials re violation no. 43  
  
   
  
hi  
  
1  
  
1.89  
  
1.89  
  
45  
  
Lack of guarantee of due process and/or justice re violation no. 43  
  
   
  
hi  
  
1  
  
1.80  
  
1.80  
  
   
  
IIIa. Other union activities in law  
  
   
  
   
  
   
  
   
  
   
  
51  
  
Infringements of the right to freely elect representatives  
  
   
  
ah  
  
1  
  
1.80  
  
1.80  
  
52  
  
Infringements of the right to freely organize and control financial administration  
  
   
  
ahi  
  
1  
  
1.59  
  
1.59  
  
54  
  
Prohibition of all political activities  
  
   
  
ahi  
  
1  
  
1.73  
  
1.73  
  
   
  
IIIb. Other union activities in practice  
  
   
  
   
  
   
  
   
  
   
  
58  
  
Infringements of the right to freely organize and control financial administration  
  
   
  
fhi  
  
1  
  
1.71  
  
1.71  
  
61  
  
Lack of guarantee of due process and/or justice re violations nos. 56-60  
  
   
  
f  
  
1  
  
1.79  
  
1.79  
  
   
  
IVa. Right to collective bargaining in law  
  
   
  
   
  
   
  
   
  
   
  
69  
  
Acts of interference in collective bargaining  
  
   
  
a  
  
1  
  
1.66  
  
1.66  
  
76  
  
Exclusion of other workers from the right to collective bargaining  
  
   
  
abhi  
  
1  
  
1.84  
  
1.84  
  
80  
  
Acts of interference in collective bargaining  
  
   
  
hi  
  
1  
  
1.64  
  
1.64  
  
   
  
Va. Right to strike in law  
  
   
  
   
  
   
  
   
  
   
  
87  
  
Exclusion/restriction based on the objective and/or type of the strike  
  
   
  
af  
  
1  
  
1.46  
  
1.46  
  
88  
  
Provisions in law allowing for the suspension and/or declaration of illegality of strikes by administrative authority  
  
   
  
ahi  
  
1  
  
1.59  
  
1.59  
  
94  
  
Imposing excessive sanctions in case of legitimate strikes  
  
   
  
afhi  
  
1  
  
1.82  
  
1.82  
  
   
  
Vb. Right to strike in practice  
  
   
  
   
  
   
  
   
  
   
  
105  
  
Acts of interference during the course of strike action  
  
   
  
hi  
  
1  
  
1.64  
  
1.64  
  
107  
  
Committed against trade union officials re violation no. 106  
  
   
  
h  
  
1  
  
1.80  
  
1.80  
  
108  
  
Lack of guarantee of due process and/or justice re violations nos. 96-107  
  
   
  
h  
  
1  
  
1.77  
  
1.77  
  
   
  
Sum (non-normalized score)  
  
   
  
   
  
24  
  
   
  
42.29  
  
   
  
Normalized score (0 = best, 10 = worst)1  
  
   
  
   
  
   
  
   
  
4.45  
  
   
  
   
  
   
  
   
  
   
  
   
  
   
  
1. Note that the weighted non-normalized score is capped at 95, as described in the text.  
  
   
  
   
  
   
  
   
  
   
  
To normalize the indicators over time, weighted non-normalized scores were calculated for the roughly one-third of countries having the most coded violations of FACB rights of workers and their organizations for the years 2000, 2005, 2009 and 2012. This is based on the number of violations of FACB rights of workers and their organizations because of their greater frequency of being reported in ILO textual sources. The highest weighted non-normalized score for several countries hovered around 80. As such, 95 is assigned as the maximum weighted non-normalized score for the overall LR indicator, roughly equal to one-half the hypothetically possible maximum weighted non-normalized score. On this basis, the non-normalized score for any given country and year is normalized to range in value from 0 to 10, the best and worst possible scores respectively. In the future, if any country should receive a non-normalized score of greater than 95, this will be capped at 95, yielding a normalized score of 10.  
  
  
  
In addition, the method applies the notion that general prohibitions in law imply general prohibitions in practice (though not vice versa). In terms of coding, this means that – both for workers and employers -the direct coding of “General prohibition of the right to establish and join organizations” in law automatically triggers the coding of “General prohibition of the development of independent organizations” in practice; the direct coding of “General prohibition of the right to collective bargaining” in law automatically triggers the coding of the “General prohibition of collective bargaining” in practice ; and, finally, for workers, the direct coding of “General prohibition of the right to strike” in law automatically triggers the coding of the “General prohibition of strikes” in practice . Given that the general prohibition of the development of independent organizations implies the general prohibition of collective bargaining (though not vice versa), similar coding rules apply.   
  
  
  
In addition to the above normalization rules, the worst possible score of 10 is given for all-encompassing violations of FACB rights, that is, for “General prohibition of the right to establish and join organizations” in law, “General prohibition of the development of independent organizations” in practice, “General prohibition of the right to collective bargaining” in law, and “General prohibition of collective bargaining” in practice.   
  
  
  
The reporting of SDG indicator 8.8.2 will highlight differences between ratifying and non-ratifying countries by adding two columns alongside SDG indicator 8.8.2. The first column will indicate whether a country has ratified Convention No. 87 and the second column will indicate whether a county has ratified Convention No. 98. The columns will be explained with the following text: “SDG indicator 8.8.2 is not intended as a tool to compare compliance among ILO member States. It should specifically be noted that reporting obligations of an ILO member State to the ILO’s supervisory system and thus ILO textual sources are different for ratifying and non-ratifying ILO member States.”  
  
  
  
Consistent with Tables 1 and 2 above, issues of non-compliance with respect to evaluation criteria concerning the exclusion of workers and employers in EPZs from freedom of association and collective bargaining rights will not be coded separately but rather coded under evaluation criteria concerning the general exclusion of workers and employers.  
  
  
  
An additional evaluation criterion has been added to code cases brought under Article 26 of the ILO’s Constitution before the ILO’s Commission of Inquiry and given the maximum weight of 2.0 (evaluation criteria 0 in Tables 1 and 2). This evaluation criterion will be coded first for the year when the decision is made for the establishment of the procedure and then for every subsequent year until the final report is adopted and published.  
  
  
  
Based on the identification of violations in ILO supervisory body textual sources, violations related to the prohibition of employers’ access to their premises during industrial action will be coded under new separate evaluation criteria that specifically address such violations (evaluation criteria 48 and 55 in Table 2 for violations in law and in practice, respectively).  
  
  
  
Regarding possible contradictions among textual sources, for the purposes of SDG indicator 8.8.2 the following coding rule will be applied: “If contradictory evidence is found within the same source or if an explicitly stated contradictory assessment is found among different sources – based solely on the comments, conclusions and recommendations of the ILO supervisory system – the information will be excluded from coding.”  
  
  
  
The coding of national legislation will be done in close collaboration with the International Labour Office to assure that it is done in a manner consistent with the ILO’s supervisory system. In addition, countries may also make available information on national legislation when reporting on this indicator through Voluntary National Reports or national reporting platforms or any other national reports. Note that in order to avoid creating an additional supervisory mechanism, coding of national legislation for ratifying member States will not be undertaken for SDG indicator 8.8.2 as this is under the remit of the ILO’s supervisory system.  
  
  
  
Disaggregation:  
  
The disaggregation by sex and migrant status is possible although it will take more time to have the information available and will require more resources to re-code all violations taking special care of these categories  
  
  
  
Treatment of missing values and discrepancies:  
  
  
  
At country level  
  
This indicator will not be reported for countries for which ILO supervisory body textual sources do not provide sufficient amount of information in a specific year. The ILO will consult with the social partners regarding which countries should be dropped from reporting for these reasons. At the April 2018 consultation, the social partners expressed different views on the merits of dropping countries from reporting based on a comparison with an externally-produced indicator. To reconcile these different views, the Office proposes continuing with this comparison to provide the starting point for the ILO Department of Statistics to consult internal and external sources and the tripartite constituents.  
  
At regional and global levels  
  
  
  
As the coding will be available for all member states, except in the cases of not feasible coding described in the previous paragraph, it will be possible to calculate averages for regional and global levels  
  
  
  
  
  
Time series:  
  
The indicator will be available starting 2015 onwards. 2017 and 2018 will be first calculated and then special work should be undertaken to code backwards to 2015-2016 since the previous methodology was refined by the 20th ICLS resolution II.   
  
  
  
Calendar  
  
NA.  
  
  
  
Data Availability  
  
  
  
The available data from the pilot exercise is available for 178 countries for 2016. The data is available in the attached excel file and it covers all regions. It is based on the described process of coding and normalization but does not include the codification of violation to employers’ rights, which will be done in the final version of the indicator. The sources to code and produce this indicator are available in the ILO from its textual sources, needing a special effort of re-coding and coding by 5 independent teams of coders.   
  
  
  
Time series:  
  
Time series are not yet available but the data sources are available and the ILO, subject to available resources, will undertake a process of codification and normalization as from 2015 onwards.   
  
  
  
Data collection:  
  
 Compilation and coding for 2017 will be starting early 2019. 2018 data will be released in 2020. Subject to resources, codification for 2015-2016 will be starting soon.   
  
   
  
Data release:  
  
It is expected to be reported by the end of each year.   
  
  
  
Data providers  
  
The data will be provided by the ILO textual sources described in the methodological material. The textual sources are: Reports of the Committee of Experts on the Application of Conventions and Recommendations; Reports of the Conference Committee on the Application of Standards; Country Baselines Under the ILO Declaration Annual Review; Representations under Article 24 of the ILO Constitution; Complaints under Article 26 of the ILO Constitution and Report on the Committee on Freedom of Association.  
  
  
  
These reports are widely known and disseminated to all ILO member states and in most of the cases are carried out with active participation of national ocial partners (governments, employers and workers). In some cases, like the Committee of Experts, it is an independent body hosted by the ILO assuring impartiality and objectivity in its judgements.   
  
  
  
 The ILO will undertake the task of coding and validating it through its supervisory mechanisms. A chapeau will be included in the annual report of this indicator as agreed with the tripartite constituents of the ILO during the ICLS. It will read:   
  
  
  
“SDG indicator 8.8.2 seeks to measure the level of national compliance with fundamental labour rights (freedom of association and collective bargaining). It is based on six International Labour Organization (ILO) supervisory body textual sources and also on national legislation. National law is not enacted for the purpose of generating a statistical indicator of compliance with fundamental rights, nor were any of the ILO textual sources created for this purpose. Indicator 8.8.2 is compiled from these sources and its use does not constitute a waiver of the respective ILO Constituents’ divergent points of view on the sources’ conclusions.”  
  
  
  
Data compilers  
  
ILO   
  
  
  
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URL:  
  
  
  
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Related indicators as of February 2020  
  
This indicator links with 8.8.1 & 8.b.1; 16.2.2; 16.10.1 ; 16.a.1; 16.b.1

Last updated: March 2020  
  
  
  
  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.1: Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries Indicator 8.1.1: Annual growth rate of real GDP per capita  
  
  
  
  
  
Institutional information  
  
  
  
  
  
Organization(s):  
  
  
  
United Nations Statistics Division (UNSD)  
  
  
  
Concepts and definitions  
  
  
  
  
  
Definition:  
  
Annual growth rate of real Gross Domestic Product (GDP) per capita is calculated as the percentage change in the real GDP per capita between two consecutive years. Real GDP per capita is calculated by dividing GDP at constant prices by the population of a country or area. The data for real GDP are measured in constant US dollars to facilitate the calculation of country growth rates and aggregation of the country data  
  
  
  
Rationale:  
  
Real Gross Domestic Product (GDP) per capita is a proxy for the average standard of living of residents in a country or area.  
  
A positive percentage change in annual real GDP per capita can be interpreted as an increase in the average standard of living of the residents in a country or area  
  
  
  
Concepts:  
  
Gross Domestic Product (GDP) measures the monetary value of final goods and services—that is, those that are bought by the final user—produced in an economic territory country in a given period of time (say a quarter or a year). It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. GDP can be measured using the expenditure approach as the sum of expenditure on final consumption plus gross capital formation plus exports less imports, the production approach as the value of output less intermediate consumption plus any taxes less subsidies on products not already included in the value of output, or the income approach as compensation of employees plus gross operating surplus plus gross mixed incomes plus taxes less subsidies on both production and imports  
  
  
  
Comments and limitations:  
  
Although countries or areas calculate GDP using the common principles and recommendations in the United Nations System of National Accounts (SNA), there are still problems in international comparability of GDP estimates. These include:  
  
 Different versions of the SNA (for example, 1968, 1993 or 2008) countries or areas use in calculating their GDP estimates  
  
 Different degree of coverage of informal and non-observed economic activities in the GDP estimates  
  
  
  
Further, as a necessary condition to being a key economic performance indicator of sustainable development, one of the often-cited limitations of GDP is that it does not account for the social and environmental costs of production. It is designed as a measure of the level of overall well-being. For example, growth in real GDP per capita reveals nothing concerning energy and material interactions with the environment.  
  
  
  
Methodology  
  
  
  
  
  
Computation Method:  
  
The annual growth rate of real Gross Domestic Product (GDP) per capita is calculated as follows:  
  
  
  
 Convert annual real GDP in domestic currency at 2015 prices for a country or area to US dollars at 2015 prices using the 2015 exchange rates.  
  
 Divide the result by the population of the country or area to obtain annual real GDP per capita in constant US dollars at 2015 prices.  
  
 Calculate the annual growth rate of real GDP per capita in year t+1 using the following formula: [(G(t+1) – G(t))/G(t)] x 100, where G(t+1) is real GDP per capita in 2015 US dollars in year t+1 and G(t) is real GDP per capita in 2015 US dollars in year t.  
  
  
  
Disaggregation:  
  
It is possible to disaggregate the country data by region, if countries can make available the underlying regional data which are consistent with the national accounts data to perform the disaggregation.  
  
  
  
Treatment of missing values:  
  
 At country level  
  
When a full set of official annual GDP data is not available, estimation procedures are employed to obtain estimates for the entire time series. When full data are not available, a hierarchy of other data sources is used to gather information on the national accounts of a country or area. The data gathered are then either used directly or estimation procedures are applied to obtain the annual GDP data.  
  
  
  
If official data are not available, the selection of data sources is based on following hierarchy:  
  
 Official publications and websites of national statistical offices, central banks or relevant government ministries;  
  
 Official statistics disseminated by Eurostat, European Central Bank and the Organization for Economic Cooperation and Development (OECD) for their members;  
  
 Information provided by Permanent Missions to the United Nations;  
  
 Economic surveys and estimates prepared by United Nations’ Regional Economic Commissions (i.e. UNECE, ECLAC, ESCAP, UNECA and ESCWA);  
  
 Publications of international organizations with a strong focus on statistical data collection (including regional development banks). The most common sources used for their respective countries are listed below: Asia: Asian Development Bank, ASEAN, Arab Monetary Fund, Secretariat of the Pacific Community (SPC) Africa: African Development Bank, Afristat, Banque des Etats de l’Afrique Centrale (BEAC), Union Economique Monetaire Ouest Africain (UEMOA) Americas: CARICOM, Caribbean Development Bank, Eastern Caribbean Central Bank (ECCB) Other: OECD for non-member countries Statistical Committee of the Commonwealth of Independent States.  
  
 Estimates and indicators from other international organizations. The most common sources used are: the International Monetary Fund (IMF) and the World Bank;  
  
 Publications or websites of specialized groups, the most common sources used are: the Gulf Cooperation Council, the Asia-Pacific Economic Cooperation (APEC), the Committee of Central Bank Governors in SADC; the Islamic Development Bank, and the Statistical Training Centre for Islamic Countries;  
  
 Economic data from commercial providers and other sources, the most common sources used are: the Economic Intelligence Unit and the United States Central Intelligence Agency;  
  
 Information from neighbouring countries where no alternative source is available (Switzerland for Liechtenstein; France for Monaco; Italy for San Marino; Spain for Andorra; and some Pacific Islands for other Pacific Islands);  
  
  
  
The estimation methods involved in preparing the GDP estimates using sources other than official data include trend extrapolation, using appropriate indices for inflating or deflating relevant data series, and share distribution of GDP. A hierarchical assessment is followed to determine which method should be used. Effort is made to keep data estimation methods consistent from year to year.  
  
  
  
 At regional and global levels  
  
After the missing real GDP country or area data are imputed using the methods as described above, they are summed up to derive the respective regional or global aggregates and then divided by the corresponding population data to obtain the regional or global real GDP per capita. After that, annual growth rates in regional or global real GDP per capita are calculated using the formula described above.  
  
  
  
Regional and global aggregates:  
  
For each year, the real GDP and population estimates for each country or area are summed up to derive the regional and global aggregates. The regional and global aggregates are then divided by the corresponding population to derive the regional and global real GDP per capita estimates. These estimates are then used to calculate the annual growth rates in regional and global real GDP per capita using the formula as described above.  
  
  
  
Sources of discrepancies:  
  
The differences with country data include the following:  
  
  
  
 Official country data are typically available in domestic currency only. The data estimates for this indicator are in US dollars.  
  
 Countries or areas may not have a full set of official GDP data. The GDP data estimated by UNSD include imputations using various estimation procedures as described above to obtain estimates for the entire time series.  
  
 Official country data are often reported as multiple sets of time series versions, with each version representing a unique methodology used to compile the national accounts data (for example, a difference between two time series versions could reflect a change in currency, a switch from 1968 SNA to 1993 SNA, a change in the office responsible for compiling national accounts, etc.). These time series versions may not be comparable, especially when a country has shifted from the 1968 SNA to 1993 SNA or 2008 SNA. When a single time series version does not exist for the entire period (1970 to t-1), UNSD uses estimation procedures to backcast the most recently reported time series version. Backcasting is only performed when time series overlap for at least one year. The overlapping year is used to create a ratio; this ratio is then applied backwards to the previous time series version. If there is a change of fiscal year between two official data time series, the older series are converted to the fiscal year type of the most recent time series prior to backcasting. UNSD uses the same backcasting methods when official country constant price time series versions include multiple base years or when constant price time series versions are reported as constant prices of the previous year (CPPY). CPPY data are backcasted by using the officially reported current price data and the officially reported constant price data. The data are backcasted into a single series with a fixed base year.  
  
 The population estimates from the United Nations Population Division may be different from country-produce estimates as the former include analysis carried out to take into account deficiencies such as incompleteness of coverage, lack of timeliness and errors in the reporting or coding of the basic information and to establish past population trends by resolving the inconsistencies affecting the basic data.  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
 GDP: National Accounts Statistics: Main Aggregates and Detailed Tables, 2018 See https://unstats.un.org/unsd/nationalaccount/pubsDB.asp?pType=3  
  
  
  
 Population: United Nations Demographic Yearbook  
  
See: https://unstats.un.org/unsd/demographic-social/products/dyb/dybsets/2018.pdf  
  
  
  
 GDP: 2008 SNA  
  
See https://unstats.un.org/unsd/nationalaccount/docs/SNA2008.pdf  
  
  
  
 Population: Principles and Recommendations for Population and Housing Censuses See https://unstats.un.org/unsd/publication/seriesM/Series\_M67rev3en.pdf  
  
  
  
Quality assurance  
  
Data are validated in accordance with the international statistical standards. Discrepancies are resolved through written communication with countries.  
  
Data Sources  
  
  
  
  
  
Description:  
  
The underlying annual GDP estimates in domestic currency are collected from countries or areas annually through a national accounts questionnaire (NAQ), while the underlying population estimates are  
  
obtained from the UN Population Division on https://population.un.org/wpp/Download/Standard/Population/  
  
  
  
Collection process:  
  
Each year, the national accounts section of the UNSD sends a pre-filled NAQ to countries or areas to collect the latest data on official annual national accounts in domestic currency. In order to lighten the reporting burden of countries to different international and regional organizations the UNSD receives data from the Organisation for Economic Co-operation and Development (OECD), the United Nations Economic Commission for Europe (ECE) and the Caribbean Community (CARICOM) on behalf of their constituents.  
  
  
  
The official national accounts data in domestic currency are then validated to check for errors. The validation procedure involves ensuring that aggregates are equal to the sum of their components and that data series which are provided in multiple tables are represented consistently. After that, the current and constant price GDP series are converted into US dollars by applying the corresponding market exchange rates as reported by the International Monetary Fund (IMF). When these conversion rates are not available other IMF rates are used (official rates or principal rates).  
  
  
  
For countries whose exchange rates are not reported by the IMF, the annual average of United Nations operational rates of exchange (UNOPs) is applied. The UNOPs are conversion rates that are applied in official transactions of the United Nations with these countries. These exchange rates are based on official, commercial and/or tourist rates of exchange.  
  
  
  
In cases where a country experiences considerable distortion in the conversion rates, the UNSD uses price-adjusted rates of exchange (PARE) as an alternative to the exchange rates reported by the IMF or UN operational rates of exchange. The conversion based on PARE corrects the distorting effects of uneven price changes that are not well reflected in the other conversion rates. Consequently, unrealistic levels in GDP and other national accounts aggregates expressed in US Dollars may have been adjusted for certain time periods to improve the economic analysis at national, regional and local levels.  
  
  
  
The estimates derived for each year are compared to previous years to ensure that estimates are prepared consistently from year to year. Additionally, the growth rate from year to year is analysed to identify anomalies in the data.  
  
  
  
The constant-price GDP series for each country is then divided by its population to obtain its real GDP per capita.  
  
  
  
More information on the methodology to estimate the data is available on https://unstats.un.org/unsd/snaama/assets/pdf/methodology.pdf   
  
Data Availability  
  
  
  
  
  
Description:  
  
National statistics offices, central banks or national agencies responsible for compiling official national accounts estimates for a country or area  
  
  
  
Time series:  
  
Annual data from 1970 to 2018 are available.  
  
  
  
Calendar  
  
  
  
  
  
Data collection:  
  
The exercise to collect official annual national accounts estimates from countries or areas using the national accounts questionnaire starts in February of each year for the data available up to the end of the previous year.  
  
  
  
Data release:  
  
December of each year  
  
  
  
Data providers  
  
  
  
  
  
National statistics offices, central banks or national agencies responsible for compiling official national accounts estimates for a country or area  
  
  
  
Data compilers  
  
  
  
  
  
United Nations Statistics Division (UNSD)  
  
  
  
References  
  
  
  
  
  
URL:  
  
https://unstats.un.org/unsd/snaama/Index   
  
  
  
References:  
  
  
  
http://unstats.un.org/unsd/nationalaccount/sna.asp http://unstats.un.org/unsd/nationalaccount/data.asp https://unstats.un.org/unsd/snaama/Index http://data.un.org/Explorer.aspx?d=SNAAMA https://population.un.org/wpp/  
  
  
  
Related indicators as of February 2020  
  
  
  
  
  
Any economic statistics related SDG indicator

Last updated: 31 March 2020  
  
Goal : 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target: 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products  
  
Indicator: 8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
World Tourism Organization (UNWTO)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
Tourism Direct GDP (TDGDP) is defined as the sum of the part of gross value added (at basic prices) generated by all industries in response to internal tourism consumption plus the amount of net taxes on products and imports included within the value of this expenditure at purchasers’ prices. The indicator relies on the Tourism Satellite Account: Recommended Methodological Framework 2008, an international standard adopted by the UN Statistical Commission and elaborated by UNWTO, OECD and EUROSTAT.  
  
  
  
Rationale:  
  
Target 8.9 has several dimensions; this caters to the dimension: tourism; promote [...] tourism. The value of the economic contribution of tourism captured by this indicator, and (relative) increases or decreases in it, could indicate the degree to which tourism is being successfully promoted.  
  
This indicator is useful for policy on tourism at national level and the level of sub-national regions as it gives a more inclusive measure of the economic contribution of tourism (i.e. including all forms of tourism according to International Recommendations for Tourism Statistics 2008), which can be compared to GDP contributions of other economic activities. The indicator has been found especially useful in promoting and mainstreaming tourism in policy agendas at all levels. The indicator can also be compared across countries.  
  
  
  
Concepts:  
  
Tourism direct gross value added (TDGVA) is the part of gross value added generated by tourism industries and other industries of the economy that directly serve visitors in response to internal tourism consumption.  
  
  
  
Gross Domestic Product (GDP): It is the main measure of national output, representing the total value of all final goods and services within the System of National Accounts (SNA) production boundary produced in a particular economy (that is, the dollar value of all goods and services within the SNA production boundary produced within a country’s borders in a given year). According to the SNA, “GDP is the sum of gross value added of all resident producer units plus that part (possibly the total) of taxes on products, less subsidies on products, that is not included in the valuation of output … GDP is also equal to the sum of the final uses of goods and services (all uses except intermediate consumption) measured at purchasers’ prices, less the value of imports of goods and services GDP is also equal to the sum of primary incomes distributed by resident producer units.”  
  
  
  
Comments and limitations:  
  
Given that a growing number of countries produce Tourism Satellite Account (TSA), data on the suggested indicators could become available in many more countries in the near future.  
  
The data demands – among others - detailed input-output or supply and use tables for setting up a TSA; this means that it is often not possible to have current data or frequent updating of the TSA. Therefore, some countries produce estimates of TSA aggregates, in between reference years, to have more current data and to produce a time series.  
  
TDGDP/GDP tends to do not show large variations from one year to the next and variations may stem from the numerator and/or denominator. This could warrant considering the indicator in different forms: absolute value, % change in constant price, and TDGDP per visitor or per employed person.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
Tourism direct GDP as a proportion of total GDP (in%):  
  
  
  
  
  
  
  
Tourism direct GDP in growth rate  
  
  
  
((tdgdp t / tdgdp t-1)-1)\*100  
  
  
  
Disaggregation:  
  
TDGDP is derived from the productive activities that cater directly to tourism and so it could be possible to disaggregate by tourism industries (e.g. accommodation for visitors, the different kinds of passenger transportation, etc.).  
  
Sub-national disaggregation/estimates of Tourism Direct GDP are possible and there are a number of subnational regions that have information on this. However, there is no consensus on a methodology for doing this in a standardized way, compromising international comparability. In any case, it seems that collection of data would be warranted only for those regions that consider tourism a significant (economic) activity.  
  
  
  
  
  
Treatment of missing values:  
  
At country level  
  
UNWTO will use the travel credits and passenger transport credits according to the Balance of Payments and International Investment Position Manual sixth edition (BPM6) related to GDP as a proxy of the TDGDP. The mode of calculation of the proxy is:   
  
(travel credits + passenger transport credits) / (Gross Domestic Product) x 100.  
  
  
  
This indicator represents a basic evaluation of tourism’s economic contribution to the national economy, which is largely available for most countries, internationally comparable, and comparable to other economic indicators. Indeed, this indicator is regularly produced by UNWTO and disseminated in its worldwide database.   
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
The methodology is described in the Tourism Satellite Account: Recommended Methodological Framework 2008.   
  
  
  
UNWTO, in collaboration with UNSD, is currently developing a Compilation Guide for the TSA that will be available for all countries in the course of 2020.   
  
  
  
For the purposes of SDG reporting, UNWTO has developed an experimental approach that might be used by countries with limited data to compile estimates of TDGDP using the conceptual framing of the TSA and the most commonly available data but not requiring the full compilation of TSA. In this regard, the approach is intended to provide a starting point for countries with limited data that can then move towards the compilation of TSA and the more complete measurement of TDGDP. For more information, see Proposals for estimating Tourism Direct GDP with limited data.  
  
   
  
Quality assurance  
  
Any discrepancies are resolved through written communication with countries.  
  
  
  
Data Sources  
  
  
  
Description:  
  
The indicator is sourced from countries’ Tourism Satellite Account, which is a satellite account to the National Accounts.   
  
  
  
Collection process:  
  
UNWTO sends a pre-filled questionnaire (including data from official publications and official web-sites) to countries to collect the latest data on TDGDP. In order to lighten the reporting burden of countries, UNWTO receives data from the Organisation for Economic Co-operation and Development (OECD) on behalf of its constituents. This exercise is being carried out on a yearly basis.   
  
  
  
Data Availability  
  
  
  
Description:  
  
More than 70 countries have some kind of TSA exercise and data available on this indicator, as shown in an international TSA data compilation exercise UNWTO realized in 2010 (see “TSA data around the world”).  
  
  
  
Time series:  
  
Annual data from 2008 to 2018 are available.  
  
  
  
Calendar  
  
  
  
Data collection:  
  
The exercise to collect official TDGDG from countries using UNWTO´s questionnaire starts in August 2019 for the data available up to the end of the previous year.  
  
   
  
Data release:  
  
First release will be in February 2020.   
  
  
  
Data providers  
  
National Statistics Offices and/or National Tourism Administrations.  
  
  
  
Data compilers  
  
World Tourism Organization (UNWTO)  
  
  
  
References  
  
International Recommendations for Tourism Statistics 2008 (IRTS 2008)  
  
Tourism Satellite Account: Recommended Methodological Framework 2008 (TSA: RMF 2008)  
  
  
  
URL:  
  
https://unstats.un.org/unsd/publication/Seriesm/SeriesM\_83rev1e.pdf  
  
https://unstats.un.org/unsd/publication/Seriesf/SeriesF\_80rev1e.pdf  
  
  
  
Related indicators  
  
14.7 By 2030, increase the economic benefits to small island developing States and least developed countries from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism.  
  
12.b.1 Implementation of standard accounting tools to monitor the economic and environmental aspects of tourism sustainability

Last updated: March 2020  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value  
  
Indicator 8.5.1: Average hourly earnings of employees, by sex, age, occupation and persons with disabilities  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
This indicator provides information on the mean hourly earnings from paid employment of employees by sex, occupation, age and disability status.   
  
  
  
Rationale:  
  
Earnings are a key aspect of quality of employment and living conditions. Information on hourly earnings disaggregated by various classifications (sex, age, occupation, disability status) provides some indication of the extent to which pay equality is respected or achieved.   
  
  
  
Concepts:  
  
Earnings refer to the gross remuneration in cash or in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. Earnings exclude employers’ contributions in respect of their employees paid to social security and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay.   
  
  
  
For international comparability purposes, statistics of earnings used relate to employees’ gross remuneration, i.e. the total before any deductions are made by the employer in respect of taxes, contributions of employees to social security and pension schemes, life insurance premiums, union dues and other obligations of employees. As stated in the indicator title, data on earnings should be presented on the basis of the arithmetic average of the hourly earnings of all employees.  
  
  
  
Comments and limitations:  
  
The variety of possible sources for statistics on earnings greatly hinders international comparability, as each type of source has its own coverage, scope and characteristics. It would not be fully accurate to compare, for example, hourly earnings from a labour force survey for one country with hourly earnings from an establishment survey for another. The use of non-standard definitions and the heterogeneity of operational criteria applied further hamper cross-country comparisons.   
  
  
  
Methodology  
  
  
  
Computation Method:  
  
Statistics on average hourly earnings by sex can be used to calculate the gender pay gap, as follows:  
  
Gender pay gap= (〖Average hourly earnings〗\_Men- 〖Average hourly earnings〗\_Women)/〖Average hourly earnings〗\_Men x 100  
  
  
  
Disaggregation:  
  
This indicator should be disaggregated by sex, occupation, age and disability status.  
  
  
  
Treatment of missing values:  
  
NA  
  
  
  
Regional aggregates:  
  
NA  
  
  
  
Sources of discrepancies:  
  
NA  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
- Resolution concerning the measurement of employment-related income, adopted by the Sixteenth International Conference of Labour Statisticians (January 1998), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087490/lang--en/index.htm   
  
- Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (January 1993), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087562/lang--en/index.htm   
  
- Resolution concerning an integrated system of wages statistics, adopted by the Twelfth International Conference of Labour Statisticians (January 1973), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087496/lang--en/index.htm   
  
- ILO manual: An integrated system of wages statistics, available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/presentation/wcms\_315657.pdf   
  
  
  
Quality assurance  
  
NA  
  
  
  
Data Sources  
  
  
  
Description:  
  
There are a variety of possible sources of data on employees’ earnings.   
  
Establishment surveys are usually the most reliable source, given the high accuracy of earnings figures derived from them (the information typically comes from the payroll, so is precise). However, the scope of these statistics is limited to the coverage of the establishment survey in question (usually excluding small establishments, agricultural establishments and/or informal sector establishments).  
  
Household surveys (and especially labour force surveys) can provide earnings statistics covering all economic activities, and all establishment types and sizes, but the quality of the data is highly dependent on the accuracy of respondents’ answers.  
  
Data on earnings could also be derived from a variety of administrative records.  
  
  
  
Data Availability  
  
  
  
NA  
  
  
  
Calendar  
  
  
  
NA  
  
  
  
Data providers  
  
At the national level, the agency responsible for producing data on earnings is usually the national statistical office.  
  
  
  
Data compilers  
  
ILO  
  
  
  
References  
  
  
  
Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators, available at https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm   
  
Resolution concerning the measurement of employment-related income, adopted by the Sixteenth International Conference of Labour Statisticians (January 1998), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087490/lang--en/index.htm   
  
Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (January 1993), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087562/lang--en/index.htm   
  
Resolution concerning an integrated system of wages statistics, adopted by the Twelfth International Conference of Labour Statisticians (January 1973), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\_087496/lang--en/index.htm   
  
ILO manual: An integrated system of wages statistics, available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/presentation/wcms\_315657.pdf   
  
ILOSTAT database, available at https://ilostat.ilo.org  
  
ILOSTAT’s indicator description on earnings and labour cost, at https://ilostat.ilo.org/resources/methods/description-earnings-and-labour-cost/   
  
International Standard Classification of Occupations (ISCO-08) http://www.ilo.org/public/english/bureau/stat/isco/isco08/   
  
  
  
Related indicators as of February 2020  
  
1.1.1, 5.5.2, 8.2.1, 10.4.1

Last updated: March 2020  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value  
  
Indicator 8.5.2: Unemployment rate, by sex, age and persons with disabilities  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
The unemployment rate conveys the percentage of persons in the labour force who are unemployed.  
  
  
  
Rationale:  
  
The unemployment rate is a useful measure of the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market. Short-term time series of the unemployment rate can be used to signal changes in the business cycle; upward movements in the indicator often coincide with recessionary periods or in some cases with the beginning of an expansionary period as persons previously not in the labour market begin to test conditions through an active job search.  
  
  
Concepts:  
  
Unemployed persons are defined as all those of working age (usually aged 15 and above) who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity, where: (a) “not in employment” is assessed with respect to the short reference period for the measurement of employment; (b) to “seek employment” refers to any activity when carried out, during a specified recent period comprising the last four weeks or one month, for the purpose of finding a job or setting up a business or agricultural undertaking; (c) the point when the enterprise starts to exist should be used to distinguish between search activities aimed at setting up a business and the work activity itself, as evidenced by the enterprise’s registration to operate or by when financial resources become available, the necessary infrastructure or materials are in place or the first client or order is received, depending on the context; (d) “currently available” serves as a test of readiness to start a job in the present, assessed with respect to a short reference period comprising that used to measure employment (depending on national circumstances, the reference period may be extended to include a short subsequent period not exceeding two weeks in total, so as to ensure adequate coverage of unemployment situations among different population groups).   
  
  
  
Persons in employment are defined as all those of working age (usually aged 15 and above) who, during a short reference period such as one week or one day, were engaged in any activity to produce goods or provide services for pay or profit.  
  
  
  
The labour force corresponds to the sum of persons in employment and in unemployment.   
  
  
For more information on the definitions of employment and unemployment refer to the Resolution concerning statistics of work, employment and labour underutilization Adopted by the 19th International Conference of Labour Statisticians.  
  
  
  
Comments and limitations:  
  
Even though in most developed countries the unemployment rate is useful as an indicator of labour market performance, and specifically, as a key measure of labour underutilization, in many developing countries, the significance and meaning of the unemployment rate could be questioned. In the absence of unemployment insurance systems or social safety nets, persons of working age must avoid unemployment, resorting to engaging in some form of economic activity, however insignificant or inadequate. Thus, in this context, other measures should supplement the unemployment rate to comprehensively assess labour underutilization.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
  
  
Disaggregation:  
  
This indicator should, ideally, be disaggregated by sex, age group and disability status.  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
Multivariate regression techniques are used to impute missing values at the country level. However, the imputed missing country values are only used to calculate the global and regional estimates; they are not used for international reporting on the SDG indicators by the ILO.   
  
For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf. .  
  
  
  
At regional and global levels  
  
  
  
Regional aggregates:  
  
To address the problem of missing data, the ILO designed several econometric models which are used to produce estimates of labour market indicators in the countries and years for which real data are not available. The unemployment estimates derived from the ILO modelled estimates are used to produce global and regional estimates on unemployment rates. These models use multivariate regression techniques to impute missing values at the country level, which are then aggregated to produce regional and global estimates. For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf.  
  
  
Sources of discrepancies:  
  
  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
In order to calculate this indicator (according to the ILO definitions of unemployment and unemployment rate), data is needed on both the labour force and the unemployed, by sex and age (and eventually disability status). This data is collected at the national level mainly through labour force surveys (or other types of household surveys with an employment module). For the methodology of each national household survey, one must refer to the most comprehensive survey report or to the methodological publications of the national statistical office in question.  
  
Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators, available at https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm   
  
ILO Manual – Decent Work Indicators, Concepts and Definitions – Chapter 1, Employment opportunities http://www.ilo.org/integration/resources/pubs/WCMS\_229374/lang--en/index.htm (second version, pages 34 and 49)  
  
Resolution concerning statistics of work, employment and labour underutilization http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adoptedby-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
ILOSTAT (https://ilostat.ilo.org/)  
  
ILOSTAT Indicator descriptions (https://ilostat.ilo.org/resources/methods/description-unemployment-rate/)  
  
ILOSTAT’s topic page on Unemployment and Labour Underutilization (https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/).  
  
  
  
Quality assurance  
  
Data consistency and quality checks regularly conducted for validation of the data before dissemination in the ILOSTAT database. In many cases, data are obtained through ILO processing of microdata sets of national household surveys. Data are also reported by national statistical offices or other relevant national agencies to the ILO Department of Statistics through its annual questionnaire on labour statistics. The primary source of the data as well as the repository where applicable are indicated in the relevant metadata and/or footnotes in ILOSTAT and in the SDG Indicators Global Database.  
  
  
  
Data Sources  
  
  
  
Description:  
  
The preferred official national data source for this indicator is a household-based labour force survey.   
  
In the absence of a labour force survey, a population census and/or other type of household surveys with an appropriate employment module may also be used to obtain the required data. It is important to note that unemployment data derived from employment office records or unemployment registers would not refer to unemployment (as defined for the purposes of this indicator, using the three-criteria of being without a job, seeking employment and available for employment) but to registered unemployment, and thus, it would not be comparable with indicator 8.5.2.  
  
  
  
Collection process:  
  
The ILO Department of Statistics sends out its annual questionnaire on labour statistics to all relevant agencies within each country (national statistical office, labour ministry, etc.) requesting for the latest annual data available and any revisions on numerous labour market topics and indicators, including many SDG indicators. Indicator 8.5.2 is calculated from statistics submitted to the ILO via this questionnaire as well as through special agreements with regional and national statistical offices or through the processing of microdata sets of national labour force surveys.  
  
  
  
Data Availability  
  
  
  
Description:  
  
The indicator is widely available based on real observations provided by countries and derived from national labour force surveys, other types of household surveys or population census.  
  
  
  
However, the disaggregation by disability is not widely available. It is increasingly reported but coverage is still very low.  
  
  
  
Time series:  
  
Data for this indicator is available as of 2000 in the SDG Indicators Global Database, but time series going back further are available in ILOSTAT.  
  
  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 The ILO Department of Statistics sends out its annual questionnaire on labour statistics, usually in the 2nd quarter, with a view to receiving the requested statistics by the 3rd quarter or the end of the year at the latest. Data received in batch from regional and national statistical offices and data obtained through the processing of microdata sets of national household surveys by the ILO Department of Statistics are continuously updated in ILOSTAT (as they become available to the ILO).  
  
   
  
   
  
Data release:  
  
The ILO’s online database ILOSTAT is continuously updated to reflect statistics compiled and processed every week. In general, statistics for EUROSTAT and OECD countries are available around the 2nd or 3rd quarter of the year following the year of reference, whereas they are usually available around the 3rd or 4th quarter of the year following the year of reference for other countries.  
  
  
  
Data providers  
  
Mainly national statistical offices, and in some cases labour ministries or other related agencies, at the country-level. In some cases, regional or international statistical offices can also act as data providers.  
  
  
  
Data compilers  
  
ILO  
  
  
  
References  
  
  
  
Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators, available at https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm   
  
ILOSTAT (https://ilostat.ilo.org/)  
  
ILOSTAT Indicator descriptions (https://ilostat.ilo.org/resources/methods/description-unemployment-rate/)  
  
ILOSTAT’s topic page on Unemployment and Labour Underutilization (https://ilostat.ilo.org/topics/unemployment-and-labour-underutilization/).  
  
Decent Work Indicators Manual: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---  
  
stat/documents/publication/wcms\_223121.pdf   
  
Resolution concerning statistics of work, employment and labour underutilization, adopted by the 19th ICLS in 2013: http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adoptedby-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
Trends Econometric Models: A Review of Methodology: http://www.ilo.org/wcmsp5/groups/public/---ed\_emp/---emp\_elm/---trends/documents/publication/wcms\_120382.pdf  
  
  
  
Related indicators as of February 2020

Last updated: March 2020  
  
  
  
Goal: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
Target: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services  
  
Indicator: 8.3.1: Proportion of informal employment in total employment, by sector and sex  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
This indicator presents the share of employment which is classified as informal employment in the total economy, and separately in agriculture and in non-agriculture.  
  
  
Rationale:  
  
In contexts where social protection coverage is limited, social security benefits (such as unemployment insurance) are insufficient or even inexistent, and/or where wages and pensions are low, individuals may have to take up informal employment to ensure their livelihood. In these situations, indicators such as the unemployment rate would provide a very incomplete picture of the labour market situation, overlooking major deficits in the quality of employment. Statistics on informality are key to assessing the quality of employment in an economy, and are relevant to developing and developed countries alike (ILOSTAT indicator description for informality, available at https://ilostat.ilo.org/resources/methods/description-informality/).  
  
  
Concepts:  
  
Employment comprises all persons of working age who, during a short reference period (one week), were engaged in any activity to produce goods or provide services for pay or profit.  
  
  
  
Informal employment comprises persons who in their main or secondary jobs were in one of the following categories:  
  
- Own-account workers, employers and members of producers’ cooperatives employed in their own informal sector enterprises (the characteristics of the enterprise determine the informal nature of their jobs);  
  
- Own-account workers engaged in the production of goods exclusively for own final use by their household (e.g. subsistence farming);  
  
- Contributing family workers, regardless of whether they work in formal or informal sector enterprises (they usually do not have explicit, written contracts of employment, and are not subject to labour legislation, social security regulations, collective agreements, etc., which determines the informal nature of their jobs);  
  
- Employees holding informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households (employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits).  
  
  
  
An enterprise belongs to the informal sector if it fulfils the three following conditions:  
  
- It is an unincorporated enterprise (it is not constituted as a legal entity separate from its owners, and it is owned and controlled by one or more members of one or more households, and it is not a quasi-corporation: it does not have a complete set of accounts, including balance sheets);  
  
- It is a market enterprise (it sells at least some of the goods or services it produces);  
  
- The enterprise is not registered or the employees of the enterprise are not registered or the number of persons engaged on a continuous basis is below a threshold determined by the country.  
  
  
Comments and limitations:  
  
The considerable heterogeneity of definitions and operational criteria used by countries to measure informal employment greatly hinders the international comparability of statistics on informality.   
  
In order to counter this challenge, for the purpose of SDG global reporting and monitoring, two series are compiled for indicator 8.3.1: one on nationally-reported data (data reported by the country using the country’s definition of informal sector and informal employment) and one on harmonized data produced by the ILO using the same criteria and definitions for all countries.  
  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
  
  
  
  
  
  
  
  
  
  
Disaggregation:  
  
Data on this indicator is requested disaggregated by sector and sex.  
  
Here, sector refers to the breakdown by agriculture/non-agriculture. Where necessary and possible, the disaggregation by sector could go into a more detailed breakdown by economic activity, but for the purpose of global and regional monitoring, the aggregate categories of agriculture and non-agriculture are used.  
  
In order to produce this indicator, employment statistics disaggregated by formal / informal employment and by economic activity (agriculture / non-agriculture) are needed.  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
  
  
At regional and global levels  
  
  
  
Regional aggregates:  
  
  
  
  
  
Sources of discrepancies:  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm)  
  
Resolution concerning statistics of employment in the informal sector, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993), available at http://ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087484/lang--en/index.htm  
  
Guidelines concerning a statistical definition of informal employment, adopted by the Seventieth International Conference of Labour Statisticians (November-December 2003) available at http://ilo.org/global/statistics-and-databases/standards-and-guidelines/guidelines-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087622/lang--en/index.htm   
  
ILO manual Measuring informality: A statistical manual on the informal sector and informal employment available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\_222979.pdf   
  
  
  
Quality assurance  
  
With a view to ensuring data quality and reliability, and especially cross-country comparability, the ILO derives statistics on informal employment based on a standard definition and standard operational criteria through processing microdata sets from household surveys.  
  
Thanks to this exercise, two series of indicators on informality are disseminated in the ILO’s central statistical database, ILOSTAT (https://ilostat.ilo.org/): one referring to the statistics produced and reported by countries, and another based on ILO’s standard criteria (harmonized).  
  
For the purposes of international reporting on the SDG indicators, both series are used (the country-reported estimates of informal employment are submitted alongside the ILO harmonized estimates of informal employment).  
  
  
  
Data Sources  
  
  
  
Description:  
  
The preferred source of data for this indicator is a labour force survey, with sufficient questions to determine the informal nature of jobs and whether the establishment where the person works in belongs to the formal or the informal sector.  
  
  
  
Collection process:  
  
The ILO Department of Statistics sends out its annual questionnaire on labour statistics to all relevant agencies within each country (national statistical office, labour ministry, etc.) requesting for the latest annual data available and any revisions on numerous labour market topics and indicators, including many SDG indicators. Indicator 8.3.1 is calculated from statistics submitted to the ILO Department of  
  
Statistics via this questionnaire as well as through special agreements with regional and national statistical offices or through the processing of microdata sets of national labour force surveys.  
  
  
  
Data Availability  
  
  
  
Description:   
  
Both country-reported estimates and ILO harmonized estimates of informal employment are available in ILOSTAT (https://ilostat.ilo.org/).  
  
  
  
Time series:  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 The ILO Department of Statistics sends out its annual questionnaire on labour statistics usually in the 2nd quarter, with a view to receiving the requested statistics by the 3rd quarter or the end of the year at the latest. Data received in batch from regional and national statistical offices and data obtained through the processing of microdata sets of national labour force surveys by the ILO Department of Statistics are continuously updated in ILOSTAT (as they become available).  
  
   
  
Data release:  
  
The ILO’s online database ILOSTAT is continuously updated to reflect statistics compiled and processed every week.   
  
  
  
Data providers  
  
  
  
Mainly National Statistical Offices.  
  
Data compilers  
  
  
  
ILO  
  
References  
  
  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm)  
  
Resolution concerning statistics of employment in the informal sector, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993), available at http://ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087484/lang--en/index.htm   
  
Guidelines concerning a statistical definition of informal employment, adopted by the Seventieth International Conference of Labour Statisticians (November-December 2003) available at http://ilo.org/global/statistics-and-databases/standards-and-guidelines/guidelines-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087622/lang--en/index.htm   
  
ILO manual Measuring informality: A statistical manual on the informal sector and informal employment, available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---  
  
publ/documents/publication/wcms\_222979.pdf   
  
ILOSTAT database, available at https://ilostat.ilo.org  
  
ILOSTAT’s indicator description on informality, at https://ilostat.ilo.org/resources/methods/description-informality/   
  
Resolution concerning statistics of work, employment and labour underutilization adopted by the Nineteenth International Conference of Labour Statisticians (October 2013), available at http://ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
International Standard Industrial Classification of All Economic Activities (ISIC Rev.4) https://unstats.un.org/unsd/cr/registry/isic-4.asp   
  
  
  
  
  
Related indicators as of February 2020  
  
  
  
1.1.1, 1.3.1, 8.5.2

Last updated: 19 July 2016  
  
  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.a: Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries  
  
Indicator 8.a.1: Aid for Trade commitments and disbursements  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
  
  
Organisation for Economic Co-operation and Development (OECD)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
  
  
Aid for Trade commitments and disbursements is the gross disbursements and commitments of total Official Development Assistance (ODA) from all donors for aid for trade.  
  
  
  
Rationale:  
  
  
  
Total Official Development Assistance (ODA) and Other Official Flows (OOF) to developing countries quantify the public effort that donors provide to developing countries for aid for trade.  
  
  
  
Concepts:  
  
  
  
The DAC defines Official Development Assistance (ODA) as “those flows to countries and territories on the DAC List of ODA Recipients and to multilateral institutions which are i) provided by official agencies, including state and local governments, or by their executive agencies; and ii) each transaction is administered with the promotion of the economic development and welfare of developing countries as its main objective; and is concessional in character and conveys a grant element of at least 25 per cent (calculated at a rate of discount of 10 per cent). (See http://www.oecd.org/dac/stats/officialdevelopmentassistancedefinitionandcoverage.htm)  
  
  
  
Other official flows (OOF),excluding officially supported export credits, are defined as transactions by the official sector which do not meet the conditions for eligibility as ODA, either because they are not primarily aimed at development, or because they are not sufficiently concessional. See http://www.oecd.org/dac/stats/documentupload/DCDDAC(2016)3FINAL.pdf, Para 24.  
  
  
  
Aid for Trade is captured in the CRS through sector codes in the 331 series and the aid for trade marker. see here: http://www.oecd.org/dac/stats/purposecodessectorclassification.htm.  
  
  
  
‘All donors’ refers to DAC donors, non-DAC donors and multilateral organisations.   
  
  
  
Comments and limitations:  
  
  
  
Data in the Creditor Reporting System are available from 1973. However, the data coverage is considered complete from 1995 for commitments at an activity level and 2002 for disbursements.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
The sum of ODA and OOF flows from all donors to developing countries for aid for trade.  
  
  
  
Disaggregation:  
  
  
  
This indicator can be disaggregated by donor, recipient country, type of finance, type of aid, trade policy and regulations and trade related adjustment sub-sectors, etc..  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
  
  
Due to high quality of reporting, no estimates are produced for missing data.  
  
  
  
At regional and global levels  
  
  
  
Not applicable.  
  
  
  
Regional aggregates:  
  
  
  
Global and regional figures are based on the sum of ODA and OOF flows for aid for trade activities.  
  
  
  
Sources of discrepancies:  
  
  
  
DAC statistics are standardized on a calendar year basis for all donors and may differ from fiscal year data available in budget documents for some countries.  
  
  
  
Data Sources  
  
  
  
Description:  
  
  
  
The OECD/DAC has been collecting data on official and private resource flows from 1960 at an aggregate level and 1973 at an activity level through the Creditor Reporting System (CRS data are considered complete from 1995 for commitments at an activity level and 2002 for disbursements).  
  
  
  
The data are reported by donors according to the same standards and methodologies (see here: http://www.oecd.org/dac/stats/methodology.htm).  
  
  
  
Data are reported on an annual calendar year basis by statistical reporters in national administrations (aid agencies, Ministries of Foreign Affairs or Finance, etc.  
  
  
  
Collection process:  
  
  
  
A statistical reporter is responsible for the collection of DAC statistics in each providing country/agency. This reporter is usually located in the national aid agency, Ministry of Foreign Affairs or Finance etc.  
  
  
  
Data Availability  
  
  
  
On a donor basis for all DAC countries and many non-DAC providers (bilateral and multilateral) that report to the DAC on aid for scholarships.  
  
  
  
On a recipient basis for all developing countries eligible for ODA.  
  
  
  
Calendar  
  
  
  
Data collection:  
  
  
  
Data are published on an annual basis in December for flows in the previous year. Detailed 2015 flows will be published in December 2016.  
  
  
  
Data release:  
  
  
  
December 2016.  
  
  
  
Data providers  
  
  
  
Data are reported on an annual calendar year basis by statistical reporters in national administrations (aid agencies, Ministries of Foreign Affairs or Finance, etc.  
  
  
  
Data compilers  
  
  
  
OECD  
  
  
  
References  
  
  
  
URL:  
  
  
  
www.oecd.org/dac/stats  
  
  
  
References:  
  
  
  
See all links here: http://www.oecd.org/dac/stats/methodology.htm

Last updated: 19 July 2016  
  
  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.10: Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all  
  
Indicator 8.10.2: Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
  
  
World Bank (WB)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
  
  
The percentage of adults (ages 15+) who report having an account (by themselves or together with someone else) at a bank or another type of financial institution or personally using a mobile money service in the past 12 months.   
  
  
  
Rationale:  
  
  
  
Access to formal financial services such as savings, insurance, payments, credit and remittances is essential to the ability of people—regardless of income level, gender, age, education or where they live—to manage their lives, build their futures, and grow their businesses. Having access to an account is an important starting point for people to access arange of financial services.  
  
  
  
Concepts:  
  
  
  
Account at a financial institution includes respondents who report having an account at a bank or at another type of financial institution, such as a credit union, microfinance institution, cooperative, or the post office (if applicable), or having a debit card in their own name. In addition, it includes respondents who report receiving wages, government transfers, or payments for agricultural products into an account at a financial institution in the past 12 months; paying utility bills or school fees from an account at a financial institution in the past 12 months; or receiving wages or government transfers into a card in the past 12 months. Mobile money account includes respondents who report personally using GSM Association (GSMA) Mobile Money for the Unbanked (MMU) services in the past 12 months to pay bills or to send or receive money. In addition, it includes respondents who report receiving wages, government transfers, or payments for agricultural products through a mobile phone in the past 12 months.  
  
  
  
Comments and limitations:  
  
  
  
World Bank’s Global Findex database is based on individual level surveys worldwide, conducted every three years. The first round of the survey was done in 2011, and the second in 2014. The third round will be done in 2017. The database covers about 140 countries.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
The indicator is based on data collected through individual level surveys in each country with representative samples. Appropriate sampling weights are used in calculating country-level aggregates.  
  
  
  
Disaggregation:  
  
  
  
Disaggregation by Income; Age; Education level; Urban/rural; Gender  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
  
  
n/a  
  
  
  
At regional and global levels  
  
  
  
n/a  
  
  
  
Regional aggregates:  
  
  
  
Country level; the percentage of adults owning accounts is multiplied by the number of adults in the country. Then for regional values, sum across all countries in the region is taken and divided by the total adults living in the region. Similarly, for global figures, the same calculation is repeated for all countries.  
  
  
  
Sources of discrepancies:  
  
  
  
Global Findex is an individual level survey, measuring individual’s ownership of accounts. As financial inclusion is an individual-level concept, this is the appropriate measure. Other surveys that are done at household level may measure the access to finance through another member of the household which may overestimate financial inclusion.  
  
  
  
Data Sources  
  
  
  
Description:  
  
  
  
The indicators in the 2014 Global Financial Inclusion (Global Findex) database are drawn from survey data covering almost 150,000 people in more than 140 economies—representing more than 97 percent of the world’s population. The survey was carried out over the 2014 calendar year by Gallup, Inc. as part of its Gallup World Poll, which since 2005 has continually conducted surveys of approximately 1,000 people in each of more than 160 economies and in over 140 languages, using randomly selected, nationally representative samples. The target population is the entire civilian, noninstitutionalized population age 15 and above.   
  
  
  
Methodology, including interview procedures, data preparation, margin of error and notes by country are all available at http://www.worldbank.org/content/dam/Worldbank/Research/GlobalFindex/PDF/Methodology.pdf  
  
  
  
Collection process:  
  
  
  
Data are comparable across countries by design.  
  
  
  
Data Availability  
  
  
  
Description:  
  
  
  
Countries that have at least 1 data point after 2010 for this indicator:  
  
  
  
Asia and Pacific: 35  
  
Africa: 38   
  
Latin America and the Caribbean: 21  
  
Europe, North America, Australia, New Zealand and Japan: 47  
  
  
  
Time series:  
  
  
  
2011 and 2014. To be collected every 3 years.  
  
  
  
Calendar  
  
  
  
Data collection:  
  
  
  
Next collection round: 2017. Data are collected every three years.  
  
  
  
Data release:  
  
  
  
2017  
  
  
  
Data providers  
  
  
  
n/a  
  
  
  
Data compilers  
  
  
  
World Bank  
  
  
  
References  
  
  
  
URL:  
  
  
  
www.worldbank.org  
  
  
  
References:  
  
  
  
http://www.worldbank.org/globalfindex  
  
  
  
Related indicators as of February 2020  
  
  
  
1.4, 5.a, 2.3

Last updated: March 2019  
  
  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all   
  
Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms   
  
Indicator 8.7.1: Proportion and number of children aged 5-17 years engaged in child labour, by sex and age   
  
  
  
Institutional information   
  
  
  
Organization(s):   
  
  
  
United Nations Children's Fund (UNICEF)   
  
International Labour Organization (ILO)  
  
  
  
  
  
Concepts and definitions   
  
  
  
Definition:   
  
  
  
The number of children engaged in child labour corresponds to the number of children reported to be in child labour during the reference period (usually the week prior to the survey). The proportion of children in child labour is calculated as the number of children in child labour divided by the total number of children in the population. For the purposes of this indicator, children include all persons aged 5 to 17.   
  
  
  
Rationale:   
  
  
  
Far too many children in the world remain trapped in child labour, compromising their individual future and our collective futures. According to the latest ILO global estimates, about 152 million children worldwide – 64 million girls and 88 million boys - are child labourers, accounting for almost 10 percent of the child population. These stark figures underscore the need for accelerated progress against child labour in the lead up to the 2025 target date for ending child labour in all its forms, and the accompanying need for child labour statistics to monitor and guide efforts in this regard. Reliable, comprehensive and timely data on the nature and extent of child labour provide a basis for determining priorities for national global action against child labour. Statistical information on child labour, and more broadly on all working children, also provide a basis for increasing public awareness of the situation of working children and for the development of appropriate regulatory frameworks and policies.  
  
  
  
Concepts:   
  
  
  
Three principal international legal instruments – ILO Convention No. 138 (Minimum Age) (C138), United Nations Convention on the Rights of the Child (CRC), ILO Convention No. 182 (Worst Forms) (C182) together set the legal boundaries for child labour, and provide the legal basis for national and international actions against it. In accordance with these instruments, child labour is work that children should not be doing because (a) they are too young or (b) is likely to harm their health, safety or morals, due to its nature or the conditions in which it is carried out.   
  
  
  
The resolutions adopted by the International Conference of Labour Statisticians (ICLS), the world’s acknowledged standard-setting body in the area of labour statistics, provide the basis for translating the legal standards governing the concept of child labour into statistical terms for the purpose of child labour measurement.   
  
  
  
In accordance with the ICLS resolutions, child labour can be measured on the basis of the production boundary set by the United Nations System of National Accounts (SNA) or on the basis of the general production boundary. The former limits the frame of reference to economic activity, while the latter extends it to include both economic activity and unpaid household services, that is, the production of domestic and personal services by a household member for consumption within their own household, commonly called “household chores”.   
  
  
  
Following from this, two indicators are used for measuring child labour for the purpose of SDG reporting, the first based on the production boundary set by the United Nations System of National Accounts (SNA) and the second based on the general production boundary.   
  
  
  
Indicator 1: Proportion and number of children aged 5-17 years engaged in economic activities at or above age-specific hourly thresholds (SNA production boundary basis)   
  
Child labour for the 5 to 11 age range: children working at least 1 hour per week in economic activity;  
  
Child labour for the 12 to 14 age range: children working for at least 14 hours per week in economic activity;  
  
Child labour for the 15 to 17 age range: children working for more than 43 hours per week in economic activity.  
  
  
  
Indicator 2: Proportion and number of children aged 5-17 years engaged in economic activities and household chores at or above age-specific hourly thresholds (general production boundary basis):  
  
Child labour for the 5 to 11 age range: children working at least 1 hour per week in economic activity and/or involved in unpaid household services for more than 21 hours per week;  
  
Child labour for the 12 to 14 age range: children working for at least 14 hours per week in economic activity and/or involved in unpaid household services for more than 21 hours per week;  
  
Child labour for the 15 to 17 age range: children working for more than 43 hours per week in economic activity.  
  
  
  
The concept of child labour also includes the worst forms of child labour other than hazardous (18th ICLS paragraphs 33 to 34) as well as hazardous work (18th ICLS paragraphs 21 to 32). The worst forms of child labour include all forms of slavery or similar practices such as trafficking and the recruitment and use of child soldiers, the use or procurement of children for prostitution or other illicit activities, and other work that is likely to harm children’s health, safety or well-being.   
  
  
  
  
  
Comments and limitations:   
  
  
  
While the concept of child labour includes working in activities that are hazardous in nature, to ensure comparability of estimates over time and to minimize data quality issues, work beyond age-specific hourly thresholds are used as a proxy for hazardous work for the purpose of reporting on SDG indicator 8.7.1. Further methodological work is needed to validate questions specifically aimed at identifying children in hazardous working conditions.  
  
  
  
Similarly, while the worst forms of child labour other than hazardous also form part of the concept of child labour more broadly, data on the worst forms of child labour are not currently captured in regular household surveys given difficulties with accurately and reliably measuring it. Therefore, this element of child labour is not captured by the indicators used for reporting on SDG 8.7.1.   
  
  
  
In addition, ‘own use production of goods’, including activities such as fetching water and collecting firewood, falls within the production boundary set by the United Nations System of National Accounts (SNA). However, for the purpose of SDG reporting of indicator 8.7.1, and with the goal of facilitating international comparability, fetching water and collecting firewood have been classified as unpaid household services (i.e., household chores), a form of production that lies outside the SNA production boundary.   
  
  
  
More broadly, child labour estimates based on the statistical standards set out in the ICLS resolution represent useful benchmarks for international comparative purposes but are not necessarily consistent with estimates based on national child labour legislation. ILO Convention No. 138 contains a number of flexibility clauses left to the discretion of the competent national authority in consultation (where relevant) with workers’ and employers’ organizations (e.g., minimum ages, scope of application). This means that there is no single legal definition of child labour across countries, and thus, no single statistical measure of child labour consistent with national legislation across countries.  
  
  
  
  
  
Methodology   
  
Computation Method:   
  
  
  
Children aged 5-17: Number of children aged 5-17 reported in child labour during the week prior to the survey divided by the total number of children aged 5-17 in the population, multiplied by 100.   
  
  
  
Children aged 5-14: Number of children aged 5-14 reported in child labour during the week prior to the survey divided by the total number of children aged 5-14 in the population, multiplied by 100.   
  
  
  
Children aged 15-17: Number of children aged 15-17 reported child labour during the week prior to the survey divided by the total number of children aged 15-17 in the population, multiplied by 100.   
  
  
  
Disaggregation:   
  
  
  
Sex and age.   
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
  
  
Country data are not published when data for a country are entirely missing.  
  
  
  
At regional and global levels  
  
  
  
The methodology for calculation of regional and global aggregates is still being discussed among co-custodian agencies.  
  
  
  
Regional aggregates:  
  
  
  
The methodology for calculation of regional aggregates is still being discussed among co-custodian agencies.  
  
  
  
Sources of discrepancies:  
  
  
  
The country estimates compiled and presented in the global SDG database have been re-analyzed by UNICEF and ILO in accordance with the definitions and criteria detailed above (see ‘Concepts’). This means that the country data values included in the global SDG database will differ from those published and presented in national survey reports.   
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
  
  
Countries gather data on child labour through household surveys such as National Labour Force Surveys, National Multipurpose Household Surveys, UNICEF-supported Multiple Indicator Cluster Surveys (MICS), Demographic and Health Surveys (DHS), ILO-supported Statistical Information and Monitoring Programme on Child Labour (SIMPOC), and World Bank Living Standard Measurement surveys (LSMS).  
  
  
  
Quality assurance  
  
  
  
UNICEF and ILO maintain the global database on child labour that is used for official SDG reporting. Before the inclusion of any data point in the database, it is reviewed by technical focal points at UNICEF and ILO to check for consistency and overall data quality. This review is based on a set of objective criteria to ensure that only the most recent and reliable information are included in the databases. These criteria include the following: data sources must include proper documentation; data values must be representative at the national population level; data are collected using an appropriate methodology (e.g., sampling); data values are based on a sufficiently large sample; data conform to the standard indicator definition including age group and concepts, to the extent possible; data are plausible based on trends and consistency with previously published/reported estimates for the indicator.   
  
  
  
As of 2018, UNICEF undertakes an annual consultation with government authorities on 10 of the child-related SDG indicators in its role of sole or joint custodian, and in line with its global monitoring mandate and normative commitments to advancing the 2030 Agenda for children. This includes indicator 8.7.1. More details on the process for the country consultation are outlined below.   
  
  
  
  
  
Data Sources   
  
  
  
Description:   
  
  
  
Household surveys such as National Labour Force Surveys, National Multipurpose Household Surveys, UNICEF-supported Multiple Indicator Cluster Surveys (MICS), Demographic and Health Surveys (DHS), ILO-supported Statistical Information and Monitoring Programme on Child Labour (SIMPOC), and World bank Living Standard Measurement surveys (LSMS) are among the most important instruments for generating information on child labour in developing countries. Estimates of child labour generated by these survey instruments are increasingly relied on by countries to monitor progress towards national and global child labour elimination targets. Many countries also produce national labour estimates and reports that often include data on child labour and/or employment among children.   
  
  
  
Collection process:  
  
  
  
UNICEF undertakes a wide consultative process of compiling and assessing data from national sources for the purposes of updating its global databases on the situation of children. Up until 2017, the mechanism UNICEF used to collaborate with national authorities on ensuring data quality and international comparability on key indicators of relevance to children was known as Country Data Reporting on the Indicators for the Goals (CRING).  
  
  
  
As of 2018, UNICEF launched a new country consultation process with national authorities on selected child-related global SDG indicators it is custodian or co-custodian to meet emerging standards and guidelines on data flows for global reporting of SDG indicators, which place strong emphasis on technical rigour, country ownership and use of official data and statistics. The consultation process solicited feedback directly from National Statistical Offices, as well as other government agencies responsible for official statistics, on the compilation of the indicators, including the data sources used, and the application of internationally agreed definitions, classification and methodologies to the data from that source. The results of this country consultation are reviewed and discussed with ILO. Once reviewed, feedback is made available to countries on whether or not specific data points are accepted, and if not, the reasons why. More details on the consultation process can be found in the guidance note.   
  
  
  
  
  
Data Availability   
  
  
  
Description:  
  
  
  
Nationally representative and comparable data are currently available for around 90 low-and middle-income countries.  
  
  
  
Time series:  
  
  
  
Not available.  
  
   
  
Calendar  
  
  
  
 Data collection  
  
UNICEF will undertake an annual country consultation likely between December and January every year to allow for review and processing of the feedback received in order to meet global SDG reporting deadlines.  
  
   
  
Data release:  
  
May 2019.  
  
  
  
  
  
Data providers   
  
  
  
National Statistical Offices (for the most part) and line ministries/other government agencies and International agencies that have conducted labour force surveys or other household surveys through which data on child labour were collected.   
  
  
  
Data compilers   
  
  
  
UNICEF and ILO   
  
  
  
References   
  
  
  
URL:   
  
data.unicef.org   
  
http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Questionnairessurveysandreports/lang--en/index.htm   
  
www.ucw-project.org   
  
References:   
  
http://data.unicef.org/child-protection/child-labour.html   
  
http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/lang--en/index.htm   
  
www.ucw-project.org   
  
Related indicators as of February 2020

Last updated: March 2020  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment  
  
Indicator 8.8.1: Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
This indicator provides information on the number of fatal and non-fatal occupational injuries per 100,000 workers in the reference group during the reference period. It is a measure of the personal likelihood or risk of having a fatal or a non-fatal occupational injury for each worker in the reference group.  
  
  
  
The number of occupational injuries expressed per a given number of workers in the reference group is also known as the incidence rate of occupational injuries  
  
  
  
Rationale:  
  
This indicator provides valuable information that could be used to formulate policies and programmes for the prevention of occupational injuries, diseases and deaths. It could also be used to monitor the implementation of these programmes and to signal particular areas of increasing risk such as a particular occupation, industry or location. Although the principal objective of this indicator is to provide information for prevention purposes, it may be used for a number of other purposes, such as to identify the occupations and economic activities with the highest risk of occupational injuries; to detect changes in the pattern and occurrence of occupational injuries, so as to monitor improvements in safety and reveal any new areas of risk; to inform employers, employers’ organizations, workers and workers’ organizations of the risks associated with their work and workplaces, so that they can take an active part in their own safety; to evaluate the effectiveness of preventive measures; to estimate the consequences of occupational injuries, particularly in terms of days lost or costs; and to provide a basis for policymaking aimed at encouraging employers, employers’ organizations, workers and workers’ organizations to introduce accident prevention measures.  
  
  
Concepts:  
  
Definitions of the main concepts presented below are derived from the Resolution concerning statistics of occupational injuries (resulting from occupational accidents), adopted by the 16th ICLS in 1998  
  
(http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087528/lang--en/index.htm).  
  
  
  
Occupational accident: an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death. Occupational accidents are to be considered travel, transport or road traffic accidents in which workers are injured and which arise out of or in the course of work; that is, while engaged in an economic activity, or at work, or carrying out the business of the employer.  
  
  
  
Occupational injury: any personal injury, disease or death resulting from an occupational accident. An occupational injury is different from an occupational disease, which comes as a result of an exposure over a period of time to risk factors linked to the work activity. Diseases are included only in cases where the disease arose as a direct result of an accident. An occupational injury can be fatal or non-fatal (and non-fatal injuries could entail the loss of work days).  
  
  
  
Fatal occupational injury: an occupational injury leading to death within one year of the day of the occupational accident.  
  
  
  
Case of occupational injury: the case of one worker incurring one or more occupational injuries as a result of one occupational accident.   
  
  
  
Workers in the reference group: workers in the reference group refer to the average number of workers in the particular group under consideration and who are covered by the source of the statistics on occupational injuries (for example, those of a specific sex or in a specific economic activity, occupation, region, age group, or any combination of these, or those covered by a particular insurance scheme, accident notification systems, or household or establishment survey).  
  
  
  
Comments and limitations:  
  
There may be problems of under reporting of occupational injuries, and proper systems should be put in place to ensure the best reporting and data quality. Under reporting is thought to be present in countries at all levels of development, but may be particularly problematic in some developing countries. Data users should be aware of this issue when analysing the data. Double-counting of cases of occupational injury may also happen in cases where data from several registries (records kept by different agencies, for example) are consolidated to have more comprehensive statistics.  
  
  
  
Because data quality issues may be present, it may be more relevant to analyse indicator trends rather than levels. When measured over a period of time, the data can reveal progress or deterioration in occupational safety and health, and thus point to the effectiveness of prevention measures. This indicator is volatile and strong annual fluctuations may occur due to unexpected but significant accidents or national calamities. The underlying trend should therefore be analysed.  
  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
The incidence rates of fatal and non-fatal occupational injuries will be calculated separately, since statistics on fatal injuries tend to come from a different source than those on non-fatal injuries, which would make their sum into total occupational accidents inaccurate.  
  
  
  
  
  
  
  
The fatal occupational injury incidence rate is expressed per 100,000 workers in the reference group, and thus, is calculated as follows:  
  
  
  
  
  
  
  
  
  
Similarly, the non-fatal occupational injury incidence rate is calculated as follows:  
  
  
  
  
  
  
  
In calculating the average number of workers, the number of part-time workers should be converted to full-time equivalents. For the calculation of rates, the numerator and the denominator should have the same coverage. For example, if self-employed persons are not covered by the source of statistics on fatal occupational injuries, they should also be taken out of the denominator.  
  
  
Disaggregation:  
  
This indicator should be disaggregated by both sex and migrant status.  
  
Wherever possible, it would also be useful to have information disaggregated by economic activity and occupation.  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
  
  
At regional and global levels  
  
  
  
Regional aggregates:  
  
  
  
Sources of discrepancies:  
  
  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
This indicator could come from a variety of sources at the national level, including various kinds of administrative records (insurance records, labour inspection records, etc.), household surveys and establishment surveys.  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm )  
  
ILO Manual – Decent Work Indicators, Concepts and Definitions – Chapter 8, Safe work environment http://www.ilo.org/integration/resources/pubs/WCMS\_229374/lang-- en/index.htm (second version, page 156)  
  
Resolution concerning statistics of occupational injuries (resulting from occupational accidents) http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutionsadopted-by-international-conferences-of-labour-statisticians/WCMS\_087528/lang--en/index.htm   
  
Global database on occupational safety and health legislation – LEGOSH http://www.ilo.org/safework/info/publications/WCMS\_217849/lang--en/index.htm   
  
Occupational injuries statistics from household surveys and establishment surveys http://www.ilo.org/stat/Publications/WCMS\_173153/lang--en/index.htm   
  
ILOSTAT (https://ilostat.ilo.org)  
  
ILOSTAT Metadata – Indicator descriptions (https://ilostat.ilo.org/resources/methods/description-occupational-injuries/)  
  
  
  
Quality assurance  
  
Data consistency and quality checks regularly conducted for validation of the data before dissemination in the ILOSTAT database. Data reported to the ILO Department of Statistics through its annual ILOSTAT questionnaire by national statistical offices or other relevant national agencies, or compiled from official national, regional or international publications.   
  
  
  
Data Sources  
  
  
  
Description:  
  
The recommended data sources are different types of administrative records, such as records of national systems for the notification of occupational injuries (labour inspection records and annual reports; insurance and compensation records, death registers), supplemented by household surveys (especially in order to cover informal sector enterprises and the self-employed) and/or establishment surveys.  
  
The metadata should clearly specify (i) whether the statistics relate to cases of occupational injury which have been reported (to an accident notification system or to an accident compensation scheme), compensated (by an accident insurance scheme) or identified in some other way (for example through a survey of households or establishments) and (ii) whether cases of occupational disease and cases of injury due to commuting accidents are excluded from the statistics, as recommended.  
  
  
  
Collection process:  
  
The ILO sends out its annual ILOSTAT questionnaire to all relevant agencies within each country (national statistical office, labour ministry, etc.) requesting the latest annual data available and any revisions on numerous labour market topics and indicators, including many SDG indicators. Indicator 8.8.1 is calculated from statistics mainly submitted to the ILO via this questionnaire.  
  
  
  
Data Availability  
  
  
  
Description:  
  
  
  
Time series:  
  
  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 The ILO Department of Statistics sends out its annual questionnaire on labour statistics usually in the 2nd quarter, with a view to receiving the requested statistics by the 3rd quarter or the end of the year at the latest.   
  
   
  
   
  
Data release:  
  
The ILO’s online database ILOSTAT is continuously updated to reflect statistics compiled and processed every week.   
  
  
  
Data providers  
  
Labour ministries, labour inspection, national insurance, and/or national statistical offices  
  
  
  
Data compilers  
  
ILO  
  
  
  
References  
  
  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm )  
  
ILOSTAT database: https://ilostat.ilo.org  
  
ILOSTAT Metadata – Indicator Descriptions (https://ilostat.ilo.org/resources/methods/description-occupational-injuries/)  
  
Decent Work Indicators Manual: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms\_223121.pdf   
  
 Resolution concerning statistics of occupational injuries (resulting from occupational accidents) adopted by the 16th ICLS in 1998: http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS\_087528/lang--en/index.htm   
  
  
  
  
  
Related indicators as of February 2020

Last updated: 27 December 2017  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.b: By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization  
  
Indicator 8.b.1: Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
International Labour Organization (ILO)  
  
  
  
Concepts and definitions  
  
  
  
The proposed methodology draws on:  
  
Global policy instruments, notably:  
  
Resolution on The youth employment crisis: A call for action, adopted at the 101st session of the International Labour Conference (ILC) in June 2012. In calling for vigorous, collective action to address an aggravated youth employment crisis, this resolution advocates for a multi-pronged approach with policy measures that are context-specific and integrated, entailing strategies which bring together in a coherent manner a variety of instruments to increase the demand, enhance the supply and improve matching in youth labour markets.  
  
Recovering from the crisis: A Global Jobs Pact adopted by the ILC at its June 2009 session. Based on the ILO’s Decent Work Agenda, the Global Jobs Pact presents an integrated portfolio of policies that puts employment and social protection at the centre of crisis response, recognising the critical role of participation and social dialogue.   
  
ILO databases:  
  
International monitoring of youth employment policies was carried out over the period 2010-2012 by the Youth Employment Network (YEN) – a partnership between the ILO, United Nations and World Bank – utilising a questionnaire sent to national authorities. This evolved into YouthPOL, an inventory of youth employment policies and programmes maintained by the ILO (65 countries covered to date).   
  
The ILO also maintains EmPol, a dataset of broader national employment policies (143 countries covered).  
  
ILO expertise and experience:   
  
The Department of Statistics (STATISTICS) works to provide relevant, timely and reliable labour statistics, to develop international standards for better measurement of labour issues and enhanced international comparability, and to help member States develop and improve their labour statistics.   
  
The Employment Policy Department (EMPLOYMENT) is responsible for promoting full and productive employment by developing integrated employment, development and skills policies (ILO, 2012) that are inclusive, gender sensitive and sustainable. The department is mandated to coordinate ILO efforts to promote decent job opportunities for young women and men; over the years, it has supported the formulation, implementation and review of national youth employment strategies and action plans in different countries and regions (ILO, 2008; ILO, 2015). This type of targeted action and related achievements have been included in the ILO programming framework and performance system.   
  
  
  
The ILO supports its constituents and other development stakeholders through knowledge and capacity building as well as through policy advocacy and advice. The list of references at the end of this note offers examples of recent major ILO contributions to knowledge building on youth employment and youth employment policy (ILO, 2017).   
  
  
  
Methodology  
  
  
  
Computation Method:  
  
The information and documents provided by national authorities will be analysed by the ILO by making use of the grid hereafter.   
  
Value  
  
Description  
  
Missing value  
  
No information available to assess the existence of a national strategy for youth employment.  
  
0  
  
The country has not developed any national strategy for youth employment or taken steps to develop or adopt one.  
  
1  
  
The country is in the process of developing a national strategy for youth employment.    
  
2  
  
The country has developed and adopted a national strategy for youth employment  
  
3  
  
The country has operationalised a national strategy for youth employment.   
  
  
  
In all cases, the grid refers to a national strategy for youth employment as a distinct strategy or as part of a national employment strategy.  
  
  
  
Missing values (i.e. no response/unknown) should be noted as such. They should be omitted from the final global and regional breakdown: proportions should only be calculated on the basis of received responses. However, the global and regional response rates will be indicated.  
  
  
  
The possible development of metadata notes complementing the grid is being considered. Among other aspects, these notes may refer to the measures and provisions in place, and would also consider the involvement of national constituents in the development and operationalization of the strategies.   
  
  
  
The ILO may also envisage to conduct a more detailed analysis of selected country documents for purposes which go beyond the scope of SDG monitoring, in order to gather insights on institutional and operational matters in national efforts for youth employment.  
  
  
  
The following steps are followed in developing the indicator methodology:   
  
Examination of relevant policy instruments, including the above-mentioned Call for action and Global Jobs Pact. Adopted by ILO tripartite constituents, these documents provide a sound framework for defining SDG indicator 8.b.1.  
  
Review of ILO databases on employment and youth employment policies (EmPOL and YouthPOL), maintained by the Employment Policy Department.   
  
A methodology for defining, measuring and validating this indicator (the present document).  
  
Development of a survey instrument (questionnaire) to collect national-level information on youth employment policies from national entities. The information will be used to determine if countries have developed and operationalized a national strategy for youth employment as a stand-alone strategy or as part of a national employment or sectoral strategy, in line with the above-mentioned ILC resolutions.   
  
Technical guidelines for data providers and compilers, along with the above-mentioned questionnaire and detailed notes.  
  
Pilot the methodology in selected countries.  
  
  
  
Consultations with pertinent ministries and social partners’ representatives will take place throughout the process.  
  
  
  
The purpose of SDG indicator 8.b.1 is to provide an indication of the progress of countries in addressing youth employment issues. In this respect, it is assumed that having officially adopted what can be recognised as a structured strategy for youth employment would mean larger attention given by a country to youth labour market challenges, compared to countries with no strategy. In fact, the development of such a strategy usually entails broad participation of and consultation/coordination among different stakeholders.  
  
  
  
It should also be considered that governments may have de facto national strategies for youth employment, but lack an officially adopted de jure document. For SDG 8.b.1 monitoring purposes we’ll only consider what emerges from de jure documents.   
  
  
  
Data Sources  
  
  
  
Global survey for data collection: Requesting responsible national entities to provide relevant information and support documents; a survey questionnaire is developed and administered by the ILO with biennial frequency to assess progress. This will be complemented by regular information and updates from ILO country offices on development, adoption and implementation of youth employment policies in countries covered by these offices, every year.  
  
Data compilation: by the ILO; disseminated through ILOSTAT, a new repository dedicated to Indicator 8.b.1 and the active use of YouthPOL, EmPol and other databases (e.g. NATLEX – the ILO database of national labour, social security and related human rights legislation), as appropriate.  
  
  
  
Data validation: Regular quality checks will be conducted on all data, in particular when: (i) an already available document has not been directly provided by the government itself; (ii) it is unclear if the strategy and related action plan have been officially adopted; or (iii) there are doubts regarding the implementation of the strategy.   
  
  
  
The information will be released annually through the appropriate reporting channels.  
  
  
  
Data Availability  
  
  
  
Description:  
  
  
  
The methodology is mostly based on a well-tested methodology (see attached) used for the ILO youth employment policies database (YouthPOL) that covers 65 countries in 5 regions, including: Colombia, Mexico, Jordan, Australia, Cambodia, China, Republic of Korea, Philippines, Germany, Kazakhstan, Russian Federation, Italy, Spain, and Ukraine. The data can be accessed in this link. The proposed methodology now tap on this pilot test and through a simplified version of the questionnaires used in this data based, it will apply the refined version to all ILO member states.  
  
  
  
The latest available figure for each country will be reported annually.   
  
  
  
Calendar  
  
  
  
Proposed methodology to the ICLS: October 2018  
  
Refinement of survey questionnaire and technical guidelines: October – November 2018  
  
Final testing: November 2018 - February 2019   
  
Regular administration of the survey: as of early 2019  
  
   
  
Data providers  
  
National entities (ministries or other government agencies) responsible for development, employment and youth policies. The ILO will maintain a roster of national actors to be involved in the monitoring process.   
  
  
  
Data compilers  
  
The ILO will be responsible for compiling the information made available by national entities.   
  
  
  
References  
  
International Conference of Labour Statisticians, 20th. Session. Resolution III www.ilo.org/20thicls   
  
International Labour Office (ILO). 2008. Guide for the preparation of National action Plans on Youth Employment. (Geneva, ILO)  
  
\_. 2012. Guide for the formulation of national employment policies. (Geneva).   
  
\_. 2015. Comparative Analysis of Policies for Youth Employment in Asia and the Pacific. (Geneva).   
  
\_. 2017. Global employment trends for youth 2017: paths to a better working future (Geneva)   
  
O’higgins, N. 2017. Rising to the youth employment challenge: new evidence on key policy issues (Geneva, ILO).   
  
  
  
Related indicators as of February 2020  
  
Linkages with any other Goals and Targets: 8.5.2; 8.6.1; 8.7.1

Last updated: March 2020  
  
  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training  
  
Indicator 8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
ILO  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
This indicator conveys the proportion of youth (aged 15-24 years) not in education, employment or training (also known as "the youth NEET rate").  
  
  
  
Rationale:  
  
The share of youth not in employment, education or training (youth NEET rate) provides a measure of youth who are outside the educational system, not in training and not in employment, and thus serves as a broader measure of potential youth labour market entrants than youth unemployment. It includes discouraged worker youth as well as those who are outside the labour force due to disability or engagement in household chores, among other reasons. Youth NEET is also a better measure of the current universe of potential youth labour market entrants as compared with the youth inactivity rate, as the latter includes those youth who are outside the labour force and are in education, and thus are furthering their skills and qualifications.  
  
  
Concepts:  
  
For the purposes of this indicator, youth is defined as all persons between the ages of 15 and 24 (inclusive). According to the International Standard Classification of Education (ISCED), education is defined as organized and sustained communication designed to bring about learning. Formal education is defined in ISCED as education that is institutionalized, intentional, and planned through public organizations and recognized private bodies and, in their totality, make up the formal education system of a country.  
  
Non-formal education, like formal education is defined in ISCED as education that is institutionalized, intentional and planned by an education provider but is considered an addition, alternative and/or a complement to formal education. It may be short in duration and/or low in intensity and it is typically provided in the form of short courses, workshops or seminars. Informal learning is defined in ISCED as forms of learning that are intentional or deliberate, but not institutionalized. It is thus less organized and less structured than either formal or non-formal education. Informal learning may include learning activities that occur in the family, in the work place, in the local community, and in daily life, on a self-directed, family-directed or socially-directed basis. For the purposes of this indicator, persons will be considered in education if they are in formal or non-formal education, as described above, but excluding informal learning.  
  
  
  
Employment is defined as all persons of working age who, during a short reference period (one week), were engaged in any activity to produce goods or provide services for pay or profit.   
  
  
  
For the purpose of this indicator, persons are considered to be in training if they are in a non-academic learning activity through which they acquire specific skills intended for vocational or technical jobs.  
  
Vocational training prepares trainees for jobs that are based on manual or practical activities, and for skilled operative jobs, both blue and white collar related to a specific trade, occupation or vocation. Technical training on the other hand imparts learning that can be applied in intermediate-level jobs, in particular those of technicians and middle managers.   
  
  
  
Comments and limitations:  
  
The calculation of this indicator requires to have reliable information on both the labour market status and the participation in education or training of young persons. The quality of such information is heavily dependent on the questionnaire design, the sample size and design and the accuracy of respondents' answers.   
  
  
  
In terms of the analysis of the indicator, in order to avoid misinterpreting it, it is important to bear in mind that it is composed of two different sub-groups (unemployed youth not in education or training and youth outside the labour force not in education or training). The prevalence and composition of each sub-group would have policy implications, and thus should also be considered when analysing the NEET rate.  
  
  
  
Methodology  
  
  
  
Computation Method:  
  
  
  
  
  
It is important to note here that youth simultaneously in employment and education or training should not be double counted when subtracted from the total number of youth. The formula can also be expressed as:  
  
  
  
  
  
  
Disaggregation:  
  
No disaggregation is specifically required for this indicator, although having it disaggregated by sex is desirable, as is disaggregation by detailed age groups within the youth age band.  
  
  
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
Multivariate regression and cross-validation techniques are used to impute missing values at the country level. The additional variables used for the imputation include a range of indicators, including labour market and school enrolment data. However, the imputed missing country values are only used to calculate the global and regional estimates; they are not used for international reporting on the SDG indicators by the ILO.   
  
  
  
For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf.  
  
At regional and global levels  
  
  
  
Regional aggregates:  
  
The NEET aggregates are derived from the ILO modelled estimates that are used to produce global and regional estimates of, amongst others, rates of youth not in employment. These models use multivariate regression and cross-validation techniques to impute missing values at the country level, which are then aggregated to produce regional and global estimates. The regional and global NEET rates are obtained by first adding up, across countries, the numerator and denominator of the formula that defines NEET rates as outlined above. Once both magnitudes are produced at the desired level of aggregation, the ratio between the two is used to produce the NEET rate for each regional grouping and the global level. Notice that this direct aggregation method can be used due to the imputation of missing observations. For further information on the estimates, please refer to the the ILO modelled estimates methodological overview, available at https://www.ilo.org/ilostat-files/Documents/TEM.pdf.  
  
  
  
Sources of discrepancies:  
  
  
  
Methods and guidance available to countries for the compilation of the data at the national level:  
  
In order to calculate this indicator, reliable data are needed on both the labour market situation and the participation in the educational system of the youth. These data are collected at the national level mainly through labour force surveys (or other types of household surveys with an employment module). For the methodology of each national household survey, one must refer to the most comprehensive survey report or to the methodological publications of the national statistical office in question.  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm )  
  
ILO Manual – Decent Work Indicators, Concepts and Definitions – Chapter 1, Employment opportunities http://www.ilo.org/integration/resources/pubs/WCMS\_229374/lang--en/index.htm (second version, page 38)  
  
Resolution concerning statistics of work, employment and labour underutilization http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adoptedby-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
International Standard Classification of Education 2011 (ISCED-2011) http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx   
  
ILOSTAT (https://ilostat.ilo.org/).  
  
ILOSTAT’s Indicator Descriptions – Youth NEET rate (https://ilostat.ilo.org/resources/methods/description-youth-neet/).  
  
  
  
  
  
Quality assurance  
  
Data consistency and quality checks regularly conducted for validation of the data before dissemination in the ILOSTAT database. In many cases, data are obtained through ILO processing of microdata sets of national household surveys. Data are also reported by national statistical offices or other relevant national agencies to the ILO Department of Statistics through its annual ILOSTAT questionnaire on labour statistics. The primary source of the data as well as the repository where applicable are indicated in the relevant metadata and/or footnotes in ILOSTAT and in the SDG Indicators Global Database.  
  
  
  
Data Sources  
  
  
  
Description:  
  
The preferred official national data source for this indicator is a household-based labour force survey.   
  
In the absence of a labour force survey, a population census and/or other type of household survey with an appropriate employment module may be used to obtain the required data.   
  
  
  
Collection process:  
  
The ILO Department of Statistics sends out its annual ILOSTAT questionnaire to all relevant agencies within each country (national statistical office, labour ministry, etc.) requesting the latest annual data available and any revisions on numerous labour market topics and indicators, including many SDG indicators. Indicator 8.6.1 is calculated from statistics submitted to the ILO via this questionnaire as well as through special agreements with regional and national statistical offices or through the processing of microdata sets of national labour force surveys.  
  
  
  
Data Availability  
  
  
  
Description:  
  
  
  
Time series:  
  
Data for this indicator is available as of 2000 in the SDG Indicators Global Database, but longer time series are available in ILOSTAT.  
  
  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 The ILO sends out its annual ILOSTAT questionnaire on labour statistics, usually in the 2nd quarter, with a view to receiving the requested statistics by the 3rd quarter or the end of the year at the latest. Data received in batch from regional and national statistical offices and data obtained through the processing of microdata sets of national household surveys by the ILO Department of Statistics are continuously updated in ILOSTAT (as they become available to the ILO Department of Statistics).  
  
   
  
   
  
Data release:  
  
The ILOSTAT database is continuously updated to reflect statistics compiled and processed every week. In general, statistics for EUROSTAT and OECD countries are available around the 2nd or 3rd quarter of the year following the year of reference, whereas they are usually available around the 3rd or 4th quarter of the year following the year of reference for the other countries.  
  
  
  
Data providers  
  
Mainly national statistical offices, and in some cases labour ministries or other related agencies, at the country-level. In some cases, regional or international statistical offices can also act as data providers.  
  
  
  
Data compilers  
  
ILO  
  
  
  
References  
  
  
  
ILO Guidebook - Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators (https://www.ilo.org/stat/Publications/WCMS\_647109/lang--en/index.htm )  
  
Decent Work Indicators Manual: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms\_223121.pdf   
  
Resolution concerning statistics of work, employment and labour underutilization, adopted by the 19th ICLS in 2013: http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adoptedby-international-conferences-of-labour-statisticians/WCMS\_230304/lang--en/index.htm   
  
International Standard Classification of Education (ISCED) developed by UNESCO: http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx   
  
What does NEETs mean and why is the concept so easily misinterpreted? (ILO, W4Y, Technical brief n°1): http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms\_343153.pdf   
  
ILOSTAT (https://ilostat.ilo.org/).  
  
ILOSTAT’s Indicator Descriptions – Youth NEET rate (https://ilostat.ilo.org/resources/methods/description-youth-neet/).   
  
  
  
Related indicators as of February 2020

Last updated: 12 February 2018  
  
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
  
Target 8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead  
  
Indicator 8.4.2: Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP  
  
  
  
Institutional information  
  
  
  
Organization(s):  
  
United Nations Environment Programme (UNEP)  
  
  
  
Concepts and definitions  
  
  
  
Definition:  
  
Domestic Material Consumption (DMC) is a standard material flow accounting (MFA) indicator and reports the apparent consumption of materials in a national economy.   
  
  
  
Rationale:  
  
DMC reports the amount of materials that are used in a national economy. DMC is a territorial (production side) indicator. DMC also presents the amount of material that needs to be handled within an economy, which is either added to material stocks of buildings and transport infrastructure or used to fuel the economy as material throughput. DMC describes the physical dimension of economic processes and interactions. It can also be interpreted as long-term waste equivalent. Per-capita DMC describes the average level of material use in an economy – an environmental pressure indicator – and is also referred to as metabolic profile.   
  
  
  
Concepts:  
  
Domestic Material Consumption (DMC) and MF need to be looked at in combination as they cover the two aspects of the economy, production and consumption. The DMC reports the actual amount of material in an economy, MF the virtual amount required across the whole supply chain to service final demand. A country can, for instance have a very high DMC because it has a large primary production sector for export or a very low DMC because it has outsourced most of the material intensive industrial process to other countries. The material footprint corrects for both phenomena.   
  
  
  
Comments and limitations:  
  
DMC cannot be disaggregated to economic sectors which limits its potential to become a satellite account to the System of National Accounts (SNA).   
  
  
  
Methodology  
  
  
  
Computation Method:  
  
It is calculated as direct imports (IM) of material plus domestic extraction (DE) of materials minus direct exports (EX) of materials measured in metric tonnes. DMC measure the amount of materials that are used in economic processes. It does not include materials that are mobilized the process of domestic extraction but do not enter the economic process. DMC is based on official economic statistics and it requires some modelling to adapt the source data to the methodological requirements of the MFA. The accounting standard and accounting methods are set out in the EUROSTAT guidebooks for MFA accounts in the latest edition of 2013. MFA accounting is also part of the central framework of the System of integrated Environmental-Economic Accounts (SEEA).   
  
  
  
Disaggregation:  
  
The DMC indicator can be disaggregated into imports, domestic extraction and exports by a large number of material follow categories. At the highest level of aggregation biomass, fossil fuels, metal ores and non-metallic minerals are distinguished. DMC is usually reported for 11 material categories, DE for 44 material categories.   
  
  
  
Treatment of missing values:  
  
  
  
At country level  
  
A zero is imputed when no positive real value was officially recorded, in the base data sets used, for any of the underlying components which make up this aggregated total. Thus “0.0” can represent either NA, or a genuine 0.0, or (crucially) a combination of both, which is a common situation. This allows for values to be easily aggregated into further aggregations; however, it should be thus noted that due to imputing missing values as ‘0.0’, the aggregations may represent a lower value than actual situation.   
  
  
  
At regional and global levels  
  
Similarly, missing values are imputed as zero in the regional and global aggregations. However, in the case where no data is available at all for a particular country then the per capita and per GDP estimates are weighted averages of the available data.   
  
  
  
Regional aggregates:  
  
See: http://uneplive.unep.org/media/docs/graphs/aggregation\_methods.pdf  
  
  
  
Sources of discrepancies:  
  
  
  
Data Sources  
  
  
  
Description:  
  
The global material flows database is based on country material flow accounts from the European Union and Japan and estimated data for the rest of the world. Estimated data is produced on the bases of data available from different national or international datasets in the domain of agriculture, forestry, fisheries, mining and energy statistics. International statistical sources for DMC and MF include the IEA, USGS, FAO and COMTRADE databases.   
  
  
  
Collection process:  
  
The IRP Global Material Flows and Resource Productivity working group compiles the data from countries and from other sources.  
  
  
  
  
  
Data Availability  
  
  
  
Description:  
  
The data covers more than 170 countries.   
  
  
  
Time series:  
  
The data set covers each nation individually, over a time period of 47 years (1970-2017).  
  
  
  
Calendar  
  
  
  
Data collection:  
  
 Under discussion  
  
   
  
Data release:  
  
11 September 2017  
  
  
  
Data providers  
  
National Statistical Offices   
  
  
  
Data compilers  
  
UNEP, OECD and EUROSTAT  
  
  
  
References  
  
  
  
URL:  
  
  
  
References:  
  
EUROSTAT (2013). Economy-wide material flow accounts. Compilation guide 2013.  
  
Wiedmann, T., H. Schandl, M. Lenzen, D. Moran, S. Suh, J. West, K. Kanemoto, (2013) The Material Footprint of Nations, Proc. Nat. Acad. Sci. Online before print.  
  
Lenzen, M., Moran, D., Kanemoto, K., Geschke, A. (2013) Building Eora: A global Multi-regional Input-Output Database at High Country and Secotr Resolution, Economic Systems Research, 25:1, 20-49.   
  
  
  
Related indicators as of February 2020  
  
Indicator 12.2.2

**Employment**



**Employment** is a relationship between two [parties,](https://en.wikipedia.org/wiki/Party_(law)) usually based on a [contract](https://en.wikipedia.org/wiki/Employment_contract) where work is paid for, where one party, which may be a [corporation,](https://en.wikipedia.org/wiki/Corporation) [for profit,](https://en.wikipedia.org/wiki/For_profit) [not-for-profit organization,](https://en.wikipedia.org/wiki/Not-for-profit_organization) [co-operative](https://en.wikipedia.org/wiki/Co-operative) or other entity is the [employer](https://en.wikipedia.org/wiki/Employer) and the other is the



[employee.](https://en.wikipedia.org/wiki/Employee)[[1]](#page10) Employees work in return for [payment,](https://en.wikipedia.org/wiki/Payment) which may be in the form of an hourly wage, by [piecework](https://en.wikipedia.org/wiki/Piecework) or an annual [salary,](https://en.wikipedia.org/wiki/Salary) depending on the type of work an employee does or which sector they are working in. Employees in some fields or sectors may receive [gratuities,](https://en.wikipedia.org/wiki/Gratuity) [bonus payment](https://en.wikipedia.org/wiki/Bonus_payment) or [stock options.](https://en.wikipedia.org/wiki/Stock_option) In some types of employment, employees may receive benefits in addition to payment. Benefits can include [health insurance,](https://en.wikipedia.org/wiki/Health_insurance) [housing,](https://en.wikipedia.org/wiki/Housing) [disability insurance](https://en.wikipedia.org/wiki/Disability_insurance) or use of a gym. Employment is typically governed by [employment laws,](https://en.wikipedia.org/wiki/Labour_law) organisation or legal contracts.



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**Employees and employers**



An **employee** contributes labor and expertise to an endeavor of an **employer** or of a person conducting a business or undertaking (PCB)[[2]](#page10) and is usually hired to perform specific duties which are packaged into a [job.](https://en.wikipedia.org/wiki/Job_(role)) In a corporate context, an employee is a person who is hired to provide services to a [company](https://en.wikipedia.org/wiki/Company) on a regular basis in exchange for [compensation](https://en.wikipedia.org/wiki/Financial_compensation) and who does not provide



these services as part of an [independent business.](https://en.wikipedia.org/wiki/Independent_business)[[3]](#page10)



**Employer–worker relationship**



Employer and managerial control within an organization rests at many levels and has important implications for staff and productivity alike, with control forming the fundamental link between desired outcomes and actual processes. Employers must balance interests such as decreasing wage constraints with a maximization of labor productivity in order to achieve a profitable and productive employment relationship.

**Labor acquisition / hiring**

[The main ways for employers to find workers and for people to find employers are via jobs listings in newspapers (via classified](https://en.wikipedia.org/wiki/Classified_advertising) [advertising) and online, also called job boards. Employers and job seekers also often find each other via professional recruitment](https://en.wikipedia.org/wiki/Recruitment_consultant) [consultants which receive a](https://en.wikipedia.org/wiki/Recruitment_consultant) [commission](https://en.wikipedia.org/wiki/Commission_(remuneration)) [from the employer to find, screen and select suitable candidates. However, a study has](https://en.wikipedia.org/wiki/Recruitment_consultant)



shown that such consultants may not be reliable when they fail to use established principles in selecting employees.[[1]](#page10) A more traditional approach is with a "Help Wanted" [sign](https://en.wikipedia.org/wiki/Sign) in the establishment (usually hung on a window or door[[4]](#page10) or placed on a store



counter).[[3]](#page10) Evaluating different employees can be quite laborious but setting up different techniques to analyze their skill to measure their talents within the field can be best through assessments.[[5]](#page11) Employer and potential employee commonly take the additional step of getting to know each other through the process of [job interview.](https://en.wikipedia.org/wiki/Job_interview)



**Training and development**

[Training and development](https://en.wikipedia.org/wiki/Training_and_development) refers to the employer's effort to equip a newly hired employee with necessary skills to perform at the job, and to help the employee grow within the organization. An appropriate level of training and development helps to improve employee's [job satisfaction.](https://en.wikipedia.org/wiki/Job_satisfaction)[[6]](#page11)



**Remuneration**

There are many ways that employees are paid, including by hourly wages, by [piecework,](https://en.wikipedia.org/wiki/Piecework) by yearly [salary,](https://en.wikipedia.org/wiki/Salary) or by [gratuities](https://en.wikipedia.org/wiki/Gratuity) (with the latter often being combined with another form of payment). In sales jobs and real estate positions, the employee may be paid a [commission,](https://en.wikipedia.org/wiki/Commission_(remuneration)) a percentage of the value of the goods or services that they have sold. In some fields and professions (*e.g.*, executive jobs), employees may be eligible for a bonus if they meet certain targets. Some executives and employees may be paid in [stocks](https://en.wikipedia.org/wiki/Stock) or [stock options,](https://en.wikipedia.org/wiki/Stock_option) a compensation approach that has the added benefit, from the company's point of view, of helping to align the interests of the compensated individual with the performance of the company.

[Under the faithless servant doctrine, a doctrine under the laws of a number of states in the United States, and most notably New](https://en.wikipedia.org/wiki/Law_of_New_York_(state)) [York State law, an employee who acts unfaithfully towards his employer must forfeit all of the compensation he received during](https://en.wikipedia.org/wiki/Law_of_New_York_(state))



the period of his disloyalty.[[7][8][9][10][11]](#page11)

**Employee benefits**

[Employee benefits](https://en.wikipedia.org/wiki/Employee_benefits) are various non-wage compensation provided to employee in addition to their wages or salaries. The benefits can include: housing (employer-provided or employer-paid), group insurance (health, dental, life etc.), disability income protection, retirement benefits, daycare, tuition reimbursement, sick leave, vacation (paid and non-paid), social security, profit sharing, funding of education, and other specialized benefits. In some cases, such as with workers employed in remote or isolated regions, the benefits may include meals. Employee benefits can improve the relationship between employee and employer and lowers staff turnover.[[12]](#page11)



**Organizational justice**

[Organizational justice](https://en.wikipedia.org/wiki/Organizational_justice) is an employee's perception and judgement of employer's treatment in the context of fairness or justice. The resulting actions to influence the employee-employer relationship is also a part of organizational justice.[[12]](#page11)



**Workforce organizing**

Employees can organize into trade or [labor unions,](https://en.wikipedia.org/wiki/Labor_union) which represent the work force to collectively bargain with the management of organizations about working, and contractual conditions and services.[[13]](#page11)



**Ending employment**

Usually, either an employee or employer may end the relationship at any time, often subject to a certain notice period. This is referred to as [at-will employment.](https://en.wikipedia.org/wiki/At-will_employment) The contract between the two parties specifies the responsibilities of each when ending the



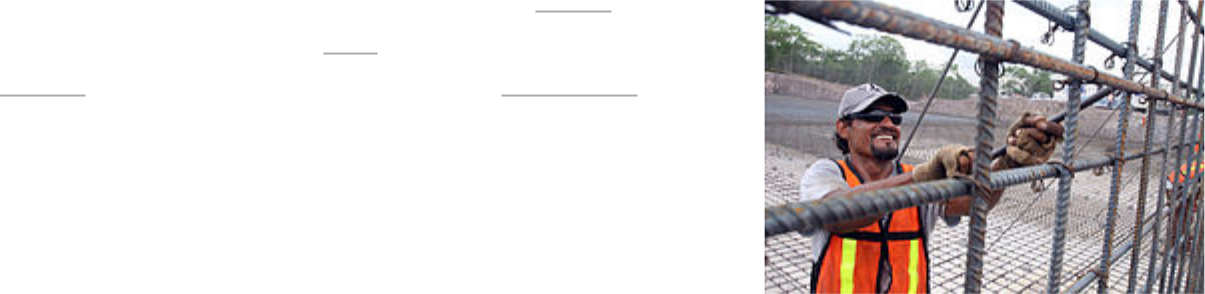
relationship and may include requirements such as notice periods, [severance pay,](https://en.wikipedia.org/wiki/Severance_pay) and security measures.[[13]](#page11) In some professions, notably teaching, civil servants, university professors, and some orchestra jobs, some employees may have [tenure,](https://en.wikipedia.org/wiki/Tenure) which means that they cannot be dismissed at will. Another type of termination is a [layoff.](https://en.wikipedia.org/wiki/Layoff)



**Wage labor**



Wage labor is the [socioeconomic](https://en.wikipedia.org/wiki/Socioeconomics) relationship between a [worker](https://en.wikipedia.org/wiki/Workforce) and an employer, where the worker sells their [labor](https://en.wikipedia.org/wiki/Labour_economics) under a formal or informal employment [contract.](https://en.wikipedia.org/wiki/Contract) These transactions usually occur in a [labor market](https://en.wikipedia.org/wiki/Labor_market) where



[wages](https://en.wikipedia.org/wiki/Wage) are market determined.[[6][12]](#page11) In exchange for the wages paid, the work product generally becomes the [undifferentiated property](https://en.wikipedia.org/wiki/Work_for_hire) of the employer, except for special cases such as the vesting of [intellectual property](https://en.wikipedia.org/wiki/Intellectual_property) patents in the United States where [patent rights](https://en.wikipedia.org/wiki/Patent" \l "Ownership) are [usually](https://en.wikipedia.org/wiki/Freelancer) vested in the original personal inventor. A wage laborer is a person whose primary means of income is from the selling of his or her labor in this way.[[13]](#page11)



In modern mixed economies such as that of the [OECD](https://en.wikipedia.org/wiki/OECD) [countries,](https://en.wikipedia.org/wiki/Organisation_for_Economic_Co-operation_and_Development" \l "Current_members) it is currently the dominant form of work arrangement. Although most work occurs following this structure, the wage work arrangements of [CEOs,](https://en.wikipedia.org/wiki/Chief_executive_officer) professional employees,



and professional contract workers are sometimes conflated with [class assignments,](https://en.wikipedia.org/wiki/Working_class) so that "wage labor" is considered to apply only to unskilled, semi-skilled or [manual labor.](https://en.wikipedia.org/wiki/Manual_labour)[[14]](#page11)

**Wage slavery**

Wage labor, as institutionalized under today's market economic systems, has been criticized,[[13]](#page11) especially by both mainstream [socialists](https://en.wikipedia.org/wiki/Socialism) and [anarcho-syndicalists,](https://en.wikipedia.org/wiki/Anarcho-syndicalism)[[14][15][16][17]](#page11) using the [pejorative](https://en.wikipedia.org/wiki/Pejorative) term [wage slavery.](https://en.wikipedia.org/wiki/Wage_slavery)[[18][19]](#page11) Socialists draw parallels between the trade of [labor](https://en.wikipedia.org/wiki/Wage_labour) as a commodity and [slavery.](https://en.wikipedia.org/wiki/Slavery) [Cicero](https://en.wikipedia.org/wiki/Cicero) is also known to have suggested such parallels.[[20]](#page11)



The American philosopher [John Dewey](https://en.wikipedia.org/wiki/John_Dewey) posited that until ["industrial feudalism"](https://en.wikipedia.org/wiki/Economic_exploitation) is replaced by "industrial [democracy",](https://en.wikipedia.org/wiki/Democracy) politics



[will be "the shadow cast on society by big business".](https://en.wikipedia.org/wiki/Investment_theory_of_party_competition)[[21]](#page11) [Thomas Ferguson has postulated in his investment theory of party](https://en.wikipedia.org/wiki/Investment_theory_of_party_competition) [competition that the undemocratic nature of economic institutions under capitalism causes elections to become occasions when](https://en.wikipedia.org/wiki/Investment_theory_of_party_competition)



blocs of investors coalesce and compete to control the state plus cities.[[22]](#page11)

**Employment contract**



**Australia**

Australian employment has been governed by the [Fair Work Act](https://en.wikipedia.org/wiki/Fair_Work_Act) since 2009.[[23]](#page11)



**Bangladesh**

Bangladesh Association of International Recruiting Agencies [(BAIRA)](https://en.wikipedia.org/wiki/BAIRA) is an association of national level with its international reputation of co-operation and welfare of the migrant workforce as well as its approximately 1200 members agencies in collaboration with and support from the Government of Bangladesh.[[14]](#page11)



**Canada**

In the [Canadian province](https://en.wikipedia.org/wiki/Provinces_and_territories_of_Canada) of [Ontario,](https://en.wikipedia.org/wiki/Ontario) formal complaints can be brought to the [Ministry of Labour.](https://en.wikipedia.org/wiki/Ministry_of_Labour_(Ontario)) In the province of [Quebec,](https://en.wikipedia.org/wiki/Quebec) [grievances can be filed with the Commission des normes du travail (https://web.archive.org/web/20061011030434/http://www.cn](https://web.archive.org/web/20061011030434/http://www.cnt.gouv.qc.ca/en/index.asp) [t.gouv.qc.ca/en/index.asp).](https://web.archive.org/web/20061011030434/http://www.cnt.gouv.qc.ca/en/index.asp)[[17]](#page11)



**Pakistan**

[Pakistan](https://en.wikipedia.org/wiki/Pakistan) has no contract Labor, Minimum Wage and Provident Funds Acts. Contract labor in Pakistan must be paid minimum wage and certain facilities are to be provided to labor. However, the Acts are not yet fully implemented.[[14]](#page11)



**India**

[India](https://en.wikipedia.org/wiki/India) has Contract Labor, Minimum Wage, Provident Funds Act and various other acts to comply with. Contract labor in India must be paid minimum wage and certain facilities are to be provided to labor. However, there is still a large amount of work that remains to be done to fully implement the Act.[[17]](#page11)



**Philippines**

In the [Philippines,](https://en.wikipedia.org/wiki/Philippines) employment is regulated by the [Department of Labor and Employment.](https://en.wikipedia.org/wiki/Department_of_Labor_and_Employment_(Philippines))[[24]](#page11)



**United Kingdom**

In the United Kingdom, employment contracts are categorized by the government into the following types:[[25]](#page11)

[Fixed-term contract:](https://en.wikipedia.org/wiki/Fixed-term_contract) last for a certain length of time, are set in advance, end when a specific task is completed, ends when a specific event takes place.



All employees, private industries, by branches

A [call centre](https://en.wikipedia.org/wiki/Call_centre) worker confined to a small workstation/booth.

[Full-time](https://en.wikipedia.org/wiki/Full-time) or [part-time contract:](https://en.wikipedia.org/wiki/Part-time_contract) has no defined length of time, can be terminated by either party, is to accomplish a specific task, specified number of hours.[[24]](#page11)



Agency staff

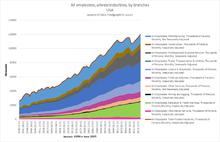


[Freelancers,](https://en.wikipedia.org/wiki/Freelancer) [Consultants](https://en.wikipedia.org/wiki/Consultant) and [Contractors](https://en.wikipedia.org/wiki/Independent_contractor) [Zero-hour contracts](https://en.wikipedia.org/wiki/Zero-hour_contract)



**United States**

For purposes of U.S. federal income tax withholding, 26 U.S.C. § 3401(c) provides a definition for the term "employee" specific to chapter 24 of the [Internal Revenue Code:](https://en.wikipedia.org/wiki/Internal_Revenue_Code)



"For purposes of this chapter, the term “employee” includes an officer, employee, or elected official of the United States, a State, or any political subdivision thereof, or the District of Columbia, or any agency or instrumentality of any one or more of the foregoing. The term “employee” also includes an officer of a corporation."[[26]](#page11) This definition does not exclude all those who are commonly known as 'employees'. “Similarly, Latham’s instruction which indicated that under 26 U.S.C. § 3401(c) the category of ‘employee’ does not include privately employed wage earners is a preposterous reading of the

statute. It is obvious that within the context of both statutes the word ‘includes’ is a term of enlargement not of limitation, and the reference to certain entities or categories is not intended to exclude all others.”[[27]](#page11)

Employees are often contrasted with [independent contractors,](https://en.wikipedia.org/wiki/Independent_contractors) especially when there is dispute as to the worker's entitlement to have matching taxes paid, [workers compensation,](https://en.wikipedia.org/wiki/Workers_compensation) and [unemployment insurance](https://en.wikipedia.org/wiki/Unemployment_insurance) benefits. However, in September 2009, the court case of *Brown v. J. Kaz, Inc.* ruled that independent contractors are regarded as employees for the purpose of [discrimination laws](https://en.wikipedia.org/wiki/Civil_Rights_Act_of_1964)



if they work for the employer on a regular basis, and said employer directs the time, place, and manner of employment.[[24]](#page11)

[In non-union work environments, in the United States, unjust termination complaints can be brought to the United States](https://en.wikipedia.org/wiki/United_States_Department_of_Labor) [Department of Labor.](https://en.wikipedia.org/wiki/United_States_Department_of_Labor)[[28]](#page11)



Labor unions are legally recognized as representatives of workers in many industries in the United States. Their activity today centers on [collective bargaining](https://en.wikipedia.org/wiki/Collective_bargaining) over wages, benefits, and working conditions for their membership, and on representing their members in disputes with management over violations of contract provisions. Larger unions also typically engage in lobbying activities and electioneering at the state and federal level.[[24]](#page11)



[Most unions in America are aligned with one of two larger umbrella organizations: the AFL-CIO created in 1955, and the Change](https://en.wikipedia.org/wiki/Change_to_Win_Federation) [to Win Federation which split from the AFL-CIO in 2005. Both advocate policies and legislation on behalf of workers in the](https://en.wikipedia.org/wiki/Change_to_Win_Federation)



United States and Canada, and take an active role in politics. The AFL-CIO is especially concerned with global trade issues.[[22]](#page11)

American business theorist [Jeffrey Pfeffer](https://en.wikipedia.org/wiki/Jeffrey_Pfeffer) posits that contemporary employment practices and employer commonalities in the United States, including toxic working environments, job insecurity, long hours and increased performance pressure from management, are responsible for 120,000 excess deaths annually, making the workplace the fifth leading cause of death in the United States.[[29]](#page11)



**Sweden**

According to Swedish law,[[30]](#page11) there are three types of employment.

Test employment (*swe: Provanställning*), where the employer hires a person for a test period of 6 months maximum. The employment can be ended at any time without giving any reason. This type of employment can be offered only once per employer and in employee combination. Usually a time limited or normal employment is



offered after a test employment.[[31]](#page12)

Time limited employment (*swe: Tidsbegränsad anställning*). The employer hires a person for a specified time. Usually they are extended for a new period. Total maximum two years per employer and employee combination, then it automatically counts as a normal employment.



Normal employment (*swe: Tillsvidareanställning / Fast anställning*), which has no time limit (except for retirement



etc.). It can still be ended for two reasons: **personal reason**, immediate end of employment only for strong reasons such as crime, or **lack of work tasks** (*swe: Arbetsbrist*), cancellation of employment, usually because of bad income for the company. There is a cancellation period of 1–6 months, and rules for how to select

employees, basically those with shortest employment time shall be cancelled first.[[31]](#page12)

There are no laws about [minimum salary](https://en.wikipedia.org/wiki/Minimum_wage) in Sweden. Instead there are agreements between employer organizations and trade



unions about minimum salaries, and other employment conditions.

There is a type of employment contract which is common but not regulated in law, and that is Hour employment (*swe:* *Timanställning*), which can be Normal employment (unlimited), but the work time is unregulated and decided per immediate needbasis. The employee is expected to be answering the phone and come to work when needed, e.g. when someone is ill and absent from work. They will receive salary only for actual work time and can in reality be fired for no reason by not being called anymore. This type of contract is common in the public sector.[[31]](#page12)

**Age-related issues**



**Younger age workers**

Young workers are at higher risk for [occupational injury](https://en.wikipedia.org/wiki/Occupational_injury) and face certain



[occupational hazards](https://en.wikipedia.org/wiki/Occupational_hazard) at a higher rate; this is generally due to their employment



in high-risk industries. For example, in the United States, young people are injured at work at twice the rate of their older counterparts.[[33]](#page12) These workers are also at higher risk for [motor vehicle accidents](https://en.wikipedia.org/wiki/Motor_vehicle_accidents) at work, due to less work



experience, a lower use of seat belts, and higher rates of distracted driving.[[34][35]](#page12) To mitigate this risk, those under the age of 17 are restricted from certain types of driving, including transporting people and goods under certain circumstances.[[34]](#page12)

High-risk industries for young workers include agriculture, restaurants, waste management, and mining.[[33][34]](#page12) In the United States, those under the age of 18 [are restricted from certain jobs that are deemed dangerous under the Fair Labor](https://en.wikipedia.org/wiki/Fair_Labor_Standards_Act) [Standards Act.](https://en.wikipedia.org/wiki/Fair_Labor_Standards_Act)[[34]](#page12)



Youth employment rate in the [US,](https://en.wikipedia.org/wiki/United_States) i.e. the ratio of employed persons (15– [24Y) in an economy to total labor](https://en.wikipedia.org/wiki/Labor_force_in_the_United_States) [force (15–24Y).](https://en.wikipedia.org/wiki/Labor_force_in_the_United_States)[[32]](#page12)



Youth employment programs are most effective when they include both theoretical classroom training and hands-on training with work placements.[[36]](#page12)

[In the conversation of employment among younger aged workers, youth unemployment has also been monitored. Youth](https://en.wikipedia.org/wiki/Youth_unemployment) [unemployment rates tend to be higher than the adult rates in every country in the world.](https://en.wikipedia.org/wiki/Youth_unemployment)



**Older age workers**

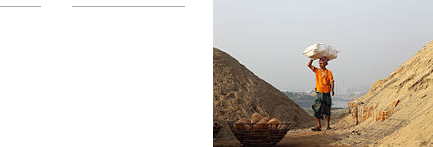
Those older than the statutory defined retirement age may continue to work, either out of enjoyment or necessity. However, depending on the nature of the job, older workers may need to transition into less-physical forms of work to avoid injury. Working past retirement age also has positive effects, because it gives a sense of purpose and allows people to maintain social networks and activity levels.[[37]](#page12) Older workers are often found to be discriminated against by employers.[[38]](#page12)

**Working poor**

Worker, [Dhaka,](https://en.wikipedia.org/wiki/Dhaka) [Bangladesh.](https://en.wikipedia.org/wiki/Bangladesh)



[Employment is no guarantee of escaping poverty, the International Labour](https://en.wikipedia.org/wiki/International_Labour_Organization)



[Organization (ILO) estimates that as many as 40% of workers are poor, not](https://en.wikipedia.org/wiki/International_Labour_Organization)



earning enough to keep their families above the $2 a day [poverty line.](https://en.wikipedia.org/wiki/Poverty_line)[[31]](#page12) For instance, in [India](https://en.wikipedia.org/wiki/India) most of the chronically poor are wage earners in formal employment, because their jobs are insecure and low paid and offer no chance to accumulate wealth to avoid risks.[[31]](#page12) According to the [UNRISD,](https://en.wikipedia.org/wiki/UNRISD) increasing labor productivity appears to have a negative impact on job creation: in the 1960s, a 1% increase in output per worker was associated with a reduction in employment growth of 0.07%, by the first decade of this century the same productivity increase implies reduced employment growth by 0.54%.[[31]](#page12) Both



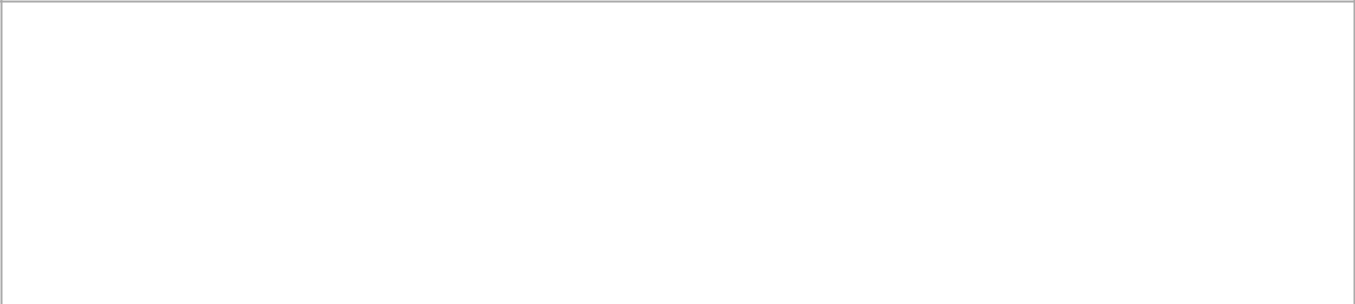
increased employment opportunities and increased labor productivity (as long as it also translates into higher wages) are needed to tackle poverty. Increases in employment without increases in productivity leads to a rise in the number of "working poor", which is why some experts are now promoting the creation of "quality" and not "quantity" in labor market policies.[[31]](#page12) This approach does highlight how higher productivity has helped reduce poverty in [East Asia,](https://en.wikipedia.org/wiki/East_Asia) but the negative impact is beginning to



show.[[31]](#page12) In [Vietnam,](https://en.wikipedia.org/wiki/Vietnam) for example, employment growth has slowed while productivity growth has continued.[[31]](#page12) Furthermore, productivity increases do not always lead to increased wages, as can be seen in the [United States,](https://en.wikipedia.org/wiki/United_States) where the gap between productivity and wages has been rising since the 1980s.[[31]](#page12)



Researchers at the [Overseas Development Institute](https://en.wikipedia.org/wiki/Overseas_Development_Institute) argue that there are differences across [economic sectors](https://en.wikipedia.org/wiki/Economic_sector) in creating employment that reduces poverty.[[31]](#page12) 24 instances of growth were examined, in which 18 reduced poverty. This study showed that other sectors were just as important in reducing [unemployment,](https://en.wikipedia.org/wiki/Unemployment) such as [manufacturing.](https://en.wikipedia.org/wiki/Manufacturing)[[31]](#page12) The [services sector](https://en.wikipedia.org/wiki/Services_sector) is most effective at translating productivity growth into employment growth. [Agriculture](https://en.wikipedia.org/wiki/Agriculture) provides a safety net for jobs and economic buffer when other sectors are struggling.[[31]](#page12)



**Growth, employment and poverty**[[31]](#page12)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Number of | Rising | Rising | Rising |  |
|  | agricultural | industrial | services |  |
|  | episodes |  |
|  | employment | employment | employment |  |
|  |  |  |
|  |  |  |  |  |  |
| Growth episodes associated with falling poverty rates | 18 | 6 | 10 | 15 |  |
|  |  |  |  |  |  |
| Growth episodes associated with no fall in poverty | 6 | 2 | 3 | 1 |  |
| rates |  |
|  |  |  |  |  |
|  |  |  |  |  |  |

**Models of the employment relationship**



Scholars conceptualize the employment relationship in various ways.[[39]](#page12) A key assumption is the extent to which the employment relationship necessarily includes conflicts of interests between employers and employees, and the form of such conflicts.[[40]](#page12) In economic theorizing, the labor market mediates all such conflicts such that employers and employees who enter into an employment relationship are assumed to find this arrangement in their own self-interest. In human resource management theorizing, employers and employees are assumed to have shared interests (or a unity of interests, hence the label “unitarism”). Any conflicts that exist are seen as a manifestation of poor human resource management policies or interpersonal clashes such as personality conflicts, both of which can and should be managed away. From the perspective of pluralist industrial relations, the

employment relationship is characterized by a plurality of stakeholders with legitimate interests (hence the label “pluralism), and some conflicts of interests are seen as inherent in the employment relationship (e.g., wages v. profits). Lastly, the critical [paradigm emphasizes antagonistic conflicts of interests between various groups (e.g., the competing capitalist and working](https://en.wikipedia.org/wiki/Working_classes) [classes in a Marxist framework) that are part of a deeper social conflict of unequal power relations. As a result, there are four](https://en.wikipedia.org/wiki/Working_classes)



common models of employment:[[41]](#page12)

* Mainstream economics: employment is seen as a mutually advantageous transaction in a free market between self-interested legal and economic equals
* [Human resource management](https://en.wikipedia.org/wiki/Human_resource_management) (unitarism): employment is a long-term partnership of employees and employers with common interests
* [Pluralist industrial relations:](https://en.wikipedia.org/wiki/Industrial_relations) employment is a bargained exchange between stakeholders with some common and some competing economic interests and unequal bargaining power due to imperfect labor markets[31]
* Critical [industrial relations:](https://en.wikipedia.org/wiki/Industrial_relations) employment is an unequal power relation between competing groups that is embedded in and inseparable from systemic inequalities throughout the socio-politico-economic system.



These models are important because they help reveal why individuals hold differing perspectives on human resource management policies, labor unions, and employment regulation.[[42]](#page12) For example, human resource management policies are seen as dictated by the market in the first view, as essential mechanisms for aligning the interests of employees and employers and thereby creating profitable companies in the second view, as insufficient for looking out for workers’ interests in the third view, and as manipulative managerial tools for shaping the ideology and structure of the workplace in the fourth view.[[43]](#page12)

**Academic literature**



Literature on the employment impact of economic growth and on how growth is associated with employment at a macro, sector and industry level was aggregated in 2013.[[44]](#page12)

Researchers found evidence to suggest growth in manufacturing and services have good impact on employment. They found GDP growth on employment in agriculture to be limited, but that value-added growth had a relatively larger impact.[[31]](#page12) The impact on job creation by industries/economic activities as well as the extent of the body of evidence and the key studies. For extractives, they again found extensive evidence suggesting growth in the sector has limited impact [on](https://en.wikipedia.org/wiki/John_Cena) employment. In textiles however, although evidence was low, studies suggest growth there positively contributed to job creation. In [agri-business](https://en.wikipedia.org/wiki/Agri-business) and [food processing,](https://en.wikipedia.org/wiki/Food_processing) they found impact growth to be positive.[[44]](#page12)



They found that most available literature focuses on [OECD](https://en.wikipedia.org/wiki/OECD) and [middle-income countries](https://en.wikipedia.org/w/index.php?title=Middle-income_countries&action=edit&redlink=1) somewhat, where economic growth impact has been shown to be positive on employment. The researchers didn't find sufficient evidence to conclude any impact of growth on employment in [LDCs](https://en.wikipedia.org/wiki/Least_developed_country) despite some pointing to the positive impact, others point to limitations. They recommended that complementary policies are necessary to ensure economic growth's positive impact on LDC employment. With trade, industry and investment, they only found limited evidence of positive impact on employment from industrial and investment policies and for others, while large bodies of evidence does exist, the exact impact remains contested.[[44]](#page12)



Researchers have also explored the relationship between employment and illicit activities. Using evidence from Africa, a research team found that a program for Liberian ex-fighters reduced work hours on illicit activities. The employment program also reduced interest in mercenary work in nearby wars. The study concludes that while the use of capital inputs or cash payments for peaceful work created a reduction in illicit activities, the impact of training alone is rather low.[[45]](#page12)

**Globalization and employment relations**



The balance of economic efficiency and social equity is the ultimate debate in the field of [employment relations.](https://en.wikipedia.org/wiki/Industrial_relations)[[46]](#page12) By meeting the needs of the employer; generating profits to establish and maintain economic efficiency; whilst maintaining a balance with the employee and creating social equity that benefits the worker so that he/she can fund and enjoy healthy living; proves to be a continuous revolving issue in westernized societies.[[46]](#page12)

[Globalization](https://en.wikipedia.org/wiki/Globalization) has effected these issues by creating certain economic factors that disallow or allow various employment issues. Economist Edward Lee (1996) studies the effects of globalization and summarizes the four major points of concern that affect employment relations:



* International competition, from the [newly industrialized countries,](https://en.wikipedia.org/wiki/Newly_industrialized_countries) will cause unemployment growth and increased wage disparity for unskilled workers in industrialized countries. Imports from low-wage countries exert pressure on the manufacturing sector in industrialized countries and foreign direct investment (FDI) is attracted away from the industrialized nations, towards low-waged countries.[46]
* Economic liberalization will result in unemployment and wage inequality in developing countries. This happens as job losses in uncompetitive industries outstrip job opportunities in new industries.
* Workers will be forced to accept worsening wages and conditions, as a global labor market results in a “race to the bottom”. Increased international competition creates a pressure to reduce the wages and conditions of workers.[[46]](#page12)
* Globalization reduces the autonomy of the nation state. Capital is increasingly mobile and the ability of the state to regulate economic activity is reduced.



What also results from Lee's (1996) findings is that in industrialized countries an average of almost 70 per cent of workers are employed in the service sector, most of which consists of non-tradable activities. As a result, workers are forced to become more skilled and develop sought after trades, or find other means of survival. Ultimately this is a result of changes and trends of employment, an evolving [workforce,](https://en.wikipedia.org/wiki/Workforce) and globalization that is represented by a more skilled and increasing highly diverse labor



force, that are growing in non standard forms of employment (Markey, R. et al. 2006).[[46]](#page12)

**Alternatives**



**Subcultures**

Various youth subcultures have been associated with not working, such as the [hippie](https://en.wikipedia.org/wiki/Hippie) subculture in the 1960s and 1970s (which endorsed the idea of "dropping out" of society) and the [punk subculture,](https://en.wikipedia.org/wiki/Punk_subculture) in which some members live in [anarchist](https://en.wikipedia.org/wiki/Anarchy) [squats](https://en.wikipedia.org/wiki/Squatting) (illegal housing).



**Postsecondary education**

One of the alternatives to work is engaging in postsecondary education at a [college,](https://en.wikipedia.org/wiki/College) [university](https://en.wikipedia.org/wiki/University) or [professional school.](https://en.wikipedia.org/wiki/Professional_school) One of the



major costs of obtaining a postsecondary education is the [opportunity cost](https://en.wikipedia.org/wiki/Opportunity_cost) of forgone wages due to not working. At times when jobs are hard to find, such as during recessions, unemployed individuals may decide to get postsecondary education, because there is less of an opportunity cost.



**Workplace democracy**

Workplace democracy is the application of [democracy](https://en.wikipedia.org/wiki/Democracy) in all its forms (including [voting systems,](https://en.wikipedia.org/wiki/Voting_system) [debates,](https://en.wikipedia.org/wiki/Debate) [democratic structuring,](https://en.wikipedia.org/wiki/Democratic_structuring) [due process,](https://en.wikipedia.org/wiki/Due_process) [adversarial process,](https://en.wikipedia.org/wiki/Adversarial_process) systems of appeal) to the [workplace.](https://en.wiktionary.org/wiki/Workplace)[[47][48]](#page12)



**Self-employment**

When an individual entirely owns the business for which they labor, this is known as [self-employment.](https://en.wikipedia.org/wiki/Self-employment) Self-employment often



leads to [incorporation.](https://en.wikipedia.org/wiki/Incorporation_(business)) Incorporation offers certain protections of one's personal assets.[[46]](#page12) Individuals who are self-employed



may own a [small business.](https://en.wikipedia.org/wiki/Small_business) They may also be considered to be an [entrepreneur.](https://en.wikipedia.org/wiki/Entrepreneurship)



**Social assistance**

In some countries, individuals who are not working can receive [social assistance](https://en.wikipedia.org/wiki/Social_assistance) support (e.g., [welfare](https://en.wikipedia.org/wiki/Welfare) or [food stamps)](https://en.wikipedia.org/wiki/Food_Stamp_Program) to enable them to rent housing, buy food, repair or replace household goods, maintenance of children and observe social customs that require financial expenditure.



**Volunteerism**

Workers who are not paid wages, such as [volunteers](https://en.wikipedia.org/wiki/Volunteering) who perform tasks for charities, hospitals or not-for-profit organizations, are



generally not considered employed. One exception to this is an [internship,](https://en.wikipedia.org/wiki/Internship) an employment situation in which the worker receives



training or experience (and possibly college credit) as the chief form of compensation.[[47]](#page12)

**Indentured servitude and slavery**

Those who work under obligation for the purpose of fulfilling a debt, such as [indentured servants,](https://en.wikipedia.org/wiki/Indentured_servant) or as property of the person or



entity they work for, such as [slaves,](https://en.wikipedia.org/wiki/Slavery) do not receive pay for their services and are not considered employed. Some historians



suggest that slavery is older than employment, but both arrangements have existed for all recorded history. Indentured servitude and slavery are not considered compatible with [human rights](https://en.wikipedia.org/wiki/Human_rights) or with [democracy.](https://en.wikipedia.org/wiki/Democracy)[[47]](#page12)

