



National Training and Knowledge-Sharing Workshop on Measuring and Monitoring Progress on Decent Work

Workshop Report

Lviv, Ukraine, 24–25 September 2012



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ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)

Workshop Report

**National Training and Knowledge-Sharing Workshop on
Measuring and Monitoring Progress on Decent Work**

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“Monitoring and Assessing Progress on Decent Work” (MAP)

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Opening statement by Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine.



Presentation of the Decent Work Profile of Ukraine by Mr Viktor Ivankevych, Deputy Director of the Department for Social Dialogue, Insurance and Humanitarian Issues, Federation of Trade Unions of Ukraine.



Report from the Working Group discussions by Ms Larisa Romashevskaya, Head of Labour Statistics Department, General Statistical Office of the City of Kiev

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¹ This report has been prepared by Mr Igor Chernyshev, ILO Senior International Consultant, who has largely contributed to the preparation and running of the Regional Workshop.

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Foreword

The National Workshop on Monitoring and Assessing Progress on Decent Work in Ukraine took place in Lvov from 24 to 25 September 2012. The Workshop made strong reference to the ILO Declaration on Social Justice for a Fair Globalization (2008), which recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda².

It is with this in mind that the ILO and the European Commission launched a joint project on the Monitoring and assessing progress on decent work (MAP). The project, which runs for a four-year period (2009-2013), covers various countries in Asia, Africa, Latin America and Central and Eastern Europe. It works with Government agencies, Employers' and Workers' organizations and research institutions to strengthen the national capacity to monitor and assess progress towards decent work. It has an important component geared towards enhancing national capacities in the production and analysis of decent work indicators.

Ukraine, being one of the pilot countries selected for the project, co-organised and hosted a National Training and Knowledge-Sharing Workshop on Measuring and Monitoring Progress on Decent Work, which was held in Lvov from 24 to 25 September 2012. The National Workshop was organized as one of the key activities under the MAP project. The meeting involved 41 participants, including Heads of Labour Statistics Units of the Statistical Offices representing all 27 administrative regions of Ukraine and the cities of Kiev and Sevastopol, as well as representatives from the Ministry of Social Policy of Ukraine, workers' and employers' organisation. Leading Ukrainian researchers in the area of labour market development and trends also participated in the Workshop.

The Workshop aimed to give training on the ILO Decent Work Indicators' measurement framework, their concepts and definitions and to share experience gained by Ukraine in the preparation of its Decent Work Country Profile.

Another objective of the National Workshop was to give the opportunity to the leading Ukrainian specialists in labour statistics and researchers to share their knowledge and information on the measurement of Ukraine-specific dimensions of decent work.

The ILO was represented by Senior Economist from the Policy Integration Department, two ILO Senior International Consultants also participated in the Workshop as resource persons.

The highly participatory workshop included technical discussions and provided an opportunity for statisticians to exchange their experiences in the measurement of decent work and the application of Decent Work Indicators in measuring and monitoring progress on decent work. Participants from the Regional Statistical Offices of Ukraine received technical guidance on statistical and legal Decent Work Indicators, worked on practical examples dealing with concepts, definitions, data sources and methods of data collection.

² See: http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm.

This report provides the key summary of the Workshop discussions and outcomes and can be a useful reference, along with the various workshop presentations³, for those engaged and interested in the measurement of decent work.

Natalia Vlasenko

Deputy Chair

State Statistics Service of Ukraine

³ See: <http://www.ilo.org/global...>

1. Opening and welcome remarks

Chairperson: Prof. Semen Matkovsky, Head, Chair of Statistics of the Ivan Franko National Lvov University

Keynote address – Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

Ms Senyk welcomed the participants and expressed her gratitude to the ILO for assisting in the organization of the National Workshop. She noted that in order to have decent work in Ukraine, the country has to realise the major decent work principles: (i) promoting employment; (ii) social protection; (iii) social dialogue and tripartism, and (iv) fundamental principles and rights at work.

She invited the participants to be open minded, not shy and actively contribute the discussions.

Opening address – Mr Nikolai Rogovsky, ILO Policy Integration Department, Senior Economist

Mr Rogovsky welcomed the participants from 27 Regional Statistical Offices of Ukraine, representatives of workers' and employers' organisations, researchers and academicians.

Mr Rogovsky stressed the importance of the Workshop as a knowledge-sharing platform for the preparation of more efficient and complete Decent Work Country Profiles. He also emphasized that the Workshop stipulated the culture of communication among specialists of different trades dealing with different issues of labour market development (statisticians, labour market policy-makers, legal officers, etc.)

Introductory statement – Mr Igor Chernyshev, ILO Senior International Consultant

Mr Chernyshev noted that since the very introduction of the ILO Decent Work Agenda by Mr Juan Somavia, ILO Director-General, back in 1999, Ukraine had been the ILO's dedicated partner in the development and testing of decent work indicators. He welcomed the participation of labour statisticians from the 27 Regional Statistical Offices and expressed his hope that based on the training received, it would be possible to begin thinking of the preparation of DW profiles at the regional (oblast) level of Ukraine.

Thereafter, Mr Chernyshev informed the participants about the tasks and objectives of the Workshop and the output expected from them.

2. Session I: Background on the measurement of decent work

Introduction and moderator: Mr Vladislav Egorov, ILO Senior International Consultant

In this session, the background on the measurement of decent work was presented and discussed. Historically, labour statistics had focused on measuring labour demand and supply, and on indicators such as the labour force participation rate and the unemployment rate. By contrast, measuring decent work also had to take the quality of employment into account and thus presented a greater challenge. The session provided an overview of the international framework for measuring decent work adopted and promoted by the ILO. It discussed how DWIs could contribute to the monitoring of national policy frameworks and progress towards decent work, and how the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) could support national priorities and action in this regard. The region of Eastern and Central Europe has been in the forefront in developing DWIs, and past initiatives in the region have contributed significantly to the current understanding and practice of measuring decent work.

2.1. The ILO framework on the measurement of decent work (TME 2008) and contribution to the ILO/EC MAP Project

Mr Igor Chernyshev, ILO Senior International Consultant

Mr Chernyshev commenced by noting that in 1999, the ILO Director-General Juan Somavia introduced a forward-looking concept – decent work. The concept has been defined by the ILO and supported by the international community as “opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.”

Decent work is central to efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development. It involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives.

The negative impacts of the global financial crisis have been pervasive and have underlined the importance of decent work in efforts towards recovery. In addition, globalization has had significant positive and negative effects on societies across the world, and these impacts further call for the need to achieve decent work.

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Union, is implementing the technical cooperation project “Monitoring and Assessing Progress on Decent Work (MAP)”. The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work.

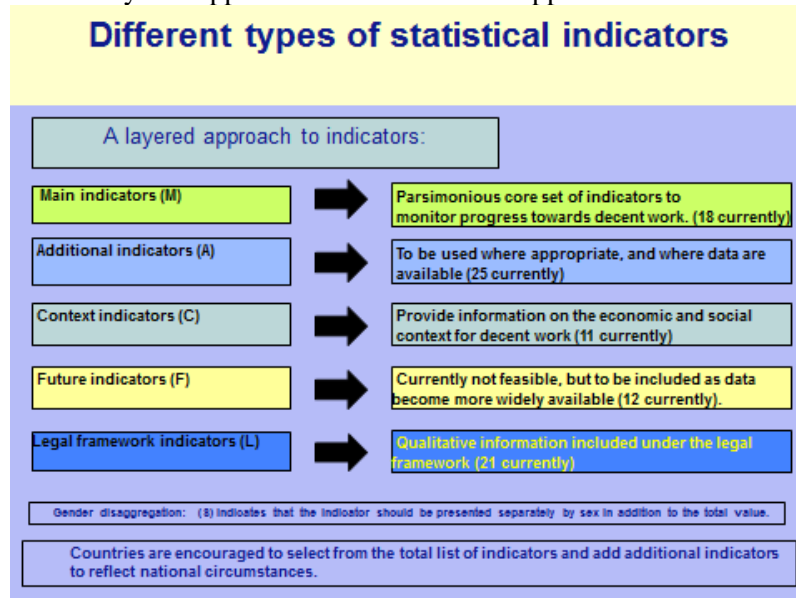
The ILO headquarters as well as the field offices have been working since 2000 to measure decent work. The ILO Declaration on Social Justice for a Fair Globalization (2008) endorses the Decent Work Agenda as the main objective of the ILO’s work. And it recommends member States to consider: “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress

made...” In September 2008, governments, workers, and employers came together at the Tripartite Meeting of Experts (TME) on the Measurement of Decent Work to recommend a framework of indicators to measure decent work⁴.

Statistical indicators were reviewed and the importance of systematic information on rights at work and the legal framework for decent work consistent with the ILO supervisory system were stressed. Subsequently, the 18th International Conference of Labour Statisticians (ICLS) in November-December 2008 called for the ILO to pilot the framework in a number of countries and report on progress made at the 19th ICLS⁵.

Importantly, gender should be treated as a cross-cutting concern of the Decent Work Agenda and the measurement of decent work. It should not be treated in isolation but measurements should provide information about women’s and men’s access to decent work across all substantive elements. Therefore, wherever possible, indicators should be reported separately for men and women in addition to the total. Also, indicators for vertical and horizontal segregation are included under “Equal opportunity and treatment in employment”.

The measurement of decent work should cover all elements of the Decent Work Agenda (beyond employment), all working people, the most vulnerable groups of working people; cross-cutting concern for gender; and the importance of social and economic context. And a multi-layered approach should further be applied to the indicators (see Table 1).

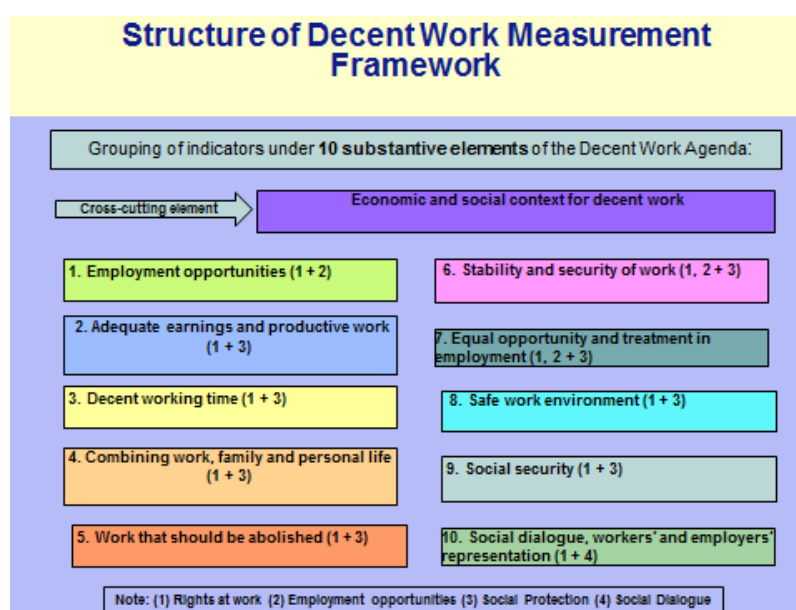


The DWIs are further grouped under ten substantive elements of the Decent Work Agenda. They refer to the four strategic objectives mentioned above (rights, employment, social

⁴ The TME was held in September 2008 with participation of 20 experts, plus advisors, observers and ILO staff. For further information, see: http://www.ilo.org/global/What_we_do/Statistics/events/MeetingsOfExperts/lang--en/docName--WCMS_099978/index.htm.

⁵ The 18th ICLS Resolution concerning further work on the measurement of decent work is available at: http://www.ilo.org/global/What_we_do/Statistics/events/icls/lang--en/WCMS_092024/index.htm.

protection and social dialogue) and the objectives are related to the substantive elements as illustrated in Table 2.



Further, DWIs can be adapted and included in national monitoring frameworks and the objectives of the Decent Work Agenda can be incorporated beyond employment. In this regard, monitoring DWIs can offer an opportunity to compare progress against other countries to either draw policy lessons or share lessons with other countries.

2.2. The Decent Work Country Profiles and links to DWCP

Mr Nikolai Rogovsky, ILO Policy Integration Department, Senior Economist

Mr Rogovsky made a concise overview of the global methodology for the measurement of decent work, statistical and legal Decent Work Indicators (DWIs), and Decent Work Country Profiles, as documents that contain DWIs. He informed the participants that the purpose of the measurement framework (and, in particular, of the Profiles) was to assist constituents to assess progress towards DW and to offer comparable information for analysis and policy development. At the same time the ILO will make no ranking of countries and no composite index will be constructed.

Mr Rogovsky gave the following succinct characteristics of a DW Country Profile:

- Objective (informing social dialogue)
- Factual (only data that we trust)
- Non-judgemental (not taking sides, same data – different interpretations)
- Holistic (all thematic areas and, if possible, all Main SIs and LFIs)
- Combines legal framework indicators and statistical indicators
- Continuous process, should be linked with DWCP Programme cycle

Last but not least, Mr Rogovsky detailed on the MAP approach to the implementation of the ILO Decent Work Agenda: strengthen countries' capacity to self-monitor and self-assess progress towards decent work: supports to constituents on data collection (surveys, databases), on data analysis for national assessments (Profiles) with links to policy making.

Components: (1) facilitates the identification of DW indicators at country level; (2) supports data collection (surveys, databases); (3) supports the development of DW Country Profiles with links to policy making and media campaign; (4) supports regional initiatives on measuring and monitoring DW; (5) supports global initiatives (global databases, global methodology).

3. Session II: ILO Decent Work Indicators

Introduction and moderator: Ms Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

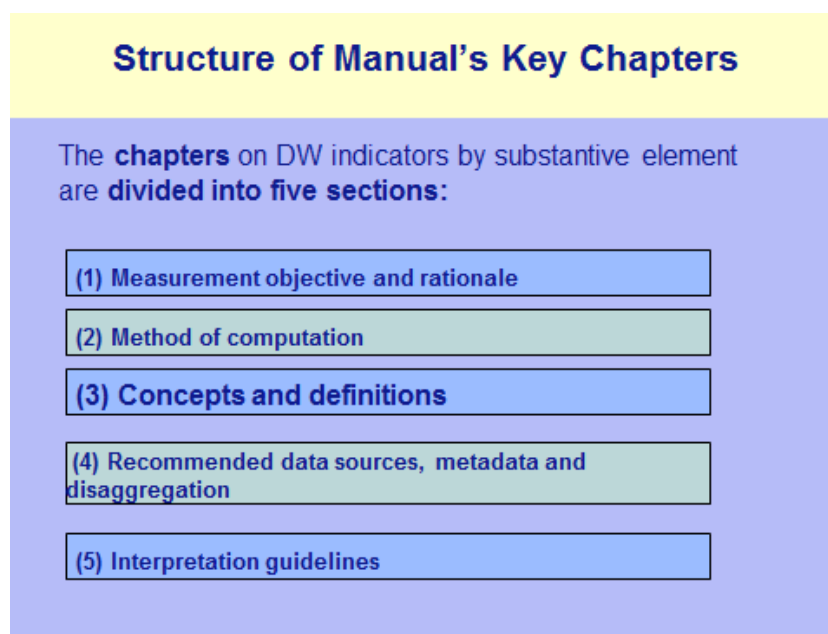
3.1. ILO Manual - “Decent Work Indicators: Concepts and Definitions”

Mr Igor Chernyshev, ILO Senior International Consultant

In his presentation Mr Cherynshev gave a comprehensive description of the Manual’s content, purpose, intended use as well as potential challenges and limitations.

The Manual seeks to: (i) provide guidance to countries on DWIs; (ii) promote international comparability of DWIs; and (iii) promote coherence in concepts and methods.

The following sources have been used for Manual’s recommendations: (a) ILO Proposal on the Decent Work measurement framework and indicators; (b) International recommendations on labour statistics (primarily International Conferences of Labour Statisticians (ICLS) Resolutions and Guidelines); and (c) best national practices.



Manual’s potential challenges and limitations:

- There may be serious challenges to implementation if the indicators have not been agreed upon in a tripartite manner at the national level.

-
- National circumstances may require additional indicators not included in the framework or Manual.
 - Best interpretation of the indicators requires careful analysis of national circumstances and joint analysis of indicators.
 - Some indicators are still under development by the ILO.
 - Guidance to data producers on effective communication of indicators and trends analysis with concrete examples using real data to illustrate trend analysis is not included in the Manual, but will be provided in forthcoming Guidelines on analyzing decent work indicators.

3.2. The ILO Decent Work Legal Indicators (ILO Manual) and the experience of Ukraine

Mr Vladislav Egorov, ILO Senior International Consultant

Mr Egorov began his presentation by stating that Decent work should be defined at national level with principles and provisions of ILO Conventions and Recommendations in mind (2008 ILO Declaration on Social Justice for a Fair Globalization). All aspects of decent work have a legal dimension and, therefore, legal content of decent work is essential for integrated understanding of decent work and is of great importance for monitoring progress towards decent work.

The need to supplement statistical indicators with legal ones has been acknowledged in the ILO from the beginning of its work on measuring decent work. Notably, already back in 2002, it was recognized that it was necessary to have a complementary and integrated set of indicators on national laws and regulations for each of the major aspects of decent work.

More specifically, it was recommended to have a textual description of the legal framework data on 21 aspects of decent work encompassing the following legal dimensions: (i) actual application of rights; (ii) benefit levels; and (iii) coverage.

Concurrently, the Legal Framework Indicators do not provide for a full or thorough description of the legal framework for decent work.

The most important points and recommendations of Mr Egorov's presentation are summarised below.

The legal Framework Indicators are:

- Descriptive and aimed to give a snapshot of what the law is with regard to the topic it covers.
- Not complete.
- For example the issues of labour inspection are only dealt with regard to occupational safety and health (OSH).
- Nine branches of social security (as defined by the Social Security (Minimum Standards) Convention, 1952 (No. 102) are not completely covered.
- At the same time, a close look at broader legal issues is important to put the selected legal aspects of decent work into context. Such issues, for example, are:
 - The way the legislation is drafted

- The system of justice
- The disputes resolution mechanisms

The above information is not judged against relevant ILO conventions. However, in the event that the ILO supervisory bodies have commented on certain aspects of non-conformity of the national law or practice with the ILO principles or conventions, relevant information is introduced into an indicator Decent Work Agenda – main objective of the ILO’s work (2008 ILO Declaration on Social Justice for a Fair Globalization).

There are 11 substantive elements of Decent Work Agenda, of which there are 58 statistical indicators and 21 Legal Framework indicators.

The evidence of implementation effectiveness of the ILO Conventions is based on:

- (i) Comments of the ILO supervisory bodies related to the implementation of the relevant ILO conventions (Observation and direct requests of the Committee of Experts (CEACR);
- (ii) Conclusions and recommendations of the Committee of Freedom of Association (CFA);
- (iii) Conclusions of the Conference Committee on the Application of Standards (ILCCR), Complaints, Representations, if any.

Ratification of Conventions, included in the Legal Framework Indicators, is an important sign of progress towards decent work. These ratifications are followed by the corresponding modifications in legal system of the country, its institutions and procedures.

Not ratified by Ukraine Conventions, included the Legal Framework Indicators, as well as comment made by the ILO supervisory bodies, - this is an international law “road map” for Ukraine towards decent work (see Table below).

Mapping road for Ukraine

Legal Framework Indicators	International Labour Standards	Ratifications
Labour Administration	Tripartite consultations (International Labour Standards) Convention, 1978 (No. 144)	16 May 1994
...
Unemployment insurance	Social Security (Minimum Standards) Convention, 1952 (No. 102), Part IV	...
...

Finally, Mr Egorov presented a summary of comments concerning Ukraine made by the ILO Committee of Experts (CEACR) and the Conference Committee on the Application of Standards (ILCCR).

Comments on Ukraine by the ILO supervisory bodies in 2011

Comments by the CEACR

- Observations on the application of a Convention: C081, C095, C129, C131, C138, C182
- Direct requests on the application of a Convention: C023, C029, C081, C092, C105, C113, C120, C129, C133, C140, C153, C156, C158, C160, C184
- Observations on submission to competent authorities: 2011

Comments of ILCCR

- General observations on the country, failure to respect the reporting obligations: no comments
- Examination of individual cases: no comments

Stemming from the above record, Mr Egorov concluded that Ukraine had quite encouraging profile at the ILO having one active complaint; one complaint in the follow-up procedure and 8 closed complaints.

4. Session III: Decent Work Profile of Ukraine: Data availability and major findings

Introduction and moderator: Ms Ala Solop, Deputy Director of Labour Statistics Department, State Statistics Service of Ukraine

4.1. National information base and its compatibility with the ILO decent work indicators

Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

In her presentation Ms Senyk made a comprehensive analysis of data available in Ukraine for the construction of decent work statistical indicators covering all 10 substantive elements of Decent Work.

Her major findings and conclusions are summarised below.

1. Economic and social context for decent work

As shown in table below, within the framework of relevant statistical observations, almost all indicators have been developed (6 out of 7).

1. Economic and social context for decent work

	<i>Indicator</i>	<i>Availability</i>
1	C - Children not in school (% by age) (S)	-
2	C - Estimated % of working-age population who are HIV positive	+
3	C - Labour productivity	+
4	C - Income inequality (percentile ratio P90/P10, income or consumption)	+
4	C - Inflation rate (CPI)	+
5	C - Employment by branch of economic activity	+
6	C - Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	+
7	C - Labour share in GDP	+

Substantive element 2: Employment opportunities

Gradual increase of the employment rate and decrease of unemployment was observed until 2009. As the result of financial crisis, tendencies have changed. The latest data allow to admit certain stabilization in the labour market, though the level of pre-crisis indicators has not yet been achieved.

According to the LFS data, in 2011, the number of economically active population aged 15-70 years of age in 2011 rose to 22.1 million persons, of whom 20.3 million were engaged in economic activity and the remaining 1.7 million were unemployed.

In 2011, compared to the previous year, the employment rate increased to 59.2% and the unemployment rate decreased to 7.9 % of the economically active population.

3. Adequate earnings and productive work

	<i>Indicator</i>	<i>Availability</i>
1	M - Working poor (S)	+
2	M - Low pay rate (below 2/3 of median hourly earnings) (S)	-
3	A - Average hourly earnings in selected occupations (S)	-
4	A - Average real wages (S)	+*
5	A - Minimum wage as % of median wage	-
6	A - Manufacturing wage index	+*
7	A - Employees with recent job training (past year / past 4 weeks) (S)	-

* By enterprises in the formal sector

4. Decent working time

	<i>Indicator</i>	<i>Availability</i>
1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	+
2	A – Usual hours worked (standardized hour bands) (S)	+
3	A – Annual hours worked per employed person (S)	+
4	A – Time-related underemployment rate (S)	+

5. Combining work, family and personal life

- Planning and conducting special surveys are necessary, which is very time-consuming and expensive (currently they are not conducted in Ukraine).
- Hard to stipulate the carrying out of such surveys on a regular basis, that is why the development of indicators on the basis of LFS is preferred.

	2006	2007	2008	2009	2010	2011
The share of economically inactive population (due to performing family obligations), %	14,5	14,9	15,7	16,4	17,4	19,2

13

6. Work that should be abolished

	<i>Indicator</i>	<i>Availability</i>
1	M – Child labour [as defined by 18th ICLS resolution] (S)	+
2	A – Hazardous child labour (S)	–
3	M – Other worst forms of child labour	–
4	A – Forced labour (S)	–

Ukraine has no date on substantive element 7: Stability and security of work.

8. Equal opportunity and treatment in employment

	<i>Indicator</i>	<i>Availability</i>
1	M – Occupational segregation by sex	+
2	M – Female share of employment in ISCO88 groups 11 and 12	+
3	A – Gender wage gap *	+ *
4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	...
5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.	–

*Index is accessible by the types of activities

Changes in the national legislation, related to pension provision, particularly the increase of pension age, had decisive influence on suggested indicators. Analysis for 2012 will be of special interest as well as analysis for the next year.

11. Social dialogue, workers' and employers' representation

	<i>Indicator</i>	<i>Availability</i>
1	M – Union density rate (S)	–
2	M – Enterprises belonging to employer organization [rate]	–
3	M – Collective bargaining coverage rate (S)	+
4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	...
5	A – Strikes and lockouts/rates of days not worked [interpretation issues]	+

The above analysis revealed that currently Ukrainian statistical database does not cover all Decent Work Indicators:

- 77% of the main indicators
- 50% of the additional indicators
- 63% of the total of DWIs (main and additional)

To increase the coverage it is necessary to:

1. Develop activities for compiling the missing indicators.
2. Accumulate relevant data time series.
3. Enhance regular training of major users and stakeholders of statistical information.

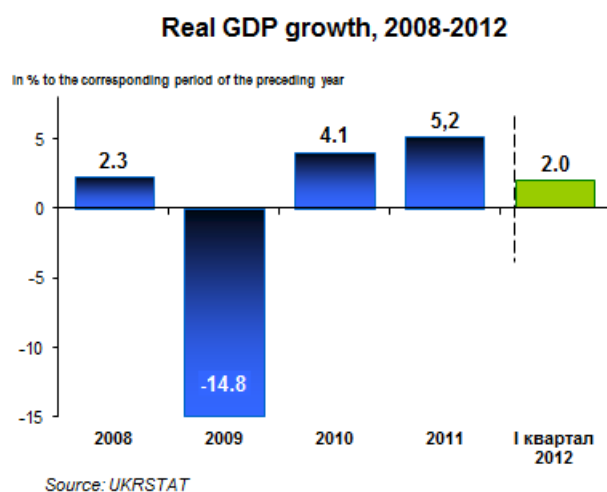
4.2. Presentation of the Decent Work Profile of Ukraine

Mr Viktor Ivankevych, Director-General, Institute of Societal Development, Public Health, Social Insurance and Crediting of Ukraine

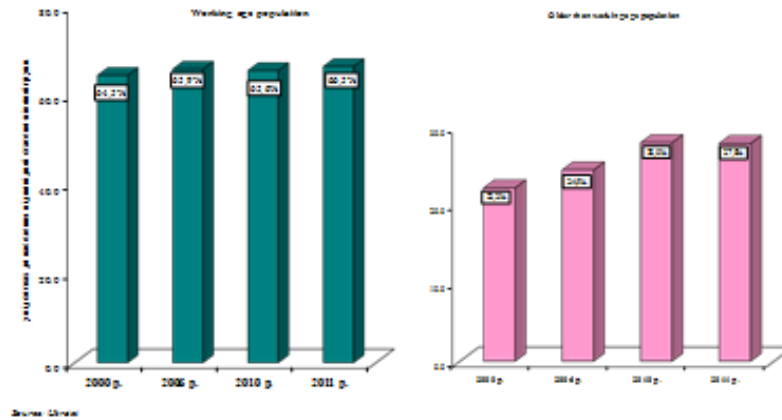
Mr Ivamkevych made a very comprehensive presentation where he detailed out all ten substantive elements of Decent Work analysed against the economic and social context. More specifically, the Profile consists of the following eleven chapters:

1. Employment opportunities
2. Adequate earnings and productive work
3. Decent working time
4. Combining work, family and personal life
5. Work that should be abolished
6. Stability and security of work
7. Equal opportunity and treatment in employment
8. Safe work environment
9. Social security
10. Social dialogue, workers' and employers' representation
11. Economic and social context for decent work.

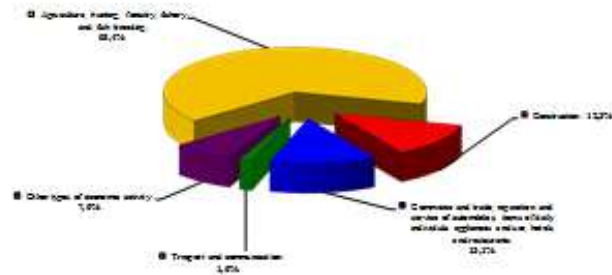
The textual analysis of the Profile is very well written in the document itself. The most salient results of the analysis are presented in selected charts below.



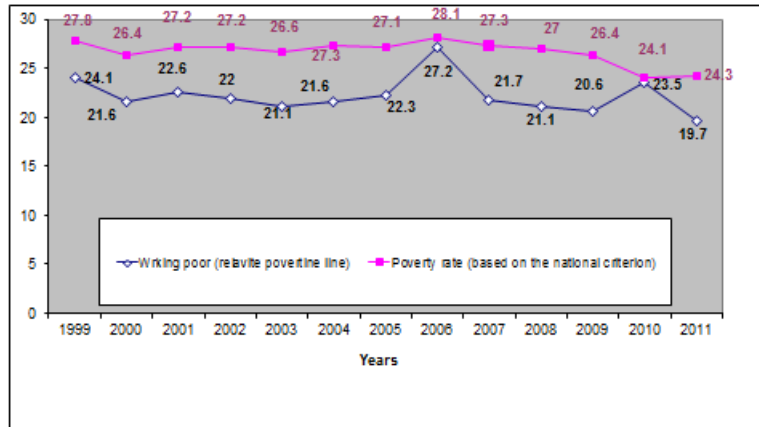
Employment-to-population ratio, 2000 г., 2006 г., 2010 г., 2011 г.



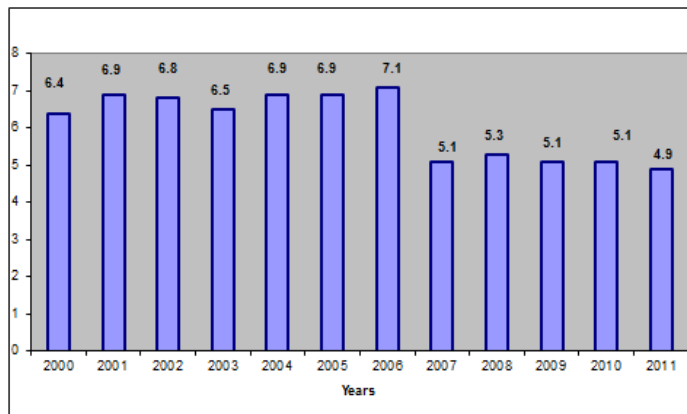
Population employed in the informal sector, 2011 (by economic activity)



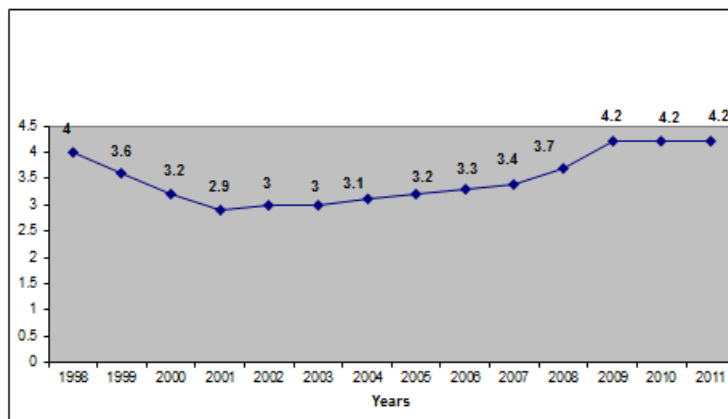
Poverty rate and working poor rate, 1999-2011

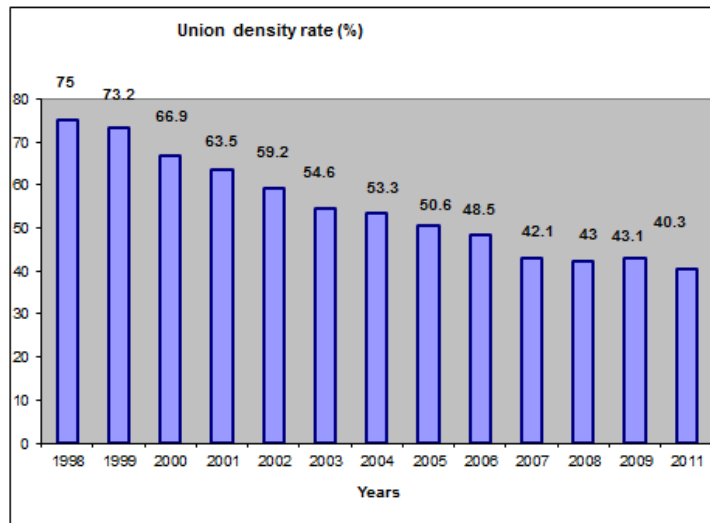


Income inequality, 2000-2011 (percentile ratio P90/P10)



Persons on child-care leave, 1998-2011 (%)





5. Sessions IV: Group discussion and group work: Available and missing data in statistics database for development of the DW indicators: the regional context

Introduction: Mr Igor Chernyshev, ILO Senior International Consultant

Facilitators: Mr Igor Chernyshev, Mr Vladislav Egorov, Senior International Consultant and Mr Nikolai Rogovsky, Senior Economist, ILO Policy Integration Department

Participants were divided into three Working Groups and given a Technical guidance note with questions on the above topic. Each WG identified a person who wrote and presented a short report on the main issues discussed the Plenary Session.

Participants used the following documents documentation in their work:

- Table with the list of the ILO Decent Work Indicators.
- Tables with the national Decent Work Indicators.
- Relevant presentations of the lecturers.

Major results of the Working Groups discussions are summarised below.

5.1. The main sources used in your country to compile the DW indicators

Participants have identified the following groups of sources:

- Population Census
- Household-based sample surveys.
- Establishment-based sample surveys.
- Different types of administrative records.

5.2. Regularity of collecting data on DW

Participants of the Working Groups largely agreed that the profiles could be partially updated on a yearly basis (e.g. core main DWIs). However, the indicators that require special surveys or costly observations should be produced at a 2-3 years interval.

5.3. Improvements to be made in the national statistical instruments, especially Labour Force Surveys

Participants have listed the following suggestions:

- To include additional questions on persons benefiting from pension, social status, job characteristics, and labour migration
- To add questions to collect data on substantial elements of Decent Work «combining work, family and personal life” and “stability and security of work”.
- Ukraine should begin measuring employment in the informal economy on a regular basis.

The above will be achieved either using modular questionnaire or by incorporating relevant question in the regular LFS questionnaire.

Another group of recommendations concerned data collected from enterprises. Thus it was proposed to introduce changes to the sample establishment survey of Ukraine and begin collecting data on hourly wages to generate data on low pay rates (2/3 of median hourly earnings).

6. Session V: Measuring employment in the informal economy

Moderator – Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

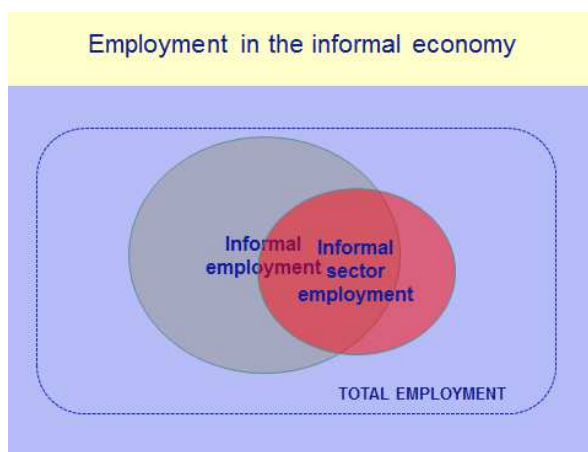
6.1. ILO conceptual framework for measuring employment in the informal economy

Mr Igor Chernyshev, ILO Senior International Consultant

Mr Chernyshev made a very comprehensive presentation on the ILO conceptual framework for measuring employment in the informal economy.

He started his presentation by stating that the number of persons in the informal employment is always higher than the number of persons in employment in the informal sector and demonstrated the slide below.

He continued by explaining that employment in the informal economy refers to two concepts: employment in the informal sector and informal employment. These related concepts complement each other and refer to different aspects of the informalization of employment. It is important to keep them separate for the purpose of analysis, measurement and policymaking.



The major difference between the concepts is that employment in the informal sector is an enterprise-based concept, while informal employment is a jobs-based concept.

Employment in the informal sector refers to all jobs in informal sector enterprises, or all persons who, during a given reference period, were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was their main or secondary job. Furthermore, informal employment refers to the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households (paid domestic workers, production for own-consumption) during a given reference period.

Three indicators can be used to measure informal sector employment and informal employment: (1) Informal employment as a percentage of total employment; (2) Informal sector employment as a percentage of total employment; and (3) Informal employment outside the informal sector as a percentage of total employment. These indicators can be calculated separately for all branches of economic activity and excluding agriculture.

Mr Chernyshev's presentation was made around the ILO matrix entitled "Employment in the Informal Economy" shown below.

Employment in the informal economy

Production units by type	Jobs by status in employment									
	Own-account workers		Employers		Contributing family workers		Employees		Members of producers' cooperatives	
	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal	
Formal sector enterprises					1	2				
Informal sector enterprises ^(a)	3		4		5	6	7	8		
Households ^(b)	9						10			

(a) As defined by the Fifteenth International Conference of Labour Statisticians (excluding households employing paid domestic workers).
 (b) Households producing goods exclusively for their own final use and households employing paid domestic workers.

Note: Cells shaded in dark grey refer to jobs, which, by definition, do not exist in the type of production unit in question. Cells shaded in light grey refer to formal jobs. Un-shaded cells represent the various types of informal jobs.

Informal employment: Cells 1 to 6 and 8 to 10.
Employment in the informal sector: Cells 3 to 8.
Informal employment outside the informal sector: Cells 1, 2, 9 and 10.

6.2. Modular survey of informal employment in Ukraine

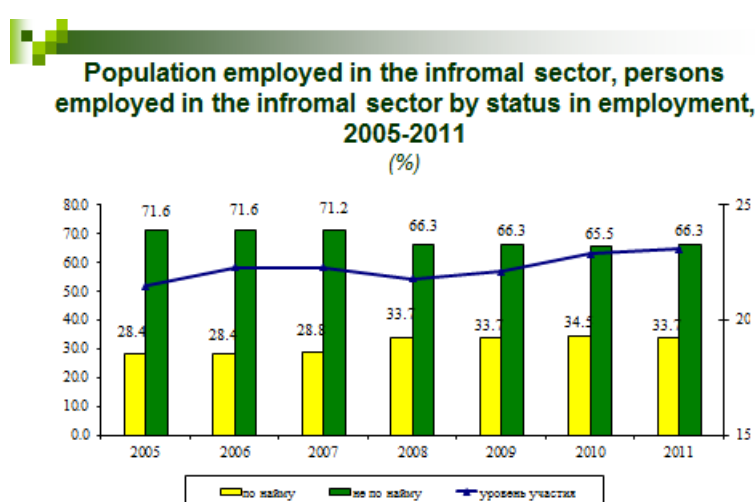
Ms Ala Solop, Deputy Director of Labour Statistics Department, State Statistics Service of Ukraine

Ms Solop informed the participants that the Informal Employment Survey was conducted in the first quarter of 2012 as a Modular LFS Survey.

Given that, the survey used the sample universe of the regular LFS.

The survey programme has been developed so that the Modular questions have become an integral part of the core LFS Questionnaire. Thanks to that the informal employment characteristics are fully compatible with those of the standard LFS.

Some of the main findings are shown below.



Population in informal employment by status in employment in the 1st quarter of 2012

	Thou. persons	%
Total	20040,3	100,0
Of whom		
Employees	16596,2	82,8
Employers (incl. Working with partners)	213,2	1,1
Own-account workers	3161,8	15,8
Contributing family workers	69,1	0,3

In the conclusion, Ms Solop informed the Workshop that results of the Modula LFS-based Survey will:

- Permit to improve the LFS of Ukraine.
- Be used in the development of the methodology to better measure employment of the population in the informal economy.
- Allow to extend the range of indicators classified by the status in employment and types of jobs, etc.

7. Sessions VI: Measurement of labour underutilization

Moderator, Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

7.1. Statistics database to measure labour force underutilization

Ms Lidia Tkachenko, Leading research associate, Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine

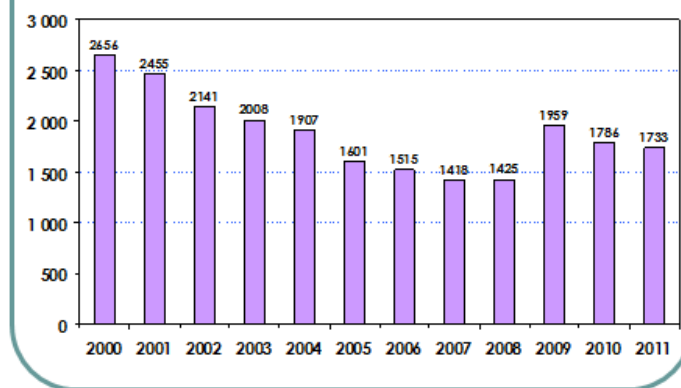
Ms Tkachenko began her presentation with brief information on the current ILO developmental work on the further development of employment and unemployment statistics.

Thereafter, she gave concrete examples, based on the actual data, of cases of labour underutilization in Ukraine, some of which are demonstrated below.

Scales of labour slack in Ukraine, 2011

	Thou. persons	%
Unemployed	1 732,7	83,4
Time-related underemployment	52,2	2,5
Not active, looking for work but not available	7,6	0,4
Not active, not looking for work but available	285,0	13,7
Total	2 077,5	100,0

Number of unemployed in Ukraine, thou. persons



Ms Tkachenko also evoked numerous cases of mismatch that exists in Ukraine between the educational level of employed persons and their jobs.

7.2. Further development of employment and unemployment statistics: ILO framework to measure labour force underutilization

Mr Igor Chernyshev, ILO Senior International Consultant

Mr Chernyshev commenced his presentation with a short history of the current developmental ILO work on the advancement of employment and unemployment statistics. In this regard he mentioned the following events:

- Adoption by the 18th ICLS of Resolution III concerning the development of measures of labour underutilization
- Seminar on Employment and Unemployment Statistics: Revisiting the relevance and conceptual basis of the statistics organised within the framework of the above conference.
- Organisation of the ILO Technical workshop on the development of measures of labour underutilization (December 2009)
- Creation of the ILO Working Group (WG) for the Advancement of Employment and Unemployment Statistics (December 2009). Agreement on the WG Terms of Reference
- Launch of the WG for the Advancement of Employment and Unemployment Statistics (May 2010).

The purpose of activities of the WG has been to:

- Submit a draft international statistical standard on measure(s) of labour underutilization to supplement the unemployment rate to the 19th ICLS for consideration and possible adoption.

- Submit draft recommendations for a possible revision or supplementation of the 13th ICLS (1982) Resolution on statistics of the economically active population, employment, unemployment and underemployment.

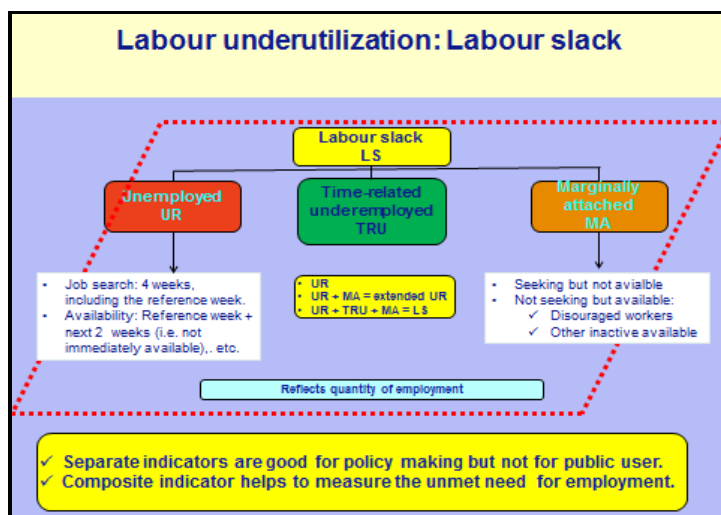
The reason for the above decision was that originally unemployment rate had been defined for use in macroeconomic analysis. The concept of unemployment intended to reflect a situation of complete lack of work.

The situation in the world of work has changed dramatically since then and there is the need for more comprehensive measure of labour underutilization to supplement the unemployment rate.

Given the above, the ILO is working on the framework for measurement of labour underutilization, which is:

- A broad concept that captures various major employment problems
- Fully consistent with labour force framework
- Builds on existing related concepts
- To be used as a supplementary measure to the unemployment rate
- Single composite indicator
- Can be broken down into its components for deeper analysis
- To be reported along with unemployment rate

Currently, the Working Group has agreed on the following framework of labour underutilization, which will be discussed at the ILO Tripartite Meeting of Experts in February 2013.



19th International Conference of Labour Statisticians

1. Broader measurement of WORK:

- ❖ Voluntary work
- ❖ Unpaid trainees
- ❖ Work whose final use is not for the market

} To measure separately other forms of work

☞ At the same time it is proposed to introduce a **revised scope for employment to refer only to work whose main purpose is to generate income** (the term to be used to refer to the narrower concept of employment: e.g., "market employment" or "labour market employment").

☞ This will provide **Better match for Employment policies**

2. Measurement of excess labour that cannot be absorbed = Labour slack

UR + TRU + MA

8. Session VII: Ukraine-specific approach to the measurement of decent work

Moderator, Mr Igor Chernyshev, ILO Senior International Consultant

8.1. Decent work and migration processes in Ukraine

Prof. Ulyana Sadova, Head of Division of the Regional Social and Humanitarian Development, Institute of Regional Studies of the National Academy of Sciences of Ukraine (city of Lvov).

In her very interesting and comprehensive presentation accompanied by many ably designed and nicely coloured graphics and charts, Prof. Sadova informed the participants of the situation with labour migration in the Western regions (oblasts) of Ukraine, which have the highest national labour migration rate and suffer from the highest seasonal unemployment rate.

8.2. Visualization and spatial presentation of the indicators of socio-economic development of the region

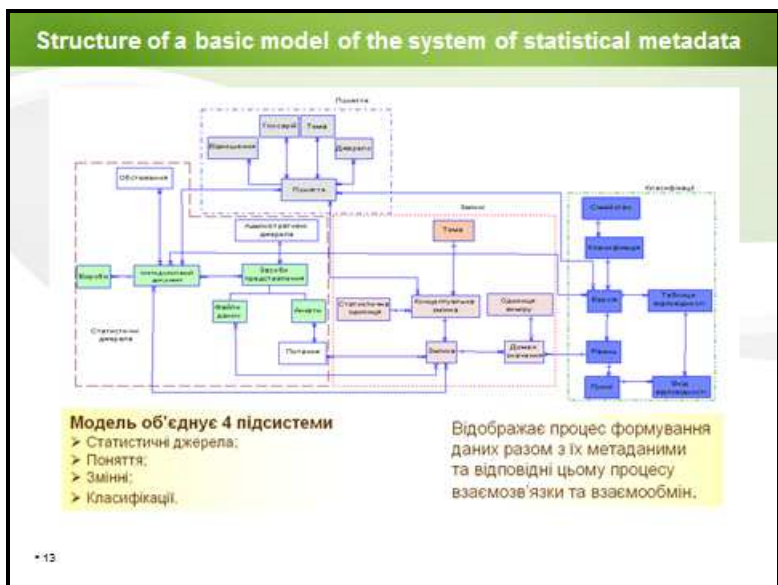
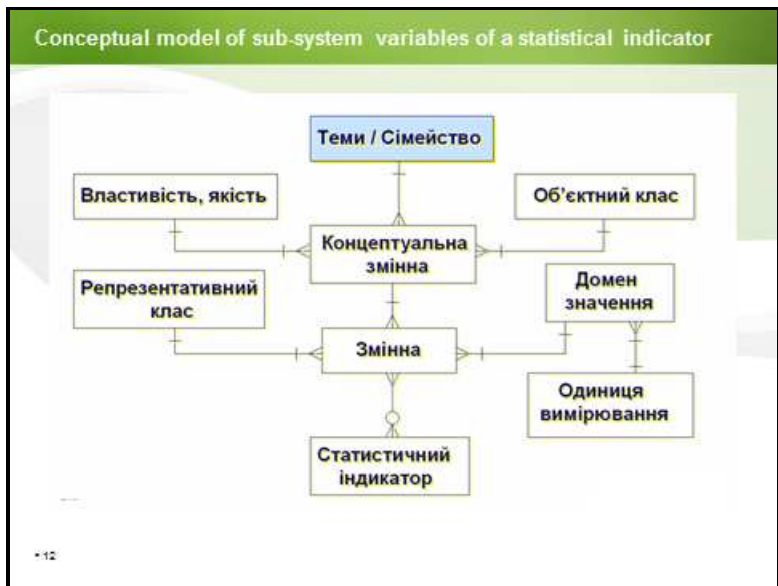
Prof. Semen Matkovsky, Head, Chair of Statistics of the Ivan Franko National Lvov University

Presentation of Prof. Matkovsky consisted of two parts. In the first part, he proposed to construct an integrated indicator of Decent Work for each region of Ukraine in order to have a better vision of progress on decent work in the country.

In the second part, Prof. Matkovsky presented a fully-fledged modern statistical data base of the Lvov Region, which he developed at his Chair at the Lvov University. The presentation impressed all participants and the data base of Prof. Matkovsky would easily take the honourable place among its peers at any advanced EU National Statistical Office.

Ms Senyk, informed the Workshop that the State Statistics Service of Ukraine was strongly considering to introduce Prof. Matkovsky's data base at the national level.

Schematic examples of Prof. Matkovsky's data base structure are shown below.



8.3. Wages survey by professions: perspectives, methodology, opportunities of using data to assess the DW indicators

Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine

In her presentation, Ms Senyk informed the participants about the Occupational Wage Survey (OWS) planned to be conducted for the first time in Ukraine in 2013.

Ms Senyk described the concepts, definitions and methodology of the survey as well as the expected use of the OWS results.

Due to the fact that the last Population Census of Ukraine was conducted in Ukraine in 2001 and the next one is scheduled for 2013, the information to be collected from the first OWS is of crucial importance for the Government, policy-makers and labour market analysts of that country.

9. Session VII: Use of Labour Force Surveys for data collection on Decent Work

Moderator, Mr Nikolai Rogovsky, Senior Economist, ILO Policy Integration Department

9.1. Measurement of DW indicators on basis of modular surveys: experience of various countries

Mr Igor Chernyshev, ILO Senior International Consultant

Mr Chernyshev started his presentation by saying that the traditional focus of data collection and statistics in the labour sphere were employment and unemployment.

However, in the course of time it became evident that the above limitation was clearly insufficient, as the volume of employment generated by an economy at any point in time does not tell us much about the life or person-enabling characteristics of employment.

Users wanted to have better and more comprehensive measurement of the qualitative aspect of labour to be in a position to make more detailed assessment of the mechanisms by which economic growth translates into higher standards of human welfare, and how these in turn lay the ground for faster economic and social development.


Of particular interest are combinations and the patterns that emerge among demographic and socio-economic groups.

Further on, Mr Chernyshev indicated the following qualitative aspects of labour, which in fact correspond to a number of substantial dimensions of Decent Work:

- Unacceptable work (forced labour/child labour)
- Inadequate pay rate and productive work
- Excessive hours
- Stability and security of work
- Combining work and family life
- Fair treatment in employment

- Safe work environment
- Social protection
- Social dialogue and workplace relations
- Educational attainment, informal employment in formal employment, etc.

He also showed the difference between the conventional LFS programme and the LFS conducted by selected countries with questions targeted at collecting data on qualitative aspects of labour (see below).



LFS Q's available in STATISTICS: Data collection content in different national LFS

<ul style="list-style-type: none"> ✦ Conventional variables <ul style="list-style-type: none"> ▣ Employment ▣ Unemployment ▣ Underemployment ▣ Hours of work ✦ Classification variables <ul style="list-style-type: none"> ▣ Sex ▣ Age ▣ Occupation ▣ Branch of economic activity ▣ Status in employment 	<ul style="list-style-type: none"> ✦ Qualitative aspects of labour <ul style="list-style-type: none"> ▣ Employment rate of women with children under school age (UA) ▣ Tenure in job (H, Martinique, PL, Singapore, Jamaica, Lesotho, Mauritius, Canada, Japan) ▣ Average earnings in selected occupations (Pakistan, USA, PL, Republic of Korea, Singapore) ▣ Excessive hours of work (Bahrain) ▣ Employees with recent job training in past 12 months provided or paid by for by employees (Jamaica)
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Mr Chernyshev concluded his presentation by informing the participants about the pilot LFS-based Modular Decent Work Surveys conducted by the ILO a number of countries from different regions of the world (e.g., Bangladesh, Guatemala, Kazakhstan, Mali, Moldova, Ukraine, the Philippines).

The survey results were used to review and refine the ILO concepts and definitions of Decent Work Indicators and sources of data used for their compilation.

10. Sessions IX: Group discussion and group work Implementation of the ILO guidelines on development of DW indicators

Introduction: Mr Igor Chernyshev, ILO Senior International Consultant

Facilitators: Mr Igor Chernyshev, Mr Vladislav Egorov, Senior International Consultant and Mr Nikolai Rogovsky, Senior Economist, ILO Policy Integration Department

Participants were divided into three Working Groups and given a Technical guidance note with questions on the above topic. Each WG identified a person who wrote and presented a short report on the main issues discussed the Plenary Session.

Participants used the following documents documentation in their work:

- Table with the list of the ILO Decent Work Indicators.
- Tables with the national Decent Work Indicators.
- Relevant presentations of the lecturers.

Major results of the Working Groups discussions are summarised below.

- Participants agreed that it would be possible to produce decent work indicators at regional (oblast) level of Ukraine. They noted at the same time that the range of indicators would have certain limitations due to the sample size of labour force and establishment surveys. However, in their view this could be compensated by adaptation of the ILO DWIs and introduction of additional Ukraine-specific Decent Work Indicators (e.g., labour force participation rate of labour migrants, extended unemployment rate taking account of labour slack, etc.)
- Participants also evoked the difficulty they have in collecting data to produce union density and enterprise belonging to employer organisation rate at both national and regional levels.

11. Session XI: Closing remarks

In her closing remarks, Ms Senyk stressed that the National Training and Knowledge-Sharing Workshop on Measuring and Monitoring Progress on Decent Work was a pivotal event for a better understanding of the philosophy of Decent Work, its measurement framework for both statistical and legal decent work indicators, their concepts, definitions and sources.

She emphasized that it was for the first time that leading specialists from all 27 Regional Statistical Offices of Ukraine had the opportunity to learn about the essence of decent work indicators and their unique role as measures of progress on social justice in the modern world.

Finally, she thanked the participants for their active participation and lecturers for clear, comprehensive and enriching presentations.

Annex 1. Workshop Programme



EU/ILO Project

“Monitoring and Assessing Progress on Decent Work”

National Training Workshop on Measuring and Monitoring Progress on Decent Work

Ukraine, Lviv, 24-25 September 2012

Venue: Hotel Dnister 6, Mateyko Str.

Working languages: Russian, English, Ukrainian

Day 1, 24 September 2012, Monday	
09:00 – 09:30 Registration of participants	
09.30- 10.00 Opening and welcome speeches ILO Global Agenda on Decent Work Objectives and tasks of the workshop	Ms Natalia Vlasenko , Deputy Chair of the State Statistics Service of Ukraine Mr Nikolai Rogovsky , Senior Economist, ILO, Policy Integration Department Mr Igor Chernyshev , Senior International Consultant, ILO
10.00-10.40 The ILO Framework on measuring Decent Work (TME, 2008) and the contribution of the ILO/EC MAP Project	Mr Igor Chernyshev
10.40-11.10 The Decent Work Country Profiles and links to DWCP	Mr Nikolai Rogovsky
11.10-11.30 Coffee break	
11.30-12.30	Mr Igor Chernyshev

ILO Manual on Concepts and Definitions of Decent Work	
The ILO Statistical indicators	
12.30-13.00 Discussions	
13.00-14.00 Lunch	
14.00- 14.30	
The ILO Decent Work Legal Indicators (Manual) and the experience of Ukraine.	MrVladislav Egorov , Senior International Consultant, ILO
14.30-15.00	
Development of the Decent Work indicators for DW Country Profile of Ukraine: available and missing data, ways of improving statistical methods to receive the missing data	Ms Inesa Senyk , Director of the Labour Statistics Department, State Statistics Service of Ukraine
15.00-15.45	
Presentation of the Decent Work Profile of Ukraine	Mr Viktor Ivankevych , Deputy Director of the Department of Social Dialogue, Social Insurance and Humanitarian Issues, Federation of Trade Unions of Ukraine
15.45-16.00 Discussions	
16.00-16.20 Coffee break	
16.20-17.20 Work groups: 3 groups	Facilitators:
<i>Tasks:</i>	Mr Igor Chernyshev
Available and missing data in statistics database for development of the DW indicators: the regional context	Mr Nikolai Rogovsky
	Mr Vladislav Egorov
17.20-17.50	
Presentations of the group Rapporteurs	
17.50-18.00	Mr Igor Chernyshev
Closing and summary of the first day	
18.30 -20.00 Welcoming reception	

Day 2, 25 September 2012, Tuesday	
09.00-09.15 Opening of the second day	Mr Vladislav Egorov
09.15-09.45 Conceptual framework for measuring employment in the informal economy	Mr Igor Chernyshev
09.45-10.15 Modular survey of informal employment in Ukraine	Ms Alla Solop , Deputy Director of the Labour Statistics Department, State Statistics Service of Ukraine
10.15-10.45 Statistics database to measure labour force utilization	Ms Lidia Tkachenko , Leading research associate, Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine
10.45-11.00 Further development of employment and unemployment statistics: ILO framework to measure labour force underutilization	Mr Igor Chernyshev
11.00-11.20 Coffee Break	
11.20-12.00 Decent work and migration processes in Ukraine	Ms Ulyana Sadova , Head of Division of social and humanitarian development of the region, Institute of Regional Studies of the National Academy of Sciences of Ukraine Ms O. Grynkevych , Lviv National University named after Ivan Franko
12.00-12.20 Visualization and spatial presentation of the indicators of socio-economic development of the region	Mr Semen Matkovsky , Lviv National University named after Ivan Franko
12.20-13.00 Discussions	
13.00-14.00 Lunch	
14.00-14.30	Ms Inesa Senyk

Wages survey by professions: perspectives, methodology, opportunities of using data to assess the DW indicators	
14.30-15.00 Measurement of DW indicators on basis of modular surveys: experience of various countries	Mr Igor Chernyshev
15.00-17.00 Work groups: 3 groups <i>Tasks</i> Implementation of the ILO guidelines on development of DW indicators	<i>Facilitators:</i> Mr Igor Chernyshev Mr Nikolai Rogovsky Mr Vladislav Egorov
16.00-16.20 Coffee break	
17.00-17.30 Presentations of the group Rapporteurs	
17.30-18.00 Closing and summary of the workshop	Ms Natalia Vlasenko Mr Nikolai Rogovsky Mr Igor Chernyshev

Annex 2. List of participants



EU/ILO Project

“Monitoring and Assessing Progress on Decent Work”

National Training Workshop on Measuring and Monitoring Progress on Decent Work

Ukraine, Lviv, 24-25 September 2012

	Institution	Name, family name	Post, contacts
1.	Main Interregional Department of Statistics	Ms Alla Kozyreva	Head, Division for Labour Statistics(044) 287-42-11 gmus@ukrstat.gov.ua
2.	Main Statistics Department in Autonomous Republic of Crimea	Ms Lyubov Larina	Head, Department for Labour Statistics 0508707582 (mob.) crimeastat@sf.ukrstat.gov.ua
3.	Main Department of Statistics in Vinnytsya region	Ms Lyudmyla Polishchuk	Head, Department for Labour Statistics 0432525767 (rab.) 0965988728 (mob.) vinstat@vn.ukrstat.gov.ua
4.	Main Department of Statistics in Volyn region	Ms Lyubov Bida	Head, Department for Labour Statistics 0332785154 (rab.) 0939858455 (mob.) lutsk@lutsk.ukrstat.gov.ua
5.	Main Department of Statistics in Dnipropetrovsk region	Ms Tetyana Niketenko	Head, Department for Labour Statistics 0567786796 (rab.) 0963495893 (mob.) ous@dp.ukrstat.gov.ua
6.	Main Department of Statistics in Donetsk region	Ms Olga Volkova	Head, Department for Labour Statistics 0622584297 (rab.) 0962314108 (mob.) 0994018442 (mob.) info@donetskstat.gov.ua
7.	Main Department of Statistics in Zhytomyr region	Ms Halyna Petrova	Deputy Head, Department for Labour Statistics and households surveys, Head of Division for industrial relations statistics 0412225817 (rab.) 0984783273 (mob.) stat@zt.ukrstat.gov.ua
8.	Main Department of Statistics in Zakarpattia region	Ms Olena Holovach	Head, Department for Labour Statistics 0956357238 (mob.) stat@uz.ukrstat.gov.ua

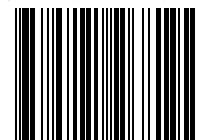
9.	Main Department of Statistics in Zaporizhya region	Ms Yuliya Maksymova	Head, Department for Labour Statistics 0612281730 (раб.) 0612228090 (поб.) 0974381288 (моб.) stat-zp@zp.ukrstat.gov.ua
10.	Main Department of Statistics in Ivano-Frankivsk region	Ms Oksana Khudyak	Head, Department for Labour Statistics 0342792015 (раб.) 0673446765 (моб.) ifstat@if.ukrtel.net
11.	Main Department of Statistics in Kyiv region	Ms Natalia Yakubchuk	Head, Department for Labour Statistics 486 83 93 (раб.) kous@kievobl.ukrstat.gov.ua
12.	Main Department of Statistics in Kirovohrad region	Ms Olena Nekhaychuk	Deputy Head, Department for Labour Statistics, Deputy Head of Division for industrial relations statistics 0684602862 (моб.) gus@kr.ukrstat.gov.ua
13.	Main Department of Statistics in Luhansk region	Ms Iryna Hutsul	Head, Department for Labour Statistics 0990650979 (моб.) 0959166264 (моб.) inform@lg.ukrstat.gov.ua
14.	Main Department of Statistics in Lviv region	Ms Olena Kononova	Head, Department for Labour Statistics 0322585989 (раб.) 0676701245 (моб.) ve@lv.ukrstat.gov.ua

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

Monitoring and assessing progress towards decent work is a longstanding concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other government agencies, workers’ and employers’ organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy-makers. The MAP publication series disseminates project outputs to a broad audience in the nine countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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