



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

Workshop Report  
Kiev, Ukraine, 27–28 September 2012



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

**27-28 September 2012**

**Kiev, Ukraine**

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

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Opening statement by Mr Vyacheslav Kolomiets, Vice Minister of Social Policy of Ukraine (from left to right: Mr Vasyl Kostytsya (ILO National Coordinator in Ukraine), Ms Natalia Vlasenko (Deputy Chair, State Statistics Service of Ukraine), Mr Nikolai Rogovsky (ILO Policy Integration Department), Mr Kolomiets and Mr Igor Chernyshev (ILO Senior International Consultant).



ILO participants: Mr Ovidiu Jurca (Senior Specialist, Workers' Activities, DWTST/CO Budapest), Mr Dragan Radic (Senior Specialist, Employers' Activities, DWTST/CO Budapest) and Ms Olga Koulaeva (Senior Employment Specialist, DWTST/CO Moscow).



Participants of the Regional Workshop from Republic of Armenia, Republic of Azerbaijan, Macedonia (FYR), Kyrgyz Republic, Republic of Moldova, Republic of Serbia, Russian Federation, Ukraine and the ILO.



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<sup>1</sup> 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

Monitoring and assessing progress (MAP) towards decent work at the country-level is a long-standing concern for the ILO and its constituents. Against this background, the ILO Declaration on Social Justice for a Fair Globalization (2008) 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 Agenda<sup>2</sup>.

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.

Ukraine, being one of the ten pilot countries selected for the project, organised and hosted *the Regional Training and Knowledge-Sharing Workshop on Measuring and Monitoring Progress on Decent Work*. The Workshop was held in Kiev from 27 to 28 September 2012.

The Regional Workshop was organized as one of the key regional activities under the MAP project. The meeting involved 40 participants, including government officials from ministries of labour and national statistical offices of Armenia, Azerbaijan, Macedonia (FYR), Moldova, Kyrgyzstan, Serbia, Russian Federation and Ukraine. In addition, workers’ and employers’ representatives from Ukraine also participated, as well as leading Ukrainian researchers in the area of labour market development and trends.

The ILO was represented by Senior Economist from the Policy Integration Department, Senior Specialist in Workers’ Activities and Senior Specialist, Employers’ Activities from the Decent Work Technical Support Team and Country Office for Central and Eastern Europe (Budapest), as well as Senior Employment Specialist from the Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia (Moscow).

The highly participatory workshop included technical discussions and provided an opportunity for policymakers and statisticians to exchange country experiences in the measurement of decent work and the application of Decent Work Indicators in measuring and monitoring progress on decent work. Country representatives received technical guidance on statistical and legal Decent Work Indicators, worked on practical examples dealing concepts, definitions, data sources and methods of data collection.

<sup>2</sup> See: [http://www.ilo.org/global/What\\_we\\_do/Publications/Officialdocuments/lang--en/docName--WCMS\\_099766/index.htm](http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm).



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This report provides the key summary of the Workshop discussions and outcomes and can be a useful reference, along with the various workshop presentations<sup>3</sup>, for those engaged and interested in the measurement of decent work.

Vyacheslav Kolomiets

Vice Minister

Ministry of Social Policy of Ukraine

<sup>3</sup> See: <http://www.ilo.org/global...>

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## 1. Opening and welcome remarks

*Chairperson: Mr Vasyl Kostrytsya, ILO National Coordinator in Ukraine*

### **Opening statement – Mr Vyacheslav Kolomiets, Vice Minister of Social Protection of Ukraine**

Mr Kolomiets expressed his gratitude to the ILO for assisting in the organization of the Regional Workshop and thanked the participants for their attendance. He noted that in order to have decent work in Ukraine, the country has to realise the major decent work principles: (i) productive employment; (ii) decent remuneration; (iii) safe conditions of work (iv) social protection, extending to those unemployed, and continued training (iv) genuine tripartite partnership.

Mr Kolomiets underlined that the Ukrainian statistical system of labour market observations corresponds to the relevant international standards and in particular to those recommended by the ILO and the European Union.

He also emphasised that the new “Law on Employment” of Ukraine, coming into force as of 1 January 2013, will require certain adjustment of the national system of monitoring and evaluation of employment policy.

Another important Ukrainian challenge is measuring, monitoring and assessment of employment in the informal economy.

Finally, Mr Kolomiets acknowledged the work of the ILO and noted that the Workshop provided a good opportunity for countries to share experiences and present good practices which should improve knowledge and upgrade national capacity in measuring and monitoring progress on decent work.

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

Mr Rogovsky welcomed the participants from eight countries representing two Sub-regions, namely the Eastern and Central Europe and Central Asia covered by the ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe located in Budapest and Moscow. He also welcomed representatives of the workers’ and employers’ organisations of Ukraine, colleagues from the Ministry of Social Protection and State Statistics Service, of Ukraine, as well as research fellows from the leading Ukrainian academic research institutes.

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. Thus, three countries - Armenia, Azerbaijan and Ukraine - were requested to present their Decent Work Profiles and share experience in overcoming different challenges they had faced on the way to the Profile’s realisation.

Finally, Mr Rogovsky emphasized that the Workshop stipulates 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.)

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**Keynote address – Ms Natalia Vlasenko, Deputy Chair, State Statistics Service of Ukraine**

Ms Vlasenko stressed the importance of the Workshop as an event proving excellent opportunity for a round table discussion among major users and producers of labour market statistics and decent work indicators.

**Opening address - Mr Kostrytsya, ILO Coordinator in Ukraine**

Mr Kostrytsya informed the participants that Ukraine has adopted a new Decent Work Country Programme, 2012-2015, which encompasses the following three priorities : rights at work, including freedom of association and trade union activities; decent employment; decent working conditions and social protection; guarantee of application in practice of international and European labour norms.

He also told the meeting that following the ILO Global Job Pact, a National Tripartite Agreement on Employment and Jobs Creation was signed in Ukraine.

Notably, Decent Work Agenda became an integral part of a number of legislative acts and decrees signed by the President of Ukraine.

**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 also mentioned the recent initiative of the President of Ukraine to carry out a pilot of social profile in the Chernovtsy Region and suggested that the Governor of the Region should use the ILO Decent Work measurement framework to facilitate the task.

Thereafter, Mr Chernyshev informed the participants about the tasks and objectives of the Regional 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.

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## 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 work<sup>4</sup>.

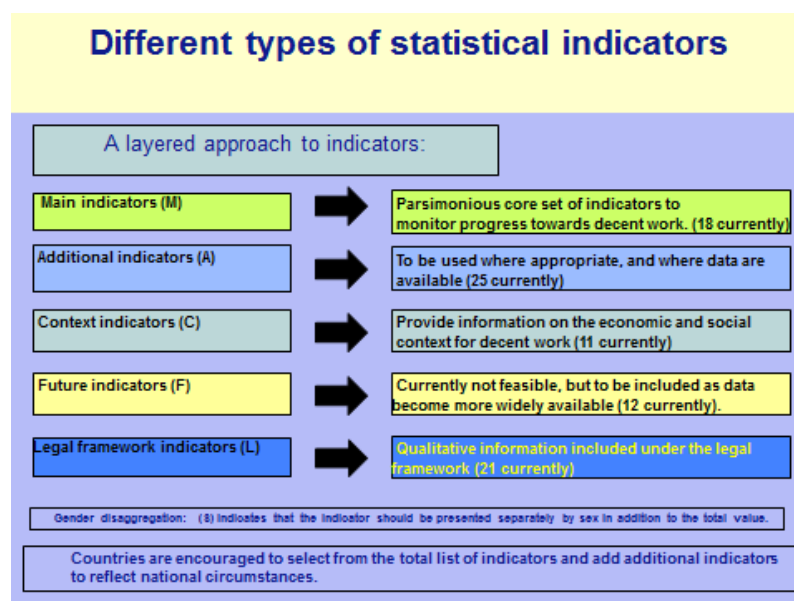
Statistical indicators were reviewed and the importance of systematic information on rights at work and the legal framework for decent work consistent with the ILO supervisory system were stressed. Subsequently, the 18th International Conference of Labour Statisticians (ICLS) in November-December 2008 called for the ILO to pilot the framework in a number of countries and report on progress made at the 19th ICLS<sup>5</sup>.

<sup>4</sup> 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](http://www.ilo.org/global/What_we_do/Statistics/events/MeetingsOfExperts/lang--en/docName--WCMS_099978/index.htm).

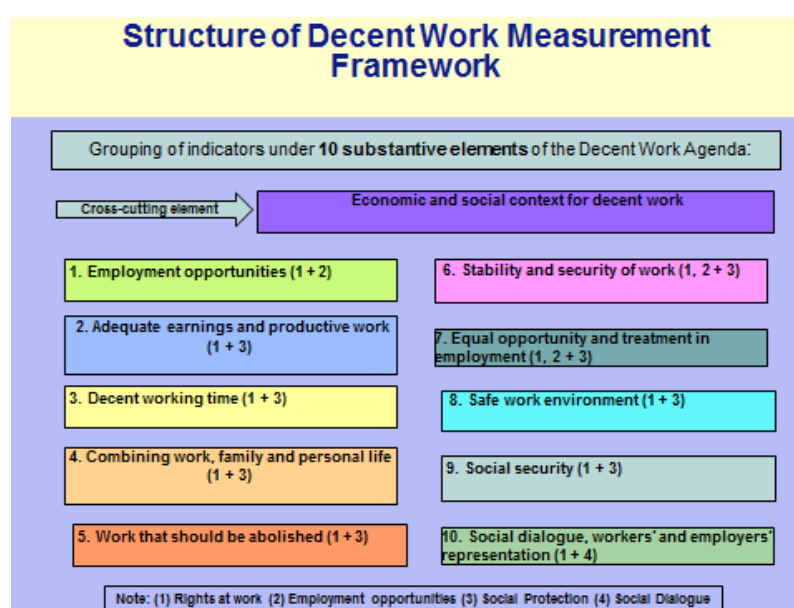
<sup>5</sup> The 18th ICLS Resolution concerning further work on the measurement of decent work is available at: [http://www.ilo.org/global/What\\_we\\_do/Statistics/events/icls/lang--en/WCMS\\_092024/index.htm](http://www.ilo.org/global/What_we_do/Statistics/events/icls/lang--en/WCMS_092024/index.htm).

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



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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 DWC 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).

## **2.3. Plenary discussion**

After the presentations, Mr Egorov opened the floor for discussion, questions and answers.

A representative of the All-Ukrainian Union of Workers' Solidarity raised the question whether it is possible at all to talk about Decent Work in the country where the very principles of democracy are being violated.

During the discussion, it was stressed that unfortunately during the past few years the gap between the rich and the poor had been continuously growing. Consequently, decent work

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deficits in such dimensions as social security and adequate earnings have become a notable problem in many countries.

However, decent work indicators make it possible to identify problematic areas in the context of a given labour market. In turn, such identification makes it possible to find adequate solutions to solve the problems.

Mr Dragan Radic (Senior Specialist, Employers' Activities, DWTST/CO Budapest) drew attention of the Workshop to the comments often made by employers in a number of countries about the importance of having national criteria of decent work reflecting realities of a given country. He also expressed his concern regarding cross-country comparability of decent work indicators. In his view, even though the ILO will not carry out international comparisons of decent work indicators and country ranking, this could be done by other organisations. Finally, Mr Radic suggested that Decent Work Profile should be accompanied by an executive summary to facilitate their use and understanding, based on official data and avoid having any political statements and conclusions.

### 3. Session II: ILO Decent Work Indicators

*Introduction and moderator: Ms Natalia Vlasenko, Deputy Chair, State Statistics Service of Ukraine*

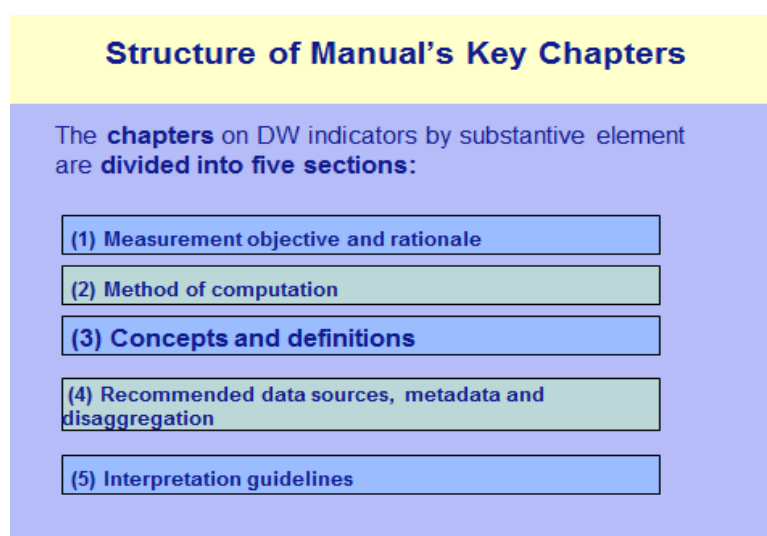
#### 3.1 ILO Manual - "Decent Work Indicators: Concepts and Definitions"

*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.



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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 analysing 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:

- 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);
- Conclusions and recommendations of the Committee of Freedom of Association (CFA);
- 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	...
...	...	...



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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 Natalia Vlasenko, Deputy Chair, 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).



State Statistics Service of Ukraine

1. Economic and social context for decent work

	Indicator	Availability
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.



State Statistics Service of Ukraine

3. Adequate earnings and productive work

	Indicator	Availability
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 data on substantive element 7: Stability and security of work.

#### 8. Equal opportunity and treatment in employment

	Indicator	Availability
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

	Indicator	Availability
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.

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## 4.2. Presentation of the Decent Work Profile of Ukraine

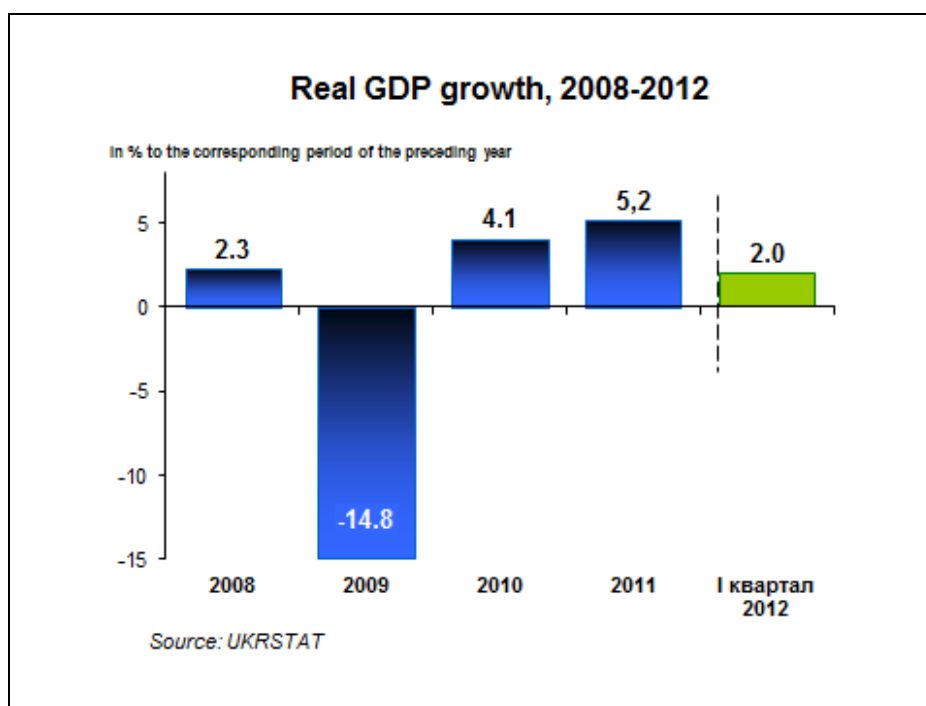
*Mr Viktor Ivankevych, Director-General, Institute of Societal Development, Public Health, Social Insurance and Crediting of Ukraine*

Mr Ivankevych made a very comprehensive presentation where he detailed out all ten substantive elements of Decent Work analysed against the economic and social context.

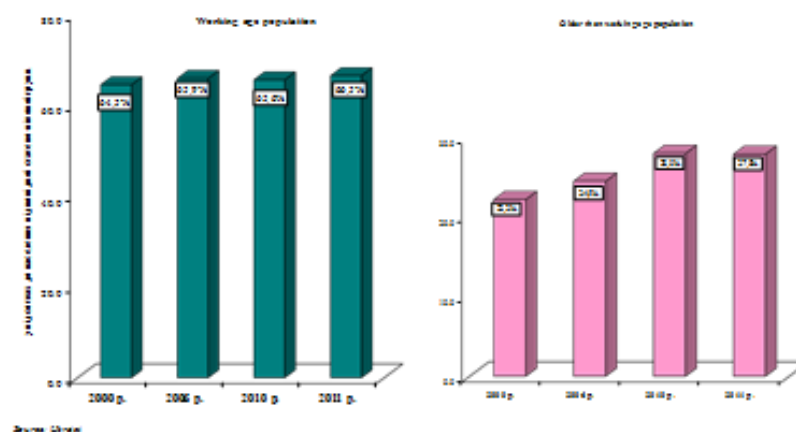
More specifically, the Profile consists of the following eleven chapters:

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.

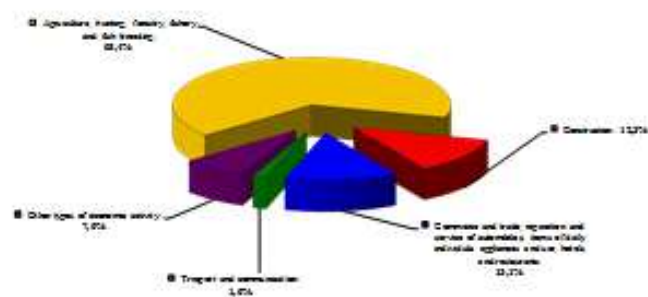
The textual analysis of the Profile is very well written in the document itself. The most salient results of the analysis are presented in selected charts below.



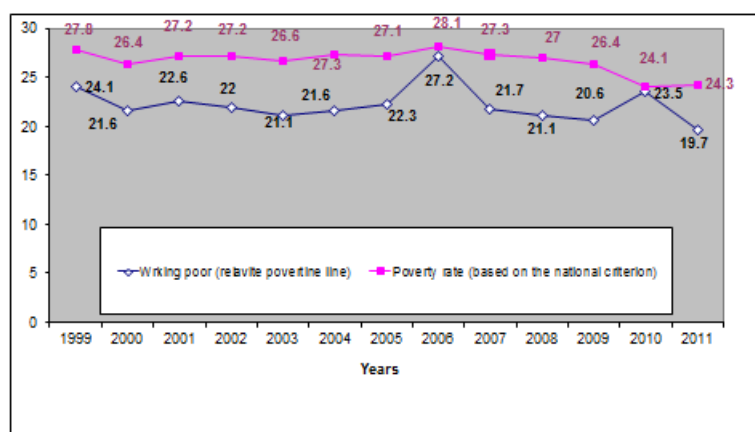
## Employment-to-population ratio, 2000 г., 2006 г., 2010 г., 2011 г.



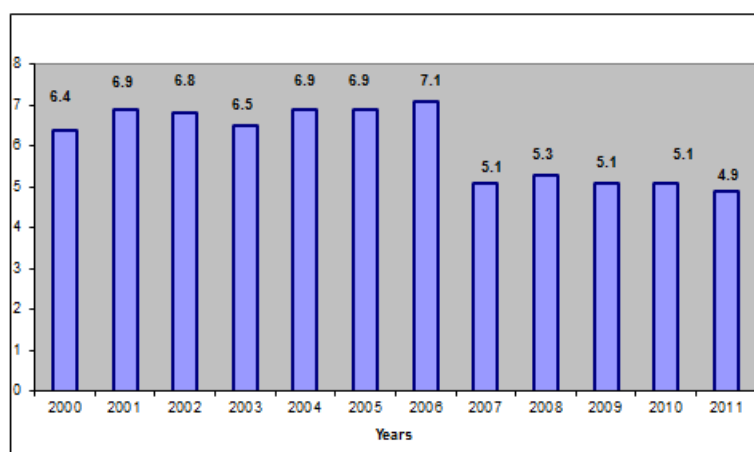
## Population employed in the informal sector, 2011 (by economic activity)



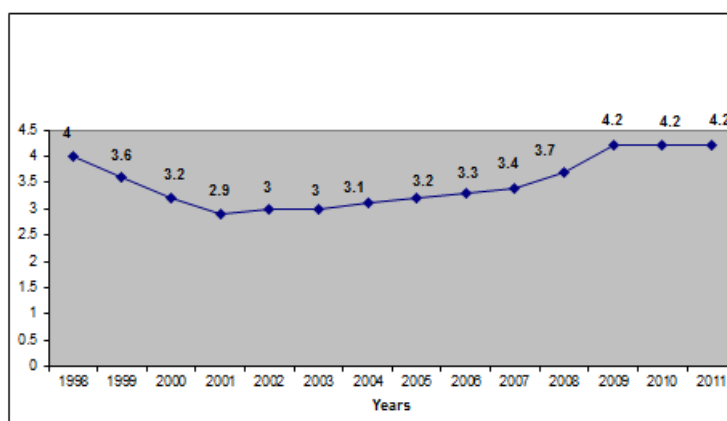
### Poverty rate and working poor rate, 1999-2011



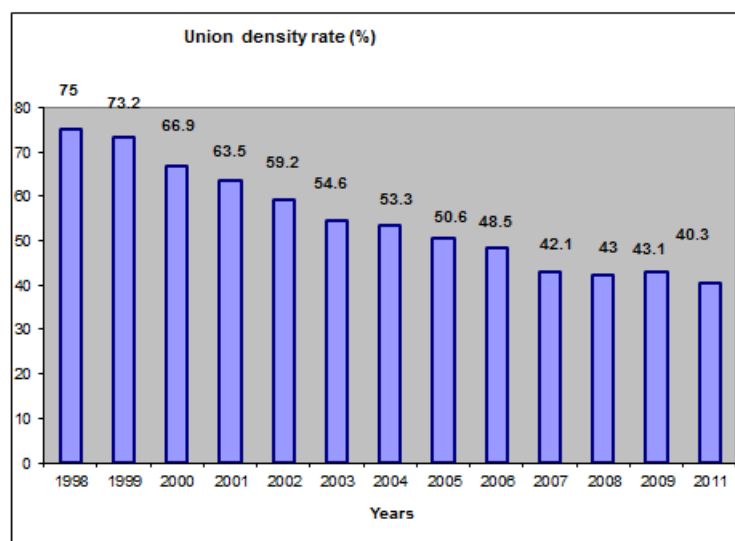
### Income inequality, 2000-2011 (percentile ratio P90/P10)



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







## 5. Session IV: Decent Work Country Profiles: experience of Armenia and Azerbaijan

*Introduction and moderator: Mr Igor Chernyshev, ILO Senior International Consultant*

### 5.1. Decent Work Profile of Armenia

*Mr Tadevos Avetsyan, Head of Labour and Employment Department, Ministry of Labour and Social Affairs of Armenia*

The presentation of the Decent Work Profile of Armenia consisted of two parts: (i) importance of active labour market policy and the role it plays in Armenia in the creation of a modern labour market and (ii) an approach used in the preparation of the Decent Work Profile of Armenia and statistical data sources used to produce decent work indicators.

Mr Avetisyan began his presentation with the words of gratitude to the organisers for excellent preparatory work and the opportunity given to Armenia to participate in this important and useful event.

Independently from the current and future levels of economic development, employment and job creation are among the most important dimensions ensuring sustainable social and economic stability in a country. The role of adequate State regulations is crucial in this process.

The above is especially true for countries with transition economy, such as Armenia. In order to carry out efficient systemic and target-oriented reforms in the area of employment, it is necessary to have a general understanding and dispose of an objective assessment of the prevailing social and labour conditions which have influence on the situation in the country.

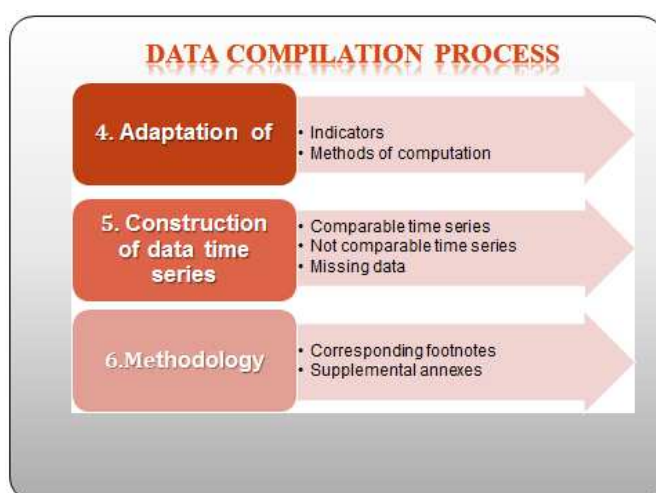
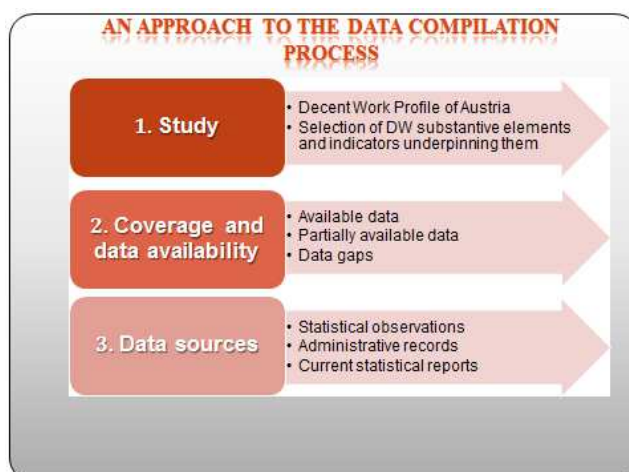
Another important area of social and labour regulatory procedure of the State is healthy tripartite dialogue among equal partners: the Government, trade unions and employers' organisations.

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Mr Avetysian gave a detailed picture of the economic, labour market and employment policy challenges faced by the Government of Armenia.

*Ms Lusine Kalantaryan, Head, Labour Statistics Division, National Statistical Office of Armenia*

Ms Kalantaryan commenced her presentation with an approach used by the National Statistical Office to the compilation of data, which is schematically depicted below.



Further on, Ms Kalantaryan presented the table showing the number of DW indicators available in Armenia and used for the preparation of the DW Profile (see below).

REVIEW OF AVAILABILITY OF DW INDICATORS				
Substantive elements	Suggested	Available		
	Total	T	P	Total
0. Economic and social context	11	10	1	11
1. Employment opportunities	11	10	-	10
2. Adequate earnings and productive work	7	-	6	6
3. Decent working time	4	-	5	5
4. Combining work, family and personal life	2	1	1	2
5. Work that should be abolished	4	-	1	1
6. Stability and security of work	2	1	1	2
7. Equal opportunity and treatment in employment	7	1	3	4
8. Safe work environment	4	-	3	3
9. Social security	6	3	-	3
10. Social dialogue, workers' and employers' representation	5	1	2	3
<b>TOTAL</b>	<b>64</b>	<b>27</b>	<b>23</b>	<b>50</b>

T = totally; P = partially

The work on the Profile has revealed the following problems:

- Not fully comparable time series.
- Data gaps.
- A number of indicators still need to be studied in greater detail.
- It is necessary to update the relevant statistical databases.
- Administrative records, as a source of labour statistics, need to be further adapted for their statistical use.

Finally, Ms Kalantaryan informed the Workshop about the following results of their work on the preparation of the Profile;

- i. Establishment of the primary statistical database for measuring of progress on Decent Work.
- ii. National specialists have acquired theoretical knowledge and practical skills in labour statistics.
- iii. Decent Work Profile of Armenia has been prepared, which made it possible to have a snapshot picture of the current situation and which would serve the basis for follow-up actions. The Profile has also revealed prevailing problems of the moment
- iv. The list of indicators characterising labour market has been upgraded and improved on the basis of international standards.
- v. International comparability of the Armenian labour market data has been largely improved and their use for national purposes enhanced.

## 5.2. Decent Work Profile of Azerbaijan

*Mr Nemat Khuduzade, Deputy Head of Labour Statistics Department of Azerbaijan*

Mr Khuduzade began his presentation by describing the economic and social context of Decent Work.

Thus, he specified that sustainable growth of the Azerbaijan economy has created favourable conditions to ensure steady social development, improvement of living standards of the population, creation of new jobs and development of employment.

The main macroeconomic parameters characterizing the economy of the country showed steady yearly dynamic increase (see Table 1 below). Comparing the year of 2000 to 2010, the GDP has increased by 8,8 times and the GDP per capita has grown during the same period by 7,8 times comparing with 2010 (4653,3 AZN), while the income per capita has increased by 5,6 times.

	<b>2003</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
GDP, million manat – AZN	7146.5	18746.2	28360.5	40137.2	35601.5	42465.0	51157.5
Per capita GDP, Manats	872.7	2208.2	3296.6	4603.7	4033.2	4753.0	5650.8
GDP growth rate in comparison to previous year, %	111.2	134.5	125.0	110.8	109.3	105.0	100.1
Employed population, thousand persons	3972.2	4110.8	4162.2	4215.5	4271.7	4329.1	4375.3
Labour productivity (GDP per employed person, AZN)	1799.1	4560.2	6813.8	9521.3	8334.3	9809.2	11692.6
Labour productivity (GDP growth rate per employed person), %	109.4	132.9	123.5	109.4	107.9	103.6	99.0
Labour share in GDP, %	22.7	17.1	15.2	14.3	17.4	16.1	16.0*

In reference to the substantive element “Employment opportunities”, Mr Khuduzade mentioned the following major decrees approved by the President of Azerbaijan

- The “Employment Strategy of the Republic of Azerbaijan (for 2006-2015 years)” was approved by the President of the Azerbaijan on 26 October 2005 followed by and the approval of the State Programme on Implementation of the Employment Strategy (for 2007-2010 and 2011-2015).
- “State Programme on socio-economic development in the regions of the Republic of Azerbaijan covering the period of 2009-2013” was approved by the President of the Republic of Azerbaijan on 14 April 2009, the Programme played an important role in boosting employment and creation of new jobs.
- The “State Programme on poverty reduction and sustainable development in the Republic of Azerbaijan, 2008-2015, was approved by the President of the Republic of Azerbaijan on 15 September 2008.

The table below contains data characterising dynamics of the above substantive element.

### Main Labour Market indicators

	2003	2006	2007	2008	2009	2010	2011
Economically active to population ratio 15+ years, %	71.7	67.1	66.4	65.4	65.0	64.8	64.4
Female	67.0	62.5	61.6	61.2	61.8	62.0	61.5
Male	76.7	72.1	71.4	69.9	68.5	67.8	67.5
Employment-to-population ratio 15+ years, %	65.2	62.7	62.2	61.6	61.3	61.2	60.9
Female	60.8	58.6	58.2	57.8	57.7	57.7	57.5
Male	69.8	67.1	66.4	65.6	65.1	64.8	64.5
Share of employed women, 15+ years, %	48.0	48.3	48.4	48.4	48.5	48.5	48.6

Concerning the substantive element “Adequate wages and productive employment”, Mr Khuduzade informed the Workshop that in 2002 both nominal and real had glided down and this tendency continued, at least in regard of real wages.

When talking about the substantive element “Equal opportunity and treatment in employment, Mr Khuduzade noted that the Profile had revealed an important wage gaps between women and men, which is explicitly illustrated in the table below.

### Equal opportunities and equal treatment in employment

	2003	2006	2007	2008	2009	2010	2011
Average monthly nominal wage, manat							
Men	102,5	192,0	277,1	324,6	362,8	413,2	459,8
Women	45,9	91,0	140,0	184,5	212,6	226,6	235,1
Difference in the wages of men and women, %	44,8	47,4	50,5	56,8	58,6	54,8	51,1
Share of foreign workers among hired workers on country level, percentage	0,3	0,5	0,4	0,4	0,4	0,6	0,7

At the end of his presentation, Mr Khuduzade informed the meeting about the ratified and not ratified ILO Conventions by Azerbaijan, which are directly linked with the Legal Framework Indicators of Decent Work:

The Republic of Azerbaijan has ratified the following ILO Conventions:

- ILO Creation of the Employment Service Convention 1948 (88) and Employment Policy Convention 1964 (122) on May 19, 1992.
- ILO Minimum Wage Fixing Convention 1970 (131) on March 11, 1993.
- ILO Hours of Work (Industry) Convention 1919 (1), Hours of Work (Commerce and Offices) Convention 1930 (30) and Forty-Hour Week Convention 1935 (47).

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- ILO Labour Inspection Conventions 81 and 129, Prohibition on Worst Forms of Child Labour Convention 182, Workers with Family Responsibilities Convention 156 and Maternity Protection Convention 183.
  - ILO Holidays with Pay Convention 1936 (52) and Paid Educational Leave Convention 1974 (140) on May 19, 1992.
  - ILO Maternity Protection (Revised) Convention 1952 (103) on May 19, 1992.
  - ILO Workers with family Responsibilities Convention 1981 (156) on October 29, 2010.
  - ILO Minimum Age Convention 1973 (138) on May 19, 1992 and Prohibition of Worst Forms of Child Labour Convention 1999 (182) on March 30, 2004.
  - ILO Forced Labour Convention 1930 (29) and Abolition of Forced Labour Convention 1957 (105) on July 9, 2000.
  - ILO Equal Remuneration Convention 1951 (100) and Discrimination in Employment and Occupation Convention 1958 (111) on May 19, 1992.
  - ILO Equal Remuneration Convention 100, which defines the principles of equal remuneration for the equal labour of employees.

Not ratified:

- ILO Labour Administration Convention 1978 (150).
- ILO Social Security (Minimum Standards) Convention 1952 (102) and Employment Promotion and Protection against Unemployment Convention 1988 (168).
- Holidays with Pay (Agriculture) Convention 1952 (101).
- ILO Termination of Employment Convention 1982 (158).

### 5.3. Plenary discussion

After the presentations, Mr Chernyshev opened the floor for discussion, questions and answers.

The participant from the State Statistical Office of Macedonia (FYR) noted that data collected by the Statistical Office are based on relevant international standards and recommendation of the European Union. Giving that, she expressed the interest in producing a Decent Work Profile of Macedonia.

Mr Ovidiu Jurca (Senior Specialist, Workers' Activities, DWTST/CO Budapest) made observation that in his presentation of the Decent Work Profile of Azerbaijan, Mr Khuduzade did not mention the social dialogue dimension of Decent Work, while this substantive was one of the most important conditions of having access to Decent Work as such. He also emphasised the need to this type of information for as many countries as possible from the Region covered by the ILO Budapest and Moscow Offices.

Another issue discussed was which sources of data to use in order to collect timely and reliable data on union density rates. To this Mr Chernyshev responded that Labour Force

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Surveys had been more and more often used to collect this type of data (e.g., Estonia, Hungary, Australia, New Zealand, United Kingdom, etc.).

Participants asked questions about the ways of Decent Work Profiles dissemination and suggested that the ILO should have a wider use of internet and profiles be visibly advertised.

## **6. Session V: Available statistical data base and its use for the production of decent work indicators**

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

### **6.1. Case of Kyrgyzstan**

*Ms Venera Nazarova, Leading Specialist of Labour and Employment Statistics Department, State Statistical Committee of Kyrgyzstan*

Ms Nazarova made a comprehensive presentation on labour statistics available and data sources used in Kyrgyzstan, which is summarised below.

The collection and publication of the labour market statistics are under the responsibility of the Labour Statistics and Employment Department, the National Statistics Committee of Kyrgyzstan (NSC). They are compiled on the basis of the Integrated Household Budget and Labour Force Survey and recurrent statistical reports from the enterprises and organisations, and administrative records of the State Employment Services at the Ministry of Labour, Employment and Migration.

The data on wage, salary and number of persons employed in enterprises and organisations are provided by all legal entities according to the state statistical reporting forms approved by NSC.

The state employment services submit statistical forms on the registered unemployed persons, foreign citizens working in Kyrgyzstan and refugees.

Data from the Integrated Survey is used for estimating the number of employed persons (full-time and part-time), other data on economic activity of the population, such as education level, marital status, status in employment, place of work, occupation, unemployment, classified by age, sex, urban and rural areas and by regions.

The data from enterprises and organisations on wages and employees and the data on registered unemployed from the State Employment Services are collected and published monthly, quarterly and annually; data statistics from the survey data, including unemployment, are published annually. The data collected from enterprises and organisations are entered in district or town statistical departments at the district level.

The district or town statistical departments transmit their primary database to regional statistical offices that transmit it further to the NSC Main Computing Centre. All the three levels of the statistical system - district or town, regional and national - use the same software for aggregating the data.



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Data are published in monthly, quarterly and annual publications of NSC. Results of the Integrated Survey on employment are published in annual publication “Employment and unemployment”.

Data are also published in the collected volumes of “Kyrgyzstan in Figures”, “Women and Men”, “Statistical Yearbook”, “Social Trends of the Kyrgyz Republic”, and uploaded on the website of the National Statistical Committee of the Kyrgyz Republic.

Currently, the National Statistical Committee (NSC), together with other major data producers, can produce the following main DW indicators:

- i. Employment-to-population ratio (S)
- ii. Unemployment rate (S)
- iii. Informal employment (S)
- iv. Excessive hours (S)
- v. Female share of employment in ISCO-88 groups 11 and 12
- vi. Occupational injury rate, fatal
- vii. Share of population aged 55 (F) and 60 (M) and above benefiting from pension (S)
- viii. Children not at school (%by age) (S)
- ix. Labour productivity
- x. Income equality
- xi. Inflation rate
- xii. Employment by branch of economic activity
- xiii. Education of adult population

As follows from the above, the national data producers can compute 65% of the total list of the main DW indicators (some of them with national rather than internationally recommended methodology) and about 50% of the additional DW indicators.

## 6.2. Case of Moldova

*Ms Elena Vatcarau, Head of Labour Statistics Division, National Bureau of Statistics of Moldova*

Ms Vatacarau informed the meeting that Republic of Moldova was one of the first pilot of the countries, where the ILO methodology of data collection and a draft set of ILO Decent Work Indicators were tested. More specifically, the following actions were carried out within the framework of a small project in 2002-2004:

- The “inventory” of existing indicators, sources, and data collection methods from the perspective of their correspondence to the recommended ILO indicators in order to determine the range of Decent Work Indicators (DWI), their characteristics and adaptability to the national circumstances.
- Testing a Decent Work Modular Questionnaire attached to the regular LFS.



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- The testing of ILO methodology also related to statistical measurement of informal employment: the pilot survey “Employment in the informal sector and informal employment” was conducted in the framework of LFS.

A substantial range of DWIs was produced and implemented into practice as a result of that project, thereby improving the information database on Labour Market in Moldova. Currently Moldova can produce 78% of the recommended ILO Decent Work Indicators (main and additional).

In addition to the above, Moldova carried out a stand-alone Child Labour Survey, which revealed rather high level of child labour in the rural areas.

The National Bureau of Statistics (NBS) has been using and contributed to the preparation of the National Decent Work Country Programme (DWCP) covering the period of 2012-2015.

The NBS continues its activities within the framework of this Program, targeted at the improvement of existing database and study of the possibility to develop/implement new DWIs.

To promote DWIs and upgrade technical skills of the data users and data producers in Moldova, the NBS initiated a series of technical workshops organised and carried out carried out together with the ILO experts.

The above has notably enhanced technical capacity of policy-makers and social partners and demonstrated the advantage of evidence-based actions when it comes to monitoring and assessment of labour market policies and progress on decent work,

The Ministry of Labour, Social Protection and Family, together with the Confederation of Trade Unions and the Confederation of Employers are responsible for the implementation of DWCP, and express their high interest in preparing a Decent Work Country Profile of Moldova with the ILO support.

### **6.3. Case of the Russian Federation: production of a comprehensive set of decent work indicators in light of the preparation for the International High-Level Conference on the Practical Realization the ILO Principles Embodied in its Decent Work Agenda**

*Ms Olga Zhikhareva, Deputy Director of Labour, Science, Education and Culture Statistics, Federal State Statistics Service of the Russian Federation*

Ms Zhikhareva commenced her presentation with the information on the International High-Level Conference on Decent Work planned to be held in Moscow from 11 to 12 December 2012.

The Conference has the following objectives:

- a. Development of social dialogue.
- b. Exchange of views and experiences in terms of implementation of the Decent Work Agenda in the context of contemporary challenges.
- c. Development of agreed programme documents to be used internationally

The Conference will discuss the following Agenda:

- 
- The impact of labour market globalization on the ILO international labour standards.
  - Labour market flexibility and social protection of workers' rights.
  - Safe and secure jobs.
  - Demographic trends and the effective regulation of labour migration to ensure a balanced labour market.
  - Measures to promote youth employment.
  - Other issues.

Thereafter, Ms Zhikhareva made a comprehensive presentation on the methods of data collection and data availability for the production of Decent Work Indicators in the Russian Federation. This part of her presentation is summarized below.

The Federal Statistics Service of the Russian Federation (ROSSTAT) has a solid statistical database for the production of Decent Work Indicators both for the above Conference and daily use by relevant stakeholders and policy-makers:

- Sample surveys of organizations and institutions: wages of workers in professions and positions, distribution of employees by size of payroll.
- Sample Household Labour Force Surveys.
- Surveys of organizations and institutions on the state of working conditions in certain types of economic activity.
- Business survey of occupational injuries and diseases.
- System of National Accounts.
- Household Income and Expenditure (budget) surveys.
- Registration of prices and tariffs for the consumer market.
- Integrated assessments and calculations based on multiple sources of information.

Administrative data are collected and prepared by:

- Ministry of Education and Science of the Russian Federation.
- The Ministry of Health of the Russian Federation.
- The Ministry of Labour and Social Protection of the Russian Federation.
- Pension Fund of the Russian Federation.
- Social Insurance Fund of the Russian Federation.

Currently, ROSSTAT is planning to improve its Labour Force Survey and include questions on wages and salaries. This will make it possible to collect for DW substantive "Adequate earnings and productive employment".

Moreover, ROSSTAT is also planning to create a section entitled "Decent work" on its web-site with decent work indicators time series and relevant metadata.

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## 6.4. Plenary discussion

After the presentations, Ms Solop opened the floor for discussion, questions and answers.

In the course of discussion, Mr Radic queried about a very high child labour rate in Moldova. He stressed the importance of making clear distinction between child labour at enterprises and in private households or as self-employed. In her response, Ms Vatcarau told the Workshop that most of the children covered by the Child Labour Survey worked in private households in the rural areas. The children were mainly involved in fetching water from distantly located wells and carrying heavy objects, including wood logs and sacks with potatoes around houses.

## 7. Session VI: Measuring employment in the informal economy

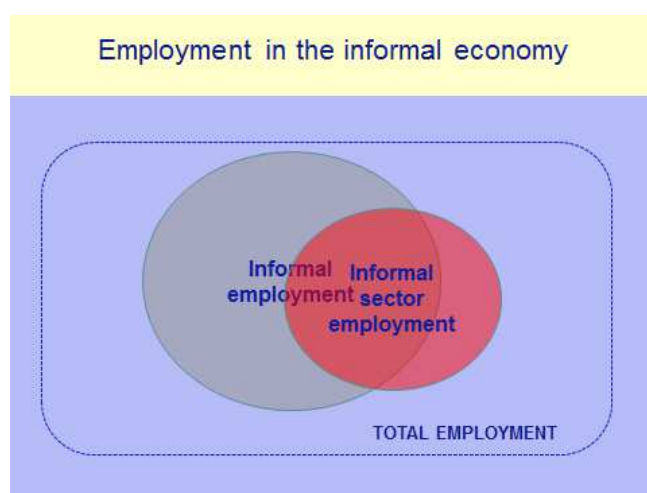
*Moderator – Ms Inesa Senyk, Director of Labour Statistics Department, State Statistics Service of Ukraine*

### 7.1. ILO conceptual framework for measuring employment in the informal sector

*Mr Igor Chernyshev, ILO Senior International Consultant*

Mr Chernyshev 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	Formal	Informal	Formal
	1	2	3	4	5	6	7	8	9
Formal sector enterprises					1	2			
Informal sector enterprises <sup>(a)</sup>	3		4		5	6	7	8	
Households <sup>(b)</sup>	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.

## 7.2. Measuring employment in the informal economy in Moldova

*Ms Elena Vatcarau, Head of Labour Statistics Division, National Bureau of Statistics of Moldova*

Ms Vatcaru informed the meeting that in Republic of Moldova, the methodological concept of measuring employment in the informal sector and informal employment was developed with technical assistance of the ILO and EUROSTAT (as part of the ILO Project on "Decent Work Statistical Indicators: Moldova" and part of the employment statistics component of the TACIS Programme "Statistics 5" funded by the European Union, respectively).

Moldova uses the following national definitions:

- (i) **Employment in the informal sector** (accordingly to the 15th ICLS Resolution) comprises all persons, who during a giving reference period were employed in at least one informal sector unit, irrespective of their status in employment and whether it is their main or secondary job. Where informal sector enterprises are defined as unincorporated private enterprises (i.e. enterprises lacking the status of a legal person), which are not registered. (Persons engaged in the production of

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agricultural goods exclusively for own consumption by their household, as well as households employing paid domestic employees, are excluded).

(ii) **Informal employment** (accordingly to the 17th ICLS Guidelines) comprises the total number of informal jobs as defined below, whether carried out in formal sector enterprises, informal sector enterprises, or households, during a given reference period:

1. Own-account workers employed in their own informal sector enterprises;
2. Employers employed in their own informal sector enterprises;
3. Contributing family workers, irrespective of whether they work in formal or informal sector enterprises;
4. Members of informal producers' cooperatives;
5. Employees holding informal jobs in formal sector enterprises, informal sector enterprises, or as paid domestic workers employed by households, who had one or more of the following characteristics: their employer did not pay social contributions for them; they did not have the possibility to benefit from paid annual leave; they would not be given paid sick leave in the case of illness;
6. Own-account workers engaged in the production of goods exclusively for own final use by their household, if they worked for 20 or more hours during a given reference period in this activity.

*Note:* Persons, who worked for less than 20 hours in the production of agricultural goods exclusively for own consumption by their household, are not considered by the LFS as being employed. Households, which produce agricultural goods wholly or partially for sale or barter to others, are included among informal or formal sector enterprises depending upon the legal organization and registration of the activity. Persons engaged in the production of agricultural goods for sale or barter are classified as having formal or informal jobs on the same basis as other own-account workers.

The data source is the quarterly Labour Force Survey: the respective questions are included in the LFS individual questionnaire, addressed to all persons aged 15 and over of the surveyed households.

### 7.3. Plenary discussion

After the presentations, Ms Senyk opened the floor for discussion, questions and answers.

Participants were particularly interested why the margin of the circle symbolising employment in the informal sector on the slide above goes outside the informal employment circle. In other words, what types of informal sector enterprises do not fit the informal employment borders?

Responding to the above question, Mr Chernyshev's invited the participants to look at cell 7 of the "Employment in the Informal Economy" matrix and gave the following explanation.

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Cell 7 (formal employees the IS enterprises) may occur as a result of a number of problems between the coherence of national definitions of informal sector enterprises and informal jobs. For example:

- When informal sector enterprises are defined in terms of size (more referring to micro enterprises) instead of registration and book-keeping it is possible that a subset of small enterprises might be in fact registered and their employees covered for social security, annual leave, etc.
- When the type of registration used to distinguish between formal and informal enterprises is not linked to the provision of benefits for employees.
- When the type of contract is used to distinguish between formal/informal jobs (i.e. hand-written agreements between employer and employee taken as evidence of formal employment).

There are a few other cases, but basically it is a problem of choosing coherent definitions for the two concepts at national level.

In most countries cell 7 is non-existent. Where it does exist, it size tends to be relatively small.

To conclude, Mr Cherrnyshev emphasised that the ILO international recommendations should cater for different need of a worldwide users and capture as many cases and situations as possible. Hence, if the above situation does not exist in the countries represented in the Workshop, it may well exist elsewhere.

## **8. Sessions VII and VIII: Group discussion and group work: Availability and gaps in measuring decent work**

*Introduction: Mr Igor Chernyshev, ILO Senior International Consultant*

*Facilitators: Mr Igor Chernyshev 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.

In their work participants used the following documents documentation:

- 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.

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### **8.1. Main challenges to improve national statistical instruments and develop national databases on decent work indicators**

Not all statistical data required for decent work indicators are available in national data bases. Some data even if available are collected irregularly or are demand driven.

### **8.2. Database on DWIs at the national level: challenges and perspectives**

In order to set up a comprehensive data base with decent work indicators, it is necessary to have many data sources, which are easy to access and use. The conventional data sources, such as Population Census, household-based sample surveys, establishment-based sample surveys, and administrative records provide a lot of useful information. However, the classical survey programmes do not capture qualitative data, which are used to compile many decent work indicators. Hence, there is a strong need for special modular surveys containing questions related to decent work indicators. Another big problem is that in many instances the administrative records first serve the administrative need and can hardly be used for statistical purposes. Also, some of the records are simply not accessible for statisticians due to internal ministerial regulations. This is the area of collaboration between statisticians and government administrators. It is important to remember that such collaboration will be mutually beneficial.

### **8.3. Legal indicators: main challenges to compile legal information**

The Legal Framework Indicators are accessible. However, the difficulty arises with their processing, interpretation and practical application. Notably, there is no link in the DW measurement framework between the ILO Conventions and national legal acts, treatment of complaints, decision taken, fines and obligations imposed by national courts. It was suggested that this issue could be included in the Report to the 19<sup>th</sup> ICLS on the Resolution concerning measurement of decent work adopted by the 18<sup>th</sup> ICLS in 2008.

### **8.4. Regional initiatives on developing databases on labour and decent work statistics**

Members of the Working Groups were unanimous in their understanding of the need to have a comprehensive Regional or Sub-Regions decent work database(s). However, such a base should not create additional burden for National Statistical. To the contrary, the latter should benefit from the information stored in the Sub-Regional database. Notably, it was strongly recommended that countries should develop their own national DW databases which would be linked with the Regional one in the on-line regime.

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## 9. Session IX: Additional areas for measuring decent work: External labour migration

*Moderator – Mr Igor Cherynshev, ILO Senior International Consultant*

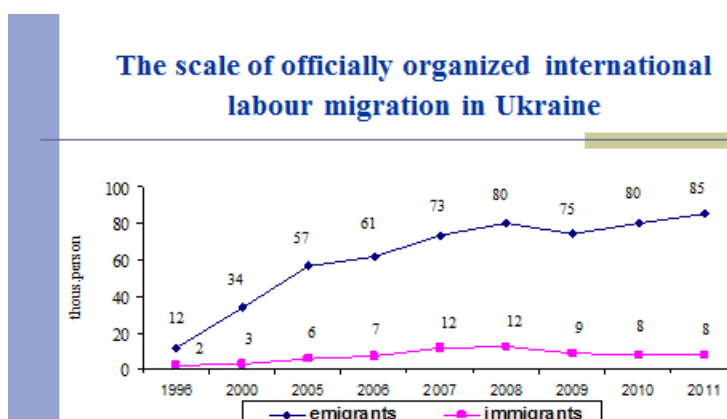
### 9.1. Labour migration in Ukraine: sources, measurement methodology and system of indicators

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

Ms Solop started her presentation with the sources of labour migration in Ukraine:

- (i) Population Census.
- (ii) Administrative reports on employment of Ukrainian citizens abroad and foreigners in Ukraine.
- (iii) Other relevant administrative records.
- (iv) Labour Force Sample Surveys.
- (v) Modular Migration Surveys.

The scale of officially organised international migration is shown in table below.



The first national Sample Survey of Population (household-based) on Labour Migration (“Labour Migration Survey”) was conducted in 2008 as a module of the regular Economic Activity of the Population and Household Living Conditions (Labour Force Survey) with technical assistance of the Fund «Open Ukraine», the World Bank and the IOM).



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The second LFS-based Modular Labour Migration Survey was conducted in April-June 2012 (in the framework of the EU-ILO project "Effective management of labour migration and its qualification aspects").

The purpose of 2012 surveys is to assess the scales, incidence of the phenomenon, the geographical direction of external labour migration, social and demographic composition of migrants, their activities, working conditions, etc. (in 2012 –educational level and the direction of moving abroad).

The definition of "Labour migrants" used for the surveys:

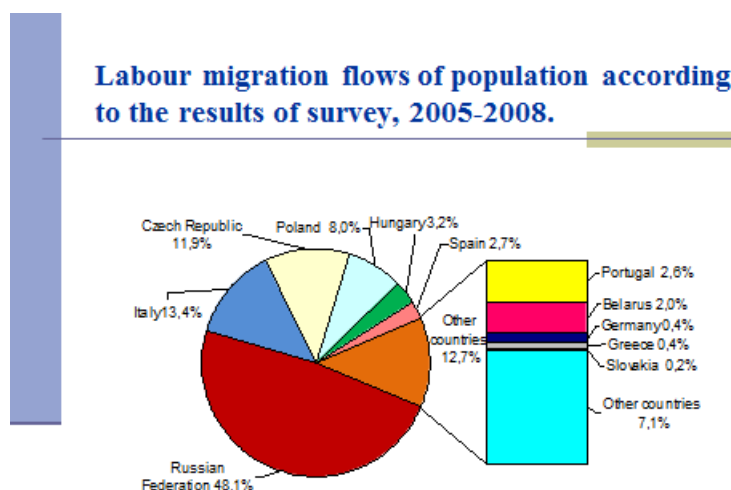
In 2008 – Ukrainian citizens of working age, who were engaged in paid economic activity in other countries all the time, seasonal or temporary (including those who have been working without official status). They do not include: commuters in the border areas and those who left for permanent residence.

In 2012 - Ukrainian citizens aged 15-70 years, who during a specified reporting period, returned to the country after the work was done or searching job abroad, have been working (permanently, seasonally, temporarily) in another country, or left abroad with the aim to find a job.

### **Main results of the 2008 Migration Survey**

In 2008, the number of people working abroad within the surveyed year and a half (from the beginning of 2007 to 1 July 2008) amounted 1.3 million.

The country distribution of the Ukrainian migrants is shown in the chart and table below.



### Labour migrants by the place of residence, sex, and the country of employment, 2005-2008.

	Total	Urban settlement	Rural area	Women	Men
Labour migrants, thou. person	1476	803	673	485	991
Which includes by countries, % to the result (by the place of residence, sex)					
Russian Federation	48,1	49,0	47,0	30,0	57,0
Italy	13,4	13,3	13,7	25,1	7,7
Czech Republic	11,9	8,4	16,0	10,5	12,5
Poland	8,0	6,6	9,6	10,6	6,7
Hungary	3,2	2,8	3,6	2,7	3,4
Spain	2,7	3,5	1,8	3,8	2,2
Portugal	2,6	2,6	2,6	3,3	2,3
Other countries	10,1	13,8	5,7	14,0	8,2

### Features of the organization and methodology of the survey in 2012

- Inclusion of individuals that have exceeded the active working age (individuals aged 15-70 years old).
- Enhancement of the definition "labour migrants" for the purposes of the survey (individuals that left with the purpose of seeking employment abroad were included).
- Change of the period of observation (survey of the labour migration for the last 2.5 years).
- Improvement of the questionnaire for acquiring information on definite categories of labour migrants:
  - came back to Ukraine
  - Short-term migrant workers (resident abroad to 12 month)
  - Emigrant-workers resident abroad above 12 month);
- Inclusion of questions about training for going to work abroad and coherence of the level of education acquired in Ukraine to the level necessary for working in the country of residence into the program of the survey.
- The results of survey will be published in January 2013.

### Issues of getting full and valid information on labour migration of population in Ukraine:

- Connected with informational base:
  - limited sources of information.
  - lack of coherence between data from different sources.;
  - restriction of access to data from other countries.
- Methodological:
  - lack of methodology of definition of "migration" and "migrant workers" at the international level;
  - the need to improve data collection methods, including through the expansion of data sources.

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- Resource providing to the implemented statistical observations (surveys in full program are very expensive, their conduction is possible only periodically)

Finally, Ms Solop highlighted the following potential ways of enhancement of the present accounting system of labour migration:

- i. Enhancement of available sources of information in terms of data collection methods.
- ii. Enhancement of coordination and exchange of information among agencies within and between countries.
- iii. Methodology development:
  - a. Accounting of volumes of labour migration coherent with the concept of work force;
  - b. Integrated assessment of the scale of labour migration, based on different sources of information.

## **10. Session X: Group discussion and group work: DW Country Profiles as a key advocacy tool to mainstream DW into national policies and links to Decent Work Country Programmes**

*Introduction: Mr Igor Chernyshev, ILO Senior International Consultant*

*Facilitators: Mr Igor Chernyshev 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.

In their work participants used the following documents documentation:

- Table with the list of the ILO Decent Work Indicators.
- Tables with the national Decent Work Indicators.
- Relevant presentations of the lecturers
- Selected Decent Work Country Profiles (Austria, Brazil, and Ukraine).

Major results of the Working Groups discussions are summarised below.

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### **10.1. The process of preparing the DW Country Profiles: data compilation, drafting the Profile, interpreting the data trends, validation of the Profile among constituents.**

The countries, where a DW Country Profile has already been prepared, shared their experience on developing their Decent Work Country Profile. More specifically the following have been reported:

- As the first step, the content and the list of DW indicators should be discussed with the social partners.
- It is of great importance to coordinate activities among all data producers.
- Data availability should be another priority.
- Interpretation/analysis of the DW indicators should be carefully discussed with social partners.
- The country should decide whether formulation of policy options should be included in the DW Country Profile.

### **10.2. The usefulness of the Profile: links to policy making and social dialogue (policy options, national planning and monitoring, target-setting).**

- The evidence based information of the profile can be used by policy makers to formulate comprehensive social and labour market policies.
- The main challenges in the above process are completeness and reliability of data underpinning the DWIs, as well as their coverage and periodicity. Another challenge is the interest/political will of major data users and stakeholders to apply the profile findings information for monitoring and target-setting.

### **10.3. Perspectives of the Profiles and the way forward (regular updating, dissemination, extension).**

- 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.
- Participants were unanimous in recommendation that the current profiles are too lengthy and difficult to use. In fact, they are in away dissuasive for many users due to their voluminous look. The profiled should be concise, contain clear executive/snapshot summaries and have “talking” charts; it may also be presented as kind of Policy Briefs, Factsheets, etc.
- Participants had different views on who could lead the process of preparing the profile. One group suggested that it should be a workers’ organisation, another

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group was in favour of the Ministry of Labour and the third group suggested that the National Tripartite Committee could be requested to take the lead.

## 11. Session XI: Closing remarks

As a result of discussions, the following conclusions have been drawn by the Workshop.

- Decent Work concept is a global approach, which is of acute importance to all countries and it should become a unifying national idea.
- The main objective of a Decent Work Country Profile is not to make cross-country comparisons but to unite countries in order to promote decent work and exchange country experiences.
- Decent Work Indicators and Decent Work Country Profiles serve as valuable sources of analytical material for the development, implementation and monitoring of efficient labour market policy.
- The Regional Workshop served as a platform for the exchange of experiences between the countries which have already prepared the DW Country Profiles and those who are in the beginning of this process. In turn, the ILO has received information about the challenges and difficulties that arise in the way of countries producing DWIs.
- Decent Work Country Profiles must be easily accessible to all interested users. They should be promoted by high level politicians for their practical application.
- It is necessary to carry out explanatory and educative sessions for users so that findings of the profiles are understood correctly.
- Both complete and abridged versions of the profiles should be accessible for users electronically and through official web sites.
- Number of countries have data gaps which does not make it possible to produce the complete set of DWIs.
- Informal employment, child labour, migration are phenomena that require special measurement tools and careful study. This requires special knowledge, technical capacity and adequate financing.
- In the context of preparation and implementation of special statistical surveys and observations countries need ILO methodological, technical and financial support.
- In order to produce certain DWIs, it is important that countries have easy access to relevant administrative records and these records should be adopted to serve statistical purposes.
- Legal Framework Indicators should be further developed to include additional indicators capturing application of national laws and practices.
- It is important to ensure sustainable production of DWIs based on agreed algorithms and coordinated procedures agreed with all social partners. The profiles should be regularly updated and widely distributed.
- While preparing the profiles, it is of paramount importance to use official data and avoid the use of empirical data and/or biased conclusions.

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## Annex 1. Workshop Programme



### “Monitoring and Assessing Progress on Decent Work”

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

**Kyiv, Ukraine, 27-28 September 2012**

Hotel “Tourist”, 2, Raisy Okipnoy Str.

**Working languages:** English, Russian

#### Day 1, Thursday, 27 September 2012

**09.30-10.00**

Registration

**10.00-10.40**

#### **OPENING CEREMONY**

- Welcoming Remarks by **Mr Nikolai Rogovsky**, ILO, INTEGRATION, Senior International Consultant, Economist
- Opening Address by **Mr Vyacheslav Kolomiets**, *Deputy Minister of Social Policy of Ukraine*
- Keynote Address by **Ms Natalia Vlasenko**, Deputy Chair, State Statistics Service of Ukraine (UKRSTAT)
- Opening Address by **Mr Vasyl Kostyrytsya**, ILO National coordinator in Ukraine
- Introductory statement by **Mr Igor Chernyshev**, *ILO Senior International Consultant*

#### **SESSION I**

#### **Background on the measurement of decent work**

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10.40 – 11.00	<b>The ILO Framework on measuring Decent Work (TME, 2008) and the contribution of the ILO/EC MAP Project</b> - <i>Mr Igor. Chernyshev, ILO Senior International Consultant</i>
11.00– 11.20	<b>The Decent Work Country Profiles and links to DWCP</b> - <i>Mr Nikolai Rogovsky ILO , Senior International Consultant, Economist</i>
11.20 – 11.40	<b>Coffee Break</b>

<b>SESSION II</b>	<b>ILO Decent Work Indicators</b>
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11.40 – 12.30	<b>ILO Manual on Concepts and of Decent Work: The ILO Statistical indicators</b> - <i>Mr Igor Chernyshev, ILO Senior International Consultant</i>
12.30 - 13.00	<b>Questions and answers with the audience</b>
13.00 - 14.00	<b>LUNCH</b>
14:00 – 14.30	<b>The ILO Decent Work Legal Indicators (Manual) and the experience of Ukraine</b> - <i>Mr Vladislav Egorov, ILO Senior International Consultant</i>

<b>SESSION III</b>	<b>Decent Work Profile of Ukraine: Data availability and major findings</b>
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14.30 – 14.50	<b>National information base and its compatibility with the ILO decent work indicators</b> - <i>Ms Inesa Senyk, Director, State Statistics Service of Ukraine, Director of Labour Statistics Department</i>
14.50 – 15.20	<b>Presentation of the Decent Work Profile of Ukraine</b> - <i>Mr Viktor Ivankevych, Institute of Society Development, Public Health, Social Insurance and Crediting, Director General</i>
15.20 – 15.40	<b>Questions and answers with the audience</b>
15.40 – 16.00	<b>Coffee break</b>

*Introduction: Mr. Igor Chernyshev*

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|---------------|---|
| 16.00 – 16.20 | <b>Decent Work Country Profile of Armenia</b> <ul style="list-style-type: none"><li>- <b>Mr Tadevos Avetisyan</b>, Ministry of Labour and Social Affairs, Head of Labour and Employment Department...</li></ul> |
| 16.20 – 16.40 | <b>Decent Work Country Profile of Azerbaijan</b> <ul style="list-style-type: none"><li>- <b>Mr Nemat Khuduzade</b>, State Statistics Committee, Deputy Head of Labour Statistics Department</li></ul>           |
| 16.40 – 17.00 | <b>Questions and answers with the audience</b>  |
| 17.00 – 17.30 | <b>Closing and summary of the first day</b> <ul style="list-style-type: none"><li>- <b>Mr Igor Chernyshev</b>, ILO Senior International Consultant</li></ul>  |
| 18.30 - 20.00 | <b>Welcoming reception</b>  |



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**Day 2, Friday, 28 September 2012**

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- 09.00-09.10      **Welcome and opening of the second day**  
- **Mr Vladislav Egorov**, ILO Senior International Consultant

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**SESSION V      Available statistical data base and its use for the production of decent work indicators**

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- 09.10 – 09.30      **Case of Kyrgyzstan**  
- **Ms. Venera Nazarova**, State Statistical Committee of the Kyrgyz Republic, Leading specialist of Labour and Employment Statistics Department
- 09.30 – 09.50      **Case of Moldova**  
- **Ms E. Vatcarau**, National Bureau of Statistics of the Republic of Moldova Head of Division of Labour Statistics,
- 09.50 – 10.10      **Case of the Russian Federation: production of a comprehensive set of decent work indicators in light of the preparation for the International High-Level Conference on the Practical Realization of the ILO's Basic Principles, as Embodied in its Decent Work Agenda (scheduled to be held in Moscow in autumn of 2012).**  
- **Ms. Olga Zhikhareva**.. Federal State Statistics Service, Deputy Director of Department for Labour, Science, Education and Culture Statistics
- 10.10 – 10.40      **Questions and answers with the audience**
- 10.40 – 11.00      **Coffee Break**

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**SESSION VI      Measuring employment in the informal economy**

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- 11.00 – 11.15      **Conceptual framework for measuring employment in the informal economy**  
- **Mr Igor Chernyshev**, ILO Senior International Consultant
- 11.15 – 11.40      **Measuring employment in the informal economy: experience of Moldova**  
- **Ms Elena Vatcarau**, Head, Division of Labour Statistics, National Bureau of Statistics of the Republic of Moldova
- 11.40 – 12.00      **Questions and answers with the audience**

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**SESSION VII      Group discussion and group work: Availability and gaps in measuring decent work**

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*Introduction: Mr. Igor Chernyshev*

*Facilitators: Mr. Igor Chernyshev and Mr Vladislav Egorov*

- 12.00 – 13.00      **Discussions in 3 working groups**

- 13.00 – 14.00      **LUNCH**

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**SESSION VIII      Group discussion and group work: Availability and gaps in measuring decent work (Continued)**

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- ~~14.00~~ 14.00 – 14.30      **Discussion in 3 working groups**

- 14.30 – 15.00      **Presentations of the group Rapporteurs**

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<b>SESSION IX</b>	<b>Additional areas for measuring decent work: External labour migration</b>
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<b>15.00 – 15.20</b>	<b>Case of Ukraine</b> <ul style="list-style-type: none"><li>- <b>Ms Alla Solop</b>, <i>State Statistics Service of Ukraine, Deputy Director of Labour Statistics Department</i></li></ul>
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<b>15.20 – 15.40</b>	<b>Coffee Break</b>
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<b>SESSION X</b>	<b>Group discussion and group work: DW Country Profiles as a key advocacy tool to mainstream DW into national policies and links to the DWCP</b>
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*Introduction: Mr. Igor Chernyshev*

*Facilitators: Mr. Igor Chernyshev and Mr Vladislav Egorov, Nikolai Rogovsky*

<b>15.40 – 16.40</b>	<b>Discussion in 3 working groups</b>
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<b>16.40 – 17.10</b>	<b>Presentations of the group Rapporteurs, representing data users</b>
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<b>SESSION XI</b>	<b>CLOSING CEREMONY</b>
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<b>17.10 – 17.30</b>	<b>Closing remarks</b>
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**Ms Natalia Vlasenko**, Deputy Chair, State Statistics Service of Ukraine  
**Mr Igor Chrenyshev**, ILO Senior International Consultant  
**Mr Nikolai Rogovsky**, ILO , Senior International Consultant, Economist

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## Annex 2. List of participants



### **“Monitoring and Assessing Progress on Decent Work”**

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

**Kyiv, Ukraine, 27-28 September 2012**

**Tourist Hotel, 2, R. Okipnoyi Str.**

	<b>Name, family name</b>	<b>Institution/organization</b>	<b>Position</b>	<b>Contact details</b>
<b>REPUBLIC OF ARMENIA</b>				
1.	<b>Mr. Tadevos Avetisyan</b>	Ministry of Labor and Social Affairs	Head of Labour and Employment Department	Government Building, 3, 0010 Yerevan tel/fax: +374 10 56 37 91 e-mail: internationaldivision@yahoo.com
2.	<b>Ms. Lusine Kalantaryan</b>	National Statistical Service	Head of Labour Statistics Division	3 Government House, Republic avenue, Yerevan, 0010 tel: + 374 10 58 78 29 e-mail: kalantaryan@armstat.am

REPUBLIC OF AZERBAIJAN				
3.	<b>Mr. Abulfat Maherramov</b>	Ministry of Labor and Social Protection of the Population	Head of the Labour Payment Division	85, Salatin Asgarova Street, AZ-1009 Baku tel: 00 994 12 5 96 49 50 e-mail: magerramov.aa@gmail.com
4.	<b>Mr.Nemat Khuduzade</b>	State Statistical Committee	Deputy Head of Labour Statistics Department	Inshaatchilar avenue. AZ1135 Baku tel.: +99412 5386121 e-mail: nemath@azstat.org
MACEDONIA				
5.	<b>Mr.Ibrahim Ibrahimi</b>	The Ministry of Labour and Social Policy	Deputy Minister	Dame Gruev str. 14 MK-1000 SKOPJE Macedonia (FYROM) tel. 00389 2 3106214 e-mail: <a href="mailto:iibrahimi@mtsp.gov.mk">iibrahimi@mtsp.gov.mk</a>
6.	<b>Ms. Daniela Avramoska</b>	State Statistical Office	Senior Associate for Labour Force Survey and Earnings	Dame Gruev 4, 1000 Skopje tel.: +389 2 3295 6274 e-mail: daniela.avramovska@stat.gov.mk
KYRGYZ REPUBLIC				
7.	<b>Ms. Aida Azhikhodzhoeva</b>	Ministry of Youth, Labour and Employment	<b>Head of Division for Employment Promotion</b>	8/1, Razzakova str., 720040 Bishkek tel.: +996 312 620153 fax: +996 312 30 07 90 e-mail: aidanyr@mail.ru
8.	<b>Ms. Venera Nazarova</b>	State Statistical Committee	Leading specialist of Labour and Employment Statistics Department	374 Frunze Str., 720033 Bishkek phone:+ 996 312 62 56 26 fax: + 996 312 66 01 38 e-mail: v_nazarova62@mail.ru
REPUBLIC OF MOLDOVA				
9.	<b>Mr. Sergiu Sainciuc</b>	Ministry of Labour, Social Protection and Family	Deputy Minister	Government Building, 1, Vasile Alecsandri Str., MD-2009 Chisinau tel: +37 32 26 93 05 e-mail: sergiu.sainciuc@mmpsf.gov.md
10.	<b>Ms. Elena Vatcarau</b>	National Bureau of Statistics	Head of Division of Labour Market and Demography Statistics	106, Grenoble Str. MD-2019 Chisinau tel.: +373 22 40 30 99

				e-mail:elena.vatcarau@statistica.md
<b>REPUBLIC OF SERBIA</b>				
11.	<b>Ms. Dragana Radovanovic</b>	Ministry of Labour, Employment and Social Policy	Head of Department for International Cooperation, European Integration and Project Management	Nemanjina St. 22-26, Belgrade tel: + 381 11 36 16 261 mob.: + 381 64 22 12 485 e-mail:draganar@minrzs.gov.rs
12.	<b>Mr. Vladan Bozanic</b>	Statistical Office	Head of Labour Force Survey Department	Milana Rakica 5, 11000, Belgrade tel.: +381 11 2412 922 e-mail Vladan.bozanic@stat.gov.rs
<b>RUSSIAN FEDERATION</b>				
13.	<b>Mr. Alexey Minin</b>	Ministry of Health and Social Development	Head of Analysis and Statistics Unit of the Complex Analysis and Forecast Department	Ilyinka Street 2, GSP-4, RU-127994, Moscow tel. +7 495 739 70 01 fax. +7 495 606 16 48 e-mail: <a href="mailto:MininAS@rosminzdrav.ru">MininAS@rosminzdrav.ru</a>
14.	<b>Ms. Olga Zhikhareva</b>	Federal State Statistics Service	Deputy Director of Department for Labour, Science, Education and Culture Statistics	39 Myansnitskaya Street, Moscow 107450 tel: +7 495 366 3239 e-mail: zhihareva_ob@gks.ru
<b>UKRAINE</b>				
15.	<b>Mr. Oleg Drozd</b>	Secretariat of the Cabinet of Ministers of Ukraine	Head of Section of the Department of Industrial Relations Expertise	12/2 Grushevskogo Str., Kyiv, 01008 tel.: +38 044 256 74 16 e-mail: ind26@kmu.gov.ua
16.	<b>Ms. Nadiya Dmytrenko</b>	Ministry of Economic Development and Trade	Deputy Head of the Department of Economics of Social and Humanitarian Sector, Head of Unit of Social Standards and Reforms of the Department of Macroeconomic Policy, Strategic Planning and Forecasting	12/2 Grushevskogo Str., Kyiv, 01008 tel.: +38 044 596 67 39 e-mail: ndmitrenko@me.gov.ua
17.	<b>Ms. Oksana Movchan</b>	Ministry of Social Policy	Deputy Head of Labour Market and Employment Department	off. 1909, 8/10 Esplanadna Str., Kyiv, 01001 tel. +38 044 289-86-29, fax. + 38 044 289 00 98 e-mail :movchan@mlsp.gov.ua
18.	<b>Ms. Natalia Vlasenko</b>	State Statistics Service	Deputy Chair	3, Shota Rustaveli Str., Kyiv, 01601

				tel: + 38044 234 21 32 fax: + 38044 235 37 39 e-mail : N.Vlasenko@ukrstat.gov.ua
19.	<b>Ms. Inesa Senyk</b>	State Statistics Service	Director of Labour Statistics Department	3, Shota Rustaveli Str., Kyiv, 01601 tel: + 38 044 234 21 32 fax: + 38 044 235 37 39 e-mail : labour@ukrstat.gov.ua
20.	<b>Ms. Alla Solop</b>	State Statistics Service	Deputy Director of Labour Statistics Department	3, Shota Rustaveli Str., Kyiv 01601 тел.: + 38 044 235 43 04 факс: + 38 044 234 21 32 e-mail : a.solop@ukrstat.gov.ua
21.	<b>Ms. Olena Kozyreva</b>	State Employment Centre	Head of Statistical and Analytical Unit	8/10 Esplanadna Str., Kyiv, 01001 tel. +38 044 289 71 02
22.	<b>Mr. Valeriy Golodivski</b>	Federation of Employers of Ukraine	Deputy Head of International Relations Department	1, M. Kotsyubynskogo Str., Kyiv, 01030 tel. +38 044 251 70 39 fax: +38 044 251 70 62 e-mail: fru@fru.org.ua golodivski@yahoo.com
23.	<b>Ms. Liudmyla Ostapenko</b>	Federation of Trade Unions of Ukraine	Head of Department of Budgetary Policy and Social Protection	2, Maydan Nezalezhnosti Sq., Kyiv, 01012 tel. + 38 044 278 85 00 mob. + 38 050 383 97 48
24.	<b>Mr. Olexiy Pavliuk</b>	Federation of Trade Unions of Ukraine	Head of Department of Industrial Policy and Tax Regulations	2, Maydan Nezalezhnosti Sq., Kyiv, 01012 tel.+ 38 044 279 26 83 mob. + 38 050 383 97 34
25.	<b>Ms. Natalia Levytska</b>	Confederation of Free Trade Unions of Ukraine	Head of Industrial Relations Department	Office 36, 65, Velyka Vasylkivska Str., Kyiv, 03150, tel. +38 044 284 33 05 mob. + 38 050 637 04 08 e-mail: levitskayanata@ukr.net
26.	<b>Mr. Viktor Stratan</b>	Confederation of Free Trade Unions of Ukraine	Head of Organizational Department	Office 36, 65, Velyka Vasylkivska Str., Kyiv, 03150, tel. +38 044 284 33 05 mob. + 38 067 464 44 43 e-mail: svistar@mail.ru
27.	<b>Mr Viktor Ivankevych</b>	Institute of Society Development	Director General	tel. +38 067 230 32 54

		Public Health, Social Insurance and Crediting		e-mail: <a href="mailto:issc@ukr.net">issc@ukr.net</a>
28.	<b>Mr. Yuriy Kurylo</b>	All-Ukrainian Union of Workers' Solidarity	Vice-President	tel.: +38050 311 10 03 fax: +38 050 310 11 46 e-mail: <a href="mailto:vostvolya@gmail.com">vostvolya@gmail.com</a> <a href="mailto:vostky2@i.com.ua">vostky2@i.com.ua</a>
29.	<b>Ms. Viktoria Blyznyk</b>	National Institute for Economics and Forecasting of the National Academy of Sciences of Ukraine	Head of Division of Social and Economic aspects of Labour, Ph.D.	26, Panasa Myrnoho Str., Kyiv, 01011 tel.: +38 044 280-15-34 fax.: +38 044 280-88-69 e-mail: <a href="mailto:gvm@ief.org.ua">gvm@ief.org.ua</a>
30.	<b>Ms. Larysa Guk</b>	National Institute for Economics and Forecasting of the National Academy of Sciences of Ukraine	Junior Researcher of the Division of . Social and Economic aspects of Labour	26, Panasa Myrnoho Str., Kyiv, 01011 тел.: +38 044 280 83 05 факс.: +38 044 280 88 69 e-mail: <a href="mailto:gvm@ief.org.ua">gvm@ief.org.ua</a>
31.	<b>Ms. Lidiya Kolishnya</b>	Institute of Labour and Employment of Population of the Ministry of Social Policy and NAS of Ukraine	Head of Division of workplaces creation	15, Franko Str., Kyiv, 01030 tel.: +38 044 235 20 22 fax: + 38 044 235 13 62
32.	<b>Ms. Nelya Anishina</b>	Institute of Labour and Employment of Population of the Ministry of Social Policy and NAS of Ukraine	Senior associate of Division of workplaces creation	15, Franko Str., Kyiv, 01030 tel.: +38 044 235 20 22 fax: + 38 044 235 13 62
<b>INTERNATIONAL LABOUR ORGANIZATION</b>				
33.	<b>Mr. Igor Chernyshev</b>	ILO	Senior International Consultant	tel.: + 41 763 41 86 87 e-mail: <a href="mailto:ichernyshev@hotmail.com">ichernyshev@hotmail.com</a>
34.	<b>Mr. Vladislav Egorov</b>	ILO	Senior International Consultant	e-mail: <a href="mailto:vladislav.egorov@gmail.com">vladislav.egorov@gmail.com</a>
35.	<b>Mr. Nikolai Rogovsky</b>	Regional Office for Europe and Central Asia, Policy Integration Department	Ph.D, Senior International Consultant, Economist	4, route des Morillons CH-1211 Geneva 22, Switzerland tel. +41-22-799-6116 e-mail: <a href="mailto:rogovsky@ilo.org">rogovsky@ilo.org</a>
36.	<b>Mr. Ovidiu Jurca</b>	Decent Work Technical Support Team and Country Office for Central and Eastern Europe	Senior Specialist, Workers' Activities	Mozsar u.14, 1066 Budapest, Hungary tel.: +36 1 301 4909 fax: +36 1 353 3683 e-mail: <a href="mailto:jurca@ilo.org">jurca@ilo.org</a>

37.	<b>Mr. Dragan Radic</b>	Decent Work Technical Support Team and Country Office for Central and Eastern Europe	Senior Specialist, Employers' Activities	Mozsar u.14, 1066 Budapest, Hungary tel.: +36 1 301 4909 fax: +36 1 353 3683 e-mail: radic@ilo.org
38.	<b>Ms. Olga Koulaeva</b>	Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia	Senior Employment Specialist	Petrovka 15, office 23, 107 031 Moskva tel: +7.495.933.08.10 fax: +7.495.933.08.20 e-mail: koulaeva@ilo.org
39.	<b>Mr. Vasyl Kostrytsya</b>	ILO	National coordinator in Ukraine	office 1908, 8/10 Esplanadna Str., Kyiv, 01001, tel. +38 044 289 85 28 fax +38044 289 41 41 e-mail: kostrytsya@ilo-dp.kiev.ua
<b>ADMINISTRATIVE PERSONNEL</b>				
40.	<b>Ms. Liudmyla Kovalenko</b>	Statinformconsulting	Administrative officer	office 414-419, 4-6 Esplanadna Str., Kyiv тел.: +38 044 494 27 33 tel.: +38 097 508 65 54 e-mail: luda@statinform.com
41.	<b>Ms. Sofia Lytvyn</b>	ILO	Administrative assistant	tel. +38 050 334 98 87, e-mail: sofia_lytvyn@ukr.net

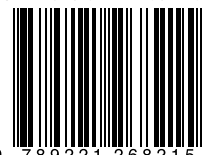


## **ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)**

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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