

ACCESS TO DECENT WORK

Indicator Phrasing

English: # and % of target population [survivors or at-risk individuals] able to access decent work [disaggregated by e.g., disabilities / gender / sexuality / etc.]

What is its purpose?

This indicator counts the number and calculates the percent of either survivors or at-risk individuals partaking in a project run livelihood project who have access to decent work. The purpose of this indicator is to understand if individuals, particularly those facing discrimination within a community, are able to access decent work. The indicator can measure which individuals are facing barriers to decent work based on characteristics within a target population and highlight areas of development for accessibility. This indicator is useful if an organisation is working to increase individuals or communities' access to decent work with the aim to reduce vulnerability to trafficking, particularly for groups facing discrimination.

How to Collect and Analyse the Required Data

Calculation Method:

- Numerator = number of targeted individuals with access to decent work
- Denominator = number of total targeted individuals
- Percentage = Numerator / Denominator x 100

Data Collection:

Depending on the project design, data can be collected by surveying all targeted individuals. The target group selected will depend on if the project aims to prevent trafficking or provide reintegration services.

Data can be collected by surveying individuals at predetermined timelines in the project.

To assess impact, data can be collected as baseline/midline/endpoint

An appropriate survey might incorporate concepts around the International Labour Organizations' *Decent Work Indicators* (2012, see attached document). For example, incorporating the below questions with a 5- or 7-point Likert scale could provide useful data.

1. **Employment opportunities:** Do you feel you have choice regarding your employment? (Are there other places you could work for a similar wage?)
2. **Adequate earnings:** Do you feel you earn sufficient income to live and be well?
3. **Decent working time:** Is over-time optional and paid?
4. **Combining work, family and personal life:** Do you feel that have enough free time to live a

fulfilling life outside of work with family and friends?

5. **Stability and security of work:** Do you feel you have job security without threat of dismissal from supervisors?
6. **Equal opportunity and treatment in employment:** Do you feel that everyone is treated equally in the workplace, regardless of race, sex, religion, language, disability, or others?
7. **Safe work environment:** Is the workplace safe and free from hazards?
8. **Social security:** Does your job provide you with sick leave, disability pay, and a pension?
9. **Social dialogue, employers' and workers' representation:** Do you have the right to unionize at your workplace without threat of dismissal?

Disaggregate by

- Gender
- Sex
- Sexuality
- Disability
- Language
- Race
- Social group
- Religious affiliation
- Geographical origin

Important Comments

To Consider:

The concept of *decent work* may be subjective and the criteria for what is considered decent work may depend on various economic and social structures within a community. A project may need to identify criteria for 'decent work' which is relevant to the project.

Definitions:

Decent and productive work is, according to the International Labour Organization (ILO, 2012. Gender Equality and Decent Work. p. V – see attached resource below), defined by... “conditions of freedom, equity, security and human dignity”. Further, “all workers have the right to decent work, not only those working in the formal economy, but also the self-employed, casual and informal economy workers, as well as those, predominantly women, working in the care economy and private households”.

In general, jobs can be considered “good”, according to the World Bank (2012, p. 15, see attachment below), when they “provide greater wellbeing to the people who hold them”.

Finally, the European Commission (2018, see attachment below), puts forth that decent work should

- pay a fair income;
- guarantee a secure form of employment and safe working conditions;
- ensure equal opportunities and treatment for all;
- include social protection for the workers and their families; and
- offer prospects for personal development and encourages social integration
- workers are free to express their concerns and to organize.

Access Additional Guidance

- ILO (2012) [Gender Equality and Decent Work](#)
- ILO (2012) [Decent Work Indicators: Concepts and definitions](#)
- World Bank (2013) [World Bank World Development Report 2013](#)

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