



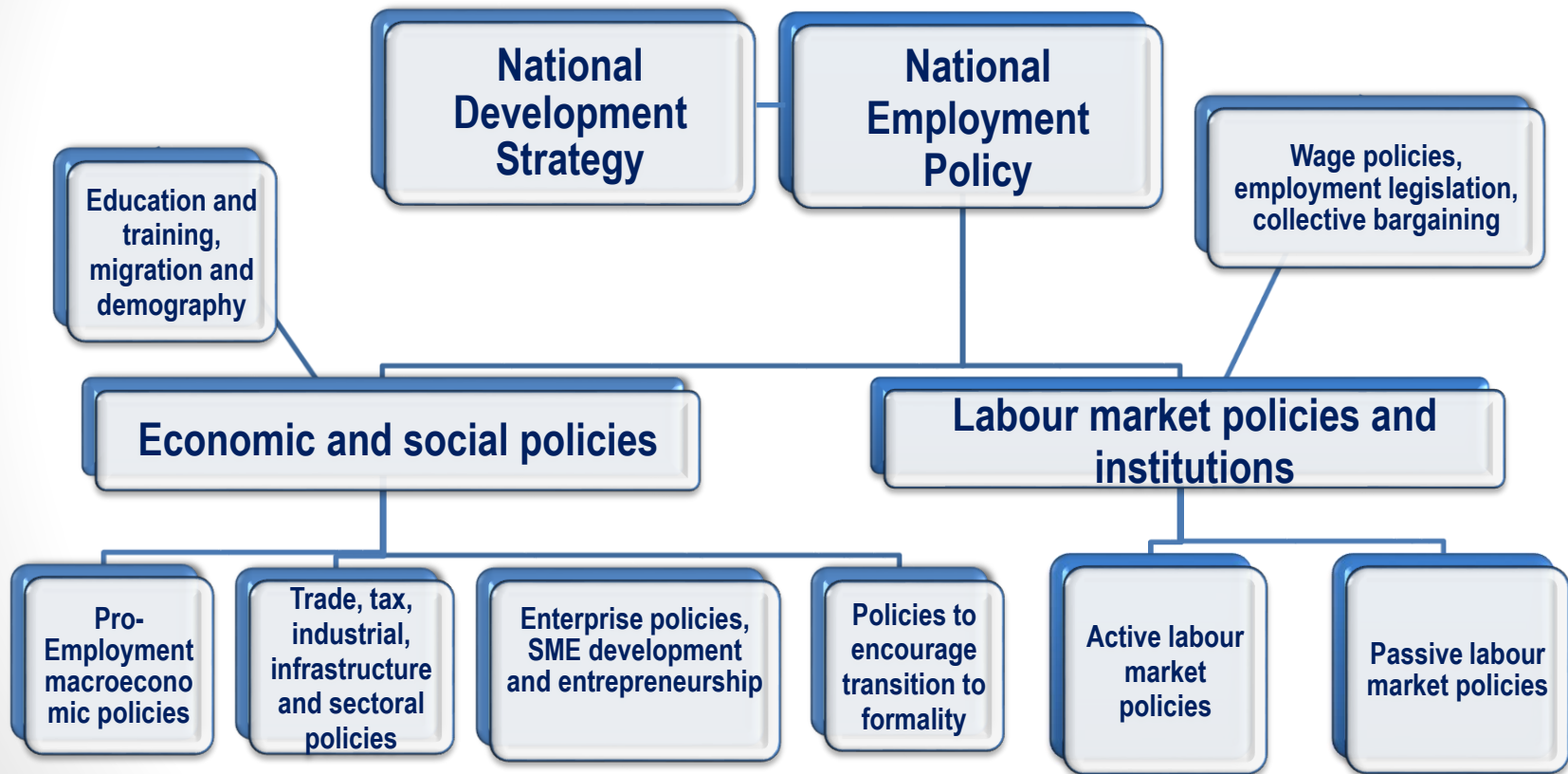
Decent Work for All: Parsing Goal 8 of the SDGs

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The ILO «comprehensive approach» to employment policy

- A diversified array of complementary policy measures



1. **SDG design** – A vision of a transformative and integrated agenda where employment and decent work are central

BUZZWORDS

- Aspirational
- Comprehensive
- Inclusive
- Bottom-up
- Universal
- Transformative
- Integrated
- ...

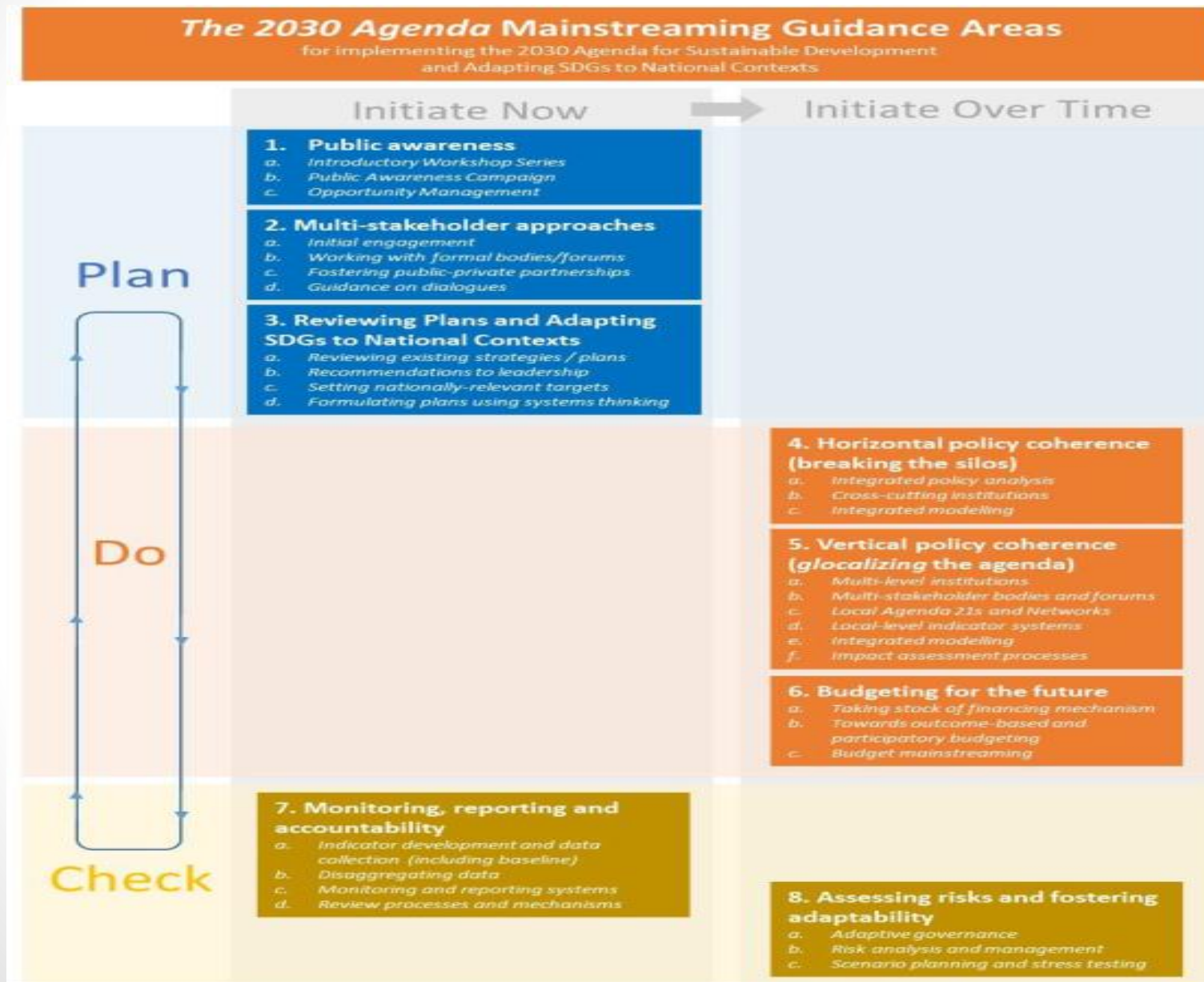
SDG targets	Indicators
8.1 Per capita economic growth (at least 7% GDP growth per annum in the LDCs)	. Annual growth rate of real GDP per capita – WB (Tier I)
8.2 Economic productivity through diversification, technological upgrading and innovation	. Annual growth rate of real GDP per employed person – ILO (Tier I)
8.3 Productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of MSMEs	. Proportion of informal employment in non agriculture employment, by sex – ILO (Tier II)
8.4 Global resource efficiency in consumption and production	. Material footprint per capita and per GDP – UNEP and OECD (Tier II) . Domestic material consumption per capita and per GDP – UNEP and OECD (Tier II)
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	. Average hourly earnings of female and male employees, by occupation, age and persons with disabilities - ILO (Tier II) . Unemployment rate, by sex, age and persons with disabilities – ILO (Tier I)
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training (NEETs)	Proportion of youth (aged 15-24 years) not in education, employment or training (Tier I)
8.7 Forced labour, human trafficking and by 2025 end child labour in all its forms	. Proportion and number of children aged 5–17 years engaged in child labour, by sex and age (Tier I, ILO with UNICEF)
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	. Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status – ILO Tier I) . Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status - ILO (Tier I)
8.9 Policies for sustainable tourism	. Tourism direct GDP as a proportion of total GDP and in growth rate – UNEP and UNWTO (Tier II) . Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex – UNWTO (Tier II)
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	. Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults – UNCDF (Tier I) . Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider – WB (
8.a Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to LDCs	. Aid for Trade commitments and disbursements – OECD (Tier I)
8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	. Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP – ILO (Tier III)

Modalities of SDG implementation

A host of diverse national processes that are slowly coming to life. So far, the main initial steps have been as follows:

- **Set up coordinating structures** – interministerial committees or *ad hoc* technical groups – (eg Brazil, China, Finland, Japan, India, New Zealand, Serbia, Sweden ...)
- **Consult with stakeholders** (eg Lebanon, Jamaica, Mexico, Morocco...)
- **Reorient national development plans** (or ODA strategies) to align with the SDG framework (Germany, Madagascar, Nepal, Panama, Samoa, Zambia)
- **Identify priority areas**, ie the set of targets each country is voluntarily committed to attain by 2030 (Albania, Ethiopia, Kazakhstan, Georgia, Egypt, Sierra Leone, Togo ...)
- **Identify gaps in national statistics** (Colombia, Estonia, Philippines, Sri Lanka, Turkey, Uganda ...)

The UN country-level support



Where SDG8 might help improve the employment policy process at the country-level

- 1. Strategic vision** – Embedding employment goals firmly in national development strategies
- 2. Employment diagnostics** - Timely and reliable labour market information and sound analysis and research of the most appropriate country policy mix
- 3. Interministerial coordination** - Making employment a cross-sectoral goal and responsibility
- 4. Effective support system** – Capacity building for the «*pockets of efficiency*» within the bureaucracy
- 5. Budget allocations** – Policy announcements on job creation should be linked to quantifiable budget targets. Fiscal policy options to sustain long-term inclusive growth.
- 6. Monitoring** - Realistic indicators are important for monitoring and accountability but there is also a need for *feedbacks loops* through involvement of stakeholders and social dialogue



For further information:

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