

# Human Development Report 2015



## Work for Human Development



The 2015 *Human Development Report* is the latest in the series of global Human Development Reports published by the United Nations Development Programme (UNDP) since 1990 as independent, analytically and empirically grounded discussions of major development issues, trends and policies.

Additional resources related to the 2015 *Human Development Report* can be found online at <http://hdr.undp.org>, including complete editions or summaries of the Report in more than 20 languages, a set of background papers and think pieces, commissioned for the 2015 report, interactive maps and databases of human development indicators, full explanations of the sources and methodologies used in the Report's composite indices, country profiles and other background materials as well as previous global, regional, and National Human Development Reports (NHDRs).



The cover reflects the basic message that work is a fundamental dynamic driver for enhancing human development. The background reflects figure 2.2 in the Report, which shows, based on a panel of 156 countries covering 98 percent of the world population, that over the past 25 years more countries and more people have moved out of the low human development category (from 62 countries with more than 3 billion people in 1990 to 43 countries with a bit more than a billion people in 2014) and that at the same time more countries and more people have moved into the high and very high human development categories combined (from 47 countries with 1.2 billion people in 1990 to 84 countries and more than 3.6 billion people in 2014). In the background the bottom band in light blue represents the first trend, and the green band at the top represents the second trend. In the foreground the circle of human figures as workers in various activities, including creative work and voluntary work, not only is a reminder that their work contributes to the human development progress depicted in the background, but also reflects the dynamism of work and the mutual synergies of various kinds of work.

Copyright © 2015  
by the United Nations Development Programme  
1 UN Plaza, New York, NY 10017, USA

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by means, electronic, mechanical, photocopying, recording or otherwise, without prior permission.

Sales no.: E.15.III.B.1  
ISBN: 978-92-1-126398-5  
eISBN: 978-92-1-057615-4  
ISSN: 0969-4501

A catalogue record for this book is available from the British Library and the Library of Congress.

Printed in the United States by PBM Graphics, an RR Donnelley Company, on Forest Stewardship Council® certified and elemental chlorine-free papers.  
Printed using vegetable-based inks.

[FSC LOGO WILL BE INSERTED HERE]

Editing and production: Communications Development Incorporated, Washington DC, USA  
Cover design, information design and data visualization: Quinn Information Design, Phoenix Design Aid and Accurat s.r.l.

For a list of any errors or omissions found subsequent to printing, please visit our website at <http://hdr.undp.org>

# Human Development Report 2015

---

## Work for Human Development



Published for the  
United Nations  
Development  
Programme  
(UNDP)

*Empowered lives.  
Resilient nations.*



# Human Development Report 2015 Team

## **Director and lead author**

Selim Jahan

## **Deputy director**

Eva Jespersen

## **Research and statistics**

Shantanu Mukherjee (Team Leader), Milorad Kovacevic (Chief Statistician), Astra Bonini, Cecilia Calderon, Christelle Cazabat, Yu-Chieh Hsu, Christina Lengfelder, Sasa Lucic, Tanni Mukhopadhyay, Shivani Nayyar, Thomas Roca, Heriberto Tapia, Katerina Teksoz and Simona Zampino

## **Outreach and production**

Botagoz Abdreyeva, Eleonore Fournier-Tombs, Jon Hall, Admir Jahic, Jennifer Oldfield, Anna Ortubia and Michael Redante

## **Operations and administration**

Sarantuya Mend (Operations Manager), Mamaye Gebretsadik, Fe Juarez Shanahan and May Wint Than

# Foreword



Twenty five years ago the first Human Development Report in 1990 began with a simple notion: that development is about enlarging people's choices—focusing broadly on the richness of human lives rather than narrowly on the richness of economies. Work is a major foundation for both the richness of economies and the richness of human lives but has tended to be conceptualized in economic terms rather than in human development terms. The 2015 Human Development Report goes beyond that convention in directly linking work to the richness of human lives.

This Report starts with a fundamental question—how can work enhance human development? The Report takes a broad view of work, going beyond jobs and taking into account such activities as unpaid care work, voluntary work and creative work—all of which contribute to the richness of human lives.

The Report highlights impressive progress on human development over the past quarter century. Today people are living longer, more children are in school and more people have access to clean water and basic sanitation. Per capita income in the world has gone up, and poverty has gone down, resulting in a better standard of living for many people. The digital revolution has connected people across countries and societies. Work has contributed to this progress by building people's capabilities. Decent work has provided people with a sense of dignity and an opportunity to engage fully in society.

Considerable challenges remain, from persistent poverty and grinding inequalities to climate change and environmental sustainability in general, and to conflict and instability. These all create barriers to people fully engaging in decent work, and as a result huge amounts of human potential remain untapped. This is of particular concern for young people, women, people with disabilities and others who may be marginalized. The Report argues that if the potential of all people is harnessed through appropriate strategies and proper policies, human progress would be accelerated and human development deficits would be reduced.

The Report reminds us that there is no automatic link between work and human development. The quality of work is an important dimension of ensuring that work enhances human development. Issues such as discrimination and violence, however, prevent positive links between work and human development. Some work is very damaging to human development, such as child labour, forced labour and the labour of trafficked workers, all of which constitute serious violations of human rights. In many cases workers in hazardous conditions face serious risks of abuse, insecurity and loss of freedom and autonomy.

All these issues are becoming even more critical to address as the world of work, driven by globalization and technological revolution, is undergoing rapid changes. Globalization has generated gains for some and losses for others. The digital revolution has created new opportunities, but has also given rise to new challenges, such as irregular contracts and short-term work, which are asymmetrically distributed between highly skilled and unskilled workers.

The Report makes a strong case that women are disadvantaged in the world of work—in both paid and unpaid work. In the realm of paid work, they are engaged in the workforce less than men, they earn less, their work tends to be more vulnerable and they are underrepresented in senior management and decisionmaking positions. In terms of unpaid work, they bear a disproportionate share of the housework and care work.

The Report identifies sustainable work, which promotes human development while reducing and eliminating negative side effects and unintended consequences, as a major building block of sustainable development. Such work would expand opportunities for the present generation without shrinking those for future ones.

The Report argues that enhancing human development through work requires policies and strategies in three broad areas—creating work opportunities, ensuring workers' well-being and developing targeted actions. The first

area focuses on national employment strategies and seizing opportunities in the changing world of work, while the second area covers such important issues as guaranteeing workers' rights and benefits, expanding social protection and addressing inequalities. Targeted actions should focus on sustainable work, addressing imbalances in paid and unpaid work and interventions for specific groups—for example, for youth and people with disabilities. Above all, there needs to be an agenda for action pursuing a New Social Contract, a Global Deal, and the Decent Work Agenda.

This year's Report is particularly timely, following shortly after the UN Sustainable Development Summit, where the new Sustainable Development Goals were adopted, including Goal 8's explicit emphasis on work: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

In this context there should be serious discussion about the challenges created by the ongoing changes in the world of work. Opportunities should be taken to strengthen the links between work and human development. During the past 25 years the human development concept, reports and indices have generated considerable debate, dialogue and discussions around the world on development challenges and policy issues. I expect this year's report to be no exception in its capacity to generate dialogue and debate around the concept of human development and strategies to advance it.



Helen Clark

*Administrator*

United Nations Development Programme



# Acknowledgements

The 2015 Human Development Report is the product of the Human Development Report Office (HDRO) at the United Nations Development Programme (UNDP).

The findings, analysis and policy recommendations of the Report are those of HDRO alone and cannot be attributed to UNDP or to its Executive Board. The UN General Assembly has officially recognized the Human Development Report as “an independent intellectual exercise” that has become “an important tool for raising awareness about human development around the world.”

The Report has benefited from a series of contributions by eminent people and organizations. Particular appreciation is due for the signed contributions by HE Mr. Benigno S. Aquino III (President of the Philippines), Leymah Gbowee (winner of the 2011 Nobel Peace Prize), HE Ms. Roza Otunbayeva (former president of Kyrgyzstan), Nohra Padilla (recipient of the 2013 Goldman Environmental Prize), Orhan Pamuk (winner of the 2005 Nobel Prize in Literature), Robert Reich (former United States Secretary of Labor), Kailash Satyarthi (winner of the 2014 Nobel Peace Prize) and HE Mr. Maithripala Sirisena (President of Sri Lanka).

Appreciations are also extended for contributions commissioned from the following authors: Antonio Andreoni, Marizio Atzeni, Fred Block, David Bloom, Jacques Charmes, Martha Chen, Diane Coyle, Christopher Cramer, Peter Evans, Peter Frase, Nancy Folbre, Marina Gorbis, Kenneth Harttgen, Rolph Eric van der Hoeven, Rizwanul Islam, Patrick Kabanda, Claudio Montenegro, Nameera Nuzhat, Dani Rodrik, Jill Rubery, Malcolm Sawyer, Frances Stewart, Miguel Szekely, Marilyn Waring and Lanying Zhang.

Discussions with experts in many disciplines are equally necessary and valuable for the development of the Report, starting with an informal sounding round, followed by consultations with a designated advisory panel for the 2015 Report. The commitment of time, advice and reviews from the following individuals are highly valued: Amartya Sen, Sudhir Anand, Amy Armenia, Martha Chen, Mignon

Duffy, Peter Evans, Nancy Folbre, Gary Gereffi, Enrico Giovannini, Marina Gorbis, James Heintz, Jens Lerche, José Antonio Ocampo, Samir Radwan, Akihiko Tanaka, Lester Salamon, Frances Stewart, Rob Voss, Rebecca Winthrop and Ruan Zongze.

The Statistical Advisory Panel plays a critical role in extending expert advice on methodologies and data choices related to the calculation of the Report’s indices. Its members are Wasmalia Bivar, Martine Durand, Haishan Fu, Pascual Gerstenfeld, Ifeyinwa Isiekwe, Yemi Kale, Rafael Diez de Medina, Fiona Robertson and Michaela Saisana. The composite indices and other statistical resources in the Report also rely on the expertise of the leading international data providers in their specialized fields. To ensure accuracy and clarity, the statistical analysis has also benefitted from discussions of statistical issues with Gisela Robles Aguilar, Sabina Alkire, Jacques Charmes, Kenneth Harttgen, Claudio Montenegro and Yangyang Shen. I deeply appreciate their contributions.

The Report also benefitted from dialogues with representatives from national statistical offices to further refine and update source data used for the compilation of internationally generated indicators.

The consultations convened during preparation of the Report relied on the generous support of many institutions and individuals who are too numerous to mention here. Events and consultations were held in Accra, Boston, Geneva and Singapore (participants and partners are listed at <http://hdr.undp.org/en/2015-report/consultations>).

A Report focusing on work would not have been possible without extensive consultations and generous investment of time by a wide range of colleagues at the International Labour Organization both in Geneva and New York. Colleagues at the United Nations Food and Agriculture Organization, United Nations Children’s Fund, United Nations Volunteers and UN Women also offered much valued insights and commentary. Valuable financial contributions were received from the Governments of France and Germany.

Contributions, support and assistance from UNDP regional bureaus, regional service centres, global policy centres and country offices are acknowledged with gratitude. Special thanks are extended to those UNDP colleagues who constituted the Readers Group for the Report: Nathalie Bouche, Douglas Broderick, Pedro Conceição, George Ronald Gray, Sheila Marnie, Ayodele Odusola, Romulo Paes de Sousa, Thangavel Palanivel and Claudia Vinay. The political read of the Report was done by Ruby Sandhu-Rojon, Mourad Wahba and Kanni Wignaraja and their advice is thankfully acknowledged. Randi Davis, Mandeep Dhaliwal, Karen Dukess, Alberic Kacou, Patrick Keuleers, Brian Lutz, Abdoulaye Mar Dieye and Heather Simpson provided comments, suggestions and guidance on the Report. I am grateful to them.

HDRO interns Geneva Damayanti, Qiansheng Hou, Yiyang Sana Riaz, Elizabeth Scheib, Elle Wang and Na Yu deserve recognition for their dedication and contribution.

The highly professional editing and production team at Communications Development Incorporated—led by Bruce Ross-Larson, with Joe Caponio, Christopher Trott and Elaine Wilson—editor Peter Stalker and designers Gerry Quinn, Accurat Design and Phoenix Design Aid are of course of critical importance for producing a report that is both attractive and highly readable.

Most of all, I am grateful to UNDP Administrator Helen Clark for her leadership and vision and for her advice, guidance and support and to the entire HDRO team for their dedication and commitment in producing a report that strives to further the advancement of human development.



Selim Jahan

Director

Human Development Report Office

预览已结束，完整报告链接和二维码

<https://www.yunbaogao.cn/report/index/report?report>