



# IMPORTANCE OF BUSINESS FOR WELLBEING AND SOCIAL INCLUSION

SIAP / UN CEBTS WEBINAR

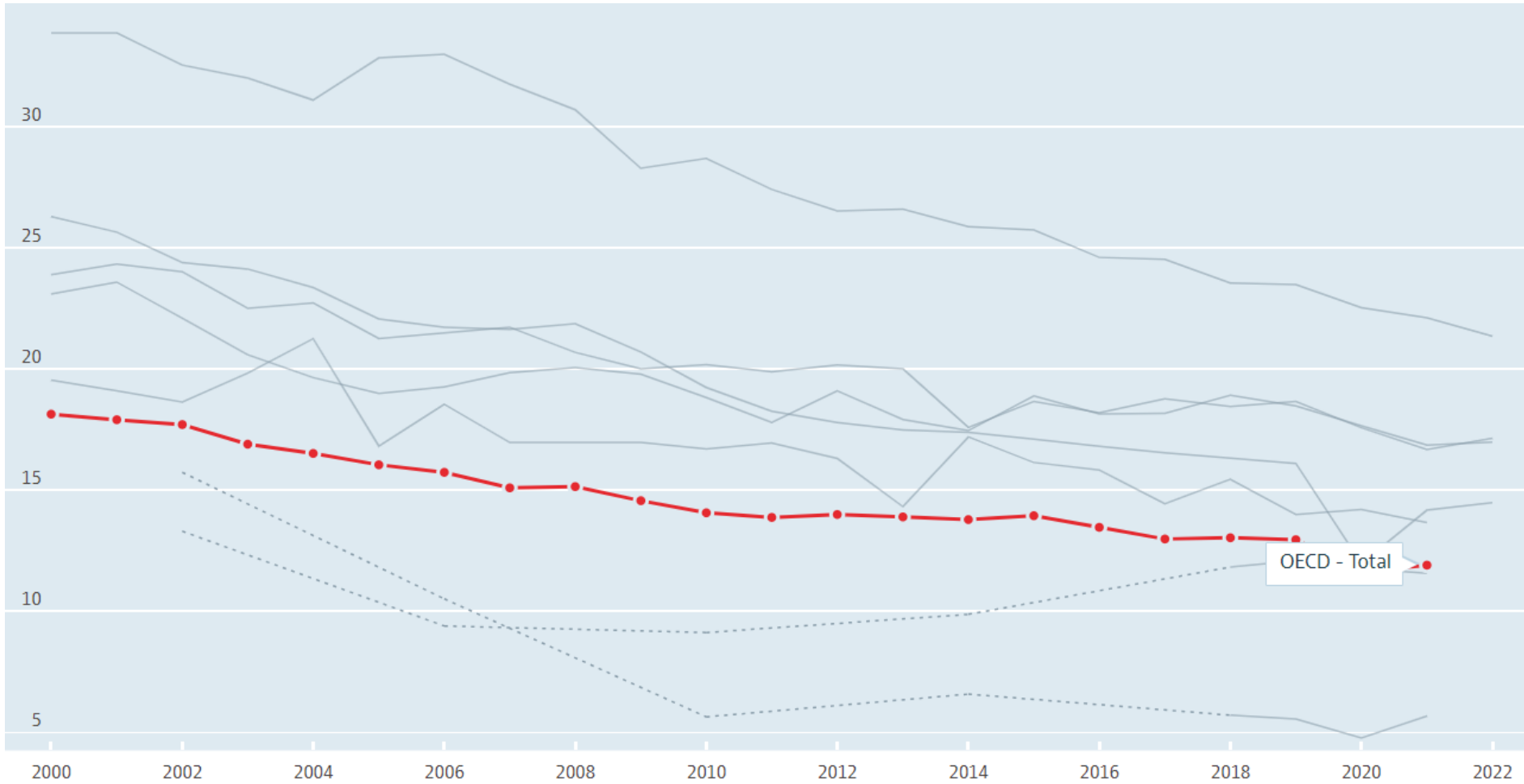
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# World SDG Dashboard at the midpoint of the 2030 Agenda



# The gender wage gap is closing, slowly, in OECD countries



# Firm's self-evaluation of their impact on each of the SDG's

	SDG 1	SDG 2	SDG 3	SDG 4	SDG 5	SDG 6	SDG 7	SDG 8	SDG 9	SDG 10	SDG 11	SDG 12	SDG 13	SDG 14	SDG 15	SDG 16	SDG 17
<b>All sectors</b>	0.8	0.6	1.2	0.9	1.2	0.8	0.9	1.3	1.2	0.9	0.9	1.1	0.9	0.4	0.5	0.7	1.0
<b>By mega sector:</b>																	
<b>Energy, natural resources and basic materials</b>	0.7	0.6	1.1	0.7	1.0	0.8	1.0	1.3	1.2	0.8	0.8	1.1	1.0	0.4	0.6	0.6	0.8
<b>Financial services</b>	0.8	0.6	1.3	1.0	1.3	0.7	1.0	1.4	1.2	1.0	0.8	1.0	1.0	0.3	0.5	0.8	1.1
<b>Food, beverage and consumer goods</b>	0.9	0.8	1.3	0.9	1.2	0.6	0.6	1.3	1.0	1.0	0.7	1.1	0.7	0.4	0.6	0.6	1.1
<b>Healthcare and life sciences</b>	0.7	0.7	1.7	1.0	1.3	0.8	1.0	1.6	1.2	1.1	0.7	1.2	0.9	0.2	0.5	0.8	1.1
<b>Industrial manufacturing</b>	0.8	0.6	1.2	0.9	1.1	0.8	1.0	1.3	1.3	0.9	0.9	1.1	1.0	0.4	0.5	0.7	0.9
<b>Mobility and transportation</b>	1.0	0.9	1.2	0.9	1.0	0.7	0.8	1.5	1.3	1.0	1.3	1.3	1.1	0.7	0.6	0.5	1.1
<b>Telecommunications and technology</b>	0.6	0.4	1.1	1.0	1.3	0.5	0.7	1.3	1.3	1.1	0.9	1.1	0.9	0.3	0.4	0.7	1.0
<b>Other</b>	0.8	0.7	1.1	0.9	1.2	0.8	0.8	1.3	0.9	0.9	0.8	1.0	0.7	0.4	0.5	0.7	1.0

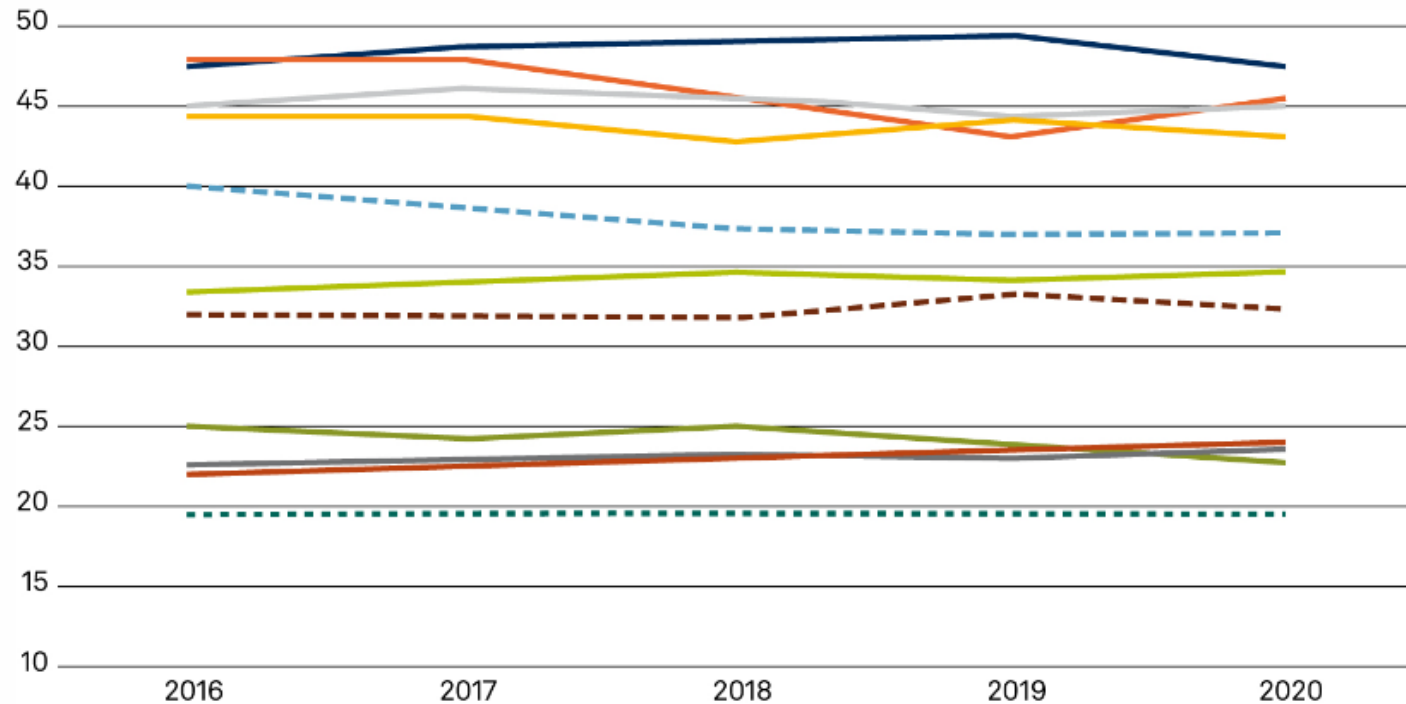
Notes: SDG = Sustainable Development Goal. The original question was: "From your perspective, what would you say is your company's current impact on each of the Global Goals?". A higher score corresponds to a more positive impact. On a scale of -2 to 2, where -2= Significant negative impact, -1= Somewhat negative impact, 0= No impact or not aware of the impact that our company has on this goal, 1= Somewhat positive impact and 2= Significant positive impact. The colours in the cells vary from blue (the largest value) to white (the value at the 50th percentile) to red (the lowest value).

Source: OECD calculations based on the 2020 UNGC survey (not publicly available).



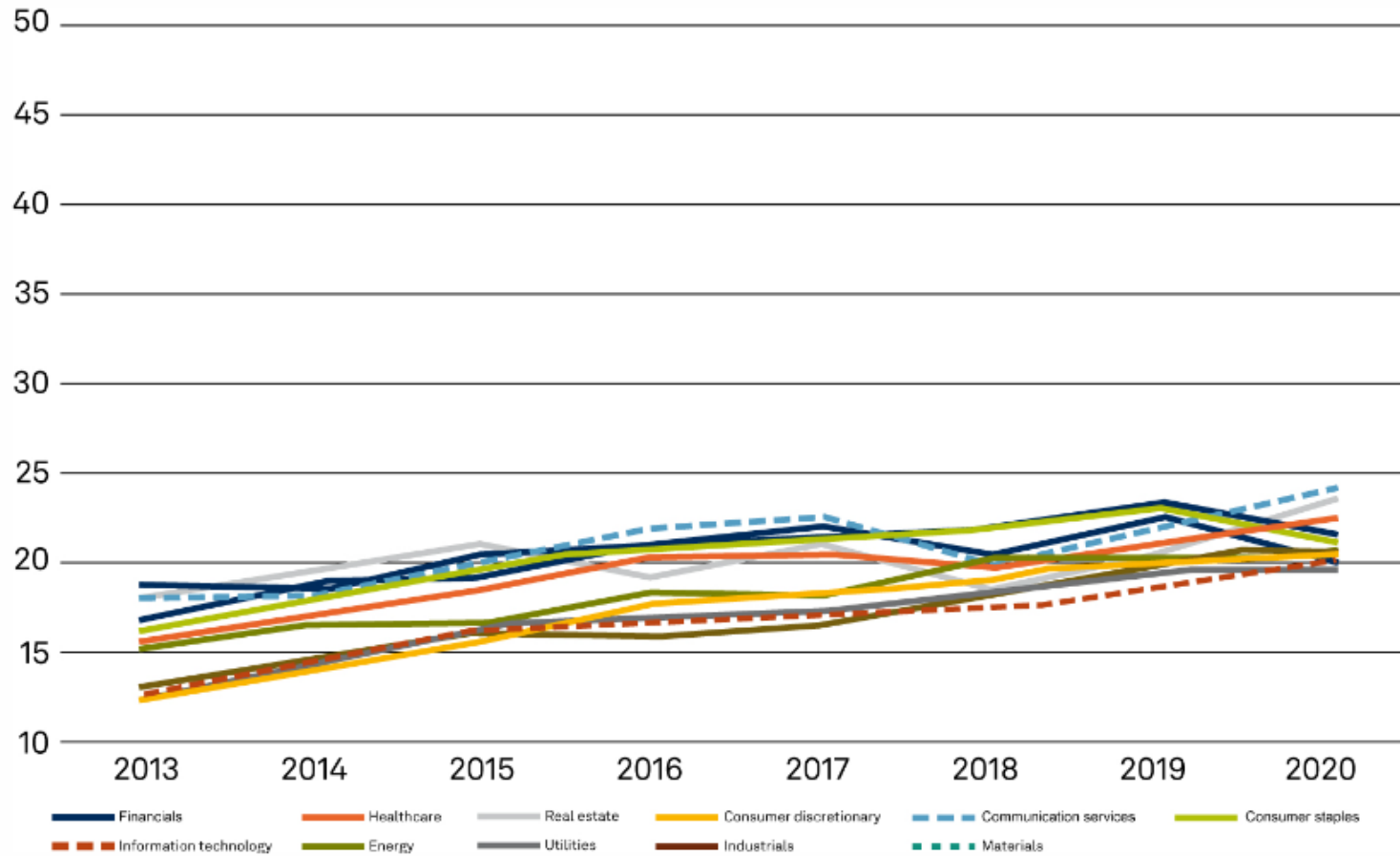
# Gender representation remains low in a number of industries

Share of women in the total workforce per industry



# Some improvement on board representation of women

Share of women on the board per industry



# Getting a better understanding of business contribution to the SDGs

	Total	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Energy supply	Water, sewerage and waste	Construction	Wholesale and retail trade	Transportation	Accommodation and food serv.	Information and communication	Financial and insurance	Real estate activities	Knowledge-based services	Business services
<b>Indicator</b>															
Employment	↑	→	↑	↑	↓	↓	↑	↑	→	↑	↑	→	↑	↑	↑
Value added	↑	→	↓	↑	↓	→	↑	↑	↑	↑	↑	↓	↑	↑	↑
Research expenditure	→	→	→	→	→	→	→	↑	→	→	↓	↑	→	→	→
Environmental goods and serv.	↑	↑	.	↑	↑	↑	↑	.	.	.	.	.	.	↑	.
Donations	↑	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Greenhouse gases/value added	↑	→	↓	↑	↓	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑
Energy consumption/value added	↑	↑	↓	↑	↓	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑
Water consumption/value added	↑	↓	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑
Volume of waste/value added	↑	↓	↑	↑	↑	↑	↓	↑	↑	↓	↑	→	↓	↑	↑
Accidents at work, frequency	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑	↑
Sickness absence, men	↓	.	→	↓	→	→	↓	↓	↑	↑	↓	↓	↑	↓	↓
Gender distribution, reg. jobs	↓	.	↓	↑	↑	↑	→	→	↓	↓	↓	↓	↑	↓	↓
Gender distribution, senior management	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
Equal pay, regular jobs	↑	.	→	↑	↑	→	↑	↑	↑	↑	→	↑	↓	↑	↑

↑: Positive tendency ↓: Negative tendency ↕: Neutral/uncertain .: No information.  
 Note: The overview does not cover all indicators. More information and details in the individual chapters.



# Beyond GDP: The OECD response



- Developing a **conceptual framework** for well-being today and tomorrow (sustainability)
- Developing and embedding **indicators and measurement guidelines** of well-being and progress into statistical systems, working with national statistical offices
- **Improving the evidence base** available to policy-makers
- Promoting effective **use of well-being metrics in policy**
- **Engaging with citizens** on what matters in life (Better Life Index)

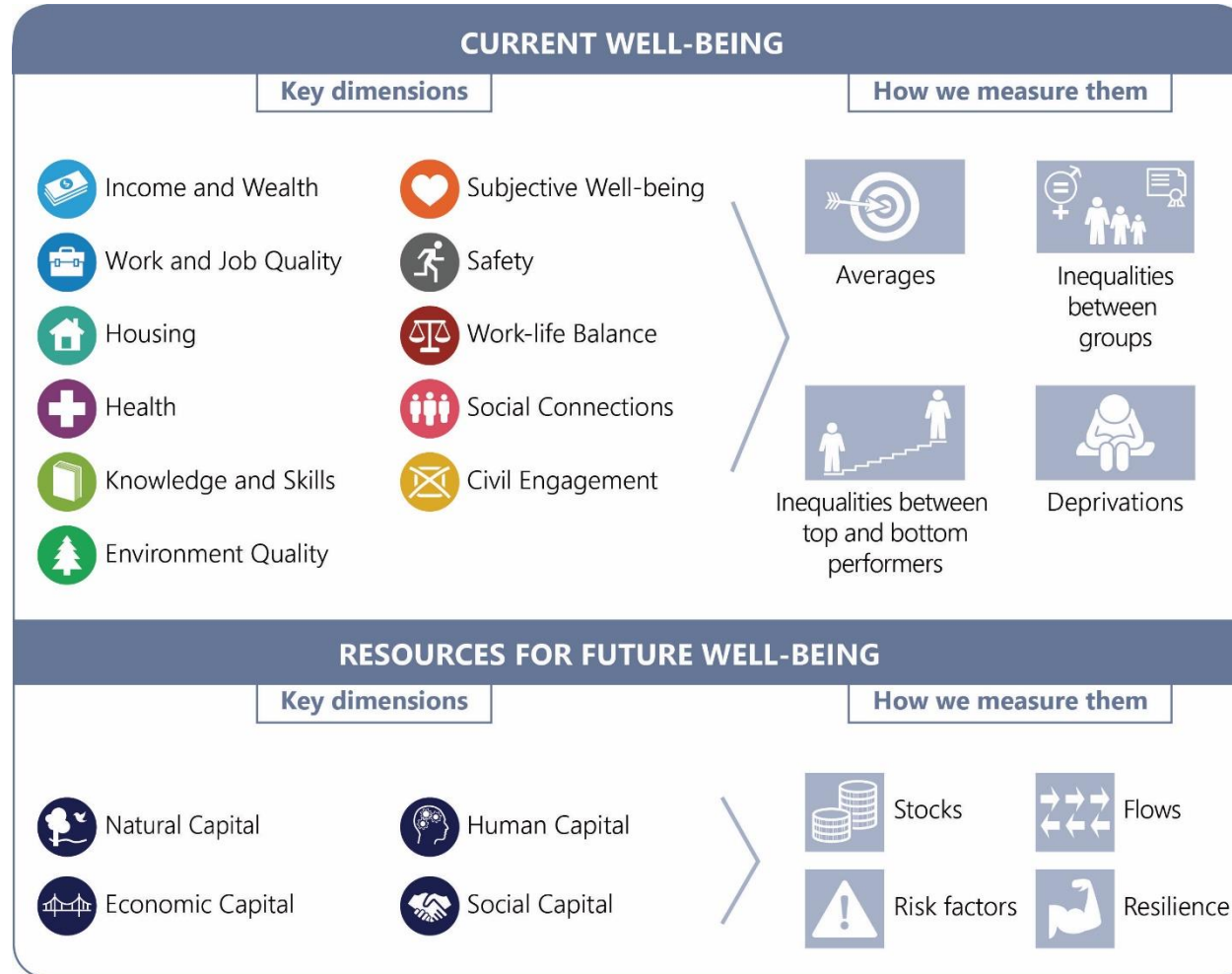




# OECD Well-being Framework

Outcomes

Risk factors,  
stocks, flows,  
resilience



- A focus on **people** rather than the economic system or GDP
- Measures **outcomes** rather than inputs and outputs
- Examines both **averages** and **inequalities**
- Considers both **objective** and **subjective** aspects
- Concerned with well-being both **today** and **tomorrow**



# Many national (and international) initiatives share a common conceptual core that is well captured by the OECD Well-being Framework

OECD Well-being Framework Dimensions		G7 Countries						Selected OECD Countries						International Efforts			
		CAN	DEU	FRA	GBR	ITA	JPN	IRL	ISL	ISR	KOR	NLD	NZL	EStat	HDI	SDGs	WHR
Current well-being	Income and wealth	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	Work and job quality	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
	Housing	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
	Health	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	Knowledge and skills	✓				✓	✓	✓		✓			✓	✓		✓	
	Environmental quality	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
	Subjective well-being	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
	Safety	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
	Work-life balance	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
	Social connections	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓			
	Civic engagement	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
Future well-being	Natural capital	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓		
	Human capital	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
	Economic capital	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓		
	Social capital	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		

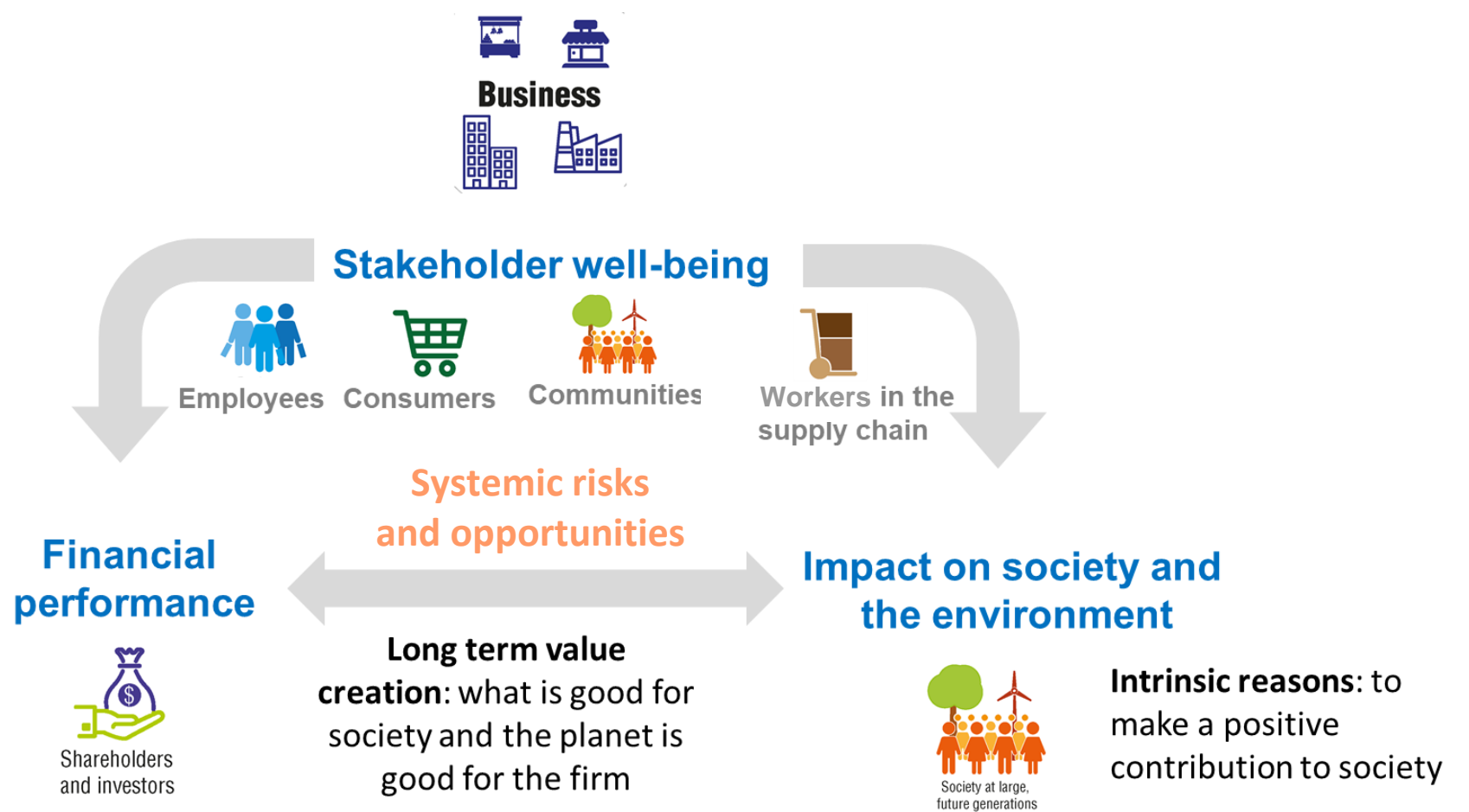


# What about the private sector?

**Business impacts well-being...**

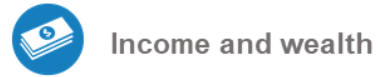
**...but stakeholder well-being is also good for business**

**To provide accountability to shareholders and investors in maximising financial returns**



# Principal Indicators on Well-being and Sustainability cover a subset of dimensions of the OECD Well-being Framework

## Current well-being



Income and wealth

41. Average hourly earnings for employees in businesses by sex



Work and job quality

39. Proportion of women in managerial positions  
42. Unemployment rate, by sex, age, and persons with disabilities  
44. Sector employment as a proportion of total employment



Housing



Health



Work-life balance



Knowledge and skills



Social connections



Safety



Voice



Environmental quality



Subjective well-being

Averages



Inequalities



Deprivations



## Resources for future well-being



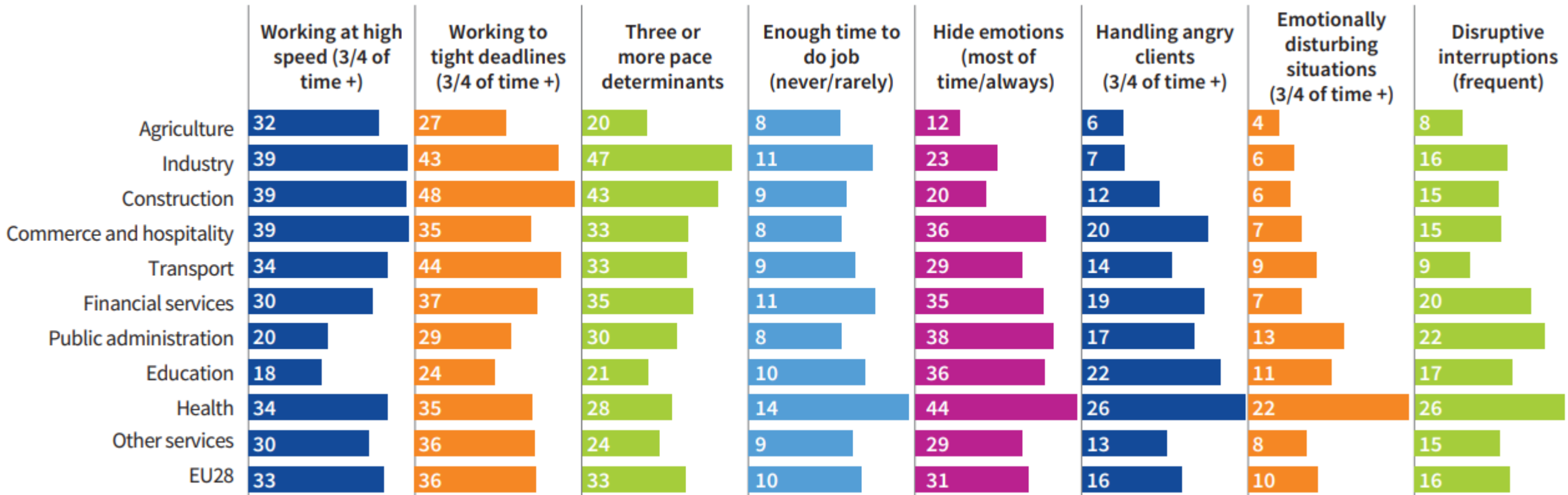
Economic, social, human capital

40. Annual growth rate of real total gross value added per employed person  
43. Gross value added of businesses per employed person  
51. Research and development expenditure as a proportion of gross value added  
52. Researchers (in full-time equivalent) per million inhabitants



# Combining data sources can provide a more comprehensive understanding of sectoral impacts on well-being and sustainability

Various aspects of the quality of the working environment, by sector



# Combining data sources can provide a more comprehensive understanding of sectoral impacts on well-being and sustainability

Figure 53: Adverse social behaviour (ASB), by sector, EU28 (%)



# An OECD Employee Well-being Survey (pilot)

## Information about:

- Working conditions
- Well-being outcomes
- Context
- Demographics



## Employee well-being report (Pilot)

### Person Holdings

This report provides an overview of the well-being of employees inside the company. The employee well-being wheel, below, provides high-level visual of a subset of well-being indicators presented in this report. All of the indicators shown in this wheel are presented in detail in the next section of the report.

A glance at the employee well-being wheel allows understanding the main areas in which employees in the company fare well, and in which areas they fare poorly. The wheel distinguishes between indicators of well-being outcomes (in bold) and indicators of working conditions (not in bold). In the wheel, longer bars are always associated with better (positive) performance, and shorter bars are associated with poorer (negative) performance.



Note: Bars depict the share of employees with good/positive (non-neutral) outcomes. Longer bars are always associated with better ("good") outcomes, and shorter bars are always associated with worse ("poor") outcomes. The wheel distinguishes between indicators of well-being outcomes (in bold) and indicators of working conditions (not in bold).





THANK YOU

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