UNECE International Statistical Framework for Measuring Quality of Employment

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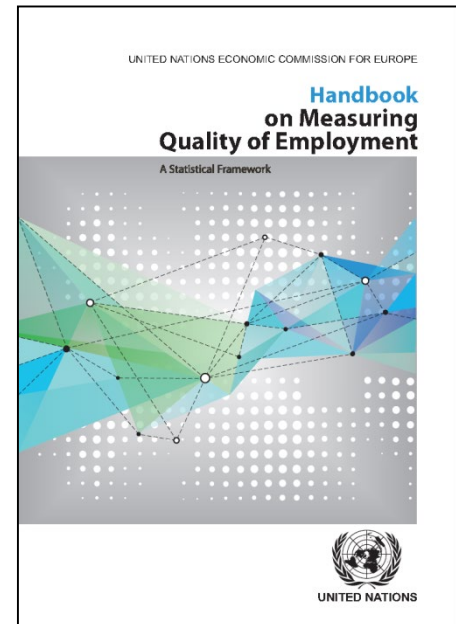European Commission

Eurostat

Overview

- Why measure quality of employment?
- A brief history
- Approach and dimensions of quality
- Indicator sheets as tool
- Provision of existing QoE data: Eurobase
- Outlook

Why measure quality of employment?

- New policy perspectives and international standards
  - *European Union 'Europe 2020 Strategy': job creation is not enough, job quality is also important for creating wealth*
  - *ILO Decent Work Agenda*
  - *OECD Better Life Initiative*
- Constant changes on the labour market
  - *new forms of "non-standard" employment*
  - *change in work organisation (working time, intensity, work place etc.)*
- Impact on quality of life, e.g.
  - *material well-being*
  - *safety and health*
  - *identity and self-actualisation*
  - *relation between private and working life*

The development of the framework

- Since 2000 UNECE seminars and task forces; country pilot studies

- In 2010 the Conference of European Statisticians (CES) acknowledges the work and promotes further development as empirical guidelines

- 2012-2015: **Expert Group** on measuring quality of employment – representatives from e.g. *ILO, OECD, Eurostat* and many National Statistical Institutes from around the world

→ **Handbook on Measuring Quality of Employment**, endorsed by the CES in 2015

  (http://www.unece.org:8080/index.php?id=41346)

UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

Handbook on Measuring Quality of Employment

A Statistical Framework

UNITED NATIONS

Principles of the framework

- ➢ **Statistical framework p**roviding a **transparent and logical structure**
- ➢ **Avoiding judgement;** independent from specific policy agenda or theoretic approach
- ➢ **Practical guidance** allowing **flexible** adaptation depending on national circumstances or research interest
- ➢ **International standards** are applied where possible
- ➢ Technical **feasibility of indicators**
- ➢ *Objective* **and** *subjective* indicators
- ➢ Considering **various international data sources** (LFS, SES, ESAW, EWCS, ESS, ISSP, administrative data collections)

What is quality of employment?

➢ From the perspective of the individual worker

➢ Work as an activity to satisfy general human needs

➢ Multidimensional phenomenon

➢ Determined at different societal levels

Seven dimensions...

- Safety at work
- Child labour and forced labour
- Fair treatment of employment

- Workplace relationships
- Work motivation

1 SAFETY AND ETHICS OF EMPLOYMENT

7 WORKPLACE RELATIONSHIPS AND WORK MOTIVATION

2 INCOME AND BENEFITS FROM EMPLOYMENT

- Income from employment
- Non-wage pecuniary benefits

QUALITY OF EMP-LOYMENT

6 SKILLS DEVELOPMENT AND TRAINING

3 WORKING HOURS AND BALANCING WORK AND NON-WORKING LIFE

- Working hours
- Working time arrangements
- Balancing work and non-working life

5 SOCIAL DIALOGUE

4 SECURITY OF EMPLOYMENT AND SOCIAL PROTECTION

- Security of employment
- Social protection

... represented by
67 indicators

1
SAFETY AND ETHICS OF EMPLOYMENT

➢ *Exposure to physical health risk factors*
➢ *Child labour rate*
➢ *Percentage of employed persons who have been victims of discrimination at work*

➢ *Employees with low pay*
➢ *Percentage of employees entitled to annual leave*

2
INCOME AND BENEFITS FROM EMPLOYMENT

3
WORKING HOURS AND BLANCING WORK AND NON-WORKING LIFE

➢ *Involuntary part-time work*
➢ *Prevalence of flexible work schedules*
➢ *Employment rate of fathers and mothers*

➢ *Self-employed with one client*
➢ *Perceived job security*
➢ *Medical insurance coverage*

4
SECURITY OF EMPLOYMENT AND SOCIAL PROTECTION

5
SOCIAL DIALOGUE

➢ *Percentage of employees covered by collective bargaining agreements*
➢ *Days not worked due to strikes*

➢ *Participation in continuing education and training*
➢ *Self-perceived employability*
➢ *Self-perceived skill match*

6
SKILLS DEVELOPMENT AND TRAINING

7
WORKPLACE RELATIONSHIPS AND WORK MOTIVATION

➢ *Relationship with co-workers*
➢ *Job autonomy*
➢ *Work at high speed or with tight deadlines*

Indicator sheets as central tool

1. **Measurement objectives**
2. **Formula**
3. **Concepts and definitions**
4. **Recommended data source(s)**
5. **Recommended metadata**
6. **Recommended disaggregation**
7. **Interpretation guidelines**
8. **Relation to other indicators**
9. **International comparisons**
10. **Recommended calculation for specific surveys**
11. **Further reading**

Bringing the framework to life: QoE data in Eurobase

- Use the **comparative potential** of the framework

- Offer **easy and central access**

- Assembling data from **various sources**
  Official European statistics (ESS) or social surveys by EU agencies (EWCS). Potentially ILO data or administrative data collections.

- Full usability of **harmonised background information** (GDP, employment etc.)

- **Stepwise development** and extension regarding indicator and country coverage.

- Currently internationally comparable data available for **47 out 67 indicators**.

- Beta version already online.
  Launch presumably by the end of 2016
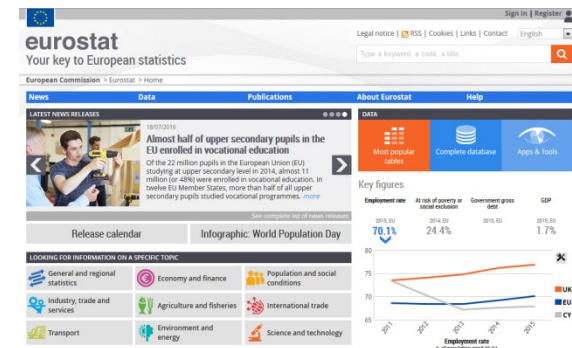
Involuntary part-time work

% of employed persons working part-time because they could not find a full-time job
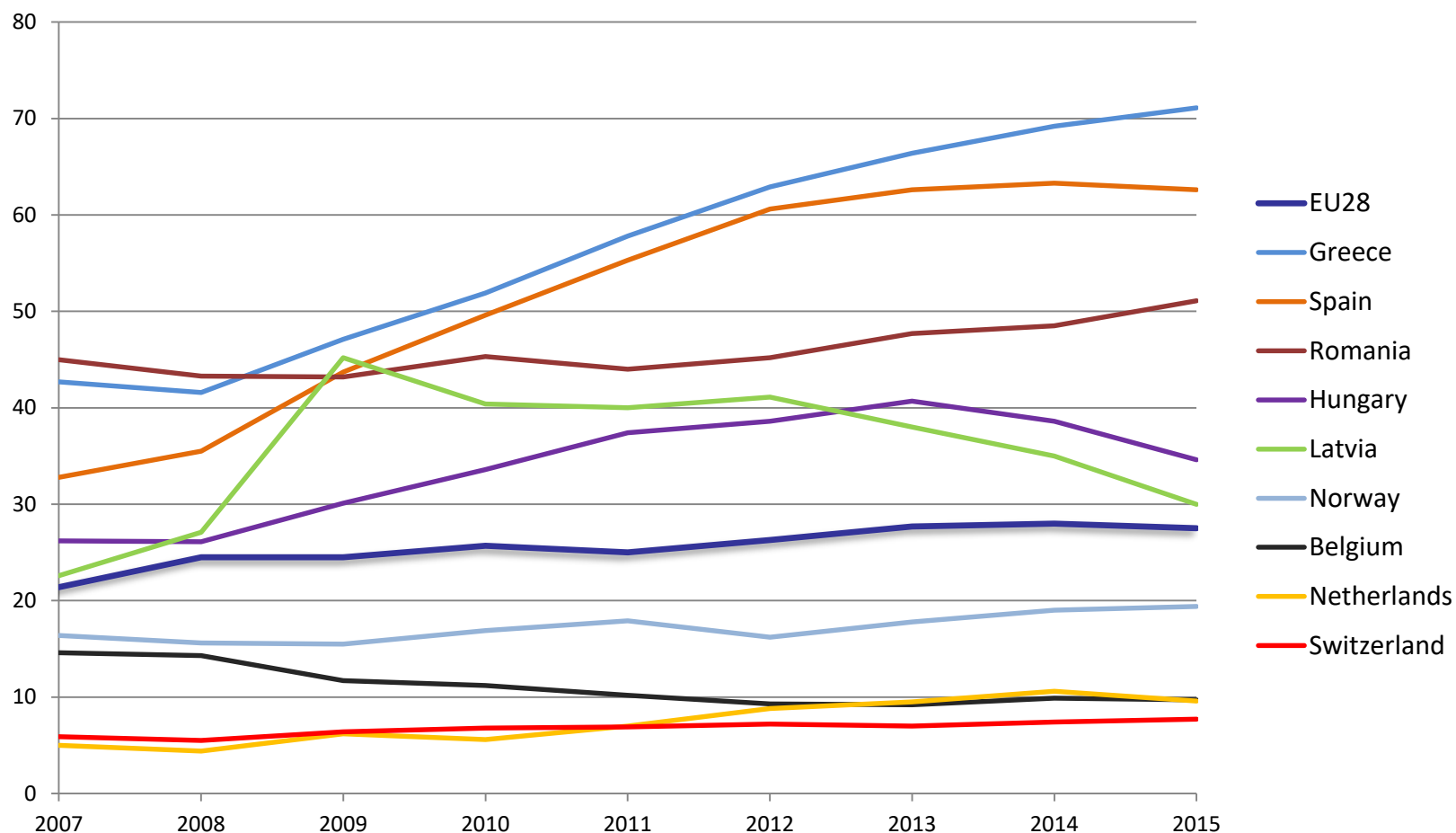
The way forward

- A **Steering Group** has been established by UNECE to carry on the work
  - ➢ Implement recommendations from the handbook
  - ➢ Investigate open topics
  - ➢ Organize a meeting of experts on Measuring QoE
- **Promote the application** of the framework and close data gaps
- **Refine the framework** by specific analysis or experiences collected by NSIs, researchers and other users.
- **EUROBASE**:
  - ➢ Integrate more data sources, add missing indicators
  - ➢ Work on easy accessibility.
- **UNECE Meeting of experts**, *4-6 October 2017 Geneva*

Thank you!

Handbook on Measuring Quality of Employment
→ **http://www.unece.org:8080/index.php?id=41346**

Access to Eurobase:
Cross cutting toping "Quality of Employment"
→ **http://ec.europa.eu/eurostat/data/database**