UNECE International Statistical Framework for Measuring Quality of Employment

3MC Conference 2016, Chicago
Session: Analysis Methods and Tools 3

christian.wingerter@ec.europa.eu
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

Principles of the framework

- Statistical framework providing 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...

- Workplace relationships
- Work motivation

1. SAFETY AND ETHICS OF EMPLOYMENT
- Safety at work
- Child labour and forced labour
- Fair treatment of employment

2. INCOME AND BENEFITS FROM EMPLOYMENT
- Income from employment
- Non-wage pecuniary benefits

3. WORKING HOURS AND BALANCING WORK AND NON-WORKING LIFE
- Working hours
- Working time arrangements
- Balancing work and non-working life

4. SECURITY OF EMPLOYMENT AND SOCIAL PROTECTION
- Security of employment
- Social protection

5. SOCIAL DIALOGUE

6. SKILLS DEVELOPMENT AND TRAINING

7. WORKPLACE RELATIONSHIPS AND WORK MOTIVATION

... 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

2 INCOME AND BENEFITS FROM EMPLOYMENT

- Employees with low pay
- Percentage of employees entitled to annual leave

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

4 SECURITY OF EMPLOYMENT AND SOCIAL PROTECTION

- Self-employed with one client
- Perceived job security
- Medical insurance coverage
5 SOCIAL DIALOGUE
- Percentage of employees covered by collective bargaining agreements
- Days not worked due to strikes

6 SKILLS DEVELOPMENT AND TRAINING
- Participation in continuing education and training
- Self-perceived employability
- Self-perceived skill match

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

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