



# UNECE International Statistical Framework for Measuring Quality of Employment

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**Session: Analysis Methods and Tools 3**

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# Overview

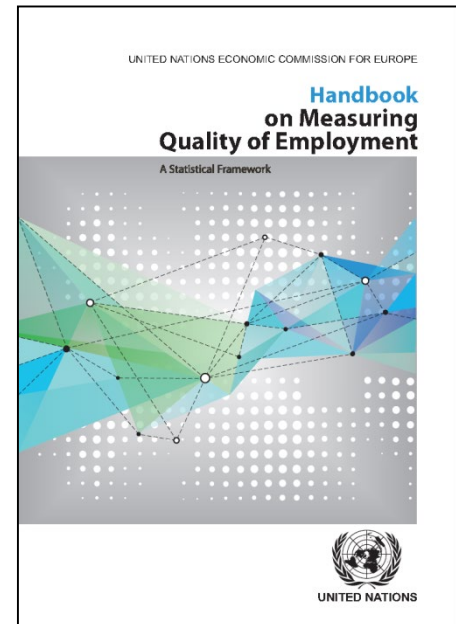
- Why measure quality of employment?
- A brief history
- Approach and dimensions of quality
- Indicator sheets as tool
- Provision of existing QoE data: Eurobase
- Outlook

# 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>)



# 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



... 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

ANNEX 2: INDICATOR SHEETS  
DIMENSION 1: SAFETY AND ETHICS OF EMPLOYMENT

106

Short name	Access to managerial occupations (1c2)
Name	Percentage of employed persons in population subgroups (e.g., women) in managerial occupations (ISCO-08 major group 1)
Dimension and sub-dimension	1. Safety and ethics of employment a. Safety at work b. Child labour and forced labour c. Fair treatment of employment
Measurement objectives	This indicator refers to the representation of different population groups in managerial occupations. It provides information on the proportion of these groups (e.g., women) who are employed in decision-making and management roles in enterprises, institutions, and government.  The indicator should be computed for population subgroups that are unequally represented in managerial occupations (e.g., women, foreigners, migrants, disabled persons, ethnic minorities).
Formula	$\frac{\text{Number employed in ISCO major group 1 in population subgroup}}{\text{Total number of employed in ISCO major group 1}} \times 100$
Concepts and definitions	Employment as defined according to the resolution of the 19 <sup>th</sup> ICLS in 2013 (see glossary).  Occupation according to the International Standard Classification of Occupations (ISCO-08) (see glossary).  Employed persons in ISCO major group 1 (managers) above the specified age used for the definition of employment (e.g., 15 years or over).
Recommended data source(s)	A household-based LFS is the recommended data source, as it permits estimating the number of employed persons and generally allows disaggregations by economic activity and demographic variables. Further, it allows the calculation of the indicator for a large variety of population subgroups, such as by sex, age group, ethnic group or migrant worker, etc.  If the information is not available from an LFS, other household surveys with an employment module may be used instead.  In the absence of household surveys, establishment surveys or administrative records may be used.
Recommended metadata	For this indicator, it is recommended that, as a minimum, metadata on the data source (household-based LFS), the data source (survey of population), the survey (household-based LFS), the version (annual), the ISCO-08 classification and the approach towards coding occupations are made available.
Recommended disaggregation	<ul style="list-style-type: none"> <li>ISCO-08 sub-major groups 11, 12, 13, 14</li> <li>Status in employment</li> <li>Different demographic groups (sex, age, nationality, educational</li> </ul>

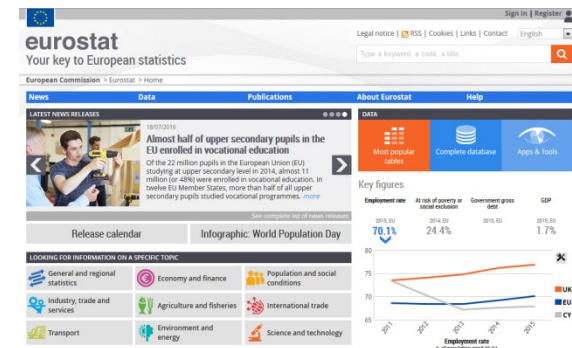
ANNEX 2: INDICATOR SHEETS  
DIMENSION 1: SAFETY AND ETHICS OF EMPLOYMENT

Short name	
Interpretation guidelines	
Relation to other indicators	
International comparisons	
Recommended calculation in the EU-LFS or other international surveys	

# Bringing the framework to life: QoE data in Eurobase

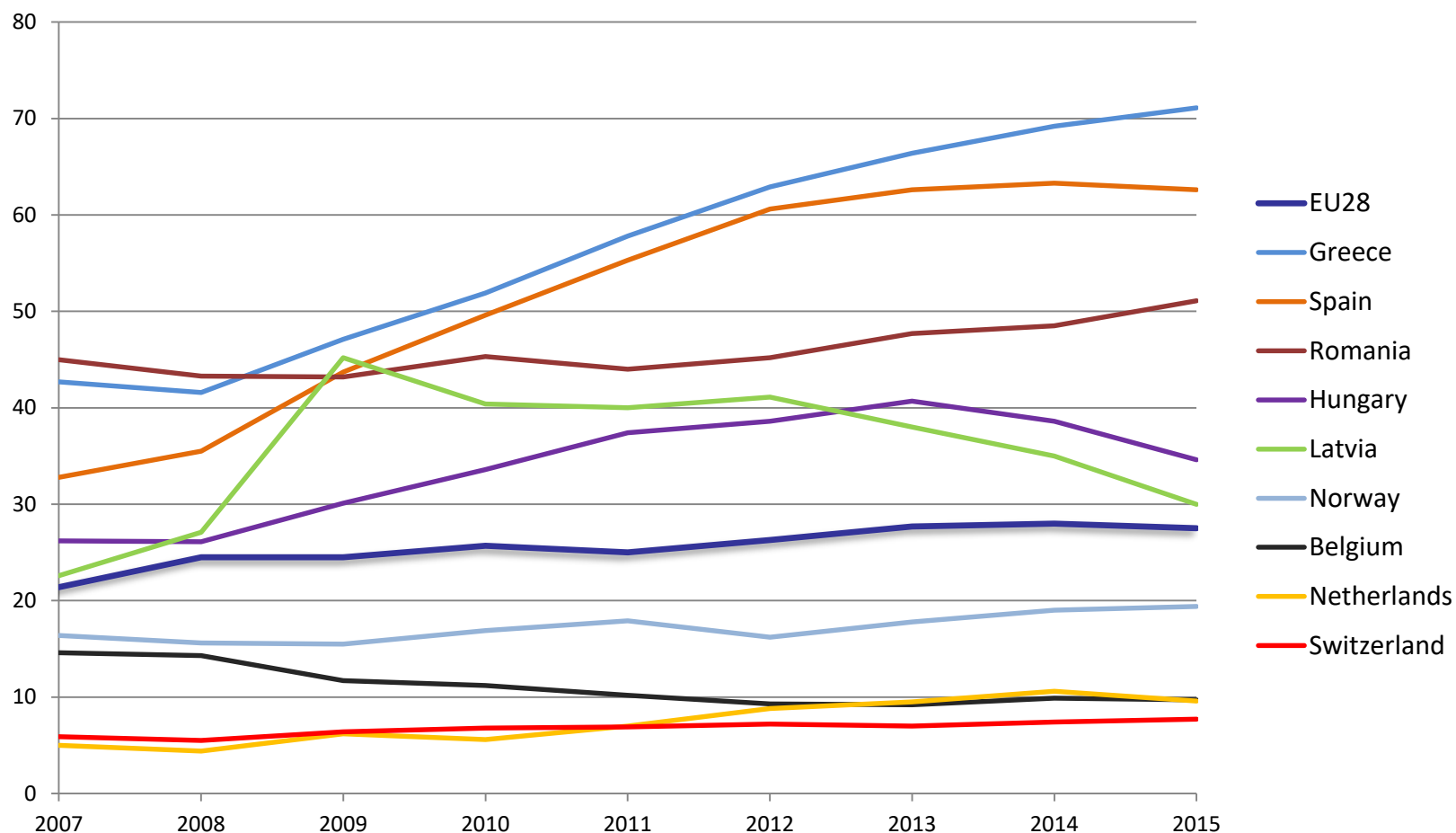
- Use the **comparative potential** of the framework
- Offer **easy and central access**
- Assembling data from **various sources**  
Official European statistics (ESS) or social surveys by EU agencies (EWCS).  
Potentially ILO data or administrative data collections.
- Full usability of **harmonised background information**  
(GDP, employment etc.)
- **Stepwise development** and extension regarding indicator and country coverage.
- Currently internationally comparable data available for **47 out of 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 topping "Quality of Employment"**

→ <http://ec.europa.eu/eurostat/data/database>