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Feedback on the Framework for measuring the quality of employment – Israel

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The proposed dimensions and indicators are acceptable and useful for overview picture on the quality of employment in Israel. On the other hand, it was impossible to calculate all of the proposed indicators (see appendix 1). The main reason for unavailability of indicators was absent of relevant data.

It must be note, that some indicators were calculated according to a different definition (see appendix 1) from that given in the quality of employment framework (or where there was no definition).

The analysis of the unavailable indicators shows that most of them will be available in few years from Labour Force Survey (LFS) or from administrative data. In Israel, we are moving now from quarterly to monthly LFS and also planning to change the LFS questionnaire. This process gives us possibility to put new variables on the LFS questionnaire, which was not changed during last 10 years.

The summary statistics shows, that there were 40 proposed indicators (see appendix 1). We succeed to calculate 29 indicators (72.5%): 21 indicators (52.5%) according to definition given in the framework and 8 indicators according to a different definition from that given in the framework. Another 11 indicators (27.5%) were unavailable, where 9 indicators (22.5%) will be available in few years (see appendix 2).

The feedback on the Framework for measuring the quality of employment in this paper will be present in 2 levels: first, general recommendation on future development and second, remarks on special indicators (dimensions).

Recommendations

1. We recommend doing international comparisons based on country reports.
2. For this purpose, we recommend developing a composite index based on the indicators, which will reflect the level of the quality of employment for each country. Developing a composite index for international comparisons must resolve the problems concerning the differences in economic structure, in macro-economic picture and in laws regulations between countries.
3. Most of the indicators relate to employees (either by definition or by formula). We recommend developing indicators that also relate to employers and own account workers. Especially, concerning dimension 2 – income and benefits from employment, dimension 3 – work hours and balancing work and non-working life, and dimension 4 – stability and security of work, and social security. In our report we did not presented the indicators by ICSE - International Classification of Status in Employment, but we checked some indicators and found significant differences between employees and employers and own account workers.



4. In order to obtain a more comprehensive picture of quality of employment, it is recommended that some indicators be analyzed by additional socio-demographic variables, such as ethnic origin, date of immigration, religion, etc., and geographic variables such as districts and sub districts.

Remarks on indicators

1. **Dimension 1 – Safety and ethics of employment.** Child labour and forced labour (indicators 7 and 8). These 2 indicators were calculated for young people aged 15-17. In Israel, the employment of children under 15 years old is prohibited by the law. Comparing this indicator between countries around the world may be difficult concerning different law systems on this issue.
2. **Dimension 2 – Income and benefits from employment.** Benefits from employment (indicators 16 and 17). We tried to implement the Israel Annual leave law on LFS and calculated estimation for share of employees entitled to paid annual leave. We also cannot provide average length of paid annual leave, because there is no data about working years with the same employer. In that reason, number of minimum days of annual leave was provided.
3. **Dimension 3 – work hours and balancing work and non-working life.** Work hours (indicators 20 and 21). Time related underemployment rate and share of employed persons working part time involuntarily was calculated according to concept of 35 work hours per week as full-time job. This is different from other countries where using 30 work hours per week. We are planning in new LFS questionnaire to give the possibility of calculation two concepts. Balancing work and non-working life (indicator 24). The definition of the children under compulsory school age differs from the definition given in the framework: we use age group 0-4 and not 0-5 as proposed. It will be also changed after moving to the new LFS questionnaire.
4. **Dimension 4 – stability and security of work, and social security.** Social security (indicator 31). There was no definition and no formula of this indicator in the framework (share of employees covered by unemployment insurance). We proposed following formula for calculation: Number of unemployment benefit claims approved by the National Insurance Institute/ Number of unemployment benefit claims submitted to the National Insurance Institute*100. This kind of data is available in Israel monthly. But this formula does not cover those who are entitled to unemployment insurance and did not submit the claims to the National Insurance Institute.



Appendix

**Appendix 1: Availability of indicators**

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
Dimension 1. Safety and ethics of employment				
1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	V		
2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	V		
3	Occupational injury insurance coverage	V		
4	Labour inspection (inspectors per 100,000 employees)			V
5	Share of employees working in "hazardous" conditions			V
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
7	Children working: average weekly hours by age and sex		V	
8	Children not in school by employment status		V	
9	Employed women as a share of total employment	V		
10	Occupational segregation by sex	V		
11	Occupational segregation by citizenship			V
12	Gender pay gap	V		
Dimension 2. Income and benefits from employment				
13	Low pay (Share of employees with below ½ of median hourly earnings)	V		
14	Share of employees paid minimum wage	V		
15	Share of employees paid below minimum wage	V		
16	Share of employees entitled to paid annual leave		V	
17	Average length of paid annual leave		V	
Dimension 3. Work hours and balancing work and non-working life				
18	Share of employed persons working 49 hrs. and more per week	V		
19	Average annual (actual) hours worked per person	V		
20	Time-related underemployment rate		V	
21	Share of employed persons working less than 35 hours per week involuntarily		V	
22	Percentage of employed people who usually work at night/evening			V
23	Percentage of employed people who usually work on weekends or bank holidays			V
24	Ratio of employment rate for women with children under compulsory school age, to the employment rate of all women aged 20-49		V	
25	Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons	V		
26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	V		
27	Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons	V		
28	Share of men receiving paternity/family leave benefits - men taking time off over the last 12 months for family sickness or emergencies	V		

**Appendix 1: Availability of indicators (cont.)**

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
Dimension 4. Stability and security of work, and social security				
29	Percentage of employees with temporary jobs			V
30	Percentage of employees with job tenure of less than one year			V
31	Share of employees covered by unemployment insurance		V	
32	Public social security expenditure as a share of the GDP	V		
33	Share of economically active population contributing to a pension fund	V		
Dimension 5. Social dialogue and workplace relationships				
34	Share of employees covered by collective wage bargaining			V
35	Union density rate			V
36	Rate of days not worked due to strikes and lockouts (per 1000 employees)	V		
37	Share of employees not covered by the strike law			V
Dimension 6. Skills development and life-long learning				
38	Share of employed persons in high skilled occupations	V		
39	Share of employees who received job training within the last 12 months	V		
40	Share of employed persons who have more education than is normally required in their occupation	V		
	Total	21	8	11

Appendix 2: The unavailable indicators

N	Indicator	Will be available in new LFS questionnaire	Can be obtained from other government offices or administrative data	Data will not be available
4	Labour inspection (inspectors per 100,000 employees)		V	
5	Share of employees working in "hazardous" conditions	V	V	
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
11	Occupational segregation by citizenship			V
22	Percentage of employed people who usually work at night/evening	V		
23	Percentage of employed people who usually work on weekends or on holidays	V		
29	Percentage of employees with temporary jobs	V		
30	Percentage of employees with job tenure of less than one year	V		
34	Share of employees covered by collective wage bargaining	V	V	
35	Union density rate	V	V	
37	Share of employees not covered by the strike law		V	