

Feedback Report to the Task Force on the Measurement of Quality of Employment

The analysis of qualitative changes occurred on the labour market becomes more and more important from users' point of view and represents one of the priorities in the activity of the National Bureau of Statistics (NBS) in the field of labour statistics' development and improvement.

Labour statistics' development and improvement is part of the Decent Work Country Programme, 2008-2011 (DWCP)¹. The following activities planned for NBS are to be mentioned within the given Programme:

- Evaluation of statistical data collected presently by NBS regarding the decent labour indicators and elaboration/testing of new indicators;
- Capacity building for policy makers and social partners in analyzing and using the data collected by NBS.

The following should be mentioned among the expected results:

- A consolidated set of decent labour indicators – developed and used in practice;
- Extension of the scope for using the statistical data developed by NBS.

Thus, our needs and efforts in developing a set of indicators that would allow assessing the decent labour related employment get integrated with the activities launched jointly with UNECE/ILO/Eurostat in the field of the statistical measurement of quality of employment.

The participation in this exercise is a good opportunity to make the first evaluation, inventory of the existing indicators and data sources. The annex gives an overview of the available data sources for the proposed indicators, other possible indicators, as well as the available indicators, which could be used in relation to the quality of employment in Moldova.

Dimension 1: Safety and ethics of employment

Safety of work: is an important element of the quality of employment for our country. We have those 3 proposed indicators, and some of the other possible indicators. Besides, we collect on annual basis data about the *number of employees who work in unfavourable/hard work conditions*². The data available under this sub-dimension are in compliance with the normative acts from the country. We will analyze to what extent the concepts and definitions are harmonised with the international level.

Child labour: relevant indicators for Moldova. Although the legislation in force prohibits employment of persons under 15 years old, a number of sources refer to the wide spread of this phenomenon in the country. There are no yet official statistics.

¹ In 2008 the Republic of Moldova signed the DWCP 2008-2011 with ILO, which promoted decent labour as a key component of the national development strategies of the Government social partners. The program comes with details about the policies, strategies and expected results that will ensure the progress to be achieved in regards to the insurance of decent work for all.

² Working in conditions inconsistent with sanitary and hygienic norms (the employees who work under: high level of noise, high level of vibration, lighting with deviations from set norms, concentration of gas or dust at workplace that exceed the maximum admissible limits, work environment temperatures with deviations from set norms, high level of relative air humidity, air with inadmissible movement speed, high level of ionization, other dangerous and/or harmful factors); performing hard manual work; working in premises inconsistent with job safety requirements; operating with equipment inconsistent with job safety requirements.

Child Labour survey shall be launched in the fourth quarter of 2009, as an ad-hoc module to LFS. The concept of *child labour* used in the survey is in line with the respective ILO Resolution³. According to the survey methodology, we will obtain all the indicators suggested by Task Force. The analysis of these indicators will allow us deciding which of them are relevant for Moldova.

Forced labour: The forced/compulsory labour is prohibited by law in Moldova. We do not know to what extent this phenomenon is spread and what would be the main characteristics for Moldova, as no representative statistical surveys were implemented in this field. NBS has no approved methodology for this purpose. As far as we know there are no statistical standards for this purpose on the international level either. At the same, it is necessary to mention that NBS accepted to test the methodology/statistical indicators regarding forced labour as related to the trafficking in human beings that was developed by ILO/SAP-FL within the framework of the *Labour Migration Survey* in 2008⁴.

The indicators proposed by the Task Force for the given sub-dimension refer only to the phenomenon of *forced/constrained labour* as related to the *labour migration*. We consider that it is necessary to include additionally indicators that would reflect some other situations/elements of forced labour related to the employed persons within the country, as, for instance, *economic exploitation*. A characteristic feature for Moldova in this field is the persistence of *debts in salary payments* – a phenomenon that witness a new increasing trend due to the crisis situation.

It would be very welcome to develop some international *Guidelines concerning a statistical definition of forced labour* (conceptual framework, definitions, indicators, variables etc.). These guidelines could contribute essentially to the respective development of national statistics.

Fair treatment in employment: The proposals of the Task Force are too general. It would be good to have a list with specific indicators. At the same time, we do understand that these indicators differ from country to country. In our opinion, there are no major problems on the labour market in Moldova regarding *women* and *national minorities*. As well, we have a rather small number of immigrants working in the country: 99% of the employed population are citizens of the Republic of Moldova. We do not have such a category of the population as *indigenous*.

There are problems in the field of disabled people employment. Unfortunately, currently we do not have such statistics. We do acknowledge that the respective data are extremely important and requested by users. A solution would be to follow the European norms for implementing the ad-hoc module to LFS called *Employment of disabled people*.

Dimension 2: Income and benefits from employment

Income from employment: is an important element of the quality of employment. We do have the proposed indicators, but the data reflect the *monthly* and not *hourly* averages. The data source is the monthly/annual survey regarding the *Number and the earnings of employees*, which covers all the activities in economy (sections A to O of NACE, Rev. 1.1). But the survey does not cover the local enterprises/units with 1-19 employees (about 14% of employees). Currently, a new modality of collecting monthly data on earnings is being analyzed. This method provides for the inclusion in the survey scope of the above-mentioned units as well. It also provides for assessing the concepts and definitions, the calculation methods based on the European norms.

The indicator *share of employees paid below minimum wage* is not relevant for Moldova. The minimum wage is used for setting the salaries only in the public sector. It is established based on the possibilities of the government/budget and it is too small to be enough to cover the vital needs. At the same time, according to the law, the *tariff salary for the first payroll category* is the

³ Resolution concerning statistics of child labour, ICLS (2008).

⁴ The data resulting from the survey are reflected in the "Quality of Employment in the Republic of Moldova, Country Report".

main and the compulsory component that serves as basis for setting the basic wages and salaries in the private sector/self-managed enterprises. This tariff salary is set depending on the volume of the minimum wage for the country. At the present moment, that tariff salary for the first payroll category accounts for 900 lei, while the minimum wage – for 600 lei.

Non-wage pecuniary benefits: Unfortunately, currently we do not have the proposed indicators and other possible indicators for the “non-wage pecuniary benefits” sub-dimension. So as to be able to make the analysis of the situation on the labour market under this chapter, we can use the available indicators regarding: a) share of employees benefiting from paid annual leave in the previous year and b) share of employees benefiting from sick leave in the previous year.

Dimension 3: Working hours and balancing work and non-working life

Working hours: relevant indicators for Moldova. We have all the proposed and other possible indicators, LFS being the main source for these indicators. We consider it opportune to include also the following indicators for our country purposes: *time-related underemployed* and *volume of time-related underemployment* – indicators obtained from LFS in line with the respective ILO Resolution.

Working time arrangements: we have these important indicators. *Work organization and working time arrangements survey* was implemented in 2007, as an ad-hoc module to LFS. We can obtain additional data regarding the “variable working hours” from the *Reconciliation between work and family life*, a survey planned in Moldova for 2010 (in line with the European norms, an ad-hoc module to LFS).

Balancing work and non-working life: The proposed indicators are relevant. We have 3 out of the 5 proposed and other possible indicators. The data regarding the share of people receiving maternity/paternity/family leave benefits are offered by the National House of Social Insurance. We will have to evaluate to what extent the data from the administrative sources correspond to the proposed indicators (conceptually). Additional information for the respective sub-dimension could be offered also by the *Reconciliation between work and family life survey*. The *Time Use Survey* could be another possible source of data; this survey is planned for 2011 to be implemented in Moldova.

Dimension 4: Security of employment and social protection

Security of employment: We have 4 of the proposed indicators. LFS is the data source. In our opinion, the proposed indicators do not reflect fully the situation in Moldova for the given sub-dimension. Of course, the employees with temporary jobs and without working contracts are more exposed to the risk of losing the job. At the same time, in reality, especially in the private sector, the working contract for an undetermined period of time does not always ensure stability, permanent employment, or a formal job. We must think about the possibility to get some other possible indicators.

Social protection: We have the proposed indicators and we use different data sources. The administrative sources would be the most suitable for the given purpose in future.

The relevant indicators for Moldova under the respective sub-dimension are: *employment in informal sector* and *informal employment* which reflect the lack of social protection for a significant part of the employment population.

Dimension 5: Social dialogue

Unfortunately, we do not have the proposed indicators; at the same time we consider that they are important and relevant for Moldova. The respective statistics are necessary to be developed in future.

Dimension 6: Skills development and life-long learning

We do have the proposed indicators except for the *kind of job training*. The indicators are relevant for Moldova. At the same time, the indicators of *share of employed who have more education/less education than is normally required in the occupation* are obtained from LFS via ISCO codes, and not via ISCED codes. The indicator *share of employed persons by level of education* cannot be disaggregated by subgroups. Just like in the case of other dimensions, it is necessary to assess these indicators based on the international standards, especially the *share of employees who received job training within the last 12 months*.

Dimension 7: Workplace relationships and intrinsic nature of work

We do not have the proposed indicators. This could serve as field of statistical studies for future. A temporary solution would be to include some questions in the LFS questionnaire.

The conceptual framework for measuring the quality of employment, developed and proposed by the Task Force on the measurement of quality of employment is well thought and logically structured, corresponds to our expectancies and serves as useful guidelines for countries so as to understand and develop statistics regarding the quality of employment.

The proposed indicators are relevant and important, and can be applied in developed countries as well as in developing countries: the framework offers the possibility to fill in/complete the list with new indicators, depending on the needs at the national level.

We consider that the activities in this field should be continued at the international level.

For a better understanding and adequate use, the list of indicators should be completed with the indication of the recommended sources, definitions and calculation methods for indicators, international standards or the European ones. This would facilitate the development of the respective national statistics, would improve the international and regional comparisons.

**Overview of quality employment indicators,
Republic of Moldova**

Dimension	Indicators	Availability/Sources
1. Safety and ethics of employment		
a) Safety at work	Proposed indicators	
	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	Data available from the annual enterprises survey on <i>Work protection</i>
	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	Data available from the annual enterprises survey on <i>Work protection</i>
	Share of employees working in "hazardous" conditions: Number of employed exposed to negative impacts on their health at the workplace, as share of total employment The factors which have negative impact on health are: physical factors (e.g. noise, high level of vibration, excessive lighting etc.), chemical (toxic substances etc.), biological (bacteria etc.) and psycho-physiological factors (psycho-nervous overstraining etc.).	Data available from the Labour Force survey (LFS)
	Other possible indicators	
	Occupational injury insurance coverage: Number of employees for whom employer pays social contributions (including insurance for professional diseases and work accidents)	Certain data available from the LFS
	Labour inspection (inspectors per 100,000 employees)	NA Data will be available starting with 2010
	Hazardous occupations (rate)	NA
	Occupational disease contraction per 100,000 employees	NA
	Workplace expenditure on safety improvements as a share of total workplace labour costs	Data available from the annual surveys in enterprises on <i>Work protection</i> and <i>Number and earnings of employees</i>
	Share of employed people who feel significant levels of stress on the job	NA
	Other available indicators at the national level	
	Number of employees working in „hazardous” conditions (working in conditions inconsistent with sanitary and hygienic norms; performing hard manual work; working in premises inconsistent with job safety requirements; operating with equipment inconsistent with job safety requirements) as share of total employees	Data available from the annual survey on <i>Work protection</i> in enterprises
b) Child labour	Proposed indicators	

and forced labour		
	<i>Child labour and worst forms of child labour</i>	Data will be available from the Ad-hoc module to LFS on <i>Child labour</i> (2009)
	Employment of persons who are below the minimum age specified for the kind of work performed.	
	Employment of persons below 18 years in designated hazardous industries and occupations.	
	Employment of persons below 18 years for hours exceeding a specified threshold	
	Other possible indicators	
	Children working: average weekly hours by age and sex	
	Children not in school by employment status (by age)	
	Children in wage employment or self-employment (percent by age)	
	Children aged 5-17 by sex, type of activity and residence	
	Percentage of children involved in household chores, by sex and age	
	Distribution of working children aged 5-17 by industry and age group	
	Distribution of working children aged 5-17 by industry and sex	
	Distribution of working children aged 5-17 by status in employment and sex	
	<i>Forced labour</i>	
	Indicators of deceptive recruitment: Labour deceived migrants as share of total labour migrants	Data available from the LFS, Ad-hoc module on <i>Labour migration</i> (2008)
	Indicators of coercive recruitment: Labour exploited migrants as share of total labour migrants	Data available from the LFS, Ad-hoc module on <i>Labour migration</i> (2008)
	Indicators of recruitment by abuse of vulnerability: Forced/Coerced migrants as share of total labour migrants	Data available from the LFS, Ad-hoc module on <i>Labour migration</i> (2008)
c) Fair treatment in employment	available indicators at the national level	
	Employed women as share of total employment (15-64 years), %	Data available from the LFS
	Share of women in total employees (15-64 years), %	Data available from the LFS
	Gender employment rate gap (15-64 years), percentage points	Data available from the LFS
	Share of women in part-time employees (15-64 years), %	Data available from the LFS
	Occupational segregation by sex	Data available from the LFS
2. Income and benefits from employment		
a) Income from employment	Proposed indicators	
	Average weekly earnings of employees	NA

	Low pay (Share of employed with below 2/3 of median hourly earnings)	NA
	Other possible indicators	
	Share of employees paid at below minimum wage	Data available from monthly survey in enterprises (September of each year) on <i>Distribution of employees by wage size</i>
	Distribution of wages by quintile	Data available from the LFS
	Other available indicators at the national level	
	Average monthly earnings of employees	Data available from monthly survey in enterprises on <i>Number and earnings of employees</i>
	Low pay (Share of employed with below 2/3 of median monthly earnings)	Data available from the LFS
	Income-related inadequate employment as share of total employment	Data available from the LFS
b) Non-wage pecuniary benefits	Proposed indicators	
	Share of employees using paid annual leave in the previous year	NA
	Average number of days paid annual leave used in the previous year	NA
	Share of employees using sick leave	NA
	Other possible indicators	
	Share of employees with supplemental medical insurance plan	NA
	Other available indicators at the national level	
	Share of employees benefits paid annual leave in the previous year	Data available from the LFS
	Share of employees benefits sick leave in the previous year	Data available from the LFS
3. Working hours and balancing work and non-working life		
a) Working hours	Proposed indicators	
	Average annual (actual) hours worked per person	Data available from the LFS and monthly survey in enterprises on <i>Number and earnings of employees</i>
	Share of employed persons working 49 hrs and more per week (total)	Data available from the LFS
	Share of employed persons working less than 30 hours per week involuntarily	Data available from the LFS
	Other possible indicators	
	Share of employees working overtime (paid or unpaid)	Data available from the LFS
	Share of employed working more than one job	Data available from the LFS
	Average weekly (actual) worked hours	Data available from the LFS
	Distribution of hours by quintile	Data available from the LFS
	Other available indicators at the national level	
	Time-related underemployment rate	Data available from the LFS
	Volume of Time-related underemployment	Data available from the LFS
b) Working time arrangements	Proposed indicators	

	Percentage of employed people / employees who usually work at night/evening	Data available from the LFS, Ad-hoc module on <i>Work organization and working time arrangements</i> (2007)
	Percentage of employed people / employees who usually work on weekend	Data available from the LFS, Ad-hoc module on <i>Work organization and working time arrangements</i> (2007)
	Share of employees with flexible work schedules	Data available from the LFS, Ad-hoc module on <i>Work organization and working time arrangements</i> (2007)
c) Balancing work and non-working life	Proposed indicators	
	Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49	Data available from the LFS
	Share of people receiving maternity/paternity/family leave benefits	Certain data available from administrative sources - National House of Social Insurance
	Other possible indicators	
	Ratio of the employment rate for single women with children under compulsory school age to the employment rate of married women aged 20-49	Data available from the LFS
	Average hours worked per household	NA
	Share of employed people who feel "time stressed"	NA
4. Security of employment and social protection		
a) Security of employment	Proposed indicators	
	Percentage of employees 25 years of age and older with temporary jobs	Data available from the LFS
	Percentage of employees 25 years of age and older with job tenure (< 1 yr, 1-3 yrs, 3-5 yrs, >= 5yrs)	Data available from the LFS
	Other possible indicators	
	Transition from temporary jobs into other labour status	Data available from the LFS
	Unemployment rate of those whose last job was temporary	NA
	Percentage of employed who are unincorporated self-employed	Data available from the LFS
	Other available indicators at the national level	
	Percentage of employees employed on the basis of working contract	Data available from the LFS
b) Social protection	Proposed indicators	
	Share of employees covered by unemployment insurance	Certain data available from LFS
	Public social security expenditure as share of GDP	Data available from the National Accounts
	Share of economically active population contributing to a pension fund	Certain data available from administrative sources - National House of Social Insurance

	Other possible indicators	
	Average weekly unemployment insurance payment as a share of average weekly wage	NA
	Other available indicators at the national level	
	Average monthly unemployment insurance payment as a share of average monthly wage	Data available from administrative source, National Employment Agency, and statistical monthly earning survey
	Informal employment as share of total employment	Data available from the LFS
5. Social dialogue and workplace relationships		
	Proposed indicators	
	Share of employees covered by collective wage bargaining	NA
	Average number of days not worked due to strikes and lockouts	NA
	Other possible indicators	
	Unit working hours lost due to strikes and look outs	NA
	Decentralisation/centralisation index of bargaining	NA
	Collective bargaining on working conditions	NA
	Share of employees not covered by strike law	NA
	Other available indicators at the national level	
	Members of trade union as share of total employees	Data available from the Labour force survey
6. Skills development and life-long learning		
	Proposed indicators	
	Share of employed persons in high skilled occupations	Data available from the LFS
	Share of employees who received job training within the last 12 months	Data available from the annually survey in enterprises on <i>Vocational training</i>
	Share of employed who have more education than is normally required in their occupation	Data available from the LFS
	Share of employed who have less education than is normally required in their occupation	Data available from the LFS
	Other possible indicators	
	Share of employed persons by Level of Education (not including subgroups)	Data available from the LFS
	Kind of job training (job-related, done on one's own initiative)	NA
	Other available indicators at the national level	
	Persons on skill-related inadequate employment as a percentage of the employed	Data available from the LFS

7. Workplace relationships and intrinsic nature of work		
a) Workplace relationships	Proposed indicators	
	Other possible indicators	
	Share of employees who feel they have a strong or very strong relationship with their co-workers	NA
	Share of employees who feel they have a strong or very strong relationship with their supervisor	NA
	Share of employees who feel they have been a victim of discrimination at work	NA
	Share of employees who feel they have been harassed at work	NA
b) Intrinsic nature of work	Proposed indicators	
	Other possible indicators	
	Share of employees who feel they do "useful" work	NA
	Share of employees who receive regular feedback from their supervisor	NA
	Share of employees who feel they are able to apply their own ideas in work	NA
	Share of employees who feel satisfied with their work	NA