

**UNECE/ILO/EUROSTAT Meeting on the Measurement of Quality of
Employment**

**Quality of Employment:
Country Profile for Ukraine**

**Prepared for the Task Force on the Measurement of Quality of
Employment**

By the Research and Scientific Institute of Economics, Ministry of Economy of
Ukraine, and the State Statistics Committee of Ukraine

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Quality of Employment: Country Profile for Ukraine¹

I. Introduction

Among the CIS² and transition economies, Ukraine is one of the few which can boast to have an exceptionally rich gamut of statistical tools measuring various dimensions of socio-economic processes underpinning its population in general as well as monitoring and evaluating the national social policy programmes, in particular.

Thus, in addition to the conventional data collection instruments (e.g. a population census, a labour force survey, a labour cost survey, administrative records, etc.) the State Statistics Committee of Ukraine has in its arsenal the following special tools generating a wide range of data on flexicurity³ and an array of indicators measuring the qualitative aspects of employment.

1. Enterprise Labour Flexibility and Security Survey.
2. People's Security Survey.
3. LFS-based Modular Decent Work Survey.

Ukraine is one of the first countries in Central and Eastern Europe where the Enterprise Labour Flexibility and Security surveys were launched, and to date ten such surveys have been conducted since 1994.

Essentially, the ELFS survey examines the process of employment creation, labour utilisation, job structure, working conditions, gender segregation and labour relations at the enterprise or establishment level⁴. More specifically, the survey investigates:

- The problems of *labour utilisation* and the more efficient utilisation of workers.
- The *main mechanisms of, and obstacles to, skill formation* and the effective utilisation of skills.
- The *labour recruitment practices* employed by the enterprises, and the considerations, which motivate these practices.
- The “*labour segmentation*” within and across enterprises. In other words, examining the opportunities and restrictions on labour mobility within firms.
- The *patterns of labour turnover* and their implications for productivity, and the factors that determine the rate of labour turnover.
- *Labour flexibility in its various dimensions* and the extent of these practices in different types of firms and sectors.
- The *role of labour legislations* in determining recruitment practices, skill development, and the level and structure of employment.
- *Gender preferences* in recruitment, work conditions and opportunities for advancement.
- *Labour relations mechanisms* (trade unions, collective bargaining, etc.) in operation, and their impact on dynamism of establishments.

¹ The *Country Profile for Ukraine* was written by Dr Igor Mantsurov (Director, Research and Scientific Institute of Economics, Ministry of Economy of Ukraine) and Ms Inesa Senyk (Deputy Director, Department of Labour Statistics, State Statistics Committee of Ukraine).

² Commonwealth of Independent States.

³ Flexicurity in general terms means a balanced combination of labour flexibility and socio-economic security.

⁴ For more information see: *Enterprise Labour Flexibility and Security Surveys (ELFS): A technical guide*. ILO, Geneva, 2004.

Also, Ukraine is one of the first countries where the ILO sponsored People's Security Survey (UPSS) was launched within the ambitious and comprehensive ILO Programme on Socio-Economic Security in the world of work. Since 2000, four UPSS rounds have been conducted. This survey is a unique statistical tool honed to measure the following labour-related forms of security⁵:

- Basic needs security
- Income security
- Labour market security
- Employment security
- Job security
- Work security
- Skills reproduction security
- Representation security

Of these, the last two stand out as being at the crux of a security that should encourage legitimate risk-taking and innovations while promoting society and social solidarity⁶.

Further, like in the earlier cases, Ukraine was a pioneering country to test and apply the ILO methodology on measuring various dimensions of Decent Work.

The above exercise had the following two phases:

1. Participation in the ILO's early developmental work and testing of the decent work statistical indicators (during 2001-2004), when the LFS-based Modular Decent Work Survey (UMDWS) was conducted and results discussed at the national tripartite seminar.
2. Current work with the ILO to test a comprehensive approach to the measurement of Decent Work during 2009 by preparing decent work profile of Ukraine. This work is based on the Decent Work Framework endorsed by the 18th International Conference of Labour Statisticians⁷. The zero draft profile for Ukraine was used a preliminary basis for discussion at a tripartite National Consultation Workshop for Ukraine, held on 15 and 16 September 2009 in Kyiv.

Finally, Ukraine has been actively participating in the joint UNECE/ILO/EUROSTAT Seminars on the Measurement of Quality of Work held in 2005 and 2007; and joined the UNECE Task Force on the Measurement of Quality of Employment established in 2008.

The objectives of this paper are to:

(1) Describe the quality of employment on the Ukrainian labour market, applying the framework developed by the UNECE Task Force. The indicators chosen for the paper are based on the list of indicators as proposed in the paper prepared by Task Force on the Measurement of Quality of Employment paper.⁸

⁵ For more information see: *People's Security Surveys (PSS): A Manual for training and implementation*. ILO, Geneva, 2004.

⁶ *Economic security for a better world*. Geneva, ILO, 2004.

⁷ ILO, *Resolution on further work on the measurement of decent work*. Report of the 18th International Conference of Labour Statisticians. Geneva, December 2008.

⁸ Statistical Measurement of Quality of Employment: Conceptual framework and indicators. ECE/CES/GE.12/2009/1 2 September 2009.

(2) Identify areas, which deem relevant for quality of employment in the Ukrainian context and identify indicators which are of limited relevance for Ukraine.

(3) Provide feedback to the Task Force on the Measurement of Quality of Employment.§

When writing this paper, the authors have largely drawn on the experience gained during the years of collaboration with the ILO and the UNECE in measuring decent work and qualitative aspects of employment.

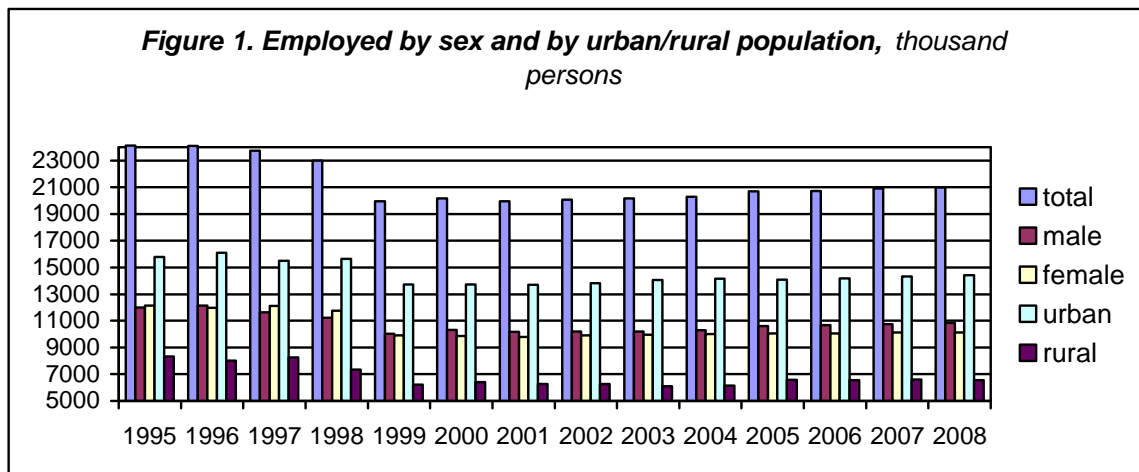
The authors are grateful to Ms Nadya Hryhorovych, Director, and Ms Alla Solop, Head of Labour Force Survey Division, Department of Labour Statistics of the State Statistics Committee of Ukraine, as well as to Iryna Kalachova, Director, Social Statistics Department of the State Statistics Committee of Ukraine, for providing background statistical information and constructive comments on draft chapters.

* * *

II. Developments in the labour market of Ukraine

Labour market is an integral part of economic and social system whose functioning and development are influenced by market economy laws and relevant administrative and legislative decisions. Therefore, under a growing globalisation of the world economic space, increase in the quality of labour force in general and employment in particular has become a crucial pre-condition to secure sound competitiveness of the national economy.

During the last two decades, the employment in Ukraine has changed. Thus, after a notable decrease between 1989 and 1999, it stabilized thereafter and a small but steady increase was observed between 2002 and 2008⁹ (see Figure 1).



Source: State Statistics Committee of Ukraine.

While the female employment rates were somehow lower than those of males, the gender-specific employment rates were practically equal in the age groups of 40-49 and 60-70 years old (see Figure 2).



Source: State Statistics Committee of Ukraine.

⁹ Employed – persons aged 15-70 years old, who were employed as employees or self-employed and worked for at least an hour during a reference week; as well as persons temporary absent at work, due specific reasons.

According to the results of the Household Sample Survey of the Economic Activity of Population of Ukraine conducted in 2008, the number of employed aged 15-70 years old was 21.0 million or 50.3% of the total population in this age group¹⁰.

The enterprise statistics collected from large- and middle-size establishments showed that the number of workers employed there fell by 23.7 thousands and stood at 11.4 million persons. Besides, 327.3 workers had secondary employment outside their major work place, and 268.2 thousands worked with temporary contracts which provided them with less guarantee of employment and much reduced or no social security schemes.

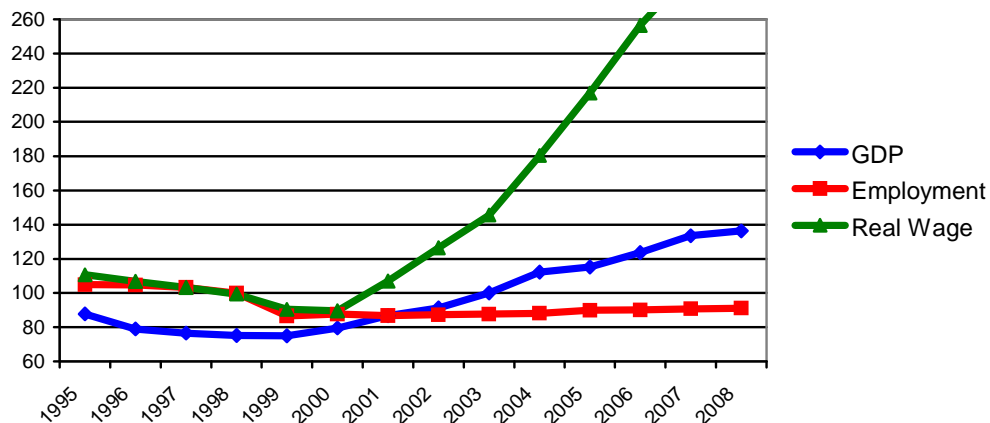
The above and other facts indicate that the Ukrainian labour force is gradually losing its relative quality advantages which it used to have vis-à-vis other countries in the region.

The employment growth in the service sector was due to the important changes in the traditional structure of Ukrainian labour force where as a result, since 2002, the number of employees has been continuously decreasing each year. Thus, the average number of wage earners at the agricultural enterprises engaged in hunting and related services fell by 10.2%; of those engaged in manufacturing – by 3.0%. At the same, the number of persons employed in commerce and trade has increased by 8.4%, hotels and restaurants – by 7.0% and in real estate operations – by 2.6%.

Between 2000 and 2008, the number of ILO unemployed fell from 2.7 million to 1.4 million and the ILO unemployment rates shrunk from 11.6% to 6.4% during the same period.

The growth rates of the GDP, employment and real wages presented in Figure 3 have many stories to tell and one of them that the proportion of wages in GDP continues to be small. This has mostly been due to the inefficient economy, heavily biased by processing industries and labour intensive productions.

Figure 3. Macroeconomic dynamics (growth rates, %)



Source: State Statistics Committee of Ukraine

¹⁰ Here and below data published by the State Statistics Committee of Ukraine.

III. Quality of Employment: Ukrainian perspective

As rightfully stated in the Task Force paper, quality of employment is an issue of importance to many. Nobody wants bad working conditions for themselves, and all but a few would want to eradicate the worst forms of work and labour for others.

What is quality of employment? What indicators ought to be used to assess such a concept?

The European Foundation has identified three perspectives on the quality of work and employment: societal, corporate and individual. From a societal perspective, it may be desirable to have good quality of employment, since high quality employment is assumed to have social spin-offs. However not all aspects of the societal point of view would imply that quality of employment is positive. For example, although public employment generally represents high quality employment, large growth in this sector may not be desirable because it can burden government budgets.

From the perspective of the International Labour Organization (ILO), the quality of employment is about security of tenure and prospects for career development; it is about working conditions, hours of work, safety and health, fair wages and returns to labour, opportunities to develop skills, balancing work and life, gender equality, job satisfaction and recognition and social protection. It is also about freedom of association and having a voice in the workplace and the society. Finally, it is about securing human dignity and eliminating discrimination, forced labour, human trafficking and forms of child labour, especially in its worst forms¹¹.

These qualitative aspects of work and labour are largely covered by the concept of Decent Work defined by the ILO and endorsed by the international community, as “opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity”.¹²

The framework proposed by the Task Force and its indicators are *primarily designed to measure quality of employment from the perspective of the individual or worker*. More specifically, the following seven dimensions are suggested:

1. Safety and ethics of employment
 - (a) Safety at work
 - (b) Child labour and forced labour
 - (c) Fair treatment in employment
2. Income and benefits from employment
 - (a) Income
 - (b) Non-wage pecuniary benefits
3. Working hours and balancing work and non-working life
 - (a) Working hours
 - (b) Working time arrangements
 - (c) Balancing work and non-working life

¹¹ European Foundation for the Improvement of Living and Working Conditions, *Quality in work and employment in the European Working Conditions Survey*, UNECE/ILO/Eurostat Seminar on the Quality of Work, Geneva, May 11 to 13, 2005, p. 2.

¹² International Labour Organization. *Decent work: Report of the Director-General. International Labour Conference*, 87th Session, ILO, Geneva, 1999.

4. Security of employment and social protection
 - (a) Security of employment
 - (b) Social protection
5. Social dialogue
6. Skills development and life-long learning
7. Workplace relationships and intrinsic nature of work
 - (a) Workplace relationships
 - (b) Intrinsic nature of work

From the Ukrainian perspective and based on our experience gained through the collaboration with the ILO, the quality of employment framework should be used for an in-depth analysis of the qualitative aspects of relevant dimension of Decent Work.

The Task Force Quality of Employment Framework, its dimensions and indicators are discussed in a greater detail below.

1. *Safety and ethics of employment*

The dimension on safety and ethics of employment can be defined as a group of indicators that provides general information on workplace injuries and deaths, and unacceptable forms of labour, such as forced labour or child labour, as well as unfair treatment like discriminatory or harassing work situations.

This quality of employment framework suggests the following sub-dimensions and core sets of indicators underpinning them.

(a) Safety at work

“Hazardous” conditions

It should be noted that the number of persons whose working conditions do not satisfy the required sanitary-hygienic norms is steadily decreasing. However, this happens not due to higher investments of employers to the improvement of working condition of their workers but because recent years have witnessed shut-down of a large number of coal mines which resulted in the notable reduction of coal miners from 322.4 thous. in 1999 to 220.3 thous. in 2008.

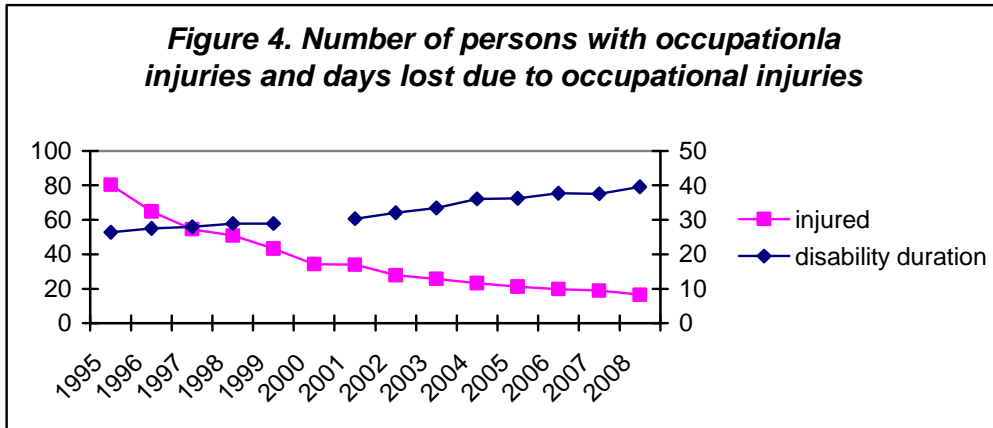
At the beginning of 2008, the largest number of work places with hazardous condition of work was concentrated in metal processing industries (695.9 thous.) - in particular in metallurgy and metal works (241.5 thous.); however the highest proportion of hazardous work places fell on the coal mining and peat (76.3%), and 55.5% of such work places in metallurgy.

Females are much less prone to work in hazardous working conditions. In 2008, the share of women working in hazardous conditions was 16.8% and that of men 34.2%. However, the following hazardous factors have revealed to be similar for women and men: noise, infrasound and ultrasound, hazardous chemical substances and adverse microclimate of the work place.

Occupational injuries

Occupational injuries are largely influenced by conditions of work. Since 1997, there has been a steady decrease of occupational injuries in Ukraine. However, while the number of

persons with occupational injuries has been decreasing, the number of days lost due to occupational injuries has been growing with similar proportion (see Figure 4).

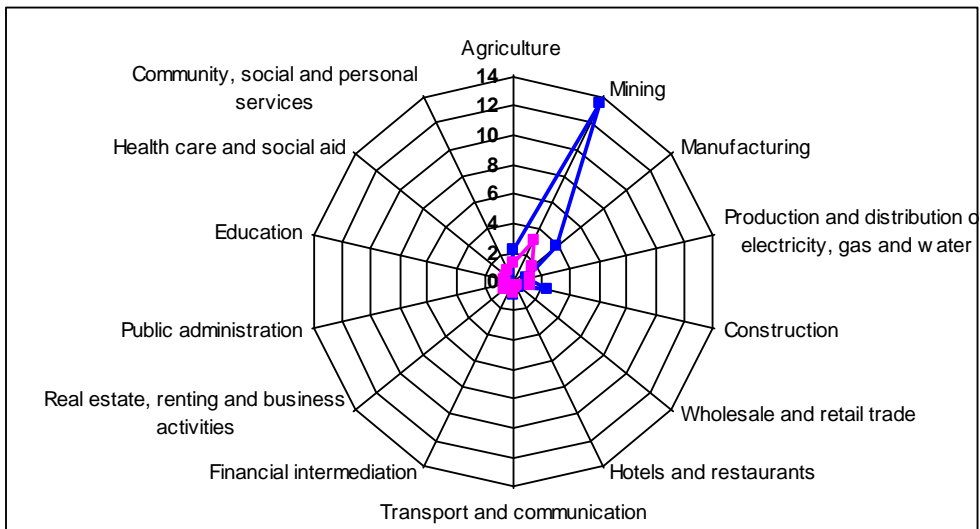


Source: State Statistics Committee of Ukraine.

The fatal occupational injury rates were also decreasing from 21.0 in 1995 to 7 per 100.000 employees in 2008.

The majority of occupational injuries occurred in mining and processing industries. The following industries are considered to be the most dangerous in Ukraine: coal mining, tobacco and textile industries (see Figure 5).

Figure 5. Occupational injury rate by industries (per 100,000 employees)



Source: State Statistics Committee of Ukraine.

The main causes of occupational injuries are: violation of labour and production discipline (17.1% of total injuries, in particular 22.8% in mining and 20.1% in processing industries), violation of safety requirements during exploitation of equipment, machines and mechanisms (15.1%, in particular 25.5% in processing industries) and violation of technological process (8.9%, in particular 18.5% in mining industries).

The majority of fatal injuries (56.1%) take place at private enterprises – 13.7 thous. in 2006, including 1.2 thous. fatal injuries, i.e. 8.9% of the total fatal injuries. While there were 21.1 fatal injuries per 100,000 employed at private enterprises, there were 16.3 such injuries at the state enterprises and 7.0 – at the communal enterprises.

The main causes of occupational injuries at private enterprises are similar to those, which determine occupational injuries in the economy as a whole: violation of labour and production discipline (18.0%), violation of safety requirements during exploitation of equipment, machines and mechanisms (20.3%).

(b) Child labour and forced labour

The framework suggests the following indicators for this sub-dimension:

- 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
- Indicators of deceptive recruitment
- Indicators of coercive recruitment
- Indicators of recruitment by abuse of vulnerability.

While currently statistics are not collected for the above indicators, the State Statistics Committee can collect them on a special request. In fact, a fully-fledged Child Labour survey was carried out in Ukraine with technical and financial support of the ILO in 1999.

As for the current situation with child labour and forced labour, the following is proposed as a general information note on this sub-dimension.

Child trafficking

The problem of trafficking in children for forced labour, including begging, is not covered by current legislation. Therefore, an analysis of official data and legal practice does not give a full picture of trafficking in children.

The major factor contributing to child trafficking in Ukraine is poverty. Low income is the reason why people look for additional sources to increase their income, by seeking them in secondary employment and/or by forcing their children to work.

The children who fall victim to human trafficking are generally aged between 13 and 18 years of age. Most of them are girls trafficked into sexual exploitation, responding to the nature of demand. Boys are mostly used as cheap labour for unskilled jobs or to peddle drugs among teenagers. Until their involvement in trafficking, one third of children would combined school with work.

Children are generally lured into trafficking, both domestic and cross-border. One half of the children are trafficked to Russia and Moldova; the rest are smuggled to urban areas the CIS.

Many of the children trafficked across borders were prior trafficked inside country.

The data available in Ukraine show that children trafficked across borders were exploited in street-vending, domestic labour, agriculture, dancing, as waiters/waitresses, or to provide sexual services.

Trafficking of migrant workers

The volume of trafficked labour migrants is not known. The available estimates are very fragmentary.

The destination countries for both trafficked and non-trafficked migrants are the same: Russia, Turkey, Italy, Greece and Hungary.

Women are more at risk of being trafficked than men, particularly for the purpose of sexual exploitation - 64.2% of trafficked victims are women. Male trafficked victims of forced labour are on average 35 years old.

The rural citizens and small town citizens are more often trafficking due to a more difficult labour market situation.

According to the special research data, none of the trafficked victims of forced labour considered their pre-migration situation satisfactory.

There is an important lack of official information about migration. Therefore potential migrants are at risk of receiving false information which increases their vulnerability to abuse, exploitation and forced labour.

(c) Fair treatment in employment

In the authors' view, indicators presented in Table 1 are relevant for this sub-dimension. The table was constructed in conjunction with the preparation of the Decent Work Profile for Ukraine.

Table 1: Equal opportunity and treatment in employment

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Occupational segregation by sex (Index of Dissimilarity) ^{1,2}	..	0.46	0.47	0.46	0.45	0.46	[0.28]*	0.43	0.44	0.45	0.46
Female share of employment in ISCO-88 major group 1 (legislators, senior officials and managers) ^{1,3}	..	38.6	36.7	37.4	38.4	39.6	[43.1]*	38.2	38.3	39.4	38.6
Gender Wage Gap ⁴	25.8	27.6	29.1	30.3	30.7	31.3	31.4	29.1	27.2	27.1	24.8

Source: State Statistics Committee of Ukraine, Household Survey on Population Activity in Ukraine and enterprise surveys.

Notes:

1. Data for the years 1999-2003 were revised according to the methodology used from 2004 onwards and the demographic structure of the population as obtained from the All-Ukrainian census of 2001. Data for 2004 are not consistent with the remaining time-series.

2. The Index of Dissimilarity is calculated as $ID = \frac{1}{2} \sum |W_i/W - M_i/M|$, where W_i stands for female employment in occupation i , W for total female employment, M_i for male employment in occupation i , and M for total male employment. Based on ISCO-88 sub-major groups (i.e. 2 digit-level). The index ranges from 0 to 1, with 0 meaning no segregation or spatial disparity, and 1 being complete segregation between the two groups.

3. An unusually large share of total employment (ca. 10 %) is concentrated in ISCO-88 sub-major group 12 (corporate managers). 4. Based on average monthly wages of employees in current Ukrainian Hryvna from enterprise surveys. The gender wage gap is a measure for the difference between the wages of female and male workers, expressed in percent of men's wages. Positive values mean that women's wages are lower than those of men.

* Series break due to the shift from quarterly to monthly surveys.

2. Income and benefits from employment

An obvious component of quality of employment is the income that people receive. Income must be taken broadly. The assumption of this dimension is that the higher the pay and other pecuniary benefits of the job, the higher the quality of employment. In addition to income and

earnings, the benefits that an employer might provide (and pay for) are an important aspect of quality of work that should not be ignored.

(a) Income from employment

The following core indicators are proposed by the framework for this sub-dimension:

- Average weekly earnings of employees
- Low pay (Share of employed with below 2/3 of median hourly earnings)

Regarding the first indicator, the State Statistics Committee does not produce it.

As for the low pay, the share of employed with below 2/3 median hourly earnings increased between 2000 and 2008 (see Table 2).

Table 2: Low pay in Ukraine, 2000-2008

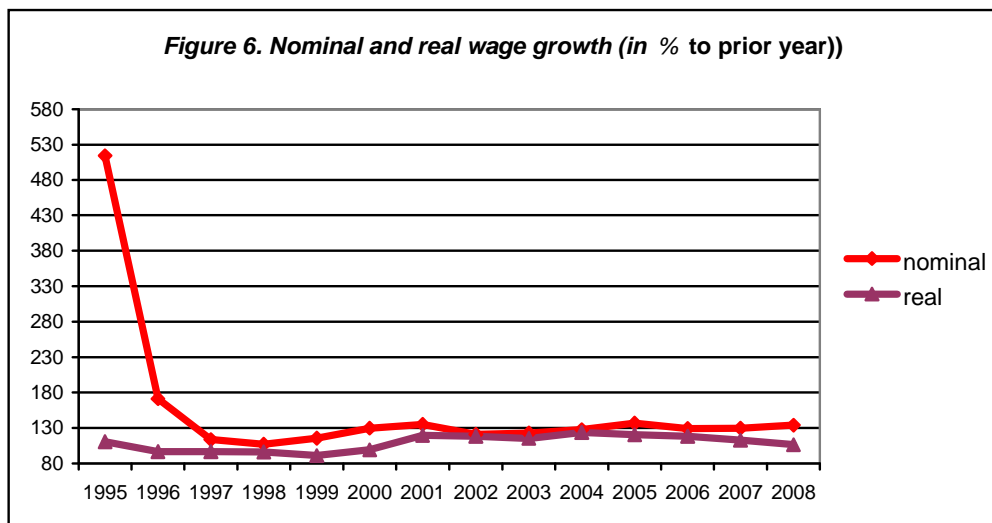
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Low pay (Share of employed with below 2/3 of median hourly earnings)	26.2	26.7	28.2	26.6	28.5	28.4	26.5	29.5	29.2

Source: State Statistics Committee of Ukraine,

A number of additional indicators currently used the State Statistics Committee to measure different qualitative aspects of the income form employment are illustrated below.

Nominal and real wage growth

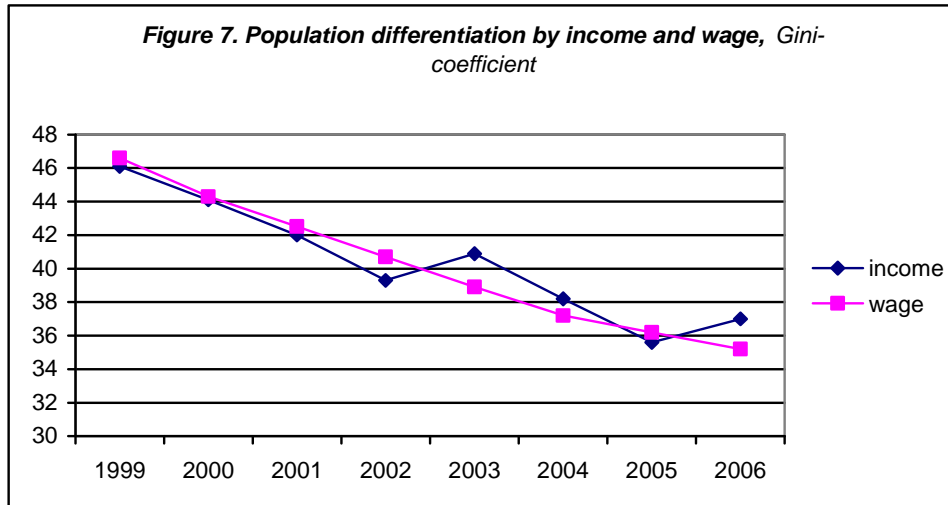
After a dramatic fall occurred in 1995, the nominal wages showed timid but generally steady growth followed but a less pronounced growth of real wages (see Figure 6).



Source: State Statistics Committee of Ukraine.

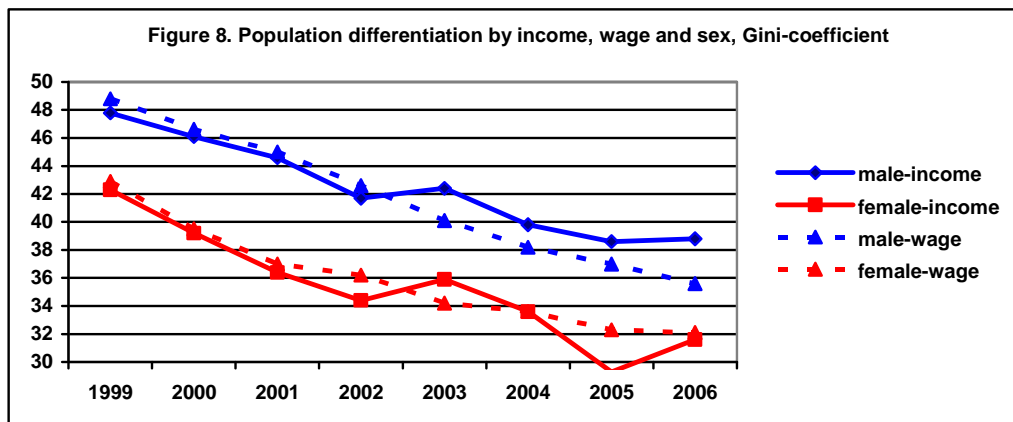
Population differentiation by income and wage

Since 1999, there have been several changes in Gini-coefficients ratio dynamics (see Figure 7).



Source: State Statistics Committee of Ukrain.

The economic revival, which was observed in some economic branches (mainly metallurgy, chemistry, mining and construction) during 2000-2006, lead to the growing inter-sectoral wage imbalances between women and men. Notably, while the wage increase took place mostly among employees of more successful enterprises and sectors, female workers were concentrated in other economic sectors and could not benefit from the economic growth as their male colleague workers. As a result, income and wage inequality became more pronounced. Some improvement of the situation was observed in 2005-2006 (see Figure 8).

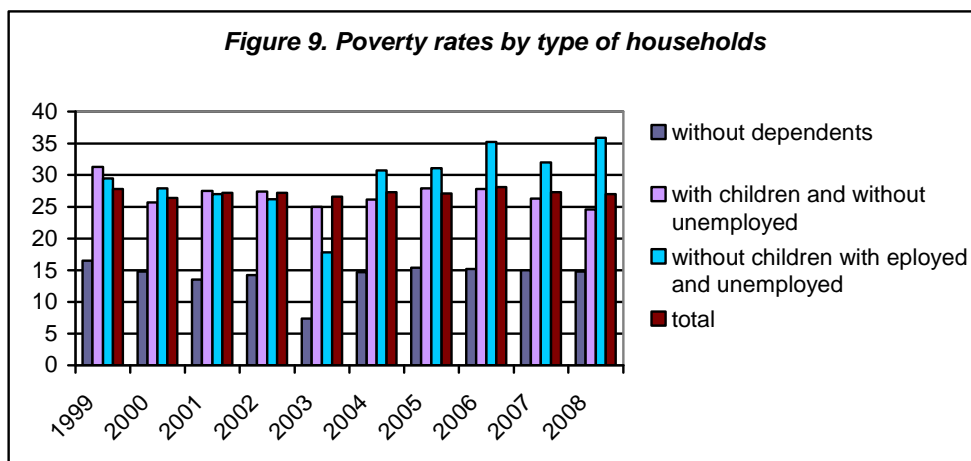


Source: HHS; State Statistics Committee of Ukraine

However, as follows from the chart, income and wage differentiation was more significant among males.

Working poor

As a result of low wages and insignificant exceeding of wages over social transfers, the poverty is rather wide-spread among employed population. Obviously, position of families without dependants (no children and unemployed adults) is much better; they are not considered to be poor in accordance with the Ukrainian standards (see Figure 9).



Source: State Statistics Committee of Ukraine.

(b) Non-wage pecuniary benefits

The Task Force framework proposes three core indicators to measure this dimension of quality of employment: (a) share of employees using paid annual leave in the previous year; (b) average number of days of annual leave used in the previous year; and (c) share of employees using sick leave.

While the Ukrainian data show positive results as to the first indicator, they reveal a negative trend with respect to the second one (see Table 3). The latter may partially be explained by the growing number of persons working long hours (49 hours and more) – see Section 3. As regards the third indicator, it showed uneven behaviour during the whole period of 1998-2008.

Table 3. Non-wage pecuniary benefits*

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Share of employees using paid annual leave in the previous year	77.9	77.8	79.0	81.4	82.2	84.2	85.1	86.8	85.0	85.1	86.3
Average number of days of annual leave used in the previous year	25	24	24	24	23	23	23	23	23	23	22
Share of employees using sick leave	41.8	43.1	44.7	44.5	45.9	49.2	48.6	51.1	47.8	48.6	47.2

Source: State Statistics Committee

* Establishment survey data

3. Working hours and balancing work and non-working life

Working hours is a key characteristic for the worker. It is important to work a substantial number of hours a week. Long hours or working unsocial hours can be very demanding for the worker. Finally, working hours have a strong relationship to balancing work with non-working life.

Therefore, the Task Force included this aspect in this dimension of quality of work together with the following core indicators:

- Average annual (actual) hours worked per person

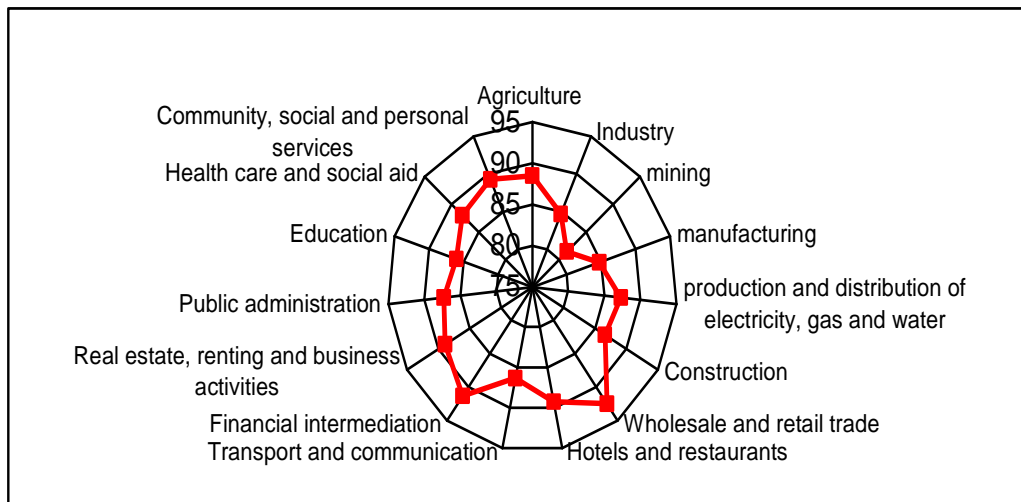
- Share of employed persons working 49 hrs and more per week (involuntarily? unpaid overtime, non-managerial only)
- Share of employed persons working less than 30 hours per week involuntarily

While the State Statistics Committee find the indicators proposed fully relevant, the section below goes beyond the indicators proposed by the Task Force.

(a) *Working hours*¹³

The statutory duration of the working week in Ukraine is 40 hours. During 1997-2006, the normative duration of working time in the national economy of Ukraine grew from 1,479 to 1,922 hours per employed. The longest working hours were observed in manufacturing (2008 hours), production and distribution of gas, electricity and water (2009 hours) and construction (1 994 hours); the smallest duration of working time was observed in education (1,699 hours), communal, social and personal services (1,834 hours). Figure 10 shows working time used by industries.

Figure 10. Hours worked as a share of total working time, 2006 (%)



Source: State Statistics Committee of Ukraine.

The data collected by the State Statistics Committee of Ukraine (SSCU) revealed that between 1999 and 2003, the share of employed persons who work long hours (more than 40 hours per week) remained relatively stable at around 9%. When a new time-series were launched in 2004, the rate fluctuated around 13% and slightly climbed to 13.5% in 2008. During the whole period (1999-2008), the share persons working long hours was considerably higher among men than among women.

The analysis of persons who worked excessive hours by status in employment demonstrated that the large majority of them were employees (79.9 percent in 2008), followed by own-account workers, excluding person working on private agricultural plots (14.3 percent). A few economic activities account for the majority of workers working in excessive hours. In 2008, these were found in wholesale and retail trade, repair of motor vehicles, personal goods and household appliances; hotels and restaurants (400,800 workers), followed by construction (231,300 workers) and industry (117,300 workers). Between 1999 and 2008, the number of workers in construction who worked excessive hours increased almost twofold, and there was also a substantial increase in industry. The overall analysis of long hours of work by reason

¹³ This Section is based on findings of the draft Decent Work Profile for Ukraine

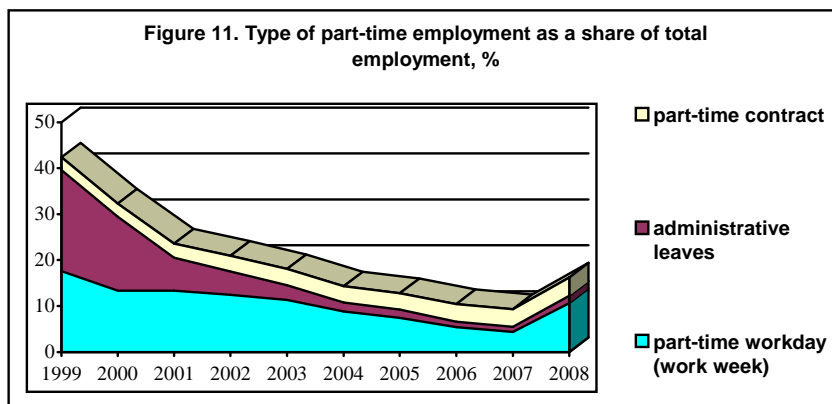
showed that the most important reason for working excessive hours was the desire to increase earnings.

Whereas some workers work in excess of the legal maximum hours threshold, others face an inadequate volume. This is often conceptualized in terms time-related unemployment, and measured through the labour force survey. For Ukraine, information is collected from enterprises on workers who were in situation of involuntary underemployment. i.e. they were available to work full time, but worked short hours at the initiative of the employer. During 1995-2009, the evolution of the share of employees on short hours has witnessed two major periods of upheavals during the severe problems of the Ukrainian economy that culminated in the late 1990s, and more recently in the current financial and economic crisis (see chapter on ‘Social and economic context for decent work’).

Thus, the share of persons in time-related underemployment tripled between 1995 and 1997 and continued to grow until 1999 when it reached 17.6%. Beginning the year of 2000, this percentage started to fall and in 2007 reached its historically low of 4.4%. However, in 2008, it shot up to 10.6% and continued its ascent to 16.5% in the first 6 months of 2009. In other words, currently virtually every sixth employee in Ukraine worked fewer hours than he or she was available for and would like to. Most of these persons worked in construction, mining and quarrying, and machine building industry – industries which have been most hit by repercussions of the world financial crisis.

It should be noted that most part-time employment is involuntary in Ukraine. Though the scale of the involuntary part-time employment has significantly decreased since 2001, it remains quite high as compared to western economies.

Involuntary administrative leave has been used by employers in Ukraine as kind of a guise of time-related underemployment. It continuous to be applied, reflecting decline in labour demand and be accepted by employees as an alternative to unemployment (see Figure11). According to the LFS results, the majority of part-time employed were forced to accept this type of work arrangement as they were unable to find a full-time job elsewhere. It is evident that administrative types of leave present a form of hidden unemployment.



Source: State Statistics Committee of Ukraine.

The analysis of this dimension of quality of employment lead to the following conclusions: Between 2004 and 2008, some progress was made in Ukraine in improving working condition geared towards the decrease of the share of persons with excessive hours of work. Most spectacular improvement was observed for women while the percentage of men working excessive hours continued to grow. Young people represented the most vulnerable group

among men and the second largest among women working excessive hours. The number of employees working long and excessive hours largely outnumbered that of own-account workers.

The highest share of persons working excessive hours was found in wholesale and retail trade, repair of motor vehicles, personal goods and household appliances, hotels and restaurants; and construction. While the former benefited from some progress in terms of improved working conditions, persons employed in construction continued to suffer from considerable overtime. From 1995 to 2007, substantial progress was made in reducing the number of person in time-related underemployment. However, in 2008, hit by the world financial crisis, the economy of Ukraine began to stumble and the share of these persons increased almost 2.5-fold over the year.

(b) Working time arrangements

The quality of employment framework includes the following indicators in this sub-dimension:

- Percentage of employed people who usually work at night/evening
- Percentage of employed people who usually work on weekend or bank holiday
- Share of employees with flexible work schedules

The State Statistics Committee of Ukraine does not produce these indicators. However, relevant statistics can be collect on a special request.

(c) Balancing work and non-working life

The Task Force proposed the following core indicators to measure this sub-dimension.

- Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49
- Share of people receiving maternity/paternity/family leave benefits

While the State Statistics Committee of Ukraine does not produce these indicators, a set of substitute indicators are suggested by the authors in Table 4.

Table 4. Balancing work and non-working life

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Share of inactive population that is inactive due to family responsibilities (care of children and other family members), in %	..	6.2	8.2	10.8	10.8	10.6	11.2	13.3	14.5	14.9	15.7
Male	..	1.6	2.3	4.7	5.2	5.4	3.9	3.6	5.6	6.2	6.2
Female	..	9.3	12.3	15.1	14.8	14.2	16.2	19.7	20.3	20.5	21.7
Share of children enrolled in pre-school education, in %	..	39	40	41	48	49	50	51	53	54	57
Fertility rate, per woman	1.2	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.3	1.3	1.5

Source: State Statistics Committee of Ukraine, based on Household Survey on Population Activity in Ukraine

4. *Security of employment and social protection*

Most workers would like to know that they can count on stable, regular employment, with little or no period of lay-off. Should the job either by its nature or type of contract be insecure, it would be important to know that there is some social protection for the worker.

Therefore, social protection offered to workers is also an important aspect of quality of employment. Unemployment insurance coverage, pension coverage, and paid leave for maternity or parental leaves are examples of such social protection.

The quality of employment framework includes the following core indicators to measure this dimension:

- Percentage of employees 25 years of age and older with temporary jobs
- Percentage of employees 25 years of age and older with job tenure (< 1 yr, 1-3 yrs, 3-5 yrs, >= 5yrs)
- Share of employees covered by unemployment insurance
- Public social security expenditure as share of GDP
- Share of economically active population contributing to a pension fund

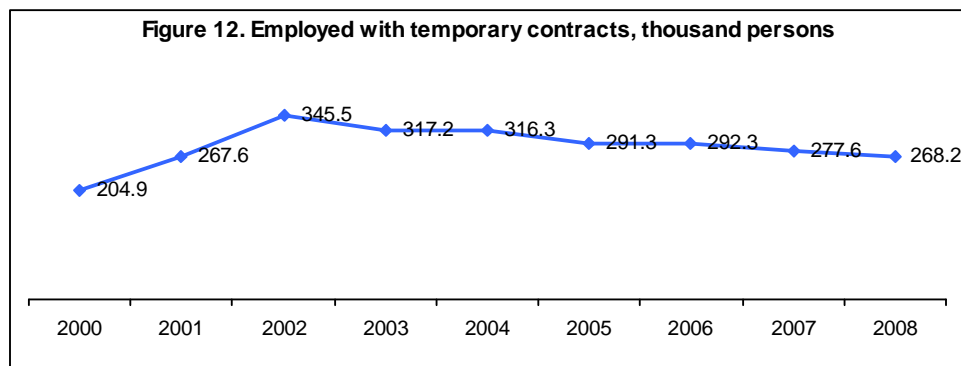
Based on the above premise, and using additional country-specific indicators, the authors have come up with the following analysis of this dimension in Ukraine.

(a) **Security of employment**

A labour agreement or a contract without limit of time is the main form of employment organization in Ukraine. Usually, only pensioners are employed with temporary labour agreements (with a possible extension of up to 1-2 years).

Depending on a character of work, temporary labour agreements can vary by their duration. According to data of 2008, the total number of persons with temporary contracts was some 268.2 thousand persons; and they were mostly employed in secondary temporary jobs (see Figure 12).

It should be noted that the decrease in the number of persons employed with temporary contracts took place mostly at the expense of agriculture where the number of such persons shrunk from 104.3 thousand persons in 2002 to 39.7 thousand persons in 2006, and public administration - from 31.9 to 17.2 thousand persons respectively. In contrast, there was growth of the number of persons with temporary contracts in trade (from 15.3 thousand to 19.1 thousand persons) and in financial intermediation (from 10.4 thousand to 18.1 thousand persons).

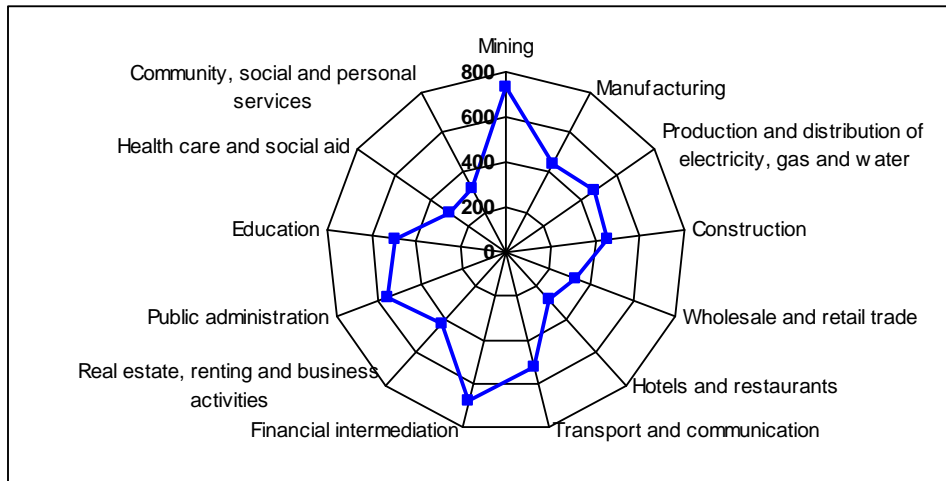


Source: State Statistics Committee of Ukraine.

(b) Social protection

In 2006, monthly social security expenditures per employee made HUA 462.9 (about 63 euros). The highest expenditures (HUA 735.9) were observed in mining industries, which was due to the fact that a high share of contributions were allocated for social insurance on occupational injuries (HUA 125.9, i.e. 17.1% of the total expenditures on social security), the lowest expenditures (HUA 284.1) were found in hotels and restaurants (see Figure 13).

Figure 13. Monthly social security expenditures by industry and per person, 2006 (HUA)



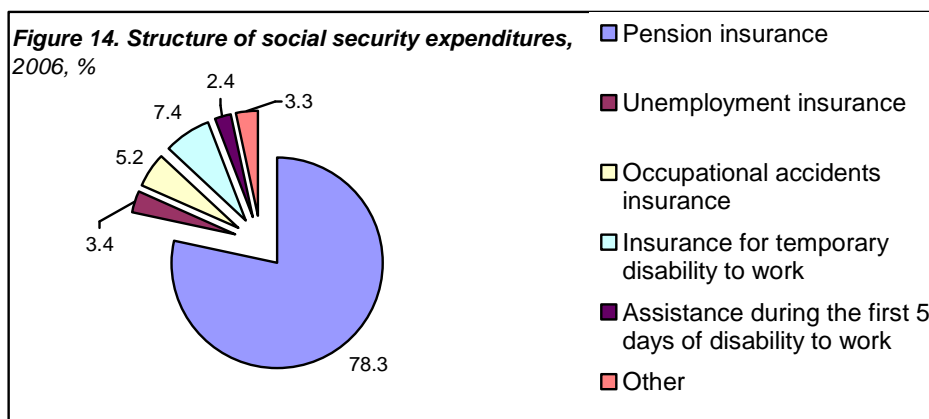
Source:

State Statistics Committee of Ukraine

Social security expenditures per employee were proportional to the size of an enterprise. While at enterprises with 10-49 employees, the monthly average social security expenditures were HUA 282.3, the corresponding expenditures at enterprises with 250-499 employees constituted HUA 458.7, and at enterprises with 1,000 and more employees they rose to HUA 610.8.

According to the national legislation, there are the following four 4 types of social insurance of employees: (i) unemployment, (ii) temporary disability; (iii) pension; and (iv) occupational injuries/accidents (see Figure 14).

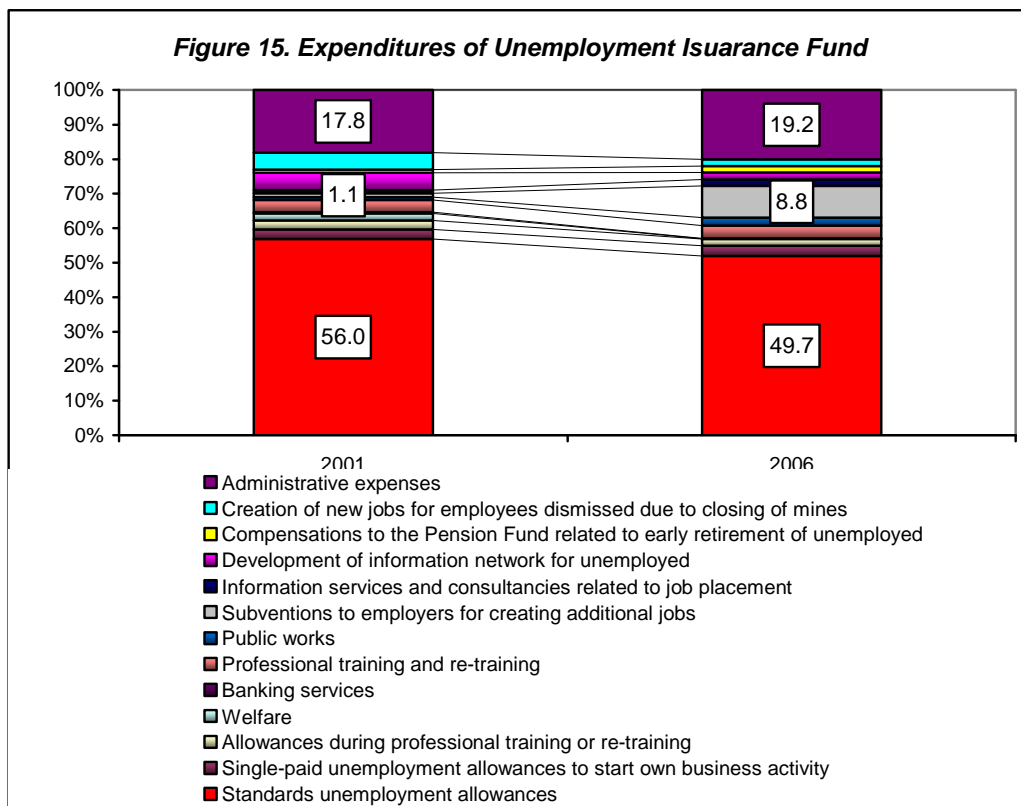
It should be noted that the highest share of contributions to the Social Security Fund is paid by employers. In addition, employers pay benefits on temporary disability during the first 5 days of sick leave. Conversely, employees pay a small share of contributions: between 5.0% - 8.5%, depending on their salaries and wages.



Source: State Statistics Committee of Ukraine

During 2000-2006, the average unemployment benefits increased in both nominal and real terms. However, their ratio in the average wage dropped during the same period from 23.3% to 21.3% (see Figure 15).

In 2001-2006, there was increase of subventions to employers for creating new jobs, which triggered the increase of their share from 1.1% in 2001 to 8.8% in total expenditures of the Fund in 2006. As a consequence to the decrease of unemployment rates, the share of expenditures directly related to pecuniary support of unemployed fell from 63.4% in 2001 to 54.5% in 2006 (see Figure 15).



A set of additional indicators on this dimension of quality of employment is give in Table 5

Table 5. Social security

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Share of population above pension age benefiting from a pension, in %	89.6	89.4	89.0	88.8	89.4	90.5	91.2	93.9	93.7	93.8	95.0
Share of working age population affiliated to an old-age pensions scheme			40.9	38.8	46.4	42.9	43.1	43.2	43.6	43.5	
Public social security expenditure, in % of GDP	15.4	14.4	14.0	14.8	17.3	16.8	18.6	22.7	22.5	21.0	..
By type:											
Health care expenditure, in % of GDP	3.5	2.9	2.9	3.1	3.3	3.6	3.5	3.5	3.6	3.7	..
Non-health care expenditure, in % of GDP	11.9	11.5	11.1	11.7	14.0	13.2	15.1	19.2	18.9	17.3	19.0
Average pensions/average wages, %	34.1	34.1	30.0	26.9	32.6	29.6	30.9	39.2	39.1	35.4	41.6

Source: State Statistics Committee of Ukraine; Social Security Department, ILO

5. Social dialogue and workplace relationships

An important dimension of quality of employment is the extent to which workers can express themselves on work-related matters and participate in defining their working conditions. This can be channelled through collectively chosen representative or involving direct interaction between the worker and employer. The ability of workers to organise freely to defend their interests collectively in negotiations with the employer is a pivotal element of democracy at the workplace and the effectiveness of social dialogue. In a more general sense, social dialogue is any type of negotiation, consultation or exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating directly to work and related economic and social policies.

The following two core indicators have been selected by the Task Force based in large part on data availability and feasibility:

- Share of employees covered by collective wage bargaining
- Average number of days not worked due to strikes and lockouts

The authors would like to add the indicator on *enterprises belonging to employers' organisation* in order to better reflect the workers' and employers' representation in social dialogue.

As follows from Table 6, while the trade union membership has been gradually falling since 1999, the share of enterprises belonging to employers' organisation more than doubled between 2004 and 2008. Similarly, the collective bargaining coverage was steadily growing during the period of 1998-2008.

A snapshot picture of Table 6 shows that while the trade union membership has been falling, the share of enterprises belonging to employers' organisations has been rapidly growing and almost doubled during the past four years. This may have direct correlation with the increase in the collective bargaining coverage rate and reflect growing participatory efficiency of workers' and employers' organisations in the process of tripartite negotiations.

Table 6: Social dialogue, workers' and employers' representation

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Gross union density rate, in % ¹	75.0	73.2	66.9	63.5	59.2	54.6	53.3	50.6	48.5	45.8	42.1
Enterprises belonging to employers' organization, in % (weighted by employment)	..	..	..	..	..	..	10.3	9.9	10.0	14.3	27.3
Collective bargaining coverage rate, in % (formal sector) ²	68.9	71.9	75.6	78.2	80.3	82.0	84.2	82.1	82.7	82.4	83.4
Average number of days not worked due to strikes	13	11	14	5	2	10	8	5	2	5	58

Source: State Statistics Committee of Ukraine, based on Annual Reports of Ukrainian Trade Unions and Federation of Employers of Ukraine.

Notes: 1. The gross union density rate is calculated as the number of trade union members (incl. students) over the number of wage and salaried workers, expressed in %.

2. The indicator is calculated on the basis of state statistical surveys, which cover business entities, public organizations, financial institutions and institutions funded through the state budget. The survey does not cover small businesses and the self-employed. The collective bargaining coverage rate is calculated as the number of employees in establishments covered by collective agreements over the total number of employees in establishments covered by the survey, expressed in %.

6. Skills development and life-long learning

The dimension on skills development and life-long learning proposed by the Task Force contains indicators that show the degree to which workers are trained, and whether employed people are under or over-qualified for their work. Many workers engage in a job with expectations and aspirations to have an opportunity to further develop their skills and abilities. The job may offer training, which could be appealing to the worker, or it may offer experiences and opportunities that the worker sees as important to his or her professional or personal development.

The following indicators are suggested for this element of the quality of employment framework:

- Share of employed persons in high skilled occupations
- Share of employees who received job training within the last 12 months
- Share of employed who have more education than is normally required in their occupation
- Share of employed who have less education than is normally required in their occupation

Out of the suggested four indicators, only indicator on the *share of employees who received job training within the last 12 months* is produced in Ukraine (see Table 7).

Table 7. Skills development in Ukraine, 1998-2008

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Share of employees who received job training within the last 12 month	5.7	5.9	6.5	6.9	8.0	7.7	8.3	8.5	8.6	9.2	9.0

Source: State Statistics Committee of Ukraine

Following from Table 7, it is possible to conclude that in spite of the fact that this indicator has demonstrated a steady growth over the past decade, it still remains low as compared to similar indicators in countries with much higher investments in human capital.

7. Workplace relationships and intrinsic nature of employment

The final element of the quality of employment framework suggested by the Task Forces is the intrinsic nature of the work. This dimension provides information on characteristics of employment which are inherently satisfying to the employed person. People may choose to work with low pay, long hours, under unsafe working conditions etc., if the work has social significance or meaning to them.

Stemming from the above, the following sub-dimensions and indicators measuring them are suggested:

(a) Workplace relationships

- Share of employees who feel they have a strong or very strong relationship with their co-workers

- Share of employees who feel they have a strong or very strong relationship with their supervisor
- Share of employees who feel they have been a victim of discrimination at work
- Share of employees who feel they have been harassed at work

(b) Intrinsic nature of work

- Share of employees who feel they do "useful" work
- Share of employees who receive regular feedback from their supervisor
- Share of employees who feel they are able to apply their own ideas in work
- Share of employees who feel satisfied with their work

None of the indicators belonging to this dimension of the quality of employment is produced in Ukraine. However, most relevant statistics could technically be collected on a special request.

VI. Informal economy and self-employment

(a) Informal economy

While the Quality of Employment Framework proposed by the Task Force is quite comprehensive and suggests a wide range of indicators to measure multiple dimension of quality of employment, the authors feel that such important aspects as employment in the informal sector and informal employment and self-employment have not been adequately covered it at all.

It should be noted that the above phenomena are widely spread in Ukraine and they generate both a feasible share of GDP and numerous jobs.

The earlier hopes that economic reforms and positive macroeconomic trends would automatically result in shrinking of the informal economy have proved too optimistic. Nevertheless, some positive shifts could be observed.

Consequently, the informal economy is still large in Ukraine. It accounts for over 21% of total employment (see Table 8 and Figure 16) and it provided a secondary job for almost every second person employed rural areas; 71.5% of persons employed in the informal sector worked in rural areas. According to 2006 data, 48.6% of persons employed in the informal economy were women.

The majority of employed in the informal economy are person of working age. According to the 2006 data, they accounted for 79.7% in informal employment, of whom 17.4% were persons 15-24 years old and 20.3% - 40-49 years old.

Informal employment is more widespread among employers and self-employed – around 96.7% of those employed and classified accordingly.

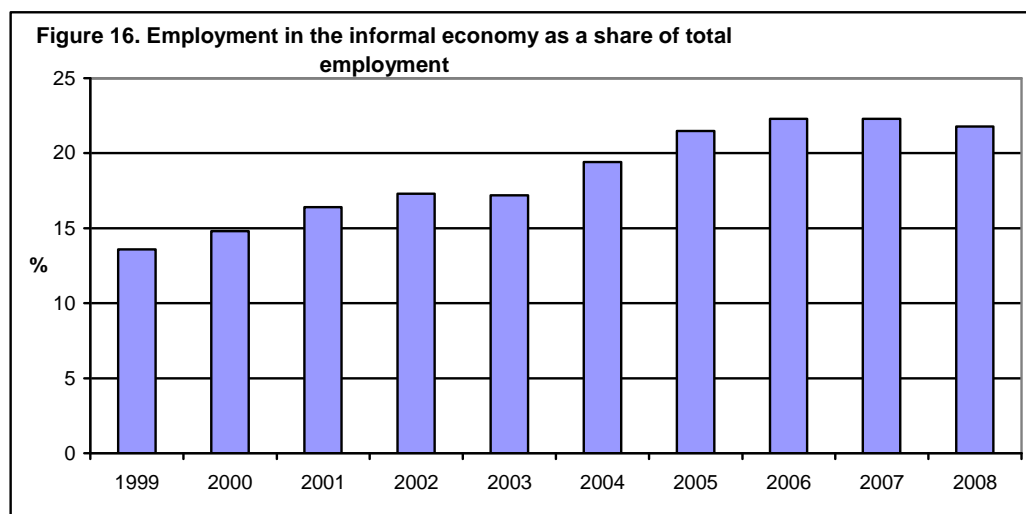
It should be noted that presently many employers avoid legal hiring under a different guise. For instance, they do not sign labour contracts with their employees as stipulated by legislation; they hide their real profits and wages of employees from tax inspectors and auditors (so called envelop wages paid “under a table”), or they do not contribute to social insurance schemes through “double-entry book-keeping”, etc.

High taxes are considered to be the main reason for the prevailing size of informal economy.

Table 8. Employment in the informal economy by industry

	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total, thousands	2985.1	3276.4	3484.7	3461.1	3939.5	4436.3	4623.3	4661.7	4563.8
% in total employment	14.8	16.4	17.3	17.2	19.4	21.5	22.3	22.3	21.8
By industry:									
Agriculture, hunting, forestry, fishing	71.1	73.2	74.4	73.1	70.2	72	71.6	70.5	65.7
Construction	4.7	4.4	4.7	5.9	6.1	6.9	7.7	9	12.1
Trade (incl. car services, repair services, hotels and restaurant business)	15.9	15.2	13.8	13.7	15	12.8	11.8	11	12.8
Transportation and communication	1.4	1.7	1.6	1.5	1.6	1.4	1.2	1.2	1.5
Other industries	6.9	5.5	5.5	5.8	7.1	6.9	7.7	8.3	7.9
Total, %	100	100	100	100	100	100	100	100	100

Source: State Statistics Committee of Ukraine

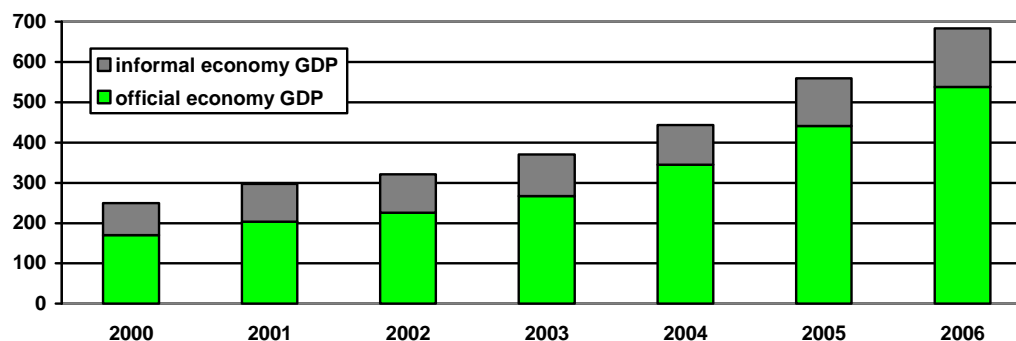


Source: State Statistics Committee of Ukraine

As for the economic volume of informal economy, its share in the national GDP is constantly growing (see Figure 17). Yet, according to expert estimates, informal income of the population is still much higher than the volume of informal production. This happens due to the fact that certain proportion of illegal incomes is “considered” to be legal and, therefore, included in the production accounts for intermediate consumption. As a result it is included in final production costs.

Consequently, the informal economy has become an organic component of the economic system in Ukraine and has assumed some systematic functions. Notably, it has served as a kind of a “safety valve” which has permitted the absorption of an important part of shed or under-utilised labour and made it possible to generate a lot of self-employed jobs.

Figure 17. GDP in billion HUA

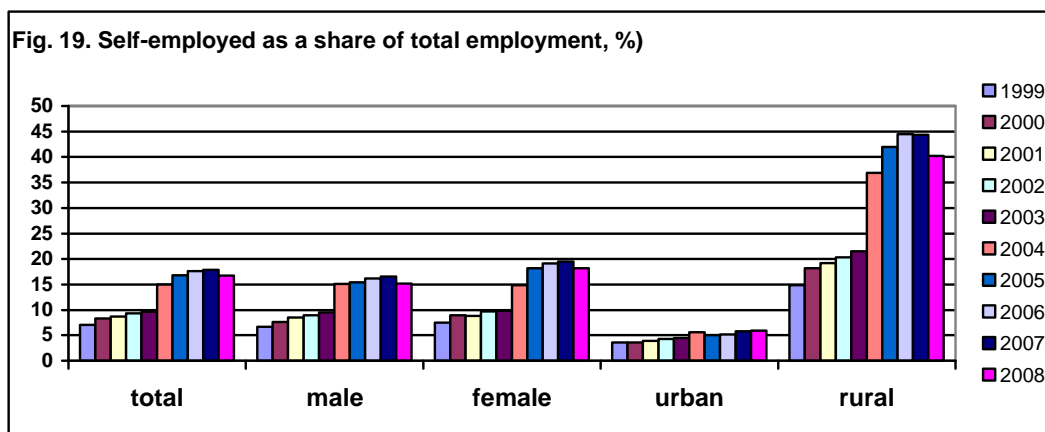


Source: State Statistics Committee of Ukraine

(b) Self-employment

The number of self-employed and their proportion in total employment have been steadily increasing. The economic growth of 2002-2006 did not change the trend. To the contrary, the number of self-employed continued to grow with the most spectacular increase in rural areas.

On one hand, the above was a direct result to low wages and a lack of decent jobs, and on the other, the process was stipulated by quite favourable taxation policy self-employed. In 2002, the share of self-employed rural dwellers in total employment slightly dropped but was still at the level of 40% (see Figure 18). The decrease happened due to the fall in the rural population in Ukraine in general and the beginning of economic crisis triggered by the world financial crises which fully struck Ukraine in 2009.



Source: State Statistics Committee of Ukraine

It should be noted that self-employment is mostly prevalent among persons who are unable to find quality job, have low professional and skill levels and, therefore are not competitive in the labour market.

V. Conclusion and recommendations

The objectives of preparing the quality of employment profile for Ukraine were twofold: firstly, to describe the quality of employment on the Ukrainian labour market, applying the framework developed by the UNECE Task Force; and secondly to provide feedback to the Task Force on the Measurement of Quality of Employment.

1. Quality of employment in Ukraine

In the relation to the first objective, the profile's major findings lead it to conclude that while some progress has been made in improving quality of employment in Ukraine, a lot remains to be done in order to be in a position to say that the Ukrainian labour market provides quality employment with quality jobs to the country's population.

The analysis below gives succinct overview of the quality of employment in Ukraine.

Safety and ethics of employment

While the number of persons whose working conditions do not satisfy the required sanitary-hygienic norms has been steadily decreasing, the number of work places with hazardous working conditions remained high in the coal mining, peat and metallurgy.

At the same time, while the number of persons with occupational injuries has been decreasing, the number of days lost due to injuries has increased. This happened due to the fact that occupational injuries themselves became heavier.

The above situation was largely due to the fact that the main causes of occupational injuries were: violation of labour and production discipline (in particular in mining and processing industries), violation of safety requirements during exploitation of equipment, machines and mechanisms and violation of technological process (in particular in mining industries).

Income and benefits from employment

The analysis of low pay showed that hourly earnings of about one third of persons employed in Ukraine were below 2/3 of median hourly earnings.

The economic revival, which was observed in some economic branches (mainly metallurgy, chemistry, mining and construction) during 2000-2006, led to the growing inter-sectoral wage imbalances between women and men. Notably, while the wage increase took place mostly among employees of more successful enterprises and sectors, female workers were concentrated in other economic sectors and could not benefit from the economic growth as their male colleague workers. As a result, income and wage inequality became more pronounced.

While the Ukrainian data showed positive results on the share of employees using paid annual leave in the previous year, they revealed a negative trend with respect to the average number of days of annual leave used in the previous year. The latter may partially be explained by the growing number of persons with excessive hours of work.

Working hours and balancing work and non-working time

The analysis of this dimension of quality of employment revealed that between 2004 and 2008, some progress had been made in Ukraine in improving working condition geared towards the decrease of the share of persons with excessive hours of work. Most spectacular improvement was observed for women while the percentage of men working excessive hours continued to grow. Young people represented the most vulnerable group among men and the second largest among women working excessive hours. The number of employees working long and excessive hours largely outnumbered that of own-account workers.

The highest share of persons working excessive hours was found in wholesale and retail trade, repair of motor vehicles, personal goods and household appliances, hotels and restaurants;

and construction. While the former benefited from some progress in terms of improved working conditions, persons employed in construction continued to suffer from considerable overtime. From 1995 to 2007, substantial progress was made in reducing the number of person in time-related underemployment. However, in 2008, hit by the world financial crisis, the economy of Ukraine began to stumble and the share of these persons increased almost 2.5-fold over the year.

The involuntary administrative leave continuous to be applied, reflecting decline in labour demand, and be accepted by employees as an alternative to unemployment. The number of persons on leave initiated by administration has particularly increased during the second half of 2008 and first half of 2009, as a result of economic crises.

The substitute indicator on the share of inactive population that is inactive due to family responsibilities (care of children or other family members) suggested by the authors to measure the balancing work and non-working life dimension revealed that between 1998 and 2008 the share of these persons grew almost three-fold.

Security of employment and social protection

It follows from the study that the decrease in the number of persons employed with temporary contracts took place mostly at the expense of agriculture where the number of such persons shrunk almost by one third. In contrast, the number of persons with temporary contracts increased in trade and in financial intermediation in particular, where it almost doubled.

The highest social security expenditures per employee were observed in mining and peat production, which was due to a high share of contributions on social insurance linked with occupational injuries. The above correlates with the highest occupational injury rates occurring in coal mines and peat production.

As for other forms of insurance, according to the study, while in 2006 the total expenditures of unemployment insurance fund remained unchanged as compared to 2001, their structure underwent a number of changes. Thus, during the same period, the average unemployment benefits increased in both nominal and real terms, whereas their ratio in the average wage dropped.

At the same time, there was increase of subventions to employers for creating new jobs, which triggered the increase of their share in total expenditures of the Fund; and a consequence to the decrease of unemployment rates, the share of expenditures directly related to pecuniary support of unemployed fell.

During 1998 and 2008, the share of population above pension age benefiting from pension fund increased by 11%, which demonstrated a positive move in this sub-dimension of quality of employment.

Social dialogue and workplace relationships

Statistics available show that while the trade union membership has been falling, the share of enterprises belonging to employers' organisations has been rapidly growing and almost doubled during the past four years. This may have direct correlation with the increase in the collective bargaining coverage rate and reflect growing participatory efficiency of workers' and employers' organisations in the process of tripartite negotiations.

Skills development and life-long learning

Out of the four indicators suggested by the Task Force, Ukraine produces only one: share of employees whop received training within the last 12 months.

The analysis of this sub-dimension showed that in spite of the fact that there was a steady growth of such employees over the past decade, their share still remains low as compared to similar indicators in countries with much higher investments in human capital.

2. Feedback to the Task Force on the Measurement of Quality of Employment

(a) The study revealed that Ukraine can produce 50% of the core indicators recommended by the Task Force, which cover the first six dimensions of the quality of employment framework.

Furthermore, the authors suggested the following 12 supplementary indicators, which are regularly produced in Ukraine:

Safety and ethics of employment

- Occupational segregation by sex (Index of Dissimilarity)
- Female share of employment in ISCO-88 major group 1 (legislators, senior officials and managers)
- Gender Wage Gap

Income and benefits from employment

- Nominal and real wage growth to previous year
- Population differentiation by income and wage, Gini-coefficient
- Population differentiation by income, wage and sex, Gini-coefficient
- Poverty rates by type of households

Working hours and balancing work and non-working life

- Type of part-time employment as a share of total employment
- Share of inactive population that is inactive due to family responsibilities (care of children and other family members), in % (women and men)
- Share of children enrolled in pre-school education, in %.

Social dialogue and workplace relationships

- Enterprises belonging to employers' organization, in % (weighted by employment)

(b) Further, the authors believe that one the major drawback of the framework proposed is that it pays practically no attention to *persons employed in the informal economy and self-employed* in more general term.

Section 4 above was included in the Ukrainian profile in order to illustrate to what extent self-employment influences the overall level of quality of employment.

Therefore, the authors would like to strongly recommend to include relevant indicators in the quality of employment framework.

(c) Also, while we understand that the *dimension "Fair treatment in employment"* is largely a cross-cutting one, we consider that it should be give a higher prominence in its own right. Table 1 proposed by Ukraine can be used as an example of the above consideration.

(d) With respect to "*Other possible indicators*" suggested by the Task Force, we have some reservation as to practical relevance of those listed below:

- Ratio of the employment rate for single women with children under compulsory school age to the employment rate of married women aged 20-49
- Average hours worked per household
- Transition from temporary jobs into other labour status.
- Unemployment rate of those whose last job was temporary
- Percentage of employed who are unincorporated self-employed
- Average weekly unemployment insurance payment as a share of average weekly wage
- Unit working hours lost due to strikes and lock outs
- Decentralisation/centralisation index of bargaining
- Collective bargaining on working conditions
- Share of employees not covered by strike law
- Share of employed persons by Level of Education (including subgroups)
- Kind of job training (job-related, done on one's own initiative)

(e) As follows from the profile, currently none of the indicators, belonging to the dimension "Workplace relationships and intrinsic nature of work" is produced in Ukraine. However, all relevant statistics could technically be collected by the State Statistics Committee on a special request.

However, the question is not whether or not Ukraine can produce these indicators but rather to what extent they are currently relevant in the Ukrainian context.

With the above in mind, while we have no special objections to their inclusion in the Quality of Employment Framework, the State Statistics Committee will not be producing them in the near future as there are other much more urgent and topical priorities for data collection in Ukraine.

Comments on issues covering operational aspects of the framework's application

The "Quality of Employment Profile for Ukraine" written on the basis of the Task Force paper prepared for the UNECE/ILO/EUROSTAT Seminar demonstrated good level of the operational use of the framework proposed, as well as general applicability of a greater part of the core indicators selected for this exercise.

As already stated above, the major weak points of the framework are limited employment aspects of persons working in the informal economy and self-employed in general, which makes the framework less relevant to most middle- and low-income countries; and practical absence of its interrelationship with social and economic context of employment. The while the former limits the framework to the world of work of employees, the latter cuts off the analysis of quality of employment from real socio-economic conditions confronted by working people in their daily working and not-working life.

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