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INTRODUCTION OF THE CONCEPTUAL FRAMEWORK FOR MEASURING THE QUALITY
OF EMPLOYMENT

**Statistical Measurement of Quality of Employment:
Conceptual framework and indicators**

Note by the UNECE Task Force on the Measurement of Quality of Employment

Background to the development of the framework

The creation of the Task Force follows several important seminars in Geneva – one, in May 2005, re-started discussions on the importance of quality of employment measurement. At that meeting, much of the attention was on the three frameworks measuring the qualitative aspects of work and labour already in use: the International Labour Organization's (ILO) framework for the measurement of decent work; the European Commission Quality of Work Indicators; and the Quality of Job and Employment framework used by the European Foundation for the Improvement of Living and Working Conditions (EF) in their European Working Conditions Survey. These frameworks, it was discovered, had similar characteristics which should be exploited in the development of a single, coherent international framework on the measurement of qualitative aspects of work and labour.

There was another meeting later that year, at the ILO headquarters in Geneva, in October 2005. The focus of that International Seminar, attended by some who were also at the above-mentioned May meeting, was to examine how Labour Force Surveys could be used to measure the qualitative dimension of employment. One of the Seminar's conclusions was that since Labour Force Surveys were central to the statistical systems run by most National Statistical Offices, they could be useful tools for measuring internationally comparable data.

In April 2007, a joint UNECE/ILO/EUROSTAT Seminar on the Quality of Work took place. The Seminar moved the work closer toward a single, internationally-recognized quality of employment measurement framework and recommended the creation of a Task Force to further the work towards the creation of a framework of quality of employment statistics.

That Task Force was given its mandate by the Conference of European Statisticians in June, 2007. Among the objectives of the Task Force were:

- 1) To refine the list of indicators developed by the previous Task Force, taking into consideration the proposals made at the seminar in April 2007.
- 2) To consider additional indicators including those for which data may not be currently available, as discussed at the seminar.
- 3) To test the newly created list of indicators against a set of criteria to be developed by the Task Force.

Statistical Measurement of Quality of Employment

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I. INTRODUCTION

1. 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. As a result, countries have labour laws and regulations that prohibit or limit certain forms of work. Some types of employment are deemed illegal (e.g. forced or child labour), while other rules regulate the workforce, without banning activities outright (e.g. by setting maximum working hours). Other labour regulations protect the safety of the worker. The issue of quality of employment, however, extends beyond aspects of work that are illegal or regulated, extending to personal preferences about what workers want from their time spent at work.

2. Internationally, there is great interest in the issue of quality of employment. 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 forms.

3. 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”.¹ The Decent Work Agenda provides a framework for the major areas of ILO work and draws attention to the relationships between its four strategic objectives:

- (a) Fundamental principles and rights at work and international labour standards.
- (b) Employment and income opportunities.
- (c) Social protection and social security.
- (d) Social dialogue and tripartism.

4. In Europe, the promotion of quality of work is a “guiding principle” in the Social Policy Agenda of the European Union (EU).² In 2000, heads of state and governments of the EU met in Lisbon to launch a series of reforms. At this meeting, a new “overall goal of moving to full employment through creating not only more, but also better jobs” was set.³ Subsequent meetings of the European Council have also concluded that promoting quality and productivity at work is a priority for the EU.

5. To meet their needs to monitor and develop policies to improve quality of work, both the ILO and the EU have developed their specific frameworks: A framework for the measurement of decent work has been developed by the ILO that combines statistical decent work indicators with information on the legal framework.⁴ Within the EU, two frameworks are used. One set of indicators is maintained by the European Commission for monitoring labour market policies. Another was developed and is being used by the European Foundation for the Improvement of Living and Working Conditions for their work on this topic.

6. While several related frameworks exist, each suits a particular purpose or policy agenda. None attempts to produce a broad, overall framework for the measurement of quality of employment. There remains a need to develop a single, coherent framework around which statistics on quality of employment can be developed and organized.

7. In 2007 a Task Force was set up to develop a single framework unifying the elements in the different systems. The Task Force was composed of representatives from Canada (chair), France, Finland, Hungary, Israel, Italy, Poland, Eurostat, the European Foundation for the Improvement of Living and Working Condition, Women in Informal Employment: Globalizing

¹ International Labour Organization. *Decent work: Report of the Director-General. International Labour Conference, 87th Session, ILO, Geneva, 1999.*

² Lozano, Esteban. *Quality in work: Dimensions and Indicators in the Framework of the European Employment Strategy, UNECE/ILO/Eurostat Seminar on the Quality of Work, Geneva, May 11 to 13, 2005, p. 2.*

³ IBID, p. 2.

⁴ International Labour Office. *Measurement of decent work: Discussion paper for the Tripartite Meeting of Experts on the Measurement of Decent Work, Geneva, 8–10 September 2008, ILO, Geneva, 2008;* and International Labour Office. *Tripartite Meeting of Experts on the Measurement of Decent Work Geneva, 8- 10 September 2008. Chairperson’s report, ILO, Geneva, 2008.*

and Organizing (WIEGO), ILO and UNECE. Later, Mexico, Moldova and Ukraine joined the Task Force. This document is the result of the work of the Task Force. It presents a proposal for a statistical framework on the quality of employment.

8. The goal of the statistical framework proposed in this document is to provide guidance to countries interested in the development of quality of employment statistics. It is hoped that this framework will be a useful tool for those who are interested to produce statistics on quality of employment indicators. It is important to note that what is presented below should not be interpreted as a formal international recommendation that requires countries to produce statistics. The primary goal of this effort is to assist in understanding the quality of employment within a country, rather than facilitate international comparisons. Additional experience and research would be required before moving to a higher level of guidance that would standardize measurement across countries.

II. DESIGN OF THE FRAMEWORK

A. What is Quality of Employment?

9. What is quality of employment? What indicators ought to be used to assess such a concept? Neither question is easy to answer. How it is answered depends upon the perspective that one has. The European Foundation has identified three perspectives on the quality of work and employment: societal, corporate and individual.⁵ 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.

10. From the corporate point of view, good employment might mean having hard-working, productive staff. Of course there is overlap between the corporate view and the views of the worker on what is high quality employment. However, what is in the interest of the employer is not always the same as that of the worker. So, while an employee might see high wages to his benefit, the employer may not see that attribute of the job as a positive one.

11. The proposed framework and its indicators are **primarily designed to measure quality of employment from the perspective of the individual or worker**. However, there is also some element of the social perspective built into this framework.⁶ Because work is something that delivers a large variety of benefits and negativities to individuals and societies, and individual and societal tastes for what they want from work are equally varied. As a result, there is no one, single definition of what it means to be working in "good" employment.

⁵ 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.

⁶ Note that also the ILO framework on decent work has both a societal and individual perspective.

12. This perspective affects the framework in a few ways. First, it prevents any development of an index of quality of employment, and as such, the Task Force strictly avoided moving the framework in that direction. Second, because quality of employment means many different things, it requires a varied and populous set of indicators. These indicators, in turn, will be interpreted differently by different people. Since for one person, changes in an indicator can mean good news, while for another it can be neutral or even negative. As a result, the framework will never yield a black and white picture of quality of employment, a reflection of the complexity of the issue being measured.

13. Since qualitative aspects of work are the subject of study, access to employment is outside the scope of the framework. However, one cannot forget the general labour market conditions when using the framework to produce analysis of the state of quality of employment in a country. To get a full picture of the labour market situation of a country, the framework on quality of employment should always be accompanied by regular indicators on employment and unemployment, for example (un)employment and participation rates. Moreover the standard labour market indicators are an essential piece of information for interpreting the results of the measurement of quality of employment.

B. The Quality of Employment Framework

14. In developing the framework, the following main principles have been used:

1. *The measurement of quality of employment should be comprehensive, with many elements and dimensions.*
2. *Not all aspects of quality of employment will be relevant for measurement in all countries. Each aspect of quality of employment should be sufficiently problematic within a country to justify measurement.*
3. *The measurement of quality of employment should have a transparent logical structure to be called a framework.*
4. *The statistics of quality of employment are designed to be feasible or practical for National Statistical Organizations. While designed to draw from existing sources, countries may need to consider expanding the collection of statistics on quality of employment. Each aspect of quality of employment is designed to be technically feasible.*
5. *Use, wherever possible, internationally-accepted computational methodologies and definitions.*

15. The first and second principles ensure that comprehensive, varied indicators suggested in the framework will help measure quality of employment in any country. The framework is flexible enough to address the particular needs of any part of the world. Because it has been developed with the broadest approach possible to the measurement of quality of employment, countries may not find all parts of the measurement framework to be applicable.

16. The third principle relates to the organization of the framework itself. A framework needs a clear structure. The structure chosen here is based on human needs from work. Employment or

work can be viewed as an activity to meet human needs. This view offers a logical structure to the Quality of Employment framework and ensures all aspects of quality of employment are covered. Seven basic dimensions of quality of employment are proposed with indicators specified under each.

17. The fourth principle ensures practicality, producing simple indicators that can be produced using data collection programs common in many countries, such as population censuses or household surveys (e.g. labour force surveys). This aims to facilitate ease of use, although it should be of lower priority in terms of a guiding principle for the framework – practicality is important, but simply choosing what is currently available would not be appropriate for statistical framework development. There are important aspects of quality of employment which are rarely measured by National Statistical Organizations. For those aspects indicators are proposed where, in principle, measurement is considered to be feasible.

18. The fifth principle says that the framework should take advantage of international standards in place. There are two advantages that this principle brings to the framework – first, there is no point in any duplication in effort. Second, this principle facilitates an evolution into an international standard, should the international community decide to proceed down that route.

19. 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

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

20. The structure of the framework is intended to reflect human needs that may be satisfied through employment. Human needs of health, safety and ethical behaviour are listed first. Work should also provide sustenance, so a dimension on income and benefits, naturally, is within the framework. This is obviously a main purpose of employment, at least historically and in most countries.

21. It is essential for most workers that in the pursuit of these rewards, work should not overly interfere with other human activities, in particular family life. Therefore working hours and balancing work and non-working life appear in the framework. Furthermore, for workers it is important that the sustenance from employment should not be volatile. Therefore work security and social protection is the next dimension. It is generally acknowledged that working conditions are better secured via a good system of social dialogue. This normally involves both pecuniary as well as non-pecuniary rewards from work.

22. The next two dimensions have less to do with the provision of human needs of safety and sustenance but describe many modern-day aspirations of the role of work. They are dedicated to aspects of work that provide opportunities for personal growth and work satisfaction. Personal growth is reflected in the dimension of skills development and life-long learning. This is an area meant to cover both formal and informal training. The final dimension, workplace relationships and intrinsic nature of work, should cover those aspects of work which make a worker feel good about their job. The employee-employer and inter-employee relationships are important to the development of healthy workplace cultures and job satisfaction. Canadian research would indicate that issues of social dynamics in the work relationships are a key element to what makes a "good" job.⁷ The intrinsic benefits to the worker comprise aspects of work that gives a person job satisfaction.

23. The way the framework of Quality of Employment is designed assures that it includes survival aspects of work as well as aspects that may appear more relevant to workers who are safe and well-fed. This makes the framework appropriate for countries in all stages of economic development, both for developing countries (or agencies concerned with their development) and developed countries. It should be noted that the sequence of the dimensions in no way indicates a level of importance or urgency. All dimensions are important. In order to have a good assessment of the quality of employment it is essential that all dimensions are covered.

III. DEFINING THE DIMENSIONS OF QUALITY OF EMPLOYMENT

A. Safety and ethics of employment

24. 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

⁷ Lowe, Graham S., and Grant Shellenberg, "What's a good job? The Importance of Employment Relationships", *Canadian Policy Research Network Study No. W05*, Ottawa, 2001.

forms of labour, such as forced labour or child labour, as well as unfair treatment like discriminatory or harassing work situations.

25. The issue of safety at work is certainly an important element of the quality of employment. Employment which is unsafe would be a bad form of work. However, the issue of workplace safety should not focus only on the most unsafe jobs. Risks of injury or death can exist across all types of work, and thus indicators of the safety of work are an important element of any quality of employment framework.

26. Child labour and forced labour are forms of work that almost all people around the world would agree to be among the worst: child labour, or forced, bonded or slave labour, or trafficked labour. There is a common understanding that such work should be abolished universally. The forced labour sub-dimension is defined as those indicators that provide information on any “work or service that is extracted from any person under the menace of any penalty and for which the said person has not offered himself or herself voluntarily”.⁸ This includes such practices as slavery, bonded labour and involuntary labour resulting from human trafficking. It is felt that such work activity should be monitored, even if the estimation of the scale of the problem can be difficult.

27. The ILO is very active on the issue of child labour. The goal of the ILO’s International Programme on the Elimination of Child Labour (IPEC) is the prevention and elimination of all forms of child labour: the priority targets for immediate action are the worst forms of child labour, which are defined in the ILO Convention on the worst forms of child labour, 1999 (No. 182).⁹ The ILO Statistical Information and Monitoring Programme on Child Labour (SIMPOC), which is the statistical arm of IPEC, provide statistics on the extent, characteristics and determinants of child labour. The 18th International Conference of Labour Statisticians (24 November – 5 December 2008) adopted the Resolution concerning statistics of child labour, which contains concepts, definitions and methods of data collection on child labour, including its worst forms.¹⁰

28. The ethics of work dimension would not be complete without discrimination issues. These are captured in the sub-dimension fair treatment in employment.¹¹ This dimension should show how fairly people, or sub-populations, are treated in employment. Particular attention should be paid to labour market conditions for certain groups of the population. They include women, people of certain ethnic origins, people with physical or mental disabilities, indigenous populations and migrant populations.

⁸ International Labour Organization, Convention No. 29.

⁹ All forms of slavery or practices similar to slavery such as sale and trafficking of children, debt bondage and serfdom or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering a child for prostitution, for production of pornographic performances, work which by its nature or circumstances, in which it is carried out, is likely to harm the health, safety or morals of children.

¹⁰ ILO, *Resolution concerning statistics of child labour*. 18th ICLS, Report of the Conference, pp. 56-66. Geneva 2009.

¹¹ Elimination of discrimination in respect of employment and occupation is part of the ILO's 1998 Declaration on Fundamental Principles and Rights at Work and covered by the Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

29. The sub-dimension on fair treatment in employment is an exceptional case that requires a special approach. In order to assess the level of fair treatment in employment it is important that all groups have the same access to work and have work of the same quality. This means that in principle all quality aspects are relevant when fair treatment is concerned. Rather than propose separate indicators for this sub-dimension, the recommendation of the Task Force is to produce as many quality of employment indicators as possible for the groups for which society might have concerns about their fair treatment. In this way, a thorough review of fair treatment can be given. Fair treatment can be assessed comparing the quality of employment situation of these groups with the national average.

B. Income and benefits from employment

30. 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. People value the pay, but they undoubtedly consider the leave that they may take, the health coverage and other benefits when asking themselves “what is a good job?”.¹²

31. The sub-dimension, income from employment should provide information on any compensation paid to employees, or income from self-employment. This compensation can take the form of wages and salaries or other remuneration such as bonuses, commissions, gratuities, income in-kind, taxable allowances, retroactive wage payments and stock options. This remuneration should be calculated on a “gross” basis – that is, before deductions such as contributions to income tax, employment insurance, pension funds etc.

32. Also non-wage pecuniary benefits are important rewards from employment. This sub-dimension covers information on other forms of remuneration, such as supplementary medical, dental or pharmaceutical benefits.

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

33. 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 this aspect is included in this sub-dimension as well.

¹² In a survey conducted on about 2,500 Canadians, over half of the respondents said that benefits were “very important” in a job, while over 6 in ten said that good pay was very important¹². Interestingly, the same survey compared what workers want in a job to what they feel they actually get. The largest “job quality deficits” were noted in pay, benefits and the related concept of advancement opportunities.

34. The number of hours worked is an important aspect of quality of employment. Excessively long or involuntary short hours of work can have a significant impact on human well-being.

35. In addition to the number of working hours, the timing or when the hours are worked is also relevant. Therefore, a separate sub-dimension on working time arrangements is needed to show, for example, the days of the week or times of the day when persons work.

36. Employment should be convenient for balancing work and non-working life. In addition to the number of hours that people work per week, it is important that work schedules are compatible or convenient with school schedules (if they have children), and that a schedule is regular and consistent. Being able to choose the schedule is also something of important as more and more employers offer flexible work arrangements. For work-life balance measures, particular attention should be paid to statistics of hours worked among mothers, given their continued dominant role in unpaid work and child care in most countries.

D. Security of employment and social protection

37. Most workers would like to know that they can count on stable, regular employment, with little or no period of lay-off.¹³ 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.

38. Security of employment involves information on the degree of permanence and tenure of the work, status in employment, informalization of employment. This should also give an idea of the degree of “flexicurity” of employment (a portmanteau of flexibility and security).

39. Social protection offered to workers is also an important aspect of quality of employment. Employment insurance (in some countries called unemployment insurance) coverage, pension coverage, and paid leave for maternity or parental leaves are examples of such social protection. Note that such protection should not be covered under the banner of pay and benefits.

E. Social dialogue

40. It is generally felt that it is a positive aspect of society if workers have the right to organize and to collectively bargain with employers. The degree, to which this freedom exists, and the degree, to which employed people are able enter into social dialogue with employers and governments, is generally seen as a positive aspect of quality of employment. The title of the sub-dimension, social dialogue, encompasses freedom association and the right to organize and bargain collectively. Social dialogue includes all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

¹³ In the 2000 CPRN-EKOS Survey, good job security ranked with good pay as an important element of job quality.

F. Skills development and life-long learning

41. The dimension skills development and life-long learning 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. This element of the quality of employment framework should focus on indicators of training, commonly seen as a positive aspect of any job. But skills are not just a function of the abilities and training of the worker, but also reflect the nature of the job itself. As a result, skills cannot be developed in a work environment where the employed person is over-qualified for the position.

G. Workplace relationships and intrinsic nature of work

42. A modern-day concern is how well we get along with our co-workers. The quality of workplace relationships, according to some, seems more important to overall job satisfaction than pay or benefits.¹⁴ Not only does it improve job satisfaction, strong workplace relationships are also linked to skill development and use, reduced turnover, higher morale and reduced absenteeism. The sub-dimension workplace relationships focuses on inter-employee dialogue and relationships, as well as communications between employee and their supervisors.

43. The final element of the quality of employment framework should be the intrinsic nature of the work, a dimension present in the European Union quality of work framework. 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. For example, military service – for some – has great intrinsic value, although it is inherently dangerous. Or, working for a religious order might offer very important spiritual rewards for some, although the person might vow to a life of poverty. Measuring this intrinsic value of work is complicated, and is probably the least developed of the dimensions listed above.

IV. MOVING FROM DIMENSIONS TO INDICATORS

44. The table in Annex 1 shows how to parley the higher-level, conceptual discussion in the earlier parts of this report, into detailed, statistical indicators. Again, the goal of it is not to establish an international reporting requirement for National Statistical Organizations to follow. There is not enough detail in the many indicators proposed below to suggest that international comparisons should be made. Instead, as stated earlier, the goal should be to provide assistance to countries which need or want to provide a comprehensive portrait of the quality of

¹⁴ Lowe, Grahame S., and Grant Shellenberg, What's a Good Job? The Importance of Employment Relationships, Canadian Policy Research Networks, Study No. W05, Ottawa, 2001.

employment within the country. Further work would be required to provide the specifics of each indicator (precise definitions and collection methods), before meaningful international comparisons can be made.

45. The indicators being considered for the framework are a work in progress. This is suggested by the column titles in the table below. While at this stage in the Task Force work there is general agreement on the broad framework, the indicators to populate the framework have not been decided upon. A set of indicators is identified that is considered suitable for reviewing its relevance and practicality. In addition a preliminary list of possible indicators is established. Both the framework and indicators need to be tested and refined.

46. It is with the above in mind that the Task Force has initiated the following activities:

- (i) *The Validation Study*: the study will test the completeness/redundancy and validity of the quality of employment indicators selected for analysis. It will also highlight the relevance of indicators for the statistical framework suggested by the Task Force as well as provide evidence of the quality of employment indicators' applicability to the ILO framework of Decent Work. The Validation Study is carried out by the Italian National Institute of Statistics (ISTAT)
- (ii) *Quality of Employment Country Profiles*: based on the Outline and criteria, the following nine countries will prepare their quality of employment profiles: Canada, Israel, Finland, France, Germany, Italy, Mexico, Moldova and Ukraine.

47. The framework for the measurement of quality of employment developed by the Task Force, results of the Validation Study and findings of the county profiles will be reported to and discussed at the Fifth UNECE Meeting on the Measurement of Quality of Employment organised in cooperation with the ILO and EUROSTAT (Geneva, from 14 to 16 October 2009).

48. The Task Force would like to acknowledge that funds for the Validation Study, preparation of county profiles and participation of representatives from fourteen countries at the October Seminar are provided from the ILO/EU Project "Enhancing the understanding of decent work issues by developing decent work indicators".

* * *

ANNEX 1

Dimension	Proposed indicators (Fully accepted by Task Force for review)	Other possible indicators
1. Safety and ethics of employment		
(a) Safety at work	<ul style="list-style-type: none"> ▪ Fatal occupational injury rate (Workplace fatalities per 100,000 employees) ▪ Non-fatal occupational injury rate (Workplace accidents per 100,000 employees) ▪ Share of employees working in "hazardous" conditions 	<ul style="list-style-type: none"> ▪ Occupational injury insurance coverage ▪ Labour inspection (inspectors per 100,000 employees) ▪ Hazardous occupations (rate) ▪ Occupational disease contraction per 100,000 employees ▪ Workplace expenditure on safety improvements as a share of total workplace labour costs ▪ Share of employed people who feel significant levels of stress on the job.
(b) Child labour and forced labour	<p><i>Child labour and worst forms of child labour</i></p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> ▪ 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
		<p><i>Forced labour</i></p> <ul style="list-style-type: none"> ▪ Indicators of deceptive recruitment ▪ Indicators of coercive recruitment ▪ Indicators of recruitment by abuse of vulnerability
(c) Fair treatment in employment	<p>FOR THE MEASUREMENT OF FAIR TREATMENT, STATISTICS SHOULD BE PRODUCED ACROSS ALL DIMENSIONS, FOR AS MANY INDICATORS OF QUALITY OF EMPLOYMENT AS POSSIBLE, FOR THE FOLLOWING GROUPS WHICH MAY BE RELEVANT FOR INDIVIDUAL COUNTRIES:</p> <ul style="list-style-type: none"> - Women - Ethnic minorities - Immigrants - Indigenous population - Persons with disabilities 	

2. Income and benefits from employment		
(a) Income from employment	<ul style="list-style-type: none"> ▪ Average weekly earnings of employees ▪ Low pay (Share of employed with below 2/3 of median hourly earnings) 	<ul style="list-style-type: none"> ▪ Share of employees paid at below minimum wage ▪ Distribution of wages by quintile
(b) Non-wage pecuniary benefits	<ul style="list-style-type: none"> ▪ Share of employees using paid annual leave in the previous year ▪ Average number of days paid annual leave used in the previous year ▪ Share of employees using sick leave 	<ul style="list-style-type: none"> ▪ Share of employees with supplemental medical insurance plan

3. Working hours and balancing work and non-working life		
(a) Working hours	<ul style="list-style-type: none"> ▪ 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 	<ul style="list-style-type: none"> ▪ Share of employees working overtime (paid or unpaid) ▪ Share of employed working more than one job ▪ Average weekly (actual) hours) ▪ Distribution of hours by quintile
(b) Working time arrangements	<ul style="list-style-type: none"> ▪ 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 	
(c) Balancing work and non-working life	<ul style="list-style-type: none"> ▪ 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 	<ul style="list-style-type: none"> ▪ 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 ▪ Share of employed people who feel “time stressed”

4. Security of employment and social protection		
(a) Security of employment	<ul style="list-style-type: none"> ▪ 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) 	<ul style="list-style-type: none"> ▪ 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
(b) Social protection	<ul style="list-style-type: none"> ▪ 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 	<ul style="list-style-type: none"> ▪ Average weekly unemployment insurance payment as a share of average weekly wage

5. Social dialogue and workplace relationships		
	<ul style="list-style-type: none"> ▪ Share of employees covered by collective wage bargaining ▪ Average number of days not worked due to strikes and lockouts 	<ul style="list-style-type: none"> ▪ Unit working hours lost due to strikes and look outs ▪ Decentralisation/centralisation index of bargaining ▪ Collective bargaining on working conditions ▪ Share of employees not covered by strike law
6. Skills development and life-long learning		
	<ul style="list-style-type: none"> ▪ 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 	<ul style="list-style-type: none"> ▪ Share of employed persons by Level of Education (including subgroups) ▪ Kind of job training (job-related, done on one's own initiative)
7. Workplace relationships and intrinsic nature of work		
(a) Workplace relationships		<ul style="list-style-type: none"> ▪ 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		<ul style="list-style-type: none"> ▪ 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